

EW/Sec/2025-26/205

September 2, 2025

BSE Limited P J Towers, Dalal Street, Fort, Mumbai – 400 001. Scrip Code: - 532922	National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051. Symbol: - EDELWEISS
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2025

In accordance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report financial year ended March 31, 2025.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.edelweissfin.com.

Kindly take the same on record.

Thanking you,

Yours faithfully,
For Edelweiss Financial Services Limited

Tarun Khurana
Company Secretary

Encl.: as above

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details:

1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1995PLC094641
2	Name of the Listed Entity	Edelweiss Financial Services Limited (EFSL/the Company)
3	Year of incorporation	1995
4	Registered office address	Edelweiss House, Off CST Road, Kalina, Mumbai – 400098
5	Corporate address	Edelweiss House, Off CST Road, Kalina, Mumbai – 400098
6	E-mail	efsl.shareholders@edelweissfin.com
7	Telephone	+91 22 4079 5199
8	Website	www.edelweissfin.com
9	Financial year for which reporting is being done	Financial year ended March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	i) BSE Limited ii) National Stock Exchange of India Limited
11	Paid-up Capital	₹ 94,58,31,726
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Tarun Khurana, Company Secretary Telephone Number: +91 22 4079 5199 E-mail id: efsl.shareholders@edelweissfin.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures in this Report are made on a standalone basis.
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment of assurance obtained	Not Applicable

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main activity	Description of Business activity	% of Turnover of the entity
1	Financial and Insurance Services	Other financial activities, financial services activities (except insurance and pension funding)	100%

17. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Investment Banking & Holding Company activities	66190 & 64200	100%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	N. A.	1	1
International	N. A.	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity?

During the financial year ended March 31, 2025, there were no exports, therefore, the percentage of the total turnover of the Company for the financial year ended March 31, 2025 was Nil.

c. A brief on types of customers

The Company is registered with the Securities and Exchange Board of India (SEBI) as a Merchant Banker and acts as an Investment Manager to a SEBI registered Category III Alternative Investment Fund. The Company is also engaged in holding company activities comprising of development, managerial and financial support to the business of Edelweiss group entities.

IV. Employees

20. Details as at the end of Financial year: -

a. Employees and workers (including differently abled): Refer table below for Employees.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	23	13	57%	10	43%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	23	13	57%	10	43%

b. Differently abled Employees and workers:

The Company does not have any worker and differently abled employees, hence, the information relating to them are not reported.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (Refer Note 1)	7	2	29%
Key Management Personnel (Refer Note 2)	2	1	50%

Notes:

1 – Includes Managing Director and the Executive Directors

2 – Comprises of Chief Financial Officer and Company Secretary only

22. Turnover rate for permanent employees

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36%	-	21%	7%	-	7%	20%	30%	23%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	ECap Securities and Investments Limited	Subsidiary	100%	Yes, the subsidiaries of the Company also participate in the Business Responsibility initiatives of the Company to the extent possible.
2	Edelweiss Investment Adviser Limited	Subsidiary	100%	
3	ECap Equities Limited	Subsidiary	100%	
4	Edel Finance Company Limited	Subsidiary	100%	
5	Edelweiss Rural & Corporate Services Limited	Subsidiary	100%	
6	EdelGive Foundation	Subsidiary	100%	
7	ECL Finance Limited	Subsidiary	100%	
8	Nido Home Finance Limited	Subsidiary	100%	
9	Edelweiss Retail Finance Limited	Subsidiary	100%	
10	Edelweiss Asset Reconstruction Company Limited	Subsidiary	59.82%	
11	EAAA India Alternatives Limited	Subsidiary	100%	
12	Edelweiss Asset Management Limited	Subsidiary	100%	
13	Edelweiss Trusteeship Company Limited	Subsidiary	100%	
14	Allium Corporate Services Private Limited	Subsidiary	100%	
15	Edel Investments Limited	Subsidiary	100%	
16	Edelcap Securities Limited	Subsidiary	100%	
17	Edelweiss Global Wealth Management Limited	Subsidiary	100%	
18	Nuvama Custodial Services Limited	Subsidiary	51%	
19	Comtrade Commodities Services Limited	Subsidiary	100%	
20	Edelweiss Securities and Investments Private Limited	Subsidiary	100%	
21	Edelweiss Life Insurance Company Limited	Subsidiary	79.53%	
22	Zuno General Insurance Limited	Subsidiary	100%	
23	EAAA Real Assets Managers Limited	Subsidiary	100%	
24	Sekura India Management Limited	Subsidiary	100%	
25	EAAA Pte. Limited	Subsidiary	100%	
26	Edelweiss International (Singapore) Pte. Limited	Subsidiary	100%	

