

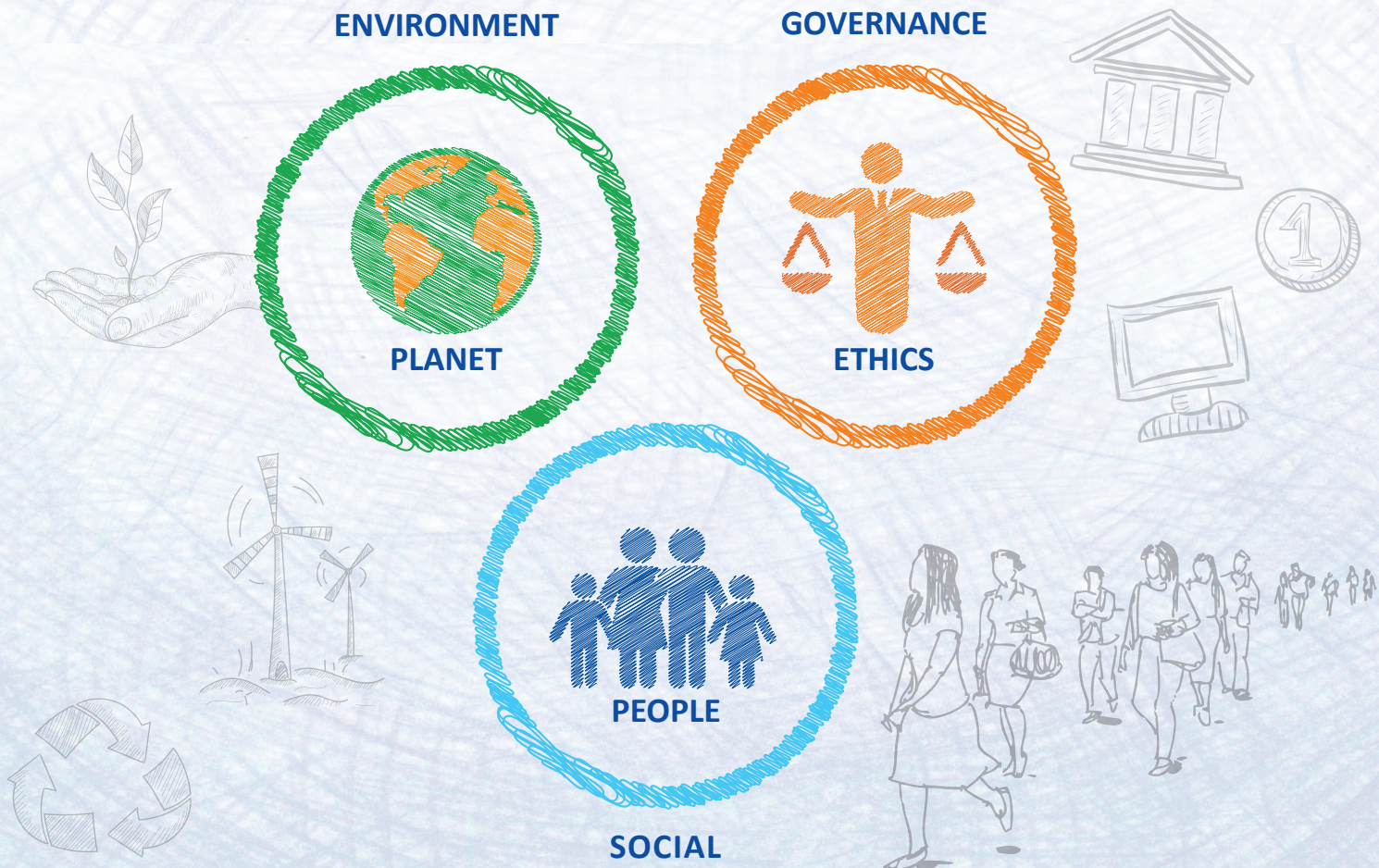
# ESG Report

At Edelweiss, we are very conscious that accelerated growth in our businesses cannot come at the cost of stark societal inequities or a deteriorating planet. How we do business is as important as what we do. We remain deeply committed to reducing our environmental footprint and creating positive social impact, while upholding the highest standards of governance. With sustainable and responsible growth being the only acceptable model for our business, we have embraced the ESG framework.

