

**THE INDIA CEMENTS LIMITED
CHENNAI**

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. PURPOSE OF CSR

Respond to the Social & Environmental expectations / needs of current and future communities.

2. INDIA CEMENTS' CSR VISION

India Cements is committed to nation building and shall continue to contribute its might to the up-liftment and development of the society.

As a good Corporate Citizen, India Cements will be sensitive to the welfare and development needs of the Society around us.

3. CSR OBJECTIVES

Understanding, Supporting and Developing the Communities and the Cultures within which we work.

Nurturing the Environment and the Surroundings of our works.

Enhancing the Value of the Company through Sustainable DEVELOPMENT.

4. CSR APPROACH

Triple Bottom Approach: An initiative to “Create New Value” to Economic, Environmental and Social issues and is intended to identify our Company with the Society.

5. PARTNERS FOR CSR:

Partnership with various Government Agencies, Corporate Agencies, NGO's, Professional Institutions, Local Communities and Employees.

6. CSR PROGRAM INITIATIVE STEPS

- Base line Survey on Socio-economic conditions.
- Identification of needs.
- Prioritization of needs.
- Resource Mobilization
(Partnership with other Agencies as needed)
- Budgeting.
- Execution.
- Monitoring for Sustainability.
- Documentation.
- Evaluation & Feedback.

7. PRINCIPLES TO BE FOLLOWED

- a) Participation of local community including men, women, senior citizens and other potentially left out groups like; widows, disabled, etc.

- b) Sustainability. In order to achieve sustainability, India Cements will play a catalyst role and will take necessary action to organize and run the initiatives through local communities, government agencies and staff
- c) Transparency and accountability of the various stakeholders also will be determined quiet early in the development of the initiatives.
- d) Development of self-reliance and reduction of dependency amongst the communities served.

8. AREAS OF INTEREST

The company will follow the areas of Interest as indicated in the Schedule VII of the Companies Act, 2013. The Areas and a list of indicative activities are listed below. The abbreviations are developed for easy reference and use.

Schedule VII of the Companies Act, 2013	Abbreviation
Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation [including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation] and making available safe drinking water.	EP
Promotion of education; including special education and employment enhancing vocation skills especially among children, woman, elderly and the differently abled and livelihood enhancement projects.	PE
Promoting gender equality and 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.	PGE
Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, 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.	En
Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up of public libraries; promotion and development of traditional arts and handicrafts.	PNH
Measures for the benefit of armed forces veterans, war widows and their dependents.	AF

Training to promote rural sports, nationally recognized sports, and para-olympic sports and Olympic sports.	RS
Contributions 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.	PM RF
Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government	Tech .Inc
Rural development projects	RD
Slum area development declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.	SD

List of suggested activities and indicators for monitoring

8.1 ERADICATION OF POVERTY (EP)

Check Points	Unit of Measurement	Project Execution Through	Account-ability
✓ To train on new technology like improved farming activities animal husbandry and related technology.	No of farmers	Animal Husbandry Departments. R&D institutions	ICL
✓ General health camps	No of camps	Govt Health dept/ Private Hospital	ICL
✓ Eye camps	No of camps	Private Hospital	ICL
✓ Blood & Eye donation camps	No of camps	NGO's/ Private Hospital	ICL
✓ Pulse polio camps	No of camps	Govt Health Dept / Private Hospital Health Dept	ICL
✓ Diabetic Detection camps	No of camps	Private Hospital	ICL
✓ Providing Facilities to PHC's	No. of PHC's	ICL	ICL
✓ In case of Emergency provision of Ambulance Service to Villagers (In case of Emergency)		ICL	ICL
✓ Toilet facilities and personal hygiene and improvement to balwadis/anganwadis	No of units	ICL/ICDS(Integrated child development services)	ICL

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Drinking water facilities to balwadis and angwadis	No of units	ICL/ICDS(Integrated child development services)	ICL
✓ Awareness camp for HIV for surrounding villages	No of programs	NGO'S/ Private Hospital	ICL
✓ Awareness on personal hygiene in and around in their living villages.	No of programs	NGO's/ Private Hospital	ICL
✓ Alcohol & drugs eradication Awareness programs.	No of programs & No of participants	ICL / NGO.	ICL
✓ Providing bore wells and pump sets etc. either on subsidized basis or otherwise.	No of Units	ICL / NGO/Govt. Dept.	
✓ Taking help of / involving NAABAD	No of programmes organised with NAABARD	ICL/NABARD	
✓ Educating the farmers towards scientific way of agriculture having regard to the type of soil etc and encouraging them to go for multi crops from mono crops		ICL / NGO/Govt. Dept.	