*% shares held either directly or through subsidiaries

VI. CSR details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover: ₹ 3,834.14 million for the financial year ended March 31, 2025

(iii) Net worth: ₹ 55,170.85 million as on March 31, 2025

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (if Yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Refer Note below	Nil	Nil	-	Nil	Nil	-
Investors (both Equity Shares and Non-convertible Debentures)		222	Nil		470	Nil	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		Nil	Nil		Nil	Nil	
Value Chain Partners		Nil	Nil		Nil	Nil	
Other (please specify)		Nil	Nil		Nil	Nil	

Various Policies framed in this regard have been uploaded on the website of the Company at www.edelweissfin.com.

The Board has constituted the Stakeholders' Relationship Committee to redress the complaints of the investors. The Company also has a Whistle Blower Policy/Vigil Mechanism to report concerns about unethical behavior, actual or suspected fraud or violation of the Code of Conduct.

The investors can send emails to the Company at efsl.shareholders@edelweissfin.com and customers/clients at MB.efsl@edelweissfin.com / InvestorRelations.PublicAlts@edelweissfin.com for any grievances.

26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Social responsibility towards society	Opportunity	Opportunity: The Company has been contributing a portion of its profits each year to support projects which fulfil a social obligation. Thus, returning to society has been ingrained in the Company's philosophy.	-	Positive: The Company recognises the importance of being socially responsible and playing a part in the development of under-privileged.
2	Privacy and Data Security	Opportunity	Opportunity: The Company has a well-designed information security structure (software, expert manpower and operational practices) which enables the Company to reduce cyber threats and ensure privacy, data security for all our stakeholders' privileged information thereby also facilitating business expansion.	-	Positive: Easier business process automation, increased trust and credibility of stakeholders, improved data management and protected brand reputation. Negative: Breach of Privacy and Data Security

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred as P-1 to P-9 as under:-

P – 1	Businesses should conduct and govern the business with integrity and in a manner that is ethical, transparent and accountable
P – 2	Businesses should provide goods and services in a manner that is sustainable and safe
P – 3	Businesses should respect and promote the well-being of the employees including those in their value chains
P – 4	Businesses should respect the interests of and be responsive to all its stakeholders
P – 5	Businesses should respect and promote human rights
P – 6	Businesses should respect and make efforts to protect and restore the environment
P – 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P – 8	Businesses should promote the inclusive growth and equitable development
P – 9	Businesses should engage with and provide value to the consumers in a responsible manner

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P	P	P	P	P	P	P	P	P
		1	2*	3	4	5	6	7	8	9
Policy and management processes										
1.	a. Whether your entity’s policy/policies cover each Principle and its core elements of the NGRBCs. (Yes/No)	Y	Y*	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the Policies have been approved by the Board								
	c. Web Link of the Policies, if available	The Policies are available on the website of the Company at www.edelweissfin.com .								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Policies have been translated into procedures to the extent relevant.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Policies extend to the value chain partners to the extent relevant and necessary.								
4.	Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies adopted by the Company are in conformity with the applicable statutes/ guidelines/ polices/ rules and regulations etc. The Information Security Management Systems (ISMS) & Privacy Information Management System of the Company are certified under ISO/IEC 27001 & ISO 27701 respectively.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has defined the goals/targets with defined timelines to the extent possible.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The key parameters in Policies are tracked and recorded for learning and development to enhance our Policies.								
Governance, leadership and oversight										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
	One of our top priorities is conducting business in an ethical and sustainable way. Discussions about key ESG issues are ongoing with all of our stakeholders, and we have determined that some of the most crucial ones are environmental footprint, efficient and transparent customer service, corporate governance, risk management, human capital development and community engagement.									
	The Company’s ESG journey is supervised by our highly qualified and diverse Board. We have implemented procedures such as a Comprehensive Code of Conduct and Business Ethics, a sound risk culture, digitized business operations, investments in developing fields of cyber security and information security, employee welfare policies, resource monitoring, setting up goals to reduce consumption of fuel, paper and electricity among other procedures.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors and the respective Committees								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has an ESG Forum to oversee the sustainability related issues. The Forum is Chaired by a Non-executive Director of the Company.								

