



**Srijan सृजन**

# Srijan सृजन — The CSR Policy at Hikal

**सृजन (Srijan)** means Creating something new. An action or process of bringing something into existence. We join our hands to create a program, which acts as an aid to make a positive difference in society.

## **Objective**

At Hikal we believe that Corporate Social Responsibility (CSR) is an integration of the Community's Economic, Environmental and Social aspirations with the Company's business goals and objectives for sustainable growth and development. In order to ensure social development, we would like to focus on the following areas:

As a socially responsible corporate member of the world community, with long enduring relationships we believe that our business is best served by respecting the interests of society at large. Through our efforts we shall strive to improve the living standards of the surrounding community in which we operate. Our CSR activities shall aim to bring a difference in the lives of the needy, under privileged persons of society including children, women and senior citizens and the environment.

## **Areas to be covered under CSR**

1. Ensuring environmental sustainability, ecological balance, protection of flora and fauna and conservation of natural resources
2. Promoting education including employment & livelihood enhancement, vocation skills especially among children
3. Promoting healthcare by providing preventive health care and sanitation solutions
4. Protection of art and culture including works of art and promotion and development of traditional art and handicrafts
5. 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
6. Developmental activities in the areas surrounding our manufacturing sites which will benefit the society



1. **Anahata** - Environment and ecological protection

In Sanskrit, anahata means "unhurt, unstruck and unbeaten". As the name suggests, we believe in preserving nature.

*All the initiatives by Hikal would contribute towards making this planet more sustainable and environmentally friendly.*



2. **Medha** - Education and skills development

The word "Medha" means intelligence or merit. One of the most significant indicators of social progress is education, which also plays a decisive role in society to achieve self-sustainable and equal development. We are proud to include this initiative through Prarambh (secondary school education assistance), Unnati (vocational education & training to enhance employability) and Buniyaad (basic infrastructure development) under Srijan.



### 3. **Kaushalya** – means well-being

Health care and hygiene are put to forefront under the CSR scope at Hikal. This would help create a healthy and happy population in areas around manufacturing units. Wholesome approach to health related initiatives are undertaken in collaboration with NGOs and Govt. agencies.



### 4. **Rachana** - Preserving art and heritage

The purpose of Rachana at Hikal is to protect and preserve rich art & heritage for future generations. It's all about acting as an aid to protect and sustain our art, heritage and culture by preserving & protecting them for all to appreciate.



A comprehensive action plan will be developed under each of the above-mentioned categories, wherein Hikal employees will actively participate.

### **Sampark** – The Employee's connect with Society

At Hikal every employee is encouraged to get involved with the cause, contribute to the positive development of society and have continual connect with the people.



### **Organizational mechanism and responsibility:**

1. CSR programs / projects as may be identified by the Management within the framework of CSR areas mentioned above shall be required to be put up to the CSR committee for approval.
2. The CSR committee shall recommend to the Board the programs / projects specifying the modalities of execution and the amount of expenditure to be incurred on the same. The Board shall independently approve / reject the recommendations of the committee
3. The committee shall appoint person/s who shall be responsible for ensuring compliance in their areas for the related CSR programs / projects.

4. The Board shall endeavor to spend in every financial year 2% of the average net profits of the Company made during the three immediately preceding financial years in pursuance of this policy as per the related provisions under the Act and Rules thereunder. CSR expenditure shall be all expenditure including contribution to corpus or on projects or programs relating to CSR whose activity areas are mentioned in this policy.
5. Appropriate documentation of the CSR policy, annual CSR activities, executing partners and expenditures entailed shall be undertaken on a regular basis.
6. Compliance of this policy including implementation schedules for such CSR projects / programs shall be periodically monitored by the CSR committee subject to the review by the Board of Directors from time to time.
7. For meeting the requirements arising out of immediate and urgent situations with regard to formulated CSR projects / programs, the Chairman and Managing Director is authorized to approve such proposals in terms of the empowerment accorded to him by the CSR committee.
8. The contents of the policy and Annual report on CSR activities to be included in the Board Report and shall also be placed on the Company's website as per the particulars specified in the Act
9. Any surplus arising out of the CSR Projects or programs or activities shall not form part of the business profit of the company.

The CSR committee shall institute a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company.

### **Implementation**

1. Project activities identified under CSR are to be implemented either by personnel of the Company or through a registered trust or registered society.
2. The time duration of each project / program shall depend on its nature and intended impact of the activities.
3. Projects, which will require considerable finances, will be undertaken over a wider time frame such as 2 to 5 years.

### **General**

1. In case of any doubt with regard to any provision of the policy and also in respect of the matters not covered herein, a reference can be made to the CSR committee. In all such matters the interpretation and decision of the Chairman and Managing Director of the Company is final.
2. Any or all provisions of the CSR Policy would be subject to revision / amendment in consultation with CSR committee and in accordance with the guidelines on the subject as may be issued by the Government of India from time to time.

3. The Company reserves its right to modify, cancel, add, or amend any of these rules. However, this policy in whole or in part shall stand modified / amended from time to time without any further act on the part of the Company as and when there would be any statutory modification(s) / amendment(s) / revision(s) to the applicable provisions thereto.

As approved by the Board of Directors of Hikal Limited at its meeting held on 6<sup>th</sup> May 2014.

For Hikal Limited

A handwritten signature in blue ink, appearing to be 'Jai Hiremath', written in a cursive style.

**Jai Hiremath**  
**Chairman and Managing Director**