

Corporate Social Responsibility (CSR) Policy

1. Philosophy:

Transpek-Silox Industry Private Limited (the Company) believes in Responsible Corporate Citizenship. The Company believes that measure of its success is determined by how effectively it creates value for the communities wherein it operates, the nation wherein it lives and the ecology of the planet which forms the very substratum of its existence.

The Company believes that inclusive, interdependent and sustainable growth is responsible growth. Through its CSR vehicle, the Company would continue its committed contribution to make positive difference to people, communities, ecology and environment. Collaborative partnerships with individuals, communities, private institutions, Government Organizations, subject matter experts and academia would be formed to create 'high impact-multiplier effect'.

2. Thematic Areas:

CSR initiatives of the Company shall primarily be in – but not limited to the following areas:

- i. Education
- ii. Skill and Capability Building aimed at self-reliance
- iii. Health and Sanitation
- iv. Eradication of Hunger, Poverty and Malnutrition
- v. Bio-Diversity
- vi. Environmental Sustainability and Ecology
- vii. Women Empowerment
- viii. Reduced Inequalities: Supporting Weaker Sections of the Society
- ix. Livestock and Animal Welfare
- x. Measures for the benefit of armed forces veterans, war widows and their dependents
- xi. Rural development Projects
- xii. Activities listed in Schedule VII of the Companies Act 2013

3. Guiding Principles on Selection and Design of CSR Projects:

- i. CSR initiatives of the Company shall be selected from the Thematic Areas as in paragraph number 2 above.
- ii. CSR Projects of the Company shall reflect the spirit of collaboration and ownership of the beneficiaries and other stakeholders. The positioning of the Company shall be that of a 'progress partner', 'enabler' or 'facilitator'.
- iii. The Company shall be respectful of the positive socio-cultural values of the communities and shall actively contribute to preservation and development of their Heritage, Art and Culture.
- iv. The Company shall carry out detailed need assessment studies through various tools and methodologies like surveys, research, field visits, focus group meetings, interaction with government authorities, Not for Profit Organizations and agencies involved to understand and establish need for CSR support or intervention.

- v. The Company, its implementation partner and monitoring agencies shall work closely with target beneficiaries to assess the progress and impact of its interventions.
- vi. The Company shall actively assess opportunities for CSR support and interventions in the vicinity of its operations. This, however, shall not limit the Company from supporting causes or activities which are in alignment with paragraphs no. 2 and 3(i) above and which may be beyond the vicinity of Company operations.

4. Annual Plan, Budgets, Monitoring and Governance:

- i. In the beginning of the financial year, Annual CSR Plan shall be recommended by the CSR Committee to the Board of Directors of the Company for approval. The Annual CSR Plan shall comprise of various projects and activities, their implementation methodology, details of implementation partner as applicable, implementation plan with milestones, intended outcome, financial resources and impact assessment plan.
- ii. The Annual CSR Plan shall become effective after the approval of the Board.
- iii. The CSR Committee shall monitor progress of the Annual CSR Plan on a periodical basis in terms of planned versus actual status of milestones, desired versus actual impact, need for course correction and utilization of resources. The CSR Committee shall periodically apprise the Board of such progress.
- iv. The Company shall actively communicate its CSR activities to its internal and external stakeholders and encourage its employees in volunteering for CSR Projects and Activities.

5. Dissemination of Information and Reporting:

The Company shall publish the composition of CSR Committee, CSR Policy and Annual CSR Plan on its website.

6. Management Commitment:

The Board of Directors, Management and Employees share the philosophy of inclusive, interdependent and sustainable growth.

The CSR Policy of the Company is an expression of the said commitment and compliance under the relevant section of the Companies Act, 2013 as amended from time to time, which includes rules framed thereunder.