

CSR POLICY

For Elica PB Whirlpool Kitchen Appliances Private Limited (Company), Corporate Social Responsibility means responsible business practices through the involvement of stakeholders in the decision making process and in operations. It entails having business policies that are ethical, equitable, environmentally conscious, gender sensitive, and sensitive towards the differently abled. We know that our success depends on the healthy environment, society and growing economies, hence strive at contributing positively to the society and environment.

POLICY

The Company endeavours to:

- Enhance stakeholder value by addressing the diverse interests of various stakeholders including but not confined to shareholders, consumers, customers, employees, business partners, NGOs, local community, government and the general public.
- Generate economic value for the nation and work towards the well being of the society, particularly the socially & economically disadvantaged communities.
- Continually strive to minimize the environmental footprint.

The policy and its elements are applicable to all operations of the Company.

PROPOSED AREAS TO BE COVERED

- Environment
- Community Engagement
- Voluntary contribution

SCOPE

- Education
- Environment
- Sanitation
- School Infrastructure, water facilities etc.
- Sports and cultural programmes
- Healthcare
- Generation of employment
- Grant/donation/financial assistance to reputed NGOs/Specialised Agencies of the society in upliftment of the standard of the society
- Social Empowerment

- Relief of victims and natural calamities like earthquake, cyclone, drought, flood situation etc. in any part of the country
- Collection of old clothes (any other similar activity) from employees to give NGOs for weaker section of society
- Infrastructural development in villages
- Employee voluntary hours in service at old age homes, lesser privileged schools etc
- Contribution to Government funds for socioeconomic development and relief

The above list is illustrative and not exhaustive. The committee and operating members will be authorized to consider activities beyond this list. As far as possible, efforts will be made to coordinate with the CSR activities as per the Companies Act 2013 on CSR.

CSR Committee

Composition of the CSR committee: will consist of two or more directors. The CSR Committee will submit its report to the Board on a half yearly basis.

IMPLEMENTATION

The Company has a CSR Committee whose primary mandate is to formulate, monitor and periodically review the CSR Policy for the Company. The Committee also provides guidance to the stakeholders concerned on policy matters. Documentation of the activities should be maintained by the implementation team (the activity, the outcome, images etc)

MONITORING

The CSR committee should review the implementation of the CSR activities atleast every 6 months.

Company realizes the importance of CSR and carries out different initiatives to build on this.

AUDIT

This Policy is subject to Audit at the discretion of the Board.

ANNUAL ACTION PLAN

- The CSR Activities to be undertaken by the Company under the Policy shall be approved by way of Annual Action Plan by the Board on the recommendation of the CSR Committee.
- The Annual Action Plan shall, inter alia, contain the following information with respect to the CSR Activity proposed to be undertaken by the Company:

- i) list of CSR Activities to be undertaken in the relevant financial year;
 - ii) local area where the CSR Activities are to be undertaken;
 - iii) manner of execution;
 - iv) modalities of utilisation of funds;
 - v) implementation schedule;
 - vi) monitoring and reporting mechanism; and
 - vii) details of need and impact assessment, if any.
- The Board on the recommendation of the CSR Committee shall be the absolute authority to update, alter, modify, amend, withdraw and replace the Annual Action Plan for justified reasons.

WEBSITE DISPLAY

The Company will publicly report its CSR initiatives through its company website, if any, and report it in the Annual Report.