

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 Website: www.chalet-hotels.com Tel:- 91-22-26564000

Supplier Code of Conduct

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

1. OBJECTIVE

The Code sets the framework for the suppliers of Chalet Hotels Limited ("Chalet" or the "Company") to conduct business in a compliant manner and promote sound practices for environmental, social, health and safety management.

2. APPLICABILITY

This Code is applicable to the suppliers of Chalet, including its subsidiaries (hereinafter referred to as 'Chalet'), and all suppliers shall comply with the Code.

3. DEFINITIONS

"**Applicable Law**" means any statute, law, regulation, ordinance, rule, judgement, order, decree, bye-law, approval of any Governmental Agency, directive, guideline, circular, policy, requirement or other government restriction or any similar form of decision of or determination by, or any interpretation having the force of law of any of the foregoing Governmental Agency having jurisdiction, applicable to any Party, in force from time to time;

"**Supplier/s**" shall mean suppliers/service providers/ vendors/ traders/ agents/ contractors engaged for the purpose of supply of goods and services to any of the locations and/or business segments of Chalet.

4. CODE PRINCIPLES

4.1 Legal Compliance

Chalet's Suppliers shall comply with applicable laws, codes or regulations of the countries, states, and localities in which they operate. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, and labour practices.

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4.2 Health and safety

Chalet's suppliers shall provide their employees with a safe and healthy working environment in order to prevent accidents and injuries arising out of, linked with, or occurring in the course of work or as a result of the operations of the Suppliers.

Suppliers shall, among other things, do the following:

- Provide occupational health and safety training to their employees
- Have a system in place for injury and illness reporting
- Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled
- Make available medical treatment and/or compensation as per applicable laws to injured/ill workers arising as a result of working for the Supplier
- Worker exposure to chemical, biological, and physical agents is to be identified, evaluated and controlled. When hazardous processes cannot be adequately controlled by engineering and administrative means, workers shall be provided with appropriate personal protective equipment and adequate safeguards would be maintained.
- Machine safeguarding and other protective measures to prevent injuries/illnesses to workers
- Workers shall be provided clean and safe facilities including clean toilet facilities, access to potable water and sanitary food preparation and storage facilities.
- Worker dormitories provided by the Suppliers shall be clean, safe, and provide emergency egress, adequate heat and ventilation and reasonable personal space.

4.3 Labour and Human Rights

Chalet expects its Suppliers to adopt sound labour practices and treat their workers fairly in accordance with local laws and regulations. In addition, Suppliers are encouraged to comply with the following standards:

- **Freely Chosen Employment:** Suppliers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
- **No Child Labor:** Suppliers shall comply with local minimum working age laws and requirements and not employ child labor.
- **Minimum Wages:** Suppliers shall ensure payment of wages for regular and overtime work and provide benefits that are in accordance with applicable regulatory requirements.
- **Working Hours:** Suppliers shall ensure that workers would not be required to work more than the maximum permissible hours.
- **No Harsh, Inhumane Treatment or Abuse:** Suppliers shall treat each employee with dignity and respect. In no event shall Supplier's workers be subject to threats of violence, physical punishment, confinement, or other form of physical, sexual, psychological, or verbal harassment or abuse.

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- **No Discrimination:** Suppliers shall not discriminate in its employment practices based on race, color, religion, sex, age, physical disability, national origin, creed, or any other basis prohibited by law.
- **Freedom of Association:** Suppliers shall recognize and respect the rights of its workers to join or to refrain from joining associations of their own choosing and the right to collective bargaining in accordance with local labour laws and established practices.

4.4 Environment

At Chalet, sustainability is entrenched in the business philosophy and integrated into the plans, right from the design initiation stage of projects and through their life cycle. Each sustainability initiative is reviewed from a social, ecological and economic perspective to measure the impact. As a part of this journey, Chalet's suppliers practice a precautionary principle approach and strive to increase the positive and limit the negative impact of their operations and supply chain on the environment and society. Suppliers shall comply with applicable environmental laws and regulations. Such compliance shall include, among other things, the following:

- Obtaining and maintaining environmental permits and timely filing of required reports
- Establishing procedures for environmental improvement such as resource efficiency, increase share of renewable energy, reduce energy consumption and Greenhouse Gases (GHG) emissions.
- Reduce water consumption, adopt measures for water conservation and ensure responsible discharges generated from operations.
- Undertake activities to prevent pollution and minimize waste generation in the operations through proper pollution monitoring and waste management mechanisms.
- Protect biodiversity and avoid deforestation during business activities

4.5 Anti-Corruption and Competition Law

Chalet is committed to conducting business with high ethical integrity. Chalet has zero tolerance towards corruption, including bribery, unlawful kickbacks, extortion, etc. We also respect competition laws which prohibit abuse of market position.

Suppliers shall:

- Comply with applicable anti-corruption laws and shall not engage in any form of corrupt or unlawful practices.
- Respect and comply with applicable competition laws and regulations, and establish systems to prevent competition law infringements, such as price fixing, market sharing or bid rigging.
- Not offer or give any inappropriate/improper benefit or favour or incentive to any regulatory bodies, government official, company representative, third party or engage with parties that may have conflict of interest.

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- Comply with all applicable data protection and privacy laws and regulations. Suppliers shall treat all information provided by the Company in confidence and shall not disclose such information to unauthorized third parties or the public.

4.6 Subcontracting

The Supplier shall not use any subcontractor in connection business unless the subcontractor agrees to Chalet's Supplier Code of Conduct 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.

5. MONITORING AND COMPLIANCE

Suppliers shall conduct periodic audits to ensure compliance with this Code and applicable legal requirements. Chalet or its representatives shall be entitled to engage in monitoring activities to confirm Supplier's compliance to this Code, including on-site inspections of facilities, use of questionnaires, review of publicly available information, or other measures necessary to assess Supplier's performance.

6. MANAGEMENT AND REVIEW

This Code shall be reviewed periodically.

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.

Amendment: Approved by the CSR & ESG Committee on January 29, 2025.