

COMMUNICATION OF PROGRESS (COP) POLICY

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Message Of Stakeholders

To our stakeholders:

I am pleased to confirm that Vakrangee Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Through our unique business model with a vast network of outlets, we are driving financial, digital and social inclusion in rural India. Our ultimate purpose is to ensure that every Indian has the opportunity to benefit from financial, digital and social inclusion and has access to the global marketplace.

We are taking the financial and digital literacy to the bottom of the socio-economic pyramid and serving as the last-mile link to connect India's unserved and underserved rural and urban citizens by offering them the same products and services at the same time, competitive prices and same service levels. We are acting as the biggest equalizer by bridging the gap between the urban and rural population in India.

We also commit and support to the United Nations' Women Empowerment Principles. We utilize these principles as guidance for actions we take in the workplace, marketplace and community to empower women and benefit our society and communities. We are pleased to share that Vakrangee is now globally recognized & included in 2021 Bloomberg Gender-Equality Index. The 2021 Bloomberg GEI comprises of 380 companies across the world with a combined market capitalization of USD14 Trillion. As we strongly stand with gender equality and it reflects company's long-standing commitment to being a fully inclusive company and to the women who make business successful every day.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing these information along with measurable outcomes with our stakeholders using our Integrated Sustainability reporting as well as other primary channels of communication.

Sincerely yours,

Dinesh Nandwana

Managing Director & Group CEO



1. Description of Actions

1.1 Human Rights

Vakrangee Limited recognizes the valuable role that business can play in the longer-term protection of human rights of all the employees. The Company is committed to respecting the human rights (Human Rights Policy) of our workforce, communities and those affected by our operations wherever we do business (including our franchisees, vendors and business partners in line with internationally recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments).

Our Human Right policy applies to Vakrangee Limited, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage. Vakrangee Limited is guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights.

Our Human Resource Policy is aimed at fostering socio-economic empowerment through inclusive growth. This policy document provides a broad framework to ensure that all employees are treated with respect and dignity and common set of principles that apply to our business practices to ensure that we do not condone human rights violations or abuses. We adhere to the policy by respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. It resonates with our belief that as an organization our actions must have a positive impact on the future of all our stakeholders.

Corporate Human Resources is responsible for reviewing and updating standards on social policies, and for providing guidance and support to all concerned.

Our initiatives adhering to our human rights policy:

- Compliance with labor laws: We abide by all applicable laws, namely wages, work hours, overtime, benefits, pay practices, classification of employment according to job level and status. We also commit to protect data of customers, vendors and employees, ex-employees and retirees by using multi-layered password protected authentication systems, automated tools, tracking mechanisms and information-sharing on a need-to-know basis.
- Continuous engagement: We create awareness of human rights among employees at various levels of operations through training and communication. For continuous improvement, we share our good practices, set and review targets, monitor and report on our performances. We establish accountability by assigning adequate responsibilities for effective management of human rights risks. Any employee who believes there is a conflict in our policy and practices can raise concerns with the Human Resource department, Legal department and the local management.
- Diversity at workplace: We respect rights of all our stakeholders. We provide equal opportunity and consider rights of women and minorities, divyang and those associated with special care and assistance.
- Harassment-free workplace: We commit to maintain a workplace free of violence, harassment, intimidation and any other unsafe or disruptive conditions due to internal and external threats. We prohibit child labour, forced/ trafficked labour including indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking. We do not recruit an individual who is not a graduate, therefore, appointment of child labor is not applicable across our organization. In the reporting year, we received 0 complaints regarding child labour, forced labour or sexual harassment.

- Freedom of association: We respect our employees' right to form, join or not join labour union without fear of reprisal, intimidation or harassment. We are part of the Information Technology industry, which typically has relatively fewer labour unions compared to manufacturing industry. Due to nature of our business, we do not have a gathering of several employees under one roof, at a time, except corporate employees that contribute to only 15% of total employees. Maximum employees are field-employees spread out in different locations across the country. Therefore, we do not face situations of freedom of association in business usually.
- Healthy and safe workplace: Our healthy and safe workplace aligns with our requirements as well as those of applicable health laws and regulations. We consult employees to address and remedy identified risks of accidents, injury and health impacts. Moreover, we encourage employees to highlight concerns or health and security hazards to the management.
- Grievance redressal mechanism: We have an online portal for open and structured discussions to address employees' concerns related to human rights and decent labour. We have also formed a Vishakha Committee to address incidents related to sexual harassment. For more details, please visit our Human Rights Policy.

The Company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our franchisees, vendors and business partners in line with internationally recognized frameworks including the Social Accountability 8000 International Standard and its associated international instruments.