8.2 PROMOTION OF EDUCATION (PE)

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ To Train unemployed youth based on locally available resources	No. of youths trained	NGO's and Govt. Dept. / private institutions.	ICL
✓ Leadership Training for Panchayat members & key persons	No. of Participants	NGO's and Govt. Dept. / ICL	ICL
✓ Construction of kitchen shed for noon meal centres and providing vessels	No of schools	ICL / Govt. Dept.	ICL
✓ Libraries and laboratory equipments		ICL	ICL
✓ Plant Visit for school and college children, In house training / internship for students from approved Institutions.	No of Students	ICL	ICL
✓ Refresher training programs for existing teaching staffs in Govt. schools	No. of programs & No of teachers	ICL / Govt. Dept.	ICL

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Computer Classes for teachers & students	No of students & teachers	ICL / Govt. Dept.	ICL
✓ Tuition class/ special coaching class for 10th & 12th students	No. of students	ICL / Govt. Dept.	ICL
✓ Career Guidance Programmes	No of programs&No. of students	ICL / Govt. Dept.	ICL
✓ Counselling for Govt. school students	No of programs&No. of students	ICL / Govt. Dept.	ICL
✓ Pre-school class (teaching games song, Rhymes and story telling)	No of Students	ICL/ ICDS (Integrated child Development services)	ICL
✓ To provide learning materials, Sport & Toys materials	No of Students	ICL/ ICDS (Integrated child Development services)	ICL
✓ Reading & conversation in English and Hindi	No. of students	ICL through resource persons	ICL
✓ Training in ABACUS and such other methods for children	No. of students	ICL through resource persons	ICL
✓ Provision of utensils to Balwadi's / Anganwadi's	No. of Units	ICL/ ICDS (Integrated child Development services)	ICL
✓ Scholarship to Meritorious Students of Local Villages studying in Government Schools	No of Students	ICL	ICL

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Construction / Extension of Class Rooms for Government Schools	No. of rooms	ICL, Civil Dept	ICL
✓ Construction of Personal Convenience Rooms and compound wall for Government Schools	No. of rooms	ICL, Civil Dept	ICL
✓ Adult Literacy Program	No. of programs&No. of Participants.	ICL	ICL
✓ Donation/ Aids to Govt. institutes	No of Institutions	ICL	
✓ Conducting Competitions, Programs and Functions on Days of National Importance like Independence day, Gandhi jayanthi, Republic Day &Teachers Day in Govt. Schools	No of schools	ICL, HR Dept, Civil Dept	
✓ Construction / extension of class	No of rooms	ICL,civil dept	ICL
✓ Provision of basic infrastructure facilities to government schools	No of schools	ICL	

8.3 PROMOTION OF GENDER EQUALITY (PGE)

Check Points	Unit of Measurement	Project Execution Through	Account-ability
✓ Awareness programs for Eradication of Child Labour	No of programs	ICL / Govt. Dept.	ICL
✓ Capacity Building & skill Training to SHG's	No of programs	ICL / Govt. Dept.	ICL
✓ Awareness and Education programmes for eligible mothers.	No of programs	NGO'S/ Private Hospital	ICL
✓ To provide spectacles, footwear, walking sticks, clothing.	No. of Persons	ICL	ICL
✓ Extending required instruments for physically challenged persons	No of people	Govt. & NGO's	ICL
✓ Educating adolescent girls about Nutritious food	No of girls covered & No of programs	ICL	ICL

