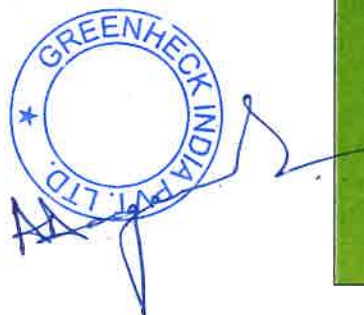


# POLICY ON CORPORATE SOCIAL RESPONSIBILITY



GREENHECK INDIA PRIVATE LIMITED





## I. PHILOSOPHY

**Greenheck India Private Limited (GIN)** believes that business and society are interdependent. This belief drives the Company's commitment to create mutual benefit and shared progress. GIN will make a positive and significant contribution to the society by targeting social and cultural issues, maintaining a humanitarian approach and focusing on areas in and around our plants and where our establishments are located.

The Mission and philosophy of this function is "To contribute positively to the development of the society, by acting as a good neighbour, considerate of others, playing the role of a good corporate citizen with passion and compassion". GIN will lend a helping hand to the society in which it operates, in the area of health, education, environment preservation and community development and such other activities as specified in Schedule VII of the Companies Act 2013.

## II. PREAMBLE

**Corporate Social Responsibility (CSR)** is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community and the environment are reflected in the Company's policies and actions. It is essentially a way of conducting business in an economically, socially and environmentally sustainable manner which is transparent and ethical.

This policy, which encompasses the Company's philosophy for giving back to society as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programmes for the welfare & sustainable development of the community at large, is titled as the '**Greenheck Policy for Corporate Social Responsibility**'. This policy is rooted in the Company's core values of quality, reliability and trust guided by the best practices and is driven by our aspiration for excellence in the overall performance of our business.

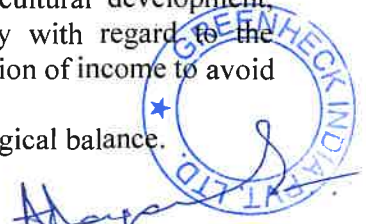
## III. INTRODUCTION

Corporate Social Responsibility is strongly connected with the principles of sustainability; an organization should make decisions based not only on financial factors, but also on the social and environmental consequences. GIN, as responsible corporate citizen, is committed towards improving the quality of lives of the underprivileged sections of the society and other stakeholders. Driven by the said philosophy, your Company endeavors to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders and with intent to make a positive difference to society. Our CSR initiatives would focus on to create social, environmental and economic value to the society.

A CSR policy is framed to guide its strategic planning and provide a roadmap for its CSR initiatives, which is an integral part of overall business policy and aligned with its business goals.

In the aforesaid backdrop, policy on Corporate Social Responsibility of GIN is broadly framed taking into account the following measures: -

- ❖ Welfare measures for the community at large including employees and their families, so as to ensure the poorer section of the Society derived the maximum benefits.
- ❖ Contribution to the society at large by way of social and cultural development, imparting education, training and social awareness specially with regard to the economically backward class for their development and generation of income to avoid any liability of employment.
- ❖ Protection and safeguard of environment and maintaining ecological balance.



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#### IV. OBJECTIVE

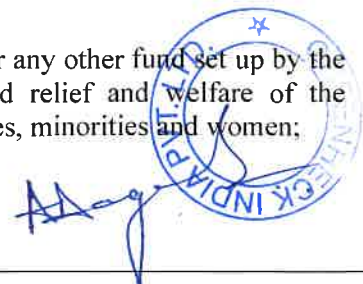
The main objective of CSR policy is to lay down guidelines for the company to make CSR a key business process for sustainable development for the Society. The other objectives of GIN CSR Policy is to:

- ❖ Ensure an increased commitment at all levels in the organization, to operate its business in an economically, socially & environmentally sustainable manner, while recognizing the interests of all its stakeholders.
- ❖ To directly or indirectly take up programmes that benefit the communities over a period of time, in enhancing the quality of life & economic well-being of the local populace.
- ❖ To give back to the society from which it draws its resources by extending helping hand to the needy and the underprivileged.
- ❖ Improving the quality of lives of people in the communities in which we operate.
- ❖ To generate, through its CSR initiatives, a community goodwill for GIN and help reinforce a positive & socially responsible image of GIN as a corporate entity.

