

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L85110WB1987PLC222139
2. Name of the Listed Entity	Apeejay Surrendra Park Hotels Limited (“Apeejay” or “the Company”)
3. Year of Incorporation	1987
4. Registered office address	17, Park Street, Kolkata, West Bengal, India, 700 016
5. Corporate address	17, Park Street, Kolkata, West Bengal, India, 700 016
6. E-mail	investorrelations@asphl.in
7. Telephone	033 2249 9000
8. Website	https://www.theparkhotels.com/
9. Financial year for which reporting is being done	April 2024 to March 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange of India Ltd. (NSE)
11. Paid-up Capital	₹ 21,33,74,246
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shalini Keshan Company Secretary & Compliance Officer Telephone: +91 33 2249 9000 E-mail: investorrelations@asphl.in
13. Reporting boundary	This report covers the period from April 01, 2024 till March 31, 2025 and includes all the financial and non-financial information of Apeejay Surrendra Park Hotels Limited. Appropriate notes have been added wherever there are exceptions.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of main activity	Description of business activity	% of Turnover of the Entity (FY'23)
1.	Accommodation and Food Service	Accommodation services provided by Hotel, Inns, Resorts, holiday homes, hostel, Food and beverage services provided by hotels, restaurants, caterers, etc.	100

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Accommodation Services	551	49.51
2.	Food and Beverage Services	561	42.83
3.	Other Services	551 & 561	7.66

III. Operations

18. Number of locations where plants and/ or operations/ offices of the entity are situated:

Location	Number of hotels	Number of offices	Total
National	33	-	33
International	-	-	-

**19. Markets served by the entity:****a) Number of locations**

Locations	Number
National (No. of States and Union Territories)	As per Standalone reporting there are 33 hotels operating pan India in 15 states and 3 Union Territories.
International (No. of Countries)	-

b) What is the contribution of exports as a percentage of the total turnover of the entity?

Not Applicable

c) A brief on types of customers

- i. Tourists - Apeejay group hotels cater to both domestic and international tourists who are looking for comfortable with rich history of the art and architecture of the era with antique furniture and luxurious accommodations during their travels.
- ii. Business travellers - Apeejay group hotels are often chosen by business travellers due to their convenient locations, high quality amenities, and efficient services.
- iii. Wedding guests - Apeejay group hotels are also popular wedding venues, with many of them offering wedding planning and coordination services.
- iv. Event and conference attendees - Apeejay group hotels offer event spaces and conference rooms, making them an ideal choice for corporate events, meetings, and conferences.
- v. Food and beverage patrons - The Tavern restaurants, the Denmark Club and Flury confectionery are popular with both hotel guests and local-residents who are looking for high-quality dining experiences.
- vi. Long staying guests.
- vii. Crew Members.

IV. Employees**20. Details as at the end of the Financial Year:****a) Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1920	1602	83.44	318	16.56
2.	Other than Permanent (E)	2073	1529	73.76	544	26.24
3.	Total employees (D + E)	3993	3131	78.41	862	21.59
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	83	75	90.36	8	9.64
6.	Total workers (F + G)	83	75	90.36	8	9.64

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b) Differently abled Employees and workers

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	5	83.33	1	16.67
2.	Other than Permanent (E)	3	2	66.67	1	33.33
3.	Total differently abled employees (D + E)	9	7	77.78	2	22.22
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	1	0.00
5.	Other than permanent (G)	1	0	0.00	1	100.00
6.	Total differently abled workers (F + G)	1	0	0.00	1	100.00

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	4	2	50

Turnover rate for permanent employees and workers

	FY 2024-25 (in %)			FY 2023-24 (in %)			FY 2022-23 (in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	71.4	28.6	100	73	27	100	74	26	100
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Names of holding/ subsidiary/ associate companies/ joint ventures

22. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Apeejay Charter Private Limited	Subsidiary	52%	Yes
2	Apeejay Hotels & Restaurants Private Limited	Subsidiary	100%	
3	Apeejay North-West Hotels Private Limited	Subsidiary	100%	

VI. CSR Details:

23. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

Turnover (in ₹) - ₹ 6,05,32,65,869 (FY 2023-24)

Net worth (in ₹) - ₹ 12,80,65,35,050 (FY 2023-24)



VII. Transparency and Disclosures Compliances

24. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)*	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	85	0	NA - Since Resolved	307	0	NA - Since Resolved
Employees and workers	Yes	6	0	NA - Since Resolved	9	0	NA - Since Resolved
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	Yes	0	0	NA	0	0	NA

Note: For policies, please refer <https://www.theparkhotels.com/investor-relations/policies-andcodes>.

