



Safety & Occupational Health Policy

Background

Mahindra Holidays & Resorts India Ltd. (MHRIL) firmly believes that safety is an essential and integral part of every operation and activity. The company is committed to the principle that all accidents and health risks are preventable. MHRIL takes reasonable steps to ensure safety and enhance occupational health through its activities.

Objective

The objectives of the Health & Safety Policy are:

- To provide and maintain a safe and healthy working environment, equipment, and systems of work for all employees.
- To offer necessary information, training, and supervision as required to achieve this purpose.
- To comply with all relevant statutory provisions related to safety, health, and the environment.
- To use techniques such as safety audits for periodic assessment of safety, health, and environmental status and risk analysis for hazardous operations.
- To integrate safety and health considerations in all decisions concerning the purchase of plant, equipment, machines, materials, and the selection, placement, and training of personnel.

MHRIL acknowledges its responsibility for the safety and health of others who may be affected by its activities.

Date: 01-06-2024

Policy

MHRIL has:

- Developed a health and safety policy focused on the well-being of employees.
- Appointed a corporate safety officer to implement and periodically review the effectiveness of this policy.
- Conducted hazard identification and risk assessments at its resort locations in a phased manner, with corrective measures established.
- Implemented sufficient and adequate fire-fighting systems at all its plants.
- Strictly adhered to various safety and health legislations prescribed by relevant agencies.
- Conducted safety audits, safety training, and safety promotions at regular intervals to enhance safety awareness, prevent accidents, and ensure a safer workplace.

Policy Adherence Responsibility

The Head of Operations is responsible for the overall adherence to this policy, while unit heads are specifically responsible for their respective units.

General

A comprehensive safety and health policy is available and circulated to all unit heads. This policy is reviewed at regular intervals and updated as necessary.



Mr Manoj Bhat

Managing Director & Chief Executive Officer