



Baldor Technologies Private Limited

Environment and Social Policy
And
Self-Assessment Programme

V 1.2

Document Name	Social and Environment policy
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Description	This document sets forth the broad based policy on conservation the environment

Mission Statement

IDfy recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers, and other stakeholders to do the same.

Responsibility

Kailash Punjabi is responsible for ensuring that the environmental and social policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Policy Aims

We endeavour to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

Paper

We will minimise the use of paper in the office. We will print only the absolutely necessary documents.

- We will reduce packaging as much as possible.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.
- We will encourage the use of digital medium to share and collaboratively work on documents, with both our vendors as well as our customers.

Energy and Water

- We will seek to reduce the amount of energy used as much as possible.
- Lights and electrical equipment will be switched off when not in use.
- Air Conditioners will be maintained at 24 degrees Celsius
- The energy consumption and efficiency of new products will be taken into account when purchasing.

Office Supplies

- We will evaluate if the need can be met in another way.
- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.

Transportation

- We will reduce the need to travel, restricting to necessity trips only.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles.

Maintenance and Cleaning

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of waste.

Monitoring and Improvement

- We will comply with and exceed all relevant regulatory requirements.

- We will continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.
- We will increase employee awareness through training.
- We will review this policy and any related business issues at our monthly management meetings.

Culture

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental training.
- We will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO₂ and help the community.

Health and Safety at Work

IDfy strives to create a high-quality working environment, promote a work-life balance programme, care for employees' physical and mental health, provide competitive compensation, and enhance employees' core and professional competencies and career development through systematic training and staff development plans

Community

IDfy is committed to giving back to the community. We have launched a service aimed at the bottom of pyramid called OneID. It aims to empower urban Indians in the low-income group by giving them opportunities to obtain jobs, bank loans, and various products and services. The basis of the service is creating an environment of trust by ensuring that members of One ID are pre-verified.

Self-Assessment Programme

There are three main measures that are implemented to ensure compliance:

Adherence to Regulatory Requirements

IDfy has a stated H.R. policy and complies with all government requirements including those related to sexual harassment, compensation, and various groups that ensure non-discrimination of our employees.

Management of Documentary Evidence

IDfy manages all pertinent documents relating to its employees as well as those required for regulatory compliance. This evidence is audited as part of bi-annual self-assessment

Audit Cycle and Regular Management Review

Our adherence to policies is reviewed through self-assessment every six months. In addition senior management is involved actively in conducting some parts of the audit, reviewing audit outcome and ensuring implementation of remediation steps, if required.