8.4 ENVIRONMENT

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Nature Walk / Picnic / Educational Study Tours – one day for Govt. School children	No. of Students & No. of Schools	ICL HR Dept. / Govt. Dept.	
✓ Green Belt Development	No of Hectare	GovtDept, Local Panchayat & ICL, Civil, HR	ICL
✓ Provision of dustbins and awareness on proper waste disposal	No. of streets & No of units	ICL, Local Panchayat	ICL
✓ Rain Water Harvesting	No of units	GovtDept, Local Panchayat & ICL, Civil, HR	ICL
✓ Recycling, Reuse and Reduction in usage of Water	No of units	GovtDept, Local Panchayat & ICL, Civil, HR	ICL

8.5 RURAL SPORTS (RS)

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Creating and Maintenance of Play Grounds.	No. of Play Grounds	ICL	ICL
✓ Organizing Coaching Camps	No. of Camps	ICL	ICL
✓ Conducting/ Sponsoring Tournaments	No. of Tournaments	ICL	ICL
✓ Administration of Clubs	No. of Clubs	ICL	ICL
✓ Provision of Kits to recognized Fitness Centres& Yoga centres.	No. of Kits	ICL	
✓ Funding Prizes	No. of Students	ICL	ICL
✓ Conducting sports, competitions, programmes and functions on days of national importance like Independence day, Gandhi Jayanthi, children's day and teachers day in government schools	No of schools	ICL	ICL,HR Dept., Civil Dept.

8.6 RURAL DEVELOPMENT PROJECT (RD)

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Roads & Streets	No. of K.M	Government departments	Facilitated by ICL
✓ Culverts	No. of Unit	Government departments	Facilitated by ICL
✓ Construction of personal convenience rooms and compound wall for government schools	No of rooms	ICL,civil dept	ICL
✓ Construction / provision of place for Post Office & Public Development Shops (PDS)	No of Buildings	ICL civil Contractor / Govt. Dept	ICL Civil Dept. / Govt. Dept.
✓ Multi-purpose Community Hall	No of Units	ICL / Govt. Dept.	ICL direct/ facilitate through local Govt. Dept

Check Points	Unit of Measurement	Project Execution Through	Accountability
✓ Libraries	No of Units	ICL / Govt. Dept	ICL direct/ facilitate through local Govt. Dept
✓ Bus shelters	No of Units	ICL / Govt. Dept	ICL direct/ facilitate through local Govt. Dept
✓ Construction of Anganwadi buildings	No of buildings	ICL	ICL
✓ Irrigation activities such as, drip /sprinklers; construction of check dams / water sheds and maintenance of channels.	No of Units	Local Panchayats & NGOs	ICL
✓ Providing required infrastructure facilities for Robust water harvesting facilities	No of Units		

9. **GEOGRAPHICAL COVERAGE**

Villages in and around our Units – generally within 20 KMs.

10. **BUDGETING`**

i) **Budget Preparation**

- a) Budget will be prepared by Plant HR Head in consultation with Plant Head, Plant Engineering Head, Plant F & A Head and submit to CSR Head through Plant Head.
- b) CSR Head will analyse and submit the Budget proposals to the Corporate HR Head, who will forward the same to the President (Operations), Executive President & Vice-Chairman & Managing Director for their approval.

Submission of CSR & budget proposal: By 30th December to corporate office.

Approval to the Plant: By February (next year).

ii) **Progress Report submission to Corporate Office (Quarterly)**: July, October, January, April.

Monthly update to be done on the online IS by the 10th of every month.

iii) **Progress Review:**

At Plant: Every Quarter – June, September, December, and March

At Corporate: Half Yearly – October, April.

iv) **Progress Review Committee:**

Corporate Level	Plant Level Committee
CSR Head HR Head Operations Head Executive President Vice-Chairman & Managing Director	Plant Head Engineering Head Plant HR Head and Plant F & A Head

Direct Accountability: CSR Head

11. Approving Authorities:

Authorities	Head Office & Branch Offices	Plants
Recommending Authority	CSR Head through Corporate HR Head	CSR Head and Plant Head through Corporate HR Head
Approving Authority	1) VC & MD on the recommendation of EP 2) CSR Committee of Directors	