



CORPORATE ENVIRONMENTAL & SOCIAL POLICY

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SONATA FINANCE PRIVATE LIMITED

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“Corporate Environmental & Social Policy”

Sonata Finance Private Limited (“SONATA”) is in the Business of Micro Finance dealing with lending of Micro Loans to marginal section of the society. Although, SONATA is not in any such business which may have a significant adverse impact on the environment, nevertheless it is committed to educate and promote environment friendly practices by adopting latest pollution control methods, waste minimisation cum utilisation techniques to conserve natural resources, introducing clean and energy efficient techniques and complying with statutory requirement and work proactively to conserve biodiversity, maintaining ecological balance thereby bringing long-term positive impact on the employees and surrounding community to achieve the goal of sustainable development.

This Environmental and Social Policy addresses the company’s commitments regarding the environmental and social dimensions of sustainable development. The purpose of this policy is to identify effective social and environmental practices and provide guidance to its staff on undertaking activities in an environmentally responsible manner. SONATA strives to avoid adverse impacts on its employees, communities, and the environment, or if avoidance is not possible, to reduce, mitigate, or compensate for the impacts, as appropriate.

We will neither advocate to maintain status-quo nor encourage exploitation of natural resources for short term economic objectives. Instead, through sound and sustainable practices, we shall establish a creative partnership between development and environment. Increase in green cover, conservation of scarce resources, control of pollution, promotion of economic progress are important guiding lights we will follow for nurturing such a relationship.

CORPORATE ENVIRONMENTAL POLICY

SONATA recognizes the importance of implementing sound environmental practices throughout its office-based activities and will continue to integrate sustainable environmental practices into its daily office based activities by:

- Operating in an environmentally responsible manner and where practical, reduce energy, waste and other resources;
- Providing an environmentally sound workplace and implement environmentally sound work practices;
- Integrating the interest of the business with environment concern.
- Promoting best Environment Management Practices towards prevention and control of pollution and provide clean environment.
- Combating climate change by educating all stakeholders regarding practices for increasing green cover.
- Developing an environmentally responsible culture across all levels of our organisation and consult, educate, train and motivate staff about their environmental responsibilities.
- Promoting Water Management system by educating all stakeholders regarding prevention of water wastage, harvesting of rain water and artificial recharge for a sustainable water resource.



- Progressively adopting cleaner and energy efficient systems.
- Promoting Conservation of biodiversity and natural resources.
- Regular monitoring to comply with regulatory standards and compliance of statutory requirements.
- Adequate training to employees by creating awareness and measures to protect health of employees.
- Conservation of natural resources like water and wood
- Strive for continual improvement in our environment performance by communicating environmental information to all concerned.
- Encourage employees and their families to take part in environmental activities with their communities, and thereby foster environmental awareness.

CORPORATE SOCIAL POLICY

SONATA will make sure that working conditions in the organisation meet international labour standards and in this regard the company shall ensure the following:

- Adequate employee health and safety measures with proper working conditions (e.g., fall prevention/ventilation, improved air quality/lighting/proper sitting arrangements and on-site hygiene).
- There is no forced Labor and employment is freely chosen.
- No child Labor as defined in Minimum Age Convention of International Labor Organization Convention Number 138, shall be employed in any of the offices of the company
- Adequate terms of employment (e.g., working hours/rest breaks/time off/overtime pay).
- Equal employment opportunities (e.g., no discrimination against gender/ethnic group/age).
- Payment of minimum wage shall be made to all the employees of the company without any discrimination
- Availability of adequate process for employees to voice complaints.
- Avoid or minimize risks to and impacts on the health and safety of the local community from its Operations (on account of both routine and non routine circumstances);
- Ensure that the safeguarding of personnel and property is carried out in a legitimate manner that avoids or minimizes risks to the community's safety and security;



- Ensure that the development process fosters full respect for the dignity, human rights, aspirations, cultures and natural resource-based livelihoods of indigenous people;
- Respect and preserve the culture, knowledge and practices of citizens;
- Protect cultural heritage from the adverse impacts of its Operations and support its preservation.

EXCLUSION LIST OF ACTIVITIES

SONATA shall exclude itself from engaging into any activities which are detrimental to the environment. The suggestive list of such activities is as under:

- Production or trade in alcoholic beverages (excluding beer and wine).
- Production or trade in tobacco.
- Production or activities involving harmful or exploitative forms of forced labor/harmful child labor.
- Production or trade in explosives, fireworks.
