

CSR Policy

for

BNP Paribas India Solutions Pvt. Ltd.

About BNP Paribas India Solutions Pvt Ltd

Established in 2005, BNP Paribas India Solutions is a wholly owned subsidiary of BNP Paribas SA, a leading bank in Europe with an international reach. With delivery centers located in Mumbai and Chennai, we are a 24x7 global delivery center. We service various business lines of BNP Paribas such as Corporate and Institutional Banking (CIB), Wealth Management and Retail Banking. Driving innovation and growth, we are harnessing the potential of over 6000 employees, to provide support and develop best-in-class solutions.

Information Technology: We are aligned with the Group's Business as well as Information Technology teams present in onshore locations such as Asia, Australia, Middle East, Europe and Americas covering a wide range of IT services. .

Operations: We function in a dynamic and international work environment with a strong focus on customer satisfaction and efficiency providing a comprehensive range of solutions to BNP Paribas' Group business lines.

Finance: We are a global hub providing financial and management services to various CIB finance teams at BNP Paribas worldwide. The team provides unique and value added financial services across all geographies and finance verticals.

Approach to CSR

For the BNP Paribas Group, implementing its Corporate Social Responsibility (CSR) policy means financing the real economy while striving to protect the environment and fight against exclusion.

Formally launched in 2001, and reinforced in 2010, BNP Paribas Group's Corporate Social Responsibility is rooted in four pillars, in which actions as a responsible Bank take concrete form:

The 4 pillars of BNP Paribas' CSR Policy



BNP Paribas in Asia Pacific is actively pursuing plans in a variety of fields which encourages the harmonious development among social, environmental and economic areas. It recognises its civic responsibility by helping combat social exclusion and promoting education and culture in the countries it operates. Being closely involved in the local community, it strives to build a better future for the coming generations.

BNP Paribas companies in India have established the BNP Paribas India Foundation as the common and collective social arm of the group to help amplify the philanthropic and CSR footprint. The India Foundation will help align the overall group CSR vision and philosophy and operationalize, coordinate, monitor and evaluate the implementation of the CSR vision by engaging with various internal and external stakeholders.

Title and Applicability

This CSR Policy has been prepared by BNP Paribas India Solutions Pvt Ltd in line with the provisions of Section 135 of the Companies Act 2013. This policy shall apply to all Corporate Social Responsibility (CSR) initiatives, projects, programmes, and activities undertaken by BNP Paribas India Solutions Pvt Ltd.

This Policy shall serve as a guiding document to help identify, execute, and monitor CSR projects in keeping with the spirit of the Section 135 of the Company Act 2013 and Companies (Corporate Social Responsibility Rules), 2014

CSR Programme Areas - India

The programme areas shall be aligned with those of the BNP Paribas Foundation. These are in keeping with activities listed in schedule VII of Section 135 of the Companies Act 2013. BNP Paribas India Solutions Pvt Ltd through its CSR activities will support programmes/projects and activities from among the following areas of action:

1. Education:

- 1.1. Supporting intervention to strengthen primary and secondary education of underprivileged children.
- 1.2. Improving access to education for children from disadvantaged backgrounds by supporting interventions for primary and secondary education.
- 1.3. Working towards improvement in the quality of education through teacher training, school leadership training, exposure trips or similar activities.
- 1.4. Promoting special education for differently abled children
- 1.5. Support technical training institutes, skill development centres, non-formal vocational programmes for the purpose of creating livelihood opportunities, soft skills training and capacity building for rural youth.

2. Gender equality and Women's Empowerment

- 2.1. Empower women by supporting them in the formation of self-help groups and facilitate establishing credit linkages with financial institutions for availing loans to start small enterprises.
- 2.2. Undertake training for women on financial literacy and market linkage, enhance their vocational skills, conduct credit counselling and provide them with the knowledge on becoming successful entrepreneurs.

3. Healthcare

- 3.1. Support fully equipped mobile medical vans that travel through select remote rural regions in India and provide primary health care services to the underprivileged that lack basic access to health services.
- 3.2. Support provision of clean and safe drinking water to rural communities.
- 3.3. Development and construction of water tanks and rain-water harvesting schemes in villages.

