

**Corporate Social Responsibility Policy**

(As approved by the Board of Directors on 4th September, 2015 as amended from time to time)

Framework of the Corporate Social Responsibility Policy

**A. Introduction**

Corporate Social Responsibility (CSR) has been a long-standing commitment at Orissa Metaliks Private Limited and forms an integral part of our activities. The Company's contribution to social sector development includes several pioneering interventions, and is implemented through the involvement of stakeholders within the Company and the broader community. The Company established the CSR Committee with a view to significantly expand the activities in the area of CSR. Over the last few years Company has developed significant projects in specific areas, and has built capabilities for direct project implementation as opposed to extending financial support to other organisations.

The objective of the Company is to pro-actively support meaningful socio-economic development in India and enable a larger number of people to participate in and benefit from India's economic progress. This is based on the belief that growth and development are effective only when they result in wider access to opportunities and benefit a broader section of society. The aim is to identify critical areas of development that require investments and intervention, and which can help to realise India's potential for growth and prosperity.

The Corporate Social Responsibility Policy (CSR Policy) of the Company sets out the framework guiding the Company's CSR activities. The Policy also sets out the rules that need to be adhered to while taking up and implementing CSR activities.

**B. Scope of Corporate Social Responsibility policy**

The policy would pertain to all activities undertaken by the Company towards fulfilling its corporate social responsibility objectives. The policy would also ensure compliance with section 135 of the Companies Act, 2013 (CA2013/Act) and would include the activities as covered under Schedule VII to the Act and the Companies (Corporate Social Responsibility Policy) Rules, 2014 and as amended from time to time.

**C. Governance structure**

The Corporate Social Responsibility Committee (CSR Committee) is the governing body that will articulate the scope of CSR activities for the Company and ensure compliance with the CSR Policy. The CSR Committee would comprise of three or more Directors including at least one independent Director. The Company has a CSR Committee which is duly constituted in accordance with the provisions of the Act with respect to its composition and terms of reference.

**D. Operating framework**

1. The CSR Committee has duly formulated the CSR policy which has been approved by the Board as prescribed under CA2013. The CSR plan would operate as prescribed by the CSR Committee and under its supervision.
2. Activities undertaken by the Company may include projects being implemented directly by the Company as well as contributions to society at large with track record and standing in line with regulation and as may be decided by the CSR Committee from time to time.
3. The responsibility for implementation of identified activities/ projects shall be as per the organisational structure approved by the Board of Directors.
4. Funds would be disbursed in accordance with the directions of the CSR Committee.

**E. Monitoring**

The CSR Committee shall ensure a transparent monitoring mechanism for CSR activities.

1. The CSR Committee shall review the progress of CSR activities at least once in a quarter in a financial year, including the annual review.
2. The Board of Directors shall review the progress of CSR activities at least annually.
3. Any other contributions covered under Schedule VII to the Act.

**F. Disclosure**

The Company shall include in its annual report, commencing with the annual report for the year ending March 31, 2015, the disclosures as prescribed under Companies Act, 2013 and the rules as amended from time to time.

The above information shall also be displayed on the Company's website.

**G. Corporate Social Responsibility Activities**

The CSR Committee of the Company would consider and approve the projects or programmes that the Company should undertake as CSR in India.

The Company's primary focus areas for CSR activities are:

**1. Education**

(Schedule VII (ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects)

Education represents a critical area of action to realise India's growth potential as also make it inclusive, by enabling children from all sections of society to have access to quality basic education that equips them for taking up higher education or job-oriented skill training. At the same time, India's institutions of higher learning also require investment in capacity building to support India's growing and evolving needs and become global centres of excellence.

The Company, both directly and indirectly, will continue to work with various bodies including state governments and other not-for-profit organisations to improve the quality of education in government and municipal schools, which account for the vast majority of school-going children in the country. Orissa Metaliks Private Limited will continue to work with institutes of higher education for focused capacity-building in specified disciplines, particularly finance & management.

**2. Health care**

- Eradicating hunger, poverty and malnutrition, promoting healthcare including preventive healthcare and sanitation and making available safe drinking water;
- 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;
- Rural development projects
- slum area development
- disaster management, including relief, rehabilitation and reconstruction activities

The healthcare challenge in India spans a number of dimensions, including access to affordable healthcare for the poor; awareness of health issues & available facilities/ benefits among the less privileged segments of society and specific vulnerable sections of the population; and child malnutrition, which impairs the capacity of a child to lead a healthy and productive life. Addressing this challenge is essential to achieve the objective of inclusive growth.

The Company will continue to focus on developing innovative models with the potential to scale up and bring about improvements in the delivery of healthcare to the marginalised segments of society and other appropriate measures to promote health care.

The Ministry vide its Circular dated 30th July, 2021 clarified that spending of CSR fund for Covid 19 is an eligible CSR activity relating to promotion of healthcare and relating to disaster management.

### **3. Skill development and sustainable livelihoods**

- promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
- 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)
- slum area development
- training to promote rural sports, nationally recognised sports, paralympic sports and olympic sports

Enabling India's youth to gain skills that can provide employment is key to realising the potential of India's demographic dividend and driving inclusive growth. Improving employability of the youth from lower-income sections of society is hence an important focus area.

### **4. Financial inclusion**

- 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
- Rural development projects

The Company strongly believes that to improve the overall economic condition of the low-income population and to empower them with means to overcome adversities or inequalities, access to financial services is an important factor.

The Company would continue to focus on expanding its reach and its initiatives in this area include using various channels like branches and business correspondents, and leveraging technology, to make Companying services accessible to low-income groups and the rural population, including the urban poor and migrant workers.

### **5. Support employee engagement in CSR activities**

The Company supports the involvement of its employees in CSR activities. The Company will encourage employees to participate in CSR activities of the Company.

### **6. Capacity building for corporate social responsibility**

The Company will continue to promote incubation of expertise for implementing corporate social responsibility initiatives. It will also work towards providing a platform for organisations engaged in social initiatives, and discussion & thought leadership on critical challenges to inclusive growth. The Company will continue to support initiatives that promote individual and corporate philanthropy.

### **7. Other areas**

Orissa Metaliks Private Limited will continue to provide support to specific needs such as during natural disasters, through financial as well as logistical support. The CSR Committee of the Company may choose to select areas in addition to those specified above in the course of fulfilment of the CSR objectives of the Company as may be decided by the CSR Committee from time to time.