- Vakrangee is a technology driven company where it provides services of various kinds to customers such as ATM, Banking, Logistics, Online Shopping, etc. There is no manufacturing activity undertaken.
- We are a service-based organization having no manufacturing operations. We make use of disruptive technology such as e-KYC, inter-operability, and real-time transactions. Furthermore, all our services are internet based hence it does not harm or threaten human life.
- Vakrangee aims to improve the standard of living of rural citizens in the country. We are the human equalizers of life, bridging the gap between India's urban and rural population. Our Next Gen Vakrangee Kendras are in sync with our theme "Ab Poori Duniya Pados Mein". Our Kendras are 'One Stop Shop Convenience Stores', offering the urban and rural citizens goods and services at the same price, same time and of the same quality.
- We ensure that the employees are provided safe, suitable and sanitary work facilities.
- We are committed to Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.
- Vakrangee has an online grievance redressal mechanism where all the grievances are treated on a fair basis. We maintain a zero-tolerance approach to sexual harassment for which we have created a committee called "Vishakha Committee" to address all its issues.
- We treat harassment as an act of unacceptable conduct and social crime. We maintain 'Zero Tolerance' towards any kind of harassment. We have formed a special committee named "VISHAKHA COMMITTEE" to address harassment incidents as and when reported. Further to address any act of misconduct, we have the internal complaint committee which takes up the matter. Further, we have a qualified team of professionals for addressing grievances, of our employees and franchisees.

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- We also have the dedicated channels to report any Human Rights Issue directly to the HR Head at our corporate office.
 - Contact Number: (022)67765343
 - Email Id: humanresource@vakrangee.in

Human Rights – Due Diligence & Impact Assessment

This document presents the findings and lessons learnt from Human Rights Impact Assessments (HRIAs) of Vakrangee's operations. It looks at the steps taken by the company towards its commitment to respecting human rights in line with the United Nations Guiding Principles on Human Rights and Business (UNGPs). The document focuses in particular on the assessment of actual and potential human rights impacts resulting from Vakrangee's business activities, both in its own operations and along its supply chains. We have adopted of the UN Guiding Principles on Business and Human Rights, a framework developed by Harvard Professor John Ruggie.

This assessment includes all important aspects of human rights. Due-Diligence & Impact Assessment report –

https://vakrangee.in/pdf/Policies-PDF/Human%20Rights%20%E2%80%93%20Due-Diligence_%20Impact%20Assessment.pdf

Our Foundation Principles in alignment to United Nations Human Rights

- Business enterprises should respect human rights. This means that we should avoid infringing on the human rights of others and should address adverse human rights impacts with which we are involved.
- The responsibility of business enterprises to respect human rights refers to internationally recognized human rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- The responsibility to respect human rights requires that business enterprises.
- Avoid causing or contributing to adverse human rights impacts through own own activities, and address such impacts when they occur.
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services, even if they have not contributed to those impacts.
- In order to meet our responsibility to respect human rights, Company should have in place policies and processes appropriate to their size and circumstances, including.
- A policy commitment to meet responsibility to respect human rights.
- A human rights due diligence process to identify, prevent, mitigate and account for how we address their impacts on human rights.
- Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

We are certified with ISO 45001:18 Occupational Health and Safety Management System to mitigate any factors that can cause employees and business irreparable harm. The goal of this certification is to provide a healthy and safe working environment for our employees and everyone who visits any of our workplaces.

We conduct various internal audits at regular intervals to ensure no violation of human rights is taking place at the franchisee outlets. Also, we have appointed Grant Thornton to conduct third party independent physical audits of our franchisees outlets which also cover important aspects related to human rights. We carry our internal assessment of our suppliers on an annual basis.

In addition to UN-SDGs, we conform to conventions of the International Labour Organisation, principles of United Nations Global Compact and all Labour Laws of India. We have undertaken various ISO certifications to strengthen our performance.

We safeguard health and safety of all employees at workplace, and ensure that safety tools and processes are in place at all times to combat any mis-happening. With the help of ISO 45001:2018, we demonstrate our commitment to occupational health and safety management as well as implement robust health and safety measures. Our commitment also improves employee satisfaction and retention, and improved employees' health, increased productivity and reduced absenteeism.

We take measures to promote health and well-being of our workers. We continuously engage workers in development, implementation and performance evaluation of our occupational health and safety policy, management systems and programs. We believe in the saying, "health is wealth", and therefore, conduct various initiatives to help employees stay fit physically and remain stress-free. Our Human Resource department is responsible for executing and monitoring fitness initiatives at our organisation. We consider it our responsibility to provide a diverse suite of well-being programs focused on physical, mental, financial and spiritual health of employees. We believe that such programs drive employees' productivity, retention and engagement.

Our initiatives for gender equality include Pay Equity Committee, salary negotiations, fair reward system, pay transparency, bonus, flexible work schedules, average increment of women employees. We have designed our targets such that we reach 1:1 ratio of male and female across the organisation.

In continuation to our stand for non-discrimination, we support gender equality at all times. Our recruitment policy prioritises merit and skills of applicants irrespective of their gender. Similarly, remuneration offered to all employees is at par with industry standards irrespective of race, gender, age, colour, religion, disability or genetic information.