Edelweiss has supported a number of environment and sustainability related initiatives over the past several years. In 2017, Edelweiss Group adopted the sustainable development goals envisioned by the United Nations, where world leaders agreed to 17 goals for a better world by 2030. These goals, which are a universal call to action to end poverty, fight inequality and stop climate change, form the foundation of our Environment and Social Initiative, with a focus on People and Planet.

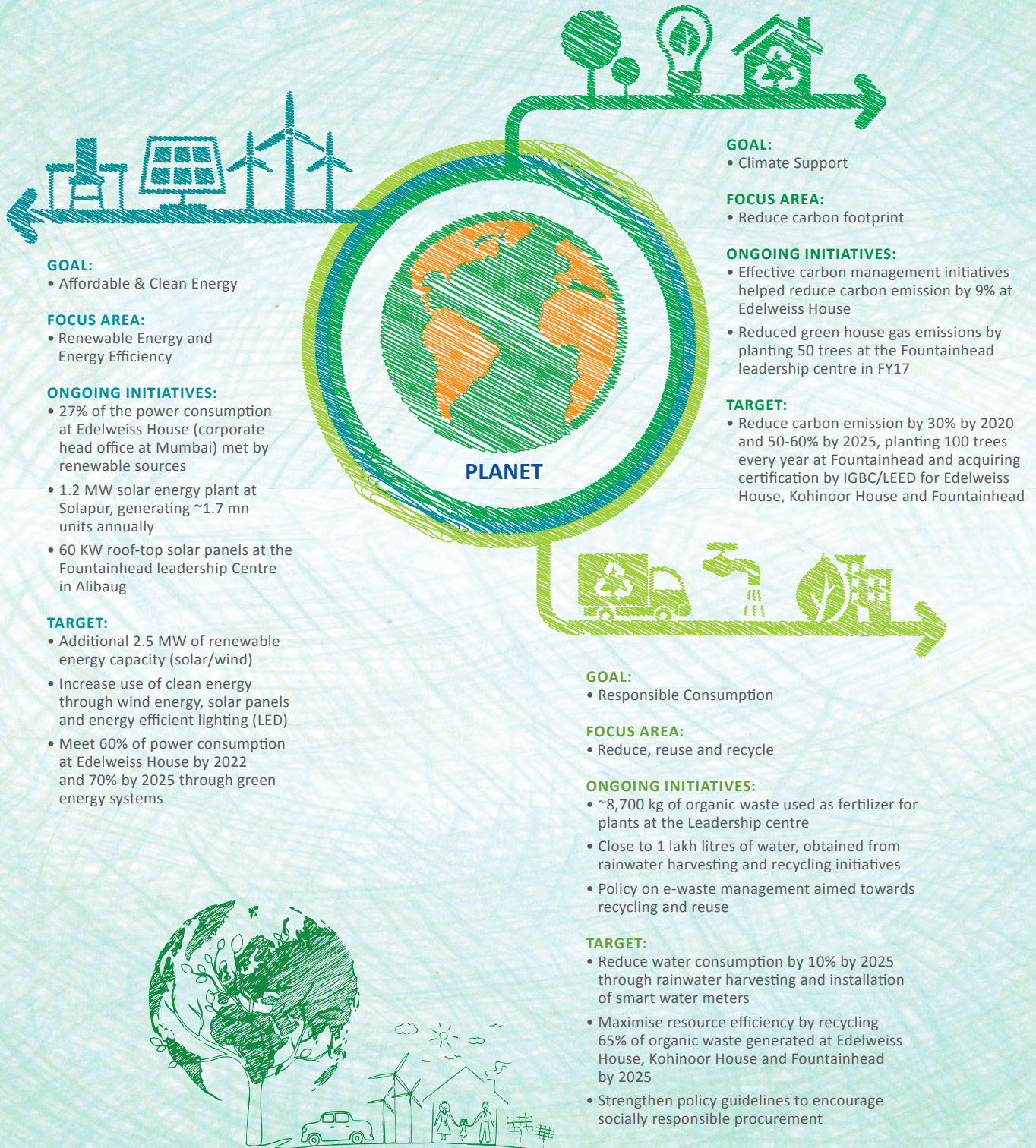
Demonstrating integrity and strict discipline in everything we undertake is a reflection of our broader commitment to governance. Our comprehensive Corporate Governance practices ensure the best interests of our stakeholders, with our Guiding Principles governing our day-to-day conduct, helping us deliver what our stakeholders expect of us – the highest possible standards of professional ethics.

