



<b>Statement of use</b>	The Federal Bank Limited has reported its ESG performance in accordance with the GRI Standards for the period 1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Federal Bank Limited
	2-2 Entities included in the organization’s sustainability reporting	About the Report (Page 1)
	2-3 Reporting period, frequency and contact point	About the Report (Page 1)
	2-4 Restatements of information	The Scope 2 emissions reported for FY22 has been restated due to a change in the conversion factor used.
	2-5 External assurance	The Bank has not conducted any external assurance of its ESG report.
	2-6 Activities, value chain and other business relationships	Digital at the fore, Human at the core (Page 12) Offering a holistic range of banking solutions (Page 16) Unveiling Key Milestones of the Year (Page 8)
	2-7 Employees	Empowering Lives with Enriching Relationships (Page 76) BRSR Principle 3, 5 (Pages 254-258, 261-264)
	2-8 Workers who are not employees	“Employee” defined under Sec 2(l) of the Industrial Relations Code, 2020, includes Officers, Clerical and Sub Staff. To avoid duplication, we have not reported anyone under workers, though Clerical and Sub Staff may also qualify under the definition of worker.
	2-9 Governance structure and composition	Board Structure and Diversity (Page 47) Board Committees (Page 49) ESG Governance (Page 54) Corporate Governance Report (Page 197)
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report (Page 197)
	2-11 Chair of the highest governance body	Corporate Governance Report (Page 197)
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Report (Page 197)
	2-13 Delegation of responsibility for managing impacts	ESG Governance (Page 54) Corporate Governance Report (Page 197)
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance (Page 54) Corporate Governance Report (Page 197)





GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
	2-15 Conflicts of interest	Building Trust through Ethics (Page 56) Board's Report - Disqualification/Conflicts of Interest (Pages 110,111)
	2-16 Communication of critical concerns	Building Trust through Ethics (Page 56)
	2-17 Collective knowledge of the highest governance body	Board Training (Pages 47,48) Corporate Governance Report - List of core skills/ experience/ competencies identified by the Board (Pages 200,201) BRSR Report Principle 1 (Pages 250-252)
	2-18 Evaluation of the performance of the highest governance body	Board's Report – Board Evaluation (Pages 114-116) Board Performance Evaluation (Page 48)
	2-19 Remuneration policies	Board Remuneration Policies (Page 48) Board's Report – Policy on Remuneration (Pages 111-114)
	2-20 Process to determine remuneration	Board Remuneration Policies (Page 48) Board's Report – Policy on Remuneration (Pages 111-114) Schedule 18: Disclosures on Remuneration (Pages 347-352)
	2-21 Annual total compensation ratio	27.85
	2-22 Statement on sustainable development strategy	Shaping a Future-Ready Federal Bank (Pages 24-27) Harnessing Technology, Nurturing Relationships (Pages 28-31)
	2-23 Policy commitments	Responsible Business Conduct (Page 55) Human Rights (Page 55) BRSR Section B: Management and Process Disclosures (Pages 247-250)
	2-24 Embedding policy commitments	Responsible Business Conduct (Page 55) Human Rights (Page 55) BRSR Section B: Management and Process Disclosures (Pages 247-250)
	2-25 Processes to remediate negative impacts	Grievance Handling and Risk Management Mechanisms (Pages 56-58)
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Handling and Risk Management Mechanisms (Pages 56-58)
	2-27 Compliance with laws and regulations	BRSR Report Principle 1 (Page 251) BRSR Principle 6 (Page 268)
	2-28 Membership associations	BRSR Report Principle 3 (Page 255)
	2-29 Approach to stakeholder engagement	Building Trust with Bespoke Engagement (Pages 60-62) BRSR Principle 4 (Pages 259,260)
	2-30 Collective bargaining agreements	Nurturing Employee Engagement and Well-being (Pages 86-95)





GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
<b>Material topics</b>		
<b>GRI 3:</b> Material Topics 2021	3-1 Process to determine material topics	Identifying Our Material Issues (Pages 64-67)
	3-2 List of material topics	Identifying Our Material Issues (Pages 64-67) BRSR Report Section A (Pages 243-246)
<b>Economic performance</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67) BRSR Report Section A (Pages 243-246)
<b>GRI 201:</b> Economic Performance 2016	201-1 Direct economic value generated and distributed	Identifying Our Material Issues (Pages 64-67)
	201-2 Financial implications and other risks and opportunities due to climate change	Identifying Our Material Issues (Pages 64-67) BRSR Report Section A (Pages 243-246)
	201-3 Defined benefit plan obligations and other retirement plans	Schedule 17: Employee Benefits (Pages 302-305) Schedule 18: Employee Benefits (AS 15) (Pages 356-359)
	201-4 Financial assistance received from government	Tax Strategy (Pages 58,59)
<b>Market presence</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 202:</b> Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Report Principle 5 (Page 262)
	202-2 Proportion of senior management hired from the local community	All the senior management personnel of the Bank are from India.
<b>Indirect economic impacts</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)



GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
<b>GRI 203:</b> Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Driving Communities Towards a Resilient and Empowered Tomorrow (Pages 93-95) Annexure 1 - Annual Report on Corporate Social Responsibility Activities (Pages 119-150)
	203-2 Significant indirect economic impacts	Driving Communities towards a Resilient and Empowered Tomorrow (Pages 93-95) Human Rights (Page 55) Responsible Business Conduct (Page 55) Annexure 1 - Annual Report on Corporate Social Responsibility Activities (Pages 119-150)
<b>Procurement practices</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 204:</b> Procurement Practices 2016	204-1 Proportion of spending on local suppliers	BRSR Report Principle 8 (Page 271)
<b>Anti-corruption</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 205:</b> Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	During the reporting period, the Bank has not specifically incorporated corruption in the risk assessment process.
	205-2 Communication and training about anti-corruption policies and procedures	Building Trust through Ethics (Page 56)
	205-3 Confirmed incidents of corruption and actions taken	BRSR Report Principle 1 (Pages 250-252)
<b>Anti-competitive behavior</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 206:</b> Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
<b>Tax</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)





GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
<b>GRI 207:</b> Tax 2019	207-1 Approach to tax	Tax Strategy (Pages 58,59)
	207-2 Tax governance, control, and risk management	Tax Strategy (Pages 58,59)
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Strategy (Pages 58,59)
	207-4 Country-by-country reporting	The Bank has operations only in India.
<b>Energy</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 302:</b> Energy 2016	302-1 Energy consumption within the organization	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	302-2 Energy consumption outside of the organization	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	302-3 Energy intensity	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	302-4 Reduction of energy consumption	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	302-5 Reductions in energy requirements of products and services	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
<b>Emissions</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 305:</b> Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	305-4 GHG emissions intensity	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	305-5 Reduction of GHG emissions	GHG Emissions and Energy Conservation (Pages 68-70) BRSR Principle 6 (Pages 264-269)
	305-6 Emissions of ozone-depleting substances (ODS)	As a provider of financial services, Air emissions other than GHG emissions are not material to the Bank.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	As a provider of financial services, Air emissions other than GHG emissions are not material to the Bank.



GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
<b>Employment</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 401:</b> Employment 2016	401-1 New employee hires and employee turnover	Our Diverse Workforce (Pages 80-83)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and Safety (Page 88)
	401-3 Parental leave	Health and Safety (Page 88)
<b>Labor/management relations</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 402:</b> Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Nurturing Employee Engagement and Well-being (Page 87)
<b>Training and education</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 404:</b> Training and Education 2016	404-1 Average hours of training per year per employee	Driving Performance through Learning (Page 89,90)
	404-2 Programs for upgrading employee skills and transition assistance programs	Driving Performance through Learning (Page 89,90) BRSR Report Principle 3 (Pages 254-258)
	404-3 Percentage of employees receiving regular performance and career development reviews	Driving Performance through Learning (Page 89,90) BRSR Report Principle 3 (Pages 254-258)
<b>Diversity and equal opportunity</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Structure and Diversity (Page 47) Corporate Governance Report (Pages 197-238) BRSR Report Section A (Page 241)
	405-2 Ratio of basic salary and remuneration of women to men	BRSR Report Principle 5 (Page 262)





GRI STANDARD	DISCLOSURE	LOCATION
<b>General disclosures</b>		
Non-discrimination		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 406:</b> Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination and corrective actions taken during the reporting period.
<b>Rights of indigenous peoples</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	
<b>GRI 411:</b> Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving rights of indigenous peoples in the reporting period.
<b>Local communities</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 413:</b> Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Driving Communities towards a Resilient and Empowered Tomorrow (Pages 93-95) Annexure 1 - Annual Report on Corporate Social Responsibility Activities (Pages 119-150)
	413-2 Operations with significant actual and potential negative impacts on local communities	Owing to the nature of Business no such impacts are identified.
<b>Public policy</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 415:</b> Public Policy 2016	415-1 Political contributions	Building Trust through Ethics (Page 56)
<b>Marketing and labeling</b>		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)





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General disclosures		
<b>GRI 417:</b> Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Owing to the nature of Business this is not material to the Bank.
	417-2 Incidents of non-compliance concerning product and service information and labeling	No cases reported
	417-3 Incidents of non-compliance concerning marketing communications	No cases reported
Customer privacy		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	Identifying Our Material Issues (Pages 64-67)
<b>GRI 418:</b> Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No cases reported

