

Social and Environmental Policy

Purpose

This Environmental and Social Policy addresses the commitments of Fino Finance Pvt. Ltd. (FFPL) to its environmental and social responsibilities. The purpose of this policy is to set guidelines for the staff on undertaking activities in a socially and environmentally responsible manner. FFPL strives to avoid adverse impacts on its employees, communities, and the environment; or if avoidance is not possible, to reduce or mitigate as appropriate.

Social Policy

FFPL will ensure that working conditions in all offices of FFPL will meet international labour standards, and also comply without exception the legal guidelines applicable as per national and local laws. FFPL will also make sure that:

- There is no forced labour and employment is done with consent and free will of the employee
- No child labour is used
- No discrimination is made for any dealings due to religion, caste, creed, beliefs, political orientations, etc.
- Living wages are paid (wages should always be enough to meet basic needs and to provide some discretionary income)
- No harsh treatment is used or discrimination practiced
- Workers are not pressurized to undertake overtime if they do not wish to
- Safe and healthy working conditions are provided to all employees, and to protect and promote the health of all workers for whom FFPL is the principal employer,
- The right of freedom of association is respected
- Impacts on human health and the environment will be minimized by avoiding or minimizing pollution from its operations including measures to reduce emissions that contribute to climate change,
- Negative impacts on the health and safety of the local community from its operations will be minimized,
- Safeguarding of personnel and property is ensured in a legitimate manner that avoids or minimizes risks to the community's safety and security;
- Adverse impacts of its operations on communities of indigenous people is avoided, or when avoidance is not feasible, minimize, mitigate, or compensate for such impacts, and provide opportunities for development benefits, in a culturally appropriate manner
- Respect for the personal dignity, human rights, aspirations, cultures and natural resource-based livelihoods of indigenous people is ensured
- The cultural heritage, knowledge and practices of indigenous people are respected

Environmental Policy

FFPL recognizes the importance of being environmentally responsible and implementing sound environmental practices throughout its office-based activities by:

- Seeking to minimize adverse environmental impacts from operations,
- Operating in an environmentally responsible manner and wherever practical, reduce energy, wastage of electricity, water, paper and other resources
- Providing an environmentally sound workplace which is non-polluting
- Developing an environmentally responsible culture across all levels of our organization and to educate, train and motivate staff about their environmental responsibilities.

In addition to the above, FFPL has defined a restricted list of businesses which are detrimental to the society and environment and which FFPL will not provide loans to:

- Trade and production of alcohol, narcotics, intoxicants
- Gambling, money laundering
- Trade and production of Arms & Ammunition
- Any illegal or anti-social activities
- Activities that lead to pollution and damage to the environment
- Trade and storage of hazardous substances like harmful chemicals and radioactive materials
- Trade in wildlife or wildlife products
- Businesses violating fundamental rights such as:
 - Employment of children below 14 years of age
 - Those impinging on right to property of indigenous people
- Businesses involving exploitation of certain socio-economic classes of society like:
 - Human trafficking
 - Manual scavenging
 - Pornography or prostitution
- Any other businesses that violate laws of India or the state.