Our ESG commitment reflects our responsibility to clients, shareholders and the communities in which we operate.





# Planet





# People



**GOAL:**  
Partnerships  
for the goals

## FOCUS AREA:

- Partnering to multiply outcomes

## ONGOING INITIATIVES:

- Built a robust ecosystem of partners and philanthropists, spanning 95 NGOs, 108 international and domestic funding agencies, CSR and family foundations including Bill and Melinda Gates Foundation, Dalyan Foundation, British Asian Trust, Tata Trusts, among others
- Entered into a Memorandum of Understanding with the Government of Maharashtra to enhance student learning levels in special focus districts

## TARGET:

- Public-Private-Partnerships with state governments; 3 by 2020 and 6 by 2025
- Deepen the ecosystem, increasing domestic & international agency partners by 25%, philanthropists by 50% by 2025



**GOAL:**  
Gender  
Equality

## FOCUS AREA:

- Economic and social empowerment of women

## ONGOING INITIATIVES:

- Reached around 1.32 lakh women across 11 states through economic empowerment programs focused on financial inclusion, entrepreneurship, grassroots leadership as well as campaigns against domestic violence

## TARGET:

- Empower 250,000 women through our programs by 2020 and 500,000 women by 2025



**PEOPLE**



**GOAL:**  
Quality  
Education

## FOCUS AREA:

- Access to quality education for every child and improving learning outcomes

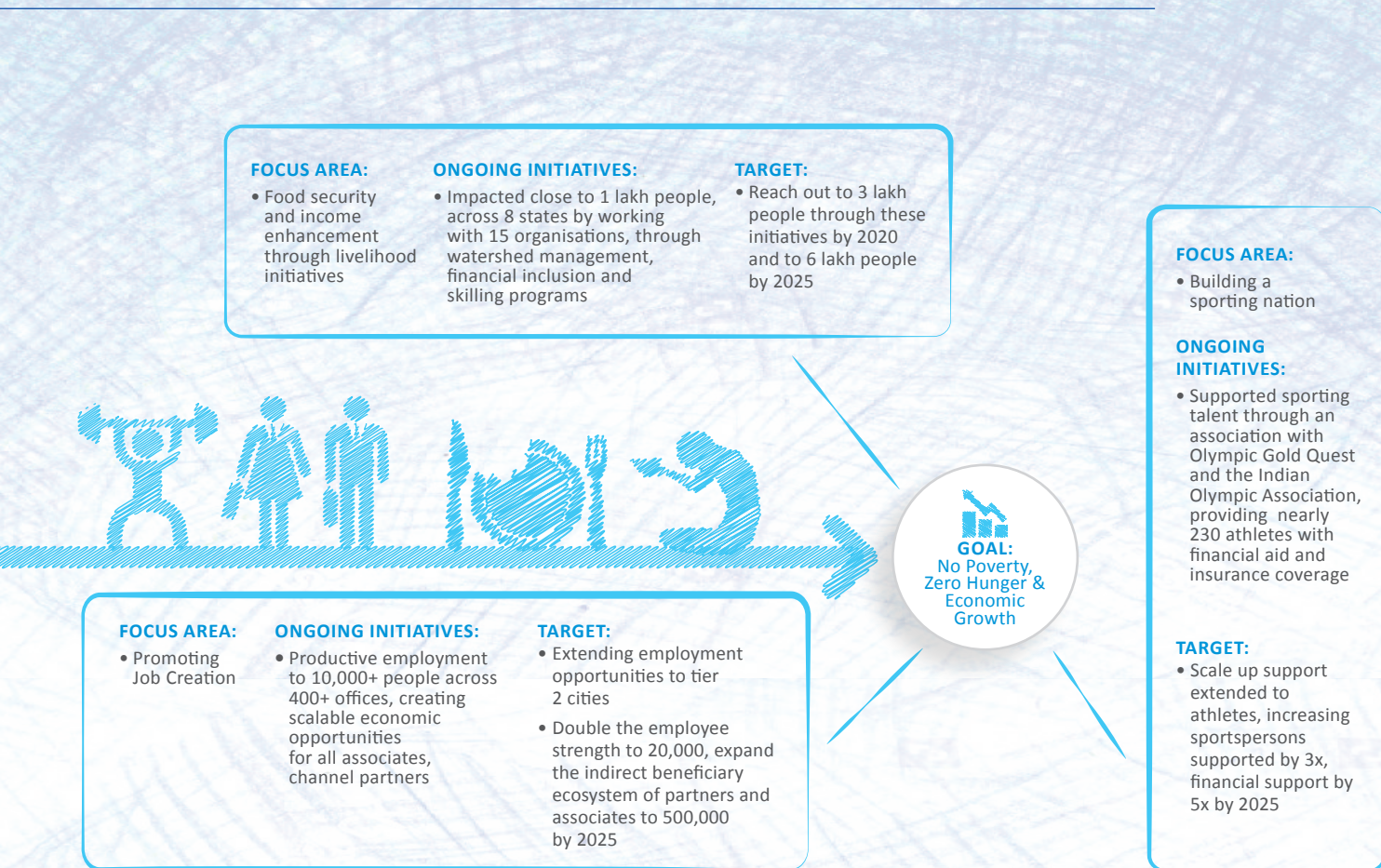
## ONGOING INITIATIVES:

- Improved last mile delivery of quality education - Transformed 341 schools (272 of which are in rural centres) in collaboration with the Government of Maharashtra
