

BHARTIYA INTERNATIONAL LIMITED

CSR Charter

Sustainability is in the DNA of Bhartiya.

“We cannot create and destroy at the same time. We give back to the Society and environment.”

Corporates have a special and continuing responsibility towards the society. The grim reality in India is that millions of people lack basic amenities and live in abject poverty - a situation that cannot be redressed by the Government alone. The business sector needs to understand its corporate-social responsibility and work towards making a difference to society.

Like a spark that ignites an engine, Bhartiya aims to empower individuals to create an impact that will help communities stand on their own feet. We seek to contribute to the sustainable development of society by responding to the trust that society places in us, and creating new value that exceeds expectations.

It is our endeavor to increase CSR awareness among each and every employee through the CSR Charter, which is the group's basic policy on social responsibility, and the Code of Conduct, which guides our behavior in daily business activities.

Members of the CSR Committee

1. Mr. Snehdeep Aggarwal
2. Mr. Ramesh Bhatia
3. Mr. Sandeep Seth

Terms of reference

- a) To formulate and recommend to the Board, a Corporate Social Responsibility (CSR) Policy indicating activities to be undertaken by the Company in compliance with provisions of the Companies Act, 2013 and rules made there under
- b) To recommend the amount of expenditure to be incurred on the CSR activities
- c) To monitor the implementation of the framework of the CSR Policy
- d) To disseminate factually correct information to investors, institutions and the public at large
- e) To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification as may be applicable or as may be necessary or appropriate for performance of its duties.

Our core values – laying foundation for CSR

Corporate governance

We will fulfill accountability and enhance management transparency, so as to remain open to our communities and society, and continue to be a reliable and respectable company.

- We will promote dialog with customers, employees, stockholders/investors, business partners, communities and other stakeholders.
- We will work to improve management transparency, improve audit effectiveness, and reinforce the internal control system.

Human rights and labor

We will respect the human rights and dignity of individuals.

- We will prohibit forced labor, and will not use child labor in any processes.
- We will guarantee our employees lawful working hours, holidays/leaves and wages, and eliminate all forms of discrimination, so as not to tolerate inhumane treatment.
- In accordance with the law of each country, we will respect workers' rights to join labor unions, and promote free communication with these unions.

Health and safety

We will improve product and service quality and boost employee morale by securing a safe and comfortable working environment and managing employees' health.

- We will ensure workplace health and safety and maintain appropriate workplace conditions. Should an occupational accident/disease or an emergency occur, we will take appropriate steps by identifying the situation and devising emergency countermeasures.
- For manufacturing equipment and facilities and other machinery used, we will take safety measures to prevent accidents and health problems.
- We will identify all types of physically demanding work always surveying the conditions and controlling such work.
- We will maintain hygiene in welfare facilities so that these facilities are kept safe and clean.

Environmental preservation

We aim to realize a society where people can live a healthy life with peace of mind, by reducing negative impact of our corporate activities on society, environment and natural resources

- We will obtain any and all required environmental permits and licenses from administrative bodies in accordance with laws and regulations, and fulfill management and reporting (disclosure) requirements.
- We will control chemical substances designated by laws and regulations, and minimize environmental impact of wastewater, sludge, exhaust and other pollutants through application of our voluntary standards in addition to compliance with relevant laws and regulations. We will reduce greenhouse gas emissions and waste by appropriately monitoring and managing them, and setting up voluntary targets.

- We will establish and implement the management system to promote environmental activities.

Fair Trade and Ethics

We aim to maintain the highest standards of ethics, so as to be a company that fulfills its social responsibility and wins social trust.

- In all business relationships, we will prohibit corruption, blackmail and embezzlement, and will not offer or accept bribes or other improper advantages.
- We will prohibit abuse of dominant bargaining positions, rejecting all behaviors that impede fair, transparent and free competition.
- We will actively provide and disclose information to our stakeholders.
- We will respect the intellectual property rights of others and will not infringe upon these rights.
- We will conduct education and raise awareness to prevent improper conduct. As for reporting of improper conduct, we will establish a system to protect the confidentiality of informants, and quickly deal with improper conduct.
- We will voluntarily work to contribute to the development of the international community and local communities.
- We will never transact with, provide assistance to, or sympathize with antisocial forces that adversely affect public order and sound corporate activities, and will never engage in any other acts that benefit such forces.

Management system

We will establish a system that ensures compliance with this CSR Charter, and continuously improve the system.

- We will abide by relevant laws and regulations as well as customer requirements, in conformity with the CSR Charter.
- We will design a system to clarify and mitigate risks that may occur in implementing this Charter, and continuously improve the system.

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, characterised by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

CSR activities can be undertaken under the following heads:

- (i) eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water:

- (ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- (iii) promoting 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;
- (iv) 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 “including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
- (v) protection of 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 arts and handicrafts;
- (vi) measures for the benefit of armed forces veterans, war widows and their dependents;
- (vii) training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports;
- (viii) 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 the Scheduled Caste, the Scheduled Tribes, other backward classes, minorities and women;
- (ix) contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government
- (x) rural development projects.
- (xi) slum area development.

Note: Expenses incurred by companies for the fulfillment of any Act/ Statute of regulations (such as Labour Laws, Land Acquisition Act etc.) would not count as CSR expenditure under the Companies Act.

Implementation

To implement the Company's CSR Programmes through Company personnel or through external implementing agencies and other Trusts, Foundations and Section 8 companies that may be established by the Company from time to time). In such cases, the Company will specify the CSR Programmes which may be undertaken by those Trusts in accordance with their Objects and administrative and accounting processes laid down in the respective Trust Deeds/ Memorandum and Articles of Association.

1. Every year, the CSR Committee will place for the Board's approval, a CSR Plan delineating the CSR Programmes to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR Plan with any modification that may be deemed necessary.

2. The Committee will assign the task of implementation of the CSR Plan within specified budgets and timeframes to such persons or bodies as it may deem fit.
3. The persons/bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the Committee within the specified budgets and timeframes and report back to the Committee on the progress thereon at such frequency as the Committee may direct.
4. The Committee shall review the implementation of the CSR Programmes once a quarter and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR Programmes in accordance with this Policy.
5. Once every six months the Committee will provide a status update on the progress of implementation of the approved CSR Programmes carried out during the six month period. It shall be the responsibility of the CSR Committee to review such reports and keep the Board apprised of the status of implementation of the same.
6. At the end of every financial year, the CSR Committee will submit its report to the Board.

Budgets

A specific budget will be allocated for CSR activities. This budget will be project driven depending on the profits of the Company.

CSR Expenditure

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR. Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure

Information dissemination

The Company's engagement in this domain will be disseminated on its website, annual reports, its in-house journals etc.