



# Corporate Social Responsibility

**Version 1.2**

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## Charter on Corporate Social Responsibility (CSR)

At CSS Corp we will refer to CSR as simply using the power of business to create a better world, bring about positive social change by embedding CSR practices in our day-to-day business culture and operations. Corporate Social Responsibility (CSR) has always been integral part of our business to create a positive impact across communities. Our economic, social and environmental challenges have confirmed that 'business as usual' is not an option. It is against this background, that CSS Corp is developing its CSR strategy to meet its social, environmental and legal obligations.

### CSR OBJECTIVES

CSS CSR objectives intends to:

#### A. CSR Charter

CSS is committed to assigning leadership and resources to CSR activities within its community and areas of influence. It aspires to makes its CSR practices transparent and accountable, encouraging its employees to engage and participate in projects and activities that benefit the communities in the States of TamilNadu and Karnataka.

#### B. CSR Policy

CSS has developed its CSR policy so that it is strategic. It will arrive at its focus areas in consultation with its employees and make it relevant for all its stakeholders - from employees, to clients, to investors and to local communities. In developing our strategy, CSS Corp will consider all aspects of its business and its relationship with all its stakeholders, both internally and externally. Since most development projects require long-term commitments and their impact often takes a while to accrue, to make our CSR practice serious, CSS Corp should develop a vision and strategy which is reviewed annually, while budgets activities are planned and approved on an annual basis.

### 1. Principles

Our CSR policy will be guided by the following principles:

- **Geographical area:** Focus areas will be in the States of TamilNadu and Karnataka.
- **Work in partnership:** Where necessary, CSS Corp will work with NGOs, non-profits, government agencies, district authorities, for scale and impact. CSS Corp may choose to implement projects through its in-house teams or in partnership with other agencies or a combination of both. Whatever path it takes, it is important for the project to be developed clearly with distinct baselines, defined activities, targets timelines and budgets.
- **Resources:** CSS Corp will allocate resources to support its CSR program.
- **Employee engagement:** Employees will be encouraged to volunteer in CSR activities. Employee participation will be key to its success in CSR.
- **Statutory Compliance** - In India, projects or programs will adhere to Schedule VII under section 135 of companies Act.

## 2. CSR Themes and Focus Area

Respect and Responsibility towards diverse people, community and environment will be what drives our CSR. As a business CSS Corp will act sustainably, become environmentally responsible, and minimize its environmental impact.

**At CSS Corp we have identified 3 CSR focus areas:**

- Education - engaging & supporting education for under privileged children, providing digital literacy program, skill development, infrastructure support and training for low income groups. Skill development, training, infrastructure support and supporting at colleges & institutions that enables employability.
- Environment Sustainability - ensuring environmental sustainability & protection, ecological balance and conservation of natural resources.
- Local Community Development - we believe in improving lives of local communities and support their endeavors for sustainability, cleanliness drives, waste management and green initiatives. If required skill development, infrastructure support and training at communities will be provided to improve employability.

*Apart from the above-mentioned focus areas, CSS Corp can also choose to divert CSR funds towards supporting relief and rehabilitation efforts arising out of a national disaster.*

## 3. Governance & Management

CSS Corp will leverage its global presence to make a positive impact in the States of TamilNadu and Karnataka where it operates. Our Management is committed to responsible business practices and driven by the belief that the company can make a difference in areas where CSS Corp has a significant presence.

In its pursuit of CSR in India, the Board of Directors of the Company shall duly constitute the CSR Committee in accordance with the provisions of the Companies Act, 2013 and the CSR Rules, 2014. The CSR committee will be responsible for preparing a detailed plan on CSR activities, including the expenditure, the type of activities, roles and responsibilities of various stakeholders and a monitoring mechanism for such activities. The Committee shall lay down the budget and monitor the CSR activities in line with the policy. At the start of every year, the Board will review the policy, make recommendations if required and approve the plan and budget. The surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the company.

## 4. Reporting

As required under Section 135 of the Companies Act (2013), our CSR policy will be available on our website ([www.csscorp.com](http://www.csscorp.com)). Details of our CSR program will be part of the Director's Report submitted with the Ministry of Corporate Affairs (MCA).

## 5. Annexure

### CSR Implementation

#### CSR processes

