



## **Corporate Social Responsibility (CSR) Policy**

Social and Environment responsibility has always been at the forefront of Poly Medicure operating philosophy and as a result the Company consistently contributes to socially responsible activities. Corporate Social Responsibility (CSR) at Poly Medicure the deep symbiotic relationship that the group enjoys with the communities it is engaged with. As a responsible corporate citizen, we try to contribute for Social and Environmental cause on a regular basis. We believe that to succeed, an organization must maintain highest standard of corporate behavior towards its employees, consumers and societies in which it operates. We are of the opinion that CSR underlines the objective of bringing about difference and adding value in our stakeholders' lives.

Poly Medicure Corporate Social Responsibility is rooted in the Company's core value of quality, reliability and trust gained by international standards and best practices and driven by our aspiration for excellence in the overall performance of our business.

### **CSR Vision Statement**

In alignment with the vision of the Company, Poly Medicure through its CSR Activities strives to create value in the society and in the community in which it operates, through its services, conduct & initiatives so as to promote sustained growth for the society and community. Develop meaningful and effective strategies for engaging with all the stakeholders'

1. Consult with local communities to identify effective and culturally appropriate development goals.
2. Partner with credible organizations like trusts, foundations etc. including non government organizations.
3. Check and prevent pollution, recycle, manage and reduce waste, manage natural resources in sustainable manner
4. Ensure efficient use of energy and environment friendly technologies.

### **Objective**

The main objective of the Policy is to established and lay down the basic principles and the general framework of action for Poly Medicure to undertake and fulfill its Corporate Social Responsibility. The Policy will function as a built-in, self regulating mechanism whereby the business will monitor and ensure its active compliance with the spirit of law, ethical standard and requisite norms.

### **Constitution of Corporate Social Responsibility Committee**

Keeping in line with Section 135 of the Companies Act, 2013 (hereinafter referred as "the Act"), the Board of Directors of the Company shall form a Corporate Social Responsibility Committee



(hereinafter referred to as the “CSR Committee”) headed by an Independent Director, to inter alia, carry out the following functions:-

- (a). To formulate and recommend to the Board, a Corporate Social Responsibility policy indicating activities to be undertaken as specified in prescribed schedules.
- (b). To recommend the amount of expenditure to be incurred on the activities referred to in Clause (a) in a Financial Year.
- (c.) To monitor the Corporate Social Responsibility policy from time to time.
- (d.) Any other matter as may be considered expedient in furtherance of and to comply with the CSR Policy of the Company.

Further, any or all provisions of the CSR Policy would be subject to revision/amendments by the Board of Directors of the Company based on the recommendation of the CSR Committee or else in accordance with the guidelines on the subject as may be issued, from time to time.

### **Our CSR activities**

Our CSR activities will be in line with our Vision and Mission and focused not just around our plants and offices, but also to the needs of the communities.

The Company will contribute in following areas as a part of its CSR Activities:

1. Eradicating hunger, poverty and malnutrition:-
  - Providing food, nutrition supplement, clothes etc for the poor, children and other deprived sections of the society.
  - Provision for sanitation, making available safe drinking water.
  - Setting up Old age homes and day care centre
2. Promoting Health Care including Preventive Health care through awareness programmes, health check-ups, provision of medicine & treatment facilities, providing pre natal & post natal healthcare facilities, program for preventing diseases and building immunity.
3. Ensuring environmental sustainability and ecological balance through :
  - Plantation in manufacturing unit(s) & offices/business premises, Villages, School(s) and other areas in general;
  - Providing safety to flora & fauna;
  - conservation of natural resources, by way of consumption of alternative resources
  - Maintaining quality of soil, air & water.
  - Adoption of wastelands to cultivate plants;



