



Revision 1 Adopted by CSR Committee: 27/04/2020
Revision 1 Approved by the Board of Directors: 27/04/2020

Tranter India Private Limited (TIPL)

Corporate Social Responsibility Policy and procedures

Preamble

Generally, Corporate Social Responsibility (CSR) has been within the philanthropic space with focus on community development through various projects but with the introduction of this concept in the Company Law by the Government of India, it is expected to get more strategic in nature. Going forward, CSR is set to undergo a radical change and could stretch beyond communities and beyond the concept of philanthropy and in a way could get linked with business especially with the corporates investing a part of profit for the larger good of the society at large though the main objective could still remain sustainable development.

CSR in TIPL

Objective

TIPL's Business Principles encompassing Social and Environmental elements amongst others describe the way we must act within the society so as to unearth many opportunities to contribute to a more sustainable future. In order to achieve this broad objective, it is important that we select and prioritize some of the vital opportunities that will deliver better everyday conditions for people.

Strategy

Our focus is on the broad development and upliftment of the communities located in backward areas across the country and more specifically around our plant/s and to contribute towards education, health, sanitation, infrastructure and disease control including epidemics like COVID-19. The projects for development would be carried out under the overall supervision of the CSR committee of the Company providing considered direction and the thrust areas while at the same time ensuring its execution in the desired manner.

It is intended to network and collaborate with unilateral agencies and like-minded bodies to ensure that the projects for development are carried out to its logical conclusion so that the ultimate beneficiaries of the activities reap the gains thereof. In this process, there could be many partners in development but the intention is to ensure that benefits directly flow to marginalized, disadvantaged, poor or deprived sections of the community.

Project identification and implementation

The projects identified for development would be chosen and placed before the CSR committee for its directions. The CSR committee on being satisfied that the proposed project is in line with the focus area would seek from the respective agencies the following:-

- Need Based Assessment/Baseline Survey/Study
- Clearly identified time frame



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- Specific annual financial allocation
- Clearly identified milestones
- Clearly identified & measurable objectives /goals

for the CSR Committee to recommend to the Company the amount of expenditure to be incurred on the chosen activities.

The CSR Committee or such other person as the CSR Committee may nominate shall put in place a robust and periodic review and monitoring mechanism and if necessary, shall enlist the services of a third party for a proper evaluation and assessment of the progress made in the implementation. Monitoring shall include physical verification of the progress in relation to the actual output in the project besides seeking feedback on the benefits of the programme from the end beneficiaries directly and to ensure that corrective steps are taken where necessary so that the projects are self-sustainable in the long run.

Employee participation

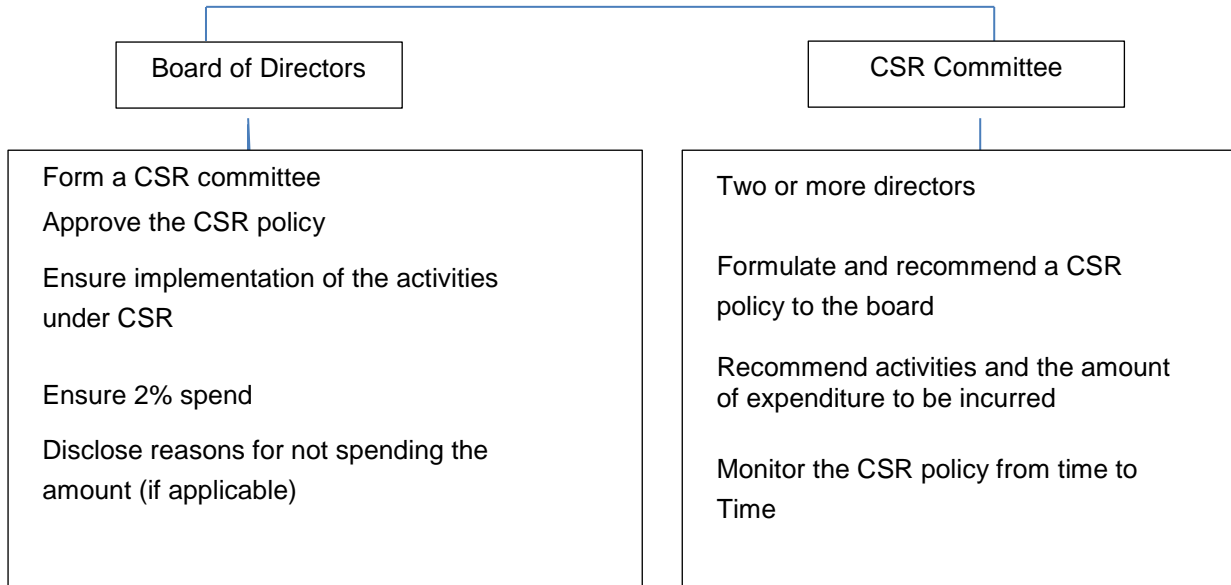
As a part of their contribution to CSR, employees may voluntarily participate in a cause or a project supported by the Company through the designated agency in a way that the time spent is not coinciding with any part of their working hours in any manner. Though such employees may not see any financial gains for such work or service, it could boost their personality or profile or skill development and socialisation.



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Role of the Board of Directors and the CSR committee

Role of the board CSR committee



CSR Process

