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, 700016
5.	**Corporate address**	-
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 2025 to March 2026
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 Email: investorrelations@asphl.in
13.	**Reporting boundary**	This report covers the period from April 01 2025 till March 31, 2026 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
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):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Accommodation Services	551	49.54
2.	Food and Beverage Services	561	43.66
3.	Other Services	551 & 561	6.80

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	42	-	42
International	-	-	-

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States and Union Territories)	As per Standalone BRSR reporting there are 42 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

Apeejay Surrendra Park Hotels Limited caters to a diverse customer base including:

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)	2251	1864	82.81	387	17.19
2.	Other than Permanent (E)	1921	1429	74.39	492	25.61
3.	**Total employees (D + E)**	**4172**	**3293**	**78.93**	**879**	**21.07**
WORKERS						
4.	Permanent (F)	112	97	86.61	15	13.39
5.	Other than Permanent (G)	37	33	89.19	4	10.81
6.	**Total workers (F + G)**	**149**	**130**	**87.25**	**19**	**12.75**

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)	3	2	66.67	1	33.33
2.	Other than Permanent (E)	5	4	80.00	1	20.00
3.	**Total differently abled employees (D + E)**	**8**	**6**	**75.00**	**2**	**25.00**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33
Key Management Personnel	4	2	50

22. Turnover rate for permanent employees and workers

	FY 2025-26 (in %)			FY 2024-25 (in %)			FY 2023-24 (in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40.58	8.42	49	71.4	28.6	100	73	27	100
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. 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%	
4	Fishermans Grove Resorts Private Limited	Subsidiary	100%	
5	Zillion Hotels & Resorts Private Limited	Subsidiary	76%	
6	Thali Hotels and Destinations Private Limited	Subsidiary	100%	

Note: The Company directly holds 75.39% stake in Thali Hotels and Destinations Private Limited, with the balance stake held indirectly through Fishermans Grove Resorts Private Limited.

VI. CSR Details:

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

Turnover - INR 668.65 Crores

Net worth - INR 1,343.03 Crores

VII. Transparency and Disclosures Compliances

25. 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 2025-26			FY 2024-25		
		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	0	0	NA- Since Resolved	85	0	NA- Since Resolved
Employees and workers	Yes	0	0	NA- Since Resolved	6	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.

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

S. 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.		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.		Positive Implication
3.	Emission and Energy Management	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	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	Negative Implication

S. 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)
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.		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 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 2026.								

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.

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								
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	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	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**								
	Y	Y	Y	Y	Y	Y	Y	Y	Y
	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
	No external evaluation was undertaken, however, the processes and compliances may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. Policies are periodically evaluated and updated by various department heads, business heads and approved by the Management and/or Board.								

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	https://www.theparkhotels.com/investor-relations/policies-andcodes.html
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	
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

Not Applicable

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	4	All the principles laid down in BRSR are covered in the induction programme and in the Code of Conduct of the Company.	87.5
Key Managerial Personnel	6	Anti-Bribery & Anti-Corruption FY26, Code of Conduct FY26, Prevention of Sexual Harassment FY26, Cyber Security Awareness and HR Policies and Employee Benefits	100
Employees other than BoD and KMPs	10	Food Safety, Prevention of Sexual Harassment, Cyber Security Awareness, HR Policies and Employee Benefits	21.5
Workers	0	-	-

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:**

Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	Assistant Commissioner (ST), Pondy Bazaar Assessment Circle, Chennai Central, Tamil Nadu	33,08,010	excess availment of Input Tax Credit and other GST-related discrepancies for FY 2021–22.	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Not Applicable		
Punishment		Not Applicable		

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 organization. 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	53	58

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 2025-26 (Current Financial Year)	FY 2024-25 (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)	NA	0.637%
	b. Sales (Sales with related parties/ total Sales)	NA	0.017%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances	NA	58.19%
	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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.48%	2.91%	Green Certifications, VFDs for AHUs, Solar Power Open Access, Electrical Inductions, Electric Cars, Chilled Water insulations, Chiller VFD pumps, Electrical calendar machine.

