

salzer



A charity never fails to keep others smile

CORPORATE SOCIAL RESPONSIBILITY POLICY

SALZER ELECTRONICS LIMITED
SAMICHETTIPALAYAM
COIMBATORE -641047
www.salzergroup.com

1. Corporate Social Responsibility

Social Responsibility is one of the many responsibilities of a Corporate to contribute some thing from its earning for the development of the society without any anticipation. Society requires some support for its advancement. A growth of economy without any corresponding growth of society has no meaning where only some people will be capable of reaping the growth fruits and others will be lagging behind. A growth in the

Country to be inclusive and all round. Hence, every citizen including corporate need to shoulder some social responsibility for the progress of the society. Now this responsibility has been legitimized for the corporate to earmark some profits for social development.



2. Salzer's past endeavors in Social activities

Salzer, right from inception, has been rendering its social services either directly or through a Trust namely Salzer Educational Medical Research Trust apart from various normal welfare facilities to its employees in its normal course of the business:

- Providing financial assistance to economically challenged students for pursuing education of the local regions where the Company operates comprising of Gudalur, Periyanaickenpalayam, Naickenpalayam , Coovanoor, Veerapandi, Chinnamadhampalayam, Bettathapurm etc.,
- Providing financial assistance to the deserved people to undergo the medical treatment for any ailments,
- Distribution of stationeries to the students of the Governments School,
- Conducting the sports events like Ball Badminton, Kabadi etc.,



- Plantation of sibilings etc., in local villages,
- Providing inplant training for development of Job Skills and Knowledge
- Part Funding for construction of public utility and amenities such as Roads, Rest Rooms, Drainages, Community Hall etc., for the local regions,
- Organizing free health check-up for the people of the underprivileged Sections etc.,

3. CSR Committee:

In line with the Provisions of Section 135 of the Companies Act 2013 and relevant Rules made thereof, the Board of Directors of the Company at their meeting held on 10th May 2014 has constituted a CSR Committee comprising of six members of the Board under the Chairmanship of the Chairman of the Company Shri.N.Rangachary, an Independent and Non Executive Director with the following terms of reference:

- Formulation and recommendation of CSR Policies to the Board of Directors for approval,
- Recommending any amendments to the CSR Policies from time to time.
- Recommending the amount of expenditure to be incurred on the activities as specified in this policy
- monitor the Corporate Social Responsibility Policy of the company from time to time



4. CSR Expenditure

The Company shall spend at least 2% of the average net profits of the company made during the three immediately preceding financial years, in pursuance of this Corporate Social Responsibility Policy towards various enumerated social activities.

“Net Profit” means the net profit of Company as per its financial statement prepared in accordance with the applicable Provisions of the Act, but shall not include the following namely:

- (i) Any profit arising from any overseas Branch or Branches of the Company whether operated as Separate Company or other wise and
- (ii) Any Dividend received from other Companies in India



5. Social Activities

The Company shall undertake the following activities within the frame work of Schedule VII to the Companies Act 2013

- (i) eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water:
- (ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, 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 backward 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 widows and their dependents;
- (vii) training to promote rural sports, nationally recognized sports, Paralympics 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 socio-economic development and relief and welfare of the Scheduled Caste, 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."

A. PROMOTION OF EDUCATION:

a) Extending financial assistance to the Students of underprivileged sections.

The Company shall extend financial assistance to the students of economically challenged sections for pursuing their education irrespective of caste, creed, Religion etc., subject to the following conditions being decided by the CSR Committee from time to time :



S.No	Category of Students	Eligible amount
1	Diplomas in Engineering and other ITI Courses	Rs.7,500
2	Graduation in Engineering / Medical	Rs.10,000
3	Graduation in other Disciplines	Rs.7,500
4	Post Graduation	Rs.15000
5	Phds	Rs.20000

Eligibility Criteria

- i) Preference will be given for the local regions in which the Company operates as stated above
- ii) Securing Marks as recommended by the CSR Committee

- iii) Economics Status of the Parents as recommended by the CSR Committee
- iv) The assistance will be directly provided to the Concerned Schools / Colleges

b) Renovation of School/ providing various amenities and infra facilities

The Company shall sponsor for renovation / repair of a School Campus or providing various basic infrastructure facilities for effective learning of the Students subject to the following conditions:

