



Edelweiss
Ideas create, values protect

ALTERNATIVE
ASSET ADVISORS

ADVANCING ON SUSTAINABILITY

EDELWEISS ALTERNATIVE ASSET ADVISORS
ESG REPORT
FY 2021-22



ADVANCING ON SUSTAINABILITY

Addressing risks to create sustainable opportunities and creating a positive impact on society requires concerted efforts by the organisation for working towards a better tomorrow. These efforts come with the added advantages of enhancing a business' reputation and resilience.

As an alternative asset manager that is committed to building a sustainable business, Edelweiss Alternative Asset Advisors (EAAA) is taking steps towards advancing the global sustainability agenda. The company has taken efforts to ensure that ESG not only serves as a compliance metric, but is embedded in thoughts and action within the organisation. This year's report based on the theme of "Advancing on Sustainability" will elaborate on how EAAA's decision-making process has undergone transformation, and showcase tangible indicators that detail EAAA's impact on the environment and society.





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Message from the Leadership

Dear Stakeholders,

As India scales up to a GDP of US\$ 10tn by 2035, the emphasis on resource resilience and sustainable development is stronger than ever. Prime Minister Narendra Modi, in an address earlier this year, stressed the need to draw from our roots and imbibe a culture of reduce, reuse, recycle, recover, redesign and re-manufacture thus creating value for all.

At Edelweiss Alternative Asset Advisors (EAAA), we are committed to being India's best governed and preferred asset manager. We have always strived to combine global best practices and knowledge gained through unique Indian ethos and culture. As a business that is focused on "Connecting Capital to Yield", we see ourselves as a solution provider for our customers and portfolio companies thereby generating economic value for our shareholders and employees. At the same time, as a responsible investor, we always have one eye on creating a positive impact through our investments on our planet and communities.

Through our private debt strategies, we provide capital to Indian companies for their growth or revival. Offering structured debt solutions to developers for completion and construction of mid-income and affordable residential real estate projects is our other key focus area. In our infrastructure yield strategy, we buy operating assets in the energy and transportation sectors and focus on improving their efficiency and availability. All these aspects of capital deployment are integral to inclusive development of our society.

Our commitment to advancing the sustainability agenda, goes beyond just preferential or exclusionary screening of our investments. We are working towards becoming a UN PRI signatory during the current financial year. Towards this end, we are strengthening our ESG policy which articulates our approach towards ESG integration in the investment process. We are also creating appropriate tools and frameworks to engage with relevant stakeholders on



ESG issues as well as defining reporting and monitoring mechanisms for our activities. This will allow us to leverage our reach and influence sustainability goals in our portfolio companies.

ESG stewardship is another important facet of our endeavour to drive sustainable development. We are currently raising our third fund in the special situations strategy and the second fund in our infrastructure yield strategy. Both the funds are classified as Article 8 Funds under Sustainable Finance Disclosure Regulations (SFDR). Through these funds, we would be promoting certain identified ESG characteristics in our portfolio companies. These characteristics would be monitored with regular reporting on the progress to our fund investors. In addition, for the financial year gone by, we had undertaken a detailed engagement with our portfolio companies to understand and evaluate their ESG performance thus helping them enhance and report the shared value they create. 60% of our portfolio companies by value have shared ESG data with us this year, and we seek to work with them to disseminate best practices.

Environmental concerns are now globally recognized as a key risk which is reshaping the global financial system. As a responsible asset manager, we are working towards mitigating its impact through our investments. The 12 renewable energy (solar) assets that we hold in the infrastructure yield strategy are helping towards achieving the goal of a sustainable energy transition in India. These assets are expected to yield lifetime carbon avoidance of



13.8 mn tonnes. The use of robotic arms for cleaning of solar panels is expected to save 25,000 kl of water on an annual basis. Similarly, for our two roads assets, we are expecting to save 7,340 kl of water during the asset life by adopting rainwater harvesting systems.

In addition to our investments in renewable energy, we also remain committed to reducing the environmental footprint of our own operations with special emphasis placed on reducing waste generation. Moreover, environmental data is monitored and reported at the Edelweiss Group level to ensure accountability and transparency and drive continuous improvement.

The communities that we operate in, continue to remain remain as an important stakeholder for us as a business and we work towards creating a positive impact on the society through our investments. The year gone by was challenging for all of humanity with the pandemic continuing to affect the way we operate and live. The second wave of COVID-19 in India had severe consequences in the form of spiraling cases and increased deaths particularly in the young population. During this phase, we worked towards vaccination of employees and their families in our portfolio companies of EISAF II fund - especially in industrial units located in the remote parts of India. As a part of this drive, over 5,000 families directly benefited from our assistance and lot more were beneficiaries of the early mover advantage created by taking government sponsored vaccines.

We have invested in conducting Safety, Health and Environment (SHE) training for employees of portfolio companies in the infrastructure yield strategy. Over 2,300 hours of trainings have been conducted so far. This has resulted in negligible lost time and no loss of lives or serious injuries during operations in these companies. Through our private debt portfolio, we are helping the construction of 32,000 mid-income and affordable housing units and helping address the structural problem of housing shortage in India. EdelGive Foundation – the Group’s CSR

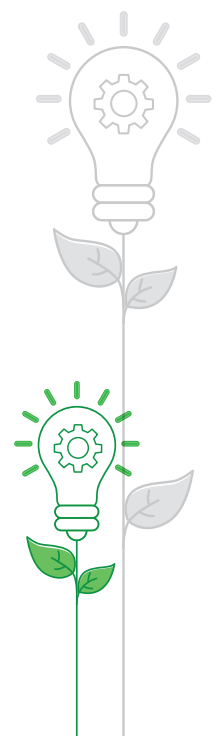
arm continues its good work on empowering vulnerable communities across the country. The Foundation has touched lives across 17 Indian states and 167 districts in the reporting period, enabling 166 NGO partners to drive progress in the areas of women’s empowerment, education, and community resilience and climate action.

Training of our employees on ESG is key to ensure effective implementation. With this in mind, we are also incorporating ESG training in our employee curriculum. This along with the skill-based trainings and engagement activities we have undertaken will help drive their personal and professional growth during the reporting period.

As I present EAAA’s third ESG report, titled ‘**Advancing on Sustainability**’, I extend my gratitude to all our stakeholders who have been integral in our value creation journey. Your support and feedback have helped us to continuously evolve and amplify the positive impact we create. We look forward to your inputs on how we can continue to do better.

Sincerely,

Venkat Ramaswamy
Vice Chairman, Edelweiss Group





FY
21
22

EDELWEISS ALTERNATIVE
ASSET ADVISORS
ESG REPORT



The Report at a Glance

We, at EAAA, strive to increase our contribution in advancing the global sustainability agenda. We have taken efforts to ensure that ESG not only serves as a compliance metric, but is embedded into the thought process of the organisation, empowering the businesses and individuals in shaping a sustainable tomorrow. Transparency, accountability and reporting are important levers of these efforts, helping us facilitate a meaningful two-way communication with our stakeholders on how to amplify the value we create. This report, with the theme 'Advancing on Sustainability', showcases our efforts to not only encourage ESG best practices within our own business, but also help our investee companies amplify their own positive impact on people and the planet.

Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Additionally, the sustainability disclosures are aligned with the United Nations Global Compact (UNGC) principles, United Nations Sustainable Development Goals (UN SDGs), and the requirements of the Sustainability Accounting Standards Board (SASB).

Reporting Period, Scope and Boundary

We publish our ESG reports on an annual basis. Our most recent report was published for FY 2020-21. This report features qualitative and quantitative disclosures relating to our financial as well as non-financial performance between April 1, 2021 and March 31, 2022.

The scope and boundary of the report, pertain to our offices in India and Singapore. It also contains information related to our portfolio companies, as on March 31, 2022. This report does not feature any restatements from last year, and there have been no significant changes in the boundary, our organisation or supply chain from the previous reporting period.

Forward-Looking Statements

This report contains certain forward-looking statements that define our plans and expectations, based on reasonable assumptions and past performance. These are dependent on developments in the industry, geographical market conditions, government regulations, laws and other incidental factors. These statements must not be used as an assurance of our future performance, as the underlying assumptions could change significantly.

Disclaimer

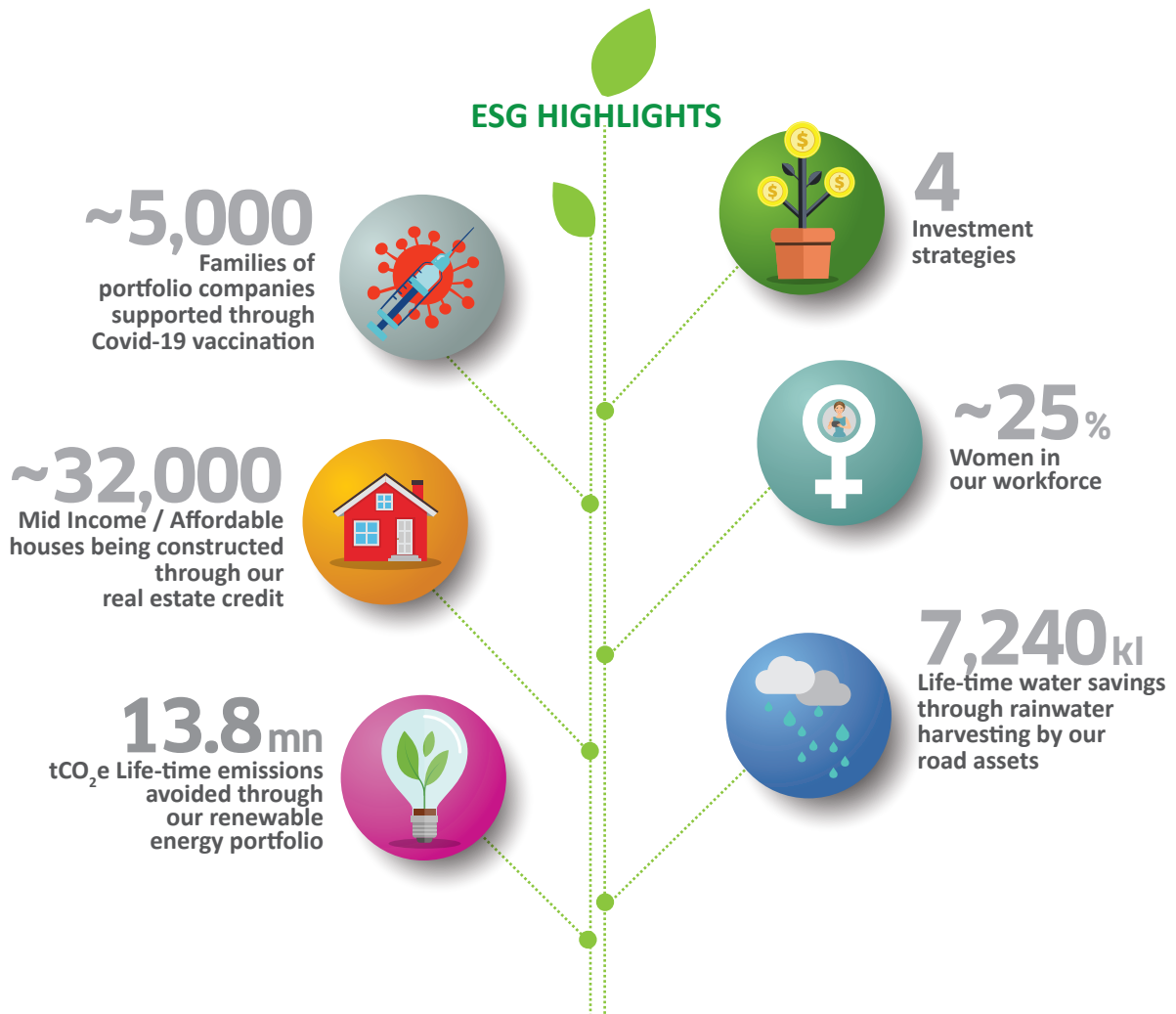
This report is for information purposes only and does not constitute an offer or solicitation for the purchase or sale of any products / financial instrument/s or as an official confirmation of any transaction/s with EAAA and may not be relied on in any manner as legal, tax or investment advice. The information contained herein must not be reproduced or redistributed or passed on directly or indirectly in any form. This does not constitute an offer or solicitation to any person in any jurisdiction to raise funds. All numbers and representations are for the entire business of EAAA, which includes investment advisory and investment sub-advisory entities of Edelweiss Alternative Asset Advisors Pte. Ltd. and Edelweiss Alternative Asset Advisors Limited and the funds advised / managed by the two entities.

