



CORPORATE SOCIAL RESPONSIBILITY POLICY

RSPL LIMITED

CONTEXT

RSPL Ltd. believes in sustained economic growth considering the environment with a view towards holistic business expansion.

Additionally, we understand that the growth of the organization should come with minimal impact on the society and the environment; thus, each business decision is taken after considering the social and environmental implications. We endeavor to make a positive impact with the activities to address poverty and malnutrition; to protect the environment; promoting education and to support communities and society and thus, CSR for us is a Key Business Process for Sustainable Development.

The Company also through its brand Pro-ease is focusing on female hygiene segment to leverage low penetration in India. The Company believes in sustained economic growth considering the environment with a view towards holistic business expansion. We have Trusts namely Laxmi Devi Dayal Das Charitable Trust and RSPL Welfare Foundation established by our Promoters through which we undertake most of our CSR activities.

Mission and Objectives

The Company believes that by contributing to the society by assisting in promoting health care, contributing to the betterment of lives of the under-privileged persons, senior citizens, orphans, differently abled persons and women and promoting education, supporting rural development, providing sanitation and drinking water.

The Company is committed to implement its CSR Activities in accordance with the provisions of the Companies Act, 2013 (“**the Act**”), the Companies (Corporate Social Responsibility Policy) Rules, 2014 (“**CSR Rules**”) read with **Schedule VII and amendments thereof**, applicable from time to time.

CSR Committee

The Board of Directors of the Company have formed a committee as per the requirements of Section 135 of the Companies Act, 2013 to manage the CSR Activities of the Company. The CSR Policy, details of the composition of the CSR Committee and projects approved by the Board are hosted on the Company's website at <https://www.rsplgroup.com/financial>.

CSR Activities

The Company plans to focus its CSR Activities around one or more of the following areas:.

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- a) Founding and maintaining hospitals, medical investigation and research establishments or institutions, in India for affording facilities of medical relief to the poor, the sick and suffering.
- b) Establishing institutions and college for imparting education in medicine and other allied subjects.
- c) Founding and establishing, developing, maintaining and granting aid of, in cash or in kind for running hospitals, dispensaries, maternity home, child welfare centres and/ or such other similar charitable institutions in India for the benefit and use of the general public at large.
- d) Spreading of useful knowledge in medicine and of providing facilities for research in the field of medicine and with this object in view to assist deserving persons with opportunities for furthering their studies either in India or abroad by awarding scholarships, fellowships or other financial assistance.
- e) Creating facilities of working in co-ordination and co-operation with other institutions or college, funds, bodies or authorities constituted or funded for purposes similar to this trust.
- f) Expanding of the activities of the trust in providing further avenues in matters of advanced studies and research in medicine and other allied subjects.
- g) Publication of literature on all aspects of health, medicine and other allied subjects on no-profit basis.
- h) To establish, run, support and grant aid or other financial assistance to schools, colleges, libraries, reading rooms, universities, laboratories, research and other institutions of the like nature in India for use of the students and the staff and also for the development and advancement of education and diffusion of knowledge amongst the public in general.
- i) To establish, maintain and run studentships, scholarships and render other kind of aid to students including supply of books, stipends, medals and other incentives to study, without any distinction as to caste, colour, race, creed or sex.
- j) Promote, establish, support, maintain or grant aid to institutions for the promotion of science, literature, music, drama and fine arts, for the preservation of historical monuments and for the research and other institutions, in India, having similar objects for the benefit of the public in general.
- k) Establish, maintain or grant aid to homes for aged, orphanages or other establishments for the relief and help to the poor, needy and penniless people, orphans, widows and aged persons.
- l) Establish and develop institutions for the physically handicapped and disabled or mentally retarded persons and to provide them education, food, clothing or other help.
- m) Grant relief and assistance to the needy victims during natural calamities such as famine, earth quake, flood, fire, pestilence, etc. and to give donations and other assistance to institutions, establishments or persons engaged in such relief work.
- n) Construct, repair and manage the marghats, cemeteries and burial grounds.
- o) Grant aid or render assistance to other public charitable trusts or institutions.
- p) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including Contribution to the Swachha Bharat Kosh set up by the Central Government for the promotion of Sanitation and making available safe drinking water.
- q) Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- r) 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.
- s) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, 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.
- t) Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of arts, setting up public libraries, promotion and development of traditional arts and handicrafts.
 - u) Measures for the benefit of armed forces veterans, war widows and their dependents.
 - v) Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports.
 - w) Contribution to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women.
 - x) Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government.
 - y) 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 Organisation (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).
 - z) Rural Development Projects.
 - aa) Slum area development.

