

INDUS NET TECHNOLOGIES PRIVATE LIMITED

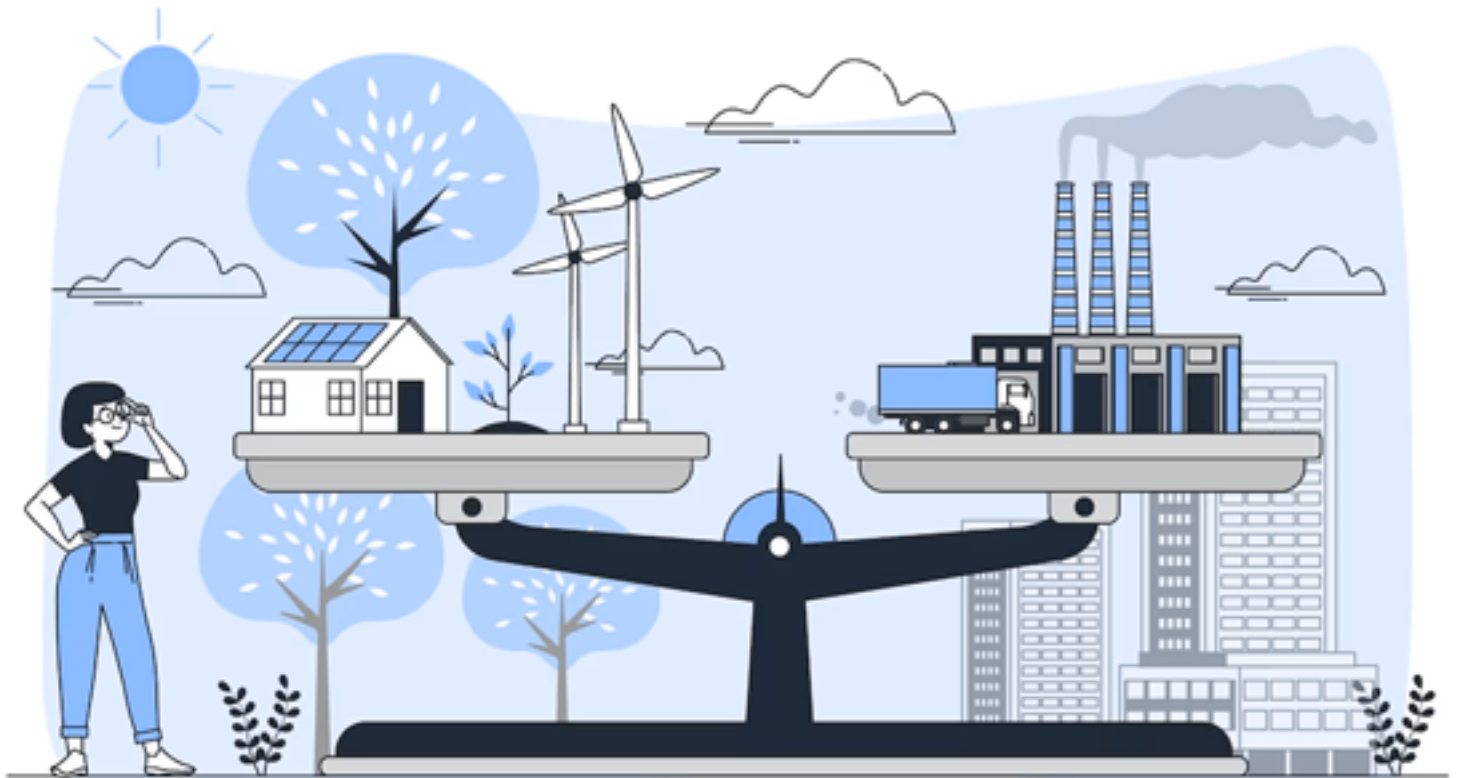
CORPORATE SOCIAL RESPONSIBILITY POLICY

Version - 2



Document Release History

Sl. No.	Version Number	Release Date	Prepared By	Reviewed & Approved By	Reasons for New Release
1	2	12.05.2023	Shikha Surana	Abhishek Rungta	Revision in CSR Policy



Introduction:

Indus Net Technologies Private Limited (INT.) is committed to its social responsibility towards the community, society, and environment. INTPL believes that corporate social responsibility (CSR) is an integral part of its business and operations. As a responsible corporate citizen, we are committed to contributing to the betterment of society and the environment through various CSR initiatives. At the outset, CSR activities at Indus Net Technologies Pvt. Ltd. is already in existence for the benefit of the employees and their immediate family members in the areas of extending loan to employees, participation at festivals and best worker award etc.

