

## CORPORATE SOCIAL RESPONSIBILITY POLICY

For **Innovsource Private Limited**, reaching out to underserved communities is part of our DNA. We believe in the trusteeship concept. This entails transcending business interests and grappling with the "quality of life" challenges that underserved communities face, and working towards making a meaningful difference to them.

Our vision - "to actively contribute to the social and economic development of the communities in which we operate. In so doing build a better, sustainable way of life for the weaker sections of society and raise the country's human development index".

Innovsource Private Limited shall engage with the community by undertaking the following principles and activities;-

Consult pro-actively with the community and other key stakeholders for understanding needs and designing initiatives for the social well being of the community.

- Undertake activities as per following thrust areas, which include,
  1. In Education, our endeavour is to spark the desire for learning and knowledge at every stage through the Project called "Gyanjyot".
  2. In Health care our goal is to render quality health care facilities to people living in the villages and other under developed areas.
  3. In disability we have committed to tap the potential of differently abled people and integrate them with national economic system and productive force by empowering visually impaired students with IT education and employment.
  4. In Infrastructure Development, we endeavour to set up essential services that form the foundation of sustainable development.
  5. At the time of national crisis, as a company it is imperative for us to respond to emergency situations & disasters by providing timely help to affected victims and their families.

These thrust areas are mapped with the activities as suggested in the Schedule VII of the Companies Act (Annexure-I).

**INNOVSOURCE PRIVATE LIMITED** (Formerly known as "Global Innovsource Solutions Private Limited")

Regd. Off.: A2, Kailas Industrial Complex, Park Site, Vikhroli (W), Mumbai 400 079

Tel: +91 22 4218 0000 | [www.innov.in](http://www.innov.in) | PAN No: AABC12382R | CIN: U63040MH2004PTC145086

- The CSR Committee of the Board (Composition of CSR committee is detailed below) will Monitor, Review and Evaluate CSR activities and expenses on a periodic basis as per the calculation of 2% of average net profit of immediately preceding three financial year of the Company and according to the provisions of the Companies Act, 2013 and rules made under the act.
- Innovsource Private Limited shall work in the best interest of the community to help them improving their living.

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Director

#### **Brief details of projects undertaken or to be undertaken by the Company**

- 1. In Education, our endeavour is to spark the desire for learning and knowledge at everystage through Project “Gyanjyot”, “Knowledge on Wheels”, “Gyan IT”and “ Village Knowledge Centres”**
  - Quality primary education
  - Girl child education
  - Adult education programmes
  - Supporting higher education
  - Computer Literacy by setting mobile Computer Lab in rural areas
  - Education for Women and Adult Livelihood program
- 2. In Health care our goal is to render quality health care facilities to people living in the villages and other under developed areas through Project “Arogya”**
  - Constructing Toilets and other Sanitation facilities in the desired area
  - Primary health care centres
  - Eradicating Hunger and Malnutrition
  - Mother and Child care projects
  - Building water purifiers
  - Immunisation programmes with a Blood Donation Camp etc.
  - Health care for visually impaired, and physically challenged
  - Preventive health through awareness programmes.

- 3. In Sustainable Livelihood our programmes aim at providing livelihood in a locally appropriate and environmentally sustainable manner through Project “Talk 64” and “Drishti”**
  - Formation of Self Help
  - Groups for women empowerment
  - Vocational training
  - Agriculture development and better farmer focus
  - Watershed development
  - Using environment friendly and safe processes.
  - Facilitate water conservation by reducing water consumption at the plants and taking up rain water harvesting projects
  
- 4. In Infrastructure Development we endeavour to set up essential services that form the foundation of sustainable development**
  - Basic infrastructure facilities
  - Housing facilities
  - Safe drinking water
  - Sanitation & hygiene
  - Renewable sources of energy.
  - Create positive awareness towards the need to adopt measures that lead towards reducing carbon footprints, dependence on fossil fuels and promote alternate energy approaches
  
- 5. At the time of national crisis, as a company it is imperative for us to respond to emergency situations & disasters by providing timely help to affected victims and their families through “Medical Assistance”**
  - Medical help by setting up of mobile hospitals
  - Food supply for eradicating hunger and malnutrition
  - Supply of clean and safe drinking water
  - Transport facility for emergency migration of victims
  
- 6. To bring about Social Change we advocate and support**
  - Dowryless marriage
  - Widow remarriage
  - Awareness programmes on anti social issues
  - De-addiction campaigns and programmes
  - Espousing basic moral values
  - Sexual abuse of children’s and women

### **Composition of CSR Committee**

Our Company is a Private Limited Company and hence not require to appoint an independent director pursuant to sub-section (4) of section 149 of the Act, and shall have its CSR Committee without such director. Therefore we will constitute committee with Mr. Shishir Rambhau Gorle and Mr. Raja Sekhar Reddy, Directors of the Company.

### **Role of the Committee:**

The Committee shall carry out of the following functions:

- a. Identify the projects/activities to be undertaken by the Company for CSR
- b. To make detailed plan for the CSR activity, modalities of execution, implementation schedule, monitoring process and amount to be incurred on such activities;
- c. Monitor the CSR Policy of the Company from time to time;
- d. Ensure compliance of CSR Policy and the Rules;

### **Quantum of Amount to be spent on CSR Activities**

The Company shall strive to spend in every financial year at least 2% (two percent) of the average net profits of the Company made during the three immediately preceding financial years. However budget of the CSR activities will also be driven by the requirement of various CSR projects.

Our Corporate Social Responsibility policy conforms to the provisions under Section 135 of the Companies Act, 2013 and Corporate Social Responsibility Rules, 2014 as well as activities as stated in Schedule VII of the Companies Act, 2013.

### **Organisational mechanism and responsibilities**

The Innovsource Private Limited provides the vision under the leadership of Shri Raja Sekhar Reddy and Shri Shishir Rambhau Gorle. This vision underlines all CSR activities. At the Company, Director takes on the role of the mentor, while the onus for the successful and time bound implementation of the projects is on the various Unit heads.

### **Partnerships**

Our Company has time and again given contribution to several registered trust which include Kanishka Educational Trust, Himalaya Institute Hospital Trust, and any more. Our collaborative partnership is with Global Foundation of Global Group Enterprise which is a registered trust under Bombay Public Trust Act, 1950. Global Foundation has offered financial

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and counseling support to several NGOs that include AASARA Children's Home, All India Chess Federation for Blind, Amar Seva Sangh Tamil Nadu, Eye Bank Co-ordination and Research Center, FICCI FLO, Gyanamrut Shikshan Mandal, Stree Mukti Sanghatana, Think Foundation, and Yuvak Prathishthan and other like-minded stakeholders. This helps widen the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

In collaboration with Global foundation, we have set up a CSR policy to make CSR an integral part of corporate culture. Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues of their interest through Project "Poistron" and "Art of giving (Payroll giving Initiative)"

### **Budgets**

A specific budget is allocated for CSR activities. This budget is project driven.

### **Information dissemination**

The Company's engagement in this domain is disseminated on its website, annual reports, its house journals and through the media.

### **Management Commitment**

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Voluntary Guidelines spelt out by the Ministry of Corporate Affairs, Government of India in collaboration with Global Foundation.