



Policy on Fit & Proper Criteria

Version 1.0

1.INTRODUCTION

SATYA Micro Housing Finance Private Limited (Formerly known as Baid Housing Finance Private Limited) (hereinafter referred as “Company” or “SMHFPL”) seeks to enable economically active poor to lead a better life and promote financial inclusion through providing access to the range of financial services. SMHFPL is registered as Housing Finance Company registered with National Housing Bank (NHB). The Company provides long-term housing loans to customers belonging to the Middle and Low-Income Groups in peripherals of urban India, semi-urban and rural India, SMHFPL provides its clients with home loans to full-fill their dreams of owning and dwelling unit.

2.PREFACE

As per the National Housing Bank (“NHB”) Circular, dated July 01, 2017, titled ‘Corporate Governance (NHB) Directions, 2016, bearing reference number NHB(ND)/DRS/REG/MC07/2017 (“NHB Circular”), and Master Direction- Non-Banking Financial Company – Housing Finance Company (Reserve Bank) Directions, 2021, the Board of Directors (the “Board”) of SMHFPL, framed and adopted the Policy on Fit & Proper Criteria for Directors [“Policy” or “this Policy”].

3.OBJECTIVES

The objective of the Policy is to set out the ‘fit and proper’ criteria based on which new directors proposed to be appointed and existing directors whose appointment is intended to be continued can be evaluated. The Company believes that this policy will aid the Company’s constant endeavor to ensure that only individual of high caliber and who possess the right blend of qualifications, expertise, track record and integrity are appointed to the Board.

4.SCOPE AND APPLICATION

The Policy shall apply in respect of appointment of directors as the Board of Directors of the Company as well as continuation of the appointment of the directors on the Board. This policy solely comprises the mandatory requirements as mentioned in the Housing Finance Companies – Corporate Governance (National Housing Bank) Directions, 2016

5.DEFINITIONS

- "Directors" mean individual Director or Directors on the Board of the Company
- "Board" means Board of Directors of the Company.
- "Company" means the SATYA Micro Housing Finance Private Limited
- "Policy" means policy on Fit and Proper Criteria for Directors

6.ROLE OF BOARD OF DIRECTORS

The Board of Directors of the Company shall:

- a. Review this Policy periodically;
- b. Carry out the due diligence to determine the suitability of the person for appointment/ continuing to hold appointment as a director of the Corporation;

- c. Scrutinize the Declaration and Undertaking and Deed of Covenant received from the directors of the Company; and
- d. Recommend the appointment/ re-appointment of the persons proposed to be appointed/ reappointed after applying the fit and proper criteria as stipulated in this Policy.

7. EVALUATION OF FIT AND PROPER CRITERIA

1. Before appointing any person as a director on the Board or continuing the appointment of any such director, the Board or NRC Committee shall undertake adequate due diligence in respect of such individuals to ascertain suitability on the basis of the qualification, expertise, track record, integrity of such individual and also such other factors in respect of which information is obtained by the Company in the Declaration and Undertaking.
2. The Company shall prior to the appointment of any person as a director on the Board obtain necessary information and declaration from the proposed / existing directors in the format given at Annex- 2 of the NHB Circular or such other format (where applicable) which may be prescribed by the NHB from time to time. Refer Annexure – 1 to this Policy for the format of such Declaration and Undertaking.
3. The Company shall also obtain Deed of Covenant signed by its directors, which shall be in the format specified in Annex 3 of the NHB Circular or such other format (where applicable) which may be prescribed by the NHB from time to time. Refer Annexure – 2 to this Policy for the format of such Deed of Covenant. All directors appointed after the effective date of this Policy shall also execute the said Deed of Covenant, on or before the date on which such appointment becomes effective.
4. The Board/NRC shall scrutinize each Declaration and Undertaking received. The Board/ NRC shall after considering the result of its due diligence and the information provided in the signed Declaration and Undertaking, decide on and recommend to the Board, acceptance or otherwise of the potential new directors or existing directors whose appointment is to be continued or renewed, as the case may be.
5. Without limiting the generality of the foregoing paragraphs:
 - a) for appointment of independent /non-executive directors only candidates between 35 to 70 years of age or age as prescribed by NHB regulation/ notification shall be considered;
 - b) no person will be considered for appointment as a director if such person is disqualified to act as director under applicable law.
6. In order to conclude that a person's 'fit and proper' to be appointed as a director on the Board or to continue in that capacity (as the case may be), the Board must be able to form a view that it would be prudent to conclude, on the basis of recommendations of the NRC, if any, that:
 - a) the person meets the fit and proper criteria expressly set out by the NHB in its Circular or such other or additional criteria (where applicable) as may be prescribed by the NHB from time;

