
CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

A. Introduction

IPE Global Limited (IPE Global), New Delhi (hereinafter referred to as 'the Company') has been an early adopter of Corporate Social Responsibility ('CSR') initiatives. CSR has been an integral part of the way the Company has been doing business since inception. Along with sustained economic performance, the Company strongly believes that building a society which provides equal access to opportunities and negates disparities, is a collective responsibility.

The Company's focus has always been to contribute to the sustainable development of the society and environment, and make our planet a better place for future generations.

B. References

- The Companies Act, 2013, Government of India;
- Section 135 of the Companies Act, 2013 (Corporate Social Responsibility), Government of India.

C. Objectives

The Policy intends to:

- i. Embrace the spirit of responsibility for the Company's actions and encourage a positive impact which will enhance the quality of life and well-being of communities through its activities on health, poverty, malnutrition, education and environment.
- ii. Strive for economic development that positively impacts the society at large with minimal resource footprint.
- iii. To generate goodwill and recognition among all stakeholders of the company.

D. Social Responsibility Charter

1. Responsibility towards our Communities

We will harmonise the activities of the Company by involving communities in locations we work to bring about a positive change in their lives through holistic, sustainable and integrated development.

2. Responsibility towards our Clients

The Company is aware of the importance of satisfying Clients with the services provided. We will build gainful partnerships with the Clients to understand their needs and provide right solutions. We will adopt and actively encourage the best and fair business practices, and shall endeavour to build lasting relationships with them.

3. Responsibility towards our Suppliers and Business Partners

We will support our suppliers and business partners to cultivate ethical and fair business practices, and give preference to those who demonstrate this.

4. Responsibility as a Corporate Citizen

We reaffirm our commitment to conduct our business with environmental accountability. We endeavour to proactively engage in activities that contribute to society as a good corporate citizen.

5. Responsibility towards our Employees

We will foster a work culture with high ethical principles and standards, and encourage our employees to perform with total integrity, commitment and ownership. We will do all we can to support their professional growth and recognise high achievers.

We will continue to raise the bar of our Health & Safety standards and guidelines. We recognise that our employees deserve to work in safe and healthy work environment and will make it our responsibility to ensure zero harm to people.

E. CSR Committee

CSR Committee of the Company provides the vision underlining all CSR activities. CSR committee comprises of following members:

1. Dr. Lena Gupta, Chairperson
2. Mr. Ashwajit Singh, Member
3. Mr. Kawaljit Singh, Member
4. Ms. Tanya Singh, Special Invitee
5. Mr. Raghvesh Ranjan, Special Invitee

Manager (CSR) or nominated personnel will coordinate on behalf of and provide regular progress report (in prescribed format) to the CSR Committee.

F. Responsibilities of CSR 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 respective CSR activity; and;
- Monitoring CSR activities from time to time.

G. Focus Areas and Activities

All CSR activities shall be driven by the Company's core values of inclusion. The focus areas of the CSR activities of the Company will cover the following but not limited to the same and may extend to other specific activities/ projects/ programs as permitted under the law from time to time.

S. No.	FOCUS AREAS	ACTIVITIES/ PROJECTS/ PROGRAMS
1	Eradicating hunger, poverty and malnutrition	Agro-based livelihoods, agriculture development initiatives.
2	Improving healthcare and sanitation	Organising health and sanitation development programs, medical camps, programs for HIV AIDS, blood donation camps, etc.
3	Providing safe drinking water	Drinking water programs, construction of rain water harvesting systems, water storage tanks, etc.
4	Promoting education & employment enhancing vocational skills development	<ul style="list-style-type: none"> ▪ Providing financial assistance to students from under privileged backgrounds for completing their primary education; ▪ Providing financial assistance and scholarships for higher education; ▪ Undertaking skills and entrepreneurship development programs/ workshops.
5	Women empowerment and facilities for senior citizens	Setting-up centres and institutions for women & senior citizens. Promoting Self Help Groups (SHGs) amongst women for undertaking income generating activities.