* Considering the nature of business of the Company, Principle - 2 may not be strictly applicable to the Company. However, the Company endeavour to comply with all the applicable rules and regulations w. r. t. its services. We attempt to be transparent, fair in our advice and responsive to customer requirements and feedback.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9

Performance against above policies and follow up action

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances

Yes, the Board has constituted various Committees which meet periodically and reviews the Policies from time to time as may be necessary and, provides their recommendations to the Board.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

P	P	P	P	P	P	P	P	P	P
1	2	3	4	5	6	7	8	9	

No, the Policies are reviewed by the Senior Management. There is no independent assessment/evaluation being carried on by any external agency, however, the Internal Audit Function of the Company, reviews the adherence to the Policies from time to time.

12. if answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9

The entity does not consider the Principles material to its business (Yes/No)

The entity is not at a stage where it is in a position to formulate and implement the policies on specified Principles (Yes/No)

The entity does not have the financial or/ human and technical resources available for the task (Yes/No)

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the Essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1:

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors (BoD)	2	- Familiarisation Programme for the Independent Directors Kindly refer the Familiarisation Programme section on the website of the Company.	
Key Managerial Personnel (KMP)	5	- SEBI (Listing Obligations and Disclosure Requirements, Regulations, 2015	75%
Employees other than BoD and KMPs	5	- Prohibition of Insider Trading - Awareness on Data Privacy - Code of Conduct - Fire and Life Safety & Information Security - Prevention of Sexual Harassment (POSH) - Training Programme on Artificial Intelligence (AI)	85%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	As per the terms of issue of Commercial Papers (CP), the Company had redeemed the CPs on due date. There was a delay in filing of intimation regarding the payment under Regulation 57 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. In this regard, BSE Limited (BSE) levied a fine of ₹ 36,000/- plus applicable taxes on the Company. The Company has made an application to BSE Limited for waiver of the fine. There is no impact on financials, operations or other activities of the Company.			
Settlement					
Compounding fee					

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Refer 2 above	

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company has adopted various policies in relation to ethics, bribery and corruption viz. Anti-Money Laundering Policy, Anti-Fraud Policy, Anti Bribery and Corruption Policy, Whistle Blower Policy etc. The Policies can be accessed at www.edelweissfin.com.

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

None

8. Number of days of accounts payables ((Account payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of account payables	68	104

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Given the nature of business, concentration of purchases and sales is not applicable.	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales	a. Sales to dealer / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of Total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A.	N.A.
	b. Sales (Sales to related parties / Total Sales)	N.A.	N.A.
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties /Total Investments made)	99.50%	100%

Leadership indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programs held	Topics / Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	Nil	Nil

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) if yes, provide details of the same.**

Yes, the Company's Code of Conduct for the Directors and Senior Management Personnel provides guidelines for refraining to enter into any transaction or engaging in any practice, directly or indirectly, that would tend to influence the Directors and Senior Management Personnel to act in any manner other than in the best interests of the Company.

The Code of Conduct requires the Directors and Senior Management Personnel to make full disclosure relating to all material, financial and commercial transactions, where they have personal interest that may have a potential conflict of interest with the Company and seek the necessary approvals before pursuing any such transactions.

The Directors provide an annual affirmation that they have complied with the Code of Conduct requirements during the financial year and that there are no instances of conflict of interest during the year. Additionally, under the applicable provisions of the Act, every Director has to disclose the names of the Company(ies) / bodies corporate / firms etc. in which they have interest/concern including intimation of any change thereto. The disclosures as received are placed before the Board. The said disclosures helps the Company and the Board in evaluating the possibility of any present or potential conflict of interest. In case, if any Director has a potential conflict, that Director does not participate in discussions on those agenda items in which they are interested.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**Essential indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	In view of the nature of activities carried on by the Company, the question is not applicable.		
Capex			

2. **a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Since the Company is engaged in the financial services sector, hence, there is a very limited procurement requirement which relates to the office infrastructure, IT equipment and services. The Company follows the practice of sustainable resourcing, where feasible.