- b) the person possesses the qualifications, competence, technical expertise, track record, integrity and judgement to perform properly the duties of a director on the Board;

8. QUARTERLY REPORTING

The Company shall provide a statement to the NHB on a quarterly basis (no later than 15 days from the end of every financial quarter) setting out the change of directors of the Company accompanying a certificate from the Managing Director of the Company confirming that the fit and proper criteria in selection of such new directors has been followed.

The statement for the quarter ending March 31, shall be certified by the auditors of the Company.

9. AMENDMENTS

This Policy may be amended, modified or supplemented from time to time to ensure compliance with any modification, amendment or supplementation to any notifications and directions issued by NHB or under any other law applicable to the Company, from time to time.

Annexure I

Name of HFC: SATYA Micro Housing Finance Private Limited

Declaration and undertaking by

1. Personal details of director

Sr. No.	Particulars Required	Response
a.	Name	
b.	Date of Birth	
c.	Educational Qualifications	
d.	Relevant Background and Experience	
e.	Permanent Address	
f.	Present Address	
g.	E-mail Address / Telephone Number	
h.	Permanent Account Number under the Income Tax Act and name and address of Income Tax Circle	
i.	Relevant knowledge and experience	
j.	Any other information relevant to Directorship of the HFC	

II Relevant Relationships of director

a.	List of Relatives if any who are connected with the HFC (Refer Section 6 and Schedule 1A of the Companies Act, 1956 and corresponding provisions of New Companies Act, 2013)	
b.	List of entities if any in which he/she is considered as being interested (Refer Section 299(3)(a) and Section 300 of the Companies Act, 1956 and corresponding provisions of New Companies Act, 2013)	
c.	List of entities in which he/she is considered as holding substantial interest as defined in Master Direction Non-Banking Financial Company – Housing Finance Company (Reserve Bank of India) Directions, 2021.	
d.	Name of HFC in which he/she is or has been a member of the board (giving details of period during which such office was held)	
e.	Fund and non-fund facilities, if any, presently availed of by him/her and/or by entities listed in II (b) and (c) above from the HFC	
f.	Cases, if any, where the director or entities listed in II (b) and (c) above are in default or have been in default in the	

	past in respect of credit facilities obtained from the HFC or any other HFC / bank.	
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III Records of professional achievements

a.	Relevant professional achievements	
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IV Proceedings, if any, against the director

a.	If the director is a member of a professional association/body, details of disciplinary action, if any, pending or commenced or resulting in conviction in the past against him/her or whether he/she has been banned from entry into any profession/ occupation at any time.	
b.	Details of prosecution, if any, pending or commenced or resulting in conviction in the past against the director and/or against any of the entities listed in II (b) and (c) above for violation of economic laws and regulations	
c.	Details of criminal prosecution, if any, pending or commenced or resulting in conviction in the last five years against the director	
d.	Whether the director attracts any of the disqualifications envisaged under Section 274 of the Companies Act 1956 and corresponding provisions of New Companies Act, 2013?	
e.	Has the director or any of the entities at II (b) and (c) above been subject to any investigation at the instance of Government department or agency?	
f.	Has the director at any time been found guilty of violation of rules/regulations/ legislative requirements by customs/ excise /income tax/foreign exchange /other revenue authorities, if so give particulars	
g.	Whether the director has at any time come to the adverse notice of a regulator such as SEBI, IRDA, MCA	

V. Any other explanation / information in regard to items I to III and other information considered relevant for judging fit and proper.

Undertaking

I confirm that the above information is to the best of my knowledge and belief true and complete. I undertake

to keep the HFC fully informed, as soon as possible, of all events which take place subsequent to my appointment which are relevant to the information provided above.

