

## **CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY**

Corporate Social Responsibility (CSR) is defined as the activities that promote poverty reduction, education, health, environmental sustainability, gender equality and skill development. The Corporate Social Responsibility Policy (hereinafter referred to as ‘policy’) has been framed and adopted by Salasar Techno Engineering Limited in compliance with the provisions of Companies Act, 2013 read with rules made thereunder and also in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

### **POLICY OBJECTIVE:**

The objective of this Policy is to set guiding principles for carrying out CSR activities by the Company and also to set up process of execution, implementation schedules and monitoring of the CSR activities to be undertaken by the Company.

### **APPLICABILITY:**

The Policy is applicable to all the CSR activities/projects taken up within India for the benefit of different segments of the society.

### **DEFINITIONS**

“Act” means the Companies Act, 2013 and the Rules framed thereunder, including any modifications, amendments, clarifications, circulars or re-enactment thereof.

“Board” means Board of Directors of the Company.

“SALASAR or Company” means Salasar Techno Engineering Limited.

### **SALASAR’s CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY**

As per the Companies Act 2013, the Company is required to set up a Corporate Social Responsibility Committee with three members of the Board out of which at least one director shall be Independent Director. Accordingly, Corporate Social Responsibility (CSR) Committee (hereinafter referred to as Committee) of the Company is constituted by the Board comprising of the following members:

<b>Name</b>	<b>Designation</b>	<b>Category of Member</b>
Ms. Tripti Gupta	Chairman	Whole Time Director
Mr. Shashank Agarwal	Member	Jt. Managing Director
Mr. Sanjay Chandak	Member	Independent Director

Mr. Rahul Rastogi Company Secretary shall act as Secretary to the committee.

## **DUTIES AND RESPONSIBILITIES**

The Corporate Social Responsibility Committee of the Company shall deal with the following areas/activities:-

- \_ Formulate & Recommend to the Board, Corporate Social Responsibility (CSR) Policy, any amendment or modification thereof;
- \_ Recommend the amount of expenditure to be incurred on the activities referred to above clause; and
- \_ Monitor the Corporate Social Responsibility Policy of the company from time to time.

## **PROGRAMS/ACTIVITIES UNDER CSR**

The Committee shall carry out following activities under this policy:

- \_ Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
- \_ Promoting education, including special education and employment enhancing vocation skill especially among children, women, elderly and the differently abled person.
- \_ Promoting Good Agricultural Practices among farmers and promotion of overall agriculture development and better farmer focus.
- \_ Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water.
- \_ Promoting Sports through various events.
- \_ Social Business projects
- \_ 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.

CSR expenditure shall include all expenditure including contribution to corpus, for projects or programs relating to CSR activities approved by the Board on the recommendation of its CSR Committee, but does not include any expenditure on any item not in conformity or not in line with activities mentioned above.

## **RESOURCES:**

- \_ For achieving the CSR vision, the Company will allocate at least 2% of its average net profits made during the three immediately preceding financial years as Annual CSR Budget.

\_ Committee shall ensure that every financial year funds committed by the Company for CSR activities are utilized effectively.

Any unspent /unutilized CSR allocation of a particular year will be carried forward to the following year and reasons shall be disclosed in the Board's report.

\_ CSR expenditure will include all expenditure including contribution to corpus for projects or programs relating to CSR activities approved by the Board of Directors on recommendation of CSR Committee.

\_ The surplus arising out of the CSR projects or programs or activities shall not treat as a part of the business profit of the Company.

### **MONITORING & REPORTING**

\_ To ensure effective implementation of the CSR programs, committee shall monitor the implementation of the CSR Policy through periodic reviews of the activities and programs undertaken by the Company.

\_ All the papers related to CSR policy, documentation, annual CSR activities, executing Agreements, if any, and expenditures thereof will be accounted and recorded on a regular basis.

\_ The Committee shall report of its activities and summarize any recommendation to the Board.

\_ The Committee shall also report CSR initiatives undertaken by the Company to be included in the Board's Report of the Company, format annexed at ANNEXURE-I.

### **REVIEW AND AMENDMENT**

\_ The Committee or the Board may review the Policy as and when it deems necessary.

\_ The Committee may modify, cancel, add, or amend any of these rules in accordance with the guidelines on the subject as may be issued from Government/Regulatory Authorities or otherwise, from time to time with prior approval of the Board of Directors.

\_ This Policy may be amended or substituted by the Committee or by the Board as and when required, where there are any statutory changes necessitating the change in the policy.

### **NOTE**

The provisions of the Companies Act, 2013 and rules thereto and the Listing Regulations (including any amendment thereto from time to time) to the extent applicable, shall be apply in addition to this policy.

**(This Policy and any amendment thereto shall be posted on the website of the Company)**