Nomination and Remuneration and Compensation Committee is also responsible to ensure gender pay equality programs at our organisation. In order to design, implement, monitor and review gender pay equality program, the sub-committee has formed a Pay Equity Committee. The Committee comprises of Head of Human Resources, Head of Strategy, Chief Operating Officer and Chief Financial Officer and reports to Nomination and Remuneration and Compensation Committee.

In addition, a global and independent firm audits our initiatives. The independent firm audits our gender pay equality parameters and provides its findings and recommendations of compensation gaps, if any. The Nomination and Remuneration and Compensation Committee ensures that all recommendations and findings are presented to the Board of Directors and are addressed in a timely and satisfactory manner.

We have undertaken multiple initiatives to improve gender equality parameters and close the gender pay gap, if any.

Vakrangee is globally recognized & included in 2021 Bloomberg Gender-Equality Index. The 2021 Bloomberg GEI comprises of 380 companies across the world with a combined market capitalization of USD14 Trillion Headquartered in 44 countries and Regions across 11 sectors. The Average overall GEI score is 66% however Vakrangee have score 70.86%. As we strongly stand with gender equality and it reflects company's long-standing commitment to being a fully inclusive company and to the women who make business successful every day. The Bloomberg GEI index measures gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand.

Our Sustainability Policies - Human Rights

- **Integrated Annual Report:**
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- **Human Rights Policy:**
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- **Diversity & Inclusion Program:**
<https://vakrangee.in/pdf/Policies-DF/Diversity%20Programme%20and%20Inclusion%20Policy.pdf>
- **Human Capital Development Programme:**
<https://vakrangee.in/pdf/Policies-PDF/Human%20Capital%20Development%20Program.pdf>
- **Business Conduct Policy:**
<https://vakrangee.in/pdf/Policies-PDF/Business%20Conduct%20Policy.pdf>
- **ISO Policy:**
<https://vakrangee.in/pdf/Policies-PDF/Vakrangee%20ISO%20Flag.pdf>
- **Human Rights: Due-Diligence & Impact Assessment:**
https://vakrangee.in/pdf/Policies-PDF/Human%20Rights%20%E2%80%93%20Due-Diligence_%20Impact%20Assessment.pdf
- **Talent Recruitment Initiatives:**
<https://vakrangee.in/pdf/Policies-PDF/Talent%20Recruitment%20Initiatives.pdf>
- **Quantitative Targets for Talent Development:**
https://vakrangee.in/pdf/News_and_Announcements/Quantitative%20Targets%20for%20Talent%20Development%20v3.pdf
- **HR - Monitoring & Targets for Gender Pay Equality:**
https://vakrangee.in/pdf/News_and_Announcements/HR%20-%20Monitoring%20&%20Targets%20for%20Gender%20Pay%20Equality%20-%20December%202019.pdf
- **Employee Engagement Survey:**
<https://vakrangee.in/pdf/Policies-PDF/Employee%20Happiness%20Survey%20Report.pdf>
- **Key Human Resources (HR) Metrics & Targets:**
https://vakrangee.in/pdf/Policies-PDF/HR%20-%20Key%20Metrics%20Targets%20Annual_Update%202020.pdf
- **Safety Measures at Vakrangee kendra Outlets:**
<https://vakrangee.in/pdf/Policies-PDF/Safety%20Measures%20at%20Franchisee%20Outlets.pdf>
- **Whistle Blower Policy:**
https://vakrangee.in/pdf/Policies-PDF/Whistle%20Blower%20Policy_Final.pdf



1.2 Labour

Vakrangee prohibits from all forms of harmful child labour, forced / trafficked labour including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

- No person below the age of 18 is engaged by us or any of our stakeholders.
- We maintain positive legal compliance with applicable constitutional and regulatory human rights requirement including minimum wage requirements.
- Vakrangee is committed to become a truly diverse and inclusive company. We embrace and encourage different perspectives and believe we are made stronger by our unique combination of culture, race, ethnicity, age, gender, sexual orientation, physical or mental ability, and work-life situations. We consistently drive diversity and inclusion across our organization.
- ISO Certifications: Our certification of ISO 45001:2018 Occupational Health and Safety Management System equips us to mitigate factors, which may cause employees and business any irreparable harm. Similarly, ISO 19600:2014 Compliance Management System provides guidance for establishing, developing, implementing, evaluating, maintaining and improving an effective and responsive compliance management system within the organization. In addition, we are accredited with other ISO certifications that strengthen our business performance and improve our service delivery.
- At Vakrangee, we strive to maintain a professional environment based on respect, tolerance and

inclusion. We are an equal opportunity employer and all decisions are based on merit and business needs.

