



## Public Advocacy Policy

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## 1. Introduction

The Indian Hotel Company Limited (IHCL) is committed to actively participating in policy advocacy to influence positive change in the hospitality industry and contribute to the development of policies that align with our values and promote sustainable and responsible business practices. This Public Advocacy Policy outlines our commitment to engaging with policymakers, industry stakeholders, and the public to advocate for policies that support our mission and well-being of the communities in which we operate.

## 2. Scope of the Policy

“Advocacy” refers to the activities performed while interfacing with a wide range of stakeholders. It encompasses a wide range of activities that influence decision-makers such as Government agencies, non-governmental organizations, academic and research institutions, associations at local, national, and international levels, and individuals with the objective of influencing policy, regulations, and other decision-making undertakings.

This Policy applies to all individuals associated with the Company or acting on behalf of the Company.

## 3. Guiding Principles

This Policy sets forth the fundamental guidelines to be adhered by the individuals associated IHCL:

### I. Effective collaboration with Partnerships and Alliances

IHCL shall strive to engage in collaborative interactions, as per the guidelines, with trade and industry chambers, associations, government entities, NGOs, policymakers, regulators, legal professionals, academic and research institutions, media, and other stakeholders and counterparties.

### II. Adherence to applicable laws

IHCL shall ensure that any public advocacy activity must comply with all the relevant laws, regulations and ethical standards governing advocacy activities.

### III. Development of industry

IHCL shall strive to pursue public policy development and discussions that address pertinent issues affecting the hospitality and tourism industry, customers, and other significant stakeholders. IHCL shall avoid advocating for policies which will benefit the company itself.

### IV. Ethics and Transparency

IHCL shall conduct all the interactions in an ethical manner with confidentiality, transparency, accountability, and responsible advocacy practices.

### V. Engagement with Public officials

Wherever possible, IHCL shall avoid conflicts with the officials on regulatory/policy matters and foster an environment of openness and trust providing a platform to express concerns.

## 4. Confidential Information

Unauthorized disclosure or use of confidential product information, decision data, plans, or any information against the Company's interests is strictly prohibited under this policy. Mishandling or unauthorized access to confidential information, especially personnel data, will result in disciplinary actions, up to and including termination.

Associates are obligated to report policy violations to appropriate management levels promptly.

## 5. Policy review and Amendment

The Policy may be periodically reviewed and amended as required.