

CORPORATE SOCIAL RESPONSIBILITY POLICY

BAJAJ HEALTHCARE LIMITED

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Road No.23, Wagle Industrial Estate, Thane (West)-400 604.

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Corporate Social Responsibility (CSR) Policy of BAJAJ HEALTHCARE LIMITED (“BHCL”)

OBJECTIVE:

Corporate Social Responsibility is strongly connected with the principles of Sustainability; an organization should make decisions based not only on financial factors, but also on the social and environmental consequences. Therefore, it is the core corporate responsibility of BHCL to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders.

BHCL recognizes that its business activities have wide impact on the societies in which it operates, and therefore an effective practice is required giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations. The company endeavors to make CSR a key business process for sustainable development. BHCL is responsible to continuously enhance shareholders wealth; it is also committed to its other stakeholders to conduct its business in an accountable manner that creates a sustained positive impact on society. Our company is committed towards aligning with nature; and has adopted eco-friendly practices.

As a corporate entity, the company is committed towards sustainability. Ongoing dialogues with shareholders provide valuable approach with an objective that each business decision takes into account its social and environmental impacts and plans.

PHILOSOPHY:

All CSR activities shall be driven by the core value of Inclusion. BHCL shall ensure that all developmental activities/ initiatives undertaken are accessible to the most marginalized segments such as children, women, elderly and those with disabilities. This would reflect particularly in the field of education, healthcare, sanitation, community welfare, skill development, employment generation, infrastructure development, promotion of national heritage & culture etc.

REGULATORY FRAMEWORK:

The Companies Act, 2013 together with Rules notified thereunder (“the Act”) and Schedule VII of the Act provides a framework for the Companies to define the key thrust areas in the CSR space. The law also guides companies to apply the scope as defined under Schedule VII liberally. Further, the Act also provides instructions on agencies eligible for implementation through which companies can spend its CSR Expenditure.

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KEY THRUST AREAS:

With the advent of the Companies Act 2013 particularly Section 135 of the Act, BHCL shall undertake following activities under its CSR programme:

1. Eradicating hunger, poverty and malnutrition in vicinity of operating projects with a special focus on women, children, those affected by disability, displacement due to natural / manmade disasters.
2. Promoting preventive healthcare, sanitation & hygienic practices & making available safe drinking water including the contribution to Swach Bharat Kosh set up by the Central Govt. for promotion of sanitation.
3. Promoting inclusive education for all with a special focus on children with disabilities, including opening centers for research in special education / inclusive education & remedial education for the disadvantaged.
4. Special focus on educating the girl child and the underprivileged by providing appropriate infrastructure, and groom them as future value creators.
5. Promoting gender equality, conduct studies/ research with a special focus on women from vulnerable sections, economically backward & those with disabilities, self help groups etc.
6. Setting up homes for women, orphans & the senior citizens including special homes for foster care / life care of persons with disabilities in the community.
7. Creating an enabling & accessible environment for reducing inequalities faced by socially and economically backward groups.
8. Assist in skill development by providing education & vocational training, coaching for placement in appropriate employment models thereby empowering the disadvantaged sections towards a dignified life.
9. To establish an educational institute to promote universal design & barrier free infrastructure and to impart training courses to access auditors, students of design, rehabilitation, education, engineering, architecture etc.
10. Ensuring environmental sustainability and ecological balance including preparing communities for disaster management from micro to macro level.
11. Create positive awareness towards the need to adopt measures that lead towards reducing carbon footprints, dependence on fossil fuels and promote alternate energy approaches.
12. Conservation of natural resources by undertaking projects such as rain water harvesting, plantation drives, protection of fauna and flora, agro-forestry,

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including contribution to Clean Ganga Fund set up by the Central Govt. for rejuvenation of river Ganga ,etc.

