

**BAJAJ FINSERV
ASSET MANAGEMENT LIMITED**

Environment, Health and Safety Policy

TABLE OF CONTENTS

S.no.	Particulars	Pg. No.
1	Vision & Mission	3
2	Overview	3
3	Purpose	3
4	Applicability	3
5	Policy Objectives	3
6	Employee Responsibilities	5
7	Communications	6
8	Implementation and Monitoring	7
9	Grievance Redressal Mechanism	7
10	Review of Policy	7

1. Vision & Mission:

Bajaj Finserv Asset Management Limited endeavours to maximise the reach of the Indian mutual fund industry and make wealth creation a possibility for everyone.

2. Overview

This document sets out the vision and approach of Bajaj Finserv Asset Management Limited (“BFSAML”) / (“Company”) towards Environment, Health and Safety (“EHS Policy”) / (“Policy”). As a responsible corporate entity, BFSAML believes that any successful business must provide a safe and healthy workplace for its employees and its activities should not cause any adverse impact on the environment. BFSAML is committed to achieve these objectives.

3. Purpose

Bajaj Finserv Asset Management Limited is determined to carry out its business in a secure and sustainable manner. The Policy serves as the Company's framework for its ongoing environmental, health and safety initiatives. It demonstrates the Company's commitment to abide by all relevant laws and requirements stated thereunder and uphold the rights of anyone who would be involved in or impacted by its activities. The Company is conscious of the direct and indirect impact of its operations on the environment. The objective is to therefore reduce the risks to the environment and our stakeholders by assessing and mitigating the risks and its potential consequences.

4. Applicability

Bajaj Finserv Asset Management Limited is dedicated to an effective and efficient implementation of this Policy. This Policy is applicable to all Bajaj Finserv Asset Management Limited Offices in a phased wise manner starting from Pune-Corporate office. It is our endeavour to ensure that all the stakeholders we work with including the contractors, suppliers, outsourced workers, clients and guests are covered under this Policy.

5. Policy Objectives

Bajaj Finserv Asset Management Limited aims to work towards continuous improvement on its environmental, health and safety parameters. The Company considers environment, health and safety aspects as an integral part of its culture and future growth aspirations and therefore endeavours to focus on all such guiding factors in its business decisions.

5.1 Environment:

- 5.1.1 Environmental Compliance for Operations:** It is the constant endeavour of the Company to ensure that it complies with the relevant environmental laws and adopts best sustainability practices to minimize its ecological impact.
- 5.1.2 Green Practices:** The Company encourages green initiatives such as paperless transactions, adoption of energy-efficient technologies, responsible waste management and environment-friendly investment choices to align the Company's operations with environmentally conscious practices. The Company strives to

conserve natural resources and energy, besides focussing on reducing its waste and carbon intensity.

5.1.2.1 **Sustainable Resource Management:** The Company is committed to sustainable use of resources by minimizing its environmental impact and responsibly consuming resources like water, energy and paper. It prioritizes energy efficiency and conservation and are committed to increased utilization of renewable energy.

5.1.2.2 **Waste Minimization:** Embracing the 'Reduce-Reuse-Recycle' philosophy, the Company aims to significantly reduce all types of waste generation.

5.1.2.3 **Carbon Neutrality and Emission Reduction:** As a responsible organization, the Company is dedicated to promoting carbon neutrality and emission reduction goals that align with the Company's goals and objectives. It encourages energy efficiency to reduce emissions and thus contribute towards climate change adaptation and mitigation.

5.1.3 Continuous Improvement in Sustainability Practices: The Company regularly assesses its environmental performance and establishes goals for its enhancement. It strives to foster a culture of continuing improvement in sustainability practices and procedures, seeking innovative ways to integrate environmental considerations into the decision-making processes.

5.1.4 Environmental Risk Management: The Company believes in identification and management of potential environmental risks associated with its operations and therefore proactively implements strategies to mitigate such risks and protect the environment.

5.1.5 Emergency Preparedness for Environmental Incidents: The Company has developed comprehensive emergency response plans for environmental incidents to ensure a swift and effective response to minimize environmental impact and protect the workforce as well as the local communities in case there is the occurrence of any environment related incident.

5.1.6 Community Engagement for Sustainable Initiatives: It is a regular endeavour of the Company to actively engage with local communities and stakeholders to address environmental concerns, communicate its sustainability initiatives and collaborate on projects that positively contribute towards the environment. The Company encourages organising training programs and awareness campaigns to engage, educate and motivate local communities to embrace environment-friendly activities and lifestyle.

5.1.7 Resource Allocation for Sustainable Programs: The Company allocates resources, including personnel, technology and finances, to support the effective implementation and maintenance of sustainable programs, emphasizing investments in eco-friendly technologies and employee training.