I also undertake to execute the deed of covenant required to be executed by all directors of the HFC.

Place:

Date:

Signature:

VI. Remarks of Chairman of Nomination & Remuneration Committee or Board of Directors of HFC

Place:

Date:

Signature:

Annexure-II

Deed of Covenants

THIS DEED OF COVENANTS is made on _____ day of _____.

BETWEEN

SATYA Micro Housing Finance Private Limited having its registered office at 519, 5th Floor, DLF Prime Tower, Okhla Industrial Area, Phase-1, New Delhi-110020 (hereinafter called the “SMHFPL”) of the one part and _____ Director of SATYA Micro Housing Finance Private Limited (hereinafter called the “Director”) of the other part.

WHEREAS

A. The Director has been appointed as a director on the Board of Directors of the HFC (hereinafter called "the Board") and is required as a term of his appointment to enter into a Deed of Covenants with the HFC.

B. The Director has agreed to enter into this Deed of Covenants, which has been approved by the Board, pursuant to his said terms of appointment.

NOW IT IS HEREBY AGREED AND THIS DEED OF COVENANTS WITNESSETH AS FOLLOWS:

1. The Director acknowledges that his appointment as director on the Board of the HFC is subject to applicable laws and regulations including the Memorandum and Articles of Association of the HFC and the provisions of this Deed of Covenants.

2. The Director covenants with the HFC that:

- i. The Director shall disclose to the Board the nature of his interest, direct or indirect, if he has any interest in or is concerned with a contract or arrangement or any proposed contract or arrangement entered into or to be entered into between the HFC and any other person, immediately upon becoming aware of the same or at meeting of the Board at which the question of entering into such contract or arrangement is taken into consideration or if the Director was not at the date of that meeting concerned or interested in such proposed contract or arrangement, then at the first meeting of the Board held after he becomes so concerned or interested and in case of any other contract or arrangement, the required disclosure shall be made at the first meeting of the Board held after the Director becomes concerned or interested in the contract or arrangement.
- ii. The Director shall disclose by general notice to the Board his other directorships, his memberships of bodies corporate, his interest in other entities and his interest as a partner or proprietor of firms and shall keep the Board apprised of all changes therein.
- iii. The Director shall provide to the HFC a list of his relatives as defined in the Companies Act, 1956 or the Companies Act, 2013 and to the extent the Director is aware of directorships and interests of such relatives in other bodies' corporate, firms and other entities.
- iv. The Director shall in carrying on his duties as director of the HFC:
 - a) use such degree of skill as may be reasonable to expect from a person with his knowledge or experience;

- b) in the performance of his duties take such care as he/ she might be reasonably expected to take on his own behalf and exercise any power vested in him in good faith and in the interests of the HFC;
- c) shall keep himself informed about the business, activities and financial status of the HFC to the extent disclosed to him;
- d) attend meetings of the Board and Committees thereof (collectively for the sake of brevity hereinafter referred to as "Board") with fair regularity and conscientiously fulfil his obligations as director of the HFC;
- e) shall not seek to influence any decision of the Board for any consideration other than in the interests of the HFC;
- f) shall bring independent judgment to bear on all matters affecting the HFC brought before the Board including but not limited to statutory compliances, performance reviews, compliances with internal control systems and procedures, key executive appointments and standards of conduct;
- g) shall in exercise of his judgement in matters brought before the Board or entrusted to him by the Board be free from any business or other relationship which could materially interfere with the exercise of his independent judgement; and
- h) shall express his views and opinions at Board meetings without any fear or favour and without any influence on exercise of his independent judgement;

v. The director shall have:

- a) fiduciary duty to act in good faith and in the interests of the HFC and not for any collateral purpose;
- b) duty to act only within the powers as laid down by the HFC's Memorandum and Articles of Association and by applicable laws and regulations; and
- c) duty to acquire proper understanding of the business of the HFC.

vi. The Director shall:

- a) not evade responsibility in regard to matters entrusted to him by the Board;
- b) not interfere in the performance of their duties by the whole-time Directors and other officers of the HFC and wherever the Director has reasons to believe otherwise, he / she shall forthwith disclose his concerns to the Board; and
- c) not make improper use of information disclosed to him as a member of the Board for his or someone else's advantage or benefit and shall use the information disclosed to him by the HFC in his capacity as director of the HFC only for the purposes of performance of his duties as a director and not for any other purpose.
- d) make declaration to the effect that:
 - i. he/ she has not been associated with any unincorporated body that is accepting deposits;
 - ii. he/ she has not been associated with any company, the application for Certificate of Registration (CoR) of which has been rejected by the National Housing Bank/ Reserve Bank of India;
 - iii. there is no criminal case, including for offence under section 138 of the Negotiable Instruments Act, against him.