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
4. Bath amenities have been transitioned to bulk dispensers.
5. Installation of new in-house water bottling plant at THE Park Hyderabad & THE Park New Delhi — partial transition to reusable bottles in guest rooms. In other hotels, filtered water is provided in reusable glass bottles
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 authorized 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. Hazardous waste, including used oil, paint containers, chemical containers, batteries, and other regulated waste streams is identified, segregated, stored safely and disposed of through authorised hazardous waste handlers in accordance with statutory requirements. Used cooking oil is also disposed of through Government-authorised collection agencies.

d) Other Waste:

1. Organic waste is segregated at source and processed through on-site composting or authorised composting facilities wherever available.
2. Recyclable materials such as paper, cardboard, glass, and metals are recovered through authorised recyclers. Residual waste that cannot be recycled or recovered is disposed of through authorised municipal or waste management agencies.
3. The organization continuously promotes waste segregation, recycling, resource recovery and landfill diversion across all properties.
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	1864	1864	100.00	1863	99.95	0	0.00	1863	99.95	0	0.00
Female	387	387	100.00	387	100.00	387	100.00	0	0.00	1	0.26
Total	**2251**	**2251**	**100.00**	**2250**	**99.96**	**387**	**17.19**	**1863**	**82.76**	**1**	**0.04**
Other than Permanent employees											
Male	1429	1429	100.00	1429	100.00	0	0.00	1429	100.00	0	0.00
Female	492	492	100.00	492	100.00	492	100.00	0	0.00	0	0.00
Total	**1921**	**1921**	**100.00**	**1921**	**100.00**	**492**	**25.61**	**1429**	**74.39**	**0**	**0.00**

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

Category	Total (A)	% Of workers 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	97	97	100.00	97	100.00	0	0.00	97	100.00	0	0.00
Female	15	15	100.00	15	100.00	15	100.00	0	0.00	0	0.00
Total	**112**	**112**	**100.00**	**112**	**100.00**	**15**	**13.39**	**97**	**86.61**	**0**	**0.00**
Other than Permanent workers*											
Male	33	33	100.00	33	100.00	0	0.00	33	100.00	0	0.00
Female	4	4	100.00	4	100.00	4	100.00	0	0.00	0	0.00
Total	**37**	**37**	**100.00**	**37**	**100.00**	**4**	**10.81**	**33**	**89.19**	**0**	**0.00**

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	1.50	1.39

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

Benefits	FY 2025-26 Current Financial Year			FY 20f24-25 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	71	-	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. 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 Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. **Membership of employees and workers in association(s) or Unions recognized 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 2025-26 Current Financial Year					FY 2024-25 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	3293	2812	85.39	2741	83.24	3175	2414	76.03	2320	73.07
Female	879	766	87.14	748	85.10	829	616	74.31	660	79.61
Total	**4172**	**3578**	**85.76**	**3489**	**83.63**	**4004**	**3030**	**75.67**	**2980**	**74.43**
Workers										
Male	130	121	93.08	107	82.31	0	0	0.00	0	0.00
Female	19	12	63.16	11	57.89	0	0	0.00	0	0.00
Total	**149**	**133**	**89.26**	**118**	**79.19**	**0**	**0**	**0.00**	**0**	**0.00**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3293	2430	73.79	3175	2300	72.44
Female	879	538	61.21	829	572	69.00
Total	**4172**	**2968**	**71.14**	**4004**	**2872**	**71.73**
Workers						
Male	130	113	86.92	0	0	0.00
Female	19	10	52.63	0	0	0.00
Total	**149**	**123**	**82.55**	**0**	**0**	**0.00**

*Performance and career development review been conducted during the financial year 2025-26 for all eligible employees and workers.

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.

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, the company has established robust processes for workers to report work-related hazards and empowers them to remove themselves from unsafe situations through the following mechanisms:

Stop-work Authority: All workers are explicitly empowered to pause work and remove themselves from any situation they perceive as a risk to their health or safety. This right is protected under a strict non-retaliation policy, ensuring no worker is penalized for prioritizing safety.

Resolution process: Reported hazards are systematically triaged for investigation and risk assessment. Work only resumes once appropriate controls are in place and the environment is verified as safe by designated safety officers.

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 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	5.00
	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 Dirking Water at the Cafeteria and at Departments;

m. Sanitizer 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 sanitization 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 2025-26 Current Financial Year			FY 2024-25 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	100
Working Conditions	100

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.

The Company ensures occupational health and safety through a structured ESH management system covering all employees across hotel operations — including front office, housekeeping, food and beverage, kitchen, engineering, and back-of-house functions. Risks are managed through hazard identification, workplace assessments, permit-to-work controls for high-risk activities along with regular audits and inspections across all properties.

Incidents are investigated using root cause analysis, leading to corrective actions such as SOP improvements and enhanced supervision. Employees are actively engaged through hazard reporting, toolbox talks, and stop-work authority, supported by continuous communication, visible leadership involvement, structured onboarding, regular training, and employee health and wellness initiatives.

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. Recognizing 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 categorized based on their direct and indirect impact on the Company's operations.

