



Reference	EOP/ESG/POLSUP/DCR/C8	Version: June 2, 2021
Policy Supplement Title	Resilience to Catastrophe/ Disaster – New Developments	
Entity	Embassy Office Parks Management Services Private Limited (“ Manager ”) in its capacity as manager of Embassy Office Parks REIT (“ Embassy REIT ”)	
Responsibility	Head – Projects & Capex	

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

Document Review Cycle			
#	Effective Date	Next review date	Policy Owner
1	June 2, 2021	Q4 Board Meeting date of the Manager of every Financial Year	Head – Projects & Capex

Applicability	This policy is applicable to all new developments under the purview of the Manager, Embassy REIT, its Special Purpose Vehicles (“ SPVs ”) and its Holding Company(ies) (“ Holdco ”).
Purpose	Establish a guideline to adapt and recover from hazards, shocks or stresses during the design & construction phases of the projects without compromising long-term prospects for development after a Disaster or Catastrophic event.
Aspects	<p>With increase in the occurrence of natural and man-made disasters that have affected businesses, communities, and the basis of the social fabric, companies must participate in their way to react to and help build resilience to disasters and catastrophic events. Embassy REIT recognises that such events can have a severe impact on its business and the community at large. At Embassy REIT, we strive to ensure the following measures in place to build resilience to catastrophe and disasters:</p> <p>Design:</p> <ul style="list-style-type: none"> • Promoting strict adherence to design of building structures based on the relevant seismic zone/IS codes to minimise the impact of earthquakes on the building and its occupants. • Adhering to the applicable fire safety related norms as per NBC guidelines • Undertaking analysis of the site water table/level, soil condition, topography before designing of the structure. • Designing based on the microclimate of the site. • Channelizing rainwater and wind flow to improve sustainability.



<p><i>Aspects</i></p>	<ul style="list-style-type: none"> • Ensuring flexibility in the interior layouts of the building for fulfilling fire exit requirements. <p>Construction:</p> <ul style="list-style-type: none"> • Aligning protocols during the construction phase with recommended safety requirements. • Ensuring Emergency preparedness and response plan is active during the construction phase. <p>Procurement:</p> <ul style="list-style-type: none"> • Ensuring safety of material storage against any catastrophe during procurement <p>Stakeholder Engagement: Engaging all relevant stakeholders including the statutory technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to address resilience to disaster.</p>
<p><i>Implementation and monitoring</i></p>	<p>The ESG Committee shall monitor the implementation of this policy supplement and establish suitable processes, procedures and infrastructure to support compliance to this policy.</p>
<p><i>Amendments</i></p>	<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>