



# **GMR HYDERABAD INTERNATIONAL AIRPORT LIMITED (GHIAL)**

## **Environmental, Social and Governance (ESG) Policy**

## 1. INTRODUCTION:

GMR Hyderabad International Airport Limited (hereinafter referred to as GHIAL) believes that Environmental, Social and Governance (ESG) principles are crucial to developing resilient strategies and operational assets that deliver long-term value for the investors. GHIAL fully recognizes that ESG is a business approach that creates long-term stakeholder value, by managing risks and embracing opportunities, through optimization of the economic, environmental and social bottom-lines.

We are therefore committed to integrating ESG into our business practices and operating philosophy. This ESG Policy outlines our approach to integrating ESG in our business activities and is in alignment with ESG policy at GMR Group Level.

## 2. CORE AREAS

### ***Environment***

In line with our country's strategy to combat climate change and transitioning to a low carbon economy, GHIAL strives to reduce its carbon footprint by continuing to take on initiatives for monitoring and reducing energy consumption through energy efficient building designs, implementing automated energy management solutions to reduce energy consumption and proactively work towards target to reduce greenhouse gas emissions, as practicable and wherever possible.

The Company shall make efforts to dispose waste in the most responsible manner. We aim to work on and reduce our water consumption by achieving net zero discharge and harvesting rainwater to replenish ground water levels. Our push to go digital across airport and office areas will continue to reduce paper consumption, thereby reducing paper waste. The Company also continues to reduce use of all forms of plastic in its office and terminal areas to sustain its status of "Single Use Plastic-Free" Airport.

### ***Social***

In the context of our aim to provide healthy, sustainable space for everyone, we are committed to offering our employees healthy and satisfying working environments. As a values-driven company, we recognize that all social interactions to be based on mutual respect and understanding and a health-promoting environment not only foster employee satisfaction and creativity, but also lead to economic and sustainable corporate success.

GHIAL therefore works to promote a diverse working environment. We are convinced that fostering various aspects of diversity not only creates open and supportive work places but also increases business success. We promote equal rights and opportunities, prioritizing our employees' qualifications and strictly rejecting discrimination based on age, nationality or gender.

GHIAL also follows a structured strategy of fostering knowledge management by bringing together professional knowledge from different backgrounds and cultures. This not only strengthens our company's innovative capacity but also its competitive standing.

### **Governance**

GHIAL is committed to achieving high standards of corporate governance. This includes complying with relevant legal requirements and regulations as well as conducting business in a socially and ethically responsible manner.

We regard our responsible business practices as the basis for securing economic sustainability as well as fostering sustainable, long-term relationships.

As part of this, GHIAL aims to conduct ESG assessment whilst also designating Board level committee to oversee ESG matters at the company, irrespective of this not being a mandate on GHIAL.

### **3. ESG AT GHIAL:**

With a view to further, strengthen the commitment towards ESG aspects, to accelerate integration of ESG practices into the businesses and enhance Board oversight over ESG matters, following is the constitution of the ESG Committee of the Board of Directors of the Company:

<b>S. No</b>	<b>Name of the Member</b>	<b>Designation in the Committee</b>
1	Mr. GBS Raju, Managing Director	Chairman
2	Mr. Subba Rao Amarthaluru, Independent Director	Member
3	Mr. Joyanta Chakraborty, Director	Member
4	Mr. Antoine Crombez, Director	Member
5	Mr. SGK Kishore, ED & CIO (Sr. Management)	Member
6	Mr. Pradeep Panicker, CEO (Sr. Management)	Member

The ESG Committee shall assist the Board in discharging its oversight responsibility related to environmental, social and governance matters relevant to the Company (collectively, "ESG Matters").

### **4. ROLE OF RISK MANGEMENT AND ESG COMMITTEE**

- i. Oversee the development of and make recommendations to the Board regarding the Company's ESG policies, strategy, initiatives, priorities and best practices.
- ii. Oversee the effective implementation of ESG Policies and adoption of ESG practices into the business.
- iii. Identify the relevant ESG matters that are likely to affect the business, operation, performance and sustainability of the Company.

- iv. Identify opportunities related to ESG matters affecting the Company.
- v. Monitor and review current and emerging ESG trends, key risks and stakeholder priorities.
- vi. Set appropriate strategic goals/targets related to ESG matters, road map to achieve those targets.
- vii. Oversee and review the Company's progress on ESG targets, initiatives and best practices.
- viii. Oversee the identification and mitigation of risks relating to ESG matters.
- ix. Report to the Board on a periodical basis on ESG matters including Committee's reviews and assessments on ESG Matters and make appropriate recommendations.
- x. Comparing GHIAL's performance to industry ESG frameworks and various reporting standards.
- xi. Any other matter as may be referred by the Board from time to time and as may be required by under any other applicable law, statute or norms.

## **5. MEETING AND QUORUM OF THE COMMITTEE**

- I. The Risk Management and ESG committee shall meet at least twice in a year.
- II. The quorum for a meeting of the Risk Management and ESG Committee shall be either two members or one third of the members of the committee, whichever is higher, including at least one member of the Board of directors in attendance.
- III. The meetings of the Risk Management and ESG committee shall be conducted in such a manner that on a continuous basis not more than one hundred and eighty days shall elapse between any two consecutive meetings.

The Board of Directors may re-constitute the composition of the Committee, as it may deem fit, from time to time.

## **6. AMENDMENTS:**

This policy may be amended subject to the approval of Board of Directors, from time to time in line with the business requirement of the Company or any statutory enactment or amendment thereto.