- 3.4. Support provision of better sanitation services. Activities may include conducting awareness campaigns on improved sanitation techniques, easy access to safe drinking water and water storage and treatment techniques to reduce the spread of water borne diseases.
- 3.5. Provide food to the community members who are unable to afford the same and also provide nutritional supplements/fortified food to tackle the issue of malnutrition.
- 3.6. Support research centers/institutes working in the field of innovative medicine to combat infectious diseases. Support new research projects in medicine and healthcare.

4. Art & Culture

- 4.1. Maintenance and conservation of monuments and sites of archaeological and heritage value.
- 4.2. Promotion of literary, visual and performing arts and preservation of ancient traditions such as ancient Indian musical instruments.
- 4.3. Maintenance, preservation and conservation of archival records and archival libraries.
- 4.4. Promotion and strengthening of regional and local museums.
- 4.5. Contributing towards the restoration of ancient heritage works, and support the publication of books highlighting valuable collections from museums.

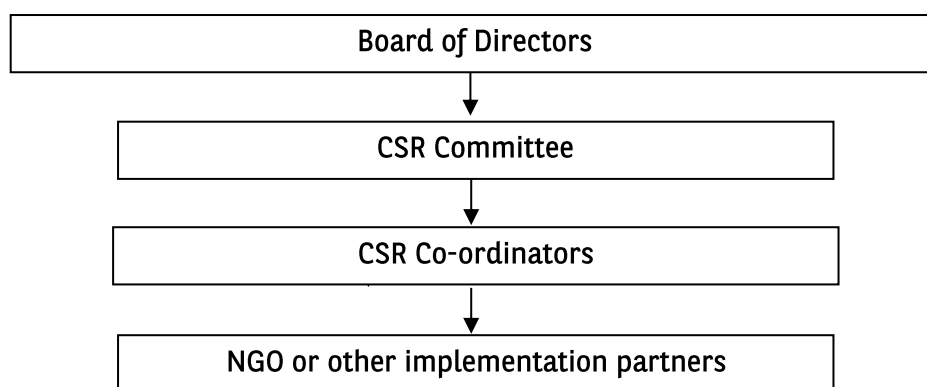
5. Rural Development

- 5.1. To develop infrastructural facilities for providing electricity through solar lights or alternate renewable energy to nearby villages.
- 5.2. Promoting self/gainful employment opportunities by training rural youth for jobs such as welding, fabrication, and other electronic appliances.
- 5.3. Undertaking projects that work towards the overall village/community development in rural areas, encompassing areas such as access to healthcare and education, improving the environment, infrastructure, promoting livelihood generation activities, etc. This may include projects like community resources management (water, sanitation, community (panchayat) areas, road and rail development, hospitals or health centers, schools, anganwadi centres.)

6. Environment

- 6.1. Organizing sensitization programmes on environment management, harmful effects of climate change, water pollution, and pollution control, among others.
7. Contribution to **Prime Minister's National Relief Fund**/ any other fund set up by the Central Government or any other initiative as may be authorized by the Board of Directors.
8. Any other areas as may be prescribed under Schedule VII of the Companies Act, 2013

Governance Structure



Responsibility of CSR Committee Members

As per the provisions of the Companies Act 2013 and the Rules of the Act, the Board of Directors of BNP Paribas India Solutions Pvt. Ltd. shall:

1. After taking into account the recommendations made by the CSR Committee, approve the CSR Policy for the company and disclose contents of such Policy in its report and also place it on the company's website, if any, in such manner as may be prescribed.
2. Ensure that the CSR activities of BNP Paribas India Solutions Pvt. Ltd. are in keeping with its Corporate Social Responsibility Policy.
3. Ensure that BNP Paribas India Solutions Pvt. Ltd. spends, in every financial year, at least 2% of the average net profits of the company made during the three immediately preceding financial years, in pursuance of its CSR Policy.
4. If BNP Paribas India Solution Pvt. Ltd. fails to spend such amount, the Board of Directors shall, in its report made under clause (o) of the sub-section (3) of the section 134 of the Companies Act 2013, specify the reasons for not spending the amount.