- Animal welfare services.
  - Technical support and Knowhow for improving farming and building capacities of small farmers.
  - Promoting alternate energy resources.
4. Employment enhancing vocational skills and projects among Children, Women, elderly and differently abled and livelihood enhancement projects and also supporting schools and other educational institute(s) with infrastructure like benches, toilets, safe drinking water, fans etc. Supporting Children(s) for basis/higher education including provision for scholarship.
  5. Promoting gender equality and empowering women including:
    - Adult literacy for women.
    - Promoting and providing credit support to women's self-help and joint liability groups.
    - Training in vocations pursued by women.
    - Setting up hostels for working, student women and working women.
  6. Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government.
  7. Rural Development Projects
  8. Contribution to the Prime Ministers 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. Other Activities
    - Promotion of Sports with special focus on training for rural sports, nationally recognised sports, Paralympic sports, Olympic sports.
    - Welfare for differently disabled persons
    - Setting up public libraries
    - Reducing inequalities faced by the socially and economically backward groups
    - Protection of national heritage, art, culture and handicraft; Restoration of Buildings & sites of historical importance & works of art.
    - Welfare of armed forces personnel, war widows and their dependants
  10. Such other activities as the Board may consider being appropriate.

### **Budget of CSR**

CSR Activities will be funded during the financial year with an aim to contribute to CSR commitments. The total amount ("CSR Fund") allocated for the expenditure on CSR programs/projects/activities for each financial year shall include the following:



- 2% (two percent) of the average net profits of three immediately preceding financial years;
- any surplus arising and/or additional revenue generated out of CSR activities undertaken by the Company

Up to 5% (five percent) of the CSR commitment shall be spent towards capacity building, administrative costs, personnel costs and other CSR costs.

### **Capacity Building**

The Company may build CSR Capacities of its own personnel by training its staff to think strategically about how and where the money being spent, as well as how to effectively manage other organizations through which or in collaboration with which the Company undertakes/may undertakes CSR Activities. CSR Expenditure like salaries of personnel who are engaged in CSR Activities, can be spent on capacity building for the CSR Team in the Company who have been especially entrusted the assignment to execute CSR Projects and expenses incurred on their trainings etc.

### **CSR through Registered Trust, Society or otherwise as may be decided by the Board of Directors.**

The Board of Directors of the Company may also decide to undertake CSR Activities approved by CSR Committee, through Registered Trusts or a Registered Societies or a Company established by the Company or its holding or subsidiary Company or associate Company under Section 8 of the Act, or otherwise. Provided that:-

(i). If such trust of Society or Company is not established by the Company or its holding, Subsidiary or Associate Company it shall have track record of 3 (three) years in undertaking similar programmes or projects:

(ii). The Company has specified the project or programme to be undertaken through these entities, the modalities of utilization of funds on such projects and programmes and the monitoring and reporting mechanism.

### **CSR Expenditure**

For achieving its CSR Objectives through implementation of meaningful & sustainable CSR Programmes, the Company will allocate appropriate funds as per Section 135 of the Companies Act, 2013.

CSR Projects or programmes or activities undertaken in India only shall amount to CSR Expenditure.

CSR Expenditure shall include all expenditure including contributions to corpus, for projects or programmes relating to CSR activities approved by the Board on the recommendation of its CSR Committee, but does not include any expenditure on an item not in conformity with the CSR Policy.



### **Exclusions**

Any Contribution of any amount directly or indirectly to any Political Party under Section 182 of the Act, by the Company shall not be considered as CSR Activity.

The CSR Projects or Programmes or activities that benefit only the employees of the Company and their families shall not be considered as CSR Activities in accordance with Section 135 of the Act.

### **Implementation**

CSR Programmes will be undertaken by the Company to the best possible extent the defined ambit of the identified project or programmes.

The time period/duration over which a particular programmes will be spread, will depend on its nature, extent of coverage and the intended impact of the programme.

By and large, it may be ensured that the CSR Programmes shall be executed in and around to be put upto the CSR Committee of the Board at the beginning of each Financial Year.

### **Monitoring and Review Mechanism**

The administration of the CSR Policy and the execution of identified CSR Projects, programmes and activities under it shall be carried out and submit a report periodically to CSR Committee.

### **General**

In case of any doubt with regard to any provision of the Policy and also in respect of matters not covered herein, a reference to be made to CSR Committee. In all such matters, the interpretation & decision of the Committee shall be final.

Any or all provisions of the CSR policy would be subject to revision/amendment in accordance with the guidelines on the subjects as may be issued from government, from time to time.

The Company reserves the rights to modify, add, or amend any of these Policy Rules/Guidelines any time.