Feedback

For any feedback or queries related to this report, please reach out to niranjan.risbood@edelweissalts.com



Performance Highlights





OUR LEGACY AND COMMITMENT

EAAA's Legacy

Headquartered in Mumbai, EAAA is one of the leading alternative asset managers in India with assets under management of over ~US\$ 5 bn. As a privately incorporated, India-focused alternative asset manager, we have been at the helm of providing high-quality alternative investment opportunities to our investors from across the globe.

At EAAA, we are focused on "Connecting Capital to Yield" by investing in scalable and sustainable opportunities in India and strive to deliver attractive risk-adjusted returns to our customers. Our diverse customer base comprises global institutional investors – pension funds, insurance companies in North America, Europe, Middle East and Asia Pacific as well as large family offices and ultra high net worth individuals based in India.

We aspire to be India's best governed and preferred alternatives asset manager. Towards this end, we are striving to:



Our seasoned investment teams combine their knowledge and experience along with local and domain expertise to manage funds across four distinct strategies – Performing Credit, Real Estate Credit, Special Situations and Infrastructure Yield:



PERFORMING CREDIT

- Sector-agnostic strategy
- Provides bespoke solutions to mid-sized investment-grade companies
- Flexible capital to corporates for growth, stake enhancement, mergers and acquisitions



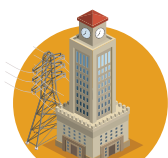
SPECIAL SITUATIONS

- Investee companies are asset-heavy, EBITDA-positive or in situations where resolution of asset requires capital as well as domain expertise
- Primary funding to companies for special situations like last mile capex, acquisition of companies or where the underlying loans are already under stress
- Solutions for financial institutions looking for sale / resolution of existing portfolio, non-banking companies looking for capital to align their asset liability mismatch



REAL ESTATE CREDIT

- Provides completion financing and credit for construction of mid-income and affordable housing projects
- Projects located in top 5 cities in India - Mumbai Metropolitan Region, National Capital Region, Chennai, Bengaluru and Pune



INFRASTRUCTURE YIELD

- Buys quality operating infrastructure assets with long-term contracts and credible counterparties
- Helps monetise assets while providing cash flows as yields to investors
- Investments primarily in the energy and transportation sector

At EAAA, we work with a number of stakeholders to enhance our value creation in economic, environmental and social areas. Our stakeholders include, but are not limited to, our customers, portfolio companies, parent group and its shareholders, regulatory authorities, communities, and industry associations like the India

Private Equity and Venture Capital Association (IVCA) and Alternative Investment Management Association in Singapore. Constant interactions and associations with these stakeholders help us identify opportunities to grow in a sustainable and responsible manner.


The background is a vibrant watercolor illustration. It features several upward-pointing arrows in shades of blue and white. In the center, there are icons representing financial growth: a money bag with a dollar sign, a bar chart with a plant growing from it, and another bar chart with a dollar sign. To the right, a stylized figure in a white shirt and dark pants is climbing a green, leafy structure. In the lower-left, two figures are standing on a gear, appearing to be in conversation. The overall theme is business, growth, and sustainability.


SERVING OUR STAKEHOLDERS



At EAAA, the need for effective stakeholder engagement for long-term value creation is well understood. We actively seek to strengthen relationships with our key stakeholders by addressing their concerns as well as catering to their needs. Active stakeholder engagement provides us an important opportunity to refine our approach towards sustainable development, thereby enabling us to advance the sustainability agenda for the times to come.


Engaging With Our Stakeholders

In order to ensure fruitful and productive communication between us and our stakeholders, we have devised a robust model that helps us understand how we can best support them. Additionally, the model provides us insights into how EAAA can work towards managing stakeholders' expectations and concerns, while also highlighting potential areas of improvement in our strategy and operations.

CUSTOMERS	ENGAGEMENT MECHANISMS	AREA(S) OF IMPORTANCE	EAAA'S RESPONSE
	<ul style="list-style-type: none"> • One-on-One meetings • Newsletters • Periodic update calls • Annual General Meetings (AGMs) • LP Advisory Boards 	<ul style="list-style-type: none"> • Business ethics and anti-corruption • Responsible investment practices • Customer satisfaction 	<ul style="list-style-type: none"> • Strengthening Governance • Impact Amplification

EMPLOYEES	ENGAGEMENT MECHANISMS	AREA(S) OF IMPORTANCE	EAAA'S RESPONSE
	<ul style="list-style-type: none"> • One-on-one meetings • Emails • Skip-level meetings • Townhalls 	<ul style="list-style-type: none"> • Employee health and well-being • Training and education • Diversity and equal opportunity 	<ul style="list-style-type: none"> • Prioritising people

EDELWEISS GROUP SHAREHOLDERS	ENGAGEMENT MECHANISMS	AREA(S) OF IMPORTANCE	EAAA'S RESPONSE
	<ul style="list-style-type: none"> • Committee meetings • Regular functional reviews • AGMs 	<ul style="list-style-type: none"> • Business growth • Business ethics and anti-corruption • Corporate governance • Enterprise risk management • Customer satisfaction • Responsible use of natural resources 	<ul style="list-style-type: none"> • Strengthening Governance • Impact Amplification • Environmental Action 

COMMUNITY	ENGAGEMENT MECHANISMS	AREA(S) OF IMPORTANCE	EAAA'S RESPONSE
	<ul style="list-style-type: none"> • Community meetings • Community outreach programmes • Employee volunteering activities 	<ul style="list-style-type: none"> • Business ethics and anti-corruption • Responsible investment practices • Human rights • Community engagement • Responsible use of natural resources 	<ul style="list-style-type: none"> • Strengthening Governance • Impact Amplification • Giving Back • Environmental Action

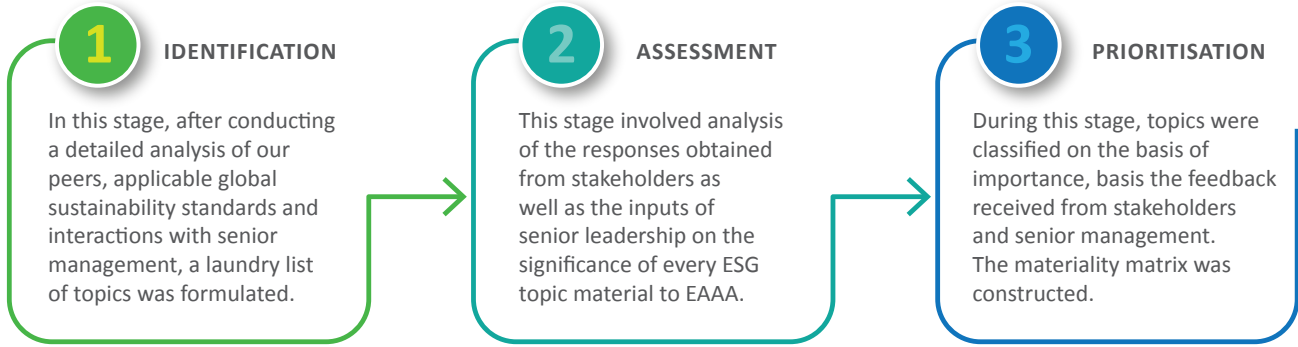


Materiality Assessment

To clearly understand and articulate the ESG issues that matter to our stakeholders, we carried out materiality assessments in FY 2019-20 and FY 2020-21. As we undertook this exercise, we had the opportunity to interact with internal and external stakeholders to gain clarity on

the many ESG topics concerning EAAA and analyse them closely. The materiality matrix was reviewed during the reporting period, and found to be of continued relevance.

The materiality assessment exercise was carried out using a three-step process, as illustrated below:



Materiality Matrix



- | | | |
|--|------------------------------------|--|
| 1 Indirect Economic Impacts | 6 Training and Education | 11 Enterprise Risk Management |
| 2 Community Engagement | 7 Employee Health and Well-Being | 12 Corporate Governance |
| 3 Human Rights | 8 Responsible Investment Practices | 13 Business Ethics and Anti-Corruption |
| 4 Responsible Use of Natural Resources | 9 Customer Satisfaction | |
| 5 Diversity and Equal Opportunity | 10 Business Growth | |

Disclosures on Material Topics

 Business Growth	Non-GRI Topic	
 Customer Satisfaction	Non-GRI Topic	
 Indirect Economic Growth	GRI Topic: GRI 203: Indirect Economic Impacts 2016	GRI Disclosures: GRI 203-2
 Business Ethics and Anti-Corruption	GRI Topics: GRI 102: General Disclosures: Ethics and integrity 2016 GRI 205: Anti-Corruption 2016	GRI Disclosures: GRI 102-17, GRI 205-2
 Corporate Governance	GRI Topic: GRI 102: General Disclosures: Governance 2016	GRI Disclosures: GRI 102-18, GRI 102-22 GRI 102-23
 Enterprise Risk Management	GRI Topic: GRI 102: General Disclosures: Governance 2016	GRI Disclosures: GRI 102-15
 Employee Health and Well-Being	GRI Topic: GRI 403: Occupational Health and Safety 2018	GRI Disclosures: GRI 403-2, GRI 403-3 GRI 403-4 GRI 403-5, GRI 403-6, GRI 403-7 GRI 403-9, GRI 403-10
 Training and Education	GRI Topic: GRI 404: Training and Education 2016	GRI Disclosures: GRI 404-1, GRI 404-2 GRI 404-3
 Diversity and Equal Opportunity	GRI Topics: GRI 102: General Disclosures: Organizational Profile 2016, GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016	GRI Disclosures: GRI 102-8, GRI 405-1 GRI 406-1
 Human Rights	GRI Topics: GRI 412: Human Rights Assessment 2016	GRI Disclosures: GRI 412-3
 Community Engagement	GRI Topics: GRI 413: Local Communities 2016	GRI Disclosures: GRI 413-1
 Responsible Use of Natural Resources	GRI Topics: GRI 302: Energy 2016, GRI 305: Emissions 2016, GRI 306: Waste 2020, GRI 307: Environmental Compliance 2016	GRI Disclosures: GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 306-1, GRI 306-2, GRI 306-4, GRI 307-1



Our constant endeavour to being a responsible investor has also driven us to align with and commit to international frameworks. We are working towards becoming a signatory to the UNPRI in the current financial year. Our third special situations fund and the second infrastructure yield fund, for which we are currently raising monies, are

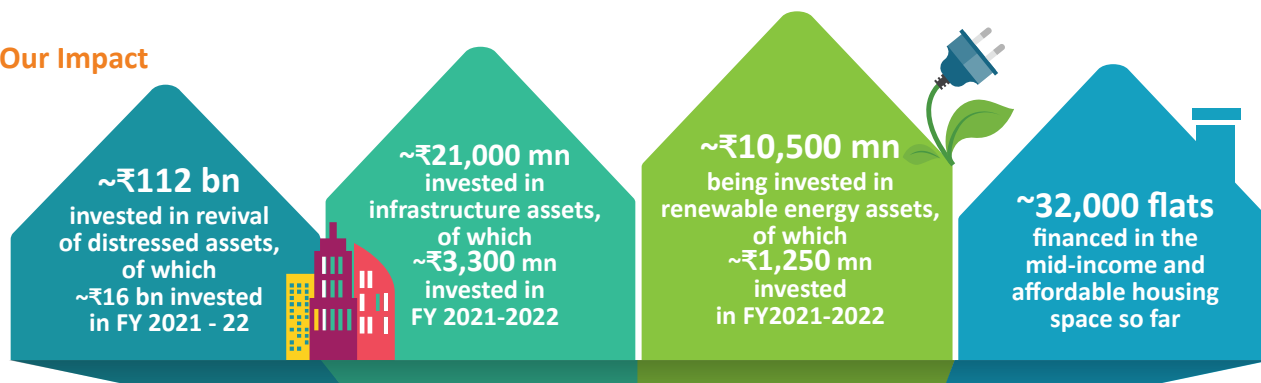
Article 8 registered, under the EU Sustainable Finance Disclosure Regulation (SFDR), indicating that they promote certain environmental or social characteristics. Alignment with these standards helps us ensure that we can make a positive impact, which is measurable and manageable.

AMPLIFYING IMPACT

As a responsible investor, we aspire to amplify the value created in the long term for all our stakeholders. For us, this not only means minimising risks, but also constitutes exploring newer opportunities to fast-track the growth of our business, customers and portfolio companies, while working towards a sustainable future and providing capital to sections of the economy underserved by traditional financial institutions.

We ensure that the investment decisions made at EAAA place emphasis on the relevant material risks, opportunities and ESG performance indicators.

