

# CSR Policy

For SeQuent Scientific Limited and its Subsidiaries/Associates

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## **1. Preamble:**

SeQuent Scientific Limited initiatives stands strongly on its company's Philosophy and its five core values. The company has always endeavored to conduct its business responsibly, inclined to social accountability, respecting applicable laws and with regard to human dignity.

This Policy lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large and is titled '**CSR Policy of SeQuent Scientific Limited and its subsidiaries/associates**'.

## **2. CSR Vision:**

The company's long term CSR Vision is "To improve the quality of life of the communities we serve through long term value creation for all stakeholders" in the areas of Education, Environment, Sanitation & Health, which is aligned with the SeQuent Core Values.

## **3. CSR Mission:**

To innovate for our society, deliver high quality services and impactful interventions over a long period of time and ensure sustained relations with the society.

## **4. Objectives:**

The following objectives identified are in accordance with the CSR Vision and Mission. The Company believes that growth of the community should go hand-in-hand with the growth of the company. Hence, the company prioritizes to;

Uplift the communities around its areas of operation, there by create a positive impact in the community

Identify interventions to ensure sustainable social development after considering the immediate and long term socio environmental consequences.

Setting high standards of quality in providing interventions and support to meet the needs of the community.

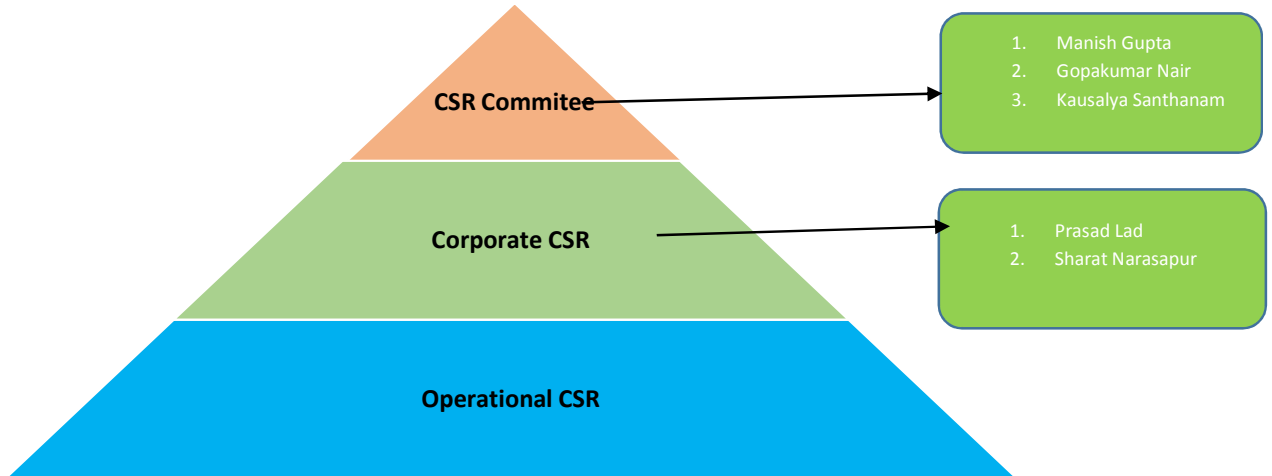
## **5. Our Philosophy:**

The company intends to undertake its corporate social responsibility in a strategic manner. The company will leverage its strategic, financial, human resources, marketing, research and business skills to create maximum impact for its beneficiaries both internal and external.

## **6. Governance structure:**

CSR strategy, procedures and commitments should be regularly reviewed. Risks and opportunities in these areas will change and evolve and the business will need to be able to meet these as they emerge.

The Governance structure and its team members are given below –



### **Roles and Responsibilities:**

- 6.1 CSR Committee** shall consist of three or more directors of which at least one shall be an independent Director. CSR Committee shall be responsible for
- Formulation of CSR Policy
  - Regular monitoring and implementation of CSR Policy
  - Identify Key initiatives pursuant to the CSR Policy
  - Recommend to the Board CSR expenditure to be incurred
  - Recommend to the Board, Modifications to CSR Policy as and when required.

CSR team shall be constituted at corporate office for implementing the CSR Policy.

- 6.2. Corporate CSR Team**, located at Mumbai, shall be responsible for

- Implementation of CSR Policy
- Identify Key Result Areas (KRA's) & Key Performance Indicators (KPI) to be tracked at corporate level and Operational (Plan/ Project/ Location) level.
- Secure necessary approvals for CSR Annual Operating Plan (AOP)
- Monitoring of CSR efforts on Quarterly basis to establish the effectiveness of CSR efforts and report the same to the CSR Committee.
- Compilation of information and preparation of annual reports on CSR activities and presenting the same to CSR Committee.

- 6.3. Operational CSR Team** located at respective plant / project locations is responsible for:

- Providing inputs for the CSR policy design.
- Bottom-up preparation of CSR Annual Operating Plan (AOP) and identification of annual targets against KPI's
- Implementation of CSR Action plans
- Conduct needs assessment Survey

- e) Own the CSR Programs implemented and monitor effectiveness of CSR Initiative delivery.
- f) Quarterly reporting on progress of CSR interventions

**7. CSR Activities:**

The company assess the needs in stakeholder community through an extensive assessment. The company has prioritized the causes that it will support in the current phase of its CSR journey, on the basis of this assessment.

Some of the areas that the company proposes to invest its CSR budget includes:

Cause	Proposed Programs
Health & Sanitation	<ul style="list-style-type: none"> <li>• Organizing Health Camps</li> <li>• Promoting awareness about various health issues and generating demand for health services</li> <li>• Ensuring access to Potable drinking water and hygienic conditions</li> <li>• Ensuring alternative power back-up installed (UPS)</li> <li>• Renovate the existing toilets – keeping in mind the sanitation and hygiene.</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Training of teachers and head masters</li> <li>• Augmenting and supporting infrastructure in educational institutions</li> <li>• Advocacy of Best Practices</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• Green nurturing activity</li> <li>• Undertaking plantations and afforestation activity</li> <li>• Recharging ground water levels</li> <li>• Promoting awareness about environmental issues.</li> </ul>
Livelihood	<ul style="list-style-type: none"> <li>• Vocational training to the youth, school students and for women.</li> </ul>