

Corporate Social Responsibility Policy

1. Objective:

The main objective of CSR Policy is to lay down guidelines for Corporate Social Responsibility Activities of Paushak Limited. The Policy is formulated in compliance with the requirements of the Companies Act, 2013 and rules made thereunder.

2. Philosophy of Alembic Group on CSR:

Alembic Group, on a voluntary basis, has a history of over 50 years of contribution towards welfare of society. In this process, it established quality hospitals and education institutions on 'no profit no loss' basis for the benefit of society at large.

Now, Paushak Limited, being a Company of Alembic Group will do its best to follow the requirements of New Companies Act, on CSR obligation in letter and spirit.

3. Implementation:

- The Board of Directors has constituted a Corporate Social Responsibility Committee (CSR Committee or the Committee) with majority of its members being Independent Directors of the Company.
- The Committee shall identify programs/projects in which the CSR activities can be undertaken and recommend to the Board from time to time.
- The programs/projects can be undertaken through Trust/NGO having a track record of at least three years.
- The Committee may invite such outside expert / consultant or any other person as it may deem fit for the purpose of CSR activities.
- CSR activities may also be undertaken in collaboration with other Companies.
- The Committee shall recommend to the Board, at the beginning of the Financial Year the amount to be spent on CSR activities for that Financial Year.
- The Committee may also recommend allocation of certain portion of the CSR spend for some identified activities/projects.

- The programs/projects which benefit only to the employees of the Company and their families shall not be considered for CSR activities.
- The Committee shall endeavor for CSR capacity building of the personnel of the Company and / or of the institution carrying CSR activities of the company and not more than 5% of the total CSR budget shall be spent on such CSR capacity building exercise.

4. Projects / Programs to be Undertaken:

The activities to be undertaken by the Company as CSR activities shall be the projects/programs relating to the activities/subjects specified enumerated in the Schedule VII of the Companies Act, 2013 or any amendment thereto or modification thereof.

The Committee shall from time to time decide/recommend to the Board on, CSR activities to be undertaken, the geographical area covered, agencies or trusts or NGOs with which the projects/activities are to be undertaken, Amount to be spent on various projects whether on going or fresh.

While deciding on the CSR activities, priority shall be given to the needs and requirements of communities or area in the vicinity of the manufacturing facilities of the Company.

The CSR programs or projects or activities that the Company plans to undertake through following NGOs/Trusts/Agencies and the modalities of the execution/implementation of the same are as under –

1. Bhailal Amin General Hospital (BAGH):

- Donation in cash or kind to BAGH.
- Sponsorships of free medical checkups for community in vicinity of the Manufacturing Plants of the Company.
- Sponsorships of medical treatment for poor as recommended by committee of Doctors of BAGH.
- Sponsorship of equipped Ambulance or such other specific equipment as may be required by BAGH.

2. Rural Development Society (RDS):

Support RDS in promoting following initiatives through donating in cash or kind as may be required by RDS:

- a. Running of School with Hostel for students of poor families free of cost.
- b. Operating Medical Dispensary with qualified doctor for preliminary medical facilities to the poor patients free of cost.
- c. Conducting Vocational Training Courses for Carpentry, Plumbing, Electrician, Tailoring etc. with a view to make people self-reliant.
- d. Undertaking various activities with the objective of development of local villages by running sanitation campaigns, de-addiction programs, Mal-Nutrition awareness programs and HIV/AIDS awareness programs.

3. Spread of Education at affordable cost to students of poor or low income groups through the following trusts by donations in cash or kind:

- a. Uday Education Society
- b. Bal Utkarsh Society
- c. Utkarsh Vidya Kendra
- d. Vidyanidhi Trust – Bangalore
- e. Ujjval Vidyalaya – Bangalore

5. Monitoring Process

- The Committee shall monitor the above projects, programs and implementation and execution of the same from time to time and report the same to the Board of Directors on a periodical basis.
- The Committee shall on completion of every Financial Year, submit to the Board, details of the CSR spent during the Financial Year and reasons for the actual spent being less than the limits prescribed by the law, if any.
- The report on CSR shall form part of Directors Report of the Company.

- The Committee shall recommend changes/editions to be carried out in the policy to the Board from time to time.

6. Disclaimer:

- The activities undertaken by the Company in pursuance of its normal course of business shall not be considered as CSR activities.
- The surplus arising out of the CSR projects or programs or activities shall not form part of the business profits of the Company.