



Ravindra Heraeus Private Limited

CORPORATE SOCIAL RESPONSIBILITY POLICY

VERSION NO. **1.0**
AUTHORIZED BY **CSR COMMITTEE**

TABLE OF CONTENTS

1.	INTRODUCTION	2
2.	OBJECTIVES	2
3.	FOCUS AREAS	2
4.	UNDERTAKING CSR ACTIVITIES	3
5.	LOCATION OF CSR EFFORTS	3
6.	RESPONSIBILITIES OF THE CSR COMMITTEE	3
7.	AUTHORITY TO TAKE ACTION	4
8.	COMPENSATION TO MEMBERS OF CSR COMMITTEE	4
9.	EFFECTIVE DATE	4

1. INTRODUCTION:

- 1.1. 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. Therefore, it is the core corporate responsibility of Ravindra Heraeus Pvt. Ltd. (hereinafter, 'Company') to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders.
- 1.2. With the promulgation of the Companies Act, 2013 (hereinafter, 'Act') in September 2013 and the notification of Section 135 of the Act read with Schedule VII to the Act, dealing with the aspect of corporate social responsibility as also of the Rules laid down to such effect to the Act, which have come into force on the 1st day of April, 2014 (hereinafter, 'the CSR Rules'), it has become mandatory for the corporate entities falling within the purview of the limits as to networth, turnover or profitability as laid down in the said section read with the CSR Rules, to undertake any one or more of the activities as laid down thereunder, towards the discharge of their responsibility towards the society in general (hereinafter, the 'Corporate Social Responsibility' or briefly 'CSR').
- 1.3. The Company being a corporate entity falling within the purview of Section 135 of the Act read with CSR Rules, the CSR Committee constituted by the Board of Directors of the Company (hereinafter, 'Board'), has in exercise of its authority and discharge of its responsibility, formulated a CSR Policy, which has been approved by the Board as the Corporate Social Responsibility Policy of the Company, elaborated in the following paras.

2. OBJECTIVES:

The CSR policy of the Company intends to:

- 2.1. Strive for economic development that positively impacts the society at large with minimal resource footprint.
- 2.2. Embrace responsibility for the Company's actions and encourage positive impact on communities, stakeholders and the society through its activities aimed towards promoting education, health care and environmental sustainability and eradication of poverty, malnutrition and inequality.

3. FOCUS AREAS:

In accordance with the requirements under the Companies Act, 2013, the Company's CSR activities will focus on:

- 3.1. **EDUCATION:** Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects, contribution to technology incubators located within academic institutions which are approved by the Central Government, monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc., with the objective of assisting students in their studies.

Further, providing monetary assistance like tuition fees, oral coachings, school fees, scholarships or any payment in terms of enlightenment of education etc. with the objective of funding the needy students.

- 3.2. **HEALTH CARE & SANITATION:** Promoting health care including 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;
- 3.3. **HUNGER, POVERTY & MALNUTRITION:** Eradicating hunger, poverty and malnutrition;
- 3.4. **ENVIRONMENTAL SUSTAINABILITY:** 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;
- 3.5. **FUNDS SET BY CENTRAL GOVERNMENT:** 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 in accordance with Schedule VII of the Act.
- 3.6. **NATIONAL HERITAGE, ART AND CULTURE:** 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;
- 3.7. **GENDER EQUALITY AND EMPOWERMENT OF WOMEN:** 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;
- 3.8. **RURAL & SLUM AREA DEVELOPMENT PROJECTS:** Strengthening rural areas and/or slum areas (as may be 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) by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable living environment;
- 3.9. **SPORTS:** Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;
- 3.10. **ARMED FORCES:** Measures for the benefit of armed forces veterans, war widows and their dependents;

4. UNDERTAKING CSR ACTIVITIES:

- 4.1. The Company will undertake the implementation of CSR activities themselves or through an outside agency or through collaboration with other Companies
- 4.2. The surplus arising out of the CSR activities, projects or programs shall not form part of the business profit of the Company.

5. LOCATION OF CSR EFFORTS:

While undertaking any activity for CSR purposes, the CSR Committee will decide on the location for CSR activities. However, the CSR committee shall give preference to local area and areas around which the Company operates to undertake such CSR activities.

6. RESPONSIBILITIES OF THE CSR COMMITTEE:

The responsibilities of the CSR committee include:

- 6.1. To formulate and recommend to the Board, the CSR policy which shall indicate the activities to be undertaken by the Company in accordance with the Schedule VII of the Act;
- 6.2. To set up a budget of total amount to be spent on CSR activities by the Company during a financial year;
- 6.3. To allocate the amount of expenditure to be incurred by the Company on different CSR activities to be undertaken by the Company within the total budget set up for CSR activities for a Financial Year;
- 6.4. To review the reason for any shortfall or excess amount spent on an activity in comparison to the budget and to report such variances to the Board along with reasons thereof;
- 6.5. To supervise the CSR activities being undertaken in accordance with the CSR policy of the Company and undertake the impact assessment of such activities;
- 6.6. To monitor and review the CSR policy of the Company from time to time;
- 6.7. To assist the Board to monitor and review the CSR activities undertaken by the Company;
- 6.8. To present an annual report to the Board, on the CSR activities undertaken by the Company during the Financial Year, the amount spent thereon and compliances of the Act & CSR Rules adhered or not adhered to, if any;
- 6.9. To ensure that the CSR activities being undertaken are in accordance with Section 135 of the Act & CSR Rules (including any statutory modifications, amendments or re-enactments thereto) for the time being in force;
- 6.10. To appoint personnel(s), consultants and/or agencies on part time or full time basis to initiate, undertake coordinate and/or review such CSR activities as may be deemed fit by the CSR Committee;
- 6.11. Any other matter as the CSR Committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors from time to time.

7. AUTHORITY TO TAKE ACTION:

The members of the CSR Committee shall be, jointly or severally, entitled to exercise the powers vested in the CSR Committee on its behalf and to do any other act as may be necessary for discharge of the duties of the CSR Committee on its behalf.

8. COMPENSATION TO MEMBERS OF CSR COMMITTEE:

The members of the CSR Committee shall not be entitled to any additional remuneration towards the discharge of their duties for the CSR activities related to such Committee.

9. EFFECTIVE DATE:

This policy is effective from 18.12.2014.