- Pay Parity: The remuneration offered to all employees is at par with the industry standards irrespective of their race, gender, age, color, religion, disability or genetic information.
- Gender Equality: Our recruitment policy is based on merits and skills of the applicants irrespective of their gender. Also, all our policies are irrespective of the employees' gender.
- Human Resources department updates on the key Synopsis and progress on Semi Annual basis to Corporate Strategy Committee as well as Diversity Council covering.
- Current Status - Monitoring & Measurement of Gender Pay Equality.
- Future Targets for Gender Equality.
- Key Initiatives for closing the Gender Pay Gap.
- Guidance and support provided by the Corporate Strategy committee and Diversity council with a focus on Improvement and enhancement of the same.
- At Vakrangee, we strive to Employee Satisfaction. We conduct various employee engagement activities like motivational programs, sponsorship, family, events, and competitions. We also conduct Employee Engagement Survey and offer services to employees, form the in-house store.

Our Sustainability Policies - Labour

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1.3 Environment

Our sustainability framework is based on sustainable development of the economy as a whole. Vakrangee is committed to preserving the planet. We are committed to protect the environment through good governance. We have aligned our policies to the United Nations Sustainable Development Goals (UN SDG). Our aim is to efficiently adopt the SDGs and contribute to addressing global challenges including climate change and environmental degradation. Moreover, we strive to

ensure that our business operations are complementary to the National Voluntary Guidelines of the Indian Government (NVGs). Our alliances and commitments are enabling us contribute to the broader goal of a sustainable nation.

Our Policies for Sustainability

Sustainability is ingrained in all aspects of our operations. Starting with setting up Next-Gen Vakrangee Kendras to paperless banking, we have strived to minimise our environmental footprint while maximising creation of value. Our policies are oriented towards good governance of natural resources and footprint of operations. Furthermore, we have detailed our approach to prevent environmental degradation and adopt sustainable operations in business operations in our Communication of Progress policy.

To this end, we consistently take efforts to reduce our environmental footprint, produce and consume responsibly, provide clean drinking water facility and contribute towards the overall development of the ecosystem.

- Vakrangee as a responsible and a socially conscious corporate citizen, is committed to environmental sustainability. We recognize environmental impact and climate change among the key sustainability challenges to businesses and society affecting economic stability, ecology and vulnerable communities.
- Our Vakrangee Kendras contribute towards reducing carbon footprint. We provide banking services, insurance products, e-Governance services, logistics services and e-Commerce products and services. We cater to our customers by offering them a bouquet of products and services within walking distance, which is time effective and saves fuel cost. Our Kendras are also helping towards saving substantial carbon emissions by being located at walkable distances.
- We are a service-based organization having no manufacturing operations. All our services provided are environmentally sustainable. We make use of disruptive technology such as e-KYC, inter-operability, and real-time transactions. Furthermore, we use advanced features that are environment-friendly, such as paperless banking, real-time banking, and biometric evaluation. We generate zero paper waste and plastic waste. No generation of such waste prevents the exposure of community members to hazardous and non-hazardous waste.
- Our Kendras also minimize hazardous waste by using refillable ink cartridges. Minimal generation of waste prevents exposure of community members to hazardous and non-hazardous waste.
- At Vakrangee Workplace: We have equipped our office with solar power. Our workplace is constructed with glass walls to allow maximum sunlight within the premises. By doing this, we are eliminating the use of electricity by replacing it with daylight. We have also installed LED lightings to ensure responsible consumption of electricity.
- We have adequate policies in place for environmental protection and waste management

Quality & Compliance Focus through ISO Certifications :

We are ISO 9001 certified QMS (Quality Management Systems) company since 1998. We always strive to be the best at what we do. ISO 9001:2015 is used to demonstrate our ability to consistently provide products and services that meet customer and regulatory requirements and to demonstrate continuous improvement.

- **ISO 14001:2015 Environmental Management System (EMS)**

Vakrangee is certified with ISO 14001:2015 Environmental Management System on 12 March 2020, to improve the environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders. This standard helps us to identify, manage, monitor and control Vakrangee environmental issues in a “holistic” manner. It provides us a framework that we can follow, rather than establishing environmental performance

requirements and assist us in accomplishing organizational goals. Vakrangee Limited always wishes to set up, improve, or maintain an environmental management system to conform with its established environmental policy and requirements.

We have incorporated ISO 14001:2015 requirements into our environmental management system, the extent to which is determined by several factors including the organization's industry, environmental policy, products and service offerings, and location. This helps in reducing waste, drive down costs, increase new business opportunities, increase stakeholder and customer trust, provide assurance that environmental impact is being measured, improve overall environmental impact, manage environmental obligations with consistency and Improve resource efficiency.

- **ISO 20400:2017 Sustainable Procurement Management System**

We commit to adopt policies across supply chains that help to preserve the environment. With uncertainties in supply chain security due to extreme weather patterns or natural disasters, our focus is to protect both our business while balancing suppliers' interest. Sustainable sourcing policy expects our suppliers to comply with necessary social, business integrity and environmental sustainability standards defined in this policy and adopt best practices to reduce our environment footprint. Our sustainable sourcing policy is built on the following guiding principles.