- Supported 244 early childhood centres and helped educate over 50,000 children across 7 states

## TARGET:

- Transform and improve access to quality education, through system strengthening at the district level
- Impact 10 lakh children by 2020 and 20 lakh children by 2025





## Ethics

### INVESTORS & CLIENTS:

- Proactively identifying conflict of interest situations and making full disclosures with complete integrity
- Monitoring anti-bribery, corruption, money laundering with regular risk assessments and training employees to be able to recognise, avoid and report any potential instances

### EMPLOYEES:

- Value creation through one of the largest ESOP pool in the financial services space in India
- Seamless oversight on transactional behaviour of employees using technology
- Due diligence during onboarding to ensure a congruent value system
- Sensitising employees on the Group policies such as AML, Code of Conduct, Insider Trading, Information Security, Communications among others to build responsible work ethics



### PARTNERS:

- Maintaining open and fair business dealings with our partner ecosystem
- Easy access to guidelines, policies, code of conduct and related information on an online platform specially designed for partners
- Training and sensitising partners on competing fairly and keeping client interests at the forefront at all times

### REGULATORS:

- Striving to maintain the highest standards of legal and regulatory compliance and effective management, aimed at maximising value to the shareholders through a robust corporate governance framework, detailed out on Page 16 & Page 17 and the corporate governance section in this report