



Radico

Radico Khaitan Limited

CORPORATE SOCIAL RESPONSIBILITY POLICY

OF

RADICO KHAITAN LIMITED

EFFECTIVE FROM 01.04.2019

Regd. Office: Bareilly Road, Rampur, Uttar Pradesh - 244901

Corporate Office: B1/J1, Mathura Rd, Mohan Cooperative Industrial Estate, New Delhi, Delhi 110044

CIN: L26941UP1983PLC027278

PREAMBLE:

The concept of Corporate Social Responsibility (CSR) carries high level of importance for **Radico Khaitan Limited ('Radico')**. We understand that Government alone will not be able to get success in its endeavour to uplift the downtrodden society. Even much before the issue of CSR got highlighted under section 135 of the new Companies Act of 2013, Radico has been aware of its Corporate Social Responsibility and was fulfilling the aspiration of the society by well-defined steps and procedures either directly or through Smt. **Kiran Devi Khaitan Memorial Charitable Trust ('KDKCT')**.

INTRODUCTION & OBJECTIVE:

The manufacturing and bottling units of Radico are located in different parts of the country and every such unit has significant impact on the people living in and around the areas of its operations. For CSR Compliances Radico always gives preference to the areas and communities in and around the districts and towns where Radico maintains and runs its units. The objective is to maintain harmonious relationship between Radico and the peripheral Communities. Radico believes that poor and needy section of the society living in the town or district where it has operations should be the primary beneficiaries.

The main objective of CSR policy is to supplement the role of the Government in enhancing welfare measures for the society. The CSR policy has been framed for the welfare of the community at large to ensure that the poorer section of the Society derive the maximum benefits.

AREAS OF CSR ACTIVITIES & SCOPE:

The area and scope of CSR activities shall be within the ambit of schedule VII of the Companies Act, 2013 and which shall include the following:-

1. Eradicating hunger;
2. poverty and malnutrition;
3. promoting health care including preventive health care'' and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation;
4. making availability of safe drinking water, rivers, drains cleaning ;
5. promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled;
6. livelihood enhancement projects, developing waste management systems;
7. promoting gender equality;
8. Skill development by making skill development centres
9. empowering women;
10. setting up toilets, homes and hostels for women and orphans;
11. setting up old age homes, day care centres and such other facilities for senior citizens;
12. measures for reducing inequalities faced by socially and economically backward groups;

13. 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 including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga
14. protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art;
15. setting up public libraries;
16. promotion and development of traditional art and handicrafts;
17. measures for the benefit of armed forces veterans, war widows and their dependents;
18. training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports;
19. contribution to the prime minister's, chief ministers national relief fund or disaster management fund or any other fund set up by the central govt., state governments for socio economic development, cleanliness, toilets, education and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women;
20. contributions or funds provided to technology incubators located within academic institutions which are approved by the central government;
21. rural development projects;
22. slum area development (slum area' shall mean any area 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); and
23. Disaster management, including relief, rehabilitation and reconstruction activities.
24. Grant/donation/financial assistance/sponsorship to reputed NGOs of the Society/locality doing/involve in upliftment of the standard of the society.

The activities will be specific to the people depending on the need assessed. All activities under CSR should be environment friendly and socially acceptable to the local people and Society.

GUIDELINES:

1. For payment of financial assistance/donation/ sponsorship the Registered Clubs/Institution will be asked to furnish the details as required by Radico i.e. their Registration, PAN No. etc. to establish their authenticity.
2. CSR committee may consider and approve the recommendations of monitoring committee for CSR projects and activities and shall further recommend such approved CSR projects and activities to the Board for its approval.
3. The Board may approve to undertake the CSR activities of Radico by anyone or more of the following means:
 - a. Directly by Radico or in collaboration with other Companies; or

- b. through Smt. Kiran Devi Khaitan Memorial Charitable Trust, a trust duly registered under the Indian Trust Act, 1882.
 - c. through a company registered under section 8 of the Companies Act, 2013, established by Radico, either singly or alongwith any other company; or
 - d. through a registered trust or a registered society, established by Radico, either singly or alongwith any other company; or
 - e. through a company established under section 8 of the Companies Act, 2013, established by the Central Government or State Government or any entity established under an Act of Parliament or a State legislature; or
 - f. through a registered trust or a registered society, established by the Central Government or State Government or any entity established under an Act of Parliament or a State legislature.
4. CSR committee through monitoring committee shall do periodic review of the progress of projects and activities under CSR.
 5. CSR committee shall prescribe the monetary limits for each State Head and Plant Head, which shall not be exceeding Rupees 10 Lacs. However, for head of Rampur Plant the CSR Committee may prescribe limit over and above of Rupees 10 Lacs.
 6. Proposals beyond Rs. 10 lacs but upto 100 Lacs shall be approved by Monitoring Committee
 7. Proposals beyond Rs. 100 Lacs shall be directly approved by CSR committee.
 8. The Finance head shall get prepared the Annual Report on CSR Activities.
 9. Annual Report on CSR should be compiled and presented before the CSR Committee for their evaluation highlighting the cumulative outlays and outcomes of the program in specific details.
 10. The Annual Report of the Company shall carry relevant details on the implementation of CSR activities including the facts relating to physical and financial progress.
 11. An audit of the programmes and process may be carried out by external agencies or any third party Agency.

CSR COMMITTEE MEMBERS:

The CSR committee comprise of following directors:

1. Dr. Lalit Khaitan
2. Mr. Abhishek Khaitan
3. Mr. K P Singh
4. Ms. Sushimta Singha

Mr. Amit Manchanda, Vice President- Legal and Company Secretary, will act as coordinator and compliance officer for the CSR committee.

SOURCE OF FUND:

The funds for the CSR should be allocated in every financial year and shall never be lower than two percent of the average net profits of the company made during the three immediately preceding financial year or such other limit as specified by virtue of any amendment of the Companies Act, 2013. Company shall give preference to the local area and areas around it where it operates, for spending the amount earmarked for Corporate Social Responsibility activities.

Surplus arising out of the CSR activities under approved projects and programmes shall not form part of the business profit of a company. The unspent amount shall be transferred to CSR Fund which will be accumulate and shall be utilised only for the CSR activities.

MONITORING COMMITTEE:

The monitoring committee shall monitor various CSR activities carried out under various approved projects and programmes and report its findings to the CSR committee from time to time.

The monitoring committee comprise of following members:

1. Mr. K P Singh
2. Mr. Amar Sinha
3. Mr. Dilip K Banthiya
4. Mr. Mukesh Agarwal
5. Mr. Alok Agarwal
6. Mr. Mukesh Arora
7. Mr Naresh Raghav

Mr. Amit Manchanda, Vice President- Legal and Company Secretary, will act as coordinator and compliance officer for the monitoring committee.

CONCLUSION:

Radico is determined to perform its 'DHARMA' for CSR activities within the framework of law and shall act as an important tool to promote the CSR objectives and initiatives of the government.
