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 2019 – 31 March, 2020
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)	Rs. 2,205.86 crore
3	Total profit after tax (INR)	Rs. 1,826.87 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 Limited.
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	No

	percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	
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

Preface

As mandated by the Securities and Exchange Board of India (SEBI), India's top 1000 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 2019-20. 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 fourth 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. BHIL and its subsidiaries hold strategic stakes 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.

The Company is a signatory to the Model Code of Conduct developed by the Confederation of Indian Industry (CII) and has also adopted two CII Charters viz., Charters on Fair and Responsible Workplace Guidelines for Contract Labour and Charters on Fair and Responsible Workplace Guidelines for Collaborative Employee Relations.

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 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 2020, BHIL had a total of 19 employees, which included 6 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 2019-20 and none are pending as of 31 March 2020.

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 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 2019-20.

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 a holding company with no direct business operations.

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, was the Chairman of CII, Western Region for the year 2019-20. He is now appointed as the Vice-President of CII for the year 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, 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. Thus, community development forms the core of all CSR initiatives undertaken by Bajaj Group. These initiatives are designed to reflect the needs of the target population. In order to ensure community ownership and sustainability of the CSR programmes, key stakeholders such as governments, NGOs, local communities and other local institutions are actively engaged during project planning as well as implementation.

The recent outbreak of Covid-19 pandemic has severely impacted the economy of major developing countries, including India. It has seriously affected the poor and the migrant daily wage workers who have to struggle to make ends meet. Cognizant of the scale of this problem, the Bajaj Group has committed Rs.100 crore towards the fight against Covid-19.

In 2019-20, under section 135 (Schedule VII) of the Companies Act, 2013, BHIL spent Rs. 12.10 crore, for several projects, mainly in the field of education, healthcare and rural development, which were implemented directly or through NGOs and other welfare agencies – with further support from local authorities and business associations, wherever deemed necessary.

The prevalence of malnutrition among children in India is a major problem with dire consequences for mobility, mortality, productivity and economic growth. Cognizant of this fact, BHIL worked towards addressing this issue by supporting 10 non-profit organizations in various tribal districts, covering

around 500 villages. Major interventions under these projects included providing clinical support, paediatric camps, providing nutritional supplements, behavioural change communication, demonstration of nutritional recipes, promoting kitchen garden and linkages with Government departments.

BHIL also supported Magic Bus, which is an initiative that provides quality education and support for holistic development and readiness programmes to adolescents in the districts of Aurangabad and Pune. Further, the Company is also working with Social Entrepreneurs Foundation, which provides entrepreneurs with the inputs and expertise to deploy human and financial resources to scale their organisations.

For more information, refer to the Annual Report on CSR activities as contained in the Annual Report 2019-20.

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.