

ESG Policy

Environmental, Social & Governance Policy



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Manappuram finance limited

Contents

[1. Introduction: 2](#_Toc130388766)

[2. Governance and Ethics: 2](#_Toc130388767)

[3. Environment: 2](#_Toc130388768)

[3.1. Energy Management: 3](#_Toc130388769)

[3.2. Climate Change: 3](#_Toc130388770)

[4. Social Responsibility: 3](#_Toc130388771)

[5. Continuous Improvement: 3](#_Toc130388772)

[6. ESG Disclosures: 4](#_Toc130388773)

[7. ESG Committee 4](#_Toc130388774)

## 1. Introduction:

Manappuram Finance Limited (MAFIL) is committed to sustainable development and creating a positive impact on the environment, society, and organisation governance. Our ESG policy is designed to guide our operations, products, and services towards these goals. We recognize that ESG issues are increasingly important to our stakeholders, including customers, employees, investors, and the wider community. We believe that by adopting best practices in ESG, we can create long-term value for all our stakeholders.

Examples of ESG matters include:

• **Environmental**: energy use and efficiency, carbon emissions, pollution, and waste and water management,

• **Social**: human rights, equality, health and safety, community impacts, and

• **Governance**: management and board structure, anti-money laundering and conflicts of interest

## 2. Governance and Ethics:

At MAFIL, we are committed to promoting high standards of corporate governance. Our Board of Directors oversees the implementation of our ESG policy and ensures that the company's ESG objectives are integrated into our business strategy. We believe in transparency, accountability, and stakeholder engagement, and we regularly engage with our stakeholders to understand their expectations and concerns.

At MAFIL, we believe in promoting ethical conduct and high standards of governance. We adhere to the highest standards of business ethics and integrity in all our operations, and we expect our suppliers and partners to do the same. We have implemented measures to promote good governance, such as ensuring that our Board of Directors has the necessary skills and expertise to oversee our operations.

## 3. Environment:

MAFIL recognizes that the environment is a shared resource that must be protected for future generations. As a company, we are committed to minimizing our environmental impact and promoting sustainable practices. Our environmental policy includes the following commitments:

* We will comply with all relevant environmental laws and regulations.
* We will minimize our environmental impact by reducing our greenhouse gas emissions, conserving natural resources, and preventing pollution.
* We will regularly assess our environmental performance and set targets to improve our environmental performance.
* We will promote environmental awareness among our employees, customers, and suppliers.
* We will engage with stakeholders to understand their environmental concerns and incorporate their feedback into our environmental strategy.

### 3.1. Energy Management:

MAFIL recognizes that energy is a critical resource for our business and society, and we are committed to promoting energy efficiency and reducing our carbon footprint. Our energy policy includes the following commitments:

* We will prioritize energy efficiency in our operations and products to minimize our energy consumption.
* We will use renewable energy sources where feasible to reduce our greenhouse gas emissions.
* We will work with our suppliers and customers to promote energy efficiency and reduce their energy consumption.
* We will regularly monitor our energy consumption and set targets to improve our energy efficiency.
* We will engage with stakeholders to understand their energy concerns and incorporate their feedback into our energy strategy.

### 3.2. Climate Change:

MAFIL recognizes that climate change is one of the most significant environmental challenges facing society, and we are committed to promoting sustainable practices to mitigate its impact. Our climate change policy includes the following commitments:

* We will promote sustainable practices among our employees, customers, and suppliers to reduce their greenhouse gas emissions.
* We will engage with stakeholders to understand their climate change concerns and incorporate their feedback into our climate change strategy.
* We will support policy initiatives that promote the transition to a low-carbon economy.
* We will regularly report on our climate change performance and disclose our greenhouse gas emissions data in accordance with relevant standards.

## 4. Social Responsibility:

MAFIL is committed to promoting social responsibility by adopting fair labor practices, promoting diversity and inclusion, and supporting local communities. We believe that our success is tied to the well-being of our employees, customers, and the communities in which we operate.

We have implemented measures to promote social responsibility, such as offering flexible work arrangements and promoting diversity in our workforce. We also support local communities through charitable donations and volunteering programs. We have a strong CSR policy in place and support communities through our CSR projects.

## 5. Continuous Improvement:

At MAFIL, we are committed to continuous improvement in all our operations, products, and services. We regularly review our ESG policy to ensure that it aligns with our values and objectives. We also engage with our stakeholders to understand their expectations and concerns and incorporate their feedback into our ESG strategy.

## 6. ESG Disclosures:

MAFIL is committed to incorporating global best practices in ESG disclosures. As per SEBI’s directive, MAFIL will be preparing and publishing BRSR report annually in the SEBI prescribed format. MAFIL will also be studying other global frameworks like SASB and GRI and aligning its reporting in line with international best practices.

## 7. ESG Committee

It is proposed that the scope of CSR committee be expanded to include oversight of Sustainability related activities.

**Role of the Committee include: -**

1. Formulate and Draft the ESG policy, and recommend the same to the Board for approval;
2. Review and recommend any new ESG initiatives to be taken up by the company including the selection/appointment of implementation agencies;
3. Review the progress of ESG projects already undertaken by the company and the utilization of budgets for each such projects;
4. Review and recommend any amendments to be made in the ESG policy of the Company;
5. Monitor the ESG policy of the company from time to time.
6. To carry such other functions as may be delegated to it by the board relating to ESG activities of the company