

## CSR POLICY

JAMIPOL firmly believes that supporting stakeholders and communities specially those representing the bottom of the pyramid, as its foundational aspect towards Corporate Social Responsibility (CSR) and a key driver for sustainability. The Company is committed to exercising its corporate responsibilities by taking conscious measures to benefit financially weaker section of the communities. JAMIPOL strives to actively contribute to the social and economic development of the communities in which it operates, aiming to create a better and more sustainable way of life for the underprivileged sections of society.

**Geographical and Community Focus:** JAMIPOL's CSR activities will be primarily concentrated on areas where the company has a significant presence, focusing within a 300 KM radius of its Operational presence. CSR Activities will also be extended to any location in India affected by natural calamity/emergency. While ensuring that all communities benefit, the Company will particularly focus on socially and economically marginalized groups, including women, girl children, other backward section, and especially abled people.

**Focus Areas:** The key interventions for target communities is focused in the following focus areas in accordance with the requirements under the Companies Act, 2013 and the rules / regulations framed there under and circulars / clarifications issued there under (collectively, "the Act"):

1. Environment & Sustainability (including Water Management, Ecology, Biodiversity preservation, etc.),
2. Livelihood improvement by skill building (including primary/higher education and skill development),
3. Health & Sanitation (including preventive healthcare),
4. National calamities

Besides, the Company will undertake interventions in disaster relief, and other pertinent areas. The Company may, additionally, take up any other projects in line with CSR provisions and as approved by the CSR Committee/Board of Directors from time to time.

**Annual Action Plan:** The CSR Committee shall formulate an Annual Action Plan (AAP) and recommend to the Board for its approval. The allocation of the CSR budget shall be a balanced mix of i) Projects (initiative having long-term impact) and ii) Activities (One time event/program which benefits the society/targeted group). On the recommendation of the CSR Committee, the Board may make necessary changes in the approved AAP based on reasonable justifications.

In accordance with Section 135 of the Companies Act, 2013, and relevant rules, the AAP will outline the modalities of fund execution, implementation schedules for projects, monitoring and reporting mechanisms, and the need for impact assessment, if applicable.

**Delivery Mechanism-** To implement CSR activities, the Company will mainly utilize internal resources/Internal CSR & Volunteering Committee and may also seek assistance from and provide support through recognised registered Trusts, registered NGOs and Government organizations in line with the provisions of the Act and the rules related thereto.

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**Governance Mechanism:** JAMIPOL's CSR will have a multi-tiered governance mechanism-

**i. Board of Directors:**

At the helm of the governance mechanism is the Board of Directors (the Board) who shall have the overall responsibility to ensure that the funds disbursed towards CSR activities have been utilized for such purposes and in the manner as approved by the Board.

**ii. Corporate Social Responsibility Committee of the Board:**

The CSR Committee of the Board will govern and review the CSR activities of the Company at specified intervals. The CSR Committee will recommend the Annual Action Plan to the Board for its approval. AAP will include resource requirements and allocation across interventions and locations.

**iii. Internal CSR & Volunteering Committee**

An Internal CSR & Volunteering Committee chaired by the CFO and comprising of Executives of JAMIPOL, appointed by the Managing Director, recommend projects to the MD, conducts monthly reviews or scheduled reviews of the activities and monitor achievements against targets set at the beginning of the year.

**Certification of Utilisation**-The Chief Financial Officer of the Company shall, on an annual basis, certify to the Board of Directors with respect to the utilization of funds earmarked towards CSR Activities.

**Affirmative Action** – JAMIPOL will focus on developing initiatives aimed at enhancing education, employability, employment, and entrepreneurship opportunities for marginalised section of society.

**Volunteerism** – JAMIPOL is dedicated to facilitate employee volunteerism where individuals actively contribute their time, skills and efforts to initiatives that benefit the community. This form of engagement extends beyond the traditional workplace, allowing employees to participate in various volunteer activities aligned with social causes. Our aim is to encourage and facilitate employee volunteerism which will not only contribute to social impact but also cultivate a positive workplace culture centred around compassion, teamwork, and a shared commitment to making a difference.

**Policy**- This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR Committee of the Board.

***Revised Policy adopted on 12<sup>th</sup> January, 2024***

**Recommended by CSR Committee**

**Approved by the Board of Directors**

Pingali Venugopal

Peeyush Gupta

Chairman – CSR Committee

Chairman