



VENTIVE HOSPITALITY LIMITED

(Formerly known as “Ventive Hospitality Private Limited” and “ICC Realty (India) Private Limited”)

ENVIRONMENTAL SUSTAINABILITY & GOVERNANCE POLICY (ESG)

COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

Ventive Hospitality Limited (hereinafter referred to as "the Company") holds the fundamental belief that achieving excellence in our business and simultaneously benefiting society are intertwined objectives. This core conviction serves as the cornerstone of our diverse business approach. Through this Environmental Sustainability Policy ("Policy"), The Company formally underscores its dedicated commitment to creating a constructive societal influence. This commitment is actualized through the creation and management of efficient, health-conscious structures, the proactive reduction of greenhouse gas emissions and climate vulnerability, and the promotion of human well-being and nutritional advancement.

SCOPE AND APPLICABILITY

This Policy extends across all verticals of the Company group. It is inclusive of the assets under our ownership and Management.

LEGAL COMPLIANCE

The Company maintains an unwavering dedication to upholding all pertinent environmental laws, rules, and regulations in letter and in spirit. Furthermore, The Company holds the expectation and strives to ensure that all individuals bound by this Policy exemplify the utmost benchmarks of regulatory adherence.

CLIMATE RESILIENCE

- The paramount significance of fortifying the resilience of our properties in the face of a dynamic climate cannot be overstated, benefiting both our operations and the sustainability goals of our stakeholders. Through comprehensive portfolio analysis, we proactively identify climate change-associated vulnerabilities, paving the way for the strategic implementation of resilience measures.

ENVIRONMENT

- (1) In order to achieve the realisation of a low-carbon society, we work to continuously improve the energy efficiency of all assets that we manage, and to reduce emissions of greenhouse gases through the use of renewable sources of energy, where possible.
- (2) We will promote peaceful coexistence with the natural environment by paying attention to the conservation of ecosystems, and through activities such as indigenous tree plantation.
- (3) In order to achieve prudent use of resources, we work towards conservation of resources through the promotion of the 3Rs (Reduce, Reuse, and Recycle). Our efforts encompass waste management strategies, focusing on minimising waste generation, efficient disposal methods and fostering a culture of responsible recycling.
- 4) Additionally our efforts also extend to water management by emphasizing water saving techniques such as recycling water, achieving zero discharge and promoting water reuse which are vital components of sustainable water management practices. These play a significant role in conserving freshwater resources and ensuring availability for essential needs.

PROCURING SUSTAINABILITY

The Company conscientiously evaluates the environmental repercussions in its decision-making process for procurement of products and services, with a conscious effort to select sustainable material. Our Vendor Code of Conduct serves as a guiding beacon and encourages vendors to commit to curtailing environmental impacts. This entails setting targets and implementing processes that optimise the judicious utilisation of natural resources, energy, water, and materials, with a resolute focus on pollution reduction, curbing greenhouse gas emissions and waste minimization.

NATURAL HABITAT AND BIODIVERSITY PRESERVATION

The Company's holistic approach to the establishment and operation of assets is intrinsically geared towards averting and mitigating deleterious environmental implications, while simultaneously safeguarding the vitality of natural resources. Our commitment extends to the safeguarding of biodiversity and the preservation and restoration of native habitats. We steadfastly uphold the principle of respecting and abstaining from development within legally designated protected areas, conscientiously avoiding any adverse effects on endangered and safeguarded species.

The Company's endeavours not only support the conservation of land and wildlife but also lay the foundation for vibrant and ecologically balanced campuses. Through these conscientious actions, we actively contribute to the conservation of natural ecosystems and the promotion of harmonious coexistence with our environment.

WATER MANAGEMENT

Clean water is an invaluable resource, and we prioritise its conservation. We strive to reduce our water consumption and continually assess our operations to identify any areas where water usage can be minimised. Sewage Treatment Plants are vital in our modern waste water management systems, contributing significantly to water recycling and conservation efforts. Furthermore, we ensure that any wastewater generated during our processes which is needed to be released, is treated before being released into drains.

WASTE MANAGEMENT

- Our commitment to reducing waste involves a strong focus on recycling, reducing and reusing materials whenever possible. We set waste reduction and recycling targets at our project sites to ensure progress.
- To promote sustainability, we actively work towards decreasing our reliance on existing products in our operations, while simultaneously sourcing from recycled or sustainable forest sources.

ENVIRONMENTAL IMPACT MITIGATION: GOALS AND OBJECTIVES

Within The Company's framework of sustainability, our aspirations revolve around a core commitment to environmental responsibility. Our guidelines establish a clear trajectory for realising enhanced energy efficiency, the curtailment of embodied carbon, responsible water Management, waste reduction and the selection of sustainable materials. This ethos is reinforced by the deployment of sophisticated metering systems, further augmented by our dedication to fostering holistic health and well-being. These ambitions are tangibly underscored by our concerted pursuit of certifications from distinguished third-party green and healthy building rating organisations like USGBC LEED Core and Shell, LEED EB and British safety Council.

Collectively, these initiatives demonstrate our unwavering commitment to minimising environmental impact across every facet of our operations.

STAKEHOLDER ENGAGEMENT

The Company, is committed to fostering meaningful engagements with our stakeholders, understanding that their insights, endorsement and cooperation play a pivotal role in advancing our sustainability mission and objectives. Our approach encompasses a range of initiatives aimed at involving stakeholders in our journey towards a more sustainable future.

Through consistent engagement efforts, we strive to build a collaborative ecosystem where our stakeholders are not only well-informed about our sustainability initiatives through regular mailers and ESG reports but are also empowered to actively participate in a feedback mechanism shaping and achieving our shared sustainable goals.

One of our key practices involves conducting targeted training sessions for our employees, These sessions serve as a platform to communicate the direct and indirect effects of their daily work on the environment. By highlighting the significance of their individual contributions, we underscore the vital role each employee plays in driving our environmental sustainability endeavours.

PERSISTENT ENHANCEMENT OF ENVIRONMENTAL PERFORMANCE

As a demonstration of Company's unwavering dedication to achieving operational excellence, we have instituted a meticulous process to oversee the ongoing environmental performance of our buildings. This approach involves regular monitoring, comprehensive technical evaluations, and the strategic implementation of measures aimed at curbing energy consumption, optimising water usage, and minimising waste generation.

Our resolute commitment to this endeavour is underpinned by our meticulously structured environmental Management system. This system serves as the cornerstone of our approach, encapsulating our overarching policies, methodical processes, and steadfast practices that collectively govern our pursuit of continual advancement in environmental performance.

By adhering to this structured framework, The Company not only assures the sustainable construction methods and operation of its properties but also reiterates its steadfast dedication to embracing environmentally responsible practices.