

LPSIS PRIVATE LIMITED

CIN : U74900DL2011PTC225360

Add:- A-1/134, Safderjung Enclave, New Delhi-110029

CSR POLICY

Background

At the outset, CSR activities at **LPSIS Private Limited** (hereinafter referred to as the Company) is already in existence for the benefit of the employees and their immediate family members in the areas of participation at festivals and best employees award etc.

It is recognized that integrating social, environmental and ethical responsibilities into the governance of businesses ensures the long term success, competitiveness and sustainability.

Further, CSR makes a business sense as companies with effective CSR, have image of socially responsible companies, achieve sustainable growth in their operations in the long run and their products and services are preferred by the customers.

Objective

The main objective of CSR policy is to make CSR a key business process for sustainable development of the society. The Company will act as a good corporate citizen and aims at supplementing the role of Government in enhancing the welfare measures of the Society within the framework of its policy.

Measures

In the aforesaid backdrop, policy on CSR of the Company is broadly framed taking into account the following measures:

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

The CSR activities which are exclusively for the benefit of employees of the Company or their family members shall not be considered as CSR activity.

The company shall give preference to the local area or areas around it where it operates, for spending the amount earmarked for CSR activities.

The Board of the Company may decide to undertake its CSR activities as recommended by the CSR Committee, through a registered trust or a registered society or a company established by the company or its holding or subsidiary or associate company pursuant to Section 135 of the Companies Act, 2013 and rules made thereunder.



The policy was Recommended by the CSR Committee and approved by the Board in its meeting held on 16/03/2020

The following is the list of CSR projects or programs which the Company plans to undertake to pursuant to Schedule VII of the Companies Act, 2013:

1. Eradicating hunger, poverty and malnutrition;
2. Promoting preventing healthcare and sanitation;
3. Making available safe drinking water;
4. Promotion of Education;
5. Promoting Gender Equality;
6. Empowering women;
7. Ensuring environmental sustainability;
8. Protection of national heritage ;
9. Setting up homes & hostels for woman/orphans;
10. Setting up up old age homes;
11. Day care centres;
12. Enhancing vocational skills;
13. Employment enhancing vocational Skills;
14. Contribution to the Prime Ministers Nation Relief Fund or any other fund set up by the Central Governments or State Governments for socio-economic development and relief and funds for the welfare of the Scheduled cast, the Scheduled Tribes, other backward classes minorities and women;
15. Any other measures with the approval of Board of Directors on the recommendation of CSR Committee subject to the provisions of Section 135 of Companies Act, 2013 and rules made there-under.

Organisational mechanism and responsibilities

Constitution of Corporate Social Responsibility Committee

The Board of Directors of the Company shall constitute a Corporate Social Responsibility Committee of the Board ("CSR Committee") consisting of three or more directors.

The CSR Committee shall:-

1. Formulate and recommend to the Board, a CSR policy and activities to be undertaken by the company as per Schedule VII;
2. Recommend the amount of expenditure to be incurred on the activities; and
3. Monitor the Policy of the company from time to time.



The policy was Recommended by the CSR Committee and approved by the Board in its meeting held on 16/03/2020

The Board of the company shall after take into account the recommendations made by the CSR Committee, approve the policy for the company and disclose contents of such Policy in its report and ensure that the activities as are included in the CSR Policy of the company are undertaken by the company.

At the Company, the Managing Director takes on the role of the mentor, while the onus for the successful and time bound implementation of the CSR activities/ Projects is on the HR Head and SCR teams.

Partnerships

Collaborative partnerships may be formed with the Government, the District Authorities, the village panchayats, NGOs and other like-minded stakeholders. This help in widening the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

Budgets

A specific budget is allocated for CSR activities and spending on CSR activities shall not be less than 2% of the averages net profits of the Company made during the three immediately preceding financial years, in pursuance of this policy.

In case company fails to spend such amount, the Board shall specify the reasons for not spending the amount in its report.

Approving authority for the CSR amount to be spent would be any one director or the Managing Director or any other officer of the Company after due recommendation of CSR Committee and approval of the Board of Directors of the Company.

The CSR Policy mandates that the surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of a company.

The CSR projects or programs or activities undertaken in India only shall amount to CSR expenditure.

CSR expenditure shall include all expenditure including contribution to corpus, for projects or programs relating to CSR activities approved by the Board on the recommendation of the CSR Committee, but does not include any expenditure on any item not in conformity or not in line with activities which fall within the purview of Schedule VII of the Companies Act 2013.

Tax Treatment of CSR spent will be in accordance with the Income Tax Act as may be notified by CBDT.



Information Dissemination

The Company's engagement in this domain is disseminated on its annual reports and other publications as and when deemed fit.

Management Commitment

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterised by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Review & Updating

CSR committee of the Board of the Company will review the policy from time to time based on the changing needs and aspirations of the target beneficiaries and make suitable modifications as may be necessary.

Compliance with Companies Act, 2013

Our Corporate Social Responsibility policy conforms to the Section 135 of the Companies Act, 2013 on Corporate Social Responsibility as spelt out by the Ministry of Corporate Affairs, Government of India.



Rahul Jain

Director

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