

# Quality, Environment, Health, and Safety Policy



Embassy REIT's management and leadership are committed to following high standards of Quality, Environment, Health and Safety (QEHS). The organization considers its stakeholders as fundamental to its business. Embassy REIT emphasizes on ensuring human health & wellbeing, operational safety, environmental protection and preservation, sustainability, quality enhancement and community goodwill as primary commitment. We provide and maintain a healthy & safe working place for our employees, tenants, and vendors to prevent ill health, injuries and ensure total compliance towards the statutory requirements.

## Organization Commitment

- Embassy REIT is committed to tenant satisfaction by meeting and complying with tenant requirements. We follow the principle of doing it right the first time and are committed to providing the highest quality services to our tenants. We seek to always meet or exceed tenant expectations aiming for continual improvement in all areas of our operations.
- Committed to comply with all applicable legislative and other requirements.
- We believe that all incidents are preventable, and our vision is that of ZERO injury. Active participation at all levels ensures that we are oriented to achieving this vision.
- We engage relevant internal & external stakeholders while understanding the key QEHS risks and impacts emanating from our operations and services through sufficient information, instruction, training, and supervision as required to enable them to work safely, efficiently to develop positive culture towards Environmental Health, and Safety.
- Committed to promote sustainable use of resources within its operations and implementing resource efficiency strategies. We ensure progress towards prevention of pollution by adopting adequate steps where necessary and providing education and training to employees for minimizing adverse impact on the environment.
- Incorporate QEHS considerations into the business strategy and allocate adequate resources to manage QEHS risks associated with the operations and services across the lifecycle. We engage our stakeholders and to address all QEHS associated issues and grievances.
- Encourage consultation and participation from our employees, contractors, and other interested parties to provide necessary instruction and adequate supervision and demonstrate continual improvement in Quality, Environment, Health and Safety performance through periodic monitoring.
- Committed to manage and mitigate QEHS risk to our surrounding communities during project activities through regular engagement and the development of action plans.
- Committed towards preferential selection of suppliers and contractors who can deliver materials, products, and services in line with the QEHS objectives, and we continuously work towards improving our QEHS performance and carry out periodic reviews in the areas of QEHS.
- We understand the importance of physical and mental wellbeing for our employees and aim to support this with various initiatives.

This policy is applicable to all operations at Embassy REIT and will be periodically reviewed in the context of changing internal and external requirements. Head Operations -India is responsible for the implementation of this policy at Embassy REIT

Date: July 1, 2022

A handwritten signature in blue ink that reads 'Vikaash Khdloya'.

Vikaash Khdloya  
Chief Executive Officer

The organization has ensured the policy statement is consistent with the corporate values and mission statement and is made available and understood by all employees, contractors, sub-contractors and stakeholders.