



INDO AMINES LIMITED

CSR POLICY

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1. CONCEPT:

SHORT TITLE & APPLICABILITY:

- This policy, which encompasses the company's philosophy for outlining its social responsibility lays down the guidelines and mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large, is titled as the *Indo CSR Policy*.
- This policy shall apply to all CSR initiatives and activities taken up for the benefit of different segments of the society.

CSR VISION STATEMENT & OBJECTIVE:

- In alignment with vision of the company, **Indo Amines Limited**, through its CSR initiatives, will continue to enhance value creation in the society and in the community in which it operates, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfillment of its role as a Socially Responsible Corporate.
- The objective of the **Indo** CSR Policy is to:
 - Ensure an increased commitment at all levels in the organization, to operate its business in an economically, socially & environmentally sustainable manner, while recognizing the interests of all its stakeholders.
 - To directly or indirectly take up programmes that benefit the communities & results, over a period of time, in enhancing the quality of life & economic well-being of the local public.
 - To generate, through its CSR initiatives, a community goodwill for the Company and help reinforce a positive & socially responsible image of the Company as a corporate entity.

2. RESOURCES

FUNDING:

- The Company shall strive to spend in every financial year at least 2% (two percent) of the average net profits of the Company made during the three immediately preceding financial years.

- Any surplus arising out of CSR Activities shall not form part of the business profit of the Company and same shall be spent for undertaking any CSR activities only.

ALLOCATION:

From the annual CSR Budget allocation, a provision will be made towards the following expenditure heads, on a year on year basis:

- Allocation of 25 % of the CSR Budget will be earmarked each year, as contribution towards promoting education Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- Allocation of 25 % of the CSR Budget will be earmarked each year, as contribution towards 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.
- Allocation of 25% of the CSR Budget will be earmarked each year as Contribution towards 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;
- Allocation of 25% of the CSR Budget will be earmarked each year as Contribution towards Any other activities in relation of the above and all other activities which forms part of CSR as per Schedule VII of the Act, 2013 (the "Act") as amended from time to time. (Collectively referred to as "CSR Activities")
- Allocation of the Annual Budget for CSR activities in any given year will not be less than the CSR allocation for the previous year.

- Any unspent/unutilized CSR allocation of a particular year, will be carried forward to the following year, i.e., the CSR budget will be non-lapsable in nature.

3. PLANNING

IDENTIFICATION OF AREAS AND STRATEGIC INITIATIVES:

For purposes of focusing its CSR efforts in a continued and effective manner, the following **Areas** have been identified:

- Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation [including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation) and making available safe drinking water;
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- 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 (including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga);
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
- Measures for the benefit of armed forces veterans, war widows and their dependents;

- Training to promote rural sports, nationally recognized sports, Paralympic and Olympic sports;
- 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;
- Contributions or funds provided to technology incubators located within academic institutions which are approved by the central govt.
- Rural development projects;
- **Slum area development;**

Explanation.- For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.]

- **Disaster management, including relief, rehabilitation and reconstruction activities.**
- Any other activities in relation of the above and all other activities which forms part of CSR as per Schedule VII of the Act, 2013 (the "Act") as amended from time to time. (Collectively referred to as "CSR Activities")

4. IMPLEMENTATION:

- CSR programmes will be undertaken by CSR Committee
- The time period/duration over which a particular programme will be spread, will depend on its nature, extent of coverage and the intended impact of the programme.
- The process for implementation of CSR programmes will involve the following steps:
 - **Identification of programmes** at Corporate level will be done by means of the following :
 - a. Need identification Studies by professional institutions/agencies

- b. Internal need assessment by cross-functional team at the local level
 - c. Receipt of proposals/requests from District Administration/local Govt. etc.
 - d. Discussions and request with local representatives/Civic bodies/Citizen's forums
- While identifying long term programmes, all efforts must be made to the extent possible to define the following:
- a. Programme objectives
 - b. Baseline survey - It would give the basis on which the outcome of the programme would be measured.
 - c. Implementation schedules- Timelines for milestones of the programme will need to be prescribed
 - d. Responsibilities and authorities
 - e. Major results expected and measurable outcome
- **Powers for approval**
- a. CSR programmes as may be identified by the CSR Committee of the Board at the beginning of each financial year.
 - b. For meeting the requirements arising out of immediate & urgent situations, Mr. Vijay Palkar & Mr. Rahul Palkar are authorised to approve proposals in terms of the empowerment accorded to them by the CSR Committee.

5. MONITORING AND FEEDBACK

- To ensure effective implementation of the CSR programmes a monitoring mechanism will be put in place by the CSR Committee. The progress of CSR programmes under implementation will be reported to CSR Committee on quarterly basis.
- The CSR department at the corporate office will conduct impact studies on a periodic basis, through independent professional third parties/professional institutions, especially on the strategic and high value programmes.
- Appropriate documentation of the Indo CSR Policy, annual CSR activities, executing partners, and expenditure entailed will be undertaken on a regular basis and the same will be available in the public domain.

- CSR initiatives of the Company will also be reported in the Annual Report of the Company.

6. GENERAL

- In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to CSR Committee. In all such matters, the interpretation & decision of the Chairman of the CSR Committee shall be final.
 - Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from Ministry from time to time.
 - The Board/CSR Committee reserves the right to modify, add, or amend the CSR Policy.
 - The Company shall not make any payment to any political party/ies under the CSR Payments.
 - The Company shall not implement any Projects / Programs or activities that benefit only the Employees of the company and their families, however any projects / programs as may be implemented by the Company from time to time pursuant to its CSR Policy, the benefits thereof can extend to the employees.
 - The Company being incorporated in the India and is operating in India, it is proposed that the CSR projects / Programs shall be exclusively carried out in India only and primarily in the economic vicinity of your Company's operations with a view to ensuring the long term sustainability of such interventions.
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