



Policy on Corporate Social Responsibility

OBJECTIVE:

The company's objective is to manage its business processes to produce an overall positive impact on our society and create wellness and to contribute to Institutions which are engaged in activities aligned to the activities forming part of its CSR policies.

VISION:

Taking corporate social responsibility ('CSR') as a strategic social investment, the company aims to integrate its resources with society's development needs for better future.

MISSION:

To align the company's activities with its vision and undertake initiatives in the areas of :
(a) education and skill development (b) social and economic welfare, (c) environmental sustainability. The policy includes contributing or adopting projects in the areas defined in Schedule VII of the Companies Act, giving preference to the local area and areas around it where the Company operates.

Scope of CSR activities:

We classify only those projects which are not forming part of the normal course of business of the company. All our CSR projects will be reviewed and updated by the CSR committee of the Board.

Governance Structure:

The company has constituted a CSR committee consisting of the following three Directors from the Board of Directors to oversee the implementation of the CSR policy of the company in accordance with the requirements of Section 135 of the Companies Act. They are:

- a) Mr. S R Ramaswamy Iyer, Director
- b) Mr. R Dhevarajan, Director
- c) Mr. S Raamganes, Director

The Committee will report to the Board.

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The responsibilities of the CSR committee include:

- The CSR Committee shall indicate the activities to be undertaken by the company as specified in Section VII;
- The CSR Committee shall recommend the amount of expenditure to be incurred every financial year at least two percent of the average net profits of the company calculated under section 198 of the Act, made during the three immediately preceding financial years;

Any other executive of the company associated with the CSR activities of the company will report to the CSR committee for all CSR projects undertaken.

BUDGET:

The total budget for the CSR projects will be decided by the CSR Committee based on the average net profits of the Company arrived at as per the provisions of Section 135 and 198 of the Companies Act, 2013.

AMENDMENT:

Amendments, if any, in the policy may be made periodically with the approval of the Board of Directors of the company.