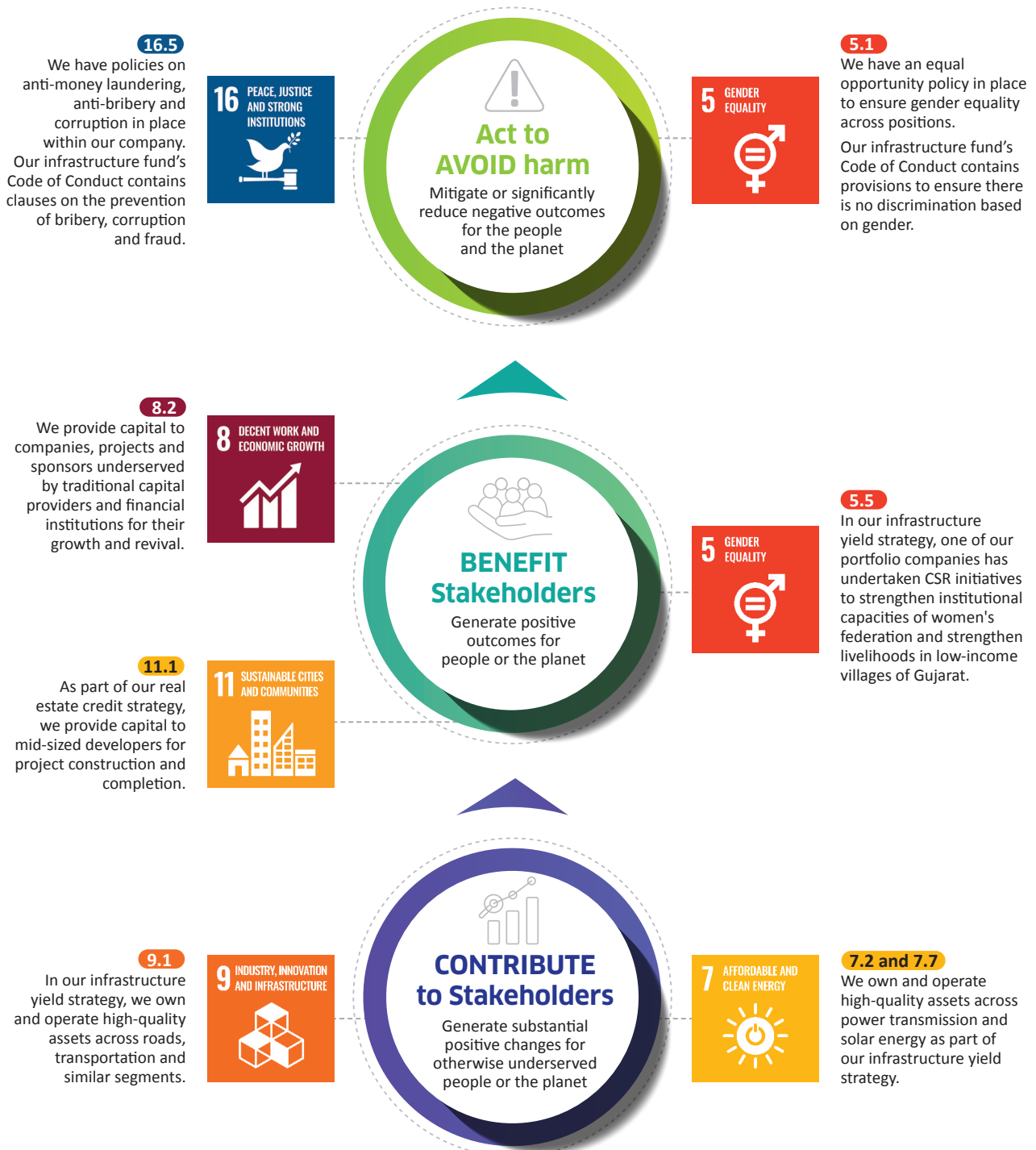
Our Impact





To ensure proper measurement and monitoring of the impacts created by our business and investments, we have classified them in line with the norms put forth by the Impact Management Project (IMP). We use their ABC Framework - Act to avoid harm, Benefit stakeholders and Contribute to solutions - to understand and enhance the impact of our business and investments. We have also mapped the same with the targets defined by the UN Sustainable Development Goals (SDGs).

Based on our operational portfolio, we have categorised our impact under the three key themes of Clean and Affordable Energy, Gender Equality and Industry, Innovation and Infrastructure.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Completion finance to a Bengaluru based project having housing units

Providing completion finance for a residential real estate project

One of our portfolio companies is engaged in residential, commercial real estate and hospitality in Bengaluru, and has completed projects amounting to 13.7 mn. sq. ft. till date. The company has delivered a number of marquee projects over the years, including the first gated villa community in the city. However, their ongoing and ready-to-launch projects came to a standstill due to unavailability of working capital, as their existing lender suffered from a liquidity crisis. These challenges were further aggravated by the socio-economic fallout caused by COVID-19, which affected project completion.

All three of their projects that we were considering, showed extreme promise, owing to their connectivity and their presence in well-established micromarkets. We invested in senior non-convertible debentures of the business, providing the balance amount of ₹6,000 mn required for completion of a project which had 344 housing units along with land parcels. Additional working capital was also provided for project execution, and CBRE was appointed for cash flow monitoring and sales audits.

Key ESG initiatives undertaken at the project sites include:

- Installation of eco-sewage treatment plants, which do not require pumps and blowers, thereby saving energy
- Zero liquid discharge, by reusing sewage for flushing and gardening
- Construction of bio-ponds, to collect the overflow from recharge pits
- Treatment of organic waste and responsible disposal of inorganic waste
- Provision of labour sheds for construction workers and creche facilities for their children
- Vaccination drives and regular health checkups on site
- Institution of Environment, Health and Safety Policy
- Site-specific Emergency Preparedness and Response Plan
- Institution of Quality Management System, Environmental Management System, and Occupational Health and Safety Management System





Investing in a manufacturing company for facilitating growth

One of our portfolio companies is engaged in providing iron ore handling services to multiple primary and secondary steel producers, along with the manufacturing of iron ore pellets and rental business of heavy earth-moving machinery in India and Indonesia. The Company has been operating in the iron ore space for over two decades and has accounted for 28% of the production share in the Indian state of Odisha during FY 2021-22.

We invested ₹4,300 mn in non-convertible debentures in this company. The investment will help the company to fund growth projects and provide exit to a private equity player.

Key ESG impacts at and near the project sites include:

- Ensuring sustainable livelihood and upliftment of the community through skill enhancement, improved employment opportunities and increased entrepreneurship.
- Reduced capital intensity of the business and total lifecycle costs by procuring large mining assets at their end of life in developed markets and rebuilding them. This also encourages environmental management efforts through rebuilding, reusing and reducing, thereby facilitating "circular economy".
- Efforts have also been taken to operate large-sized mining equipment with lesser polluting and more cost-effective forms of alternate energy.
- The company works towards training unskilled people for private security jobs.
- Provided women with skills such as driving, tailoring, bee-keeping and mushroom cultivation.
- Designed and operated the first zero-discharge iron ore beneficiation plant operating in Odisha.
- More than ₹200 mn monetary contribution was made, in addition to in-kind contributions, in FY 2021-22.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



₹200 mn+

Investee company's monetary contribution to communities in FY 2021-22



ESG Screening & Integration

As part of our ESG screening of potential portfolio investments, we have a list of exclusionary sectors where we do not invest. This serves as a first level of screening, which helps us to ensure that we do not invest in companies or projects that are not in line with our corporate values.

We refrain from direct investments in companies that derive their revenue from the following activities:

- animal testing
- betting
- tobacco
- sex industry
- gambling
- production of defense equipment / weapons

We also exclude companies that derive their revenues from mining thermal coal or thermal coal based electric utilities on certain pre-defined criteria.

In addition, ESG considerations are also incorporated during other stages of our investment process.

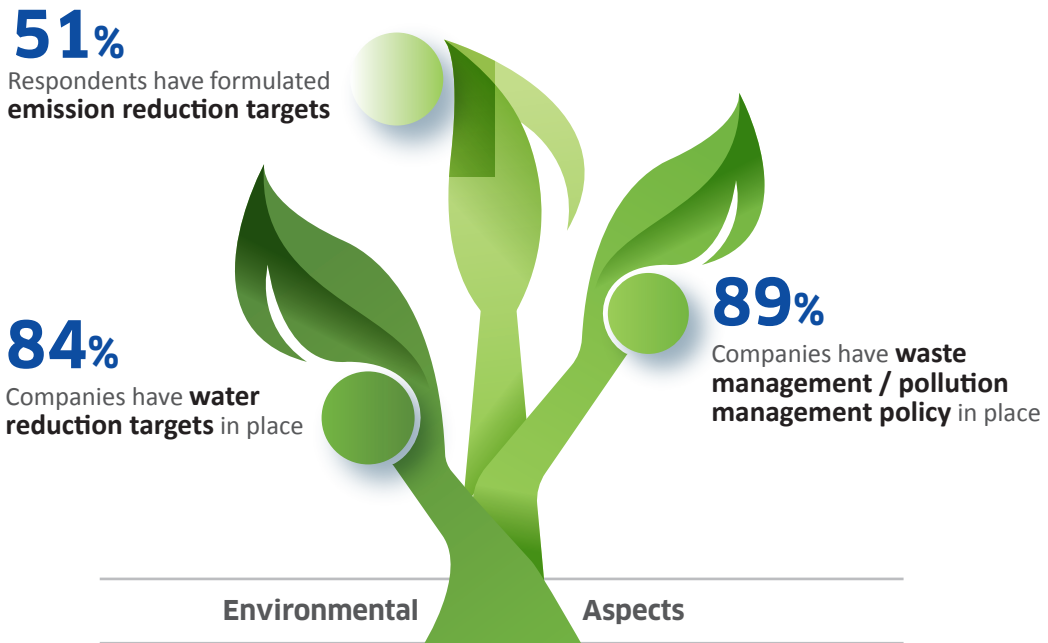


ESG Stewardship

We, as a financial institution, understand the significance of driving sustainability, not only within our operations but also across our portfolio. As a responsible investor, our engagement with portfolio companies goes beyond just their financial performance, expanding into their ESG practices, policies and systems as well. To understand where our investee companies currently stand on material ESG parameters, we conducted a survey of the portfolio companies with an outstanding exposure as on the end of reporting period, in our broad based funds.

