

RYDAK SYNDICATE LIMITED



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CORPORATE SOCIAL RESPONSIBILITY POLICY

1. PREAMBLE

In spite of widespread economic growth India still continues to face major challenges like malnutrition, poverty, illiteracy, health hazards, environmental problems, gender bias, etc. It has become increasingly necessary to address these challenges by developing a sustainable framework through which human and economic resources can be utilized for socio-economic development. Regardless to say, Rydak Syndicate Limited has inculcated this approach into their system not only as a part of statutory rules which are now applicable but as a duty towards the society and the nation as a whole.

The Companies Act, 2013 ('The Act') has made it mandatory for certain classes of companies to adopt a Corporate Social Responsibility ('CSR') Policy and spend every year an amount prescribed in the Act, towards discharging its obligations towards the society in terms of the Corporate Social Responsibility Policy adopted by it.

Rydak Syndicate Limited is conscious of its social responsibilities and the environment in which it operates. It strives to make a positive impact on Society particularly in and around its Tea Estates with special emphasis on the environment which surrounds the units of the Company and thereby enriching the Society.

2. CORPORATE SOCIAL RESPONSIBILITY POLICY

The Corporate Social Responsibility Policy of the Company shall apply to all the CSR initiatives and activities undertaken in and around the various work-centres and locations of the Company. The Policy has been framed in line with the provisions of Section 135 of the Companies Act, 2013 and the rules and regulations made thereunder as amended from time to time.

Following are some of the CSR activities envisaged to be undertaken by the Company:

1. Promote education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently-abled and livelihood enhancement projects.
2. Eradicate hunger, poverty and malnutrition, promote health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and

making available safe drinking water. The Company may be involved in these activities by way of adoption of one or more villages around its Tea Estates for overall development and livelihood enhancement.

3. Promote gender equality, empower women, set up homes and hostels for women and orphans; set up old age homes, day care centres and such other facilities for senior citizens and adopt measures for reducing inequalities faced by socially and economically backward groups.
4. Protect national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; set up public libraries; promote and develop traditional art and handicrafts.
5. Ensure environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
6. Provide training to promote rural sports, nationally recognised sports, paralympic sports and olympic sports.
7. Adopt measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows.
8. Contribute to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women.
9. (a) Contribute to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and
(b) Contribute to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
10. Align and integrate Social Investments/ CSR programmes with the business value chains of the Company and make them outcome oriented.
11. Pursue a corporate strategy that enables realisation of the twin goals of shareholder value enhancement and societal value creation in a mutually reinforcing and synergistic manner.
12. Collaborate with organizations and communities involved in rural development projects, slum area development and disaster management including relief, rehabilitation and reconstruction activities.

Explanation- For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.

3. CORPORATE SOCIAL RESPONSIBILITY EXPENDITURE

For achieving its CSR objectives through implementation of meaningful and sustainable CSR programs, the Board of Rydak Syndicate Limited shall ensure that the Company spends, in every financial year, at least two per cent of the average net profits of the Company made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility Policy.

CSR expenditure shall include all expenditure including contribution to corpus, for projects or programs relating to CSR activities approved by the Board, but does not include any expenditure on an item not in conformity with the Corporate Social Responsibility Policy of the Company.

4. BOARD'S POWER

It has been stipulated that where the amount required to be spent by a Company on CSR does not exceed fifty lakh rupees, the requirement for constitution of the Corporate Social Responsibility Committee is not mandatory and the functions of the Corporate Social Responsibility Committee, in such cases, shall be discharged by the Board of Directors of the Company.

The Board of Directors of Rydak Syndicate Limited shall approve and monitor the Corporate Social Responsibility Policy of the Company from time to time and also recommend the amount of expenditure to be incurred on the CSR activities or initiatives to be undertaken by the Company. The Board shall ensure that the activities as are included in the Corporate Social Responsibility Policy of the Company are undertaken by the Company.

An Annual Corporate Social Responsibility Report and plan will be included in the Directors' Report within the Annual Financial Statements of the Company and will be placed before the Board of Directors of the Company for approval at the end of every financial year. The Report will adhere to the requirements of Section 135 of the Companies Act, 2013 and the rules made thereunder.
