

# CORPORATE SOCIAL RESPONSIBILITY POLICY

Version	Author	Reviewer	Approved by	Published on
1.0	HR Dept.	Finance Dept.	Board of Directors	

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## Purpose

The purpose of this document is to outline the policies and procedures for Corporate Social Responsibility (“CSR”) for Indium Software (India) Private Limited (referred to as “Indium” or ‘the Company”).

## Objective

Indium’s CSR Policy is formulated for determining the guidelines for contributing towards the society and environment development. It aims to embrace responsibility of the Company’s intention and encourage a positive impact through its activities.

## Our Initiatives

In accordance with the requirements under the Companies Act, 2013, Indium’s CSR activities will include:

- 1. Promotion of education:** Engaging in deep and meaningful systemic work in the area of school and college education. In parallel, our focus is on access to education for socially disadvantaged sections, with distinct attention on under privileged children. This includes:
  - Non-formal education programs
  - Supporting schools with infrastructure like benches, toilets, potable water, fans etc.
  - Supporting other educational institutions
  - Improving educational facilities in general
  - Supporting children for higher education
- 2. Community and Urban Ecology:** Engaging with the community on issues of Ecological Sustainability. Given the predominantly urban nature of Indium’s operations, significant focus is on issues of urban ecology. Ensuring environmental sustainability and ecological balance is will also be done through:
  - Plantation drives in schools, villages
  - Reviving endangered plants, promoting agroforestry
  - projects for plastic and solid waste management and/ or water conservation
  - conservation of natural resources
  - Maintaining quality of soil, air & water
  - Adoption of wastelands to cultivate plants
  - Promoting biodiversity

- Animal welfare and veterinary services.
  - Technical support and knowhow for improving farming and building capacities of small farmers.
  - Promoting alternate energy resources
3. **Promoting Health care including Preventive Health care:** This includes, but not limited to, the following activities:
- Conducting awareness programs
  - Health check-ups, provision of medicine & treatment facilities
  - Providing pre-natal & post-natal healthcare facilities, prevention of female feticide through awareness creation,
  - Program for preventing diseases and building immunity
4. **Eradicating hunger, poverty and malnutrition:**
- Provision of food, nutrition supplement, clothes etc. for the poor, children and other deprived sections of the society
  - Provision of shelter for homeless
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 homes for women & orphans
  - Setting up old-age homes & other facilities for senior citizens
  - Setting up hostels for working and student women, day care centers for kids of working women
6. **Contribution or funds provided to technology incubators** located within academic institutions which are approved by the Central Government.
7. **Relief funds:** Contribution to Relief funds or efforts set up by the Central Government for socio-economic development and relief and welfare for the underprivileged sections of the society.

## 8. Other Activities:

- Rural Development Projects
- Promotion of Sports with special focus on training for rural sports, nationally recognized 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 dependents

9. **Incidental Activities:** Employing people and incurring other costs to carry out aforesaid activities.

10. Such other activities as the Board may consider to be appropriate.

## Undertaking CSR Activity

Indium will undertake its CSR Activities, recommended by the CSR Committee, through entity/organization approved by the CSR Committee.

## CSR Committee:

The CSR Committee consists of the following members:

- B. VIJAYSHANKAR
- S. RAMCHANDER
- Ramesh Krishnamurthy
- Arvind. V
- Priya Venkataraman.

## Responsibilities of the Committee

The responsibilities of the CSR Committee include:

- Formulating and recommending the CSR Policy to the Board of Directors and indicating activities to be undertaken

- Recommending the amount of expenditure for the CSR activities
- Monitoring CSR activities from time to time

## Governance

The Company through a Section-8 Company, registered trust/NGO, society can undertake CSR activities as per the provisions of the Companies Act, 2013. The entity will closely work with the CSR Committee in implementing CSR activities of the Company. The entity will assist the CSR Committee in identifying the areas of CSR activities, programs and execution of initiatives as per defined guidelines. This entity will also assist the CSR Committee in reporting the progress of deployed initiatives and in making appropriate disclosures (internal/external) on a periodic basis.

## Funding, selecting and monitoring process

The registered entity will receive requests for funding of projects throughout the calendar year. Its panel of experts will evaluate proposals received under the entity's focus areas and projects will be prioritized by assessing their impact. The entity will then forward its recommendations to the CSR Committee. The CSR Committee will deliberate on the proposals and approve proposals for implementation at its discretion.

The entity and/or representatives of the entity will collaborate with stakeholders to monitor the status of each project and will report its findings to the CSR Committee periodically.

## Publication of the policy:

The CSR policy recommended by the Committee and approved by Board of Directors shall be displayed in the Company's website for public viewing.

## Effective date

The policy is effective from 01<sup>st</sup> April 2022.