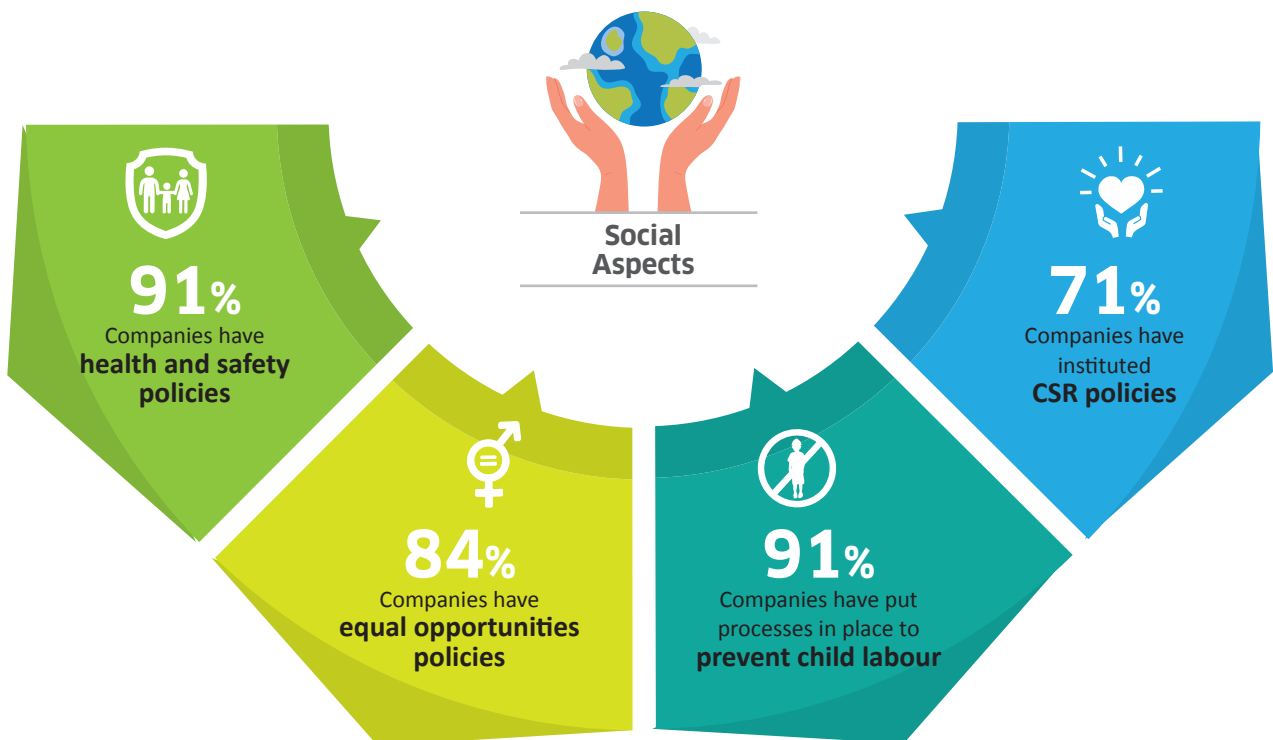


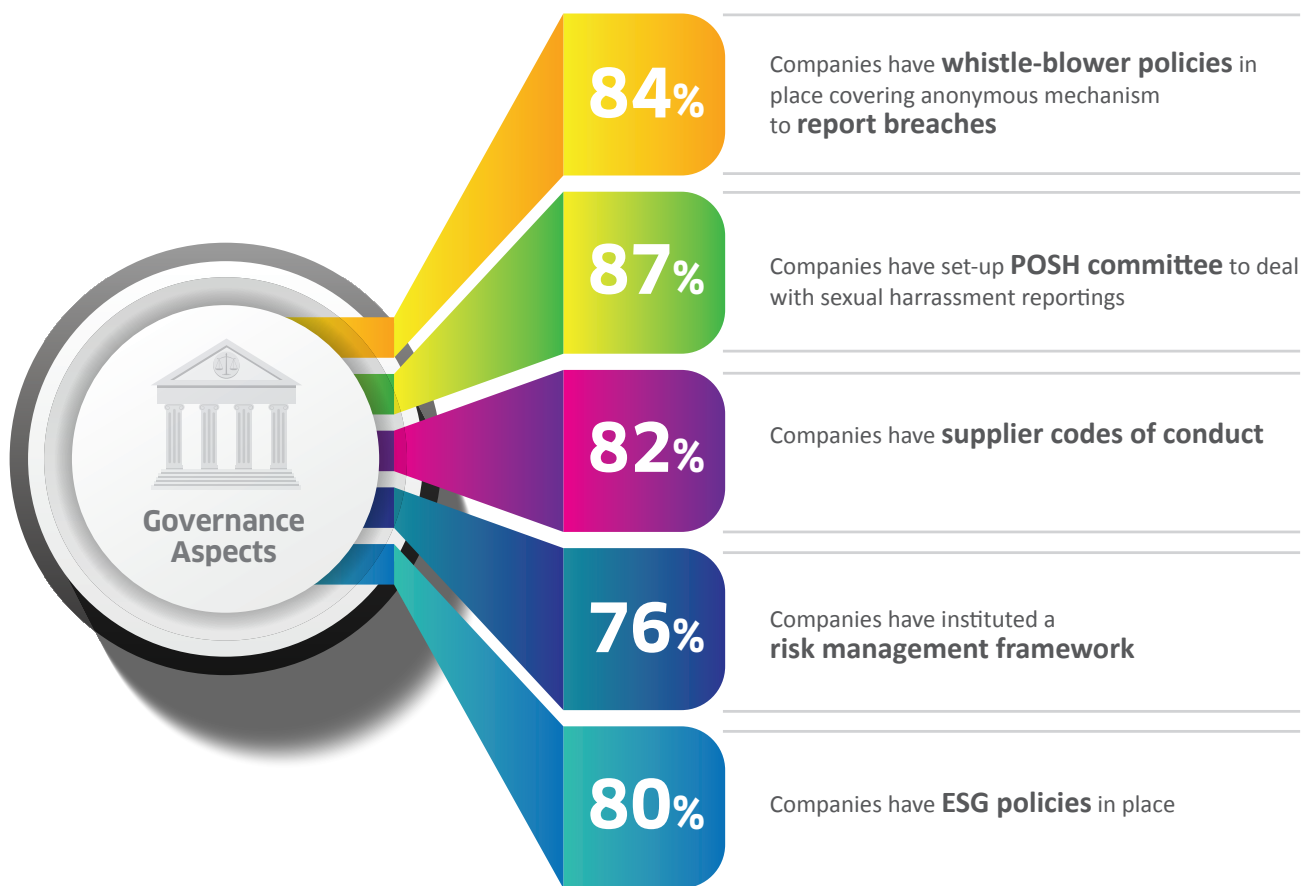
The survey was targeted at all primary investments¹ made by our large funds². We received responses from 45 portfolio companies amounting to 60% of our investment portfolio by value. The survey covered over 100 questions on Environment, Social and Governance parameters. The aim of the survey was to understand the steps taken by portfolio companies to further ESG practices in their operations. Of the responses received from our portfolio companies, the highlights have been detailed below.



¹ Does not include secondary deals where securities have been purchased from third party sellers such as banks and financial institutions

² Funds where the strategy size is more than US\$ 400 mn





It is our endeavour to encourage our portfolio companies to monitor and report, which will lead to improvement on these parameters.

In case of some portfolio companies in our credit based funds, we noticed that our portfolio companies are actively monitoring waste and GHG emissions and have set targets to reduce/control them. Some companies have also set targets to reduce overall energy consumption and increase share of renewable energy consumption.

Infrastructure Yield Strategy

Unlike our other strategies where we are credit investors, we own equity and operate the infrastructure assets in the infrastructure yield strategy. Given the high operational control in these infrastructure investments, we work closely with portfolio companies to ensure good governance, standardisation of policies and processes, implementation of best ESG practices, monitoring of material KPIs, and a culture of continuous improvement.

Portfolio companies under this strategy have strong governance practices in place, having instituted several policies and codes. These include the Code of Business Conduct, Enterprise Risk Management (ERM) Framework, Equal Opportunity Policy, SHEQ Policy, Asset Management Policy and Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace, among several others. Further, eight statutory and non-statutory committees including a Disciplinary Committee, Whistle Blower Committee, Internal Committee for Prevention of Sexual Harassment (POSH), Risk Committee and Enterprise Risk Council have been set up to ensure compliance with the policies and smooth functioning of the organisations.



Apart from the presence of robust policies and governance structures, the portfolio companies have undertaken a number of initiatives on ESG aspects, some of which are highlighted below:

There have been **zero lost time incidents or severe incidents** since the acquisition of these assets by the fund.



100% employees undergo POSH training and provide an **annual declaration on compliance** with the Code of Business Conduct; no complaints registered under POSH, the Whistleblower Policy and Code of Business Conduct in FY 2021-22.



60+ surprise mock drills conducted on different emergency scenarios during the fiscal year.



Of the new hires in FY 2021-22, **33%** of the **senior managerial positions** were filled by **women**.



During the year, over **2,300 hours** of **safety, health and environment trainings** were imparted with proper assessments.



DMTCL, one of the transmission assets in Bihar, has been awarded an **International Safety Award** by the British Safety Council.



Two of our roads projects received a Gold and Silver Award, respectively, for **'Outstanding Work in Challenging Conditions'** by the Ministry of Road Transport & Highways (MoRTH), Government of India.

Our holdings companies have received ISO certifications through Lloyd's Register.



Sekura Energy Private Limited (SEPL), along with its subsidiaries and affiliates
ISO 14001,
ISO 45001,
ISO 55001,
ISO 27001.

Sekura Roads Private Limited (SRPL) along with its subsidiaries -
ISO 14001,
ISO 45001,
ISO 27001





Some Key Highlights of our Assets in the Infrastructure Yield Portfolio



ENERGY ASSETS

In FY 2021-22, there was **renewable power generation of over 1,228 mn kWh**, helping avoid 1,142,512 tCO₂.

The **solar project at Bhadla has robotic solar module cleaning**, which is **expected to save over 25,000 kl of water yearly**.

During the year, **over 350 kl of water was harvested** through rainwater harvesting systems at Darbhanga and Motihari 400 KV electrical substations.

Solar assets contributed a sum of ₹2.17 mn to Gramin Vikas Vigyan Samiti (GRAVIS), an NGO working in the field of water security in the desert areas of Rajasthan.

In addition, there were many initiatives taken for **transmission and renewable energy assets**, which included equipment-specific lockout and tagout procedures, electrical arc flash protection, insulation rescue stick and laser-based distance measuring equipment.



Robotic Solar Module Cleaning Technology at Bhadla



ROAD ASSETS

During the year, almost **400 kl of rainwater was harvested** at Dhola's and Dibang's traffic and medical aid posts.



Road Safety Awareness Drive at Dhola and Dibang

A total of **₹3.83 mn** was donated to four NGOs working in various areas such as **road safety, energy and sanitation**, to name a few.

Additionally, over **200 retro-reflective collars were fastened on stray animals** during FY 2021-22 to prevent collision with animals at night.

Road safety sessions were conducted, in addition to the distribution of awareness literature and pasting of reflective stickers on vehicles, to reduce the likelihood of accidents.

Public toilets were constructed near the Dhola-Sadiya bridge.

Solar energy-powered blinkers were installed in Arunachal Pradesh for better visibility at night.

There were a number of other initiatives taken for **highway roads assets**, which include **traffic management plan for different O&M activities, train the trainer, hazardous waste management, lock out & tag out, life safety measures etc.**



Road Safety Awareness Session Conducted at Malik Basti School, Assam

While we continue to expand on our engagement with individual companies, we also leverage our influence to drive continuous improvement of ESG performance, especially in cases where we have operational control, such as in the infrastructure yield strategy. Additionally,

we try to constantly improve our ESG-related engagement and stewardship, and are initiating continuous recording and monitoring of portfolio companies' performance for increased transparency and accuracy.



STRENGTHENING GOVERNANCE

We are committed to being India's best governed and preferred asset manager. We have fostered a culture of compliance, transparency, risk awareness, ownership and management, through a robust policy suite, compliance, governance mechanisms, and clearly defined accountability at every level within the organisation.

Policy Suite

We have instituted a set of policies that serve as a guiding light for our employees when it comes to ensuring positive impact across our operations and investments. These include both Edelweiss group level policy statements and entity-specific policies. These are reviewed at regular intervals to ensure their continued relevance, in light of macroeconomic and organisational developments.

ESG Policy

In addition to detailing our approach to ESG integration in investments, our ESG Policy articulates our approach to incorporating best practices within our own operations. Our ESG Policy is aligned with the UNGC Principles and the Principles for Responsible Investment. It defines roles and responsibilities for ESG governance within our organisation, disclosure and reporting requirements, as well as our approach to collaboration and stewardship.

Portfolio Management Policies

Our portfolio management policies have frameworks to ensure proper execution, monitoring and exit of our investments. These include an Investment Approval Process, Valuation Policy, Risk Management Framework, Collateral Management Framework and Allocation Policy.

Code of Conduct

Our group-level Code of Conduct apprises employees about expectations pertaining to values, practices and culture. It clearly defines requirements pertaining to data privacy, email security, whistleblowing, the prevention of sexual harassment, equal opportunity, promotion of diversity, money laundering, insider trading and other relevant ethical issues. This Code has been instrumental

in ensuring sound social and governance practices throughout the organisation. Combined with 100% of our operations being assessed for corruption-related risks, this Policy has helped us ensure zero recorded incidents of corruption at EAAA in the reporting period.

