



VENTIVE HOSPITALITY LIMITED

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

OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL POLICY

We at Ventive Hospitality Limited, are committed to excellence at the workplace and safeguarding the Occupational health safety and environmental management of our business and of our employees and other stakeholders.

Ventive Hospitality Limited recognises that Occupational Health and Safety, environmental ("OHSE") and the overall wellbeing of its people is vital to its success and growth aspirations and this OHSE Policy is in alignment with these aspirations.

To fulfil the above objective, we commit to:

- ❖ Continuously strive to adopt industry best practices that effectively prevent and control Occupational Health and Safety hazards and risks to minimise injury and ill health at the workplace.
- ❖ Continuously improve its OHS performance at the workplace through industry best practices.
- ❖ Integrate OHS procedures and best practices into every operational activity with assigned line-functional responsibilities at all levels.
- ❖ Comply with applicable OHS legislation, legal and regulatory requirements and other requirements to which an organisation is committed.
- ❖ Design, build and operate its facilities in an environmentally responsible manner, conserving energy, water, and other natural resources thus minimizing waste generation and preventing pollution & Environmental impact in our operations.
- ❖ Promote OHSE awareness among all employees of the organization and encourage them to actively participate and consult in the OHSE management process. All employees will be equally accountable for ensuring a safe and healthy workplace and commit to work in an environmentally responsible manner.
- ❖ Provide information, training and resources to meet OHS commitments.

- ❖ Conduct regular audits and facilitate assurance of OH&S programs and take timely action on findings to integrate learnings ensuring continued compliance to safety management system requirements.
- ❖ Proactively report all significant incidents, investigate root causes to ensure that lessons learnt are shared and incorporated and regulated across all verticals of organisation.

We are committed to, integrate our OHSE performance goals into our business planning and decision making process and will periodically review the OHSE policy to ensure its continuing suitability and effectiveness with respect to our current and future business and changing OHSE requirement.

We will communicate this OHSE policy to all our employees, stake holders and customers to emphasize their responsibilities and accountabilities for safe performance.