ISO 20400 is the world's first International Standard for sustainable procurement and aims to assist organisations in meeting their sustainability responsibilities by providing guidance as to the effective implementation of sustainable purchasing practices and policies. The procurement is a powerful instrument for any organization wishing to behave in a responsible way and contribute to sustainable development. This standard is a key aspect of the transition towards a more sustainable economy as soon as organizations begin to consider sustainability when making purchasing decisions, they yield their influence to steer their supply chains towards responsible business practices.

Vakrangee is ISO 20400 certified company. This standard helps us to recognize the importance of sustainable procurement and provides a framework for its practical implementation. It does not contain requirements for suppliers and is not a tool to assess the sustainability performance of suppliers. Rather, it describes how organizations can integrate sustainability into the procurement process. The purpose of ISO 20400 is to assist organizations of any kind and size with the development and implementation of a responsible sourcing strategy. The standard offers both an overview of the general principles of sustainable procurement as well as guidance on the implementation process.

Our Policies for Sustainability

Sustainability is ingrained in all aspects of our operations. Starting with setting up Next-Gen Vakrangee Kendras to paperless banking, we have strived to minimise our environmental footprint while maximising creation of value. Our policies are oriented towards good governance of natural resources and footprint of operations. Furthermore, we have detailed our approach to prevent environmental degradation and adopt sustainable operations in business operations in our Communication of Progress policy. Following section describes our policies for environmental protection.

- **GHG Reduction Program**

We consider climate change as a serious environmental threat that calls for immediate and concerted action among all sections of society. We take steps and initiatives to address climate change that not only reduces our environmental footprint but also ensures availability of products and services at our Next-Gen Vakrangee Kendras in the most environment friendly manner. We strive to reduce carbon footprint at our Office and across all our Next-Gen Vakrangee Kendras. We aim to be present within a short distance of every citizen, and continue to expand our network until we are close to the last excluded person. Our aim is also significant in conserving energy and net greenhouse gas emissions required to travel to our NextGen Vakrangee Kendras.

- **Green Procurement Policy**

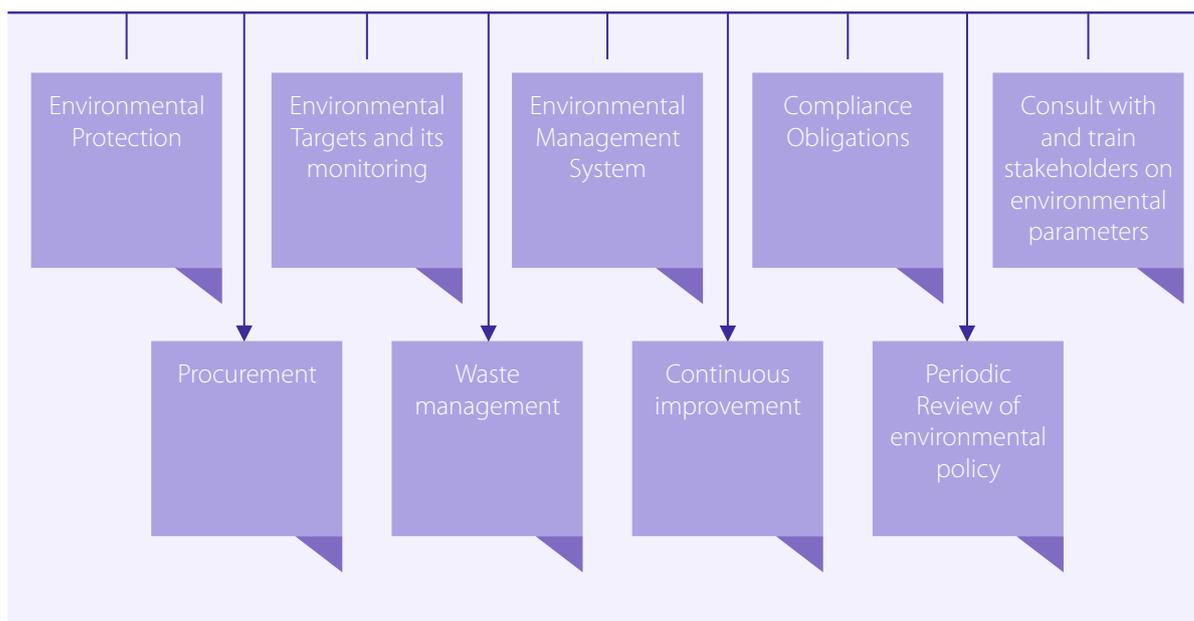
We are committed to sustainable growth and in alignment to our Sustainable Sourcing Policy, we have incorporated environmental considerations in procurement decisions related to purchase of products and office related products to minimise the environmental impact across the lifecycle of the products and services, which we procure. By abiding by our procurement standards, we expect all our suppliers to comply with necessary environmental sustainability standards defined in this policy and adopt best practices to reduce our environment footprint. We also expect our suppliers to review these standards, ensure adherence and improve up on parameters on a regular basis to help contribute to the welfare of the society and environment. Through our Green Procurement Policy, we aim to reduce use of toxic substances, conserve natural resources, minimise waste generation and release of pollutants/ emissions and maximise reusability and recyclability across the value chain of our product or service.

