

# Corporate Social Responsibility Policy – INDIA



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## 1. Purpose

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At Servion, Corporate Social Responsibility (CSR) means using the power of business to provide for the benefit of the community and environment beyond its fence. The Company shall strive to positively impact and influence its employees and partners by fostering a sense of social commitment for their stakeholders.

## 2. Principles

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The following principles will guide the Policy and shall be applicable in all geographies where the Company operates

- **Geographies and Target Communities:** The CSR initiatives will be closely aligned with and relevant to the local and national context where the Company operates.
- **Means and Methods:** Servion may partner with NGOs, Not for Profit organizations, Government Agencies or District Authorities, for scale and impact. The Company may choose to implement projects through its in-house teams or in partnership with other agencies or a combination of both
- **Opportunities for Employees:** Servion shall provide opportunities for the employees to participate in the implementation of the initiatives undertaken by Servion.

## 3. CSR Committee

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A CSR Committee may be constituted to identify suitable projects and execute them in alignment with the Company's CSR initiatives and guiding principles. This Committee will be responsible for:

- Planning and implementing various CSR activities
- Ensuring active involvement of employees in the process
- Preparing an annual report on CSR activities

An annual report on CSR with such information and particulars as may be required under Companies Act, 2013 shall be prepared and such a report shall be included in the Board's report prepared as per the provisions of Companies Act, 2013.

## 4. CSR Focus Areas

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### Community Support & Engagement:

- Organize Donation Drives to collect clothes, books, and essentials for underprivileged communities.
- Support education and skill development initiatives.

### Health & Well-being:

- Arrange blood donation camps in collaboration with hospitals.
- Promote health awareness and support health initiatives.

### Ecology:

- 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.
- Promote green office practices such as paperless operations and energy saving.

### Environmental Sustainability:

- Organize a Plastic Waste Collection & Recycling Day.
- Conduct community tree plantation activities.

### Business Sustainability:

- Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities.
- E-waste Collection: Collect old electronics from employees and send them to the certified recyclers.

The above is only an illustrative list, and the CSR activities will not be restricted to these activities only and the Board/ CSR Committee, as the case may take up new areas of CSR activities as per the Schedule VII of the Companies Act, 2013 read with CSR rules as amended from time to time.

## **5. Additional Focus Area General**

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- Education and Skill Development: Support initiatives that promote education and skill development in underprivileged communities.
- Women's Empowerment and Gender Equality: Support initiatives that promote women's empowerment and gender equality.
- Digital Literacy: Support initiatives that promote digital literacy and access to technology

## **6. Implementation and Monitoring**

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- The CSR Committee will develop a plan with specific goals, targets, and timelines for each initiative.
- The Company will engage with stakeholders, including local communities, NGOs, and other organizations, to ensure the effectiveness of CSR initiatives.
- The Company will conduct regular impact assessments, wherever required, to evaluate the effectiveness of CSR initiatives.

## **7. Employee Engagement**

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- The Company will provide opportunities for employees to participate in CSR initiatives through volunteer programs and donation drives.
- Employees will be encouraged to contribute to CSR initiatives and provide feedback on the effectiveness of these initiatives.

## 8. Budget Allocation

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- The Company shall spend, in every financial year, at least 2% of average net profits of the Company made during three immediately preceding financial years as prescribed under the Companies Act, 2013 and Rules thereunder.
- The budget will be allocated across different initiatives based on the priorities and goals of the Company.

## 9. Contact and Information

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The CSR Policy of the Company shall be displayed on its website. For queries relating to CSR, please mail to [csr@servion.com](mailto:csr@servion.com).