



## **o2h Ventures - ESG Policy**

We are committed to inculcating Environmental, Social and Governance (ESG) policy to demonstrate our commitment towards ethical and responsible investing throughout our investment process. We believe that by incorporating ESG principles, we will be able to establish standards for the company's overall operations, including how it addresses moral concerns like diversity as well as how it reduces waste and implements initiatives that are advantageous to all stakeholders.

ESG processes and procedures put a special emphasis on non-financial performance metrics that cover a company's stance on ethical and corporate governance issues, sustainability, its influence on society and the environment, and other social and environmental factors.

### **Mission Statement**

Impact investing has gained prominence among investors recently, and we aim to ensure that it follows the most sustainable corporate practices through our ESG standards. We strive to create an effective ESG policy that can create positive benefits for the environment, society, and governance and can also ensure transparency.

### **Guiding Principles**

#### **Environmental Factor**

##### **Energy and Water Consumption**

- Attempt to reduce total energy usage and efficiently optimise energy utilisation.
- Ensure efficient use of water across the organisation to prevent wastage.

##### **Conveyance**

- Adopt eco-friendly travel options such as biking or opting for public transportation.
- Encourage to reduce unneeded travel and switching to video conferencing and online meetings for client, team and other meetings.

##### **Waste Management Practices**

- Disposal of all hazardous waste in a responsible manner in compliance with industry standards.



- Ensure that recycled materials are used whenever possible in place of disposable materials.

## **Climate Change**

- o2h Ventures is a part of the o2h Group that has initiated the journey of becoming a carbon neutral company in near future. As a first step towards offsetting o2h group's carbon footprints, we have successfully planted ten thousand trees in West India.

## **Social Factor**

### **Good Health and Well being**

- As a specialist fund we invest in early stage biotechnology and life sciences companies that have direct or indirect impact on patients' lives.
- Mentoring and supporting the early stage biotech companies with guidance, leverage of our industry network and knowledge in order for them to grow.

### **Human Capital**

- Invest in our human capital and foster strong mentorship, guidance and relationships with its employees.
- Ensure fair wages, reasonable working hours, and safe working conditions.
- Equal and fair treatment with employees
- Providing adequate resources, benefits and compensation to perform their jobs.
- Ensure access to a wide range of benefits, including health care plans, and workplace training programs.
- Promote diversity and a cross border team to cultivate and seed new ideas.
- Support inclusivity as a workplace and decentralising the entire organisation for efficient work culture.
- Ensure that all procedures and human resource regulations are in the employees' best interests.
- Foster strong relationships with investors and other stakeholders for all the benefit of the parties.

### **Health and Safety**

- Provide adequate safety training and implement safety policies.
- Ensure safe working environment
- Encourage healthy lifestyle choices for employees.

## **Other Social Responsibilities**

- Plan and support sustainable and ecologically friendly events to foster community and support initiatives.

## **Governance factors**

### **Management Policy**

- Chairman, Executive Officers, Board of Directors, and internal/external executive advisors are responsible for monitoring and guiding the operations of the organisation.
- All employees have roles and responsibilities that are clearly defined, with periodic reviews to evaluate the performance of the team.
- Make sure that the appropriate mechanisms are in place to make remedial action easier when compliance or ethical concerns emerge.

### **Financial**

- Maintenance proper and updated records of all the financial activities.
- Timely preparation of financial reports and submitting them to the Registrar of Companies.
- Create a robust system of controls and procedures of finances.
- Update all the compliance with timely consultation with the compliance officer.
- Make clear communications and ensure fee structure transparency.

### **Grievance Redressal System**

- Created a well-defined corporate governance structure in place, so that the organisation is transparent in its decision-making and management processes.

### **Data Protection**

- Committed to ensure compliance with regard to data protection, including under the General Data Protection Regulations (GDPR).

### **Regulatory Requirements**

- All relevant material is recorded for compliance purposes.
- Timely monitoring and reviewing of all the necessary documents by the Compliance officer.

**Continuous Improvement**

- Ongoing monitoring to improve current policies and processes.

**Conflicts of Interest**

- To know more, refer to our Conflicts of Interest Policy