- b) If yes, what percentage of the inputs were sourced sustainably?**

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Considering the nature of our business, the opportunities for reusing or recycling products are limited. However, we have implemented specific practices to manage waste categories such as plastics (including packaging), e-waste, and hazardous waste. For plastics, we use 100% biodegradable plastic garbage bags and we have partnered with a vendor to compost/ recycle wet and dry waste in an eco-friendly manner. Our e-waste such as computers, servers, scanners, batteries and air conditioners are disposed through registered e-waste vendors. As our services do not involve the production or disposal of hazardous waste, we do not generate such waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Leadership indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No) if yes, provide the web-link
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Not Applicable

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

3. Percentage of recycled or reused input material to Total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
	Nil	Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of Total products sold in respective category
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Not Applicable

Principle 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C /A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number N (F)	% (F/A)
Permanent employees											
Male	13	13	100%	13	100%	-	-	13	100%	-	-
Female	10	10	100%	10	100%	10	100%	-	-	-	-
Total	23	23	100%	23	100%	10	100%	13	100%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- b. Details of measures for the well-being of workers:

Not Applicable

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the Company	0.05%	0.02%

2. Details of retirement benefits, for Current FY and Previous FY:

Benefits	FY 2024-25		FY 2023-24	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	91%	Yes	87%	Yes
Gratuity	100%	N.A.	100%	N.A.
ESI			N.A.	
Others (Please specify)			N.A.	

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, our offices are designed to cater to the needs of differently abled employees, workers and visitors.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company views diversity and inclusiveness as an integral part of its growth strategy. With this intent, the Company has framed an Equal Opportunity Policy and Human Rights Policy which can be accessed by the employees on the intranet.

The Company promotes a work culture that embraces diversity and inclusiveness, enabling all employees to bring their unique perspective, skills, and experiences to work and create unparalleled value for the stakeholders. The Policy is also uploaded on the website of the Company at www.edelweissfin.com.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees	
	Return to Work Rate	Retention Rate
Male		
Female		N.A.
Total		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? if yes, give details of the mechanism in brief.

	Yes/No (if Yes, then give details of the mechanism in brief)
Permanent Employees	<p>Yes, the Company has always believed in open and transparent communication. The employees are encouraged to share their views with the business heads, HR and the senior management.</p> <p>We follow an open-door policy, wherein any employee irrespective of hierarchy has access to the senior management.</p>
Other than Permanent Employees	Not Applicable

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)

Total Permanent Employees

Male

The Company does not have any employee association(s).

Female

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	13	13	100%	13	100%	9	9	100%	9	100%
Female	10	10	100%	10	100%	6	6	100%	6	100%
Total	23	23	100%	23	100%	15	15	100%	15	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	13	9	69%	9	9	100%
Female	10	10	100%	6	5	83%
Total	23	19	83%	15	14	93%

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

In view of the activities carried on by the Company, there are no occupational health and safety risks.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company has framed a policy on health and safety for the employees. Periodic communications and alerts are sent out to employees and awareness sessions are conducted on safety related aspects. Employees are given periodic training on fire safety, including evacuation drills.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, training programs on the safety of women employees at the workplace is mandatory for all employees.

During the year, there were no accidents of any employee of the Company whilst at work.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, all employees of the Company are covered under the Company's health insurance.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
No. of fatalities	Employees	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company emphasises on the importance of having and maintaining a safe and healthy workplace for the employees and third-party employees who work in our offices. The Company assesses the health, safety and environmental performance. The employees are given training on fire safety and evacuation drills. Fire drills and audits are conducted in the office premises to ensure maintenance of safety standards. During the year, there were no accidents of any employee of the Company whilst on duty.

13. Number of complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Nil
Working Conditions	Nil

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

Leadership indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) employees (Y/N) (B) Workers (Y/N).

Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures compliance with the deduction of statutory dues from employees' salary, including taxes, provident fund contributions, professional tax and other applicable obligations. This adherence is regularly updated in accordance with relevant regulations. Similarly, our value chain partners (vendors) are contractually obligated to fulfil their compliance responsibilities.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No specific assessment in this regard has been carried out.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The stakeholders are identified based on their impact on the business and the impact the business would have on them. The stakeholders *inter alia* include customers, employees, investors, Government, Regulators, communities and the society at large.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Quarterly results, Investor presentations, Annual Report, Annual General Meeting/ Investor/ analysts calls and meet, Media releases, Website.	Annually, quarterly and ongoing	Discussing the performance of the Company and the priorities.
Government and Regulators	No	Meetings with key regulatory bodies, Written communications, Presentations, Industry associations	Periodic need based	To provide recommendations / feedbacks on draft policies/ consultation papers.
Business Partners and Vendors	No	Channel partner meets, workshops, conferences and forums, One-to-one meetings, Telephonic and email communication.	Ongoing and need basis	-
Employees	No	Team engagements, focus groups, internal communications.	Ongoing and need basis	To share updates of the Company, health and safety related information, learning and development, employee benefits and work-related updates.
Communities	Yes	Directly and through implementing agency(ies)	Ongoing and need basis	-