3. The HFC covenants with the Director that:

- i) the HFC shall apprise the Director about:

- a) Board procedures including identification of legal and other duties of the Director and required compliances with statutory obligations;
 - b) control systems and procedures;
 - c) voting rights at Board meetings including matters in which the Director should not participate because of his interest, direct or indirect therein;
 - d) qualification requirements and provide copies of Memorandum and Articles of Association;
 - e) corporate policies and procedures;
 - f) insider dealing restrictions;
 - g) constitution of, delegation of authority to and terms of reference of various committees constituted by the Board;
 - h) appointments of Senior Executives and their authority;
 - i) remuneration policy;
 - j) deliberations of committees of the Board, and
 - k) communicate any changes in policies, procedures, control systems, applicable regulations including Memorandum and Articles of Association of the HFC, delegation of authority, Senior Executives, etc. and appoint the compliance officer who shall be responsible for all statutory and legal compliance.
- ii) the HFC shall disclose and provide to the Board including the Director all information which is reasonably required for them to carry out their functions and duties as a director of the HFC and to take informed decisions in respect of matters brought before the Board for its consideration or entrusted to the Director by the Board or any committee thereof;
- iii) the disclosures to be made by the HFC to the Directors shall include but not be limited to the following:
- a) all relevant information for taking informed decisions in respect of matters brought before the Board;
 - b) HFC's strategic and business plans and forecasts;
 - c) organisational structure of the HFC and delegation of authority;
 - d) corporate and management controls and systems including procedures;
 - e) economic features and marketing environment;
 - f) information and updates as appropriate on HFC's products;
 - g) information and updates on major expenditure;
 - h) periodic reviews of performance of the HFC; and
 - i) report periodically about implementation of strategic initiatives and plans.
- iv) the HFC shall communicate outcome of Board deliberations to Directors and concerned personnel and prepare and circulate minutes of the meeting of Board to Directors in a timely manner and to the extent possible within two business days of the date of conclusion of the Board meeting; and
- Note: It is clarified that circulation of minutes within two business days is not mandatory and provisions in the Companies Act, 2013 in this regard shall apply.*
- v) advise the Director about the levels of authority delegated in matters placed before the Board.

4. The HFC shall provide to the Director periodic reports on the functioning of internal control system including effectiveness thereof.
5. The HFC shall appoint a compliance officer who shall be a senior executive reporting to the Board and be responsible for setting forth policies and procedures and shall monitor adherence to the applicable laws and regulations and policies and procedures including but not limited to directions of the Reserve Bank and National Housing Bank and other concerned statutory and governmental authorities.
6. The Director shall not assign, transfer, sublet or encumber his office and his rights and obligations as director of the HFC to any third party provided that nothing herein contained shall be construed to prohibit delegation of any authority, power, function or delegation by the Board or any committee thereof subject to applicable laws and regulations including Memorandum and Articles of Association of the HFC.
7. The failure on the part of either party hereto to perform, discharge, observe or comply with any obligation or duty shall not be deemed to be a waiver thereof nor shall it operate as a bar to the performance, observance, discharge or compliance thereof at any time or times thereafter.
8. Any and all amendments and/or supplements and/or alterations to this Deed of Covenants shall be valid and effectual only if in writing and signed by the Director and the duly authorised representative of the HFC.
9. This Deed of Covenants has been executed in duplicate and both the copies shall be deemed to be originals.

IN WITNESS WHEREOF THE PARTIES HAVE DULY EXECUTED THIS AGREEMENT ON THE DAY, MONTH AND YEAR FIRST ABOVE WRITTEN.

For the SMHFPL

By
Name:
Title:

In the presence of:

1.....

2.