



Corporate Social Responsibility Policy

1. Vision Statement:

We recognized that we must incorporate our business values and operations to meet the expectations of our stakeholders. We also recognized that our social, economic and environmental responsibilities to these stakeholders are essential to our business and therefore, we aim to demonstrate these responsibilities through our actions and within our corporate policies.

We are devoted to make a positive difference to the society and contribute to a worthy “not for profit cause” by using our internal proficiency in solving problems by actively participating in the social and economic development and affiliating with external communities. It is the contribution of the corporate sector for liberal causes like education, health, water, environment and community welfare.

Through its CSR initiatives, Company shall continue to enhance value creation in the society and in the community, in which it operates, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfillment of its role as a Socially Responsible Corporate Citizen with environmental concern.

2. Objectives:

The main objective of the CSR policy is to lay down guidelines for the Company to ensure that its CSR Spend results in a positive contribution to the society.

The Company firmly believes that CSR is primarily, the responsibility of the Company in relation to the impact of its decisions and activities on the society and also the environment, through a transparent and ethical behavior which is:

- (a) Consistent with sustainable development and welfare of society,
- (b) Is in compliance with applicable law, and
- (c) Is uniformly integrated and practiced throughout the Company.

3. Scope of activities:

- i. Eradicating hunger, Poverty and malnutrition, [promoting health care including preventive health care] and sanitation [including contribution to the Swachh Bharat Kosh set up by the Central Government for the promotion of sanitation] and making available safe drinking water.
- ii. Promoting education including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- iii. Promoting gender equality empowering women, setting up homes and hostels for women and orphans; establishing of old-age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- iv. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water [including contribution to the clean Ganga Fund set-up by the central government for rejuvenation of river Ganga].
- v. Protection of natural heritage, art and culture including restoration of building and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicraft;
- vi. Measures for the benefit of armed forces veterans, war widows and their dependents;
- vii. Training to promote rural sports, nationally recognized sports, paralympic sports and olympic sports
- viii. Contribution to the prime minister's national relief fund or any other fund set up by the central govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women;
- ix. Contribution or funds provided to technology incubators located within academic institutions which are approved by the central govt.
- x. Rural development projects
- xi. Slum area development

4. Composition of Committee:

Pursuant to the provisions of Section 135 of the Act, the Board of Directors shall constitute the CSR Committee. The Members of the CSR committee shall be appointed by the Board of Directors of the Company and must constitute at least 2 or more Directors.

The existing composition of the CSR Committee is as under:

- Mrs. Sheila S. Mody, Chairperson
- Mr. Mohib N. Khericha, Member
- Mr. Percy X. Avari, Member

5. Duties & Responsibilities of the Committee

- To formulate and recommend to the Board, a CSR policy;
- To review and recommend the amount of expenditure to be incurred on the activities to be undertaken for approval of the Board;
- To monitor the CSR policy and the CSR activity and report to the Board from time to time;
- Review the various proposals and identify the eligible entities/agencies for allocation of CSR amount;
- Spend the allocated CSR amount on the CSR activities once it is approved by the Board of Directors of the Company in accordance with the Act and the CSR Rules;
- Monitor and review periodically the CSR activities and submit the reports to the Board in respect of the CSR activities undertaken by the Company.

6. Treatment of Surplus:

Any surplus generated from CSR projects undertaken by Company will be tracked and channelized into Company's CSR corpus. These funds will be further used towards the development of the CSR projects and will not be added to the normal business profits.