13. Animal welfare including establishing institutions for training of Guide dogs/ attendant/ service animals for persons with disabilities.
14. Protection & Restoration of national heritage and art and culture & making them accessible to all.
15. Setting up of Inclusive Public Libraries, E- Libraries, digitization of libraries, etc.
16. Promotion and development of traditional arts & handicrafts.
17. Measures for the benefit of armed forces veterans, war widows and their dependents such as promoting accessibility in their built environments, rehabilitation by aids & appliances, prosthetics, mobility appliances, artificial limbs, etc.
18. Training & Promotion of rural, nationally recognized, Paralympics or Olympics sports, including sponsorships to attend events, quality sports equipment, etc.
19. Contribution 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 SC, ST, OBCs, minorities and women.
20. Contributions or funds provided to technology incubators located within academic institutions approved by the Central Government.
21. Sponsoring and supporting rural development projects.
22. Any kind of Slum Area Development particularly in areas as declared for such purpose by State or Central Government or any other Competent Authority under law for time bring in force.
23. Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues of social interest.

BUDGET:

In each financial year, at least two per cent of the average net profits of the Company made during the three immediately preceding financial years as defined in accordance with the applicable provisions of the statute, and as amended from time to time.

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GOVERNANCE:

The Corporate Social Responsibility Committee (“CSR Committee”) of the Board comprising of minimum three Directors and one of whom shall be independent Director of the Company, shall assist the Board in overall governance of the policy. The CSR committee shall work under superintendence and control of the Board.

The CSR Committee shall be headed by the Chairman of Board and shall be responsible to:

- a) Formulate and approve revisions to the CSR Policy and recommend the same to Board for its approval.
- b) Recommending the CSR activities to be undertaken
- c) Recommend the annual CSR expenditure budget to the Board for approval.
- d) Set monitoring mechanisms in place to track record the progress of each project and track these projects at half yearly intervals.
- e) Undertaking wherever appropriate benchmarking exercises with other corporates to reassure itself of the efficacy and effectiveness of the Company’s CSR Spend.
- f) Regularly updating the Board about Committee activities and making appropriate recommendations.
- g) Advise the Board of any material regulatory changes.

IMPLEMENTATION:

BHCL CSR programmes shall be implemented through any of the following medium:

a) Through Company’s own brand name:

While brands are one of core resources for sustainable profit growth , BHCL believes that these brands, given their consumer connect, credibility and their trust in brands core values, are well positioned to perform a distinct role in spread heading BHCL’s CSR cause. BHCL would lead some of its CSR programmes to spread awareness, credibility and quick adaptation. These will be designed to make Company’s CSR to spend more effective in achieving its goals and reputational benefit which may occur to the Brand will be purely coincidental.

OR

- b) Trust, Society or Section 8 Company (if any) : Registered trust or registered society or company established by the company or its holding or subsidiary or associate company under section 8 of the Act

IMPLEMENTATION PROCESS

- a) CSR project(s)/programme(s) to be undertaken will be identified by the CSR Committee.
- b) The CSR Committee shall recommend to the Board for approval, the CSR project(s)/programme(s), specifying the mechanism of its execution and the

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- expenditure to be incurred.
- c) The time period over which a particular project/programme will be specified, for example, if such spending will occur over time, the extent of project/programme coverage and the intended impact.
 - d) The mode of implementation of CSR project(s)/programme(s) may include direct implementation or implementation through charity partners, Government, own foundation, registered trusts or societies, civil societies, social partners etc. The same shall be selected after performing necessary due diligence.
 - e) The CSR Committee is authorised to settle all queries, differences or doubts that may arise in relation to the implementation of CSR project(s)/programme(s).

REVIEW AND AMENDMENTS TO THE POLICY:

The Board of Directors can amend this Policy, as and when deemed fit. Any or all provisions of this Policy would be subject to revision / amendment in accordance with the Rules, Regulations, Notifications etc. on the subject as may be issued by relevant statutory authorities, from time to time. In case of any amendment(s), clarification(s), circular(s) etc. issued by the relevant authorities are not consistent with the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s) etc. shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly from the effective date as laid down under such amendment(s), clarification(s), circular(s) etc.