1. Eligibility of Amount – subject to maximum of 15% of the estimated amount for the following kinds of the activities :
 - (i) Flooring and such other related Works
 - (ii) Construction of Class Rooms
 - (iii) Purchase of Chairs and Tables
 - (iv) Purchase of Computers
 - (v) Purchase of Lab Equipments
 - (vi) Construction of Rest Rooms / Toilets,
 - (vii) Such other amenities like establishing fencing, Gates etc
 - (viii) Such other work as may be decided by the CSR Committee from time to time
2. Preference will be given for the local regions as stated above.



c) Supply of Stationeries

The Company shall purchase and distribute the Stationeries to the Students of public School.

d) Conducting Competitions and Distribution of Prizes

The Company shall conduct various kinds of competitions among the students at such Schools and distribute the prizes to the winners

e) Encouraging meritorious students

The Company shall present either cash prizes or sponsor for the studies of the students of any Standard in the Schools and Colleges who are securing top three ranks.

e) Sponsoring for developing vocational skills

The Company shall organize on its own or sponsor in association with Salzer Educational Medical Research Trust and/ or any other Registered Trust, affiliated Institutions, any courses for developing the vocational skills of the people of underprivileged Section in and around Periyanaickenpalayam Region.

B. HEALTH PROGRAMMES

The Company shall embark itself for the following health activities:

- Organizing periodical health camps at the local areas/remote villages to offer medical consultations at free of cost.
- Providing financial assistance to the deserved people for any treatment / surgery.
- Setting up of the community hospital at such villages for treatment of any ailments and
- Launching of such projects to diagnose and eradicate such diseases.



Subject to the following limits – 10% or the limits mentioned below which ever is lower

Emergency / accident	Rs.10000
Major Surgeries / Treatment	Rs.25000
Others	Rs.7500

Eligibility Criteria

- i) Based on the Economic Status of the Patients- Annual Income Less than Rs.1,20,000 per family
- ii) Based on the locality – Preference will be given for the local regions as stated above.

C. WOMEN EMPOWERMENT

In order to empower the women in this Competitive world, the Company shall contribute for the empowerment of the women in the following ways

1. Extending financial assistance to deserved Woman Self help groups for commencing/ running any business activities.
2. Distribution of sewing machines or such other necessary items to the women at free of cost for self earning.
3. Sponsoring for studying vocational courses for skill development.
4. Organizing various literacy programmes.
5. Organizing various awareness programmes to enlighten women's potentialities and competencies and



6. Organizing free counseling / free consultations for women developments

D. ENVIRONMENT SUSTAINABILITY

The Company shall contribute for protection and sustainability of the clean environment in the following means:

- Plantation of the siblings in the local and remote villages and nearby hills,
- Extending financial assistance for establishing harvesting facility
- Sponsoring for the construction of Check Dams etc.,
- Supporting the causes for cleaning ponds and lakes etc.,
- Conducting awareness programmes in the villages on the importance of protection of environment and
- Construction of drainages and such amenities in the villages



E. VOCATIONAL COURSES

- Conducting various kinds of vocational courses like computer application, cutting & tailoring, mobile repairing & beauty culture for livelihood and income generation Activities for the disadvantaged sections of society.
- Establishment of Vocational & Technical Training Centre for youth



F. CONTRIBUTION TOWARDS CORPUS:

The Company shall contribute such amount as earmarked for CSR Spending from its profits to the Corpus of any other Trust, Associations, Section 8 Company in respect of the Projects or programs relating to the CSR Activities as approved by the Board



G. Construction of old age homes and its maintenance in the local regions as stated above



H. BUILDING OWN CSR CAPACITIES

The Company shall build CSR capacities of its own personnel as well as those of their implementing agencies through Institution with established track record of at least three financial years but such expenditure shall not exceed five per cent of the total expenditure of the Company in one financial year.



6. More preferences will be given to the local areas and People of the Local Regions in all kinds of the Social projects / Programs being undertaken by the Company from time to time.
7. The aforesaid activities shall be carried out either directly or in association with Salzer Educational Medical Research Trust or any other Trust / any association or Section 8 Companies or any Trust including the Trust promoted by promoters of Salzer Electronics Limited.
8. The Company shall undertake only activities as approved by the Board on the recommendation of the CSR Committee in pursuance of stipulated activities under Schedule VII

“A Mission lights one’s life finally”



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