

RAMCO INDUSTRIES LIMITED



**CORPORATE SOCIAL
RESPONSIBILITY POLICY**

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CONCEPT

The Company's philosophy on Corporate Social Responsibility (CSR) is that "as the organisation grows, the society and community around it should also grow".

VISION

The Company's vision is to contribute to the social and economic development of the communities in which it operates, resulting in building a better and sustainable way of life for the society at large.

APPLICABILITY

This policy shall apply to all CSR initiatives and activities taken up at various factories and other locations of Ramco Industries Limited (RIL), for the benefit of different segments of society.

OBJECTIVES

The objective of the CSR Policy is to

- a. Ensure an increased commitment at all levels in the organisation, to operate its business in an economically, socially & environmentally sustainable manner, while recognising the interests of all its stakeholders.
- b. To directly or indirectly take up programmes that benefit the communities in & around its work locations and results, over a period of time, in enhancing the quality of life & economic well-being of the local populace.
- c. To generate, through its CSR initiatives, a community goodwill for RIL and help reinforce a positive & socially responsible image of RIL as a corporate entity.

AREAS OF INITIATIVES

The initiatives under the CSR Policy shall be in areas of

- i. eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- ii. promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;

- iii. 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;
- iv. 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;
- v. 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;
- vi. measures for the benefit of armed forces veterans, war widows and their dependents;
- vii. training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;
- viii. 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 Casts, the Scheduled Tribes, other backward classes, minorities and women;
- ix. contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- x. rural development projects;
- xi. slum area development;

and such other activities as may be approved by the Companies Act or activities approved by the CSR Committee or Board of Directors of the Company in the said areas.

BUDGET

It shall be the endeavour of the Company to spend in every financial year at least 2% of the average net profits of the Company made during the three immediately preceding financial years in pursuance of its CSR Policy.

IMPLEMENTATION PROCESS

The CSR initiatives shall be undertaken by the Company as per its stated CSR Policy as Projects or Programmes or Activities (either new or ongoing).

The CSR activities may be undertaken through a registered trust or a registered society or a company established by the Company or its subsidiary or associate company or through any other trust, society or company which shall have an established track record of 3 years in undertaking similar programmes or projects.

The Company may also collaborate with other companies for undertaking projects or programmes or CSR activities in such a manner that the CSR committees of respective companies are in a position to report separately on such projects or programmes.

The projects or programmes undertaken under the CSR Policy shall be monitored by the CSR Committee on a periodical basis.

The surplus arising out of CSR projects or programmes or activities shall not form part of the business profits of the Company.

The CSR expenditure shall include all expenditure including contribution to corpus, for projects or programmes relating to CSR activities.

CSR REPORTING

The CSR Policy and the annual report on CSR activities shall be reported as statutorily required and as warranted, such as Company's website, Annual Reports, in-house journals and through the media.