



## CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR) OF SLK GLOBAL SOLUTIONS PVT.LTD.

### **Introduction and Background:**

SLK focus on personalized solutions to create powerful impacts on customer business. We follow a simple ideology of 'INSPIRE MORE'. It is a culture fostered within the organization where we attempt to go beyond what is expected and achieve MORE.

### **Purpose:**

CSR Policy is inspired by the philosophy on 'Giving back to society'. Which sets out the Company's commitment & approach towards Corporate Social Responsibility. Company intends to be a significant contributor to CSR initiatives in India by devising and implementing social improvement projects for the benefit of underprivileged.

### **SLK CSR Vision:**

Through sustainable measures, actively contribute to the Social, Economic and Environmental development of the community in which we operate in the coordination with the community and government and thereby create value for the nation.

### **SLK CSR Mission:**

Ensuring socio-economic development of the community through different participatory and need-based initiatives in the best interest of the poor and deprived sections of the society so as to help them to become SELF-RELIANT and build a better tomorrow for themselves with involving employee active VOLUNTEER ENGAGEMENT .

### **Applicability of CSR Policy**

1. SLK Global Solutions Private Limited (hereby referred to as the Company) CSR policy has been developed in consonance to Section 135 of the Companies Act 2013 (referred to as the Act in this policy) on CSR and in accordance with the CSR rules (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014 and amended time to time.
2. The Policy shall apply to all CSR projects/programmes undertaken by the Company in India as per Schedule VII of the Act.

### **Target Communities & Project Locations:**

- Our target communities shall include urban, rural, less-privileged, differently abled, marginalized people, disaster victims and other such groups associated with our focus areas.
- Relevant projects and locations pertaining to the above focus areas and target communities shall be identified around our areas of operations in India as well as other 'identified locations' from time to time.

### **Focus Areas:**

The CSR activities we pursue will be in line with our stated Vision and Mission, focused not just around our development centres and offices, but also in other geographies based with respect to Sustainable Development Goals.

#### **1. Rural Developments:**

Strengthening rural areas by improving educational, health care initiatives, women empowerment, accessibility, infra development, drinking water, sanitation, sustainable livelihood, animal welfare, organic farming, environmental conservation and support ecological sustainability, technical support. Overall sustainable village development concept.

#### **2. Education and Skill development:**

Promoting education for children through scholarship, employment enhancing vocation skills, including special education, livelihood enhancement especially among deprived children, girls, and women. Providing necessary support to be economically independent, skill development, capacity building, self-reliant, to have a positive esteem which would enable them.

#### **3. Healthcare support:**

Promoting special education and vocation skills development, livelihood enhancement projects, health care initiatives especially among differently abled, physically challenged individuals in the coordination with concerned organization like Ashagram, Margadashi.

#### **4. Promotion of rural and nationally recognized sports:**

Company may support rural and nationally recognized sports/ Sports Academy/ Centres for children and youth as part of their education and life skills development. It may also provide sports coaching/training to such children/youth as part of their integrated development and livelihood, whether alone or in partnership with experienced and skilled individuals or institute.

#### **5. Heritage Conservation Projects:**

Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; libraries; promotion and development of traditional arts and handicrafts.

#### **6. Disaster Relief and Rehabilitation Programs.**

#### **Such other activities as the Board may consider to be appropriate**

#### **CSR Committee & frequency**

The CSR Committee consist Mr. Pankaj Khanna (Chairman), Mr. Manish Kumar Sarraf (Member), Ms. Poornima Shenoy (Member), Mr. Paul Brian Moore (Member) and Mr. John P. Burns (Member) which approves the CSR Policy, CSR Budget and CSR projects and programmes in alignment with Section 135 of the Act. At a day to day level the CSR activities shall be managed by Management Committee led by Mr. Ankurnath Berry. The committee shall meet at least once in half year and the management committee at least once every quarter to discuss and approve on the topic as per the delegation.

#### **Role of the CSR & Sustainability of Management Committee**

## CSR Policy

To specify / allocate budget for the proposed project, workout the time frame and specific / periodic milestones for implementation and monitoring in consultation with the implementing / monitoring agencies

- To examine all proposals pertaining to CSR and Sustainability projects
- To monitor the CSR projects
- To ensure employee engagement and participation in the different CSR initiatives undertaken
- Guiding principles for selection, implementation and monitoring of activities as well as formulation of the annual action plan.

### **Execution:**

Company shall identify suitable programmes for implementation in line with its CSR objectives and also benefit the stakeholders and the community for which those programmes are intended. These programmes would be done through:

- a. Community based organizations whether formal or informal
- b. Voluntary Agencies (NGOs)
- c. Institutes/ Academic Organizations
- d. By own
- e. Trusts, Missions
- f. Self-help Groups
- g. Mahila Mandals/ Samitis
- h. Professional Consultancy Organizations
- i. Corporate with similar CSR Vision
- j. Our own employees

### **Monitoring and Evaluation:**

- a) The Project Monitoring team will ensure that the CSR Policy is implemented as per the Act and the Rules ensuring that all projects as budgeted are duly carried out.
- b) All CSR spends will be closely monitored and audited.
- c) Project monitoring shall include prior due diligence, periodic field visits, comprehensive documentation, and if required interaction with beneficiary communities.
- d) The CSR Committee shall periodically review the CSR project reports and the same shall be annually presented to the Board.

### **Amendment:**

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 Government, from time to time. The board/management reserves the right to alter in any manner whole or part of this Policy as and when necessary, subject however to the provisions of the Section 135 of the Act and Rules made thereunder.

### **Reporting:**

At the end of each financial year, the CSR Committee shall prepare a CSR Report in the prescribed form relating to the financial year and submit the same to the management.

### **SLK CSR Roadmap**

**1. CSR policy**

- CSR Policy review/ formation
- CSR vision, mission

**2. CSR roadmap for next 5-10 years**

- Defining CSR road map for next 5- 10 years
- Aligning with SLK values, strategies

**3. Systems and Procedure**

- Predefine reporting and monitoring systems
- Reporting format
- Expected outcomes, procedure

**4. Capacity building**

- SLK CSR team
- Associating organizations

**5. Budget**

- Current budget utilization plan
- Next year plan

**6. Audit**

- Internal process , finance audit
- Project audit

**7. Website, Social media**

- Branding Internal, External
- CSR AV documentation