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

GOAL:

· Affordable & Clean Energy

FOCUS AREA:

 Renewable Energy and Energy Efficiency

ONGOING INITIATIVES:

- 27% of the power consumption at Edelweiss House (corporate head office at Mumbai) met by renewable sources
- 1.2 MW solar energy plant at Solapur, generating ~1.7 mn units annually
- 60 KW roof-top solar panels at the Fountainhead leadership Centre in Alibaug

TARGET:

- Additional 2.5 MW of renewable energy capacity (solar/wind)
- Increase use of clean energy through wind energy, solar panels and energy efficient lighting (LED)
- Meet 60% of power consumption at Edelweiss House by 2022 and 70% by 2025 through green energy systems



GOAL:

• Climate Support

FOCUS AREA:

• Reduce carbon footprint

ONGOING INITIATIVES:

- Effective carbon management initiatives helped reduce carbon emission by 9% at Edelweiss House
- Reduced green house gas emissions by planting 50 trees at the Fountainhead leadership centre in FY17

TARGET.

 Reduce carbon emission by 30% by 2020 and 50-60% by 2025, planting 100 trees every year at Fountainhead and acquiring certification by IGBC/LEED for Edelweiss House, Kohinoor House and Fountainhead

GOAL:

PLANET

• Responsible Consumption

FOCUS AREA:

• Reduce, reuse and recycle

ONGOING INITIATIVES:

- ~8,700 kg of organic waste used as fertilizer for plants at the Leadership centre
- Close to 1 lakh litres of water, obtained from rainwater harvesting and recycling initiatives
- Policy on e-waste management aimed towards recycling and reuse

TARGET:

- Reduce water consumption by 10% by 2025 through rainwater harvesting and installation of smart water meters
- Maximise resource efficiency by recycling 65% of organic waste generated at Edelweiss House, Kohinoor House and Fountainhead by 2025
- Strengthen policy guidelines to encourage socially responsible procurement

People





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



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, grassroot leadership as well as campaigns against domestic violence

TARGET:

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





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

FOCUS AREA:

 Food security and income enhancement through livelihood initiatives

ONGOING INITIATIVES:

 Impacted close to 1 lakh people, across 8 states by working with 15 organisations, through watershed management, financial inclusion and skilling programs

TARGET:

 Reach out to 3 lakh people through these initiatives by 2020 and to 6 lakh people by 2025

FOCUS AREA:

 Promoting Job Creation

ONGOING INITIATIVES:

 Productive employment to 10,000+ people across 400+ offices, creating scalable economic opportunities for all associates, channel partners

TARGET:

- Extending employment opportunities to tier
 2 cities
- Double the employee strength to 20,000, expand the indirect beneficiary ecosystem of partners and associates to 500,000 by 2025



FOCUS AREA:

 Building a sporting nation

ONGOING INITIATIVES:

 Supported sporting talent through an association with Olympic Gold Quest and the Indian Olympic Association, providing nearly 230 athletes with financial aid and insurance coverage

TARGET:

 Scale up support extended to athletes, increasing sportspersons supported by 3x, financial support by 5x 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