

Business Responsibility Report

Section A General Information about the Company

1	Corporate Identification Number	L65100PN1945PLC004656
2	Name of the Company	Bajaj Holdings & Investment Limited
3	Registered Address	Mumbai-Pune Road, Akurdi, Pune 411035
4	Website	www.bhil.in
5	Email Address	investors@bhil.in
6	Financial year reported	1 April 2020 – 31 March, 2021
7	Sector(s) that the Company is engaged in	Investment activity (NIC Code - 6430)
8	Three key products/ services manufactured/ provided by the Company	Investment activity (NIC Code - 6430)
9	Total number of locations where business activity is undertaken by the Company	Three Locations – Akurdi (Pune), Viman Nagar (Pune) and Bandra-Kurla Complex (Mumbai)
10	Markets served by the Company	India

Section B Financial details of the Company

1	Paid up capital (INR)	₹ 111.29 crore
2	Total turnover (INR)	₹ 431.14 crore
3	Total profit after tax (INR)	₹ 198.59 crore
4	Total spending on CSR as percentage of PAT (%)	Refer Annual Report on CSR activities
5	List of the activities in which expenditure in 4 above has been incurred	Refer Annual Report on CSR activities

Section C Other details

1	Does the Company have any Subsidiary Company/ Companies?	Yes. The Company has two subsidiaries, Bajaj Auto Holdings Ltd. and Maharashtra Scooters Ltd.
2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	No
3	Do any other entity/ entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/ entities? [Less than 30%, 30-60%, More than 60%]	No

Section D BR information

1a	Details of Director(s) responsible for BR	DIN 00014615 Sanjiv Bajaj Managing Director and CEO
1b	Details of the BR Head	DIN: Not Applicable Anant Marathe Chief Financial Officer (020) 30405712 agmarathe@bhil.in
2.	Principle-wise BR policy/policies	Included in this report
3.	Governance related to BR	Included in this report

Section E Principle-wise performance

1	Principle-wise performance	Included in this report
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Preface

As mandated by the Securities and Exchange Board of India (SEBI), India's top 1000 listed entities based on market capitalisation on BSE Limited (BSE) and National Stock Exchange of India Limited. (NSE), are required to submit a 'Business Responsibility Report' (BRR) along with their Annual Report for 2020-21. This report is required to be in line with 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business' (NVGs), as released by the Ministry of Corporate Affairs in July 2011.

Bajaj Holdings & Investment Ltd. ('BHIL', 'the Company'), to whom the said requirement became applicable for the first time in 2016-17, presents its fifth BRR in line with the NVGs and the BRR requirement of SEBI. The business responsibility performance of the Company is assessed annually by BHIL's Board of Directors.

BHIL is a holding and investment company. It holds strategic stake of 35.77% in Bajaj Auto Limited (BAL), 41.63% in Bajaj Finserv Limited (BFS) and 51% in Maharashtra Scooters Limited (MSL), besides other investments.

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

BHIL endeavours to adopt high standards of corporate governance and adheres to all applicable guidelines with transparent disclosures about the Company's performance. As the holding and investment company of the Bajaj Group, the values of ethics, transparency and accountability are ingrained into its daily operations. In order to reinforce the Group values to its subsidiaries, the Company regularly engages with their management teams.

BHIL has a Code of Conduct for the Company's Directors and Senior Management, which supports the functioning of the Company in an ethical manner. A declaration of the Directors and Senior Management's affirmation to this Code of Conduct is communicated to all stakeholders by the Managing Director in the Annual Report.

BHIL follows the Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI). The Company has established a Whistle Blower Policy, which describes the process to report any unethical behaviour or violation of the Code of Conduct. Any employee can report to the management regarding instances of unethical behaviour, suspected fraud or violation of the Code of Conduct or ethics policy. In order to safeguard employees, who report any unethical behaviour, against victimization, sufficient measures have also been put in place. In exceptional cases, there is also a provision for direct access to the Chairman of the Audit Committee. All whistle blower complaints are investigated and actions are initiated, where required.

No stakeholder complaints linked to adherence of the Code of Conduct were received in the reporting year.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

BHIL is a holding and investment company and is not involved in any manufacturing activity or services under the purview of BRR.

