

# CSR Policy

For SeQuent Scientific Ltd and its subsidiaries/associates

Last amended on 12<sup>th</sup> March, 2021

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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 "We aim to support the communities in the society so that we can make a positive, relevant and enduring impact through our CSR initiatives."

## **3. CSR Mission:**

To improve the quality of life of the communities where we operate through long term value creation in the areas of

- Education & Livelihood
- Rural Development

We can take up initiatives observing other areas as well.

## **4. Our Philosophy:**

The Company's CSR Philosophy is to aid in development and support of communities in the areas where we operate and to ensure that the projects that we take up address the concerns of the economically marginalized members of society.

## **5. Terms used in this Policy**

Terms used in the policy shall have the meaning as defined in 'The Companies Act, 2013' and 'The Companies (Corporate Social Responsibility Policy) Rules, 2014', as amended, from time to time.

## **6. Objectives:**

The following objectives 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, thereby creating a positive impact in the community.

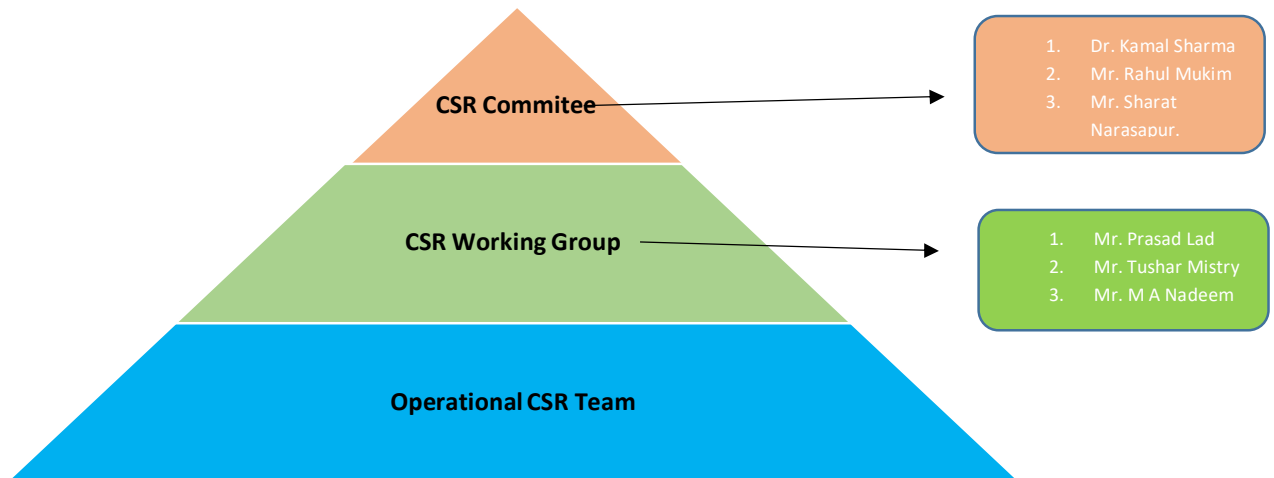
Identify interventions to ensure sustainable social development after considering the immediate and long-term socio environmental requirements.

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

## 7. **Governance structure:**

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

The Governance structure and its team members are given below –



### **Roles and Responsibilities:**

**7.1 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

- a) Formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the Company and amendments to the policy as and when required.
- b) Regular monitoring and implementation of CSR Policy.
- c) Identify Key initiatives pursuant to the CSR Policy.
- d) Recommend to the Board the CSR expenditure to be incurred.
- e) Identify and recommend ongoing projects to the Board

CSR Working Group shall be formed for implementing the CSR Policy.

**7.2. CSR Working Group**, located at Thane, shall be responsible for

- a) Implementation of CSR Policy
- b) Identify Key Result Areas (KRA's) & Key Performance Indicators (KPI) to be tracked at corporate level and operational (Plan/ Project/ Location) level.
- c) Secure necessary approvals for CSR Annual Operating Plan (AOP)
- d) Monitoring of CSR efforts on Quarterly basis to establish the effectiveness of CSR efforts and report the same to the CSR Committee.

- e) Compilation of information and preparation of annual reports on CSR activities and presenting the same to CSR Committee.

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

- a) Providing inputs for the CSR policy design.
- b) Bottom-up preparation of CSR Annual Operating Plan (AOP) and identification of annual targets against KPI's
- c) Implementation of CSR Action plans
- d) 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

**8. CSR Activities:**

The company shall assess the needs within the community where it operates 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 do CSR activities are as follows:

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 & Livelihood	<ul style="list-style-type: none"> <li>• Training of teachers</li> <li>• Augmenting and supporting infrastructure in educational institutions</li> <li>• Advocacy of Best Practices</li> <li>• Vocational training to the youth for making them employable.</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>
Rural Development	<ul style="list-style-type: none"> <li>• Enable the wellbeing and upliftment of rural citizens who are deprived of basic necessities.</li> <li>• Work in the areas which make visible impact in their</li> </ul>

	<p>life (e.g. power, irrigation &amp; sanitization)</p> <ul style="list-style-type: none"><li>• Liberate them from daily struggle so that they can focus on their livelihood.</li><li>• Contribute towards better, cleaner, safe and sustainable environment in rural areas.</li></ul>
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Apart from the above, Company may also engage and spend in the areas mentioned in Schedule VII of the Companies Act, 2013, subject to the approval of the CSR Committee.