5. The Board of Directors shall have the power to make any change(s) in the constitution of the CSR Committee.

Composition of CSR Committee

The composition of the CSR Committee of BNP Paribas India Solutions Pvt Ltd is as under:

Sr. No.	Name	Representation in CSR Committee
1	Umasankar Nistala, Director	Chairman
2	Selvalakshmi Alagappan, ISPL Chennai Site Head and CAO	Committee Member
3	Theofilos Mitsakos, Managing Director, GSO	Committee Member
4	Mitu Seth, Head-Human Resources	Committee Member
5	Franciska Decuypere, Head of Territory, BNP Paribas India	Permanent Invitee Member
6	Shankar Ramkrishnan, Head, India Foundation	Permanent Invitee + CSR Coordinator

Role of the CSR Committee

As defined under the provisions of the Companies Act 2013, the CSR Committee shall:

1. Prepare, revise and modify the CSR Policy for BNP Paribas India Solutions Pvt. Ltd. and place the same with the Board of Directors for their approval.
2. Provide guidelines for selection of projects/programmes and implementing partners to the CSR Coordinators and ensure that the programmes/projects undertaken by BNP India Solutions Pvt. Ltd. are aligned with its approved CSR policy and Schedule VII of the Section 135, Companies Act 2013.
3. Review and approve annual budgets with respect to CSR programmes.
4. Develop a framework for monitoring of the CSR projects/programmes.
5. Assist the Board of Directors in preparation of the annual CSR report as required to be filed under the provisions of the Companies Act 2013/CSR Rules;
6. Review the findings and recommendations regarding CSR initiatives from any investigation or audit conducted by regulatory agencies or external auditors or consultants;

7. In case, BNP Paribas India Solutions Pvt. Ltd. is not able to spend the stipulated 2% of the average net profits of the preceding three financial years or any part thereof, the CSR Committee shall provide the reasons for not spending the amount to the Board of Directors;
8. Respond to any query, observation or clarification sought by the Ministry of Corporate Affairs or any other regulatory authority with regard to the CSR initiatives of BNP Paribas India Solutions Pvt. Ltd.

CSR Budget

The CSR Committee shall recommend the amount of expenditure to be incurred on the CSR activities to be undertaken by BNP Paribas India Solutions Pvt. Ltd. as specified in Schedule VII of the Companies Act 2013.

In case of any surplus arising out of CSR projects, the same shall not form part of business profits of BNP Paribas India Solutions Pvt. Ltd.

Implementation

BNP Paribas India Solutions Pvt. Ltd. shall implement its CSR programmes/projects:

- a) Through the group's India CSR Foundation- BNP Paribas India Foundation.
- b) Through an implementation partner that may be a public charitable trust or a society registered under applicable Act or a Company registered under Section 8 of the Companies Act 2013; or
- c) Through its CSR Coordinators

BNP Paribas India Solutions Pvt. Ltd. with the help of BNP Paribas India Foundation shall formulate criteria and procedure for selection, screening and due diligence of its implementing partners.

Monitoring

BNP Paribas India Solutions Pvt. Ltd. shall institute a monitoring and review mechanism to monitor its CSR project/programmes. The monitoring mechanisms shall include:

1. Clear targets, timelines and measurable indicators, wherever possible
2. A progress monitoring and reporting framework that is aligned with the requirements of Section 135 of the Companies Act 2013 and the CSR Rules

Reporting

The CSR Committee of BNP Paribas India Solutions Pvt. Ltd. shall monitor progress of CSR projects and report to the Board of Directors. BNP Paribas India Solutions Pvt. Ltd. will report CSR performance in its annual report as per the structure and format prescribed in the notified CSR Rules.

Validity of CSR Policy

Any modification/amendment in the CSR Policy shall be carried out by the CSR Committee with the prior approval of the Board of Directors of BNP Paribas India Solutions Pvt. Ltd.