



CORPORATE SOCIAL RESPONSIBILITY POLICY OF BARRY-WEHMILLER INTERNATIONAL PRIVATE LIMITED

Philosophy

Recognizing that business enterprises are economic organs of society and draw on societal resources, it is Barry-Wehmiller International Private Limited's belief that a company's performance must be measured by its contribution to building economic, social and environmental capital towards enhancing societal sustainability. Barry-Wehmiller International Private Limited believes that, in the strategic context of business, an enterprise possesses beyond mere financial resources, the transformational capacities to create big development models by unleashing their power of innovation and creativity. In line with this belief, Barry-Wehmiller International Private Limited will craft unique models to be socially responsible. Such Corporate Social Responsibility ("CSR") projects are far more replicable, scalable and sustainable, with significant multiplier impact. These initiatives are independent of the normal conduct of Barry's business Programmes and projects and activities (collectively "CSR Programme") carried out in this regard are the subject matter of this Policy.

Objective

To direct Barry-Wehmiller International Private Limited's CSR Programme towards fulfilling its vision of empowering lives and livelihood.

Scope of CSR Activities

The Company shall adopt any one or more of the activities specified in Schedule VII read along with Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 including any statutory amendments or modifications thereof.

- I. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water,
- II. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
- III. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.



- IV. 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.
- V. 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 and handicrafts.
- VI. Measures for the benefit of armed forces veterans, war widows and their dependents.
- VII. Training to promote rural sports, nationally recognized sports Paralympic sports and Olympic sports.
- VIII. Contribution to the 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 the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women.
- IX. Contributions or fund provided to technology incubators located within academic institutions which are approved by the Central Government.
- X. Rural development projects.

Implementation & Partnership

Barry-Wehmiller International Private Limited will implement its CSR Programme either through its personnel or through partnering with external NGOs who are implementing agencies. Barry-Wehmiller International Private Limited will ensure the selection of right implementation partner if it intends to implement its the CSR initiatives through a partner.

The Company has partnered with the following NGO's to implement its CSR initiatives –

- Udavum Karangal – Centre for Humane Services
- Shirdi Sai karunai Illam
- Montfort Community Development Society
- Association for Women Agriculture and Rural Development



Governance

Since the Company is not obligated under the provisions of Section 135 (9) of the Companies Act, 2013 to constitute a CSR Committee, the Board of Directors of the Company ensure the implementation of the CSR Objectives of the Company along with performing the other functions of the Board.

1. Every year, the Board of Directors will discuss and develop a CSR Plan delineating the CSR Programmes to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR plan with any modification that may be deemed necessary.
2. The Board will assign the task of Implementation of the CSR Plan within specified budgets and timeframes to such authorized persons or committee as it may deem fit.
3. The persons/ bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the Board of Directors within the specified budgets and timeframes and report back to the Board on the progress thereon at such frequency as the Board may direct.
4. The Board of Directors shall review the implementation of the CSR Programmes once in 6 months and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR Programmes in accordance with this Policy.
5. Once in every six months, the Implementing Committee/ Persons will provide a status update on the progress of implementation of the approved CSR Programmes carried out during the six month period. It shall be the responsibility of the Board of Directors to review such reports and keep the Board apprised of the status of implementation of the same.
6. At the end of every financial year, the Board shall review the CSR Activities undertaken by the Company and submit its report along with the Financial Statements of the Company to form part of the Boards Report.



CSR Expenditure

As per the provisions of the Companies Act, 2013, the Board shall ensure that the company spends in every financial year, at least two per cent of the average net profits of the company made during the three immediately preceding financial years.

CSR expenditure will include all expenditure, direct and Indirect, incurred by the Company on CSR Programme undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR activities only and it shall not form part of the business profits of Barry-Wehmiller International Private Limited.

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 milestone of our CSR Policy.