Principle 3: Businesses should promote the well-being of all employees

As of 31 March 2021, BHIL had a total of 20 employees, which included 7 women employees. The Company did not have any specially-abled employees or recognized employee association.

BHIL is aware that employees are an essential part of a company's success. The Company aims to attract qualified personnel and invests in their growth and development. BHIL regularly engages its employees and conducts various learning and development programs. In order to gain wider exposure, employees are also provided opportunities to move across the subsidiaries

BHIL has various policies and procedures in place to prevent any kind of discrimination. The 'Policy on Prevention of Sexual Harassment at Workplace' ensures the safety and security of its female employees. The Company did not receive any complaint relating to child labour, forced labour, involuntary labour or sexual harassment in 2020-21 and none are pending as of 31 March 2021.

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

BHIL is an equal opportunity employer and ensures that its remuneration practices are based on merit, irrespective of the person's ethnic background or gender. These are regularly updated and are in line with the market benchmarks. In addition, the Company practises affirmative action and ensures there is no discrimination of any type against socially disadvantaged sections at the workplace.

Principle 5: Businesses should respect and promote human rights

BHIL ensures strict compliance with all applicable laws of the land that pertain to human rights and is dedicated to safeguarding the human rights of all its employees. The Company did not receive any complaint relating to violation of human rights in 2020-21.

Principle 6: Business should respect, protect, and make efforts to restore the environment

BHIL endeavours to manage its business in a manner that conserves the environment. The Company does not have any significant direct environmental impact as it is an investment company with no manufacturing operations.

However, in line with its commitment to environmental protection, the Company's office in Mumbai has undertaken several measures to conserve energy such as:

- Switched from conventional lighting systems to LED lights at Mumbai location; and
- Selecting and designing offices to facilitate maximum natural light utilisation.

On account of the lockdowns imposed due to the COVID-19 pandemic, the practice of work from home was adopted, which resulted in significant reductions in the amount of energy consumed at the Company's office during FY 2020-21.

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

BHIL is a member of World Economic Forum (WEF) through which it actively engages in policy advocacy. In addition, Shri Sanjiv Bajaj, Managing Director & CEO of the Company, was the Chairman of CII, Western Region for the year 2019-20 and is Vice-President of CII for FY 2020-21.

The Company is active in putting forward its views on formulation of new industry standards and regulatory developments pertaining to the non-banking finance sector. Furthermore, the Company strives to balance the interests of various stakeholders while proposing any recommendations.

Principle 8: Businesses should support inclusive growth and equitable development

The vision and philosophy of late Shri Jamnalal Bajaj, the founder of Bajaj Group, guides the Corporate Social Responsibility (CSR) activities of the Group. He embodied the concept of trusteeship in business and common good, and laid the foundation for ethical, value-based and transparent functioning.

The Bajaj Group believes that measurement of growth and success lies beyond balance sheets and conventional economic indices, rather it is best reflected in the difference that business and industry make in the lives of people. Thus, community development forms the core of all CSR initiatives undertaken by Bajaj Group. These initiatives are designed, planned & implemented in consultation with key stakeholders such as governments, NGOs, local communities along with other local institutions to ensure community ownership and meet the needs of the target population.

As the economy of major developing countries, including India, has been severely impacted due to the COVID-19 related restrictions, the brunt of adverse impacts has been borne by the economically weaker and migrant daily wage workers. BHIL has contributed ₹ 800 lakh towards the fight against COVID-19 to support the weaker sections of the society. The contributions made by BHIL to combat the pandemic during FY 2020-21 were utilised as follows:

A: COVID-19 Response Projects towards Health Care:**Upgradation of Rural Health Care:**

With the objective to strengthen and support the health care system by upgrading the infrastructure, providing essential equipment and COVID-19 response material along with awareness initiatives on the pandemic, Jankidevi Bajaj Gram Vikas Sanstha (JBGVS) launched this project. The project has been implemented in 3 phases starting from April 2020. During the year, 21 government health facilities have been upgraded in terms of COVID-19 wards, ICUs, Labour room and Operation theatres. The project spans across Pune, Sikar and Aurangabad and till now community intervention in 41 villages in Velhe and 32 villages in Khed blocks has been completed. As on 31 March 2021, ₹ 374.37 lakh have been utilised for the aforementioned objective.