#### V. SCOPE

In particular, the Company will undertake CSR activities as specified in Schedule VII to the Companies Act, 2013 (including any amendments to Schedule VII and any other activities specified by the Government through its notifications and circulars) as follows:

1. Eradicating hunger, poverty and malnutrition, promoting 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;
2. Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
3. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
4. 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;
5. 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 art and handicrafts;
6. Measures for the benefit of armed forces veterans, war widows and their dependents;
7. Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports;
8. 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 scheduled castes, the scheduled tribes, other backward classes, minorities and women;



9. Contribution to incubators funded by Central Government or State Government or any agency or Public Sector Undertaking of Central Government or State Government, and contributions to public funded Universities, Indian Institute of Technology (IITs), National Laboratories and Autonomous Bodies (established under the auspices of Indian Council of Agricultural Research (ICAR), Indian Council of Medical Research (ICMR), Council of Scientific and Industrial Research (CSIR), Department of Atomic Energy (DAE), Defence Research and Development Organisation (DRDO), Department of Science and Technology (DST), Ministry of Electronics and Information Technology) engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs);
10. Rural development projects;
11. Slum area development. For the purposes of this item, the term "slum area" shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force;
12. Disaster management, including relief, rehabilitation and reconstruction activities.

The Company will undertake its CSR for overall betterment of the community with special emphasis on activities for the benefit of the poor and needy segments of the society. The Company aims at overall National and community development; at the same time would give preference to the local areas around it where it operates.

Activities undertaken in the normal course of business of the Company or only for benefit of the employees and their families shall not be considered as CSR under this Policy. However, if employees and their families get benefits by an activity which is largely meant for the outside community or society, then such activity will count as a CSR activity, if otherwise qualified.

#### **VI. CSR COMMITTEE**

As per section 135 of Companies Act, 2013 the Board of directors shall form a committee dedicated to CSR. The committee shall have minimum 3 directors of which one shall be an independent director. However, if the company is an unlisted public company or a private company (not required to appoint an independent director), it shall have two or more directors in its CSR Committee.

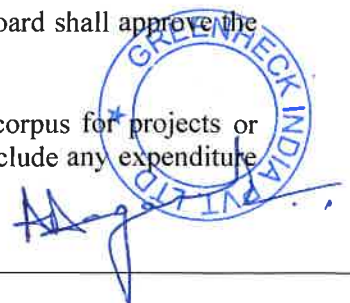
*Where the amount to be spent by a company under these provisions does not exceed fifty lakh rupees, the requirement for constitution of the Corporate Social Responsibility Committee shall not be applicable and the functions of such Committee, in such cases, be discharged by the Board of Directors of such company.*

*Since the amount to be spent on the CSR activities in our company does not exceed fifty lakh rupees so the function of CSR committee shall be discharged by the Board of Directors of the company.*

#### **VII. BUDGET FOR CSR ACTIVITY & CSR EXPENSES:**

The Company shall allocate the budget for CSR activities. The minimum budgeted amount for a financial year shall be 2% of the average net profit of three immediately preceding financial years. The Company may allocate more fund/amount than the amount prescribed under section 135 of the Companies Act, 2013, for the CSR activities for any financial year. The Board shall approve the total fund to be utilized for CSR activity for respective financial year.

CSR expenditure shall include all expenditure including contribution to corpus for projects or programs relating to CSR activities approved by the Board but does not include any expenditure



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on an item not in conformity or not in line with activities which fall within the approved CSR activities.

**VIII. IMPLEMENTATION PROCESS:**

After prioritizing the activity the board of directors shall finalise the detail implementation project/programme, including planning for expenses against the total budget allocated for CSR activities.

**IX. ORGANISATIONAL RESPONSIBILITY:**

At organisational level for implementation of agreed CSR activity, the board of directors may constitute an implementation team or authorised any of the Department of the Company to organize for the implementation of the CSR activity. The team or respective department shall monitor the implementation process from time to time, on behalf of the board of directors and place a report to the board of directors regarding the progress of the activity implementation, on a quarterly basis. The respective department or implementation team would be responsible for reporting of any irregularity to the board of directors on immediate basis.

**X. MONITORING BY THE BOARD:**

The Board of Directors shall constantly monitor the implementation of the CSR activities.

**XI. MANAGEMENT COMMITMENT:**

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, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the relevant section of the Corporate Social Responsibility, Rules made under Companies Act, 2013 and amendment(s) to be made thereto in future.



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