25. Overview of the entity's material responsible business conduct issues:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Food Safety and Quality	Opportunity	Implementing robust food safety measures presents an opportunity for Apeejay to enhance customer satisfaction, uphold its reputation for excellence, and comply with regulatory standards. By ensuring the highest standards of food safety and quality, Apeejay can attract and retain customers, leading to increased revenue and loyalty.	Apeejay enforces rigorous food safety protocols, conducts routine inspections and provides ongoing training to staff members to ensure strict adherence to hygiene standards.	Positive Implications
2.	Emission and Energy Management	Opportunity	Emission and energy management represent a material opportunity for Apeejay in terms of cost reduction, regulatory compliance, and brand enhancement. By implementing energy-efficient technologies and reducing emissions, Apeejay can lower operational expenses, comply with increasingly stringent environmental regulations, and enhance its reputation as a sustainable hospitality provider.	To mitigate energy and emission management risks, The Company has implemented energy-efficient technologies, such as solar hot water systems, heat pumps, and waste heat recovery units, leading to significant energy savings. The Company has also transitioned to LED lighting, introduced energy efficient laundry systems, and installed advanced air conditioning units. These initiatives not only reduce the Company's environmental impact while also mitigating the financial and reputational risks associated with energy and emissions	Positive Implication

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.		Risk	However, if emissions and energy consumption are not managed effectively, the consequences can be significant, including a rise in operational expenses due to inefficiencies and increased energy prices. Additionally, non-compliance regulations can result in fines from regulatory bodies, while the Company's public image may suffer, leading to a potential loss of customer trust and market share		Negative Implication
4.	Climate Strategy	Risk	Apeejay acknowledges that climate change presents both risks and opportunities that are essential to address for the sustainability of its operations. The recognition of climate-related risks—including regulatory shifts, resource scarcity, and physical impact to assets—compels Apeejay to integrate a robust Climate Strategy into its business model. This focus on climate resilience ensures compliance, operational continuity, and asset protection.	Apeejay's climate strategy is underscored by the Integration of renewable energy (RE), energy efficiency interventions and other resource conservation actions. The company is shifting towards renewable sources like solar and wind energy to power its operations, reducing reliance on fossil fuels and curbing emissions. Alongside, Apeejay is upgrading its properties with energy-efficient technologies, encompassing state-of-the-art HVAC systems, lighting, and smart building solutions to minimise energy consumption. The Apeejay Business Continuity and Disaster Response Plan has been developed to safeguard the smooth operation of critical business functions and ensure the well-being of guests and employees during disruptive incidents or disasters. These actions not only mitigate climate related risks by enhancing operational resilience and resource optimisation but also position Apeejay as a leader in sustainable hospitality, committed to reducing its environmental footprint and catering to the sustainability expectations of guests and investors.	Negative implications
5.	Technical and Design	Opportunity	The scope of the Technical and Design Advice shall include services for setting up and launch of the Hotel to ensure compliance of the Hotel as per Operator's Standards and brand guidelines, Technical consultancy/advice provided by the Operator to the Owner in the interior design and furnishing of the Hotel. Technical Advice shall include recruitment of personnel, training, setting up of all rooms, setting up accounting and IT systems, establishing communication protocols, F&B, and other related operational services.	To advance and create the top-level hotel management services to enhance the premium expectations of the guests.	Positive Implication



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)*	Policies are approved by the Board, respective Board Committees, departmental heads, wherever applicable.								
c) Web-Link of the Policies, if available	Refer Table 1								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, code of conduct and other applicable policies extend to our value chain partners.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle. The Company acknowledges and values the significance of adhering to global management standards and frameworks. The Company recognises the importance of complying with global management standards and frameworks. It has adopted various standards to improve the efficiency of its operations and business practices. To ensure the highest level of security, Apeejay has established rigorous and comprehensive Information Technology (IT) policies and procedures. Safeguarding and protecting business operations continues to be the Company's top priority.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is currently in the process of setting specific commitments, goals, and targets with clearly defined timelines. These will be developed in alignment with our strategic objectives and operational needs. Refer Table 2								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Apeejay remains dedicated to achieving its targets, with progress consistently aligning with the established milestones. The company is on track to fulfil its targets on or before the FY 2025.								

