

# CSR POLICY

Policy No.	HR/26
Effective Date	01-Jun-2023
Revision No.	0
Revision Date	

## Preamble

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### Purpose

- Our Corporate Social Responsibility (CSR) company policy refers to our responsibility and values towards our People, Environment, Economy, Society, other organizations and Nature.
- The social responsibility of a business is to give back to the world just as it gives to us.

### Scope

- This policy applies to our company and its stakeholder. It may also refer to suppliers and other interested parties.

### Policy

- We want to be a responsible business that meets the highest standards of ethics and professionalism.
- Our company's social responsibility falls under two categories:
- Compliance and proactiveness.
- Compliance refers to our company's commitment to legality and willingness to observe community values.
- Proactiveness in every initiative to promote human rights, help communities and protect our natural environment.
- Compliance
- Legal register

### Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent
- Business ethics
- We'll always conduct business with integrity and respect to human rights.

### We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Protecting the environment
- Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices while disposing garbage. Stewardship will also play an important role.

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**Prepared By:**  
Mangesh Joshi

  
Head – Human Resource

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## Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

## Human rights

- Our company is dedicated to protecting human rights.
- We are a committed equal opportunity employer and will abide by all fair labour practices.
- We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

## Proactiveness

- Donations and aid
- Our company may preserve a budget to make monetary donations. These donations will aim to:
- Advance the arts, education and community events.
- Alleviate those in need.

## Volunteering

- Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events jointly with other organizations.

## Preserving the environment

- Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:
- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

## Supporting the community

- Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

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### Learning

- We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.
- Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

**Approved By:**



**Devesh Sahney**  
(Managing Director)

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Mangesh Joshi



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