Jnana Prabodhini (Arogya Sakhi):

The objective of this program was to improve health of rural and tribal communities residing in 80 villages of Velhe and Bhore blocks of Pune district. During FY 2020-21, through 73 Health Check-up Camps, 1,100 beneficiaries availed the benefits for various health conditions. In addition, 4,200 COVID-19 Information booklets were distributed.

Door to door COVID-19 information was shared with people from 40 villages by field workers and loudspeaker on wheels were used to reach 800 people from 80 villages of Velhe Block to spread awareness about the pandemic. Sanitation kits were distributed to 80 field workers while 5000 masks were distributed to the participants of various awareness sessions and two meetings comprising of 80 field workers were conducted. As on 31 March 2021, ₹ 80 Lakh have been utilised for the aforementioned objective.

B: COVID-19 Response Funds at Jankidevi Bajaj Gram Vikas Sanstha (JBGVS): BHIL has contributed ₹ 150.63 lakh to JBGVS for COVID-19 related activities.**C: COVID-19 Response towards Livelihoods:****Social Venture Partners (SVP) in partnership with Jagruti Seva Sanstha:**

Social Venture Partners (SVP) Pune Chapter was implemented in partnership with the Jagruti Seva Sanstha and it conducted training sessions viz. 'Arogya Sathi' (Healthcare Facilitator) and 'Ayah' for individuals from the most marginalized communities in the Pune district. During FY 2020-21, 176 individuals were trained under Arogya Saathi and 67 individuals were trained under Ayah.

Jagruti Seva Sanstha conducts the on-ground operations such as trainings; and SVP, being a venture philanthropy organization, provides capacity building and strategy support. As on 31 March 2021, ₹ 47 lakh have been utilised for the aforementioned objective.

I Create India:

The 'Bajaj I Create India' initiative is a Business Incubation Centre for Indian Army Veterans. As part of this initiative a New Business Incubation Centre was established at Bombay Engineer Group, Pune and the existing Business Incubation Centre at Armoured Corps Centre & School (ACC&S), Ahmednagar was strengthened. During FY 2020-21, the Bajaj I Create Business Incubation Centre at ACC&S, Ahmednagar conducted seven programs for retiring Army Veterans. Till now, under this program, 830 army Veterans have attended the Entrepreneurship Awareness Program, 181 retired NCOs and JCOs have participated in the Aspiring Entrepreneurs Workshop, out of which 117 have enrolled for mentoring. At present, 100 Veterans are actively working on their Business Plans and 15 Veterans have started their business. As on 31 March 2021, ₹ 48 lakh have been utilised for the aforementioned objective.

D: COVID-19 Response towards Education:**Teach to Lead-Akanksha-I Teach Movement in collaboration implemented Blended Learning project in Pune:**

The project focuses on the student community studying in low income private and government schools who are struggling to cope with the COVID-19 crisis. The objective of this project is to provide essential devices and internet connectivity to under-privileged children for at-home learning. In FY 2020-21, 1,000 students were supported under the project and funds worth ₹ 100 lakh were allocated towards the aforementioned objective.

During FY 2020-21, BHIL in addition to contribution towards COVID-19 has also allocated funds towards Malnutrition projects, as follows:

In Maharashtra, 34.9% children in urban areas under the age of five are stunted, while in rural areas the demographic increases to 35.5%. In order to address this issue, BHIL has launched initiatives in various tribal districts across India, namely Palghar (Yuva Mitra, Aroehan), Amaravati (MAHAN Trust), Pune (Anusandhan Trust), Nandurbar (Janarth Adivasi Vikas Sanstha), Gadchiroli (Amhi Amchya Arogyasathi) of Maharashtra, Udaipur (Basic Health Services) of Rajasthan and Almora (Gene Campaign) of Uttarakhand. Till now, 400,000 people from 500 villages have been benefitted and ₹ 237.31 lakh have been utilised for the aforementioned objective as on 31st March 2021.

Additionally, BHIL contributed ₹ 3 lakh to Social Entrepreneurs Foundation, India, whose initiative is to create social entrepreneurs.

Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner

Being a holding and investment company, BHIL does not have any direct customers or consumers under the scope of this BRR.