

CORPORATE SOCIAL RESPONSIBILITY POLICY

Preamble:

Corporate Social Responsibility (“CSR”) is a management concept whereby company integrates social and environmental concerns in their business operations and interactions with society. CSR is generally understood as being the way through which a company achieves a balance of economic, environmental and social imperatives while at the same time addressing the expectations of shareholders and stakeholders.

Humanities have many expectations from the organization. CSR is a voluntary philanthropy activity. It have a many advantage and positive impact on organizations as well as on society, community, employee, customers, investors, government, stakeholders, management and inspire and motivate to other organizations voluntary contribute for CSR.

Our aim:

- Safe Water
- Tree Plantation
- Eradicating Hunger
- Empowering community
- Free Education to poor children
- Setting up schools and colleges
- Maintained sustainable environment
- Donation to a research and development activity
- Setting up sanatorium and promoting health care

Advantages of CSR:

In today’s digital, fast speed world, each business, small or big, needs to have a CSR program in place. If CSR is not yet part of your daily business practice, you must act fast. Or else you’ll loose the trust of the people who are important to your business.

a) Society

In today’s world we are growing increasingly insulated and isolated from our neighbors. A community tree planting is a great way for people to interact with one another, work side by side toward a common goal. Planting trees is also a great way to instill in members of the community a sense of civic pride and a stronger connection to place.

b) Employees.

Employees want to feel proud of the organization they work for. An employee with a positive attitude towards the company, is less likely to look for a job elsewhere. It is also likely that you will receive more job applications because people want to work for you.

More choice means a better workforce. Because of the high positive impact of CSR on employee wellbeing and motivation.

c) Customers

Research shows that a strong record of CSR improves customers' attitude towards the company. If a customer likes the company, he or she will buy more products or services and will be less willing to change to another brand.

The majority of business executives believes that CSR activities are giving their firms competitive advantage, primarily due to favorable responses from consumers.

d) Positive Public Relation

CSR provides the opportunity to share positive stories online and through traditional media. Companies no longer have to waste money on expensive advertising campaigns. Instead they generate free publicity and benefit from word of mouth marketing.

e) Costs reductions

A CSR program doesn't have to cost money. If conducted properly a company can reduce costs through CSR. Companies reduce costs by:

- More efficient staff hire and retention
- Implementing energy savings programs
- Managing potential risks and liabilities more effectively
- Less investment in traditional advertising

f) More business opportunities

A CSR program requires an open, outside oriented approach. The business must be in a constant dialogue with customers, suppliers and other parties that affect the organization. Because of continuous interaction with other parties, your business will be the first to know about new business opportunities.

g) Long term future for your business

CSR is not something for the short term. It's all about achieving long term results and business continuity. Large businesses refer to: "shaping a more sustainable society"

3. Principles

Aware of the significance of this aspect, the Company will enhance its capabilities to continue to develop its responsible business model and to establish, through the Corporate Social Responsibility Policy, mechanisms and basic principles for the creation of sustainable value for its stakeholders.

In order to put these principles into practice, the Company will observe the following basic guidelines for action:

1. **Comply** with applicable law with rules and regulations.
2. **Follow** the guidelines set out in the Law, which reflects the Company's commitment to the principles of corporate ethics and transparency in all areas of action and governs the ethical and responsible professionals in the performance of their activities.
3. **Favour** transparency and free market practices, rejecting any illegal, fraudulent, or unethical practices, implementing effective mechanisms for prevention, surveillance, and punishment of irregular acts, and developing a corporate culture supported by ethics and honesty.
4. **Transparency** in management, labour practices, health and safety, the environment, and quality and safety of the products and the services sold, as well as develop responsible practices in the chain of value.
5. **Support** human rights, labour regulations, and the environment, through the adoption and dissemination thereof.
6. **Respect** the human and labour rights and, in particular, those violations of which degrades the workforce, which entails the opposition to child labour and to forced or compulsory labour, and respect the freedom of association and of collective bargaining as well as the rights of ethnic minorities in the countries.
7. **Recruit, select, and retain** talent within a favorable employment relationships framework, based on equality of opportunity, non-discrimination, and respect for diversity, promoting measures for inclusion and for reconciliation of personal and working life.
8. **Ensure** a safe and healthy working environment and in its spheres of influence.
9. **Promote** the effective protection of persons, property, knowledge, and other information through preventive and ongoing improvement actions.
10. **Boost** initiatives allowing for actual and effective use of the intellectual capital enjoyed with a view to operational efficiency and value creation.
11. **Encourage** research, development, and innovation (R&D) activities, based on sustainable development and the efficient management of resources, such that they contribute to the social and economic development.
12. **Advance** the sustainable use of resources and the protection of biodiversity and contribute to the fight against climate change, promoting the minimization of impacts caused, nurturing respect for the natural environment, and striving to provide information and education in this culture.
13. **Contribute** to sustainable development by sensitizing the population to the efficient consumption of products and services.
14. **Adopt** cutting-edge corporate governance practices, in line with good governance recommendations generally recognised in international markets, based upon business transparency and mutual trust in relationships with shareholders and investors.

15. **Encourage** communication and dialogue and facilitate with shareholders, employees, customers, suppliers, and, in general, all of its stakeholders, in order to harmonise corporate values and social expectations.

16. **Interventions** are structured around promoting education as well as informal education of Tribal Children, generating livelihood, empowering women and overall, social mobility.

Your Company is also constantly making efforts to maintain a greener planet and reduce its carbon footprint as much as possible. Through financial contributions and active participation of employees. Your Company contributed through donations, rain water harvesting sponsorship and by participating in various activities.

ANNEXURE - PRESCRIBED UNDER THE COMPANIES ACT, 2013:

- a) Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
- b) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- c) promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up 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;
- d) 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;
- e) protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
- f) measures for the benefit of armed forces veterans, war widows and their dependents;
- g) training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports;
- h) contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Schedule Castes, the Scheduled Tribes, other backward classes, minorities and women;
- i) contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- j) rural development projects.
- k) slum area development