It is recognized that integrating social, environmental and ethical responsibilities into the governance of businesses ensures the long-term success, competitiveness and sustainability.

Further, CSR makes a business sense as companies with effective CSR, have image of socially responsible companies, achieve sustainable growth in their operations in the long run and their products and services are preferred by the customers.

The CSR Committee is entrusted with implementing the CSR Policy of the Company as approved by its Board of Directors at their Meeting held on 12.05.2023

Purpose:

The objectives of INT.'s CSR policy are as follows:

- ✔ To contribute towards the welfare and development of society and the environment
- ✔ To promote sustainable development
- ✔ To encourage employee engagement in CSR activities
- ✔ To comply with the CSR regulations and guidelines issued by the government of India

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterised by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.



Scope:

The following is the list of CSR projects or programs which Indus Net Technologies Pvt. Ltd. plans to undertake pursuant to Schedule VII of the Companies Act, 2013:

- ✔ Eradicating hunger, poverty and malnutrition, promoting health care including 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 centres 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, agroforestry, conservation of natural resources and maintaining quality of soil, air and water.
- ✔ 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 art and handicrafts.

- ✔ Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows.
- ✔ Training to promote rural sports, nationally recognised sports, paralympic sports and olympic sports.
- ✔ Contribution to the prime minister's national relief fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund or any other fund set up by the central govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women.
 - a. Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government.
 - b. Contributions to public funded Universities engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
- ✔ Rural development projects
- ✔ Any other activity as may be included in Schedule VII of the Companies Act, 2013 from time to time

Organisational mechanism and responsibilities

Constitution of Corporate Social Responsibility Committee
The Board of Directors of the Company shall constitute a Corporate Social Responsibility Committee of the Board (“CSR Committee”) consisting of three or more directors.

The CSR Committee shall –

- ✔ Formulate and recommend to the Board, a CSR policy and activities to be undertaken by the company as per Schedule VII;
- ✔ Recommend the amount of expenditure to be incurred on the activities; and
- ✔ Monitor the Policy of the company from time to time.

The Board of the company shall after taking into account the recommendations made by the CSR Committee, approve the policy for the company and disclose contents of such Policy in its report and also place it on the company’s website and ensure that the activities as are included in the CSR Policy of the company are undertaken by the company.

Activities, setting measurable targets with timeframes and performance management-

Prior to the commencement of CSR activities/projects, we will carry out a baseline study of the nearby area/villages of the Company’s office location (i.e. Kolkata, West Bengal).

The study encompasses various parameters such as – health indicators, literacy levels, sustainable livelihood processes, and population data – below the poverty line and above the poverty line, state of infrastructure, among others.

All activities/projects of CSR are assessed under the agreed strategy, and are monitored every quarter/year, measured against targets and budgets. Wherever necessary, midcourse corrections are made.

Partnerships:

Collaborative partnerships as and when required will be formed with the Government, the District Authorities, the village panchayats, NGOs and other like-minded stakeholders. This helps widen the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

Budgets:

- ✔ A specific budget is allocated for CSR activities and spending on CSR activities shall not be less than 2% of the average net profits of the Company made during the three immediately preceding financial years, in pursuance of this policy.
- ✔ In case Company fails to spend such amount, the Board shall specify the reasons for not spending the amount.
- ✔ Approving authority for the CSR amount to be spent would be any one Director or the Managing Director of the Company after due recommendation of CSR Committee and approval of the Board of Directors of the Company.
- ✔ The CSR Policy mandates that the surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of a company.
- ✔ The CSR projects or programs or activities undertaken in India only shall amount to CSR expenditure.

- ✔ 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 the CSR Committee, but does not include any expenditure on any item not in conformity or not in line with activities which fall within the purview of Schedule VII of the Companies Act 2013.
- ✔ Tax treatment of CSR spent will be in accordance with the Income Tax Act as may be notified by CBDT.

Information dissemination:

The Company's engagement in this domain is disseminated on its website, annual reports and its in-house journals as and when deemed fit.

Update:

CSR Committee of Board of Indus Net Technologies Pvt. Ltd. will review the policy from time to time based on the changing needs and aspirations of the target beneficiaries and make suitable modifications as may be necessary.

Compliance with Companies Act, 2013:

Our Corporate Social Responsibility policy conforms to the Section 135 of the Companies Act, 2013 on Corporate Social Responsibility as spelt out by the Ministry of Corporate Affairs, Government of India.

Conclusion:

INTPL is committed to contributing to the betterment of society and the environment through its CSR initiatives. We believe that our CSR activities will have a positive impact on the lives of people and the environment, and we are committed to creating a better future for all.

