

CORPORATE SOCIAL RESPONSIBILITY POLICY

The policy which lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large along with the company's philosophy for setting down its responsibility as a corporate citizen is titled as the 'Rasoi Limited - CSR Policy'.

PREAMBLE

The concept of Corporate Social Responsibility has gained prominence from all avenues. Organizations have realized that Government alone will not be able to get success in its endeavor to uplift the under privileged part of the society. With rapidly changing corporate environment, more functional autonomy, operational freedom etc. our company has adopted CSR as a strategic tool for sustainable growth.

This policy shall apply to all CSR initiatives and activities taken up by the Company for the benefit of different segments of the society, specifically the deprived, underprivileged and differently able persons.

OBJECTIVE / GOALS

This CSR policy aims following objectives / goals:

- ❖ To make CSR a key business process for sustainable development for the Society.
- ❖ To aim at supplementing the role of the Government in enhancing welfare measures of the society based on the immediate and long term social and environmental consequences of their activities.
- ❖ To directly or indirectly take up programmes that benefit the communities in vicinity wherever the Company operates and results, over a period of time, in enhancing the quality of life & economic wellbeing of the local populace.
- ❖ Contributing to sustainable development in areas of strategic interest through initiatives designed in a manner that addresses the challenges faced by the Indian society especially in rural India.
- ❖ Collaborating with communities and institutions to contribute to the national mission of eradicating poverty and hunger, especially in rural areas, through agricultural research and knowledge sharing, conservation and development of forest resources, empowering women economically, supplementing primary education and participating in rural capacity building programs and such other initiatives.

VISION & MISSION

To be a corporate with its strategies, policies and actions aligned with wider social concerns, through initiatives in education, health, environment and socially relevant matters.

In alignment with vision of the company, Rasoi Limited, through its CSR initiatives, will to enhance value creation in the society and in the community in which it operate, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfillment of its role as a Socially Responsible Corporate, with environmental concern.

The Company aims at spending a defined portion of its net profit for the betterment of Indian society through:

- ❖ Providing financial and other assistance to students who belong to socially economical weaker sections.
- ❖ Supporting efforts for community health in slums and areas inhabited by weaker sections.
- ❖ Supporting the programs and efforts for environment protection and enhancement.
- ❖ Promoting, encouraging and supporting the social and cultural heritage and traditions of our society.

- ❖ Taking proactive measures for the well-being of society, as per needs.

PLANNING & IMPLEMENTATION

Identification of Thrust Areas and Strategic Initiatives:

For purposes of focusing Company's CSR efforts in a continued and effective manner, the following five Thrust Areas have been identified:

- Environment Protection and Horticulture
- Drinking water and Sanitation
- Healthcare and Medical facility
- Education and Literacy Enhancement
- Skill Development

The Company will contribute for above thrust areas through specialized agencies, like:

- ✓ Panchayats
- ✓ Self-help groups
- ✓ Voluntary Agencies (NGOs)
- ✓ Institutes/Academic Organizations
- ✓ Trusts, Mission etc.
- ✓ Government, Semi Government and autonomous Organizations.
- ✓ Any other, as the CSR Committee may think proper

Considering the fact that as the Company has a diverse business function providing various CSR initiatives beneficial to the society and efforts should be made, that to the extent feasible, Strategic CSR initiatives are undertaken in the areas that align to its business operations, such as the following:

- Eradicating hunger and poverty and malnutrition, promoting health care including preventive healthcare and sanitation and making available safe drinking water;
- Promoting education; including special education and employment enhancing vocation skills especially among children, woman, elderly and the differently able 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 centre's, and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining of quality of soil, air and water;
- 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 Castes, the Scheduled Tribes, other backward classes, minorities and women;
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up of public libraries; promotion and development of traditional arts and handicrafts;
- Measures for the benefit of armed forces veterans, war widows and their dependents;
- Training to promote rural sports, nationally recognized sports, and Paralympics sports and Olympic sports;
- Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- Rural development projects.

Constitution of CSR Committee

The CSR Committee would comprise of at least three directors, out of which at least one director will be an independent director.

Monitoring and Reporting

To ensure effective implementation of the CSR programs undertaken by specialized agencies, a monitoring mechanism will be put in place by the CSR Committee. The progress of CSR programmes under implementation will be reported to the Board of Directors by the CSR Committee on a periodic basis.

The CSR Committee will conduct *impact studies* on a periodic basis, especially on the strategic and high value programs.

CSR initiatives of the Company will also be reported in the Annual Report of the Company.

General

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to Corporate CSR Department. In all such matters, the interpretation & decision of the Vice Chairperson shall be final.

Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from Government, from time to time. The Company reserves the right to modify, cancel, add, or amend any of these Rules.

Determination of allocable amount

The CSR Committee will determine the amount to be allocated for each activity on yearly basis, subject to minimum 2% of average net profits before tax for three immediately preceding financial years.

The surplus arising out of the CSR Projects or programs or activities shall not form part of the business profit of the company.

Reporting

In compliance with the provisions of the Companies Act 2013, the Board shall act on the principle of COREX i.e. comply or explain. Thus it is duty of the Board to ensure that compliance as per the policy has been made.

Communication & information dissemination

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

This CSR policy of the company can be viewed at: www.rasoigroup.in link of the website, if any.

Place: Kolkata

Date: 12th November 2014