

## CORPORATE SOCIAL RESPONSIBILITY POLICY

**Background:** In conformity with the requirements laid down under The Companies (Corporate Social Responsibility Policy) Rules, 2014 (hereinafter referred to as the “CSR Rules”) issued by the Ministry of Corporate Affairs (“MCA”), Government of India under Section 135 of the Companies Act, 2013 (“the Act”) the CSR Committee of the Board had drafted a CSR Policy, which was approved by the Board of Directors at their meeting held on **February 18, 2019**.

**Preamble:** NIKITA TRANSPHASE ADDUCTS PRIVATE LIMITED is vigilant in its enforcement towards corporate principles and is committed towards sustainable development and inclusive growth. The company constantly strives to ensure strong corporate culture which emphasizes on integrating Corporate Social Responsibility (CSR) values with business objective. It also pursues initiatives related to quality management, environment preservation and social awareness. As part of its dedicated approach to create economic opportunity in the communities in which it operates, the Company shall be contributing its time, expertise and resources to help communities and undertaking a series of initiatives that are locally relevant.

To attain its CSR objectives in a professional and integrated manner, the company shall formulate policies for social development that are based on the following guiding principles:

- ◆ Adopt an approach that aims at achieving a greater balance between social development and economic development;
- ◆ Adopt new measures to accelerate and ensure the basic needs of all people including working towards elimination of barriers for the social inclusion of disadvantaged groups;
- ◆ Focus on educating the girl child and the underprivileged by providing appropriate infrastructure, and groom them as future value creators;
- ◆ Assist in skill development by providing direction and technical expertise to the vulnerable thereby empowering them towards a dignified life;
- ◆ Promote an inclusive work culture;
- ◆ Work towards generating awareness for creating public infrastructure that is barrier free, inclusive and enabling for all including the elderly and the disabled;
- ◆ Promoting the well-being and development of employees and their families through an inspiring corporate culture that encourages good values;
- ◆ Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues pertaining to CSR;

- ◆ At the time of local or national crisis, to respond to emergency situations & disasters by providing timely help to affected victims and their families.

**Our Core Focus Areas:**

- Health
- Education
- Employment
- Hunger
- Environmental Sustainability
- Promoting Gender Equality

**Going beyond policy imperatives:**

Although our main thrust lies in providing support to the above mentioned areas, we shall not restrict ourselves to it. In order to improvise on our areas of interest and business, we shall focus and strive to integrate our business models with social and environmental priorities and processes in order to create shared value.

**Activities, setting measurable targets with timeframes and performance management:**

Prior to the commencement of projects, there shall be a baseline study of the core focus areas and subsequent development of a project for satisfying the core focus areas. All the projects shall be assessed under the agreed strategy, shall be monitored every quarter, and measured against targets and budgets.

**Budget & Implementation:**

The Budget shall be arrived at on computation of:

- a. two percent of the average net profits calculated in accordance with the provisions of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014;
- b. any income arising there from; and
- c. surplus arising out of CSR activities

Thereafter, a specific budget shall be allocated to a specific project activity. The CSR Committee constituted shall monitor the project expenditure and the surplus arising out of the CSR activity will not be part of business profits of the Company.

**Information dissemination:**

Our engagement in this domain shall be disseminated on periodic basis on our Web-site, if any and Annual Report.

**Management Commitment:**

We subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the Schedule VII of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 as notified by the Ministry of Corporate Affairs, Government of India.

**Amendments to the CSR Policy:** The Board of Directors of the Company shall have the powers to revise/modify/amend this Policy from time to time, as the Board may think fit, based on the recommendations to be made by the CSR Committee to confirm to the revision/amendment, if any, to be made to the CSR Rules by the MCA, under the Act.