The Company desires to undertake the above mentioned CSR Activities directly as well as through various trusts. The selection of CSR Activities and Projects shall be based on its objective assessment of the proposal(s) received from implementing agency(ies) by the Board.

CSR Implementation:

The implementation of programs will be aligned to Schedule VII of the Companies Act, 2013. These programs may be implemented through one or more of the following modes:

- a. We work on the CSR activities on our own keeping in view of the scope and areas covered under Companies Act,2013.
- b. We have Trusts named Laxmi Devi Dayal Das Charitable Trust and RSPL Welfare Foundation established by our Promoters through which we undertake most of our CSR activities.

CSR implementation shall be periodically reviewed and monitored by the duly constituted CSR Committee of the Board. Employees will be encouraged to identify programs that the Company may support in the above mentioned activities and refer the same to the CSR Committee through email on secretarial@rspigroup.com. The Company may also employ full time employee(s) who are dedicated to co-ordination and monitoring the CSR Activities of the Company.

CSR Monitoring Process

The Company aims to evaluate the impact of CSR programs through a standardized methodology and process.

The Company has constituted a CSR Committee, which:

Ø formulates and recommend a CSR policy to the Board and recommends revision, thereof, from time to time.

Ø formulates and recommends to the Board an annual action plan in pursuance of CSR Policy.

Ø recommend the amount of expenditure to be incurred on CSR activities which are aligned to the activities specified in **Schedule VII of the Companies Act, 2013**;

Ø convenes periodic meetings to review the CSR Expenditure incurred as required.

Ø identifies and appoint the implementing agency(ies), from time to time for undertaking CSR Activities after satisfying itself with respect to the credentials and track record of the implementing agency(ies).

Ø Monitor the implementation of the CSR Policy of the Company and take note of report(s) with respect to CSR Expenditure, from time to time.

Ø Updates the Board of the implementation of Annual Action Plan in accordance with the CSR Policy on an Annual Basis to satisfy the Board with respect to the areas and the manner of CSR Expenditure during the previous Financial Year.

Ø Monitor and report on the progress on the annual action plan

Ø verifies the disbursement of funds for CSR Purposes and the manner of spending.

Ø Approves set off of excess CSR Expenditure, if any incurred during the preceding Financial Year.

The Board takes into the consideration the recommendations and/or reports of CSR Committee and:

Ø approves the CSR Expenditure to be incurred during a Financial Year decides upon the expenditure to be incurred directly by the Company.

Ø If in any financial year the Company is unable to spend the budgeted amount due to any reason whatsoever, the reason thereof is reported to the Board and the Board reports the same to the shareholders in its Directors' Report.

Ø adopts CSR policy and suitably revises the same, from time to time.

Ø adopts an Annual Action Plan and annually reviews the implementation thereof.

Ø Identifies and appoints the implementing agency(ies) for undertaking CSR Activities. It confirm that the selected implementing agency(ies) meet the requirements prescribed for implementing agencies, from time to time, under the Companies Act, 2013 and Rules framed thereunder.

Ø Periodically Monitors and take note of report(s), if any with respect to CSR Expenditure.

Ø Annually verifies the disbursement of funds for CSR Purposes and the manner of spending.

Ø Approves set off of excess CSR Expenditure, if any incurred during the preceding Financial Year.

Disclosure in the Annual Report of the Company

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The details about the Policy developed and implemented by the Company on CSR, initiatives taken during the year and details of CSR spent during the Financial Year shall be disclosed in the Annual Report of the Company, pursuant to the provisions of the Act.

This policy shall be subject to amendments under the Act or any other applicable law or regulation, and the Chairman of the CSR Committee is authorised to make the incidental changes to this Policy.

Review:

This policy will be reviewed from time to time by the CSR Committee to update and to comply with the applicable laws. CSR Committee may also refer matters in order to seek guidance to the Board of the Company.