Governance, leadership, and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements**

Our strategy is firmly anchored in the synergy of the 3G's: driving simultaneous **Growth, Governance** and **Green** initiatives to forge a sustainable and durable future for our shareholders, employees and society at large. Travel and Tourism in India is back like never before and is expected to grow at a pace like never before.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies**

Name: Mr. Vijay Dewan
 Designation: Managing Director
 DIN: 00051164
 Telephone: 033-22499000
 Email ID: vdewan@theparkhotels.com

9. **Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.**

Yes, the Corporate Social Responsibility Committee of the Board of Directors is responsible for decision making on Sustainability related issues.

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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) Yes, on regular basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) Yes, on regular basis								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

Table 1

Name of Policy/Code	Linkage to principle	Web-link
Code of Conduct for employees and Code of Conduct for Board Members and Senior Management	P1, P2, P3, P4, P5, P6, P7, P8, P9	
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	P1	
Health and Safety Policy	P2, P3, P6	
Environment Policy	P2, P6	https://www.theparkhotels.com/investor-relations/policies-andcodes.html
Quality Policy	P2, P9	
Human Rights Policy	P3, P5, P8, P9	
Supplier Code of Conduct	P1, P2, P3, P4, P5, P6, P7, P8, P9	
CSR Policy	P8	
Equal Opportunity Policy	P3, P5	
Privacy Policy	P9	

Table 2

Principle 1	To ensure interests of all our stakeholders to the core through our empowered, diverse, and inclusive Board. To ensure robust compliances and integrated practices through our Panchatatva core values.
Principle 2	Focus on resource-efficiency in our processes and to build a sustainable and responsible supply chain.
Principle 3	Ensure a humane workplace with adequate provisions for grievance redressal.
Principle 4	To engage with our stakeholders through various channels through a transparent communication process.
Principle 5	Respect the human rights with adequate provisions for grievance redressal.
Principle 6	Minimise the impact of our operations on the environment.
Principle 7	Fair Public Advocacy for the benefit of the industry.
Principle 8	Empowering lives through our Panchatatva core values
Principle 9	Developing robust framework around data privacy.

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	All the Principles are covered by a policy								



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	3	All the principles laid down in BRSR are covered in the induction programme and in the Code of Conduct of the Company.	86.67
Key Managerial Personnel	5	Anti-Bribery & Anti-Corruption FY25, Code of Conduct FY25, Prevention of Sexual Harassment FY25, Cyber Security Awareness and HR Policies and Employee Benefits	100
Employees other than BoD and KMPs	8	Food Safety, Prevention of Sexual Harassment, Cyber Security Awareness, HR Policies and Employee Benefits	15.21
Workers	-	-	-

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

There are no such fines, settlement, and compounding fees on the Company or its directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions, in the financial year.

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has implemented an anti-corruption and anti-bribery policy that applies to all levels and positions within the organisation. This policy underscores the Company's commitment to establishing and enforcing robust measures to prevent, deter, identify, and address bribery and corruption. The policy can be accessed at <https://www.theparkhotels.com/investor-relations/policies-and-codes.html>.

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

There was no disciplinary action taken against any directors/ KMPs/ employees/ workers by any law enforcement agency pertaining to bribery/corruption.

6. Details of complaints about conflict of interest:

No complaints were received with regard to conflict of interest of the directors and KMPs.

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/ services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	58	65

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9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NA	NA
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top 10 trading houses as % of total purchases from trading houses.	NA	NA
Concentration of Sales	a) Sales to dealers/distributors as % of total sales	NA	NA
	b) Number of dealers/distributors to whom sales are made	NA	NA
	c) Sales from top 10 dealers/distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a) Purchases (Purchases with related parties/total Purchases)	0.637%	NA
	b) Sales (Sales with related parties/total Sales)	0.017%	0.005%
	c) Loans & advances (Loans & advances given to related parties/ Total loans & advances	58.19%	64.50%
	d) Investments (Investments in related parties/Total Investments made)	Nil	Nil

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	2.91%	5.88	Green Certifications, Energy efficient Chillers, VFD Panels, Water Bottling Plant, EV Cars, Effluent Treatment plant, enhanced insulation of chilled water lines in shafts, Electromagnetic water flow meters, Analog timers, Energy efficient Walk ins and DC motor Fan coil units.

