



Corporate Social Responsibility (CSR) Policy

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The objective of this document is to indicate the guidelines for Company CSR

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1. PURPOSE

In terms of the Companies Act, 2013, every company having Net worth of INR 500 crore or more; or Turnover of INR 1000 crore or more; or Net Profit of INR 5 crore or more during any financial year must have a Corporate Social Responsibility (CSR) Committee of the Board of Directors which will help the Company to frame, monitor and execute the CSR activities of the Company under its CSR scope.

2. OBJECTIVES

The objective of Corporate Social Responsibility (CSR) Policy of Indus Software Technologies Private Limited (Indus) is to support our constant endeavor to bring about positive difference to communities where we exist. Through the CSR initiatives, the Company strives to provide equitable opportunities for sustainable growth, thereby aligning with our goal to build Indus into an organization which maximizes Stakeholder Value.

The Company would engage in activities that positively impacts the society and encourage a positive impact through its activities on hunger, education, environment and the society at large.

The CSR Policy of the Company would develop a systematic approach to administer CSR activities undertaken as per the Policy.

3. FOCUS AREAS

In accordance with the requirements under the Companies Act, 2013, Indus CSR activities, amongst others, will focus on:

Health Care: promoting preventive healthcare and sanitation and making available safe drinking water.

Education: Promoting education, including special education and employment-enhancing vocational skills especially among children, women, and the differently abled, and special focus on educating the girl child and livelihood enhancement projects; monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc., with the objective of assisting students in their studies.

Rural Development: Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable villages.

Alternatively, the CSR Committee may choose to focus on any one or more of the above core areas for its efforts dedicated towards CSR.

4. UNDERTAKING CSR ACTIVITIES

Indus will undertake its CSR activities, approved by the CSR Committee, through dedicated teams including employees who are part of CSR projects, through associate volunteering.

Indus may work with NGOs, Trusts, government bodies, educational institutions, other corporates & industry associations and other suitable implementing organizations as implementing partners for its CSR programs.

5. LOCATION OF CSR EFFORTS

The CSR committee will decide on the locations for CSR activities.

6. GOALS

Our goals include the following:

S.No	Goal Area	Actions
1.	Healthcare	Indus will work with various non-profit organizations that run mid-day meal programs in schools across India and may establish kitchens that provide meals to schoolchildren. Indus will also work towards healthcare for children suffering from life threatening diseases and provide financial support towards their medical aid and facilities.
2	Education	Indus will support and fund education of girl child and children. Indus will also provide any assistance/funding needed to develop the local schools in and around its offices at Pune and Chennai.
3.	Rural Area	We believe that the well-being of people living in rural areas ensures sustainable development. We will work with local administrations to achieve community development goals. We will partner with governments and NGOs and support them in improving infrastructure such as constructing roads, providing drainage systems and electricity, and rehabilitating natural-disaster- affected victims in rural areas.

7. COMPOSITION OF CSR COMMITTEE

The CSR Committee shall consist of the following directors:

1. Mr. Raj Swaminathan - Director & CEO of the Company
2. Mr. Shankar Seetharaman – Director & CFO of the Company
3. Mr. Timothy B Greenfield – Director of the Company

8. RESPONSIBILITIES OF THE COMMITTEE

The responsibilities of the CSR Committee include:

- Formulating and recommending to the Board of Directors the CSR Policy and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

9. CSR CORPUS

The CSR Committee shall assign the corpus for CSR activities, which shall be invested to cover all the expenditures on CSR activities from the returns that the fund earns.

CSR corpus to comprise of the following:

- 2 percent of average net profits of the Company for the preceding three financial years.
- Any income arising therefrom;
- Surplus arising out of CSR activities
- Other operational items

Surplus arising out of the CSR activities will not be part of business profits of the Company.

10. MONITORING PROCESS

The CSR Committee should monitor the operation, working, quality and spending under CSR Policy. The CSR Committee, shall prepare a transparent monitoring mechanism for ensuring implementation of the initiatives/ activities undertaken by the Company.

11. CSR REPORTING

- The CSR committee shall make the CSR Reporting in the Board’s Report for each Financial Year which shall include an annual report on CSR containing particulars specified in the Annexure 2.
- If the Company does not spend any amount for CSR, it shall disclose the reasons for not spending such amount in Board’s Report