S. No.	FOCUS AREAS	ACTIVITIES/ PROJECTS/ PROGRAMS
6	Ensuring environmental sustainability.	Horticulture plantation, agro farm forestry, afforestation, projects on nonconventional energy (biogas), animal husbandry programs, forest conservation projects, water resource management and soil conservation, promoting micro-irrigation, etc.
7	Promotion and protection of art & culture	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 arts and handicrafts.
8	Measures for the benefit of armed forces veterans, war widows and their dependents;	Activities/programs for benefit of armed forces and families.
9	Promoting various sports activities	Training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports.
10	Financial assistance/ contribution	Contribution to Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio- economic development and relief and welfare of tribal communities, other backward classes, minorities and women.
11	Rural development	Working with local administrations to achieve community development goals. Partnering with governments and NGOs and supporting them in improving infrastructure such as constructing roads, providing drainage systems and electricity, and rehabilitating natural disaster affected victims in rural areas.

H. Undertaking CSR Activities

The Company shall undertake its CSR activities, approved by the CSR Committee, through the following means:

1. Directly by the Company for fulfilling its corporate social responsibilities;
2. **IPE Global Centre for Knowledge and Development (CKD)**
IPE Global CKD was established as a not-for-profit company under section 8 of the Companies Act, 2013, aimed at providing a dedicated approach to dissemination of knowledge and community development, and also, to fulfil our CSR commitments. IPE Global CKD aims to engage in a variety of people-centric, community development programs to make a difference among local communities;
3. Partnering with other entity/organisation as approved by the CSR Committee.

Implementation of CSR Activities

At the Company, CSR Committee takes on the role of the mentor, while the onus for the successful and time bound implementation of the projects/ programs is on CSR teams formed as per recommendations of CSR Committee. The duration of each project/program/ activity shall depend on its nature, extend of coverage and intended impact of such project/ program.

I. Location of CSR Activities

CSR committee will decide and recommend on the location of CSR activities.

J. Exclusions

In line with the Companies Act, 2013, the following activities shall not form part of the CSR activities of the Company:

1. Activities undertaken in pursuance of normal course of business;
2. CSR projects/ programs/ activities that benefit only employees of the Company or their families;
3. Contribution of any amount directly or indirectly to any political party;
4. Any CSR projects/ programs/ activities undertaken outside India.

K. CSR Expenditure

The CSR Committee shall endeavour to spend atleast 2% of the average net profit during the preceding three (03) financial years on CSR activities. A budget for respective CSR activity is project driven.

Additionally, the CSR Committee may empower CFO to spend such amount as they think appropriate for some other strategic CSR contingencies that may arise during any financial year. The amount spent as above shall be put up for ratification of the Committee at its next meeting and shall report to the Board of Directors accordingly.

Any surplus arising out of CSR projects/ programs/ activities shall not form part of the business profit of the Company.

L. Monitoring

The CSR Committee will be responsible for the monitoring CSR activities and report to the Board of Directors, from time to time. The CSR Committee members will receive in a prescribed format, a quarterly report of CSR expenditure. In addition,

- A presentation on the progress of the CSR projects / activities will be made to the CSR Committee by the CSR team at the CSR Committee meetings held from time to time;
- An annual presentation will be made to the CSR Committee which will also include the details of the projects/ activities planned for the next financial year and its respective budgets.

The CSR Committee has the powers to:

1. Seek monitoring and implementation report from the partnering organisation/ entity (as applicable).
2. Delegate a designated Company official to co-ordinate with the partnering organisation/ entity to inspect the activities undertaken and ensure information in a timely manner.

The Board of Directors of the Company shall review the implementation of CSR activities/ programs on half yearly basis.

M. Disclosures

The report of Board of Directors of the Company pertaining to start of financial year shall include an annual report on CSR in the prescribed format.

N. Review of Policy

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR Committee.