

Jai Corp Limited

Corporate Social Responsibility Policy

Preamble:

The Ministry of Corporate Affairs in the Corporate Social Responsibility Guidelines, 2009 has stated : “CSR is not philanthropy and CSR activities are purely voluntary- what companies will like to do beyond any statutory requirement or obligation.”

In his message, to the ‘National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business, 2011’ of the Ministry of Corporate Affairs, Government of India, the then Minister of Corporate Affairs, stated that “ *Business involvement in social welfare and development has been a tradition in India and its evolution from individuals’ charity or philanthropy to Corporate Social Responsibility, Corporate Citizenship and Responsible Business can be seen in the business sector over the years.*”

The legislative requirement of having a policy pertaining to Corporate Social Responsibility (**CSR**) in India emanated from the enactment of the Companies Act, 2013.

Title:

This policy shall be called “**Corporate Social Responsibility Policy**”.

Jai Corp’s social responsibility activities:

An essential component of Jai Corp’s corporate social responsibility is to care for the community. The Company endeavor to make a positive contribution to the under privileged communities by supporting a wide range of socio-economic, educational and health initiatives. Many of the community projects and programmes are driven by active participation from our employees. We, at Jai Corp, have defined a set of core values for ourselves- care, innovation, passion and trust – to guide us in all we do.

The cornerstone of Jai Corp’s CSR activities is acting as a catalyst between the government and the people.

The Company is helping implement the roadmap drafted with the help of the Administration of Dadra & Nagar Haveli (D & NH) and the District Panchyat of D & NH. The Administration of D & NH has encouraged the Company to participate in a private-public initiative to make the village Sindoni in the Mandoni Patelad of the Union Territory D & NH, a 'model village'. The Company is making its resources and volunteering available to the notified schemes. The objectives of these schemes are:

- a) Bring about an improvement in the general quality of life in rural areas.
- b) Accelerate sanitation coverage in rural areas to have toilets accessible for all.
- c) Motivate the communities and the panchayati raj institutions promoting sustainable sanitation facilities through awareness creation and health education.
- d) Cover schools and anganwadis in rural areas with sanitation facilities and promote hygiene education and sanitary habits among students.

In the past the following programmes have been successfully implemented:

Housing

Taking further the programme of making Sindoni a 'model village' the Company acted as a catalyst in building seventy-five pucca houses. Building material for construction of another twenty-five is being provided by the Company and work for these houses is in advance stage.

Water supply

The Administration of D & NH has decided to provide piped treated water supply to 'model village' Sindhoni. Jai Corp provided necessary help for the implementation this scheme that will not only be of help to Sindoni, but will also benefit the adjoining areas. Jai Corp also built a check dam to help solve the scarcity of water.

Electrification

Where it was not possible even for the electricity department and the local administration to provide electricity in tribal hamlets due to the difficult terrain, unavailability of road and other infrastructures, Jai Corp in association with the Electricity Department of D& NH, has provided solar street light LED poles.

Building of Toilets

In association with the administration of D&NH, Jai Corp helped in building of toilet blocks and individual latrines.

Roads

In association with the administration of D&NH, Jai Corp was instrumental in upgrading/ tarring certain section of a road allotted to it.

Drivers' training

About a hundred youths belonging to the tribal, schedule caste and minorities were provided training for driving. After completion of training they qualified in test conducted by Regional Transport office at Daman and Silvassa for permanent driving license. These youths have been trained through a private driving school for which the Company paid the necessary fee. Jai Corp was in partnership with SC/ST/Minority Development Corporation of Daman & DIU & Dadra & Nagar Haveli. This employment generating program is expected to directly help about a hundred families by making these youths the bread winners of their families.

Education

The administration of D&NH had sanctioned a secondary school whereby education facility has been extended till from seventh Standard to tenth Standard. Earlier these children had to travel more than 10 km. Jai Corp played an active role in this matter in renovating classrooms and school buildings.

Empowering Women

Jai Corp has been active in women empowerment by being associated with a no a non-governmental organization (NGO) working for the upliftment of underprivileged women and children.

