
 Ceylon Hotels Corporation PLC	CEYLON HOTELS CORPORATION PLC - POLICY DOCUMENT	
	POLICY ON ENVIORNMENT, SOCIAL AND GOVERNANCE SUSTAINABILITY	
	Effective from 30.09.2024	Document No: PO/2024/008/VERSION 1
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Scope	<p>Ceylon Hotels Corporation PLC ('CHC' or 'the Company'), listed on the Colombo Stock Exchange ('CSE'), recognizes that taking environmental and social impacts into account is integral to sound business practices.</p> <p>This policy on Environment, Social and Governance Sustainability ('the policy' or 'ESGS') entails in brief on the environmental and social objectives of the Company and how the Company will manage its environmental and social impacts. By implementing this ESGs sustainability policy, the Company can significantly reduce their environmental impact, contribute positively to their communities, and build a more resilient business model. This approach not only enhances brand reputation but also meets the growing expectations of guests and investors focused on sustainability.</p> <p>The policy has been formulated in compliance with Rule 9.2.1(g) of the listing rules of the Colombo Stock Exchange ('CSE').</p>
Objectives	<p>These objectives align with corporate responsibility, enhance reputation and operational resilience, aiming to achieve the following:</p> <p>Environmental Objectives</p> <ul style="list-style-type: none"> ▪ Sustainable Operations: Implement energy-efficient practices to reduce energy consumption and greenhouse gas emissions. ▪ Waste Management: Minimize waste generation through recycling, composting, and responsible disposal methods. ▪ Water Conservation: Use water-efficient fixtures and practices to reduce water usage and protect local water resources. ▪ Sustainable Sourcing: Procure eco-friendly products and services, including local and organic food options. ▪ Biodiversity Protection: Support local ecosystems by preserving natural habitats and minimizing environmental impact. <p>Social Objectives</p> <ul style="list-style-type: none"> ▪ Community Engagement: Actively participate in local community initiatives and support local businesses and charities. ▪ Employee Well-being: Foster a safe, inclusive, and diverse workplace with opportunities for employee development and fair compensation. ▪ Guest Awareness: Educate guests about sustainability practices and encourage their participation in eco-friendly initiatives during their stay. ▪ Cultural Preservation: Promote and respect local culture and heritage through partnerships and cultural events. ▪ Stakeholder Transparency: Maintain open communication with stakeholders about sustainability goals and progress.
Policy measures	Commitment to 100% adherence

Reviewed & Confirmed		Approved by	
Shalike Karunasena	Director / Group CFO	Board of Directors	

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Definitions	The Company or CHC	Ceylon Hotels Corporation PLC
	Policy or ESGs	Policy on Environmental, Social and Governance Sustainability of Ceylon Hotels Corporation PLC
	Board	The Board of Directors of Ceylon Hotels Corporation PLC
	Corporate website	www.chcplc.com
Responsibility	This policy is subject to regular review by the Board of Directors (“Board”) to ensure its efficacy and reflect current business practices. The board remains the ultimate decision-making authority on the Company’s sustainability priorities and obtain expert advice and recommendations, where necessary.	

Strategic Sustainability Framework

1.1	The Company’s strategic sustainability framework is designed as a versatile tool to enhance Environment, Social, and Governance (ESG) integration into everyday operations. This framework is supported by a top-down governance model, ensuring that the board serves as the ultimate decision-making authority on sustainability priorities. The board also seeks expert advice and recommendations as needed.
1.2	By implementing this comprehensive ESG sustainability policy, the Company aims to not only fulfill its obligations to the environment and society but also to enhance its operational efficiency and brand reputation in the hotel industry.

1	Environmental Sustainability	
	A	Energy Efficiency <ul style="list-style-type: none"> ▪ Implement energy management systems to reduce consumption. ▪ Use renewable energy sources (solar, wind) where feasible. ▪ Promote energy-efficient appliances and lighting throughout the hotel.
	B	Water Conservation <ul style="list-style-type: none"> ▪ Implement energy management systems to reduce consumption. ▪ Use renewable energy sources (solar, wind) where feasible. ▪ Promote energy-efficient appliances and lighting throughout the hotel.
	C	Waste Management <ul style="list-style-type: none"> ▪ Develop a waste reduction program with recycling and composting initiatives. ▪ Partner with local organizations to donate unused food and items. ▪ Minimize single-use plastics and encourage reusable alternatives.
	D	Sustainable Sourcing <ul style="list-style-type: none"> ▪ Source local, organic, and sustainably produced food and supplies. ▪ Prioritize partnerships with vendors who adhere to sustainable practices.

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	2	Environmental Sustainability
	A	Community Engagement <ul style="list-style-type: none"> ▪ Support local communities through partnerships and volunteer opportunities. ▪ Offer local employment opportunities and promote diversity in hiring practices.
	B	Guest Engagement <ul style="list-style-type: none"> ▪ Educate guests on sustainability practices and encourage participation. ▪ Provide information about local environmental initiatives and attractions.
	C	Employee Well-being <ul style="list-style-type: none"> ▪ Foster a safe and inclusive workplace culture. ▪ Provide training and development opportunities focused on sustainability.
	3	Governance
	A	Accountability and Transparency <ul style="list-style-type: none"> ▪ Establish clear ESG goals and publicly report progress (e.g., sustainability reports). ▪ Implement an ESG committee to oversee initiatives and ensure accountability.
	B	Compliance and Ethical Standards <ul style="list-style-type: none"> ▪ Adhere to local and international environmental regulations. ▪ Maintain ethical business practices and transparency in operations.
	C	Stakeholder Engagement <ul style="list-style-type: none"> ▪ Engage with stakeholders, including guests, employees, and local communities, in the development of ESG initiatives. ▪ Regularly solicit feedback to improve sustainability practices.
	4	Monitoring and Reporting
	A	Monitoring and Reporting <ul style="list-style-type: none"> ▪ Develop key performance indicators (KPIs) to measure progress. ▪ Regularly review and update policies based on performance and emerging best practices. ▪ Share progress and challenges with stakeholders through transparent reporting.
Publication of the policy		
The policy is made available in the Company’s corporate website for the perusal of its stakeholders. Any clarifications regarding the policy should be directed to the Group Chief Financial Officer.		
Policy Output	A framework for integrating environmental, social, and governance considerations into the operations and decision-making processes	
Policy Records	Policy on Environmental, Social and Governance Sustainability	

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Shalike Karunasena	Director / Group CFO	Board of Directors	