

# “CSR POLICY”

## Introduction

At **Raghav Productivity Enhancers Limited** (herein referred as 'we' or 'Raghav'), our purpose is to build trust and solve important problems in society. Corporate responsibility is an embedded value at Raghav. While we strive to deliver excellence in our business, we wholeheartedly contribute towards being a part of society change. We endeavor to:

- ✦ **do the right thing** by playing a key role in addressing issues that are central to our business - from the quality of our services and the diversity of our people to our engagement with communities and our environmental footprint, and
- ✦ **be a catalyst for change** by using our skills, voice and relationships to work with others and influence activities that make a difference, bring about change, and have a lasting impact on the communities we operate in

### **Registered Office:**

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## **1. CSR Policy: Objective**

### **1.1 Objective**

The objective of the policy is to define Raghav's Corporate Social Responsibility (CSR) approach in alignment with Section 135 of the Companies Act, 2013 read with applicable rules. Raghav endeavors to reach out to underprivileged and underserved communities to address fundamental challenges of our society. We shall focus on the following areas which are aligned to Schedule VII to the Companies Act, 2013:

- Health & Education and skill development
- Environmental sustainability including water and sanitation, green energy,
- Humanitarian response

CSR expenditure shall include all expenditure for programs relating to CSR activities approved by the Board on the recommendation of its CSR Committee.

## **2. CSR policy: Governance structure and approach**

### **2.1 Board of Directors**

In line with the provisions of Section 135 of the Act, PwC's Board of Directors will be responsible for the following:

- Constitute a CSR committee and approve the CSR policy;
- Make sure the company spends, in every financial year, at least 2% of its average net profit during the three preceding financial years, in pursuance of this policy
  - Approve the CSR action plan and budget as proposed by the CSR committee in accordance with Schedule VII of the Companies Act, 2013
- Make disclosures in the Board report as per clause (o) of sub-section (3) of section 134. If the company fails to spend the amount, reasons for not spending to be specified in the above report.

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## 2.2 CSR Committee

As prescribed by the Companies Act, 2013 the Company has constituted a Corporate Social Responsibility Committee to oversee the implementation of CSR Policy. CSR of the Company will be governed by CSR Committee in a transparent and accountable manner, ultimately responsible for the CSR projects undertaken. The committee will report to the Board of Directors.

## 2.3 Members of CSR committee:

- Mr. Praveen Totla, Chairman
- Mr. Rajesh Kabra, Member
- Mr. Sanjay Kabra, Member

The Company secretary of the Company act as a Secretary of the Committee

## 2.4 Roles and powers of the CSR committee:

- Formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the Company.
- Approve projects that are aligned to Company's CSR policy.
- Recommend the amount of expenditure to be incurred on the CSR activities.
- Institute a transparent monitoring mechanism for implementation of CSR projects and CSR policy of the Company from time to time.

## 3. CSR Activities

The Policy recognizes that Corporate Social Responsibility is not merely compliance; it is a commitment to support initiatives that measurably improve the lives of underprivileged by one or more of the following focus areas as notified under Section 135 read with Schedule VII of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules 2014:

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- Eradicating hunger, poverty, and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, 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 centers 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 quality of soil, air, and water;
- Protection of national heritage, art, and culture including restoration of buildings and sites of historical importance and works of art; setting up 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, Paralympic sports and Olympic sports;
- 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 Caste\$, the Scheduled Tribes, other backward classes, minorities, and women;
- Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government
- Rural development projects.
- Any other Projects/activities the Government may add from time to time to the Schedule VII of the Companies Act, 2013 or allow through clarifications/ Circulars.
- Any ancillary or incidental activities required to be performed to undertake any of the projects mentioned above subject to the prior approval of the CSR Committee.

CSR activities shall be undertaken as projects, programs or activities (either new or ongoing) excluding activities undertaken in pursuance of the normal course of business of the Company.

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#### **4. Annual Spend/Allocation of Fund**

The Company would spend not less than 2% of the average Net Profits of the Company made during the three immediately preceding financial years. The surplus arising out of the CSR activity will not be part of business profits of the Company. The Corpus would thus include the 2% of average net profits, as aforesaid, any income arising there from and surplus arising out of CSR activities.

The Company may build CSR capacities of its personnel and/or those of its implementing agencies through Institutions with established track records of at least three financial years but such expenditure shall not exceed five percent of total CSR expenditure of the Company in one financial year.

However if the Company ceases to be covered under sub-section (1) of Section 135 of the Act for three financial years, then it shall not be required to, comply with the provisions laid down under sub-section (2) to (5) of the said section, till such time it meets the criteria specified in sub-section (1) of the Act.

#### **5. Planning & Implementation**

For the purpose of focusing its CSR efforts in a continued and effective, Healthcare and Education is identified as the main thrust area, besides other activities permitted under the Act.

A list of CSR projects/programmes which the Company plans to undertake during the implementation year will be laid down before the Committee time to time, specifying modalities of execution in the areas/sectors chosen and implementation schedules for the same.

#### **6. Projects/Partners**

CSR Committee in consultation with the Board of Directors of the Company will identify suitable projects for implementation in line with the objectives of the Company and requirements laid down under the Act. These projects would be executed either directly by the Company and/or through CSR Partner(s).

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The Company will report, in the prescribed format as set out herein as Annexure, the details of CSR initiatives and activities of the Company in the Directors' Report and on the website of the Company, as required under the Regulations. Such reporting will be done, pertaining to the financial year(s) commencing on or after the **1<sup>st</sup> day of April 2018**.

### **7. Compliance Statement**

The CSR policy of the company was originally **approved by the company's Board of Directors on 21<sup>st</sup> August, 2018** for adoption as the company's CSR policy. The contents of this policy shall be appropriately disclosed in the Board report in accordance with the requirements of the Companies Act, 2013, and rules framed thereunder.

In compliance with the requirements of the Companies Act, 2013 it is confirmed that -

- a copy of this policy will be placed on the Company's website / internal portal, and
- any surplus arising out of the CSR projects, programmes or activities shall not form part of the business profit of the company.

### **8. Amendments to the policy**

The Board of Directors on its own and/or as per the recommendations of CSR Committee can amend this Policy, as and when required as deemed fit. Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the Act on the subject as may be issued from relevant statutory authorities, from time to time.



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