

**EML CONSULTANCY SERVICES PVT. LTD.**  
**CSR POLICY & PROJECTS**

1. **Objective of CSR:** The Company recognizes the importance of corporate social responsibility in promoting the welfare of the society in which the Company is working. The CSR Policy shall be guided by the Company's corporate vision and the aspiration to be the Company of Choice for Customers, Shareholders, Employees and Community. The primary purpose of the Company's CSR philosophy is to make a meaningful and measurable impact in the lives of economically, physically and socially challenged communities of the country.

2. **Vision of the company** – Company shall strive to achieve an image of one of the most respectable and socially responsible corporate entity in the country.

3. **Mission of the company** – Company carries out its CSR activities through an integrated approach of development of society by focusing on creation of sustainable livelihood, promoting education, health and skills development among the underprivileged and needy sections of the society as well as promoting computer education in schools.

4. **Goal of the company** – The goals of the Company include accurately identifying genuine cases of underprivileged and needy persons, help them overcome the challenges faced by them in areas of health, education, employability and continue to enlarge its canvas of CSR in terms of adding new sections of society and new areas where the Company can contribute effectively.

**5. Activities and list of CSR projects to be undertaken by the Company in line with those mentioned in Schedule VII of the Companies Act, 2013**

**CSR ACTIVITIES**

1. The Board shall ensure that the CSR Activities that are undertaken by the Company should be within the scope of the following activities:

(i) Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation and making available safe drinking water;

(ii) Promoting education, including special education and computer education and employment enhancing vocation skills especially among children, woman, 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 back ward 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 arts and handicrafts;

(vi) Measures for the benefit of armed forces veterans, war windows 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 social-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
- (ix) Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- (x) Rural development projects;
- (xi) Such other activities as may be specified under the Act or the CSR Rules from time to time.
2. The CSR Activities will be carried out in a manner that the preference is to undertake the CSR Activities in and around the local areas where the Company operates.
3. Based on the scope of activities set out in paragraph VII (1) above, the CSR Committee shall provide recommendations to the Board with respect to specific CSR Activities that may be undertaken by the Company.

## 6. Specification of modalities of execution of the policy

<b>S. No.</b>	<b>Areas</b>	<b>Activities</b>	<b>Mode of engagement</b>	<b>Funds (INR) Allocated</b>
1.	Education for underprivileged children (ongoing project from the CSR budget of FY 2021-22)	Under the CSR budget for the FY202122, company shall continue to provide the education facility to approx. 100 Children from Nursery to Class 5 on books, fees, uniforms, Stationery and lunch etc. upto FY 2024-25 through a CSR1 registered NGO	Through NGO	<b>20.80 Lacs</b>
2A	Computer education in schools (Project from the CSR budget of FY 2022-23)	Under the CSR budget for the FY 2022-23, company shall provide the computer education to schools through a CSR1 registered NGO till the end of FY 2023-24	Through NGO	<b>17.05 Lacs</b>
2B	Computer education in schools (Project from the CSR budget of FY 2022-23)	Under the CSR budget for the FY 2022-23, company shall provide the computer education to schools through a CSR1 registered NGO till the end of FY 2023-24	Through NGO	<b>12.98 Lacs</b>
			Total funds allocated	<b>50.83 Lacs</b>

## 7. Implementation

The implementation shall be done directly by the Company and wherever feasible through registered NGOs having CSR-1.

**8. Capacity building:** Company encourages its employees to participate in these activities as volunteers, whether it is during health related camps for underprivileged, like eye checkup camps, or

through spending time with the Senior citizens in Old Age Homes being aided by the Company. The CSR Committee is headed by a Senior Consultant having many years of experience in CSR related activities, including preferably experience with an NGO involved in CSR related activities. The other committee members include the Directors of the Company and nominated persons from the Company from time to time.

**9. Progress Monitoring:** a. The CSR Committee holds annual review meeting along with its Management Review meetings and checks whether the policy as laid down is achieved as per the estimates.

b. The outcome of the review meeting is required to declare whether that implementation and monitoring is in compliance with objectives and goals of this policy.

**10. Reporting:** As in compliance with the requirements of the Act, the board shall act on the principle of COREX i.e. comply or explain. Thus it is duty of the board to ensure that compliance as per the policy has been made. There CSR Committee presents consolidate report of its monitoring before the board which includes the extent of compliance or gaps in compliance, including what actions are planned to close the gaps.

**11. Communication:** The CSR policy of the company will be available on its ZOHO platform which is accessible by all the employees of the Company.