



<b>Reference</b>	EOP/ESG/POLSUP/HWP/01	Version: June 2, 2021
<b>Policy Supplement Title</b>	<b>Health and Wellbeing Policy - Operations</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>	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)

<b>Applicability</b>	This policy is applicable for only the Operations Function under the purview of the Manager, Embassy REIT, its Special Purpose Vehicles (“ <b>SPVs</b> ”) and its Holding Company(ies) (“ <b>Holdco</b> ”).
<b>Purpose</b>	Established to provide guidelines for ensuring health and wellbeing of the occupants of our properties. (employees and tenants)
<b>Aspects</b>	<p>We recognize the need to create a healthy and safe working environment. At Embassy REIT, we endeavour to adhere to the all regulatory requirements and standards for enhancing our building performance and improving the wellbeing of our stakeholders.</p> <p>At Embassy REIT,our approach to health and wellbeing includes the following measures:</p> <ul style="list-style-type: none"> <li>▪ <i>Integrative design:</i> Integrating health and wellness principles in the design phase ensuring improvements in building performance.</li> <li>▪ <i>Standards:</i> Obtaining the WELL health safety ratings and certifications for our properties</li> <li>▪ <i>Promoting health and wellness at the workplace:</i> Conducting health and wellness training workshops and awareness sessions for employees and tenants on mental and physical health</li> </ul>



<p><i>Aspects</i></p>	<ul style="list-style-type: none"> <li>▪ <i>Minimizing occupant exposure to pollutants and contaminants:</i> Creating no smoking zones and designated areas of smoking within the properties; establishing management plans for water contaminants like legionella.</li> <li>▪ <i>Emergency preparedness:</i> Integrating health and safety into emergency preparedness plans for building occupants.</li> <li>▪ <i>Occupant surveys:</i> Conducting occupant surveys to gather feedback on building performance for improving workplace wellbeing.</li> </ul> <p><b>Stakeholder Engagement:</b> Engaging relevant like occupants and our own employees in our efforts to create a healthy environment which facilitates the promotion mental and physical health and wellbeing.</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><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>