

JAY INSTRUMENTS AND SYSTEMS PRIVATE LIMITED

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

The Board of Directors of Jay Instruments And Systems Private Limited (the "Company"), has adopted the following policy with regard to Corporate Social Responsibility (CSR), as defined below.

PREFACE:

- > In accordance with the provisions of Section 135 of the Companies Act, 2013 and the Rules made thereunder, a Company is required to constitute a Corporate Social Responsibility (CSR) Committee of the Board to formulate and recommend to the Board, a Corporate Social Responsibility Policy, to recommend the expenditure to be incurred on CSR activities and to monitor the CSR policy from time to time.
- > Enhance stakeholder value by addressing the diverse interests of various stakeholders including but not confined to shareholders, consumers, customers, employees, business partners, local community, government and the general public.
- > Generate economic value for the nation and work towards the well being of the society, particularly its disadvantaged and under-privileged members.
- > Continually strive to minimise the environmental footprint.

THE OBJECTIVE OF THE CSR POLICY:

- > To ensure an increased commitment at all levels in the organisation, to operate its business in an economically, socially & environmentally sustainable manner, while recognising the interests of all its stakeholders.
- > To directly or indirectly take up programmes that benefit the communities in & around its work centres and results, over a period of time, 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.

COMPOSITION OF CSR COMMITTEE:

The CSR Committee shall consist of three Directors.

The CSR Committee will recommend to the Board of the Company the amount of expenditure to be incurred on the CSR activities.

The CSR Committee can delegate the responsibility pertaining to the monitoring and overseeing the implementation of the CSR activities or programmes to any other employee of the Company from time to time.

CSR ACTIVITIES:

The Company may undertake any one or more of the following activities, as mentioned in Schedule VII of Companies Act, 2013 (as amended):

- > Eradicating extreme hunger and poverty;
- > Promotion of education;
- > Promoting gender equality and empowering women;
- > Reducing child mortality and improving maternal health;
- > Combating human immunodeficiency virus, acquired immune deficiency syndrome, malaria and other diseases;
- > Ensuring environmental sustainability;
- > Employment enhancing vocational skills;
- > Social business projects;
- > Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
- > Such other matters as may be prescribed by the Central Government or any other regulatory authorities from time to time; and
- > Such other activities, initiatives and matters as may be recommended by the management of the Company and approved by the CSR Committee/ Board of the Company.

RESOURCES:

- > For achieving its CSR objectives through implementation of meaningful & sustainable CSR programmes, Company will allocate at least 2% or such percentage of the average net profits of the Company made during the last three immediately preceding financial years, as its Annual CSR Budget as may deem fit.

MONITORING AND FEEDBACK:

- > To ensure effective implementation of the CSR programmes undertaken at work centre, a monitoring mechanism will be put in place by the work centre head. The progress of CSR programmes under implementation at work centre will be reviewed from time to time.
- > The CSR department at the corporate office will conduct impact studies on a periodic basis, through independent professional third parties/professional institutions, especially on the strategic and high value programmes.
- > Work centres will also try to obtain feedback from beneficiaries about the programmes.

EXECUTING AGENCY/PARTNERS:

> Company will seek to identify suitable programmes for implementation in line with the CSR objectives of the Company and also benefit the stakeholders and the community for which those programmes are intended. These works would be done through:

- 1) Community based organizations whether formal or informal;
- 2) Elected local bodies such as Panchayats;
- 3) Voluntary Agencies (NGOs);
- 4) Institutes/ Academic Organizations;
- 5) Trusts, Missions;
- 6) Self-help Groups;
- 7) Government, Semi-Government and autonomous Organizations;
- 8) Standing Conference of Public Enterprises (SCOPE);
- 9) Mahila Mandals/ Samitis;
- 10) Contracted agencies for civil works;
- 11) Professional Consultancy Organizations;

GENERAL:

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

> Details of CSR initiatives of the Company will also be reported in the Annual Report of the Company such as:

- 1) Total amount to be spent for the financial year.
- 2) Amount unspent.
- 3) Manner in which amount was spent in the financial year.

> In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to Corporate CSR Department. In all such matters, the interpretation & decision of the CSR Committee/Board shall 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 the same.