Leadership indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Board of Directors through its various Committees seeks feedback as well as oversees the implementation of the initiatives and performance.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). if so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, enhancing value to stakeholders is a continuous process. The customer and investor's complaints/grievances are reviewed for a root cause analysis, which provides us an opportunity to further improve our services.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The CSR activities of the Company are focused on the disadvantaged, vulnerable and marginalised segments of society. The CSR activities are implemented through EdelGlve Foundation, a wholly owned subsidiary of the Company. Further details in this regard are provided in the Annual Report on CSR activities forming part of the Annual Report for FY 2024-25.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	23	23	100%	15	15	100%
Other than permanent	-	-	-	-	-	-
Total Employees	23	23	100%	15	15	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent										
Male	13	-	-	13	100%	9	-	-	9	100%
Female	10	-	-	10	100%	6	-	-	6	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in million)	Number	Median remuneration/ salary/ wages of respective category (₹ in million)
Board of Directors (BoD)	5	46.39	2	3.50
Key Managerial Personnel (KMP)	3	89.28	1	42.39
Employees other than BoD and KMP	10	1.36	9	0.67

b. Gross wages paid to females as % of Total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of Total wages	36%	21%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has established a Disciplinary Committee which handles any human rights impacts or issues that could potentially surface in the workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company is steadfast in its commitment to respecting and safeguarding human rights. We firmly believe in upholding the social and economic dignity and freedom of all employees, regardless of factors such as nationality, gender, race, economic status or religion. This conviction is deeply embedded in our policies and demonstrated through our actions. The Company has established a range of platforms that serve as avenues for addressing human rights concerns like - Disciplinary Committee, POSH, Whistleblower Mechanism, Grievance Redressal Mechanism.

6. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company ensures that the complainant, witnesses and the person(s) against whom the complaint has been made are not victimized/discriminated while dealing with the complaints of discrimination and harassment. This is also part of our disciplinary mechanism.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable

Leadership Indicators**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

None

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Human rights due diligence covers several critical elements, including a well-defined policy commitment that is institutionalised. We ensure that our recruitment policy explicitly prohibits the hiring of anyone below 18 years of age. Further, we have mitigation measures, including a grievance redressal mechanism that enables individuals to raise concerns related to human rights.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our offices are designed to cater to the needs of differently-abled employees and visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

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

Essential indicators

Keeping in view the nature of activities of the Company, the disclosure relating to 'water withdrawal/discharged' and electricity are not quantifiable. The Company's usage of water is restricted to employees' consumption purposes only.

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	Negligible	Negligible
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	Negligible	Negligible
Total energy consumed (A+B+C+D+E+F)	Negligible	Negligible
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Negligible	Negligible
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Negligible	Negligible
Energy intensity in terms of physical output	-	-
Energy intensity (optional) the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external agency has been appointed.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) if yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Negligible	Negligible
(ii) Groundwater	Negligible	Negligible
(iii) Third party water	Negligible	Negligible
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Negligible	Negligible
Total volume of water consumption (in kilolitres)	Negligible	Negligible

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Negligible	Negligible
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Negligible	Negligible
Water intensity in terms of physical output	N.A.	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external agency has been appointed.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(ii) To Groundwater		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iii) To Seawater		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third-parties		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(v) Others		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	Negligible	Negligible
Total water discharged (in kilolitres)	Negligible	Negligible

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No independent assessment has been carried out.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Given the nature of the Company's operations, the implementation of a Zero Liquid Discharge (ZLD) mechanism is not applicable. The Company does not engage in processes that generate significant volumes of liquid waste requiring ZLD systems. However, the Company remains committed to environmental sustainability and adheres to all applicable regulations concerning water usage and wastewater management.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	N.A.	N.A.	N.A.
SOx	N.A.	N.A.	N.A.
Particulate matter (PM)	N.A.	N.A.	N.A.
Persistent organic pollutants (POP)	N.A.	N.A.	N.A.
Volatile organic compounds (VOC)	N.A.	N.A.	N.A.
Hazardous air pollutants (HAP)	N.A.	N.A.	N.A.
Others – please specify	N.A.	N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external agency has been appointed.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	N.A.	N.A.
Total scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	N.A.	N.A.
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		N.A.	N.A.
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		N.A.	N.A.
Total Scope 1 and Scope 2 emission intensity in terms of physical output		N.A.	N.A.
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external agency has been appointed.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Not Applicable