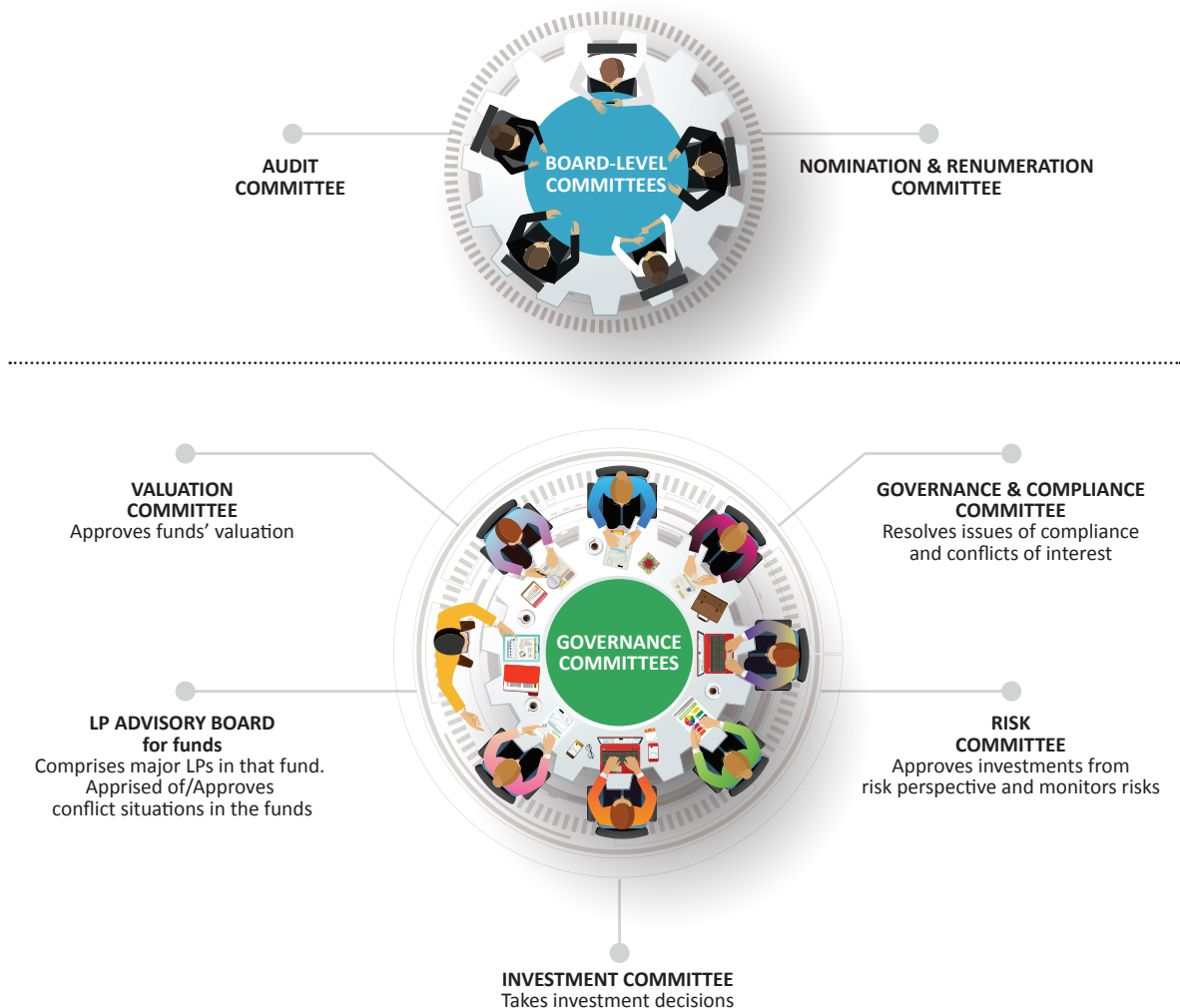
Other Policies

We also have a dedicated Stewardship Policy at EAAA and group-level policies pertaining to CSR, human rights, cybersecurity, information technology, business responsibility and environmental preservation.

Our employees are periodically trained or provided information on the above mentioned policies based on their roles and responsibilities.

Governance & Accountability

In order to ensure effective implementation of the aforementioned policies, we have defined roles and responsibilities within the organisation. The Board of Directors, which is responsible for overall oversight at EAAA, is supported by the following committees:





ESG Governance

Our ESG Governing Council, ESG Task Force and Product Team work to ensure that sustainability is embedded into our business and investments.

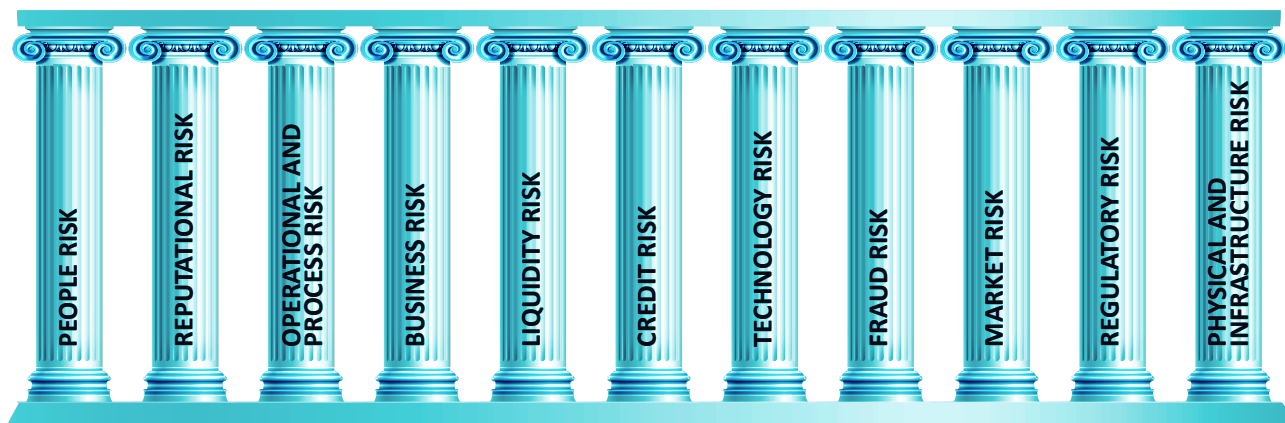


The ESG integration process has well defined responsibilities for the various functions which are involved in an investment.



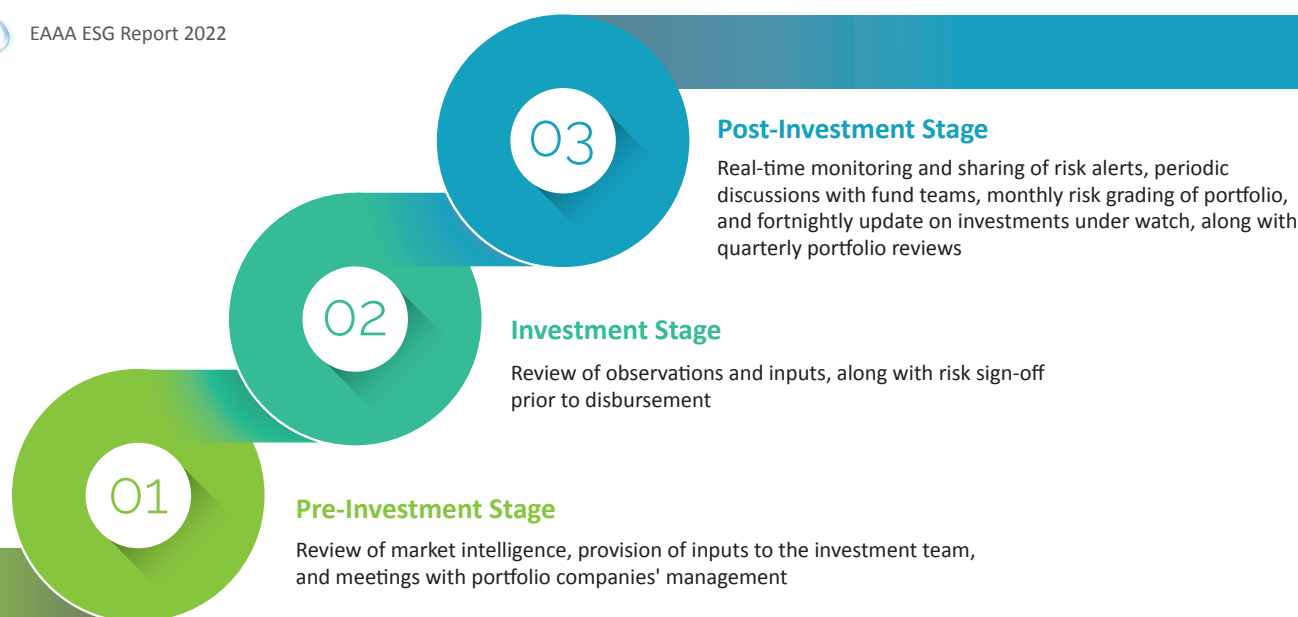
Risk Management

Our Risk Management Policy defines a framework across eleven risk vectors, along with the processes to identify, quantify and monitor them. We have an organisation-wide risk register that records our appetite, management strategy and residual risk for each of the following:



Our Investment Teams, Independent Risk Function, and Investment Committee act as the three lines of defence to manage risks of an investment. The Independent Risk function plays an important role across various stages of the investment lifecycle:

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Key performance indicators and factors like payment status, price changes and regulatory actions are tracked on an ongoing basis for all our portfolio companies and security collaterals. We also leverage on an Early Warning System, which apprises us of negative news, industry updates,

changes in credit ratings and breaches of covenants, to enable proactive corrective measures. Specific ESG criteria are also tracked through risk assessment dashboards to ensure adequate ESG risk monitoring and management.



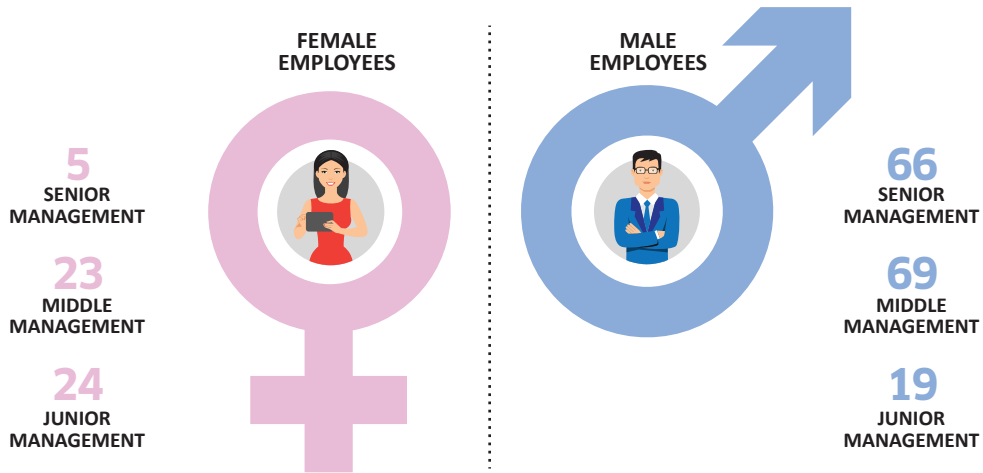
PRIORITISING PEOPLE

Our people are at the heart of our business, and we are committed to prioritising, valuing and celebrating their unique skills and talents. We aspire to be an employer of choice to retain, refine and attract a high performing, purpose-driven workforce that also contributes to our sustainability efforts. We, therefore, ensure a healthy, diverse, inclusive and fair working environment for our personnel by developing, revamping and evolving our initiatives, policies and processes towards this end.

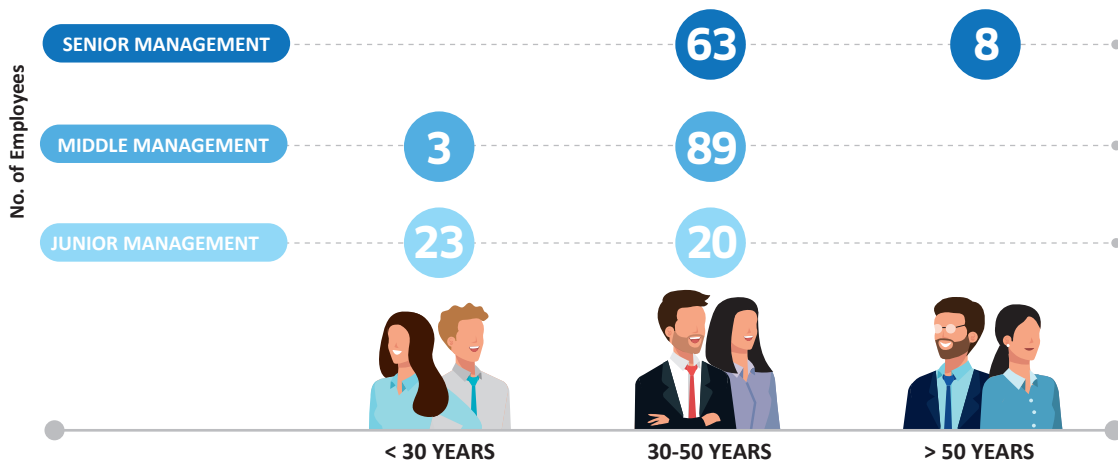
Diversity and Equal Opportunity

We have a deep commitment to diversity, equity, inclusion and non-discrimination at our organisation. Our diverse workforce brings along with it valuable and distinct experiences, skills and competencies, which help us stand out in the industry. Our business operations are strengthened by attracting and hiring diverse and right talent, and we ensure that everyone is provided with equal opportunity. We abide by the Group's 13 guiding principles in addition to our own Equal Opportunity Policy and Code of Conduct.

Gender-wise Composition of Permanent Employees



Age-wise Composition of Permanent Employees



We have instituted a policy to promote and ensure diversity, inclusion and equal opportunity within the organisation. We are also consciously making efforts to improve the diversity across all functions.

