

R S SOFTWARE (INDIA) LIMITED CORPORATE SOCIAL RESPONSIBILITY POLICY

This policy which lays down the guidelines and mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large along with the company's philosophy for delineating its responsibility as a corporate citizen is titled as the 'R S SOFTWARE CSR Policy'.

The CSR policy functions as a built-in, self-regulating mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards, and international norms.

This policy shall apply to all CSR initiatives and activities taken up at the various work-centers, branches and locations of the Company, for the benefit of different segments of the society, specifically the deprived, underprivileged and differently abled persons.

PREAMBLE

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

OBJECTIVE

- ❖ To ensure an increased commitment at all levels in the organization, to operate its business in an economically, socially & environmentally sustainable manner, while recognising the interests of all its stakeholders.
- ❖ To make CSR a key business process for sustainable development for the Society.
- ❖ To aim at supplementing the role of the Govt. 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 & around its work centres and results, over a period, in enhancing the quality of life & economic well-being of the local populace.

- ❖ To generate, through its CSR initiatives, a community goodwill for the Company and help reinforce a positive & socially responsible image of the Company as a corporate entity.

VISION & MISSION

To be a Corporate House 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, R.S. Software (India) Ltd, through its CSR initiatives, will continue 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 net profit for the betterment of Indian society through:

- ❖ Providing financial and other assistance to students who belong to socially weaker sections
- ❖ Supporting efforts for community health in slums and areas inhabited by weaker sections
- ❖ Supporting the programmes 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 its CSR efforts in a continued and effective manner, the following seven Thrust Areas have been identified:

- i. Environment Protection / Horticulture
- ii. Infrastructure Development
- iii. Drinking water/ Sanitation
- iv. Healthcare/ Medical facility
- v. Community Development
- vi. Education /Literacy Enhancement
- vii. Skill Development / Empowerment

The investment in CSR should be project based and for every project time framed periodic milestones should be finalized at the outset. Project activities identified under CSR are to be implemented by Specialized Agencies and generally NOT by staff of the organization. Specialized Agencies could be made to work singly or in tandem with other agencies.

Such specialized agencies would include:

- ✓ Panchayats
- ✓ Self-help groups
- ✓ Voluntary Agencies (NGOs)
- ✓ Institutes/Academic Organizations
- ✓ Trusts, Mission etc.
- ✓ Government, Semi Government and autonomous Organizations.

Considering the fact that 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 activities relating to the followings as specified under amended Schedule VII:

- Eradicating hunger and poverty and malnutrition, promoting 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 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.
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, 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.

GOALS

- ❖ Implementing Social Investments / CSR programmes primarily in the economic vicinity of your Company's operations with a view to ensuring the long term sustainability of such interventions.
- ❖ Sustaining and continuously improving standards of Environment, Health and Safety through the collective Endeavour of your Company and its employees at all levels towards attaining world class standards and support other programmes and initiatives, internal or external, for the prevention of illness and combating of diseases as may be considered appropriate from time to time.
- ❖ Sparking the desire for learning and knowledge at every stage through Formal school, Quality primary education, Girl child education, adult education program and schools for the Deaf and Dumb in the field of education
- ❖ Aim to providing livelihood in a locally appropriate and environmentally sustainable manner through Formation of Self Help, Groups for women empowerment, Vocational training, Agriculture development, Watershed development and Partnership with Industrial Training Institutes.
- ❖ Bringing Social change and support Dowry less marriage, Widow Remarriage, Awareness programmes on anti social issues, De-addiction campaigns and programmes and espousing basic moral values.
- ❖ 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 programmes and such other initiatives.
- ❖ Rendering quality health care facilities to people living in the villages and elsewhere through our Hospitals, Primary health care centre's, Mother and Childcare projects, Immunization programmes with a thrust on polio eradication, Health care for visually impaired, and physically challenged, Preventive health through awareness programmes and Camps for Free Check up.
- ❖ Setting up essential services that form the foundation of sustainable development through, Basic infrastructure facilities, Housing facilities, Safe drinking water, Sanitation & hygiene and Renewable sources of energy.

Budgets

A specific budget is allocated for CSR activities.

Management Commitment

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Constitution of CSR COMMITTEE

The CSR Committee consists of 4 Directors, out of which one is an Executive Director, one is a Non-Executive & Non-Independent Directors and the other two are Non-Executive & Independent Directors. The following Directors of the Company are appointed as the Members of the CSR Committee:

1. Mr. Rajnit Rai Jain (Chairman)
2. Mr. Rajasekhar Ramraj (Member)
3. Mr. Cedarampattu S Mohan (Member)
4. Mr. Peter Sweers (Member)

MONITORING AND FEEDBACK

To ensure effective implementation of the CSR programmes as and when undertaken at each work centre, a monitoring mechanism will be put in place by the work centre head. The progress of CSR programmes under implementation at the work center will be reported to the corporate office on a periodic basis.

Appropriate documentation of the Company's CSR Policy, annual CSR activities, executing partners, and expenditure entailed will be undertaken on a periodic basis and the same will be available in the public domain.

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

GENERAL

In case of any doubt regarding any provision of the policy and in respect of matters not covered herein, a reference to be made to the Corporate CSR Department. In all such matters, the interpretation & decision of the Chairman & Managing Director would 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.

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 the 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.

The CSR policy of the company can be viewed at the Company's website.