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# ENVIRONMENT, SOCIAL & GOVERNANCE POLICY

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SEPTEMBER 30, 2024

SIGIRIYA VILLAGE HOTELS PLC.

53-1/1, Sir Baron Jayatilaka Mawatha, Colombo 01

# 1 Introduction

Sigiriya Village Hotels PLC (“SIGIRIYA”), as a listed company on the Colombo Stock Exchange (CSE), recognizes its responsibility to operate in a manner that promotes environmental sustainability, social responsibility, and strong governance practices. This Environmental, Social, and Governance (ESG) Sustainability Policy reflects our commitment to these principles.

## 2 Environmental Sustainability

SIGIRIYA is committed to reducing its negative environmental impacts by implementing environmentally responsible practices, conserving natural resources, and minimizing waste. Similarly, we will strive to make a positive impact on the environment through project based initiatives such as mangrove conservation.

- A. **A. Compliance with Environmental Laws** - We endeavour to comply with all applicable environmental laws, regulations, and standards applicable in Sri Lanka. The Company shall also comply with applicable International Standards where relevant.
- B. **Materials & Waste** - SIGIRIYA is committed to:
  - a) effectively managing its consumption of materials,
  - b) eliminating waste and rejects through process innovation and recycling.
  - c) Promote use of alternative materials with a lower carbon footprint such as bio degradable packaging and avoiding single use plastic packaging for water and toiletries.
- C. **Energy & Emissions** - SIGIRIYA is committed to:
  - a) Training staff on energy efficiency and saving energy through awareness and implementing low energy consuming appliances and lighting solutions.
  - b) Looking at the possibility of shifting to low-carbon solutions such as Bio mass for our energy requirements
  - c) We encourage the local communities to supply fresh produce and some food items to empower the community as well as lowering the length of our supply chain.
- D. **Water & Effluents** – SIGIRIYA recognizes that Sri Lanka is a water stressed country and is committed to effective management of water through:
  - a) Investing water efficient technologies.
  - b) Reducing water withdrawals with recycling and reusing water wherever possible.
  - c) Recycling and re-using water from laundry to maintain gardens rather than fresh water.

## 3 Treating waste water and reusing it in the garden. Social Responsibility

- A. **Employee Welfare** - We are committed to providing a safe, inclusive, and fair work environment that promotes the well-being and development of our employees.

- B. **Community Engagement** - SIGIRIYA actively engages with the local communities in Sigiriya and organizes community participated cleaning programs for the sigiriya reserve. We will contribute positively to these communities through outreach programs and support for local development. Further we provide employment opportunities as well as traineeships for school leavers in the local community
- C. **Human Rights** - We respect and uphold human rights, and we will not engage in or support any form of discrimination, forced labour, or child labour.
- D. **Supply Chain Responsibility** - We expect our suppliers and partners to adhere to social responsibility principles that are in line with this policy.

## 4 Governance Practices

- A. **Board Oversight** - The Board of Directors will provide oversight of our ESG practices, ensuring that they align with our long-term strategy and risk management.
- B. **Accountability and Transparency** - SIGIRIYA is committed to maintaining accountability and transparency in all our operations and communications. This includes open and fair disclosure of material ESG information.
- C. **Compliance with Governance Standards** - We will comply with all governance standards and codes that apply to listed companies in the CSE and strive for best practices.

## 5 Anti-Corruption and Ethics

SIGIRIYA has a zero-tolerance policy for corruption, and we expect all employees to act ethically and with integrity. The SIGIRIYA Anti-Bribery & Corruption Policy provides further guidance in this regard.

## 6 Sustainability Reporting and Metrics

SIGIRIYA plans to annually report on our ESG performance and metrics, using established frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards.

## 7 Review and Amendment

This policy will be reviewed periodically to ensure alignment with changing regulatory requirements and emerging best practices. Amendments may be made when necessary.