

# **CHALET HOTELS LIMITED**

CIN: L55101MH1986PLC038538

Raheja Tower, Plot No. C-30, Block 'G', Next to Bank of Baroda,  
Bandra Kurla Complex, Bandra (E), Mumbai 400051.

Tel:- 91-22-26564000

website: www.chalet-hotels.com

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## **HUMAN RIGHTS POLICY**

<b>Approving Authority</b>	Corporate Social Responsibility & ESG Committee and Board of Directors of Chalet Hotels Limited (" <b>the Company</b> ")
<b>Adopted on</b>	January 24, 2023
<b>Effective Date</b>	This Human Rights Policy shall come into effect from the date of its approval, i.e. adoption at the meeting of the Board of Directors.

### **1. OBJECTIVE**

Chalet Hotels Limited ('Chalet'/ the 'Company') is committed to creating a greener future and has integrated the aspects of ESG across the value chain into its business model.

Chalet's ESG Strategy is summarized below:

- i. Environmental Stewardship – reducing ecological impact and constructing green buildings
- ii. Empowering Employees and Communities – employee welfare and community engagement
- iii. Resilient Business – responsible procurement and investment in automation & digitisation

Chalet also commits to conduct its business with social responsibility and in compliance with the highest standards of business ethics. Chalet upholds and protects human rights and personal security that is free from harassment or misuse of any kind. It promotes safe, clean and healthy workplace.

Its commitment entails respecting human rights and seeking to avoid abuse of human rights, identifying, assessing, and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

### **2. SCOPE**

The policy covers the following issues that are relevant to the business:

- A. Diversity and Inclusion
- B. Safe and Healthy Workplace
- C. Workplace Security
- D. Prohibition of Forced Labour and Human Trafficking
- E. Employee Remuneration, Work Hours, Wages and Benefits
- F. Freedom of Association
- G. Training and Reporting for Employees
- H. Subcontracting
- I. Consultation and Feedback

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### **3. APPLICABILITY**

This Code is applicable to Chalet, including its subsidiaries, and covers all its employees, business partners and other relevant parties.

### **4. REVIEW AND GOVERNANCE**

This policy draws on the strengths of various international human rights frameworks (Refer Annex A), which guide us on best practices to respect and support all our stakeholders. The Company remains committed to building on its current policies and practices to remain responsive to its dynamic organizational environment and any emerging expectations of our stakeholders. This policy shall be reviewed periodically for its suitability and updated as necessary.

### **5. COVERAGE**

#### **A Diversity and Inclusion**

Chalet respects and promotes diversity and inclusion. It strives to create a culture that is equitable with respect to every individual's life journey, and where every individual can thrive in an environment that fosters inclusion. It shall not tolerate discrimination or harassment of any kind because of race, religion, caste, colour, national origin, ethnicity, sex, sexual orientation, gender identity, gender expression, age, disability, veteran status, marital status, genetic information, or any other legally protected characteristic, while providing opportunity and remuneration to its employees. Qualifications, performance, skills, and experience serve as the foundation for recruitment, hiring, placement, development, training, remuneration, and advancement in the Company.

#### **B Safe and Healthy Workplace**

The safety and health of its employees is of paramount importance. The policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. The Company works to provide and maintain a safe, healthy, and productive workplace, in consultation with its associates, by addressing and remediating identified risks of accidents, injury, and health impacts.

#### **C Workplace Security**

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal

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and external threats. Security safeguards for associates are provided, as needed, and are maintained with regard to 'respect for associate privacy and dignity'.

## **D Prohibition of Forced Labour and Human Trafficking**

The Company prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery, and any form of human trafficking. Additionally, we are committed to complying and enforcing all applicable child labour laws.

## **E Employee Remuneration, Work Hours, Wages and Benefits**

The Company compensates employees competitively relative to the industry and local labour market. It works to ensure full compliance with applicable wages, work hours, overtime, and benefits laws. It is committed to complying with applicable labour and employment laws.

## **F Freedom of Association**

The right to freedom of association is proclaimed in the Universal Declaration of Human Rights. The Company supports freedom of association and the rights of its workers to lawfully and peacefully associate, organize and bargain collectively. In compliance with the law, the organization will continue to protect workers' ability to form and join a trade union of their choosing without fear of intimidation or retaliation.

## **G Training and Reporting for Employees**

The Company strives to create workplaces in which open and honest communications among all employees are valued and respected; Through training initiatives, the organization shall continue to raise awareness among employees and associates about the importance of adhering to workplace practices. Employees are accountable for adhering to the Company's environmental, health, and safety policies.

## **H Subcontracting**

The Supplier shall not use any subcontractor in connection business unless the subcontractor agrees to Chalet's Human Right Policy and its terms and conditions. Prior to the start of work, the Supplier must submit a declaration to the Company, along with a list of subcontractors. Any changes in subcontracting must be immediately reported to the Company.

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## **I Consultation and Feedback**

All relevant stakeholders will be consulted on an annual basis (or as needed) to seek feedback. Additionally, any grievances related to violations of human rights can be reported at appropriate levels. To encourage reporting of observed violations of this policy, confidentiality to the extent reasonably possible within the objectives of this policy shall be maintained. The Company shall not discharge, demote, suspend, threaten, harass or in any other manner discriminate against, such an officer or employee in the terms and conditions of his or her employment. Any person who participates in any such retaliation is subject to disciplinary action, including termination.

## **6. AMENDMENT**

The CSR & ESG Committee and the Board of Directors reserve the right to amend or modify this Policy in whole or in part.

### **Annexure A**

#### **Reference Frameworks**

1. The OECD Guidelines for Multinational Enterprises
2. ILO Declaration on Fundamental Principles and Rights at Work
3. United Nations Global Compact Principles
4. United Nations Guiding Principles on Business and Human Rights
5. Universal Declaration of Human Rights
6. International Covenant on Civil and Political Rights
7. United Nations Convention on the Elimination of Discrimination against Women

*This Code of Conduct has been approved by the CSR & ESG Committee and the Board of Directors of the Company at their respective meetings held on January 24, 2023.*

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