

	CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY	Date: 01.02.2024
		Rev No. 00

1. Introduction:

At Streparava India Private Limited, we recognize the importance of contributing to the social and environmental well-being of the communities in which we operate. Our commitment to Corporate Social Responsibility (CSR) is an integral part of our business philosophy. This policy outlines our approach to CSR activities in alignment with the provisions of the Companies Act, 2013, and other relevant guidelines.

2. Objectives:

Our CSR policy aims to achieve the following objectives:

- a. **Community Development:** To contribute to the socio-economic development of communities by focusing on education, healthcare, skill development, and empowerment initiatives.
- b. **Environmental Sustainability:** To promote environmentally responsible practices and initiatives that reduce our ecological footprint and contribute to sustainable development.
- c. **Employee Engagement:** To encourage employee involvement in CSR activities and initiatives through volunteering, skill-sharing etc.

3. Focus Areas:

Our CSR initiatives will primarily focus on the following areas:

- a. **Education:** Supporting educational programs and infrastructure improvements to enhance access to quality education for underprivileged children.
- b. **Healthcare:** Collaborating with healthcare organizations to provide medical assistance, health camps and awareness programs to underserved communities, helping disabled people such as Visually impaired, deaf or dumb, handicapped and others by volunteering, supporting with equipment, helping with accessibility, donating money directly to the people or to NGOs working in their support, etc.
- c. **Skill Development:** Partnering with vocational training institutes to impart relevant skills to marginalized youth, enhancing their employability.
- d. **Environment:** Undertaking eco-friendly initiatives, tree plantation drives, waste reduction efforts, and promoting sustainable practices.

4. Budget Allocation:

We will allocate a minimum of 2% of the average net profits of the past three financial years towards CSR activities as mandated by the Companies Act, 2013. The exact budget allocation will be determined by the CSR Committee, ensuring optimal utilization of resources.

5. Implementation:

- a. CSR Committee:** A dedicated CSR Committee shall be formed consisting of representatives from senior management, responsible for strategizing, executing, and monitoring CSR activities.
- b. Project Identification:** Projects will be identified based on need assessment and alignment with our CSR goals.
- c. Project Selection:** Projects will be selected based on priority and decision of the CSR committee is final in this regard.
- d. Partnerships:** We will collaborate (if needed) with NGOs, social organizations, and government agencies to effectively implement and monitor CSR projects.
- e. Monitoring and Reporting:** Regular progress reports will be prepared, highlighting the impact and outcomes of our CSR initiatives. These reports will be shared with stakeholders and submitted to relevant authorities as required.

6. Employee Engagement:

- a. Volunteerism:** Encouraging employees to contribute their time and skills towards CSR initiatives through volunteer activities.
- b. Skill Sharing:** Facilitating knowledge-sharing sessions where employees can impart their expertise to beneficiaries.

7. Ethics and Transparency:

We are committed to maintaining the highest ethical standards in all our CSR activities. Transparency will be ensured in project selection, execution, and reporting.

8. Review and Amendment:

This policy will be reviewed periodically to ensure its relevance and effectiveness. Amendments will be made in accordance with changes in legislation, societal needs, and organizational priorities.

8. CSR Committee:

Sl. No.	Members of the Committee
01	Group CEO
02	Group CFO
03	Director
04	Manager - Finance
05	Sr. Manager - HR

9. Annual Report on CSR Activities:

Every Board report prepared by the Board of Directors for the financial years shall include an annual report on CSR activities undertaken by the Company on a yearly basis including the details as required to be disclosed under the Companies (Corporate Social Responsibility) Rules, 2014 and as per the Companies (Accounts) Rules, 2014, in rule 12, in sub-rule (1B) e-Form CSR-2 shall be filed separately on or before 31st March, every year.

By adhering to this CSR policy, Streparava India Private Limited reaffirms its commitment to contribute positively to society and the environment.

For Streparava India Private Limited,

Shankar Thekkuveetil
Director
DIN: 07594086

Place: Bangalore
Date: 01.02.2024