



IMAGICAAWORLD ENTERTAINMENT LIMITED

Policy on Business Responsibility and Sustainability Reporting (BRSR)

Background, Scope & Applicability

Securities and Exchange Board of India (SEBI) vide Circular dated May 10, 2021 has made Business Responsibility & Sustainability Report (BRSR) mandatory for Top 1000 listed entities by market capitalization with effect from FY 2022-23. The BRSR is a significant step towards bringing sustainability reporting at par with reporting of financial and operational performance. SEBI Circular further states that the BRSR is an initiative towards ensuring that investors have access to standardized disclosures on ESG parameters. Access to relevant and comparable information will enable investors to identify and assess sustainability-related risks and opportunities of companies and make better investment decisions.

As per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is mandated to include in its Annual Report a BRSR report. The Policy and framework will act as guidelines for BRSR, wherever principles of BRSR and this policy overlap.

Scope

For sustainable development, the management of the Company will continue its efforts to strike a balance between environmental, social and governance performance in dealings with various stakeholders of the Company namely customers, investors, lenders, suppliers, regulators and the society. The Company will make its best efforts to impress upon other entities in the value chain to participate in the Business Responsibility initiatives depending upon their means and resources.

Purpose/Objectives

To provide guidelines for common understanding and ensuring adherence of BRSR reporting in Imagicaaworld Entertainment Limited (“the Company”/“IEL”).

- Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
- Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

Principle 3: Businesses should promote the well-being of all employees including those in their value chains.

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

Principle 5: Businesses should respect and promote human rights.

Principle 6: Businesses should respect, protect, and make efforts to restore the environment.

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

Principle 8: Businesses should support inclusive growth and equitable development.

Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner.

All these policy statements will be implemented over a period of time.

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.

- To develop and put in place structure policies, programs and procedures that promote the principle of ethical conduct at all levels, prevents its contravention and effect prompt and fair actions against any transgressions and address conflicts of interest involving its members, employees and business partners.
- To disclose and communicate transparently and ensure access to information about the policies, procedures, performance (financial and non-financial) and their decisions that impact the relevant stakeholders from the fundamental basis of operationalizing responsible business conduct.
- To put in place appropriate codes, policies and procedures to ensure that the business and its employees do not engage in illegal and/or abusive practices, bribery, anti-competition and corruption, and ensure timely and fair action in case such transgressions are detected.
- Every employee of the Company shall abide by the values and the commitment to ethical business practices reflected in the Company's Code of Conduct.
- The Company shall ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- The Company shall ensure ethical behavior in all operations, functions and processes, and encourage its business partners and third parties with whom it conducts business to abide by this policy.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

- To ensure that resource-efficient and low-carbon processes and technologies are deployed to minimize adverse environmental and social impacts.
- To ensure that sufficient procedures and checks are implemented to ensure safe use of its parks and rides.
- To educate customers and users against potential hazards and safety concerns.

Principle 3: Businesses should promote the well-being of all employees including those in their value chains.

- To ensure all regulatory requirements pertaining to its employees are complied with and that there are systems and processes in place to enable this to be done by its value chain partners.
- To provide equal opportunities at the time of recruitment, during the course of employment, and at the time of separation without any discrimination irrespective of their caste, creed, gender, race, religion, language and disability or sexual orientation.
- To promote and respect the right to freedom of association, participation of workers, and collective bargaining of all employees including contract and casual labour and provide access to appropriate grievance redressal mechanisms.
- To prohibit child labour, coercive or forced labour, or any form of involuntary labour, paid or unpaid.
- To put in place systems and processes to support the work-life balance of all its employees.
- To ensure fair, timely and transparent payment of statutory wages of all its employees, including contract and casual labour without discrimination.
- To provide facilities for the wellbeing of its employees or workers including those with special needs. The Company shall ensure fair, timely and transparent payment of statutory wages of all employees, including contract and casual labor without discrimination.
- To provide a workplace environment that is safe, hygienic, accessible and which upholds the dignity of the employees.
- To ensure continuous upgradation of skill and competence of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- To promote career development through human resource interventions.
- To create systems and practices to ensure a humane and safe workplace free from, violence and harassment (including sexual harassment); a workplace where employees feel safe and secure, with adequate provisions for grievance redressal.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

- The Company's major stakeholders are investors, customers, employees, suppliers, government / regulators and the community

- To ensure that the business acknowledges, assumes responsibility, and is transparent about the impact of their policies, decisions, products, services and associated operations on all stakeholders, and the natural environment.
- To develop systems, processes and mechanisms to identify its stakeholders, understand their expectations and concerns, define the purpose and scope of the engagement, consult with them in developing policies and processes that impact them, and commit to resolving any differences and redressing grievances in a just, fair and constructive manner.
- To enable all stakeholders to benefit fairly from the value generated by the businesses, and to ensure that any conflicts or differences arising from the impact of business operations or the sharing of the value generated by the businesses should be resolved in a just, fair and equitable manner.

Principle 5: Businesses should respect and promote human rights

- To make the Company's employees aware of the human rights content of the Constitution of India, relevant national laws and policies.
- To ensure that where it is causing, contributing or otherwise linked to adverse human rights impacts, take corrective actions to address such impacts.
- To integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations and ensuring all individuals impacted by the business have access to grievance mechanisms.
- To promote the awareness and realization of human rights across its value chain.
- The management will ensure compliance and adherence to all the human rights laws and national laws. The Company's policies will strive to percolate these values at all levels in the organization.
- The Company will not be complicit with human rights abuses by a third party.
- The Company will not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- The Company will pay fair wages to its employees and will not discriminate irrespective of their caste, creed, gender, race, religion, language and disability or sexual orientation. They are treated equally with dignity and are given equal opportunities, rights and benefits.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

- To ensure that the business formulates appropriate policies, procedures and structures to assess, measure and address its adverse impacts on the environment at all its locations, at all stages of its life cycle from establishment to closure.
- To develop appropriate strategies for sustainable and efficient use of natural resources and manufactured materials, giving due consideration to expectations and concerns of all stakeholders.
- To take measures to check and prevent pollution. The Company shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- To assess the consumption of energy, water or any other natural resources.