2. a) Does the entity have procedures in place for sustainable sourcing? Yes

b) If yes, what percentage of inputs were sourced sustainably?

The Company has a requisite procedures in place for sustainable sourcing. Sustainability parameters are integrated into our overall supply chain management.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

a) Plastics (including packaging):

1. Single-use plastics have been eliminated across all properties.
2. Disposable cutlery, carry bags, and takeaway containers are replaced with biodegradable alternatives.
3. Plastic straws and stirrers are replaced with bamboo stirrers, paper straws, edible straws, or reusable options — saving approximately 19 lakh units annually.
4. Bath amenities have been transitioned to bulk dispensers.



5. Installation of new in-house water bottling plant at THE Park Hyderabad – partial transition to reusable bottles in guest rooms. In other hotels, filtered water is provided in reusable glass bottles (approx. 6.5 lakh PET bottles saved annually)
6. Segregated plastic waste is handed over to authorised recyclers.

b) E-waste:

1. Obsolete electronic items are securely collected and disposed of through a defined process managed via dedicated contracts with authorised service providers

c) Hazardous waste:

1. 100% End-to-End Segregation - Food Waste Biodegradable / Recyclable Dry Waste / General Dry Waste / Newspapers / Cartons / Sharp Objects / Bio Hazard / E-Waste / Used Cooking Oil / Engg Oil
2. Measurement of waste generated - Wet / Dry
3. Elimination of plastic amenities and packaging with wooden & paper alternatives, targeting 100% migration by use of organic waste converters for wet waste management and collaborating with approved agencies for waste disposal
4. Collaboration with approved vendors for the disposal of electronic waste and hazardous materials

d) Other Waste:

1. Organic waste is composted on-site in a phased manner.
2. Used cooking oil is collected and sent to authorised recyclers.
3. Paper, metal, and glass waste is segregated and sent to authorised recyclers.
4. Awareness campaigns like 'No Bin Day' are regularly conducted to promote waste reduction.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a) Details of measures for the well-being of employees.

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1602	1250	78.03	1257	78.46	0	0.00	1405	87.70	0	0.00
Female	318	249	78.30	253	79.56	236	74.21	0	0.00	12	3.77
Total	1920	1499	78.07	1510	78.65	236	12.29	1405	73.18	12	0.63
Other than Permanent employees											
Male	1529	1387	90.71	1353	88.49	0	3.29	897	58.67	10	0.65
Female	544	462	84.93	441	81.07	323	59.38	0	0	64	11.76
Total	2073	1849	89.19	1794	86.54	323	15.58	897	43.27	74	3.57

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b) Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other than Permanent workers											
Male	75	45	60.00	43	57.33	0	0.00	33	44.00	0	0.00
Female	8	4	50.00	4	50.00	4	50.00	0	0.00	4	50.00
Total	83	49	50.04	47	56.63	4	4.82	33	39.76	4	4.82

c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	1.39	1.36

2. Details of retirement benefits, for Current FY and Previous Financial Year

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	99	-	Y	99	-	Y
Gratuity	100	-	Y	100	-	Y
ESI	80	-	Y	80	-	Y
Others:	-	-	-	-	-	-

3. Accessibility of workplaces: are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company has assistive devices and accessibility support which are made available to differently abled employees

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. Yes, the policy is available via on the Company's website at <https://www.theparkhotels.com/investor-relations/policies-and-codes.html>.

5. Return to work and retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/ No	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Yes, the Company has employee's grievance redressal mechanism, administered by human resource function, which addresses issues such as service conditions, organisational policies, performance evaluations and various operational matters.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	In addition to the above, the Company has a 'Code of Conduct' covering 'Whistle-Blower Policy' that allows employees including contractual workers, to report concerns with reference to 'Code of Conduct' without any fear of retaliation. The Ombudsperson administers the whistle blower/vigil mechanism which allows employees to report any threatened or actual breach of the Code of Conduct.
Other than Permanent Employees	Yes	

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Nil, as the Company does not have any employee association or union.

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3175	2414	76.03	2320	73.07	2443	1891	77.40	1640	67.13
Female	829	616	74.31	660	79.61	609	492	80.79	371	60.92
Total	4004	3030	75.67	2980	74.43	3052	2383	78.08	2011	65.89
Workers										
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0	0.00	0	0.00

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3175	2300	72.44	2443	2067	84.61
Female	829	572	69.00	609	475	78.00
Total	4004	2872	71.73	3052	2542	83.29
Workers						
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00
Total	0	0	0.00	0	0	0.00

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such a system?