5.2 Health & Safety:

- 5.2.1 **Occupational Health and Safety Compliance:** The Company ensures compliance with the relevant health and safety laws and requirements stated thereunder, in order to establish a secure and healthy work environment that prioritizes the well-being of its employees.
- 5.2.2 **Incident Prevention Measures:** Proactive measures are implemented to prevent workplace accidents, injuries and occupational illnesses through safety training, health checkups and the implementation of security protocols.
- 5.2.3 **Employee Well-being:** The Company prioritizes the physical and mental well-being of its employees, fostering a safe working environment and providing access to health programs and resources that support physical as well as mental health. The Company offers, employee health insurance, maternity benefits for female employees, paternity leave and other child-care programmes to employees.
- 5.2.4 **Risk Management for Health and Safety:** It is the constant endeavour of the Company to identify, assess and manage risks related to occupational health and workplace safety. It conducts regular risk assessments, implements safety measures and provides ongoing training in this regard.
- 5.2.5 **Emergency Preparedness for Health and Safety Incidents:** Development and maintenance of comprehensive plans for responding to health and safety emergencies, including procedures for evacuation, first aid and effective communication during emergencies.
- 5.2.6 **Training and Education on Health and Safety Policies:** Organising regular training and education programs to ensure that employees are well-informed about health and safety policies and procedures, thus empowering them to contribute towards a safer work environment.
- 5.2.7 **Incident Investigation and Reporting for Health and Safety:** Establishing clear procedures for investigating incidents, accidents, or near misses, emphasizing the importance of reporting findings to prevent similar occurrences and continuously improving overall safety. Communicating lessons learned from both internal and external incident investigations to all employees and implementing preventive measures to avoid similar incidents at the workplace.
- 5.2.8 **Resource Allocation for Health and Safety Programs:** Allocating resources, including personnel, technology and financial support, to effectively implement and maintain health and safety programs apart from prioritizing investments in security systems and employee training.

6. Employee Responsibility

Each employee of the Company is in charge of their personal safety as well as the safety of others who might be impacted by their action or inaction. The employees also have a responsibility to assist in the implementation of this Policy.

6.1 Environment:

- 6.1.1 **Compliance with EHS Policy:** Employees have a responsibility to adhere to this Policy, following guidelines on responsible resource usage, waste disposal and energy efficiency.
- 6.1.2 **Sustainable Work Practices:** Embrace sustainable practices, including reducing paper consumption, opting for electronic communication and supporting initiatives aligned with the Company's commitment to environmental responsibility.
- 6.1.3 **Reporting Incidents:** Actively report any environmental incidents or potential risks to the appropriate channels, enabling quick response and mitigation strategies to minimize environmental impact.
- 6.1.4 **Community Engagement:** Engage positively with the local community, participate in outreach programs and communicate the Company's environmental initiatives to build awareness and address community concerns.

6.2 Occupational Health & Safety:

- 6.2.1 **Adherence to EHS Policy:** Comply with this Policy and the procedures laid down to ensure a secure working environment by following guidelines on workspace safety and hygiene.
- 6.2.2 **Reporting Safety Incidents:** Promptly report any safety incidents or concerns related to the workplace, contributing to the ongoing improvement of safety measures and fostering a culture of transparency.
- 6.2.3 **Emergency Preparedness and Procedures:** Familiarize oneself with emergency procedures, including evacuation plans and communication protocols, ensuring preparedness to respond effectively in the event of unexpected emergencies or crises.
- 6.2.4 **Incident Investigation Cooperation:** Cooperate fully with any incident investigations, providing accurate and timely information to help identify the root cause(s) of safety incidents and contribute to preventive measures.
- 6.2.5 **Participation in Training Programs:** Actively participate in EHS training programs to enhance awareness and understanding of environmental and safety protocols, ensuring continuous improvement and compliance.

7. Communications

The Company has a responsibility to communicate transparently all necessary and relevant information with all the relevant stakeholders regarding policies and procedures pertaining to environment, health and safety related concerns. This Policy is also available on the internal portal and/or on the website of the Company.

8. Implementation and Monitoring

The Company has a responsibility to adhere to high standards of health and safety with regard to the implementation of this Policy. The Company shall form an EHS committee to oversee and address matters related to environment protection, occupational health and workplace safety.

8.1 Members

The EHS committee shall comprise of the following members:

1. Head – Human Resources – Chairperson
2. Senior HR Manager – Member
3. Senior Manager Administration – Member
4. Manager Administration -Member

8.2 Meetings

The EHS committee shall meet on a quarterly basis or at such interval as may be decided by the committee to discuss the EHS initiatives, review safety measures and deliberate upon any emerging concerns. The EHS committee meeting shall be conducted at least once every year.

9. Grievance Redressal mechanism

The EHS committee shall be responsible to resolve the grievances related to environment, health, and safety. Any concerns related to the subject can be shared at BAMLEHS.admin@bajajamc.com. In case of an emergency, aggrieved persons could directly contact any of the EHS committee members.

10. Review / Revision of the Policy

This Policy may be reviewed and amended from time to time in consonance with the changes in the regulatory requirements as well as changes in the Company's objectives and evolving business environment. All material changes to this Policy would be subject to the approval of the Chief Financial Officer and Head – Human Resources, of the Company. Implementation of the revised Policy shall be supervised by the EHS Committee.