

Business Responsibility Report

Section A General information about the Company

1	Corporate Identification Number	L65993PN1945PLC004656
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, 2018 – 31 March, 2019
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	₹ 111.29 crore
2	Total turnover	₹ 998.27 crore
3	Total profit after tax	₹ 788.19 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 four 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 only one subsidiary, Bajaj Auto Holdings 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	
1	Details of Director(s) responsible for BR
a.	Details of the Director responsible for implementation of the BR policy/policies:
	Director Identification Number (DIN) 00014615
	Name Sanjiv Bajaj
	Designation Managing Director & CEO
b.	Details of the BR head:
	Director Identification Number (DIN) (if applicable) Not applicable
	Name Anant Marathe
	Designation Chief Financial Officer
	Telephone number (020) 3040 5712
	Email address 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

Preface

As mandated by the Securities and Exchange Board of India (SEBI), India's top 500 listed entities based on market capitalisation on the BSE and NSE, are required to submit a 'Business Responsibility Report' (BRR) along with their Annual Report for 2018-19. 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 third 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 stakes of 33.43% in Bajaj Auto Limited (BAL), 39.29% Bajaj Finserv Limited (BFS) and 24% Maharashtra Scooters Limited (MSL) and other investments.

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

BHIL strives to adopt high standards of corporate governance, adhering 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. BHIL regularly engages with the management teams of its subsidiaries to reinforce the Group values.

To enable the functioning of the Company in an ethical manner, BHIL has a Code of Conduct for the Company's Directors and Senior Management. 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.

In order to ensure compliance with the Code of Conduct, BHIL has established a Whistle Blower Policy which lays down the process to report any unethical behaviour or violation of the Code of Conduct. The Company also follows the Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI). Instances of unethical behaviour, suspected fraud or violation of the Code of Conduct or ethics policy can be reported to the management by any employee. Sufficient measures have been put in place to safeguard employees, who report any unethical behaviour, against victimisation. There is also a provision for direct access to the Chairman of the Audit Committee in exceptional cases. All whistle blower complaints are investigated and action initiated, where required.

No stakeholder complaints linked to adherence of 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 2019, BHIL had a total of eleven employees, which included two women employees. The Company did not have any specially-abled employees or recognised employee association.

BHIL considers its employees an integral pillar of its success and continually endeavours to attract qualified personnel and invest in their growth and development. The Company regularly engages its employees, conducts learning and development programs and provides them opportunities to move across the subsidiaries in order to gain wider exposure.

In order to prevent any kind of discrimination, BHIL has various policies and procedures in place. 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 2018-19 and none are pending as of 31 March 2019.

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

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 updated on a regular basis and are in line with the market benchmarks. In addition, the Company practices affirmative action and ensures there is no discrimination of any type against socially disadvantaged sections at the work place.

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 2018-19.

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

BHIL is dedicated to manage its business in a manner that preserves the environment. As a holding company with no direct business operations and a small number of employees, BHIL does not have any significant direct environmental impact.

In line with its commitment to environmental protection, the Company's office in Mumbai takes the following measures to conserve energy:

- Heat recovery wheels to precool fresh air in HVAC
- Combination of water cooled and air cooled chillers to achieve better efficiency
- High efficiency low losses dry type transformers
- Low flow fixtures and rain water harvesting
- Use of water from Sewage Treatment Plant (STP) in flushing and irrigation systems
- Use of sludge from STP for landscaping

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, MD and CEO - BHIL, has been appointed as the Chairman of CII, Western Region for the year 2019-20.

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, guide 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 true and full measure of growth, success and progress lies beyond balance sheets or conventional economic indices. It is best reflected in the difference that business and industry make to the lives of people.

In 2018-19, under section 135 (Schedule VII) of the Companies Act, 2013, the Company has spent 11.88 crore, for several project, mainly in the field of education, healthcare and rural development, which were implemented directly and through NGOs and other welfare agencies – with further support from local authorities and business associations, wherever deemed necessary.

For more information, refer to the Annual Report on CSR activities as contained in the Annual Report 2018-19.

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.