

**Man Industries (India) Limited**  
**Policy on**  
**Corporate Social Responsibility**  
**(CSR)**

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# **CHAPTER 1**

## **CONCEPT**

### **PREFACE:**

Section 135 of the Companies Act, 2013 read with mandates every listed Company to have a Corporate Social Responsibility (“CSR”) Policy. Man Industries (India) Limited (“MAN”) has been very actively involved in CSR initiatives even before the new Companies Act was implemented. Now, MAN intends to lay down its Corporate Social Responsibility Policy in line with the Companies Act, 2013.

### **MEANING:**

For MAN CSR encompasses the economic, legal, ethical, and discretionary responsibilities of the Company.

### **VISION STATEMENT:**

To actively contribute to the social, economic and personnel development in the areas in which MAN operates in tune with the development of the Company. It believes in improving the quality of life of individuals staying in and around the localities from where the Company carries on its business.

## **CHAPTER 2**

### **RESOURCES**

#### **FUNDING:**

MAN will allocate at least two per cent of the average net profits of the company made during the three immediately preceding financial years as its Annual CSR Budget.

#### **ALLOCATION:**

From the annual CSR Budget allocation, a provision will be made towards any or all of the following expenditure heads:

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

- d) 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.
- e) 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.
- f) Measures for the benefit of armed forces veterans, war widows and their dependents.
- g) Training to promote rural sports, nationally recognised sports, and para Olympic sports and Olympic sports.
- h) Contribution to the Prime Ministers National Relief Fund or any other fund set up by the central government or the state governments for socioeconomic development and relief and welfare of the scheduled castes, the scheduled tribes, other backward classes, minorities and women.
- i) Contributions or funds provided to technology incubators located within academic institutions which are approved by the central government.
- j) Rural development projects.

## **CHAPTER 3**

### **PLANNING**

#### **IDENTIFICATION OF THRUST AREAS:**

For purposes of focusing its CSR efforts in a continued and effective manner, the following two thrust areas have been identified:

a) *Healthcare/ Medical facility*

In Health care MAN's goal is to render health care facilities to people living in the villages and in and around the places where MAN carries on business through donations to various Hospitals and health care centres.

b) *Education/Literacy Enhancement*

In Education, MAN's Endeavour is to spark the desire for learning and knowledge at every stage.

c) *Promotion of rural sports*

In rural sports, MAN's goal is to encourage children to get engaged in rural sports and take the sports to a higher level.

#### **ALLOCATION OF EXPENSES:**

As a guideline for the Company to distribute its annual CSR Expenditure amongst the 3 thrust areas, an indicative percentage, as below, has been suggested. However, the actual distribution of expenditure among these thrust areas will depend upon the local needs as may be determined by the

studies or discussions with local government/bodies/citizen's forums/NGOs.

<b>Sr. No.</b>	<b>Thrust Areas</b>	<b>Percentage Allocation</b>
a	Healthcare/ Medical facility	40%
b	Education/Literacy Enhancement	40%
C	Promotion of rural sports	20%

## **CHAPTER 4**

### **IMPLEMENTATION**

#### **GENERAL:**

The proposed CSR activities may be undertaken by:

- a) MAN
- b) Any of its subsidiary
- c) Trust
- d) Society
- e) Any other company registered for the purpose

#### **GEOGRAPHICAL AREA:**

CSR initiatives will be undertaken in the vicinity of various corporate offices/ plant offices of MAN.

#### **PROCESS FOR IMPLEMENTATION:**

The process for implementation of CSR initiatives will involve the following steps:

- a) Identification of CSR activities
- b) Internal need assessment at the local level



- c) Receipt of proposals/requests from District Administration/local Govt. etc.
- d) Discussions and request with local representatives/Civic bodies/Citizen's forums/VOs
- e) Funds Approval as per Policy
- f) Grant of donation / help as per need

**POWERS FOR APPROVAL:**

CSR initiatives as may be identified by each corporate office / plant office will be required to be put up to the CSR Committee of the Board at the beginning of each financial year.

For meeting the requirements arising out of urgencies, Mr. R. C. Mansukhani, Chairman of the Company, is authorised to approve proposals in terms of the empowerment accorded to him by the CSR Committee

To afford a further degree of flexibility in approval of CSR initiatives, the following empowerment is afforded to the personnel of the Company:

<b>Sr. No.</b>	<b>Powers</b>	<b>Director</b>	<b>GM and above</b>
1	Approval and expenditure of CSR initiatives and re-appropriation, if any, of approved initiatives on its merits	Rs. 50,000 in each case, subject to an annual ceiling of Rs. 5 lakhs	Rs. 10,000 in each case, subject to an annual ceiling of Rs. 1 lakh

Note: All initiatives approved as per above authorization to be reported to the CSR Committee.

## **CHAPTER 5**

### **MONITORING AND FEEDBACK**

To ensure effective implementation of the CSR initiatives undertaken at each corporate office / plant office of the Company, the progress of CSR initiatives will be reported to corporate affairs team at the registered office on a monthly basis.

CSR initiatives of the Company will also be reported in the Annual Reports of the Company.

## **CHAPTER 6**

### **GENERAL**

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to Corporate CSR Department. In all such matters, the interpretation of Head of Corporate Affairs shall be final.

Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the laws and guidelines on the subject as may be issued from Government, from time to time.

CSR Policy shall be put up on the official website of MAN which is final communication to stakeholders.

The Company reserves the right to modify, cancel, add, or amend any of these Rules.