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 & Marginalized 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	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-mails	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	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	i. Answer to queries of investors on operations of the Company ii. Bring transparency with the community of existing and potential investors

Stakeholder Group	Whether identified as Vulnerable & Marginalized 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
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 personalize 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:**

	FY 2025-26 Current Financial Year			FY 2024-25 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	2251	2019	89.69	1920	1186	61.77
Other than permanent	1921	1713	89.17	2073	1302	62.81
Total Employees	**4172**	**3732**	**89.45**	**3993**	**2488**	**62.31**
Workers						
Permanent	112	112	100.00	0	0	0.00
Other than permanent	37	37	100.00	83	48	57.83
Total Workers	**149**	**149**	**100.00**	**83**	**48**	**57.83**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	1864	317	17.01	1547	82.99	1602	193	12.05	1211	75.59
Female	387	92	23.77	295	76.23	318	53	16.67	231	72.64
Other than Permanent Employees										
Male	1429	579	40.52	850	59.48	1529	365	23.87	1168	76.39
Female	492	182	36.99	310	63.01	544	160	29.41	386	70.96
Permanent Workers										
Male	97	0	0.00	97	100.00	0	0	0.00	0	0.00
Female	15	0	0.00	15	100.00	0	0	0.00	0	0.00
Other than permanent Workers										
Male	33	33	100.00	0	0.00	75	40	53.33	4	5.33
Female	4	4	100.00	0	0.00	8	4	50	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	9,75,000	1	9,75,000
Key Managerial Personnel	2	5,03,76,696	2	4,03,14,240
Employees other than BoD and KMP	1861	3,72,780	385	3,03,900
Workers	-	-	-	-

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

Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	16	23

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'.

In addition, the Company has implemented a comprehensive POSH Policy. Any complaints under this Policy can be reported to the Chairperson of the ICC who is responsible for handling such matters in accordance with applicable laws and internal guidelines.

All reported cases are addressed with utmost seriousness and are governed by the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness. The Company ensures that concerns are managed with empathy and diligence, while also striving for timely resolution and closure. Further details on grievance mechanisms are outlined in the Company's Whistle Blower Policy which is accessible on the Company's website.

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

	FY 2025-26 Current Financial Year			FY 2024-25 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	15	0	Since Resolved	6	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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	15	6
Complaints on POSH as a % of female employees / workers	1.67	1.89
Complaints on POSH upheld	15	6

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 victimize 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	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify Freedom of Association	100
Others – please specify Working Condition	100

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	18,827	16,171
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**18,827**	**16,171**
From non-renewable sources		
Total electricity consumption (D)	66,924	67,375
Total fuel consumption (E)	29,196	30,998
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**96,120**	**98,373**
Total energy consumed (A+B+C+D+E+F)	**1,14,947**	**114,544**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per ₹ crore)	207.79	213.38
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).**

No. We do not have sites/facilities identified as designated consumers under the PAT Scheme

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (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)	3,27,560	358,737
(iv) Seawater / desalinated water	0	0
(v) Others (Recycled)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) (KL)	**3,27,560**	**358,737**
Total volume of water consumption (in kilolitres) (KL)	3,27,560	358,737
Water intensity per rupee of turnover (Water consumed / turnover) KL/Lakh (KL per ₹ crore)	592.12	668.28
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL per ₹ crore)	-	-
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 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**Metric tonnes of CO2 equivalent**	1734.73	1,966.68
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**Metric tonnes of CO2 equivalent**	13310.38	15,346.54
Total Scope 1 and Scope 2 emissions	**Metric tonnes of CO2 equivalent**	**15045.11**	**17313.22**
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	**Metric tonnes of CO2 equivalent/₹ crore**	27.20	32.25
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) MTCO2e/ ₹ crore	-	-	-
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%, THE Park Navi Mumbai more than 45% of their total electricity consumption from renewable energy.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	14.81	18.29
E-waste **(B)**	0.96	0.44
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)	681	1046.00
Total (A+B + C + D + E + F + G + H)	**696.77**	**1064.73**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per ₹ crore)	1.26	1.98
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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**

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

Category of waste	FY 2025-26 (Current Financial Year)	FY 2024-25 (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 emphasizes 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 authorized recyclers.
4. E-waste, including obsolete IT equipment and electronic items, is disposed of through government-authorized 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 prioritizing 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
9. Goal has been set to eliminate single-use plastics across operations through implementation of progressive reduction targets and sustainable alternatives

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:

S. 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:

Yes. The Company is in material compliance with all applicable laws and regulatory requirements.