

<b>Reference</b>	EOP/ESG/POL/POCFL/01	Version: June 2, 2021
<b>Policy Title</b>	<b>Prohibition of child and forced labour policy</b>	
<b>Entity</b>	Embassy Office Parks Management Services Private Limited (“ <b>Manager</b> ”), in its capacity as manager of Embassy Office Parks REIT (“ <b>Embassy REIT</b> ”)	
<b>Responsibility</b>	Human Resource Department	

Revision History		
Version #	Version Date	Change Type
V1	June 2, 2021	Created

Document Review Cycle			
#	Effective Date	Next review date	Policy Owner
1	June 2, 2021	On or before May 30, 2022	Assistant General Manager - Human Resources

<b>Applicability</b>	<p>This policy is applicable to the Manager, Embassy REIT, its special purpose vehicles (“<b>SPVs</b>”) and its holding company(ies) (“<b>Holdco</b>”) collectively referred to as “<b>Embassy REIT Entities</b>”, and individually as a “<b>Embassy REIT Entity</b>”).</p> <p>This policy applicable to all employees of Embassy REIT Entities and includes any vendors and customers (including tenants) who provide services to Embassy REIT Entities. We expect our business partners and associates to have and uphold similar standards and abide by all applicable National/ State/ Local laws in this matter.</p>
<b>Purpose</b>	This policy is our commitment towards promoting human rights and ensuring the prohibition of child and forced labour at each Embassy REIT Entity and is an extension to the Human Rights Policy of Embassy REIT.
<b>Policy</b>	<p>Embassy REIT has laid out broad principles that reflect our values and commitments:</p> <p><b>Prohibition of child labour and forced labour:</b></p> <ul style="list-style-type: none"> <li>We are against all forms of exploitation of labour including child and forced labour and comply with the relevant local and national legislations.</li> </ul>

	<ul style="list-style-type: none"> <li>• Embassy REIT Entities do not offer any sort of apprenticeship program to children before they have reached the legal age to have completed their compulsory education as per relevant laws.</li> <li>• Embassy REIT Entities support the use of legitimate workplace apprenticeship, internship and other similar programs that comply with all laws and regulations applicable to such programs like those related to wages, hours worked, overtime and working conditions.</li> <li>• We do not engage with suppliers or contractors who employ child labour or resort to forced labour and do not adhere to the relevant state and national labour laws.</li> </ul> <p><b>Employee Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Embassy REIT Entities has zero tolerance on use of child labour; thus employees should not engage in employment of children in any of its operations and facilities and should report if they have witnessed any instances of employment of child labour at the facilities.</li> <li>• To prohibit the use of forced or compulsory labour at all offices</li> </ul> <p>To refrain from engaging with vendors and suppliers who resort to using child and forced labour in their operations.</p>
<b>Implementation</b>	<p>We ensure that our HR and business managers at various levels understand, respect and implement the principles outlined in the policy. We have procedures in place to raise any grievances or violations, which are duly investigated and escalated to HR as well as overseen by our Senior Management. We respect the anonymity of those who raise concerns.</p>
<b>Monitoring Mechanism</b>	<p>We implement the above standards by incorporating it in related policies, processes and guidelines across all our business operations, contracts with suppliers and customers (including tenants) to monitor zero tolerance on child/forced/underage labour.</p> <p>The Compliance Officer shall ensure monitoring and compliance to the requirements of this policy.</p> <p>Daily practices and regular monitoring are implemented by each Embassy REIT Entity through various modes. Additionally, we ensure to take appropriate action against those who are in violation of this policy.</p>
<b>Amendments</b>	<p>This policy will stand automatically amended to the extent of any relevant change(s) in the applicable law and or for any change(s) in fact.</p>