

Egis India Consulting Engineers Private Limited
Corporate Social Responsibility Policy
(Pursuant to Section 135 of the Companies Act, 2013)
(Approved by the Board at its meeting held on: 4th June, 2014)

I. PREAMBLE

The concept of Corporate Social Responsibility (CSR) has gained prominence from all avenues. As a regulatory measure Govt. of India came out with a provision in Company law, requiring companies to spend a portion of their profit for social good. For Egis in India CSR means not only investment of funds for Social Activity but also Integration with Social processes.

II. INTRODUCTION:

Offices of Egis in India are located in the National Capital Region, Hyderabad, Gujarat, Kolkata, Chennai, Bangalore, etc. hence, the initial beneficiaries of CSR activities shall be for those staying in the above mentioned areas. Poor and needy section of the society living in other parts of India should be second beneficiaries. In the aforesaid backdrop, policy on Corporate Social Responsibility of Egis India is broadly framed taking into account the following measures: -

- a) Welfare measures for eradicating hunger, poverty, malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- b) Contribution to the society at large by way of sponsoring education to the underprivileged and economically backward class children for their development;
- c) Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- d) Promoting gender equality, empowering women, facilitating/supporting homes and hostels for women and orphans; facilitating/supporting 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;

III. OBJECTIVE

The main objective of CSR policy is to lay down guidelines for Egis in India to make CSR a key process for sustainable development for the Society. It aims at supplementing the role of the Govt. in enhancing welfare measures of the society based on the immediate and long term social consequences of their activities. Egis India will act as a good Corporate Citizen, subscribing to the principles of integrating economic and social objectives with the company's operations and growth.

IV. SCOPE / ACTIVITIES COVERED

Egis in India will take up /initiate activities in few of the following areas under CSR activities:

(a) Eradicating Extreme Hunger & Poverty:

- Employment Infrastructure Support
- Social Empowerment
- Grant/donation/financial assistance/sponsorship to reputed NGOs of the Society/locality doing/involve in upliftment of the standard of the society & poverty alleviation.
- Adoption of village for carrying out the activities like infrastructural development e.g. Road, water supply, electricity and community center etc.
- Water Supply including drinking water.

(b) Promotion of Education:

- Support to Technical/Vocational Institutions for their self-development.
- Academic education by way of financial assistance to Primary, Middle and Higher Secondary Schools.
- Adult literacy especially amongst those belonging to BPL.
- Special attention on education, training and rehabilitation of mentally & physically challenged children/persons.
- Provide fees for a period of one year or more to the poor and meritorious, preferably girl students of the school in the operational area of the Company to enable them to get uninterrupted education.
- Provide cycle to needy girl students who are attending school in remote and distant areas.
- Devising scholarship schemes for poor & meritorious students.

(c) Promoting Gender Equality & Empowering Women:

- Empowerment of women for education/health & self employment
- Awareness programs on girl education.
- Spreading legal awareness amongst people and disadvantaged sections of the society about their rights & remedies available.

(d) Reducing child mortality and improving maternal health and combating human immunodeficiency virus, acquired immune deficiency syndrome, malaria and other diseases;

- Organizing health awareness Camps on
Child and Mother care;
Diet and Nutrition;
- To help the people of the peripheral area for necessary assistance, Blood donation camps.
- Diabetics detection & Hypertension Camps
- Family Welfare.
- Senior Citizen Health Care Wellness Clinics.
- To supplement the different programmes of Local/State Authorities.
- Camps for awareness on AIDS, TB and Leprosy, social evils like alcohol, smoking, drug abuse etc.

(e) 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 Castes, the Scheduled Tribes, other backward classes, minorities and women;

V. IMPLEMENTATION:

Initiatives for implementation of CSR activities will have any one of the following initiatives:

- Egis as Promoter:** Egis shall take up CSR activities on its own;
- Egis as a Partner:** Egis shall take up Corporate Social Responsibility Projects on a sustainable basis in partnership with Voluntary Bodies, Autonomous Bodies, NGOs, State and Central Government Agencies;
- Egis as Facilitator:** Egis shall contribute to various Socially Beneficial Projects in and around location where Egis has its business operations and in the Country at large.

Broad guidelines for implementation are:

- a) The investment in CSR should be project based and for every project, time framed periodic mile stones should be finalized at the outset.

- b) Project activities identified under CSR are to be implemented by Specialized Agencies and generally NOT by staff of the Company. Specialized Agencies could be made to work singly or in tandem with other agencies. Such specialised agencies/ organizations must have an established track record of at least three years in carrying on activities in related areas.
- c) Such specialized agencies would include:
- Community based organization whether formal or informal;
 - Elected local bodies such as Panchayats;
 - Voluntary Agencies (NGOs);
 - Institutes/Academic Organizations;
 - Trusts, Mission etc.;
 - Self-help groups;
 - Government, Semi Government and autonomous Organizations;
 - Standing Conference of Public Enterprises (SCOPE);
 - Women Councils and the like;
 - Professional Consultancy Organization etc.

VI. STRUCTURE FOR IMPLEMENTATION

- a) All proposals under CSR activity would be referred to the CSR Committee for their examination/submission of report with necessary recommendation to the Board and based on the recommendation Board shall approve the CSR activity.
- b) The activities of the CSR Committee will involve anyone of the following:
- To decide the priority of the activities to be undertaken under CSR.
 - To interact with CSR Implementing agencies for determining the activities to be undertaken.
 - Interact with the concerned Govt. officials to confirm the areas for undertaking activities under CSR and ensure to avoid duplicity of the job.
 - Recommend the amount of expenditure to be incurred on the activities identified
 - The Committee will monitor and review the progress of activities Undertaken/completed.
- c) Delegation of Power (DOP) for approval of any CSR project proposal would be as under:
- Project Proposal up to Rs. 25.00 lakhs shall be approved by the CSR Committee.
 - Proposals beyond Rs. 25.00 lakhs shall be approved by the Board.

VII. MONITORING

- a) CSR Committee will prepare the Annual Report on CSR Activities. Monthly/Quarterly Report on CSR should be sent by members of the Committee, selected by the Board, to CEO/Dy. CEO highlighting the cumulative outlays and outcomes of the program in specific details.
- b) In every six months Board of Directors of EGIS reviews the implementation of CSR.
- c) EGIS shall include a separate section in the Annual Report on the implementation of CSR activities/project including the facts relating to physical and financial progress.
- d) Utilization Certificate with statement of expenditure duly certified by an Authorized Auditor will be submitted by the Organization/Institution/NGO to whom CSR fund is allocated.

VIII. SOURCE OF FUND

The fund for the CSR should be allocated based on at least two percent of the average net profits of the company made during the three immediately preceding financial years. 2% CSR spending would be computed as 2% of the average net profits made by the company during every block of

three years. For the purpose of First CSR reporting the Net Profit shall mean average of the annual net profit of the preceding three financial years ending on or before 31st March, 2014.

Any surplus arising out of the CSR activity will not be part of business profits of a company.

The corpus would include the following:

- 2% of the average net profits;
- any income arising there from;
- surplus arising out of CSR activities.

IX. CONCLUSION

The above guidelines would form the framework around which the CSR activities would be undertaken. The Company shall take activities mostly in close vicinity of its offices. EGIS will review the Policy from time to time based on changing needs and aspirations of the target beneficiaries and make suitable modifications, as may be necessary.