Talent Attraction and Retention



We remain committed to growing our family over the years and continue to build on our talent. A total of 58 new hires have been made in FY 2021-22, while 27 people discontinued their journey.



Training and Development

The first step in our learning and development efforts is identifying the learning needs of our employees. We customise our programmes to align with the goals of our organisation, which helps our workforce to understand and deliver on the expectations. Our learning initiatives are also geared at ensuring holistic upskilling, covering technical as well as behavioural aspects.

This year, internal knowledge sharing sessions called Knowledge Adda were conducted in accordance with ESG training calendar for our employees to impart knowledge and awareness related to ESG. Trainings on legal aspects were conducted for the real estate team to keep them abreast of issues pertaining to payment delays and defaults, enforcement of collateral, restrictive covenants and more. Functional trainings were also imparted to enhance employees' computer skills, both at basic and advanced level. 100% of our employees (including all women employees) received regular performance and career development reviews. Our new employees are welcomed onboard through training sessions called 'New to Blue'. New to Blue sessions aim to ensure a seamless and engaging transition for our new recruits, by training them on relevant industry issues, along with policies and processes at EAAA.

12 hours
Average Annual Training hours per Full Time Employees

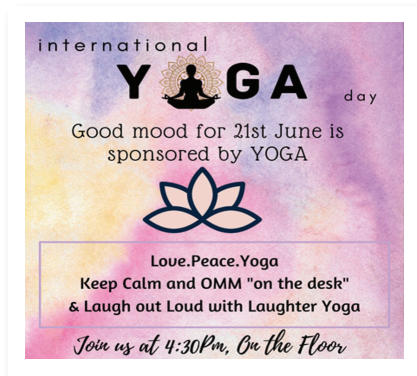
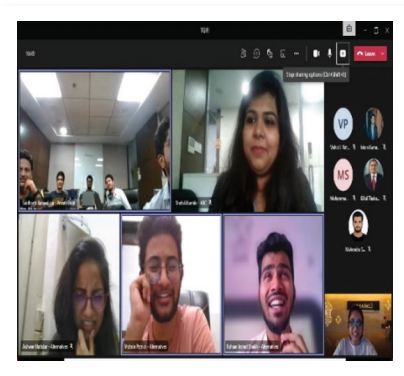
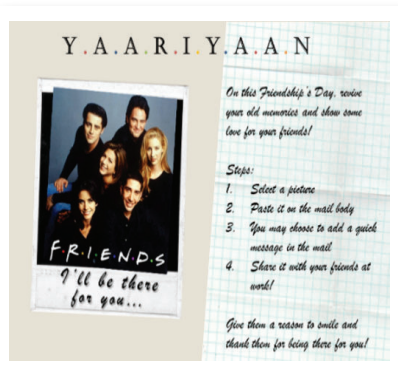


Employee Engagement

Irrespective of whether we work remotely or out of the office, we strive to ensure that our employees feel connected to each other and to the organisation.

This year, we conducted activities aimed like FUNTakshari and Y.A.A.R.I.Y.A.A.N. to promote team bonding. Meanwhile, virtual coffee conversations with leaders, yoga sessions and a 500K Steps Challenge were undertaken for

health and wellness. An initiative called Mindfire provided a platform for the senior members of the investment teams to discuss and share experiences and best practices. Prizes were awarded to the employees for participating in these events to encourage engagement. We also enjoy celebrating festivals and employees' birthdays together by giving out cakes, gifts and hampers.





Employee Health, Safety and Well Being

Our workforce is a key differentiator and serves as the foundation for our aspirations. Employee health, safety and well-being will always be a priority for our organisation. We aspire to build an organisation that provides its employees with a work-life balance. Our employees are entitled to:

- Flexible working hours
- Hybrid working model
- Bereavement leaves



- Sabbatical leaves
- Parental leaves
- Crèche facility

We have an Organisational Health and Safety Management System in place to manage our health and safety risks. Our employees are covered under a group health insurance policy benefit. Several other control measures have been incorporated by us to ensure zero work-related injuries, ill health and fatalities, while also putting in place provisions for incidents that may arise. These include:



We tied up with external agencies to ensure smooth COVID care support. During the year, we conducted a COVID-19 vaccination drive for all our employees and their dependents at our office and sent across COVID care hampers to those who suffered from the illness. Additional paid leaves were also provided to our employees to take care of their own or family members health.

Our commitment to ensuring employee health and safety also stands firm for our portfolio companies’ personnel. With the support of the EISAF II’s investors, we have supported investee companies’ efforts to vaccinate employees and their families against COVID-19. The drive covered over 70% of the companies in the EISAF II portfolio. Our initiative has directly benefited more than 5,000 families.

COVID-19 Vaccination Drive – Mumbai

Next-phase of vaccination drive commencing from 25th – 28th Aug 2021

Book your slots at the earliest so that you and your loved ones can be safe.

Venue : Edelweiss Kohinoor Office, Kuria (W), Mumbai

Eligibility : All Edelweiss group employees and eligible dependents above the age of 18 yrs

Please Note :

- 1) Only **COVISHIELD** vaccine is being administered
- 2) Prior registration on CoWIN portal is mandatory
- 3) For 2nd dose, a 12-weeks gap from earlier dose is required
- 4) If recovered from COVID, a gap of 3 months is essential post recovery
- 5) Enrolment on a first-come-first-serve basis !

Let us win this battle together!

Incident Room : Incident.Room@edelweissfin.com +91 7718878828 022 4088 5650 [Click here to enroll now](#)

Grievance Redressal

Our company takes matters of discrimination with utmost seriousness and has instituted a grievance mechanism, through which an employee can reach out to their manager, team head, business head or HR through multiple communication channels. We spare no effort to mitigate and prevent any unfortunate incidents and ensure that the root cause is analysed where they do occur.

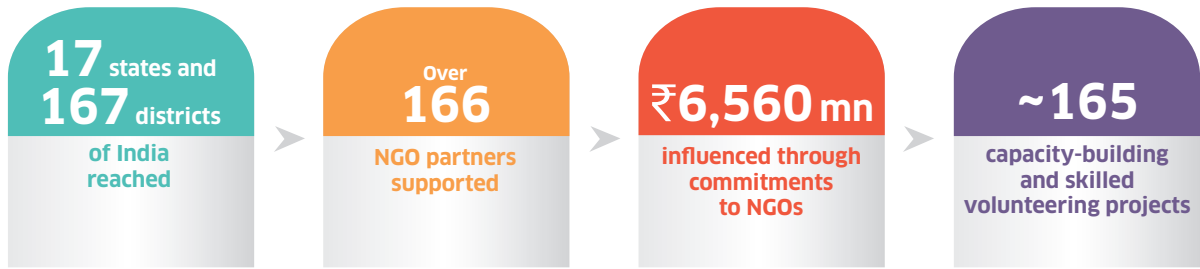


GIVING BACK

Committed to enriching the lives of marginalised children, women and other vulnerable communities, the EdelGive Foundation supports small to mid-sized grassroots NGOs working towards their upliftment. The EdelGive Foundation, a grant-making organisation, is an arm of the Edelweiss Group through which corporate social responsibility (CSR) activities are undertaken. Today, the foundation operates as both a philanthropic fund manager and an advisor to grant-makers and credible NGOs. Grants received are also directed towards improving the selected NGOs' operating capabilities, apart from enhancing their capacities and building them to scale.

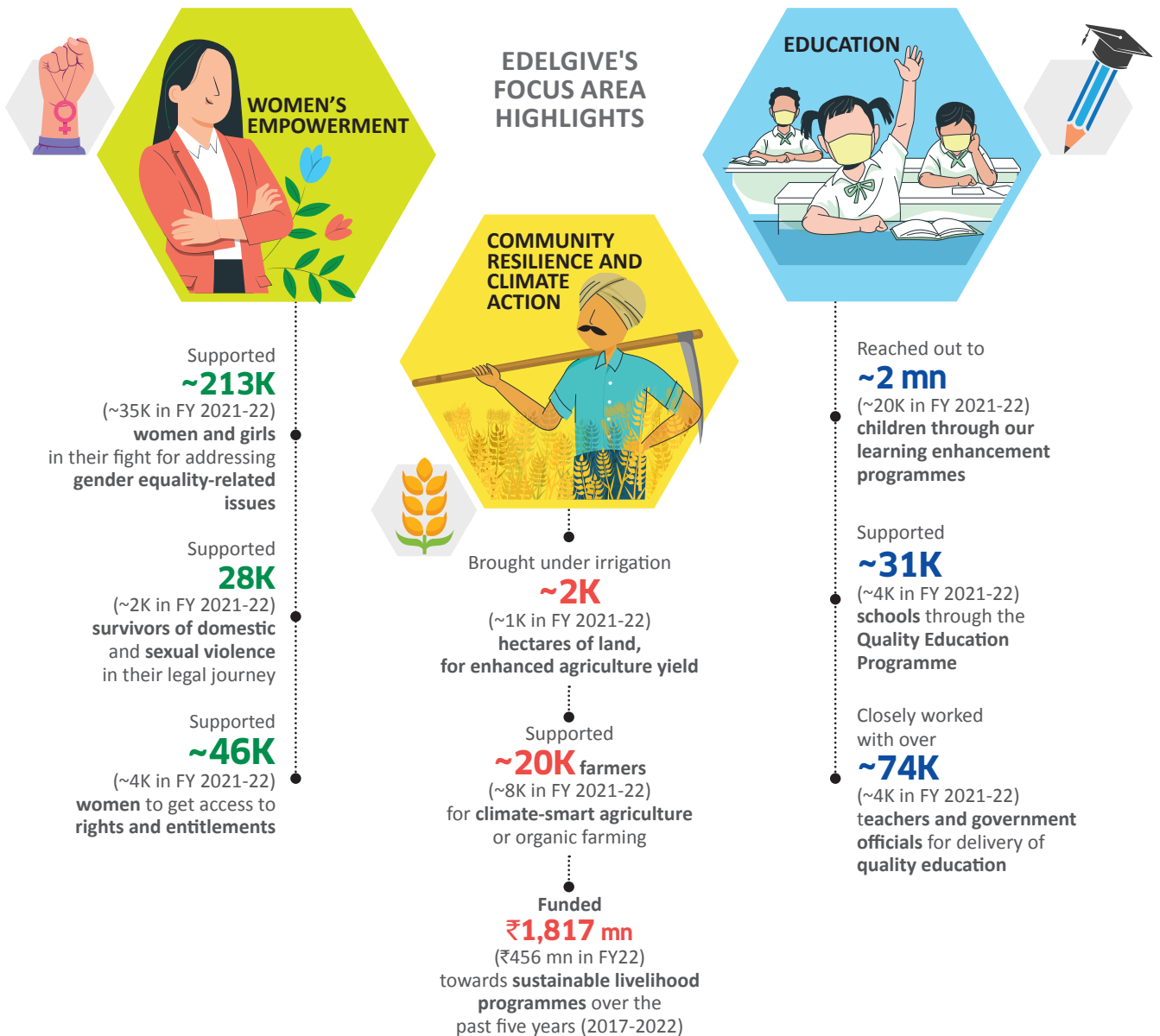
EdelGive's focussed interventions for NGOs are structured in terms of both financial as well as non-financial support. These range from building new programmes and scaling existing ones to capacity and awareness-building for implementation partners.

Edelgive's Impact Over the Years



Empowering Communities

Edelgive has directed ₹1950 mn towards partner NGOs to help fulfill their objectives of socially and economically empowering women, providing quality education to children, and strengthening the resilience of communities. The EdelGive Foundation's impacts in these focus areas include:





Empowering Our Implementation Partners

Through the provision of non-financial support, the EdelGive Foundation seeks to help its implementation partners advance their agenda of sustainable development as well. It, therefore works towards enhancing NGO partners' operational capacity across the four areas of finance and sustainability, human resources and communication, strategy and leadership, and processes and technology.



