

# **Netscribes (India) Private Limited (Netscribes) Corporate Social Responsibility Policy**

## **A. Netscribes' Charter on Corporate Social Responsibility**

At Netscribes, it is our conviction that the engagement with social issues must be deep, meaningful and formed on the bedrock of long term commitment; for that is the only way by which real change can happen on the ground. This is also reflective of the fact that such an approach serves both, enlightened business interest and social good. We run our social programmes on a strong foundation of ethical principles, good governance and sound management.

Netscribes is committed to operate and grow its business in a socially responsible way. Our vision is to grow our business whilst reducing the environmental impact of our operations and increasing our positive social impact.

## **B. Netscribes' CSR Policy**

The central tenets of our approach have been the emphasis on strong, meaningful work on systemic social issues. Our CSR policy articulated below therefore reflects these principles and strategies that have informed our long history of corporate citizenship and social responsibility over the years.

Our approach to social responsibility and sustainability rests on three important pillars

- i. The Strategic:** We choose domains and issues to engage with that are force multipliers for social change and sustainable development.
- ii. The Systemic:** We choose to engage on systemic issues that require deep, meaningful and challenging work. The objective is to affect systemic change at ground level over a period of time.
- iii. The Deliberative:** Our emphasis on depth and on long term commitment implies a deliberative approach that precludes spreading ourselves thin. By implication, this also means that we are wary of expanding and growing our social programmes as ends in themselves. We will continue to adhere to this approach going forward.

## **C. Governance and Management**

The Board Committee on CSR will be the apex body that will oversee our CSR policy and programmes. The CSR Policy is approved by the Board and is available on the website of the Company. The Committee is consisting of two members of the Board. The CSR plan and spend will be discussed and approved by the CSR Committee at the beginning of each year

## **CSR Committee:**

- i.** The Committee will meet at least once a year.
- ii.** All strategic decisions are considered by the Board in their meetings; once the decisions are taken, the operational details are handled by the CSR Committee.

## **D. Domains**

The various areas of CSR activities will primarily include the following:

- i. Education:** Promoting education, including special education and inclusive education for children with disability, and skill development and livelihood enhancement projects.
- ii. Community Health Care:** Engaging with the community to promote health care including preventive health care, safe drinking water and sanitation.
- iii. 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.
- iv. Disaster Relief and Rehabilitation:** Engaging with communities affected by natural disasters for relief and long-term rehabilitation to strengthen their resilience, e.g. intervention in livelihoods, access to education.
- v. Business Sustainability:** Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities.

The above is only an illustrative list and the CSR activities will not be restricted to these activities only and CSR Committee will 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.

## **E. Geographies**

We will work with communities proximate to our office location/centers of operations in India. As appropriate, and on a case to case basis, we may choose to work with communities in these same geographies which are not necessarily proximate to our office location/centers of operation.

## **F. Implementation of CSR programmes/projects**

The CSR projects will be implemented either directly by the Company.

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