

Corporate Social Responsibility Policy

1. Philosophy underlying the Policy

The Company is conscious of and fully recognises its commitment to the fulfilment of its social responsibilities. In so doing, the Company faithfully follows and implements the vision of its past Chairman, Late Basant Kumar Birla, who instilled in the Company the consciousness of being socially responsible to the needs of the less privileged especially those living in close proximity to its facilities. Such observance borne as it has from the realisation that the Company should give back to its fellow citizens a portion of the societal resources that it has drawn forms the basis of the philosophy underlying the Policy. This philosophy has been practised by the Company for decades much before statutory mandates were even thought of.

2. Composition of Corporate Social Responsibility Committee

The Committee is chaired by Jikyeong Kang, Rashmi Bihani and P. Radhakrishnan as Members.

3. Policy

- 3.1 The Company is at liberty to do one or more of the activities listed in Schedule VII of the Companies Act, 2013 (“the Act”).
- 3.2 Without prejudice to the generality of the activities listed in paragraph 3.1 above, ongoing programmes, activities and exercises (“schemes”) to benefit those living in close proximity to its facilities as well as others to whom the Company has conventionally reached out to will continue to be part of this Policy. Such schemes will include but not be limited to the following:
 - medical camps including conducting comprehensive health checks on local villagers;
 - installation of facilities for water purification to improve accessibility to potable water;

- provision of street lights in adopted villages;
- training villagers in water conservation methodologies;
- animal husbandry camps;
- participation in Government mid-day meal schemes;
- arrangements for weddings of those requiring help and assistance;
- afforestation programmes;
- imparting of vocational training spanning sections of the population around the facilities of the Company to help the beneficiaries transform themselves into self respecting earning members of the society. Activities including but not limited to tailoring, stitch craft and needlework, computer literacy, pickle and *papad* making will feature prominently amongst vocational activity initiatives;
- distribution of blankets in winter to the less privileged;
- promotion of road safety and moulding the mindset of young adults to the need to observe road safety norms.

3.3 Schemes that exclusively benefit employees and their families will not be covered under Corporate Social Responsibility Policy.

4. Implementation

4.1 The Company has conventionally gone in for direct implementation of its social responsibilities typically through the instrumentality of employees and others. This practice will continue.

4.2 Equally, the Company may choose to undertake corporate social responsibility schemes through a registered trust, society or a company established under Section 8 of the Act. This can be done either singly or together with holding/subsidiary/associate companies. The qualifications of any such trust, society or company to conduct or undertake such schemes will be as per statutory mandates as laid down from time to time.

4.3 The Company is also eligible to undertake any or other schemes as are or may be included in the Act or The Companies (Corporate Social Responsibility) Rules, 2014.

5. Administration

5.1 As long as spends on corporate social responsibility is not mandatory for the Company as per the provisions of Section 135(5) of the Act, heads of the Company's three Businesses may incur expenditure on ongoing schemes as referred to in paragraph 3.2 above.

5.2 Once the Company achieves the profitability norm as envisaged in Section 135(5) of the Act, planned spends and actual expenditure on each corporate social responsibility scheme will be subject to supervision and monitoring by the Corporate Social Responsibility Committee constituted under Section 135(1) of the Act.

6. Expenditure

6.1 Corporate Social Responsibility Expenditure will consist of all expenditure incurred by the Company on individual schemes. Should any surplus emerge from any such activity, such surplus should only be used to promote the Company's Corporate Social Responsibility schemes by netting off such income against the expenditure on Corporate Social Responsibility.

7. Limitation and Amendment:

In the event of any conflict between the provisions of this Policy and of the Act or Listing Agreement or any other statutory enactments, rules, the provisions of such Act or Listing Agreement or statutory enactments, rules shall prevail over this Policy. Any subsequent amendment / modification in the Listing Agreement, Act and/or applicable laws in this regard shall automatically apply to this Policy.