ClubMahindra

Plastics & Sustainable Packaging Policy

Purpose:

Mahindra Holidays & Resorts India Limited (MHRIL) recognises that packaging plays an important role in protecting products, ensuring hygiene, and enabling efficient logistics, while also contributing to environmental impacts across its life cycle. This Policy establishes the Company's commitment to minimising the environmental footprint of packaging by reducing material use, eliminating unnecessary plastics, promoting sustainable packaging alternatives, and influencing responsible packaging practices across its operations and value chain.

Scope:

This Policy applies to all packaging associated with MHRIL's managed resort operations, including packaging related to food and beverage services, guest amenities, housekeeping, maintenance, retail items, logistics and operational supplies. The Policy also extends to suppliers, service providers, contractors and business partners whose goods or services involve packaging supplied to or used within MHRIL operations. While MHRIL exercises direct control over packaging used within its own operations, packaging associated with procured goods and inbound logistics may remain under supplier control and is addressed through procurement requirements and engagement.

Definition of Packaging:

For the purpose of this Policy, packaging refers to all materials used to wrap, protect, store, serve or transport goods. This includes consumer-facing packaging as well as operational and transit packaging generated before goods reach MHRIL's resorts or after use within resort operations. Packaging materials covered under this Policy include, but are not limited to, paper and cardboard, glass, metal, wood-based materials, compostable materials, multilayer packaging and plastics. Packaging that is returnable and reused multiple times is considered once for the purposes of environmental impact.

Commitment to Elimination and Reduction of Plastics:

MHRIL achieved the elimination of single-use plastics across its managed resort operations in 2023, except where plastic packaging is introduced through supplier-provided packaging beyond the Company's direct operational control. The Company has taken steps to remove single-use plastics from guest-facing and operational activities wherever suitable alternatives are available, prioritising material substitution, reuse and responsible procurement. MHRIL acknowledges that certain packaging associated with procured goods may continue to include plastic or mixed materials due to supplier design, regulatory requirements, product safety considerations or logistical constraints. In such cases, the Company seeks to influence outcomes through supplier engagement rather than direct operational

control.

Sustainable Packaging Approach:

MHRIL's sustainable packaging approach applies to all forms of packaging materials and focuses on preventing environmental impacts at the source. The Company aims to reduce overall packaging intensity, improve material efficiency, avoid unnecessary or problematic packaging, and encourage the use of recyclable, reusable, compostable, recycled or certified materials where feasible. Packaging decisions are guided by environmental impact considerations alongside safety, hygiene, regulatory compliance and operational practicality.

Supplier and Partner Engagement:

MHRIL expects its suppliers, service providers and business partners to align with the principles of this Policy and progressively reduce the environmental impact of packaging associated with goods supplied to the Company. This includes encouraging suppliers to minimise packaging, reduce plastic content, improve recyclability, and explore alternative materials where feasible. Recognising that packaging design decisions may rest with suppliers, MHRIL will

continue to engage with vendors through procurement standards, specifications and dialogue to influence responsible packaging practices over time.

Monitoring and Continuous Improvement:

MHRIL is committed to progressively strengthening its ability to assess and monitor packaging material types and packaging-related impacts across its operations. While comprehensive measurement of packaging volumes by material type may be constrained by supplier-controlled packaging and data availability, the Company will continue to enhance internal processes, procurement engagement and data systems to improve visibility and decision-making over time.

Innovation and Future Readiness:

MHRIL encourages innovation in sustainable packaging solutions, including the evaluation of alternative materials, improved packaging design and process changes that reduce environmental impact. As data maturity improves and operational feasibility allows, the Company will evaluate opportunities to set measurable objectives and enhance

transparency related to sustainable packaging performance, in alignment with applicable regulatory requirements and voluntary sustainability reporting frameworks.

Governance and Accountability:

The implementation of this Policy is supported through MHRIL's governance structures, with responsibilities shared across relevant functions including procurement, operations and sustainability. Progress under this Policy is reviewed periodically to ensure alignment with business priorities, environmental commitments and evolving stakeholder expectations.

Review:

This Policy shall be reviewed periodically and updated as necessary to reflect changes in business operations, regulatory requirements, supplier practices, technological advancements and sustainability best practices.

Manoj Bhat
Managing Director & CEO

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THANK YOU!