

The Company's approach towards Corporate Social Responsibility (CSR) is to focus in areas where it can make a difference and have the most impact.

The Company will leverage its expertise and resources to improve access to quality healthcare for people, in order to fulfil its CSR commitment and in accordance with the requirements of Section 135 of the Companies Act, 2013.

Policy intent

This policy intends to -

1. Highlight the Company's commitment to Access to Healthcare
2. Outline the Company's core CSR commitments
3. Create robust processes and replicable models for delivery of social sector services

CSR Vision

Enable people to lead healthier lives by tackling primary healthcare issues of Accessibility, Awareness and Affordability.

Philosophy

1. The Company aims to partner projects in Epilepsy, Mental health, child health and nutrition.
2. The Company believes that to make a meaningful impact, it needs to partner with the Government and like-minded organizations. Accordingly, it will engage in public-private partnership (PPP) projects aimed at effectively and transparently implementing healthcare programs for marginalized communities.

Governance

CSR Committee of the Board:

The Board of Directors will nominate a CSR Committee comprising of three Directors or such number of Directors as may be required by the Companies Act 2013, from time to time.

The Chairman of the CSR Committee will be nominated by the Board of Directors.

It shall meet at such intervals as may be decided by the Chairman of the Committee but at least two meetings shall be held in a year.

Responsibility of the CSR Committee of the Board:

- Formulate the CSR policy and recommend its adoption by the Board of Directors
- Provide strategic direction for CSR

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- Recommend the CSR expenditure to be incurred
- Select CSR projects to be supported by the Company which are in line with Schedule VII to the Companies Act, 2013
- Monitor implementation of the CSR policy and the CSR projects
- Recommend changes to the CSR policy as per prevailing legal requirements

CSR Steering Committee

The CSR Steering Committee shall comprise of the Members of the Management Committee of the Company. Head- CSR will be an invitee to the meetings of the CSR Steering Committee.

Responsibility of the CSR Steering Committee

- Report to the CSR Board Committee on implementation of projects
- Plan annual budgets for CSR activities
- Assess proposals for new CSR projects/ programs and recommend the same to the CSR Board Committee
- Allocate resources for implementation of programs
- Training and capacity building of implementation teams
- Identify and manage partners to implement programs as required
- Any other activities as may be required by the CSR Board committee to effectively deliver the CSR projects/ programs

CSR Budget

The Company's Board of Directors shall ensure that in each financial year the Company spends at least 2% of the average Net Profit made during the immediately three preceding financial years.

Average Net Profit shall be calculated in accordance with the provisions of Section 198 of the Companies Act, 2013.

Reasons for not spending the above amount shall be specified in the report of the Board of Directors to the Members of the Company.

The Company may collaborate or pool resources with other companies and its group companies to undertake CSR activities or any other non-profit organization, if required.

CSR Projects

The Company will undertake following CSR projects:

- a) Promoting Healthcare including Preventive Healthcare
- b) Promoting Education relating to healthcare



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Impact Assessment and Reporting

In compliance with the Act and to ensure whether funds spent on CSR programs are creating the desired impact on the ground, a comprehensive Impact Assessment and Reporting framework will be put in place by in 2015.

CSR Reporting & Communication

Head- CSR will prepare and present CSR Progress reports for review by the CSR Steering Committee. They will be thereafter be submitted to the CSR Board Committee. Progress on CSR will also be reported in the Company's Annual Report.

Employee Volunteering

The Company will take steps to actively encourage employee volunteering to make a positive difference to society.