

Go Green Guidelines

Devyani International Limited (DIL), as an organization, seeks to drive environmentally sustainable growth across its businesses. DIL's restaurants and business operations follow a stringent and well-defined framework that aims to minimize the environmental impact, improve food safety & hygiene protocols, and encourage people & community development. In order to achieve its Go Green objectives, DIL has set forth the following guidelines:

I. Environment

- Food Packaging & Waste Management
 - The Company promotes and shall continue to promote usage of sustainable practices at its restaurants and stores
 - DIL has been exploring eco-friendly materials and green designs to reduce the use of single-use packaging
 - Plastic cutlery and one-time use packaging shall be replaced entirely with recyclable, easily degradable and sustainable packaging options
 - Focus shall continue to be towards effective waste management and responsible disposal
- Energy Efficiency & Green House Gas Emission Reduction
 - As part of its energy efficiency program, the Company shall strive to deliver through electric bikes/bicycles by in-house/third party delivery partners, thus reducing carbon footprint of delivery operations
 - The Company shall endeavor to take the initiative of using renewable energy sources across its restaurants and stores.
- Water Management
 - DIL is currently in the process of putting in place effective water conservation practices across its stores
 - The Company is exploring water conservation options such as rainwater harvesting
- Pursuant to the plant based menu innovation undertaken by YUM! Brands Inc., DIL may explore introducing such innovation in India subject to approvals from the franchisor.

II. Food Safety & Quality

- DIL is committed to providing the highest level of food safety, hygienic food handling and quality products to customers
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- The Company's raw material supplies for its KFC, Pizza Hut and Costa Coffee stores are procured from reputed and pre-approved suppliers that adhere to international safety norms
 - For instance, chicken purchases for DIL's KFC stores can be traced back to the farms that are FSSAI licensed
- In addition, store operation and compliance audits are routinely undertaken by the Company, or by independent third party agencies to ensure highest level of compliance to food quality, hygiene and cleanliness, hospitality and maintenance of stores.

III. People & Community Development

- In order to pursue the "People First" approach, DIL aims to create a healthy and safe environment for all its employees, business partners and community. DIL recognizes that employees are its most valuable assets and have a key role to play in achieving the Company's growth objectives
 - The Company shall promote attributes of "Appreciation, Betterment and Continuity" as part of the work culture and shall continue to be committed to creating a fair, inclusive and diverse workplace for its employees
 - DIL has undertaken the following initiatives towards supporting and investing in its people
 - Focus on hiring specially/equally abled people and provide them specialized training to manage and operate stores
 - Ensure diversity and inclusion in operations and operate stores that are managed only by women and specially abled persons and riders and delivery personnel include women riders.
 - DIL was recognized as one of "India's 100 Best Workplaces for Women 2020" by the Great Place to Work Institute, India
 - Implemented a systematic training plan for eligible employees to provide a comprehensive career progression path
 - Eligible high potential employees are duly incentivized through certain stock ownership programs
 - DIL has undertaken the following initiatives towards community development,
 - 'Add Hope' project : DIL collects monetary contributions at its KFC stores and donates the sums received to non-profit organizations that are involved in eradication of poverty and hunger
 - The Company also intends to make a conscious efforts towards positively impacting communities and provide excess food to the underprivileged strata of society
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Monitoring Mechanism

- I. **Audit Committee:** The Audit committee is empowered to monitor and set guidelines on various measures which may include ESG/Go-Green initiatives on an annual basis

 - II. **Human Resources:** The team motivates all employees to live by the DIL's corporate business principle on environmental sustainability. With this objective in mind, the Company has and shall continue to,
 - Create conducive workplace conditions that enable employees to take responsibility of protecting the environment on a day-to-day basis
 - Ensure that environmental sustainability is covered as part of relevant training, workshops and meetings to raise awareness and commitment of employees, suppliers, business partners and the community at large

 - III. **Regulation:** The team monitors, evaluates and communicates regulatory developments so that they are reflected across company strategies. In order to promote an effective regulatory system with respect to environmental sustainability, the Company has and continues to,
 - Engage with regulators and other relevant stakeholders to foster environmentally efficient and effective laws and regulations; and
 - Support internationally recognised standards and voluntary initiatives designed to protect the environment.
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