

## **POLICY ON CORPORATE SOCIAL RESPONSIBILITY (CSR)**

### **1. PREFACE**

Corporate Social Responsibility is strongly connected with the principles of Sustainability; an organization should make decisions based not only on financial factors, but also on the social and environmental consequences. Therefore, it is the core corporate responsibility of the Company to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders.

We recognize that the business activities have wide impact on the society in which it operates and therefore an effective practice is required giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations. The Company endeavors to make CSR a key business process for sustainable development. We are responsible to continuously enhance shareholders wealth; it is also committed to its other stakeholders to conduct its business in an accountable manner that creates a sustained positive impact on society. Our Company is committed towards aligning with nature and has adopted ecofriendly practices.

Ongoing dialogues with shareholders provide valuable approach with an objective that each business decision takes into account it's social and environmental impacts and plans. We have been involved in various social responsibility initiatives over the last many years.

### **2. TITLE & APPLICABILITY**

This policy lays down the principles and mechanisms for undertaking various programs in accordance with the requirements provided under Section 135 of the Companies Act 2013, read with Schedule VII and the Companies (Corporate Social Responsibility Policy) Rules, 2014 along with subsequent amendments and Gazette notifications (together referred as 'Legal Provisions'). The policy shall apply to all the CSR projects, programs and activities undertaken by the Company at various locations in India for the benefit of diverse sections of the society.

### **3. KEY ELEMENTS OF THE POLICY**

- Vision and framework
- Key focus areas of inclusive development
- Overview of the implementation strategy of various CSR initiatives evaluation framework
- Governance Structure
- Budget
- Information Dissemination

As a responsible corporate citizen, The Company has embarked on several initiatives of scale in the education, healthcare and livelihood domains. The Company endeavors to continuously learn from its experiences and adapt its policies and implementation strategy on an ongoing basis.



#### 4. VISION AND FRAMEWORK

Conscious business decisions which directly and indirectly create value for multiple stakeholders and helped in improving lives of the people.

#### 5. KEY FOCUS AREAS OF INCLUSIVE DEVELOPMENT

The Company will focus primarily on the following programs:

##### A. Community Development

The Company aims to create a meaningful and lasting impact on the communities proximate under-served areas by helping them transcend the barriers of socio-economic development.

A Model of Integrated Service will be established to improve the life of communities living in slum areas:

- Sanitation and hygiene
- Preventing malnutrition in designated communities
- Promotion of healthy lifestyles
- Access to drinking Water, clean environment.
- Developing infrastructure facilities like homes.
- Elderly care
- Education to children and women

The programme will bridge the gap by uniting the Governmental Efforts with the Industry and Peoples Participation.

##### B. Healthcare

The Company intends to touch the lives of the people by reaching out to people from every walk of life to help them stay healthy and educated. The objective is to promote education and wellness and not treatment.

In line with this, under its CSR focus, the company will aim to promote health and education of the children's living in slum areas. The Company will perform the following activities:

Promote public healthcare activities including preventive and promotive healthcare through medical treatment & awareness campaigns on basic healthcare.

The Company will not spend any amount directly on healthcare activities, whatever CSR expenditures will be made on Healthcare activities as stated above, shall be made through any permitted vehicle as specified under Companies Act, 2013 and related rules issued thereon.

##### C. Education and Skills Development



To work on several educational initiatives to provide quality education, training, skill enhancement for improving the quality of living and livelihood. Initiatives are aimed at:

- Promoting primary and secondary education
- Enabling higher education through merit cum means scholarships, including for differently abled across the country.
- Using sports as a tool for development of students in both urban and rural settings.
- Promoting higher education including setting up and supporting universities  Skill development and vocational training

#### **D. Environment**

To enable enhanced livelihood and quality of life, promote environment sustainability through various initiatives for:

- Ecological sustainability
- Promoting biodiversity
- Conservation of natural resources
- Maintaining quality of soil, air and water
- Promoting renewable energy
- Developing gardens and river fronts

#### **E. Entrepreneurship**

Company aims to hold entrepreneurship workshops by tie up with financial institutions to provide training, create financial and business templates, to link the entrepreneurs to the first generation entrepreneurs and to provide them the required Information.

#### **F. Socio Economic Development**

Company intends to contribute funds towards socio economic development of SC, ST, minorities and women.

#### **G. Other Initiatives**

To undertake other need based initiatives in compliance with Schedule VII of the Companies Act, 2013.

### **6. OVERVIEW OF THE IMPLEMENTATION STRATEGY OF VARIOUS CSR INITIATIVES**

We are committed towards improving the lives of India's marginalized and vulnerable communities. Direct Engagement: We have direct engagement strategy and most initiatives are executed directly through a team of professionals.



Other Implementing Agency: In addition to direct engagement, in specific cases, along with other organizations who have the technical expertise and experience to undertake various programs in the identified core focus areas of operation, to improve our outcomes.

## 7. EVALUATION FRAMEWORK

Prior to the commencement of projects, we will carry out a baseline study of the areas. The study will encompass various parameters such as – health indicators, literacy levels, sustainable livelihood processes and population data - below the poverty line and above the poverty line, state of infrastructure, among others. From the data generated, an action plan will be developed for the effective development of the required area.

These action plans will be then presented at the CSR Committee Meeting. All projects/programs will be assessed under the agreed strategy, and will be monitored time to time.

## 8. GOVERNANCE STRUCTURE

### CORPORATE SOCIAL RESPONSIBILITY COMMITTEE (CSR COMMITTEE)

The Board of Directors of the Company has formed a CSR Committee. The CSR Committee along with the CSR team is responsible for the decision making with respect to CSR policy.

The CSR Committee recommended the policy to Board of Directors of the Company and the Board have approved this policy.

The CSR Committee will meet to review the implementation of CSR projects/ programs and give suitable direction.

The CSR Committee shall formulate and recommend to the Board, an annual action plan in pursuance of its CSR policy.

## 9. BUDGET

The Board of Directors will ensure that the minimum amount as specified in the Companies Act, 2013 is spent on CSR initiatives undertaken by the Company.

All expenditure towards the programs to be diligently documented.

In case the minimum amount calculated as per the Companies Act, 2013 is not spent in a financial year, the same shall be treated in compliance with the Section 135 of Companies Act 2013 and rules made thereunder.

Any surplus generated out of the CSR activities not to be added to the normal business profits of the Company.



## 10. INFORMATION DISSEMINATION

The Company's engagement in this domain is disseminated through the Company's Annual Reports in the format as prescribed under Companies Act, 2013 and rules made thereunder subject to the amendments time to time.

## 11. PUBLICATION OF CSR POLICY AND PROJECTS

The Contents of the CSR Policy, CSR Projects approved and other details in compliance with the requirement under the Act shall be displayed on the Company's website, if any.

## 12. POLICY REVIEW:

The Board of Directors of the Company shall have the powers to revise/modify/amend this Policy from time to time, as the Board may think fit, based on the recommendations made by the CSR Committee to confirm to the revision/amendment, if any, to be made to the Act/Rules.

In the event of any conflict between the provisions of this Policy and of the applicable law, such applicable law in force from time to time shall prevail over this Policy.

**FOR AND ON BEHALF OF THE BOARD  
EBIX PAYMENT SERVICES PRIVATE LIMITED**

**SD/-  
ROBIN RAINA  
CHAIRMAN  
DIN: 00475045**