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Negligible	Negligible
E-waste (B)	Negligible	Negligible
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A + B + C + D + E + F + G + H)	Negligible	Negligible
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Negligible	Negligible
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Negligible	Negligible
Waste intensity in terms of physical output	N.A.	N.A.
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	Negligible	Negligible
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	Negligible	Negligible

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No independent assessment has been carried out.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Not applicable

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web link
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Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

Leadership indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- I. **Name of the area:** None
- II. **Nature of operations:** None
- III. **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Negligible	Negligible
(ii) Groundwater	Negligible	Negligible
(iii) Third party water	Negligible	Negligible
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others	N.A.	N.A.
Total volume of water withdrawal (in kilolitres)	Negligible	Negligible
Total volume of water consumption (in kilolitres)	Negligible	Negligible
Water intensity per rupee of turnover (Water consumed / turnover) (Mn)	Negligible	Negligible
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(ii) Into Groundwater		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iii) Into Seawater		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third-parties		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(v) Others		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	Negligible	Negligible
Total water discharged (in kilolitres)	Negligible	Negligible

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No independent assessment has been carried out.

2. Please provide details of Total scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Negligible	Negligible
Total Scope 3 emissions per rupee of turnover (mn)		Negligible	Negligible
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Negligible	Negligible

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No independent assessment has been carried out.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along- with summary)	Outcome of the initiative
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Not Applicable

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has Corporate Business Continuity Policy which aims to formalise the business continuity program and provide guidance on developing, implementing, exercising, and maintaining group-specific business continuity plans for respective groups. The Policy's primary objective is to ensure the recovery of critical and significant processes within pre-established timeframes, the restoration of processing sites, and ultimately, the return to a normal operating environment.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Applicable

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

Principle 7:

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

Essential indicators**1. (a) Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of two Industry Association.

(b) List the top 10 trade and industry chambers/ associations (determined based on the Total members of such body) the entity is a member of/ affiliated to:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
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No corrective actions required since there were no such cases.

Leadership indicators**1. Details of public policy positions advocated by the entity:**

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ others – please specify)	Web Link, if available
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NIL

Principle 8: Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web link
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Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has established the mechanism to receive and redress the grievances of the community which can be accessed at the website of the Company at www.edelweissfin.com

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	Not Applicable in view of the nature of the activities carried on by the Company	
Directly from within India		

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi- urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	100%	100%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational district	Amount spent (in ₹)
During the financial year ended March 31, 2025, the Company contributed an amount of ₹ 83 million towards the Corporate Social Responsibility (CSR) activities, including the amount spent in the designated aspirational districts identified by the Government bodies.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

(b) From which marginalized /vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

Since the Company is engaged in the financial services sector, hence, there is a very limited procurement requirement which relates to the office infrastructure, IT equipment and services. The Company source its requirements from the local and small vendors, where feasible.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Name of authority	Brief of the case	Corrective action taken
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Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
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1.	Please refer Annual Report on CSR forming part of the Annual Report for FY 2024-25	2,06,55,189	100%
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Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner
Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The clients of the Company provides the feedback/complaints through emails, letters, through Regulatory Authorities etc. On receipt, queries and the complaints are segregated and analysed and then responded to by the respective teams with the suitable response/resolution as per the TATs defined internally.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
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Environmental and social parameters relevant to the product

Safe and responsible usage

Not Applicable

Recycling and/or safe disposal

3. Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	

Data privacy

Advertising

Cyber-security

Delivery of essential services

Restrictive Trade Practices

Unfair Trade Practices

Other

NIL

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) if available, provide a web-link of the policy.

Yes, the Company has a policy and can be accessed by the employees at the intranet.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

None

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

None

b. Percentage of data breaches involving personally identifiable information of customers

None

c. Impact, if any, of the data breaches

None

Leadership indicators**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The information on the services of the Company can be assessed at www.edelweissfin.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

Not Applicable