Furthermore, in an effort to assist partner NGOs and funding entities to branch out both their outreach as well as community impacts, the foundation builds trustworthy partnerships with businesses, institutional entities and individual partners to manage as well as source funding. Currently, the collaborative funding approach institutionalised by the EdelGive Foundation has identified the following key initiatives:



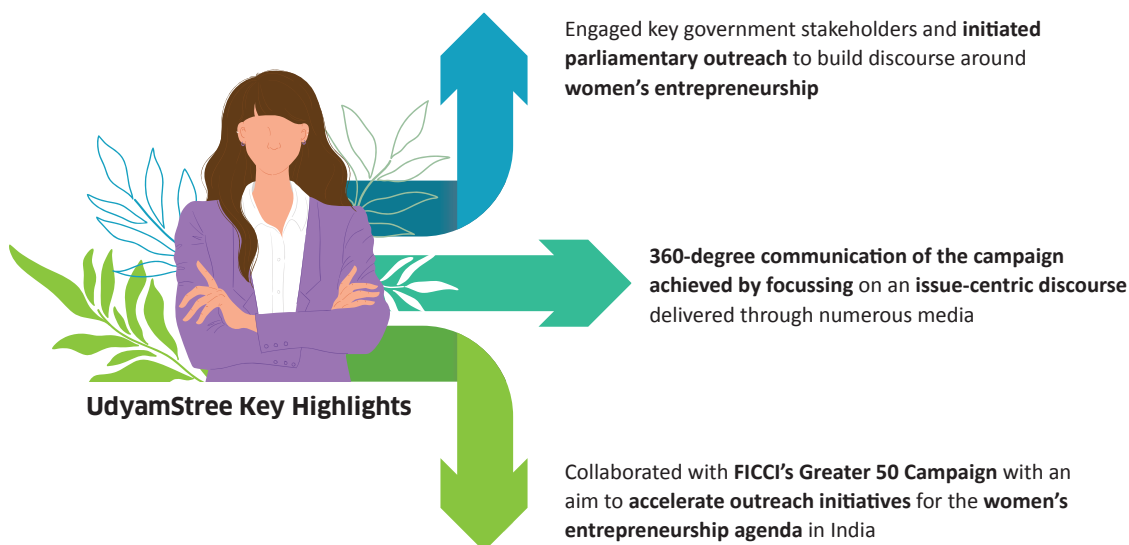
GROW Fund

EdelGive also intends to aid 100 organisations working at the grassroots level in sustaining their operational capabilities, initiatives and programmes. It aims to do so through the Grassroots Resilience Ownership and Wellness (GROW) Fund. Over the course of 24 months, the GROW Fund will seamlessly work towards funding capability-building needs, core costs and important functions, preparing the organisations to be future-ready.

Several credible philanthropic organisations such as Manan Trust, Rohini Nilekani Philanthropies, Bill and Melinda Gates Foundation and A.T.E. Chandra Foundation support the GROW Fund’s vision. In March 2022, the GROW Fund had garnered funding support from 150 mn funders and seven community funders. Moreover, in FY 2021-22, close to ₹270 mn was raised to help 20 grassroots organisations with their respective COVID-19 relief programmes.

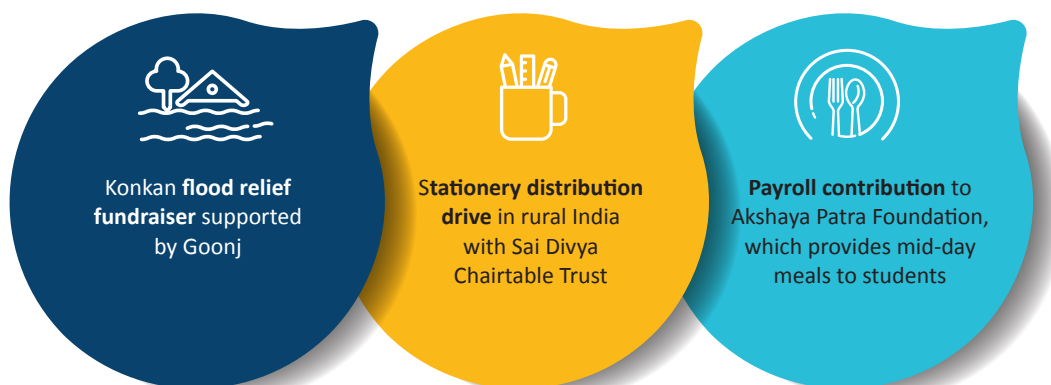
UdyamStree

‘UdyamStree – Sabal, Safal, Saksham’ is the EdelGive Foundation’s flagship initiative, whose objective is to promote entrepreneurship as a key enabler for achieving women’s economic empowerment in India. Through collective action and facilitation of dialogue amongst stakeholder groups, UdyamStree strives to foster a conducive environment for women entrepreneurs in India. Over the period of one year, UdyamStree has successfully managed to reach out to a range of stakeholders, opened new channels of communication, and started a dialogue on how entrepreneurship can be promoted amongst women as an imperative driver of their empowerment.



EAAA’s Contribution to EdelGive

During the reporting period, EAAA’s workforce contributed to the following initiatives undertaken by the Foundation:





PORTFOLIO COMPANY SPOTLIGHT

It gives us great pride to note that EAAA's portfolio companies, too, contribute to the growth and development of the communities within which they function. One of the cement manufacturing companies we have invested in through our special situations strategy has undertaken the following community development activities:

- A specialized Central Environment Management Committee has been set up for quantifying, accounting and mitigating CO2 emissions. The committee follows ISO:14064-1:2006 and IPCC guidelines for conducting carbon footprint analysis. Direct and indirect CO2 emission is monitored throughout the manufacturing process.
- Green revolution introduced in the desert region of Kutch by cultivating land for growing trees, fruits, vegetables and flowers.
- A CBSE-affiliated school was supported to provide educational facilities in nearby areas.
- Certain COVID-19 relief activities were undertaken, such as the provision of oxygen concentrators in surrounding villages.
- Medical treatment and facilities, including preventive healthcare, provided to locals through an NGO.
- Developed social infrastructure in nearby areas that suffer from acute scarcity of water, poor healthcare facilities, barren land and lack of education.
- Created additional economic activity in the local areas through expansion capex.





ENVIRONMENTAL ACTION

Exhibiting environmental stewardship is one of the priorities for EAAA, and we are working towards reducing the environmental impact within our operations, as well as across our investments. In line with this, we strive to champion emission reductions and resource efficiency at the firm level, while also embedding sustainability into our investments.

Promoting responsible consumption within the scope of our operations is imperative to us. This not only allows us to minimise our environmental footprint, but also enables us to propel long-term profitability, work towards

addressing climate change risks, align our operations with climate change and other environmental opportunities. In addition to this, it also positions us to attract the right talent, strengthen relationships with investors and ultimately future-proof our investments and the organisation at large.

Currently, at an organisational level, EAAA's direct environmental footprint includes business travel and the consumption of utilities and resources such as electricity, paper and water. We abide by and adhere to regulatory frameworks, guidelines and rules imposed by the



Maharashtra Pollution Control Board (MPCB) and Central Pollution Control Board (CPCB) and strive to align our performance with international best practices. Till date, EAAA has not been subject to cases of non-compliance, and we shall continue to work to maintain this position.

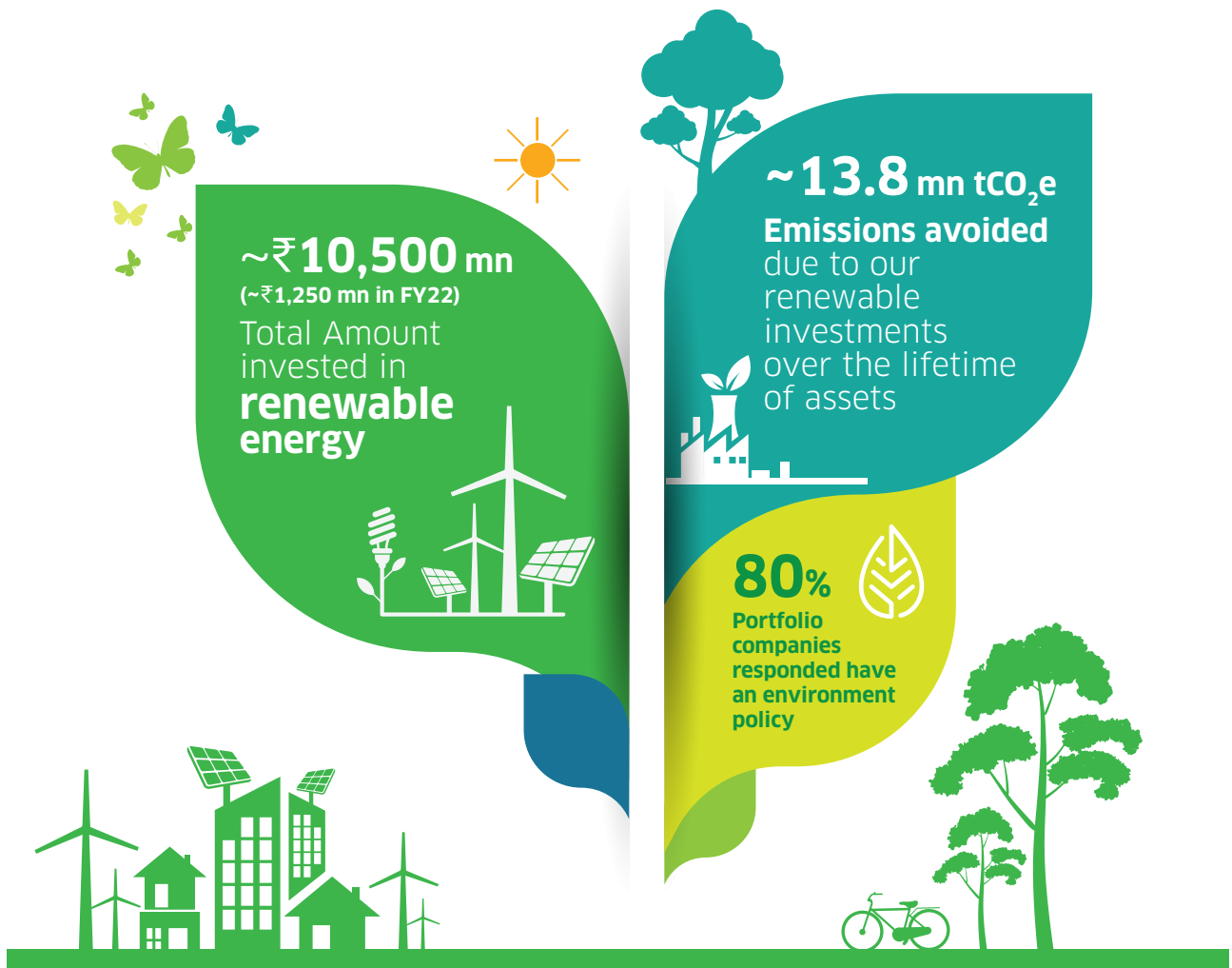
Promoting Sustainability in Our Investments

The definition and scope of environmental impact is not limited to internal firm-level reductions in environmental footprint, but also extends to the impact of our investments. Thus, the incorporation of environmental factors in our investment choices is crucial to us. To this end, closely integrating ESG criterion into our investment decisions aids in allowing us to account for environmental considerations both in the pre-investment and investment phases.

An ESG screening is conducted for each of the prospective investments. With the help of this, we are better positioned

to consider environmental factors and deliberate on our investment decisions. Moreover, in the post-investment phase, we continue our engagement with portfolio companies to monitor any material ESG risks.

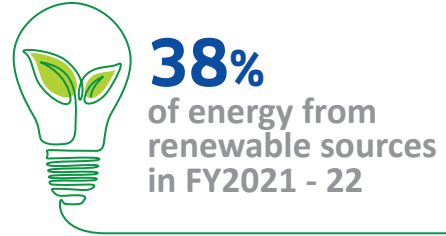
Across our investment strategies, namely performing credit, residential real estate credit, special situations and infrastructure yield, we endeavour to provide capital to industries that have a pivotal role to play in helping the nation achieve its sustainability and climate action targets. To put things into perspective, over the last two financial years, we have invested in renewable energy and renewables component manufacturing companies, both of which will help in India's energy transition towards cleaner energy sources. This investment choice, allows us to capitalise on climate change-related investment opportunities.



