



Reference	EOP/ESG/POLSUP/BHP/01	Version: June 2, 2021
Policy Supplement Title	Biodiversity and Habitats - Operations	
Entity	Embassy Office Parks Management Services Private Limited (“ Manager ”) in its capacity as manager of Embassy Office Parks REIT (“ Embassy REIT ”)	
Responsibility	Head - Operations (India)	

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 – Operations (India)

Applicability	This policy is applicable for only the Operations Function under the purview of the Manager, Embassy REIT, its Special Purpose Vehicles (“ SPVs ”) and its Holding Company(ies) (“ Holdco ”).
Purpose	Established to promote the protection, conservation, and sustainable use of biologically diverse ecosystems and habitats that may be impacted during project operations.
Aspects	<p>Embassy REIT recognises the importance of protection of biodiversity and conservation of biologically diverse ecosystems and habitats. We acknowledge that our assets can have a significant impact on biodiversity. We endeavour to align our initiatives to the UN Sustainable Development Goals, i.e. SDG 15: Life on Land as well as the 1993 United Nations Convention on Biological Diversity (CBD), as it may apply to the activities of Embassy REIT. We are also committed to comply with all applicable regulations with respect to biodiversity.</p> <p>At Embassy REIT, we endeavour to take proactive approach to preserve biodiversity and habitats throughout the lifecycle through the following measures:</p> <p>Risk Management:</p> <ul style="list-style-type: none"> ▪ [Relocating assets that may have a high impact on sensitive zones ▪ Investing in habitat restoration and creating a buffer zone around ecologically sensitive park ▪ Establishing site environmental risk mitigation plans covering short term and long-term measures for habitat conservation. ▪ Encouraging native vegetation through our landscaping activities.



<p><i>Aspects</i></p>	<p>Stakeholder Engagement:</p> <ul style="list-style-type: none"> ▪ Engaging all relevant stakeholders including the community, statutory & regulatory agencies, non-governmental bodies, technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to conserve biodiversity <p>Sustainable Sourcing:</p> <ul style="list-style-type: none"> ▪ Adopting our policy for Sustainable Sourcing to ensure reduced impact to wildlife and habitats. <i>(Refer Policy on Sustainable & Ethical Sourcing and Procurement - Operations - EOP/ESG/POL/SESP/01)</i> <p>Awareness: Investing in building the awareness of our employees, partners and other stakeholders on the conservation of biodiversity</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.</p> <p>ESG aspects will be linked to the Key Responsibility Area of senior executives. This will also include aspects on biodiversity.</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>