Yes, the system covers all employees & workers working with the Company across all the hotels.

Business Responsibility & Sustainability Report (Contd.)

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company places the utmost priority on the safety and well-being of its employees and other stakeholders. To ensure a safe working environment, the Company has in place Routine Risk Assessment Processes and Non-Routine Risk Assessment Processes system, which is used to conduct safety audits and identify work-related hazards across its operations.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?

Yes

d) Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, the Company provides access to non-occupational medical and healthcare services to its employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	5.00	9.60
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has implemented several measures to ensure a safe and healthy workplace:

- a) Periodic Maintenance of all Equipment's are done;
- b) All Electrical Boards and switch boards are properly insulated and covered;
- c) Continuous supervision of New Team Member by a senior team member after deploying to the departments;
- d) Team Members are provided with Safety Gears like Helmet, safety glasses, Rubber Gloves, safety shoes etc.;
- e) Quarterly Fire Fighting Training and First Aid Training by the In-house Security Team;
- f) Annual Fire Fighting and Evacuation Training by Karnataka Fire Services department;
- g) Hygiene and sanitation workshops for team members as applicable;
- h) Prevention of Sexual Harassment training for all employees at the time of joining and refresher sessions;
- i) Neat and Clean Rest Rooms and bunkers for Male & Female Team Members;
- j) Female Rest Rooms are equipped with Sanitary Napkin dispenser and Disposer;
- k) Neat and Tidy Cafeteria Facility;
- l) Purified Drinking Water at the Cafeteria and at Departments;



- m) Sanitiser stations at Back Areas;
- n) Following a minor finger injury experienced while chopping vegetables, kitchen staff were given vegetable cutting training;
- o) CCTV surveillance at Both Front of the House and Heart of the House areas including service lifts;
- p) Regular Checkups is doing by Food safety officers;
- q) Regular Checkups done by Electricity departments.

We conduct regular health screenings and medical check-ups for all employees to monitor and maintain their well-being. Comprehensive cleaning and sanitisation protocols are followed throughout the workplace, including frequent disinfection of high-touch surfaces. Regular training sessions are conducted to educate employees on health and safety practices, including proper hygiene, emergency procedures, and the correct use of PPE. Comprehensive emergency response plans are in place, including evacuation procedures, first-aid training, and emergency contact information. Regular drills are conducted to ensure that employees are well-prepared for any emergencies.

13. Number of complaints on the following made by employees and workers

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) *
Health and safety practices	Nil
Working Conditions	Nil

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company views stakeholders as essential partners in its mission to create long-term value. Recognising the importance of effective stakeholder engagement, the Company adopts an integrated and transparent approach to balance the needs, interests, and expectations of stakeholders with those of the business. Stakeholders, both internal and external, are identified and categorised based on their direct and indirect impact on the Company's operations.

Business Responsibility & Sustainability Report (Contd.)

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. Refer Table 1

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Daily Meetings and briefings; Regular Townhalls; E-mail; Internal Communications.	Ongoing	<ul style="list-style-type: none"> i. Learning and development ii. Employee recognition and engagement activities iii. Employee performance review and career development iv. Employee safety and well-being
Communities	No	CSR Partnership; E-mail	Ongoing	Local communities are key stakeholders in the Company's business, and maintaining a positive relationship with them is essential for securing the Company's social license to operate.
Suppliers/ Service Providers	No	Company website; Regular Meetings	Ongoing	<ul style="list-style-type: none"> i. Material/services requirement planning ii. Regulatory compliances iii. Supplier recognition and engagement activities iv. Engagement on sustainability parameters v. Commercial and contract discussion
Government/ Regulatory Bodies	No	Electronic and physical correspondence; Face to face meetings; Representation through trade bodies	Need basis and on going	Strong corporate governance and regulatory compliance are crucial for advancing key policies within the sector.
Shareholders and Investors	No	Quarterly investor calls; Annual General Meeting; Media Announcement; Stock Exchange Filings; Website of the Company	Quarterly/ Annually/ Ongoing	<ul style="list-style-type: none"> i. Answer to queries of investors on operations of the Company ii. Bring transparency with the community of existing and potential investors
Customers	No	Website; Direct feedbacks from guests during and after each experience; Social Media Engagement	Ongoing	The scope of engagement with customers in the hotel industry is vital for building strong relationships, enhancing guest satisfaction, and driving loyalty. By interacting with guests at every stage of their journey—before, during, and after their stay—we can personalise experiences, address needs in real-time, and provide exceptional service. Effective engagement fosters positive reviews, repeat business, and customer retention, while also helping hotels stay competitive. Additionally, it offers valuable insights through feedback, enabling continuous improvement and ensuring that the hotel meets evolving customer expectations.



Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1920	1186	61.77	1604	1124	70.07
Other than permanent	2073	1302	62.81	1389	1080	77.75
Total Employees	3993	2488	62.31	2993	2204	73.64
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	83	48	57.83	16	16	100.00
Total Workers	83	48	57.83	16	16	100.00

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	1602	193	12.05	1211	75.59	1395	235	16.85	1164	83.44
Female	318	53	16.67	231	72.64	266	55	20.68	209	78.57
Other than Permanent Employees										
Male	1529	365	23.87	1168	76.39	1233	406	32.93	1830	148.42
Female	544	160	29.41	386	70.96	441	184	41.72	260	58.96
Permanent Workers										
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than permanent Workers										
Male	75	40	53.33	4	5.33	0	0	0.00	0	0.00
Female	8	4	50.00	0	0.00	0	0	0.00	0	0.00

3. Details of remuneration/ salary/ wages, in the following format*:

a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	9,00,000	1	8,00,000
Key Managerial Personnel	2	46,00,000	2	3,64,00,000
Employees other than BoD and KMP	1,600	28,502	316	23,162
Workers	-	-	-	-

Business Responsibility & Sustainability Report (Contd.)

b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	23	18

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has implemented multiple channels to receive and resolve grievances including 'Code of Conduct' covering 'Whistle Blower Policy' that allow employees including contractual workers, to report concerns with reference to 'Code of Conduct' relating to human rights violations, without any fear of retaliation. The Ombudsperson administers the whistle blower/vigil mechanism which allows employees to report any threatened or actual breach of the 'Code of Conduct'.

6. Number of Complaints on the following made by employees and workers.

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	6	0	Since Resolved	9	0	Since Resolved
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	9
Complaints on POSH as a % of female employees / workers	1.89	3.38
Complaints on POSH upheld	6	9

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company upholds a strict zero-tolerance policy against any form of discrimination or harassment towards employees and strongly condemns any retaliation against those who, in good faith, report suspected misconduct, raise concerns, or seek clarification. Protection is assured under the Prevention of Sexual Harassment (POSH) Policy, extending to all individuals who report genuine concerns. Any form of retaliation, whether direct or indirect, or any attempt to intimidate, coerce, or victimise complainants, will result in disciplinary action. The Company also ensures that all matters related to complaints, including the identities of the complainant and respondent, remain strictly confidential and are only disclosed to a competent court or governmental agency with the legal right to access such information. Violations of this confidentiality requirement will be met with penalties, underscoring the Company's commitment to maintaining a safe and supportive workplace.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No):**

Yes, human rights requirements form part of the key business agreements and contracts.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others - please specify Freedom of Association	NIL
Others - please specify Working Condition	NIL

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above: Human Rights Risk Assessment was conducted at group-level and key improvement areas were identified.**Principle 6: Businesses should respect and make efforts to protect and restore the environment****ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	16,171	0.00
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	16,171	0
From non-renewable sources		
Total electricity consumption (D)	67,375	80,869
Total fuel consumption (E)	30,998	36,266
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	98,373	117,135
Total energy consumed (A+B+C+D+E+F)	114,544	117,135
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000189227	0.0000210945
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, (if any).

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

3. Provide details of the following disclosures related to water in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (Municipal water supplies and tanker water)	358,737	372,379
(iv) Seawater / desalinated water	0	0
(v) Others (Recycled)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) (KL)	358,737	372,379
Total volume of water consumption (in kilolitres) (KL)	358,737	372,379
Water intensity per rupee of turnover (Water consumed / turnover) KL/Lakh	0.0000592634	0.0000670605
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

ASPHL is progressively implementing Zero Liquid Discharge (ZLD) across its properties with a strong emphasis on water recycling and reuse. All units are equipped with systems to treat both sewage and laundry water through Sewage Treatment Plants and Effluent Treatment Plants. Recycled water is reused onsite for gardening and cooling tower operations.



6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

The Company is under process of evaluating the air emissions.