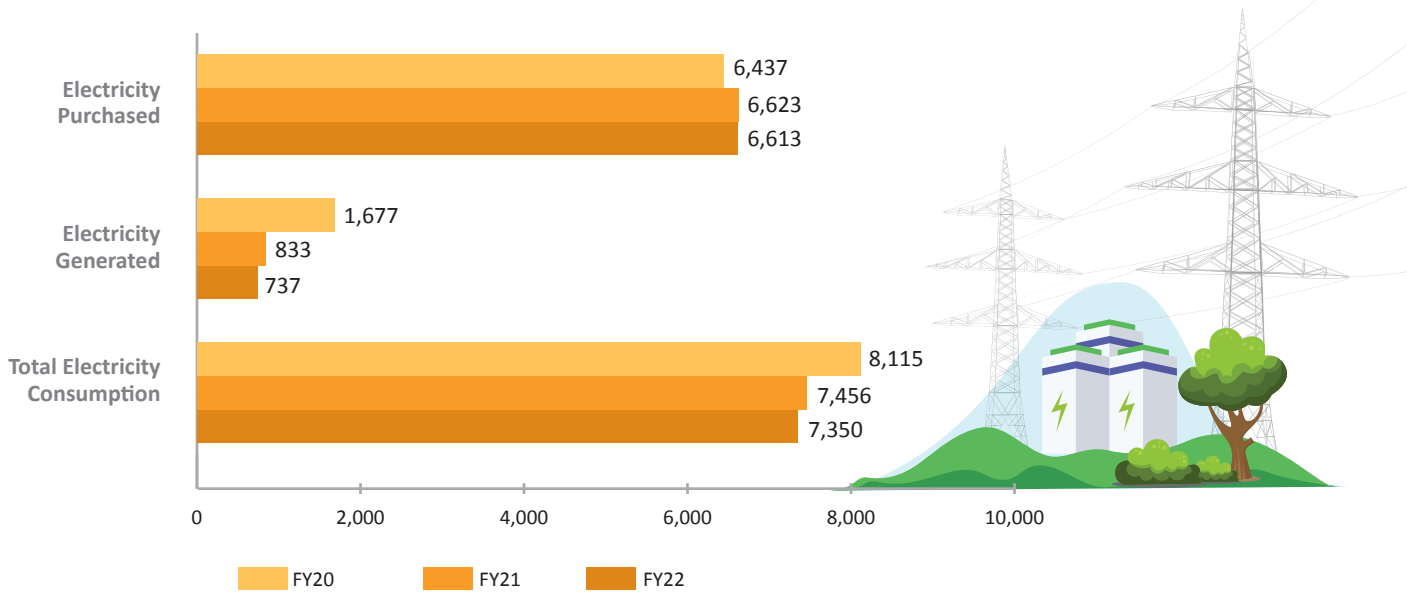
Energy Consumption

In our efforts to lower the carbon footprint resulting directly from electricity consumption, we have consistently been reducing our dependence on grid electricity and turning towards renewable forms of energy. Over the last financial year, the Edelweiss Group's consumption of electricity reduced by 1% to 7,350 MWh and we are working to drive further reduction on this parameter in the years to come. Moreover, the share of total renewable

energy in the Group's energy mix increased to 38% in FY 2021-22 from 15% in FY 2020-21. The diminishing trend observed for purchased electricity and the consequent growing incorporation of renewable energy sources in the energy mix are illustrated in the below graphs:



ENERGY CONSUMPTION (GJ)



ENERGY MIX





Emission Reduction

Reflecting on the urgency of the climate crisis faced by humanity today, the need to significantly scale back emissions is well understood and acknowledged by the Edelweiss Group. With this in mind, we have taken several measures to drive a reduction in our scope 1 and scope 2 emissions.

9% Reduction in Scope 1+ Scope 2 Emissions

Emissions in the Last Three Years

	Scope 1 ('000 tCO ₂ e)	Scope 2 ('000 tCO ₂ e)	Scope 1 + Scope 2 ('000 tCO ₂ e)
FY 2019-20	2.5	3.4	5.9
FY 2020-21	3.2	4.8	8.0
FY 2021-22	2	5.3	7.3



Scope 1

Paper consumption at our offices

Fuel in company-owned vehicles at the Fountainhead Leadership Centre

Scope 2

Electricity from non-renewable sources

Water Conservation

Along with managing our energy consumption and the resulting emission footprint, we also strive to reduce our water consumption and implement appropriate water conservation solutions. Our total water withdrawal reduced from 14.2 megalitres in the previous financial year to 12.2 megaliters in the reporting period.

This year, the Edelweiss Group undertook several measures to responsibly manage water. These include, but are not limited to:

- The use of **fine aerators and regulating water flow** to reduce water consumption.
- Installation of a **borewell with tube settler mechanism to collect water flowing during the monsoon** from the canals and transport it to the bore casing via a sediment filter.
- Waste and sewage water amounting to **8.8 megaliters was recycled through a sewage treatment plant** and utilised in gardening.



Waste Management

As for waste management, we adopt the 3Rs system of Reduce, Reuse and Recycle across our operations. The sole source of waste generated at our offices is paper, mainly originating from the issuance of customer application forms, marketing and informational literature, transaction slips, receipts, invoices and bills. This year, with the help of our associated NGOs, **3.5 tonnes of paper waste were converted into 'Green Edelweiss Writing Pads'** and are utilised by our employees. We also manage the generated wet and dry waste at our offices. **Compost production from food waste increased by 11% to 4.39 tonnes**, which was put to use by the gardening team.





Glossary of Abbreviations

ABBREVIATION	FULL FORM
ABC	Act to avoid harm, Benefit stakeholders and Contribute to solutions
AGM	Annual General Meeting
AUM	Assets Under Management
CBSE	Central Board of Secondary Education
CPCB	Central Pollution Control Board
CSR	Corporate Social Responsibility
EAAA	Edelweiss Alternative Asset Advisors
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
EISAF	Edelweiss India Special Assets Fund
ERM	Enterprise Risk Management
ESG	Environment, Social, Governance
FY	Financial Year
GJ	Gigajoule
GRAVIS	Gramin Vikas Vigyan Samiti
GRI	Global Reporting Initiative
GROW	Grassroots Resilience Ownership and Wellness
HR	Human Resources

ABBREVIATION	FULL FORM
IMP	Impact Management Project
IVCA	India Private Equity and Venture Capital Association
KPI	Key Performance Indicator
MPCB	Maharashtra Pollution Control Board
MTPA	Million Tonnes Per Annum
NGO	Non-Governmental Organisation
POSH	Prevention of Sexual Harassment
RE	Renewable Energy
SASB	Sustainability Accounting Standards Board
SHE	Safety, Health and Environment
SFDR	Sustainable Finance Disclosure Regulations
STP	Sewage Treatment Plant
UNGC	United Nations Global Compact
UN PRI	United Nations Principles for Responsible Investment
UN SDGs	United Nations Sustainable Development Goals

GRI Context Index

GRI Standard	Disclosure	Direct Response
Organisational profile		
102-1	Name of the organization	2
102-2	Activities, brands, products, and services	8
102-3	Location of headquarters	7
102-4	Location of operations	7
102-5	Ownership and legal form	7
102-6	Markets served	7, 8
102-7	Scale of the organization	8
102-8	Information on employees and other workers	29
102-9	Supply chain	5
102-10	Significant changes to the organization and its supply chain	5
102-11	Precautionary Principle or approach	5
102-12	External initiatives	5
102-13	Membership of associations	9
Strategy		
102-14	Statement from senior decision -maker	2,3
102-15	Key impacts, risks and opportunities	15, 16
Ethics and integrity		
102-16	Values, principles, standards and norms of behaviour	25
102-17	Mechanisms for advice and concerns about ethics	31
Governance		
102-18	Governance structure	25
102-19	Delegating authority	25
102-20	Executive-level responsibility for economic, environmental and social topics	26
102-22	Composition of the highest governance body and its committees	25, 26
102-23	Chair of the highest governance body	25, 26
102-30	Effectiveness of risk management processes	25-27
Stakeholder engagement		
102-40	List of stakeholder groups	11
102-41	Collective bargaining agreements	Not Applicable
102-42	Identifying and selecting stakeholders	11
102-43	Approach to stakeholder engagement	11
102-44	Key topics and concerns raised	11, 12

Reporting practice		
102-45	Entities included in the consolidated financial statements	5
102-46	Defining report content and topic boundaries	5
102-47	List of material topics	12, 13
102-48	Restatements of information	5
102-49	Changes in reporting	5
102-50	Reporting period	5
102-51	Date of most recent report	5
102-52	Reporting cycle	5
102-53	Contact point for questions regarding the report	5
102-54	Claims of reporting in accordance with the GRI Standards	5
102-55	GRI content index	42-45

Topic-Specific Disclosures		
GRI Standard	Disclosure	Direct Response
GRI 203: Indirect Economic Impacts 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 20, 21, 22
	103-2 The management approach and its components	21, 22
	103-3 Evaluation of the management approach	21, 22
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	22, 23
	203-2 Significant indirect economic impacts	21
GRI 205: Anti-corruption 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 25
	103-2 The management approach and its components	25
	103-3 Evaluation of the management approach	25
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	25
	205-3 Confirmed incidents of corruption and actions taken	25
GRI 302: Energy 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 39
	103-2 The management approach and its components	39
	103-3 Evaluation of the management approach	39
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	39
GRI 305: Emissions 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 40
	103-2 The management approach and its components	40
	103-3 Evaluation of the management approach	40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40
	305-2 Energy indirect (Scope 2) GHG emissions	40
	305-3 Other indirect (Scope 3) GHG emissions	40
	305-4 GHG emissions intensity	40

GRI 306: Waste 2020		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	40
	306-2 Management of significant waste-related impacts	40
	306-3 Waste generated	40
	306-4 Waste diverted from disposal	40
GRI 401: Employment 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 29, 31
	103-2 The management approach and its components	29, 31
	103-3 Evaluation of the management approach	29, 31
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	29
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	31
GRI 403: Occupational Health and Safety 2018		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	31
	403-2 Hazard identification, risk assessment and incident investigation	31
	403-3 Occupational health services	31
	403-5 Worker training on occupational health and safety	22
	403-6 Promotion of worker health	31
	403-8 Workers covered by an occupational health and safety management system	31
	403-9 Work-related injuries	31
	403-10 Work-related ill health	31
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 30
	103-2 The management approach and its components	30
	103-3 Evaluation of the management approach	30
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	30
	404-2 Programmes for upgrading employee skills and transition assistance programmes	30
	404-3 Percentage of employees receiving regular performance and career development reviews	30
GRI 405: Diversity and Equal Opportunity 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 28, 29
	103-2 The management approach and its components	28
	103-3 Evaluation of the management approach	28
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	28, 29
GRI 406: Non-discrimination 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 28, 31
	103-2 The management approach and its components	28, 31
	103-3 Evaluation of the management approach	28, 31
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	31



GRI 412: Human Rights Assessment 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	5, 12, 13, 19, 25
	103-2 The management approach and its components	19
	103-3 Evaluation of the management approach	19
GRI 412: Human Rights Assessment 2016	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	19
GRI 413: Local Communities 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 9, 10, 11, 35, 36, 37
	103-2 The management approach and its components	Page 35, 36, 37
	103-3 Evaluation of the management approach	Page 35, 36, 37
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Page 35, 36

SASB Mapping

TOPIC	ACCOUNTING METRIC	PG NO./ DIRECT RESPONSE
Transparent Information & Fair Advice for Customers	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Nil
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	Nil
	Description of approach to informing customers about products and services	<ul style="list-style-type: none"> • One-to-one meetings • E-mails • Industry forums and conferences • Annual General Meeting (AGM)
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	29
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	8, 15, 16, 19
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	26, 27
	Description of proxy voting and investee engagement policies and procedures	19, 21
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Nil
	Description of whistleblower policies and procedures	25

UNGC Mapping

UNGC PRINCIPLES	STATEMENT	REFERENCE
HUMAN RIGHTS		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	11,12, 25
Principle 2	Make sure that they are not complicit in human rights abuses	25
LABOUR		
Principle 5	The effective abolition of child labour	20
Principle 6	The elimination of discrimination in respect of employment and occupation	28, 31
ENVIRONMENT		
Principle 7	Businesses should support a precautionary approach to environmental challenges	37- 40
Principle 8	Undertake initiatives to promote greater environmental responsibility	37- 40
ANTI-CORRUPTION		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	25

SDG Mapping

SUSTAINABLE DEVELOPMENT GOAL	STATEMENT	PG NO./ DIRECT RESPONSE
	End poverty in all its forms everywhere	32, 33
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	33, 35
	Ensure healthy lives and promote well-being for all at all ages	20, 31, 34, 36
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	33, 34
	Achieve gender equality and empower all women and girls	33, 35
	Ensure availability and sustainable management of water and sanitation for all	36, 40
	Ensure access to affordable, reliable, sustainable and modern energy for all	38, 39
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	29-31
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	16, 17
	Reduce inequality within and among countries	28, 29
	Make cities and human settlements inclusive, safe, resilient and sustainable	36
	Ensure sustainable consumption and production patterns	37
	Take urgent action to combat climate change and its impacts	33, 37-40
	Strengthen the means of implementation and revitalize the global partnership for sustainable development	14

Edelweiss Alternative Asset Advisors supports Sustainable Development Goals



Notes

A series of horizontal dotted lines for taking notes.



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Ideas create, values protect ASSET ADVISORS