- **Sustainable Sourcing Policy**

We commit to adopt policies across supply chains that help to preserve the environment. With uncertainties in supply chain security due to extreme weather patterns or natural disasters, our focus is to protect both our business while balancing suppliers' interest. Sustainable sourcing policy expects our suppliers to comply with necessary social, business integrity and environmental sustainability standards defined in this policy and adopt best practices to reduce our environment footprint.

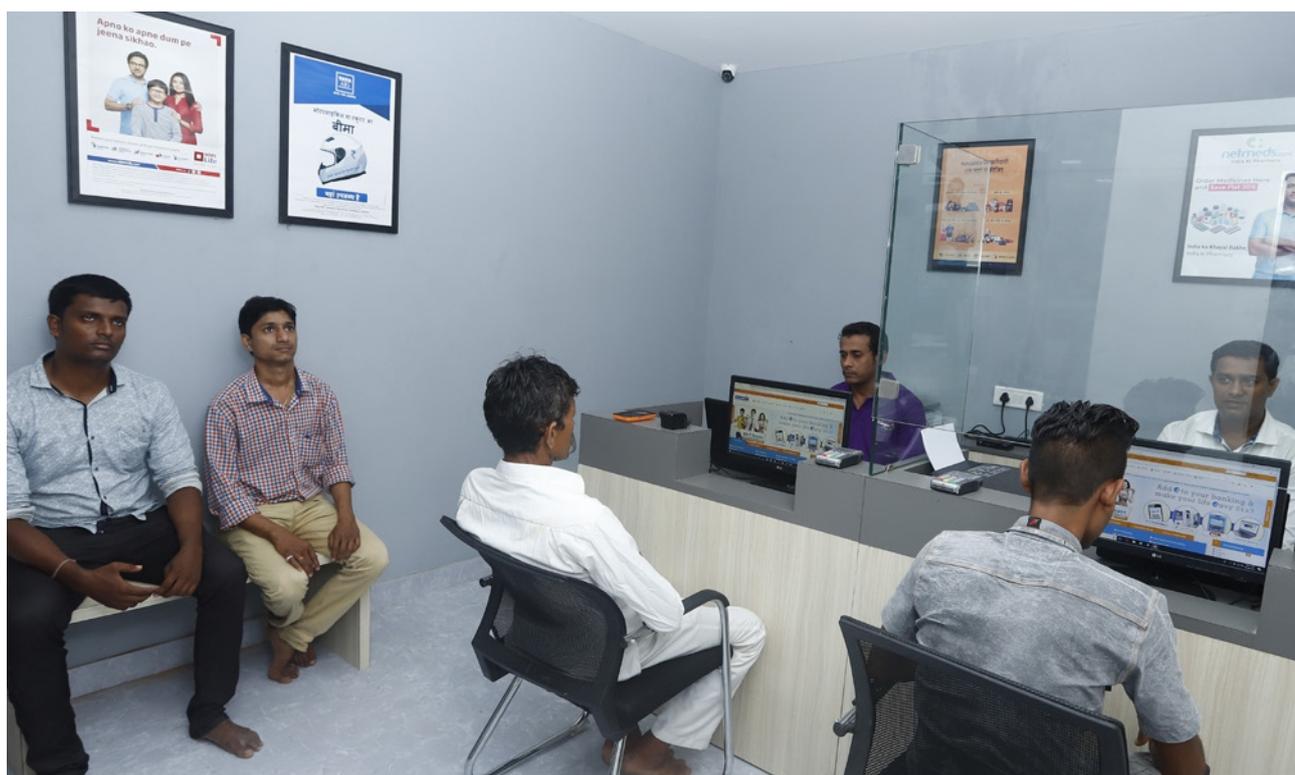
- **Environmental Policy**

We are committed to measure and reduce our greenhouse gas emissions as well as material usage. As a responsible organisation, we assess and monitor our operations to reduce environmental risks without compromising natural assets of our country. We engage our employees, franchisees, business partners, customers and shareholders to follow environmental-friendly practices across the value chain. Our environmental policy guides us to integrate a life cycle perspective in our environmental management processes while concurrently enhancing our operations to improve our environmental performance. Our environmental commitments include the following action areas.