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate Matter (PM)	-	-	-
Persistent Organic Pollutants (POP)	-	-	-
Volatile organic Compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please specify	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent	1,966.68	2,299.75
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent	15,346.54	18,420.19
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO₂ equivalent	0.0000028601	0.0000037314
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

ASPHL is committed to achieving carbon neutrality and continues to reduce energy consumption through enhanced efficiency and the adoption of innovative technologies and sustainable practices.

Key initiatives include LED retrofits, green energy adoption, installation of energy-efficient chillers, VFD panels, improved insulation of chilled water lines, heat pumps, and the use of advanced DC motor fan coil units. THE Park Chennai and THE Park Bangalore currently source more than 85% of their total electricity consumption from renewable energy.

Business Responsibility & Sustainability Report (Contd.)

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	18.29	19.01
E-waste (B)	0.44	0.00
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1046.00	845.00
Total (A+B + C + D + E + F + G + H)	1064.73	864.01
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000001759	0.0000001556
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(i) Recycled	-	-
(ii) Re-used	-	-
Total	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

The Company is under process of evaluating the waste recycled.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

ASPHL adopts a comprehensive approach to waste management, focusing on reduction, segregation, recycling, and safe disposal. The Company's strategy emphasises sustainable procurement, process innovation, and circular practices to minimise environmental impact across its portfolio with a long term goal of achieving waste neutrality.



1. A structured waste management system is implemented across all properties, ensuring segregation at source into organic, recyclable, e-waste, and hazardous waste streams.
2. Organic waste is treated through on-site composting units in a phased manner to reduce landfill burden.
3. Used cooking oil is systematically collected and disposed of through authorised recyclers.
4. E-waste, including obsolete IT equipment and electronic items, is disposed of through government-authorised recyclers, ensuring safe handling and traceability.
5. Recyclable materials such as plastic, glass, metal, and paper are segregated and sent to certified recycling agencies.
6. The company has transitioned to eco-friendly and biodegradable cleaning agents, reducing reliance on harsh chemicals in laundry and housekeeping, and prioritising the use of green-certified products across operations.
7. Regular audits, staff training, and supplier engagement are conducted to ensure regulatory compliance and drive continuous improvement.
8. 100% End-to-End Segregation - Food Waste - Biodegradable/ Recyclable Dry Waste/ General Dry Waste/ Newspapers/ Cartons/ Sharp Objects/ Bio Hazard/ E-Waste/ Used Cooking Oil/ Engg Oil.

11. If the entity has operations/ offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	The Park Visakhapatnam	Accommodation and Food Service	Yes
2.	The Park Goa - 1 unit	Accommodation and Food Service	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
NIL				

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/associations:

6

Business Responsibility & Sustainability Report (Contd.)

- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	CII: Confederation of Indian Industry	State
2.	HAI: Hotel Association of India	State
3.	FHRAI: Federation of Hotel & Restaurant Associations of India	State
4.	FCCI: Federation of Chambers of Commerce and Industry	State
5.	WTTC: World Travel & Tourism Council	National
6.	FIEO: Federation Of Indian Export Organisations	State

- 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Not Applicable

Principle 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

- 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. Not Applicable**

During the financial year, the Company has not acquired any land that would require SIA as per Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity: Not Applicable**

During the financial year, the Company has not acquired any land that would require SIA as per Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

- 3. Describe the mechanisms to receive and redress grievances of the community.**

The community members can send any concerns or grievances at the dedicated e-mail: info@theparkhotels.com. The Company strives to proactively communicate the grievance redressal procedure to its external stakeholders, through a range of outreach programmes, activities, and volunteer initiatives.

- 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/small producers	13%	12%
Sourced directly from within the India.	71%	87%

- 5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-



Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Apeejay offers various channels for customers to raise complaints and provide feedback:

- Customers can contact the dedicated customer care service
- Complaints can also be made through the toll-free complaint number - 1800 102 7175

Customers can share feedback or file complaints through emails at info@theparkhotels.com

Each complaint is addressed within a pre-defined turnaround time

2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:

Type	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable*
Recycling and/or safe disposal	

*As the Company is in the Hospitality business and comes under a service-sector, the disclosure is not applicable to the business.

3. Number of consumer complaints in respect of the following:

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has a Cyber Security Policy in place that includes provisions for privacy.

6. Details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of consumers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products / services.

No issues were reported during the financial year.

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches

0

b) Percentage of data breaches involving personally identifiable information of customers

0

c) Impact, if any, of the data breaches

Not Applicable