

EIH Limited

“Public Policy Advocacy” Policy

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Introduction:

EIH is committed to engaging in the public policy advocacy process responsibly and ethically; abiding by the law; and serving the best interests of all internal and external stakeholders

Purpose:

EIH and all its subsidiaries aim to follow guidelines in all advocacy activities with relevant stakeholders. The principles are guided by values of integrity, and transparency, and fulfill the interests of EIH's internal and external stakeholders

Policy Applicability

This policy applies to all employees and contractors of companies of EIH and its subsidiaries, and members of the EIH Board when acting on EIH's behalf as representatives.

Guiding Principles:

The company, will:

- Engage with the trade and industry chambers, associations, government, NGOs, policymakers, regulators, legal fraternity, academic and research institutions, media, and other stakeholders and counterparties
- Conduct all advocacy interactions fairly and transparently that promote good corporate governance
- Participate in public policy development and discussions that address issues affecting the hospitality and tourism industry, customers, and other major stakeholders
- Encourage EIH employees and contractors to associate with activities of professional bodies to shape public policy in the desired direction
- Monitor and record all advocacy interactions performed on behalf of EIH and its subsidiaries by the representatives
- Promote fair competition and respect for human rights in all policy advocacy interactions

Grievance Redressal:

Develop a grievance redressal mechanism to support any non-compliance with this policy and undertake appropriate disciplinary action against any proven instance of non-compliance with this policy.

Policy Review:

This policy will be reviewed periodically and address any feedback that comes through public advocacy interactions.

Version History:

Version	Change Description	Date
1.0	Launch	May 2023