- To develop Environment Management Systems (EMS) and contingency plans and processes that help in preventing, mitigating and reducing environmental damage and disasters, which may be caused due to its operations or that of a member of its value chain.
- To report its environmental performance, including the assessment of potential environmental risks associated with its operations, to the stakeholders in a fair and transparent manner.
- To continuously seek to improve its environmental performance by promoting reduction, reuse, recycling and recovery of material and resources, promoting use of energy efficient, low-carbon technologies, environment friendly technologies and use of renewable energy.
- To proactively persuade and support its value chain to adopt this principle.
- To minimize waste and ensure safe disposal of waste generated through its operations.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

- To ensure that business advocacy positions are consistent with the Principles contained in these Guidelines and publicly disclosed.
- To utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy in a responsible manner.
- To ensure that corrective actions to be taken based on adverse orders from regulatory authorities, if any.
- To ensure that policy advocacy is conducted ethically.

Principle 8: Businesses should promote inclusive growth and equitable development

- To ensure that the business takes appropriate actions to minimize any adverse impacts that it has on social, cultural and economic aspects of society including those arising from land acquisition and use, construction of facilities and operations.
- To assess, measure and understand its impact on social, and economic development, and respond through appropriate action to minimize and mitigate its negative impacts on society.
- To innovate and invest in products, technologies and processes that promote the well-being of all segments of society, including vulnerable and marginalized groups.
- To respond to national and local development priorities and understand the needs and concerns of local communities, particularly those of vulnerable and marginalized groups and in regions that are underdeveloped, while designing and implementing its CSR programmes.
- To respect all forms of intellectual property and traditional knowledge and make efforts to ensure that benefits derived from their knowledge are shared equitably.

Principle 9: Businesses should engage with and provide value to their customers in a responsible manner

- To ensure that the Company minimizes and mitigates any adverse impact of its goods and services on consumers, the natural environment and society at large.
- To ensure that the Company does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products/services.
- To disclose all information accurately, through labelling and other means, including the risks to the individual, to society, and to the planet, from the use of the products, so that the consumers can exercise their freedom to consume in a responsible manner.
- To manage consumer data in a way that does not infringe upon their right to privacy.
- To make consumers aware of, and provide information and guidance to them on, safe and responsible usage and disposal of their products (including reuse and recycling), and to eliminate over-consumption.
- To provide appropriate grievance redressal mechanisms that are transparent and accessible, to address consumer concerns and feedback.

GOVERNANCE STRUCTURE AND RESPONSIBILITIES

Board of Directors

The Board of Directors is responsible for ensuring the alignment and incorporation of ESG practices into the Company's long-term vision toward sustainability.

Environmental Social and Governance (ESG) Committee

With a view to focus on sustainability and in order to strengthen oversight on Sustainability risks, Opportunities, and progress against goals, the Board has constituted a separate Committee ESG Committee. The Committee is inter-alia responsible for the following:

- to formulate and recommend to the Board Sustainability & ESG policies or management systems and to formulate and recommend to the Board, a Sustainability Policy inter alia covering Environment, Social and Governance ('ESG') principles and to recommend appropriate changes/modifications to the policy, from time to time.
- to review performance on Sustainability goals, targets and strategy and provide guidance to achieve the same.
- to assist the Board in meeting its responsibilities in relation to the Environmental, Social and Governance (ESG) matters arising out of the activities and operations of the Company.
- to seek updates on how ESG is being institutionalized across all levels of the organization.
- The ESG Committee may form, and delegate authority to, sub-committees comprised of one or more members of the Committee, as appropriate.

Management Committee

Business and functional head drives and implements the sustainability roadmap of the Company.

Execution Team

At an Operational Level, the team comprises of sustainability coordinators of respective park locations including members of HR, Finance, Accounts, and Operations. The team is responsible for implementing various initiatives and achieving defined targets for their respective businesses and functions as per the directions of the Management Committee.

DISCLOSURE

This policy shall be displayed on the website of the Company i.e. www.imagicaaworld.com

GRIEVANCE REDRESSAL MECHANISM

IEL recognizes the significance of acknowledging stakeholders' grievances, and to ensure the resolution of all concerns, we have implemented mechanisms for reporting any issues or providing feedback related to our principles. The following channels have been established for our stakeholders to express and address their concerns:

Stakeholder engagement mechanism:

Stakeholder	Authority and Contact details for grievances
Investors/Government/Regulatory Bodies	compliance@imagicaaworld.com
Customers	Manager Admissions imagicare@imagicaaworld.com
Employees	Human Resource Hr@imagicaaworld.com Whistle Blower whistle.blower@imagicaaworld.com
Suppliers	Manager - Procurement General.purchase@Imagicaaworld.com
Community	Park Operations imagicare@imagicaaworld.com

VALIDITY, POLICY REVIEW AND AMENDMENTS

This policy shall be valid until further modification/revision in the policy. This Policy shall be reviewed periodically in line with the regulatory guidelines/ internal requirements or as and when considered necessary. The Board may modify, add, delete or amend any of the provisions of this Policy. Any modifications, exceptions to the Policy must be consistent with the Regulations and must be approved in the manner as may be decided by the Board of Directors.

Document History:

Approved by:	Board of Directors
Approved on	March 29, 2024