



ENVIRONMENTAL, HEALTH AND SAFETY POLICY

1. Objective

- 1.1 Regal Hotels International (the “Group”) is fully committed to transitioning to a low carbon future and engaging our employees and stakeholders in various environmental and social sustainability programs.
- 1.2 The Environmental, Health and Safety Policy (the "Policy") outlines the Group's commitment to ensuring the well-being of our employees, guests, and the communities in which we operate, and to providing a safe and secure environment for all stakeholders. This policy applies to all hotel properties under the Group's management.

2. Scope

2.1 Health and Safety:

- (a) Compliance: We will comply with all applicable health and safety laws, regulations, and industry-specific standards or best practices applicable to our operations. We will regularly review and update our policies and procedures to ensure ongoing compliance.
- (b) Risk Assessment: We will conduct regular safety risk assessments to monitor potential health and safety hazards for goods and services purchased, both locally and internationally, internally and externally, and implement suitable control measures to mitigate these risks. We will assess the health and safety performance of contractors, and suppliers on a regular basis.
- (c) Training and Awareness: We will provide comprehensive health and safety guidelines, training, and development specific to employees' and contractors' job requirements to ensure they possess the necessary knowledge and skills to maintain a safe working environment. We will also raise awareness among our guests about health and safety practices through informative materials and communication channels.
- (d) Incident Reporting and Investigation: We will establish a system for promptly reporting and investigating health and safety incidents or performance issues. Lessons learned from these incidents will be used to improve our practices and prevent recurrences.
- (e) Emergency Preparedness: We will develop and maintain emergency response plans, including evacuation procedures, to effectively respond to emergencies and minimize potential harm to employees, guests, and the environment. We will regularly test all backup systems and safety systems (such as emergency lighting

and communication systems) to practice procedures and test their effectiveness.

- (f) Audit: We will enforce the implementation of this Policy with regular internal reviews and external audits.

2.2 Environmental Sustainability

- (a) Compliance: We will comply with all relevant environmental legislation and regulations in all markets where the Group operates. We will report on the Group's environmental impact and performance through platforms such as the corporate website and annual Sustainability Report. We will implement an environmental management system to embed and standardize corrective actions in managing the environmental impact of our operations and stimulating continual improvement.
- (b) Climate Change: We are committed to implementing comprehensive management approaches and action plans to enhance our business resilience against climate change. We will identify the climate change impacts associated with our business and operations and set targets to continually improve our environmental performance. We will integrate climate risks into the group-wide risk management and internal control systems to effectively manage enterprise-wide risks.
- (c) Resource Management: We will implement measures to improve energy efficiency and conserve resources, including energy, water, and waste management, to minimize our environmental footprint.
- (d) Energy Consumption: We will continuously refine our energy management practices, enhance energy efficiency, and focus on decarbonizing our operations through engineering solutions in our hotels. We will progressively implement energy-saving projects in the hotels and provide training and awareness programmes for employees to align with external energy management standards and utilize energy management tools.
- (e) Water Consumption: We will implement operational and behavioural solutions to improve water use efficiency in the operation and maintenance of our hotels.
- (f) Waste Reduction: We will strive to reduce waste generation and improve our waste prevention and diversion performance, following the 5R Principle: Reduce, Reuse, Recycle, Replace, and Reject. We will collaborate with suppliers to minimize packaging waste and encourage the use of upcycled products whenever feasible. We will ensure that group-wide waste handling and disposal standards are upheld and provide training to educate our employees on waste management practices.
- (g) Conservation and Biodiversity: We will actively support the conservation of

natural resources and biodiversity in the areas where we operate. We will collaborate with local communities and organizations to protect and restore ecosystems and promote sustainable tourism practices.

- (h) Audit: We will enforce the implementation of this Policy with regular internal reviews and external audits. The Group will also engage external stakeholders to understand their perspectives on the Group's efforts on its environmental management, methods of communication may include materiality assessment and focus group discussion.

2.3 Governance

- (a) Accountability: We will establish clear accountability for health, safety, and environmental sustainability within our organization. Senior management will provide leadership and allocate resources to support the implementation of this policy.
- (b) Performance Measurement and Reporting: We will establish key performance indicators (KPIs) to monitor our progress in health, safety, and environmental sustainability. We will regularly report our performance to stakeholders and actively seek opportunities for improvement.
- (c) Continuous Improvement: We are committed to continuously improving our health, safety, and environmental performance. We will regularly review our policies, procedures, and practices to identify areas for enhancement and implement appropriate corrective actions.

2.4 Guest Health and Safety

- (a) Evaluating Potential Hazards and Risks: We will conduct a risk assessment and evaluate potential hazards and risks customers may encounter while using our services or products. This comprehensive evaluation allows for proactive safety measures that minimise risks and protect customers, from addressing sharp edges to ensuring product and equipment safety.
- (b) Design Customer-Focused Safety Plan: We will develop a safety plan that encompass various aspects of operations to provide a safe environment for our customers. Including but not limited to: Ensuring Adequate Lighting and Visibility; Hygiene and Sanitation Protocols; Cleanliness of Customer Facilities; and Safe Handling of Food and Beverages.
- (c) Hygiene and Sanitation Protocols: Maintaining hygiene and sanitation is paramount to protecting customer health. Strict protocols ensure the cleanliness and proper handling of products and food items.
- (d) Handling Food and Beverages Safely: Food and beverage establishments adhere to strict safety protocols during preparation, storage, and service. Employees



receive training in food handling, and hygiene practices are strictly enforced to safeguard customers' health.

The Group and each department will review this policy from time to time as appropriate, and in any event, once every three years.

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