Our Sustainability Policies - Environment

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- **Sustainable Sourcing Policy:**
<https://vakrangee.in/pdf/Policies-PDF/Sustainable%20Sourcing%20Policy.pdf>
- **GHG Reduction Program:**
<https://vakrangee.in/pdf/Policies-PDF/GHG%20Reduction%20Program.pdf>
- **Sustainability related Product & Services:**
<https://vakrangee.in/pdf/Policies-PDF/Sustainability%20related%20Services.pdf>
- **Green Procurement Policy:**
<https://vakrangee.in/pdf/Policies-PDF/Green%20Procurement%20Policy.pdf>
- **Integrated Approach Climate Change & Business Strategy:**
https://vakrangee.in/pdf/Policies-PDF/Integrated%20Approach%20Climate%20Change_%20&%20Business%20Strategy.pdf
- **Environment Management System Certificate:**
https://vakrangee.in/pdf/Policies-PDF/ISO%2014001_Vakrangee_Limited.pdf



1.4 Anti-Corruption

Vakrangee always takes initiative to fight corruption. Examples include:

- We do not tolerate bribery or corruption in any form. This commitment underpins everything that we do. Our employees and franchisees should not, directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favors for the conduct of our business.
- Vakrangee has a detailed anti-corruption and anti-money laundering policy in place.
- Vakrangee has internal controls and operating procedures to detect and prevent improper activities. In addition to this we have a Whistleblower policy in place to report any corrupt practices being taken place.

ISO 37001:2016 Anti-bribery Management System

- Our certification on Anti-bribery Management System demonstrates our compliance and commitment to ethical business practices. ISO 37001 provides practical guidance on establishing, implementing, maintaining, reviewing and improving anti-bribery management systems.

Our Sustainability Policies - Anti Corruption

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- **Business Conduct Policy:**
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- **Anti-Money Laundering Compliance Program:**
<https://vakrangee.in/pdf/Policies-PDF/Anti-oney%20Laundering%20Compliance%20Program.pdf>
- **Whistle Blower Policy:**
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1.5 Measurement of Outcomes

We have mapped our sustainability initiatives with the United Nation's Sustainable Development Goals. Our aim is to efficiently adopt these goals and address the global challenges, which includes poverty, inequality, climate, environmental degradation, prosperity, and peace and justice.

Our Integrated report for 2019 - 2020 covers the Financial, Non-financial and statutory information which is aligned to leading frameworks. It adheres to reporting requirements of Companies Act, 2013 and rules thereunder, the Securities Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements), Indian Accounting Standards (IndAS), the Global Reporting Initiative (GRI), the National Voluntary Guidelines (NVGs) for Business Responsibility Report (BRR) and UN-Sustainable Development Goals (UN-SDGs), among others. Similarly, non-financial information adheres to IIRC framework.

We have reported performance of six capitals in terms of Key Performance Indicators (KPIs). Grant Thornton India LLP has provided a limited assurance as per ISAE3000 and Type 1 moderate assurance as per AA1000AS assurance on select KPIs for FY 2019-20. They are mentioned in the assurance statement, which also forms part of the Report.

We also commit to sharing this information alongwith measurable outcomes with our stakeholders using our Integrated Sustainability reporting as well as other primary channels of communication.

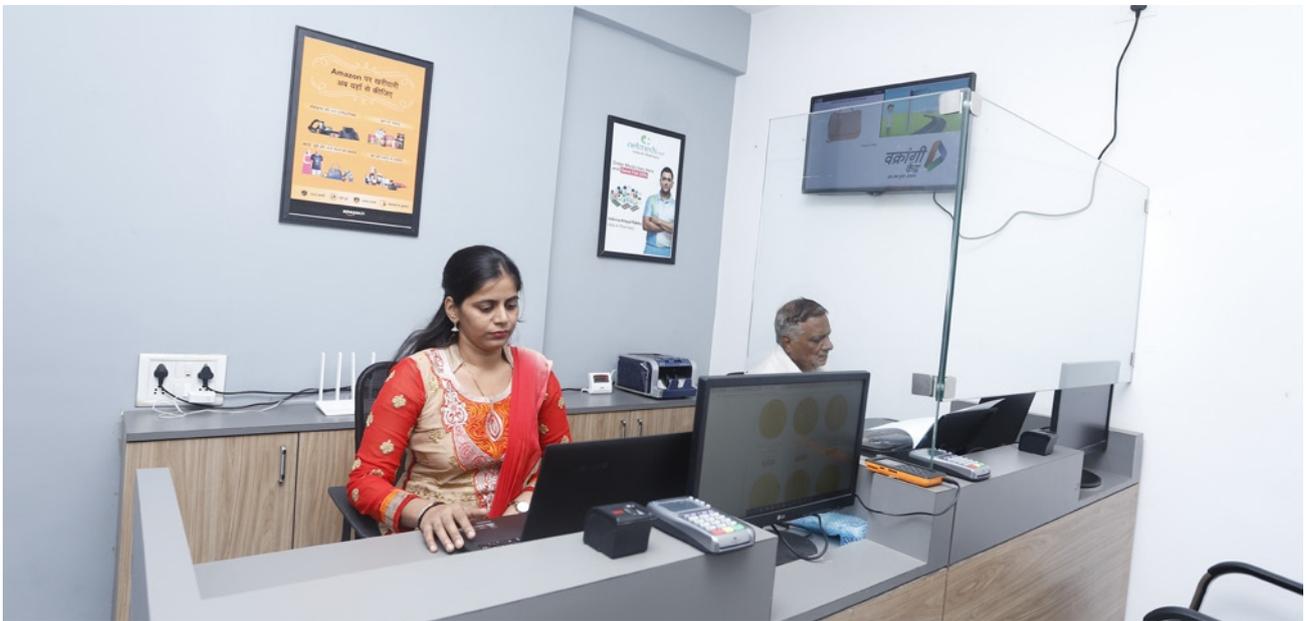
Sr. No.	Measurable Outcomes	Data Available & Communicated Through
1	Human Rights & Labour	
	1.1 Breakdown of Employees by Gender wise & Designation wise	HR Key Metric Document - https://www.vakrangee.in/pdf/Policies-PDF/HR%20-%20Key%20Metrics%20Targets%20Annual_Update%202020.pdf
	1.2 Compensation Pay Break up Designation wise & Gender Equality wise	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.3 CEO Compensation Ratios	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.4 Training & Development Program details - No. of Employee wise	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.5 Break Up of Data on Diversity & Inclusion program	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.6 Human Rights - Due Diligence & Impact Assessment report	Human Rights - Due Diligence & Impact Assessment report https://www.vakrangee.in/pdf/Policies-PDF/Human%20Rights%20%E2%80%93%20Due-Diligence_%20Impact%20Assessment.pdf
	1.7 Human Rights - No. of Employee Injuries	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.8 Human Rights - Supplier Audit Survey Disclosure & Reporting - Assessment of Suppliers on Social & Environment parameters	Integrated Report - Human Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	1.9 Employee Satisfaction and Engagement Survey - Gender wise also	Employee Engagement Survey Results https://www.vakrangee.in/pdf/Policies-PDF/Employee%20Happiness%20Survey%20Report.pdf
2	Anti-Corruption	
	2.1 No. of cases of Corruption or Non Compliance	Integrated Report - Social & Relationship Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
	2.2 Training Related to Anti - Corruption & Human Rights	Integrated Report - Social & Relationship Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf

