



C&S Electric Limited

Corporate Social Responsibility (CSR)

We touch your electricity everyday!



Preamble

At C&S Electric we believe in Corporate Social Responsibility as the way of improving the lives of people, and acknowledges the importance of the concept of inter-dependence of all sections of the society and the contribution to it for a sustainable future. The Company shall continue to be mindful of its social and moral responsibilities to improve quality of life and create lasting value for the society with focus areas for its Corporate Social Responsibility in Education, Social and Environment.

CSR Policy

- Our aim is to be deliver superior and sustainable value to all our customers, business partners, shareholders, employees, and host communities. The above policy is effective from 01st April 2021.
- Our CSR initiatives focus on holistic development of host communities and create social, environmental and economic value to the society. Specifically, C&S has adopted and will work in the following areas.

1. EDUCATION

- **Child Education**-To support the education of the underprivileged children with special focus on Girl Child education.
- **Child Welfare**-To support the activities related to Child Welfare and bring about systematic and lasting improvement in people's living conditions by providing access to water, healthcare and livelihood.

2. VOCATIONAL TRAINING

- Women Vocation Training to enhance their employability skills.
- Youth Vocation Training to enhance their employability skills and personality development.

3. DISASTER MANAGEMENT

Disaster management-Support the nation and community in case of any natural calamity / disaster.

4. HEALTH

- Help/ support underprivileged persons for the health-related issues.
- Health Camps-Conduct health camps to make the person aware about the health.

CSR Capability Building

The company will build CSR capability by training its staff to align to CSR concept and initiatives.

CSR Activity Management

- CSR activities will be the responsibility of HR team existing in the various units and location who will design, plan, implement, monitor and evaluate CSR activities.
- Specific individuals will also be trained for the CSR activities to volunteer the CSR programs.
- Partnering with various NGO's for achieving the objectives as stated in the C&S CSR policy.

Planning and implementation

- The projects and programs will be executed by C&S Electric directly and where appropriate in partnership with implementing partners. The implementation modalities may be modified from time to time, as per recommendations of the CSR Committee of the Company.



Project Framework

a) Project Study and valuation

A study will be conducted before initiating any project or a program to assess its requirement and impact.

b) Selection of the implementing partner

C&S Electric may partner with organizations like NGOs, Academic and Training Institutions, Corporates, the Government and other stakeholders for project implementation and facilitation.

c) Mandatory requirements while selecting an implementing partner

The selection of implementing partner and the due diligence parameters shall be conducted in accordance to the applicable regulatory requirements from time to time.

d) Project design

Based on the findings of the Program Assessment, the project will be developed defining the goals, timelines, resources, and roles and responsibilities of the implementing partner(s).

e) Key Performance Indicators

All projects and programs will have Key Performance Indicators (KPIs) in order to measure the progress across various stages of the implementation.

f) Beneficiaries

The project will define the beneficiary group as per the program focus area.

g) Monitoring and Evaluation

The HR Team or the Project In-charge will perform a periodic assessment of the relevance, performance, efficiency, and impact of the projects / programs.

The CSR Committee will provide statements to the Management and the Board of the Company demonstrating the utilization of funds for CSR activities in accordance with the plan/s approved by the Board.

Formulation of Annual Action Plan

In accordance with applicable law, the CSR Committee will formulate an Annual Action Plan for each Financial Year and will place the same for approval before the Board of Directors.

Employee Volunteering

C&S will encourage employee volunteering in leveraging and promoting Corporate Social Responsibility, and actively participate in Corporate Social Responsibility projects.

Constitution of CSR Committee

The administration of the CSR policy and the execution of identified CSR project, programs and activities under it shall be carried out under the overall superintendence and guidance of CSR Committee. The composition of the CSR committee, effective from 30th July 2021 is as follows:

1. Ms. Rumjhum Chatterjee - Chairperson
2. Mr. Sunil Mathur - Member
3. Mr. Prakash Kumar Chandraker - Member