

THEJO ENGINEERING LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

**[Pursuant to Section 135 of the Companies Act, 2013
& Rule 6 of the Companies (Corporate Social
Responsibility Policy) Rules, 2014 as amended]**

Objective

Thejo Engineering Limited (herein after referred as “Thejo”) in its continuous efforts to positively impact the society, especially the areas around its factories and sites, has formulated policies for social development that are based on the following guiding principles:

- ✓ To help enrich the quality of life of the community of the nearby areas.
- ✓ To create a positive impact by making sustainable developments in the society and promote good environmental practices.
- ✓ To be responsible and responsive corporate citizen through endeavors to create a safe, harmonious and ecologically balanced environment for its members and the community at large.
- ✓ To maintain commitment to quality, health, education and safety in every aspect of the business and people.
- ✓ To promote equality of opportunity and diversity of workforce through its business operations.

Definitions

In this policy, unless the context otherwise requires:

- i. "Companies Act" means the Companies Act, 2013, as amended from time to time.
- ii. "Rules" means the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time.
- iii. “the Company” means Thejo Engineering Limited.
- iv. “Policy” means this Corporate Social Responsibility Policy (CSR), as modified from time to time.

All other words and phrases will have the same meaning as defined under the “Companies Act, 2013” as amended from time to time and also under the “Companies (Corporate Social Responsibility Policy) Rules, 2014 as amended from time to time.”

CSR Activities

Corporate Social Responsibility Committee (herein after referred as “CSR Committee”) shall ensure that the following activities are falling within the purview of the Schedule VII of the Act excluding the activities undertaken in pursuance of its normal course of business

- ✓ To eradicate hunger, poverty and malnutrition, to promote preventive health care and sanitation and to make available safe drinking water;
- ✓ To promote education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;

- ✓ To promote gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups; 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;
- ✓ To protect national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional and handicrafts;
- ✓ To contribute to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Schedule Castes, the Scheduled Tribes, other backward classes, minorities and women;
- ✓ To contribute or funds provided to technology incubators located within academic institutions which are approved by the Central Government
- ✓ Any other activities specified under Schedule VII of the Companies Act, 2013 and such other rules as amended from time to time.

Implementation Mechanism

The Board of the Company may decide to undertake its CSR activities approved by the CSR Committee, through a registered trust or a registered society or a company established by the Company or its holding or subsidiary or associate company under Section 8 of the Act or other such manner as specified in Rule 4.

Budget and Funding

The yearly budget for CSR activities shall be as decided by the Board. The CSR programmes will be planned according to the budget allocation. This funding will not lapse. It shall be transferred to a "CSR Fund" and the surplus arising out of the CSR projects or programmes or activities shall not form part of the business profit of the company.

Monitoring Committee

The CSR Monitoring Committee shall comprise of the following managerial personnel:

1. Mr. Manesh Joseph – General Manager Manufacturing
2. Mr. Thomas K Abraham – Head HR & Admin
3. Mr. Premjit S. – Head EMD

The role of the Committee shall be to periodically monitor the specific CSR activities approved by the Board of Directors of the Company.

The Managing Director shall have the authority to restructure the CSR Monitoring Committee by including or removing any member of the Committee from time to time without assigning any reason.

Audit

All CSR activities and expenses made thereon will be subject to audit by the Company's Auditors.

General

If it is observed that any CSR activity taken up for implementation is found not properly implemented, the Board at its discretion may discontinue funding the project at any time during the course of implementation.

On advice of CSR Monitoring Committee selected project may be taken up for evaluation through an outside Agency.

The Managing Director shall be empowered to amend or modify this policy and such changes shall be placed before the Board for Approval.