3 Environment		
3.1	Energy Consumption Break up - Share of Renewable energy	Integrated Report - Natural Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
3.2	GHG Emissions - Scope 1 & Scope 2 Break up	Integrated Report - Natural Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
3.3	Data on Re-Cycling & Waste re-cycled	Integrated Report - Natural Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf
3.4	Energy Resources saved during the year through our Services	Integrated Report - Natural Capital Section https://www.vakrangee.in/pdf/Annual_Reports/Integrated%20Annual%20report%202019-20%20-%20Vakrangee%20I td.pdf

ESG Disclosures on Performance Parameters & Global Recognition

Our Company has been successful in benchmarking its disclosure and performance on a wide range of industry specific economic, environmental, governance and social criteria that are relevant to the growing focus on Business sustainability and financially relevant to the corporate success. Global recognition reflects company's commitment to further enhance its corporate governance and transparency standards. Company has achieved Global recognition across various platforms for its superior ESG performance and long term Business sustainability.

Sr. No.	ESG Assessment & Disclosure Platform	Vakrangee Ranking	
1	Sustainalytics ESG Risk Assessment Rating	Globally ranked No.1 in the Sustainalytics ESG Risk rating rankings out of the 668 companies assessed in the Software and Services industry across worldwide	
2	CDP Score - Climate Change 2020	Achieved "B" Score from CDP for Environmental Practices, Better than the Industry's Average (Asia regional average of D, Global Average of C)	
3	SAM Corporate Sustainability Assessment (CSA) –S&P Global	Globally ranked No. 13 Company in the global industry ranking and ranked No. 9 in the Corporate Governance global industry raking based on RobecoSAM – S&P Global ESG Score	
4	Bloomberg Gender Equality Index (BGEI)	Included in the Bloomberg's 2021 Gender-Equality Index (GEI). The 2021 Bloomberg GEI comprises of 380 companies across the world with a combined market capitalization of USD14 Trillion Headquartered in 44 countries and Regions across 11 sectors	



1.6 UN Global Compact Index:

Human Rights	Covered under following Policy
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Human Right Policy, Sustainable Sourcing Policy, Diversity and Inclusion Policy
Principle 2: Make sure they are not complicit in human rights abuses	Human Right Policy, Sustainable Sourcing Policy, Diversity and Inclusion Policy
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Sustainable Sourcing Policy, Human Right Policy, Human Rights - Due Diligence & Impact Assessment
Principle 4: The elimination of all forms of forced and compulsory labor	Sustainable Sourcing Policy, Human Right Policy, Business Conduct Policy
Principle 5: the effective abolition of child labor; and	Sustainable Sourcing Policy, Human Right Policy, Business Conduct Policy
Principle 6: the elimination of discrimination in respect of employment and occupation.	Sustainable Sourcing Policy, Human Right Policy, Diversity and Inclusion Policy
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Sustainable Sourcing Policy, Green Procurement Policy
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Environment Policy, GHG Reduction Program
Principle 9: encourage the development and diffusion of environmentally friendly technologies	Business Conduct Policy, Sustainability Related Products & Services
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Sustainable Sourcing Policy, Business conduct Policy



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