Jai Corp's Corporate Social Responsibility Policy:

Jai Corp is vigilant in its enforcement towards corporate principles and is committed towards sustainable development and inclusive growth. The company constantly strives to ensure strong corporate culture which emphasizes on integrating CSR values with business objective. It also pursues initiatives related to quality management, environment preservation and social awareness.

- To respect the interests of, and be responsive towards all stakeholders, including shareholders, employees, customers, suppliers, project affected people, society at large etc. and create value for all of them.
- To develop a mechanism to actively engage with all stakeholders, inform them of inherent risks and mitigate them where they occur.
- To develop a governance systems to be underpinned by ethics, transparency and accountability.
- Not to engage in business practices that are abusive, unfair, corrupt or anti-competitive.
- To provide a workplace environment that is safe, hygienic and humane and which upholds the dignity of employees.
- To provide all employees with access to training and development of necessary skills for career advancement, on an equal and non-discriminatory basis.
- To uphold the freedom of association and the effective recognition of the right to collective bargaining of labour.
- To have an effective grievance redressal system.
- Not to employ child or forced labour .
- To provide and maintain equality of opportunities without any discrimination on any grounds in recruitment and during employment.
- To respect human rights for all and avoid complicity with human rights abuses by them or by third party.
- To take measures to check and prevent pollution;
- To recycle, manage and reduce waste.
- To manage natural resources in a sustainable manner and ensure optimal use of resources like land and water.

- To proactively respond to the challenges of climate change by adopting cleaner production methods, promoting efficient use of energy and environment friendly technologies.
- To undertake activities for economic and social development of communities and geographical areas, particularly in the vicinity of those areas where the Company operate.
- To try to help in education, skill building for livelihood of people, health, cultural and social welfare etc., particularly those belonging to the disadvantaged sections of society.
- To undertake proactive engagement with all stakeholders to actively contribute to the socio-economic development of the periphery/community in which it operates.
- To eradicate hunger, poverty and malnutrition, promoting preventative health care and sanitation and making available safe drinking water.
- To promote education, including special education and employment enhancing vocation skills specially among children, women, elderly and differently abled and livelihood enhancement projects.
- To promote gender equality and empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- To ensure environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining of quality of soil, air and water.
- To protect 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.
- To undertake measures for the benefit of armed forces veterans, war widows and their dependents.
- To organize training with a view to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports.
- To contribute 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 Castes, the Scheduled Tribes, other backward classes, minorities and women.
- To contribute or fund technology incubators located within academic institutions which are approved by the Central Government.
- To undertake rural development projects.

- To carry out slum area development.
- To contribute to Swach Bharat Kosh and Clean Ganga Fund set up by the Central Government.
- To carry out such other activities as may from time to time be permitted under the governing statute.

Modalities of execution of CSR activities

While the Company shall continue to directly remain involved in CSR activities, it shall form a wholly-owned subsidiary company under Section 8 of the Companies Act, 2013 to carry out the bulk of the Company's CSR activities.

Any surplus arising out of the CSR projects or programmes or activities shall not form part of the business profit of the Company.

Monitoring of CSR activities

The CSR Committee of the Board of Directors of the Company will recommend the amount of expenditure to be incurred on CSR and the programmes/activities where the money may be spent. The CSR Committee will also monitor the this Policy and review its implementation whether such activity is carried out directly by the Company or through its wholly-owned subsidiary.

A separate internal process will be set up to periodically monitor and evaluate the CSR programmes and activities. This internal monitoring process will examine each and every specific programme/ activity as and when such programme/ activity is identified.

The CSR Committee will review the annual CSR plan and programme of the Company and advise the directors who are entrusted with the responsibility of implementation of the CSR Policy. The concerned director/s will report to the CSR Committee on the progress in implementation of the Policy.

Applicability: This Policy, duly recommended by the Corporate Social Responsibility Committee on 4th February, 2015 was approved by the Board of Directors on 4th February, 2015, shall come into force with effect from the 5th day of February, 2015 and future amendments / modifications shall take effect from the date stated therein.

The Policy shall be displayed on the website of the Company.