



Reference	EOP/ESG/POLSUP/HWB/C9	Version: June 2, 2021
Policy Supplement Title	Health and Well-Being – 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	Established to promote the health & wellbeing of occupants through an integrated planning process that includes universal design, indoor visual, thermal & acoustic comfort, biophilic design as applicable & healthy green materials, and construction workforce's welfare.
Aspects	<p>At Embassy REIT, we understand the need to provide a safe & healthy working environment, which will deliver healthier communities, better buildings, and appropriate working conditions. We will endeavour to the following measures to ensure health and wellbeing of our stakeholders:</p> <p><i>Universal Design:</i> Ensuring the facilities in the campus and building common area interiors are inclusive (differently abled and senior citizen) in compliance to statutory norms and RPWD norms.</p> <p>Design:</p> <p><i>Indoor Visual and Thermal & Acoustic comfort:</i> Establishing a minimum standard for lighting, ventilation, optimized indoor temperatures and acoustic comfort.</p> <p><i>Biophilic Design:</i> Encouraging biophilic design principles, which increases occupant connectivity to the natural environment through direct & indirect nature.</p> <p><i>Healthy Green materials:</i> Avoid “Red List” building materials as far as possible in procurement.</p>



<i>Aspects</i>	<p>Construction: <i>Construction Workforce:</i> Developing a comprehensive implementation strategy that ensures Health and Safety during the construction phase in alignment with relevant safety regulations and standards.</p> <p>Stakeholder Engagement: Engaging all relevant stakeholders including the statutory & regulatory agencies, technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to enable a holistic approach to Health and Well-Being Development.</p>
<i>Implementation and monitoring</i>	<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>
<i>Amendments</i>	<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>