

**[TAB INDIA GRANITES PRIVATE LIMITED]**

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CIN: U14101RJ2002PTC017765

**Corporate Social Responsibility Policy**

**1. Context:**

For us in the TAB INDIA GRANITES PRIVATE LIMITED, reaching out to underserved communities is part of our DNA. We believe in the trusteeship concept. This entails transcending business interests and grappling with the "quality of life" challenges that underserved communities face and working towards making a meaningful difference to them. Thus, TAB INDIA GRANITES PRIVATE LIMITED shall undertake appropriate Corporate Social Responsibility (CSR) measures having a direct, measurable and positive economic, social, and environmental impact on the community with particular emphasis on the local area and areas around where it operates.

**2. Guiding Principles:**

TAB INDIA GRANITES PRIVATE LIMITED in their continuous effort to positively impact the society, especially the areas around its sites and offices, has formulated policies for social development that are based on the following guiding principles:

- Honour the spirit of the law and be a responsible corporate citizen.
- Pursue growth through harmony with the community via innovative management techniques.
- Adopt an approach that aims at achieving a greater balance between social development and economic development.
- Respect the culture and customs of every project/plant location.
- Work towards elimination of all barriers for the social inclusion of disadvantaged groups - such as the poor, socially backward, differently-abled and others.
- Develop practices aimed at inclusive growth.
- Thrust on Environment Protection

**3. Objective:**

The main objective of CSR policy will be to lay down guidelines for implementing CSR activities, either on its own or under a collaborative partnership, focusing the welfare measures for root-cause of surrounding societies for being under-served.

**4. Identification of projects or programs under CSR:**

The focus areas will be

1. Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
2. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
3. Promoting gender equality, 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.

4. 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 including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
5. 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 art and handicrafts;
6. Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widow
7. Training to promote rural sports, nationally recognized sports, paralympic sports and olympic sports
8. Contribution to the prime minister's national relief fund 8[or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund)] or any other fund set up by the central govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women
9. (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and (b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organization (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs)
10. Rural development projects (xi)
11. Slum area development.
12. Disaster management, including relief, rehabilitation and reconstruction activities.

#### **5. Undertaking CSR Activities:**

Activities, setting measurable targets with timeframes and performance management-

Before the commencement of any activity, we need to carry out a baseline study of the area. The study encompasses various parameters such as – health indicators, literacy levels, sustainable livelihood processes, and population data - below the poverty line and above the poverty line, state of infrastructure, among others.

From the data generated, short-term and long-term plan will be developed for the holistic and integrated development of the marginalized. These plans will be presented at the Board Meetings.

All projects will be assessed under the agreed strategy and will be monitored every quarter, measured against targets and budgets. Wherever necessary, midcourse corrections will be affected.

#### **6. Location of CSR Efforts:**

The CSR Committee will decide on the location for CSR activities.

## **7. Governance Structure:**

The CSR committee of Directors at the Board level comprises of:

- Shri Sumit Gupta
- Shri Amit Gupta

All projects/programs will be placed before the CSR committee, specifying modalities of execution of such projects/programs and the implementation schedules. A robust implementation structure, monitoring process and a team of professionals must be in place at the Company units.

## **8. CSR Committee - Roles and Responsibilities:**

CSR committee shall be responsible for:

- a) Formulation of CSR Policy.
- b) Regular monitoring of the implementation of CSR policy.
- c) Identify key initiatives according to the CSR policy.
- d) Recommend to the Board CSR expenditure to be incurred.
- e) Recommend to the Board, modifications to CSR policy as and when required.

## **9. Partnerships:**

The Company is open for collaborative partnerships with the Government, the District Authorities, the village panchayats, NGOs and other like-minded stakeholders, given their commitment to inclusive growth.

This helps widen the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

Wherever collaborative partnership is entered into, Memorandum of Understanding must be executed, setting out the objectives, time frame, budget, monitoring reports etc.

## **10. Impact Assessment:**

Each CSR initiative must be evaluated quarterly or half-yearly regarding its impact on the underserved communities.

## **11. Budgets:**

A specific budget will be allocated for CSR activities from time to time. This budget is project/program driven.

## **12. Information dissemination:**

The Company's engagement in this domain will be disseminated on its website and in the Annual Report.

## **13. 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, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the regulatory pronouncements spelt out by the Ministry of Corporate Affairs.

## **14. Effective Date:**

This policy is effective from April 1, 2014.

**15. Contact:**

For queries related to TAB INDIA GRANITES PRIVATE LIMITED CSR initiatives, please write to us at [info@tabindia.com](mailto:info@tabindia.com).