

Corporate Social Responsibility (CSR) Policy

Principles of CSR Policy:

Our Company endeavours to ensure environmental sustainability by adopting best environmental practices and its vision is to actively contribute to the social and economical development of the communities in which we operate and to bring in a sustainable way of life for the weaker sections of the society.

CSR Policy

The Company will take up community and socially focused activities, with particular emphasis on the following activities, projects or programmes, hereinafter referred to as “CSR Policy”:

- I. Promoting preventive and general health care, sanitation including contribution to the Swachh Bharat Kosh set up by the Central Government for the promotion of sanitation and provision of safe drinking water.
- II. Promoting education by providing financial assistance to deserving educational institutions, meritorious students, including special education and employment Enhancing vocation skills especially among children, women elderly and differently abled, promoting livelihood enhancement projects and road safety projects with special emphasis on driver training programmes.
- III. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes day care centre and such other facilities for senior citizens.
- 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 the Ganga.
- V. Protection of National heritage, art and culture, including restoration of building ad sites of historical importance and works of art, setting up public libraries, promotion and development of traditional arts and handicrafts.
- VI. Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- VII. Contributing to rural development projects; and
- VIII. Such other activities and projects covered in Schedule VII to the Companies Act, 2013 and notifications made by the Ministry from time to time.

Modalities and implementation Schedule for execution of Projects and Programmes or CSR Activities

The Company will undertake its CSR activities either directly on its own or by contributing through a Registered Trust or through a Registered Society or establish another Company under Section 8 of the Companies Act, 2013 or collaborate with other entities.

The implementation schedule for the CSR activities will be dependent on the availability of eligible projects. The specific activities to be undertaken will be placed before the CSR Committee of the Board for prior approval and periodical updates will be submitted to the Committee.

The Company will give preference to the local area(s) in and around its offices in India, for spending the amount earmarked for CSR activities.

The Company will endeavour to spend in every Financial Year, at least 2% of the average net profits of the Company during the three immediately preceding Financial Years for its CSR activities.

CSR expenditure will include all expenditures, either in cash or kind, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR activities. Moreover, any surplus arising from any CSR Programmes shall be used only for CSR and will be carried forward to the next year spending. Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.

Monitoring Process

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterised by a willingness to build a society that works for everyone.