



BAID FINSERV LIMITED

(FORMERLY KNOWN AS BAID LEASING AND FINANCE CO. LTD.)

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) POLICY

Baid Finserv Limited all rights reserved. This document is constitute Property of Baid Finserv Limited and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.

Company Circulation

Version Control

Document Version	Description of Change/ Annual Review	Date	Prepared / Changed by
1.0	Annual Review	04th May 2022	Human Resource Department

Baid Finserv Limited all rights reserved. This document is constitute Property of Baid Finserv Limited and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.

Company Circulation

Background

Baid Finserv Limited (**BaidFin**) is a public limited company incorporated under the Companies Act, 1956 and registered with the Reserve Bank of India (“**RBI**”) as a not deposit taking non-banking finance company (“**NBFC**”). Our Company believes in principles of good Corporate Governance and is striving hard for value addition through development and introduction of new products, which will ultimately result in increasing the net worth of the Company and Shareholders.

The Company’s ESG Framework (**ESGF**) is founded on the concept of overall sustainable development and thereby recognizes Environmental and Social (**E&S**) considerations in its own business operations and in the activities carried out by the people and institutions associated with it.

(**ESG**) Policy is regarding the environmental practices and provide guidance to the Company staff on undertaking activities in an environmentally responsible manner. The Company strives to avoid adverse impacts on its employees, communities and the environment or if avoidance is not possible, to reduce, mitigate, or compensate for the impacts, as appropriate.

The Board of Directors of the Company (“**Board**”) has approved Environment, Social and Governance (**ESG**) Policy in its meeting considering the environment and social requirements of the nature.

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) CRITERIA

Environmental, social, and governance (**ESG**) criteria are a set of standards for a company’s operations that socially conscious investors use to screen potential investments.

Environmental, social, and governance (**ESG**) criteria are an increasingly popular way for investors to evaluate companies in which they might want to invest.

ENVIRONMENTAL CRITERIA:

Environmental criteria consider how a company performs as a steward of nature. Environmental criteria may include a company’s energy use, waste, pollution, natural resource conservation, and treatment of animals. The criteria can also help evaluate any environmental risks a company might face and how the company is managing those risks.

SOCIAL CRITERIA:

Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it operates.

Social criteria look at the company’s business relationships. Does it work with suppliers that hold the same values as it claims to hold? Does the company donate a percentage of its profits to the local community or encourage employees to perform volunteer work there? Do the company’s working

Baid Finserv Limited all rights reserved. This document is constitute Property of Baid Finserv Limited and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.

conditions show high regard for its employees' health and safety? Are other stakeholders' interests taken into account?

GOVERNANCE:

Governance deals with a company's leadership, executive pay, audits, internal controls, and shareholder rights.

About governance, investors may want to know that a company uses accurate and transparent accounting methods and that stockholders are allowed to vote on important issues.



OBJECTIVES OF THE POLICY

- Avoid, reduce or mitigate impacts to the environment and neighboring communities and where feasible improve and enhance environmental conditions;
- Conserve natural resources by adopting environmentally-friendly and energy-efficient technologies and through process improvements;
- Manage waste from our operations and adopt the principles of waste avoidance, reuse, recycling and beneficial utilization to minimize discharge and disposal to the environment

Baid Finserv Limited all rights reserved. This document is constitute Property of Baid Finserv Limited and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.

- Consistently assess our climate-related risk, manage our emissions, take appropriate mitigation and adaptation measures and communicate our climate strategy to our stakeholders
- Influence our business partners and suppliers to adopt principles and practices in alignment with our policies;
- Foster leadership, learning and growth to deliver value to the organization and society in a socially responsible manner and provide resources to meet social responsibility objectives and targets;
- Respect the social, economic, cultural and human rights of communities and seek broad-based support for our operations by consulting and informing stakeholders in matters that affect them;

BALF shall aim to fulfill its environmental sustainability commitments through the following broad-level actions:

Resource Efficiency

Improve resource efficiency in operations, especially for key resources such as energy and water

Conserve natural resources by adopting environmentally-friendly and energy-efficient technologies and through process improvements;

Integrate energy, water and environmental considerations into the design of our new facilities and in enhancements to the existing facilities

Energy and Climate Action

Increase the use of renewable energy and explore emerging no carbon or low carbon energy sources

Manage our emissions, take appropriate mitigation and adaptation measures and communicate our climate strategy to our stakeholders

Waste Management

Adopt the principles of waste avoidance, reuse, recycling and beneficial utilization to minimize discharge and disposal to the environment

Beyond Compliance Approach

Fulfil all applicable compliance obligations related to environment (like resource efficiency, control of pollution, waste disposal, etc.) and energy (like energy use, energy consumption and efficiency). Demonstrate leadership by striving for beyond compliance performance, where feasible

Consider stakeholder expectations for continually improving its environmental sustainability aspirations and strategies

Baid Finserv Limited all rights reserved. This document is constitute Property of Baid Finserv Limited and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.

Areas

Environmental matters including water, waste, biodiversity, and air quality management; emissions and climate change; diversity and human rights

Communication

Communicate the environmental sustainability policy to all employees, customers, business associates, and other stakeholders

Raise awareness and encourage employees to conserve energy and water, minimize their personal carbon footprint, reduce waste and adopt recycling.

Improvement:

Ensure availability of resources for improvement in environmental performance towards sustainable development.

We will measure and report performance to ensure on-going management of environmental needs

The content and implementation of this policy will be reviewed periodically.

Proposed by:	
	Signature
Human Resource Department	
Reviewed by:	
Mr. Aman Baid, Whole Time Director	

Approving Authority	Board of Directors
Date of Approval/ Review	May 04, 2022

Baid Finserv Limited. all rights reserved. This document is constitute Property of Baid Finserv Limited. and no part of this document may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying or recording or in any manner whatsoever without explicit consent of Baid Finserv Limited.. Any violation shall be treated as violation of terms of employment and appropriate action shall be taken accordingly.