

## ReMS CSR POLICY

The company has been mindful of its social responsibility of business. The company's long-term CSR objective is "to improve the quality of life of the people and environment."

The company shall allocate at least 2% of its average net profits before taxes of the preceding three years, towards CSR activities to sustain and improve the quality of life of the communities and healthy environment. The company may also utilize any other service/s for its CSR activities that may be considered appropriate from time to time.

Any unutilised CSR fund on projects or programmes or activities in any year, shall be re-deployed into CSR activities in the subsequent years and shall not form a part of the business profits of the company.

The company shall positively impact and influence its employees and partners in fostering a sense of social commitment and responsibility.

### **Focused Geographic Spread**

ReMS priority for undertaking developmental activities will be in rural areas of the states in which it is operating.

The company may also support initiatives in other geographies, as approved by the CSR Committee of the Board, from time to time.

While the company's objective is that the benefits from CSR activities reach all communities, by focussing attention on those groups that are socially and economically marginalized and in particular, economically weaker farmers. These would include women, girl children, physically challenged, and scheduled castes and tribes.

**CSR Focus Areas**

ReMS CSR initiatives will focus on four thrust areas – Health & sanitation, education, agro-assistance and livelihoods. Besides, it will also undertake interventions in the areas of environment and disaster relief, etc. (Refer *Annexure A*), all aimed at improving the quality of life of communities.

**Approach**

The Company’s CSR will revolve around five guiding principles Impact, Partnerships, Affirmative Action, Communication and Innovation. (Refer *Annexure B*)

**Delivery Mechanism**

Whilst a large part of the CSR efforts of ReMS will be implemented by an in house CSR department or / and through agricultural markets if found necessary. The company may also opt for credible Cooperative Societies / Organizations individually or as a consortium to design, implement the projects.

**Governance Mechanism**

ReMS CSR will have a multi -tiered governance mechanism.

The prime governance body is the CSR Committee of the Board with the following members:

Name	Category
Mr. G V Krishna Rau (Chairman)	Independent & Non-Executive Director
Mr. R Ramaseshan	Non-Executive Director
Mr. Manoj Rajan	Executive Director

- The CSR Committee of the Board will evolve project plans and activities and review the implementation of projects from time to time.
- The CSR Committee will recommend Annual Business Plan for CSR to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations.
- A CSR Steering Committee constituted by MD & CEO, comprising of employees of the company under the chairmanship of the Managing Director & CEO will periodically monitor achievements against targets of the projects/schemes and suggest midcourse corrections wherever felt necessary and report to the CSR Committee.

### **Review of Policy**

The 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.

## Annexure A: CSR Interventions

CSR Programs	CSR Initiatives	Ref. Sr. No of Sch VII of Companies Act
Education	<ul style="list-style-type: none"> <li>• Setting up and running mid-day meal kitchens</li> <li>• Training of teachers and headmasters</li> <li>• Improving quality of education in existing schools</li> <li>• Augmenting and supporting infrastructure in educational institutions</li> <li>• Offering scholarships and financial assistance to needy and meritorious students</li> <li>• Bridging drop-out children and mainstreaming them to formal schools</li> <li>• Making adults functionally literate</li> <li>• Developing educational material and methodologies</li> <li>• Supporting and promoting co-curricular activities</li> <li>• Advocacy of best practices</li> <li>• Education for mainstreaming disabled children</li> </ul>	II / I
Health	<ul style="list-style-type: none"> <li>• Organizing health camps</li> <li>• Providing financial assistance and waivers for needy patients, on a case-to-case basis</li> <li>• Providing family planning services</li> <li>• Reducing infant and maternal mortality</li> <li>• Preventing and treating communicable diseases like malaria, tuberculosis and HIV / AIDS</li> <li>• Treating and rehabilitating persons with disabilities</li> <li>• Extending financial assistance to weaker farmer families to provide medical aid or cover them under medical insurance</li> <li>• Promoting awareness about various health issues</li> <li>• Undertaking and supporting research on health-related issues</li> <li>• Ensuring access to potable drinking water and hygienic sanitation</li> </ul>	I

CSR Programs	CSR Initiatives	Ref. Sr. No of Sch VII of Companies Act
Livelihoods	<ul style="list-style-type: none"> <li>• Sponsoring candidates for skill development and vocational training programmes offered at identified institutions</li> <li>• Coaching farmers' children to appear for entrance examinations of different institutions</li> <li>• Creating, training and supporting entrepreneurs</li> <li>• Creating, training and supporting self-help groups, federations, co-operatives, societies and similar institutions</li> <li>• Building capacities of farmers on improved methods of agriculture and other allied sectors</li> <li>• Developing water harvesting structures and irrigation facilities</li> <li>• Supporting farmers with quality inputs, technical know-how and timely information</li> <li>• Creating markets and marketing linkages for farm and forest based produce</li> <li>• Undertaking and supporting research on agriculture and other allied sectors</li> <li>• Strengthening and supporting infrastructure of APMCs in relation to farmers</li> <li>• Providing allied services to APMCs to support farmers</li> </ul>	II
Rural Development	<ul style="list-style-type: none"> <li>• Rural development projects of building and maintaining community-based rural infrastructure like roads, bridges, culverts, drains, rural electrification, water infrastructure, community centres, youth clubs, sanitation projects etc.</li> </ul>	X
Environment	<ul style="list-style-type: none"> <li>• Undertaking plantations and afforestation activity</li> <li>• Promoting renewable sources of energy</li> <li>• Recharging ground water levels</li> <li>• Conserving biodiversity and supporting research, awareness and advocacy on issues related to biodiversity</li> <li>• Promoting awareness about environmental issues</li> </ul>	IV
Disaster Relief	<ul style="list-style-type: none"> <li>• Extending relief measures during times of natural disasters, anywhere in the country</li> <li>• Undertaking and supporting rehabilitation measures post-disasters</li> </ul>	Different activities will be categorized differently

The CSR Committee could, from time to time, recommend donating or making grants to the PM's fund or funds set up the State Governments or to non-profit organizations and other institutions whose activities are aligned with the company's CSR.

## **Annexure B: Guiding Principles for CSR**

**Impact** – All CSR initiatives will have well-defined KPIs to measure impacts on target groups.

**Partnerships** – The company may opt to partner with credible Cooperative Societies/Organizations individually or as a consortium to design, implement and review projects. Partner agencies will be selected after conducting due diligence.

**Affirmative Action** – The Company will design targeted interventions for economically weak farmers and farm labour for providing opportunities for skill development in farming and other areas with a view to uplift them economically to become self-reliant and debt free.

**Communication** – The Company will have a two-way communication channel, so that the needs, expectations and aspirations of beneficiaries can be mapped and their feedback and satisfaction levels can be ascertained and assessed for improving the design and content of the initiatives.

**Innovation** – ReMS will endeavour to develop innovative solutions to solve seemingly intractable social problems. These will encompass technology, as well as models for sourcing, partnering and delivery of initiatives.