



VINATI ORGANICS LIMITED

Corporate Social Responsibility Policy (CSR)

CSR Meaning

Corporate Social Responsibility (CSR) is a form of corporate self regulation integrated into business model. The term stake holder meaning those on whom an organization's activities have on impact.

There is no other way to run your business rightly. Honesty has to be accepted as on axiom, which is the only way to do business. It gives you the mental and moral strength and the ability to do it the right way.

Philosophy

Recognizing that business enterprises are economic organs of society and draw on societal resources, it is VOL's belief that a company's performance must be measured by its Triple Bottom Line contribution to building economic, social and environmental capital towards enhancing societal sustainability. VOL believes that in the strategic context of business, enterprises possess, beyond mere financial resources, the transformational capacity to create game-changing development models by unleashing their power of entrepreneurial vitality, innovation and creativity. In line with this belief, VOL will continue crafting unique models to generate livelihoods and environmental capital. Such Corporate Social Responsibility ("CSR") projects are far more replicable, scalable and sustainable, with a significant multiplier impact on sustainable livelihood creation and environmental replenishment. These initiatives are independent of the normal conduct of VOL's business. Programmes, projects and activities (collectively "CSR Programmes") carried out in this regard are the subject matter of this Policy.

CSR Policy

It is VOL's policy:

1. To direct VOL's CSR Programmes, inter alia, towards achieving one or more of the following - enhancing environmental and natural capital; supporting rural development; promoting education; providing preventive healthcare, providing sanitation and drinking water; creating livelihoods for people, especially those from disadvantaged sections of society, in rural and urban India; preserving and promoting sports;
2. To develop the required capability and self-reliance of beneficiaries at the grass roots, especially of women, in the belief that these are prerequisites for social and economic development;
3. To engage in affirmative action interventions such as skill building and vocational training, to enhance employability and generate livelihoods for persons from disadvantaged sections of society;
4. To pursue CSR Programmes primarily in areas that fall within the economic vicinity of the Company's operations to enable close supervision and ensure maximum development impact;
5. To carry out CSR Programmes in relevant local areas to fulfil commitments arising from requests by government/regulatory authorities and to earmark amounts of monies towards "Enterprise Social Responsibility (ESR)" activities and to spend such monies through ESR/CSR Cells of such administrative bodies of the government and/or directly by way of developmental works in the local areas around which the Company operates;
6. To provide equal opportunities to beneficiaries of the Company's CSR Programmes as vendors or employees on merit;

CSR Management

➤ Plan

Consult Stakeholders

Establish code of conduct

Set targets

- **Do**
 - Establish management
 - Systems & personnel
 - Promote code compliance
- **Check**
 - Measure progress
 - Audit
 - Report
- **Act**
 - Corrective action
- **Reform of system**

CSR Governance

1. Every year, the Corporate Social Responsibility Committee (CSRC) will place for the Board's approval, a CSR Plan delineating the CSR Programmes to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR Plan with any modification that may be deemed necessary.
2. The CSRC will assign the task of implementation of the CSR Plan within specified budgets and timeframes to such persons or bodies as it may deem fit.
3. The persons/bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the CSRC within the specified budgets and timeframes and report back to the CSRC on the progress thereon at such frequency as the CSRC may direct.
4. The CSRC shall review the implementation of the CSR Programmes once a quarter and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR Programmes in accordance with this Policy.
5. Once every six months the CSRC will provide a status update to the CSR and Sustainability Committee on the progress of implementation of the approved CSR Programmes carried out during the six month period. It shall be the responsibility of the CSRC review such reports and keep the Board apprised of the status of implementation of the same.
6. At the end of every financial year, the CSRC will submit its report to the Board.

Guiding Principles

To attain its CSR objectives in a professional manner and integrated manner, the Company shall:

- ❖ Undertake proactive engagement with stakeholders to actively contribute to the socio-economic development of the periphery/community in which it operates.
- ❖ Using environment friendly and safe processes in production.
- ❖ Create a positive footprint within the society by creating inclusive and enabling infrastructure/environment for livable communities.
- ❖ Ensure environmental sustainability by adopting best ecological practices and encouraging conservation/judicious use of natural resources.
- ❖ Work towards mainstreaming the marginalized segments of the society by striving towards providing equal opportunities and making meaningful difference in their lives.
- ❖ 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.
- ❖ Emphasize on providing basic nutrition/health care facilities with special focus on establishing health centers for the mother and child as well as the elderly.
- ❖ Facilitate water conservation by reducing water consumption at the plants and taking up rain water harvesting projects.
- ❖ Create a business value chain which is sustainable – environmentally + socially + economically.
- ❖ 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.
- ❖ Create positive awareness towards the need to adopt measures that lead towards reducing carbon footprints, dependence on fossil fuels and promote alternate energy approaches.
- ❖ Promoting the well being and development of employees and their families through an inspiring corporate culture that engenders good values.

- ❖ Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues of their interest.
- ❖ At the time of national crisis, as a company it is imperative for us to respond to emergency situations & disasters by providing timely help to affected victims and their families.

CSR Expenditure

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR. Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.

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