

## **CSR OVERVIEW, OBJECTIVE, DEFINITION AND SCOPE**

### **CSR Overview**

Corporate Social Responsibility in EMC Limited is a continuing commitment to behave ethically and contribute to harmonious and sustainable development of society and planet through business, while improving the quality of life of the community and the society.

CSR is, therefore, the organization's commitment to operate in an economically, socially and environmentally sustainable manner, while recognizing the interest of its stakeholders.

### **CSR Policy**

Guiding Principles: EMC Limited's continuous effort is to positively impact the society, especially the areas around its sites and offices, has formulated policies for social development that are based on the following guiding principles:

1. Honour the spirit of law and be a responsible corporate citizen.
2. Pursue growth through harmony with the neighboring community.
3. Adopt an approach that aims at achieving a greater balance between social development and economic development.
4. Respect culture and customs of every project / plant location.
5. Work towards elimination of all barriers for the social inclusion of disadvantaged groups – such as the poor, socially backward, differently abled and others.
6. Develop practices aimed at inclusive growth.
7. Thrust on Environment Protection.

### **Applicability**

The CSR Policy is applicable to EMC Limited and all its subsidiaries, which are mandated with the CSR Expenditure obligations as per Sec. 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time.

### **Focus Area**

The primary focus areas are -

1. Gender Equality & Women Empowerment;
2. Drinking water and Sanitation;
3. Education & Vocational Skills (incl. Educational Infrastructure)
4. Environment Sustainability; and
5. Other items as may be prescribed from time to time under Sch.VII of the Companies Act, 2013.

## **Governance Structure**

A three-tier governance structure is responsible for implementing CSR activities at EMC Limited. These include the CSR Committee of the Board, Corporate CSR Team, and Operational CSR Teams located at respective project / factory site.

## **Roles and Responsibilities**

**CSR COMMITTEE** shall consist of three or more directors of which at least one shall be an independent director. CSR committee shall be responsible for:

- a) Formulation of CSR Policy
- b) Regular monitoring of implementation of CSR policy.
- c) Identify key initiatives pursuant to the CSR policy.
- d) Recommend to the Board CSR expenditure to be incurred.
- e) Recommend to the Board, modifications to CSR policy as and when required.

Dedicated CSR Team shall be constituted at Corporate Office for implementing the CSR Policy. The CSR Team, should focus on -

- a) Implementation of CSR Policy
- b) Identify Key Result Areas (KRAs) and Key Performance Indicators (KPIs) to be tracked at corporate level and Operational (plant/project location) level.
- c) Develop Annual Operating Plan (AOP) and targets.
- d) Facility allocation of funds along with relevant SPVs/Operations Team.
- e) Monitoring of CSR projects on a quarterly basis to establish effectiveness or CSR efforts and report the same to the CSR Committee.
- f) Compilation of Information, preparation of annual reports on CSR activities and presenting the same to the CSR Committee
- g) Organize Training programmes for CSR staff.
- h) Any other activity necessary to ensure achievement of EMC Limited's CSR mission.

**Operational CSR Team** located at respective plant/ project locations is responsible for:

- a) Providing inputs for the CSR Policy Design.
- b) Implementation of CSR Action Plans.
- c) Conduct Needs Assessment Survey.
- d) Own the CSR Programmes implemented and monitor effectiveness of CSR initiative delivery.
- e) Monthly reporting on progress of CSR interventions.
- f) Any other activity necessary to ensure achievement of EMC Limited's CSR mission.

To maintain continuity of community related interventions / programmes initiated during the project development stage, team members engaged in such activities would be drawn in as CSR

team members at the project execution / operation stage, wherever possible and augmented if necessary.

Depending on interventions / programmes, external experts shall be engaged on a contract basis for development of baseline data, planning, implementation, monitoring effectiveness of CSR initiatives etc.

Voluntary participation by employees of EMC Limited, who are not members of either CSR Corporate Team or CSR Operational Teams at project / plant sites, and family members of such employees, shall be encouraged in the implementation of CSR activities.

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