

CSR Annual Action Plan for FY 2025 - 26

In pursuance of applicable CSR provisions, the Revised Annual Action Plan of the Company for the FY 2025 - 26 will be as follows:

(a) List of CSR projects or programs approved to be undertaken under areas specified in Schedule VII of the Act:

Sr. No	Focus Area from Schedule VII	Organization/Project	Location of Project	Brief about the program/initiative	Implementation Schedule	Funds Allocation (in INR)
1	(ii) promoting education, and employment enhancing vocation skills especially among women, and livelihood enhancement projects	Response Net: Empower women through skill development training	Haryana – Jhajjar & Rohtak	Empower 500 underprivileged and rural women through skill development training in selected market - driven courses such as Customer Care Executive, Digital Marketing etc. in Haryana leading to employment opportunities.	This is a new project	3,933,837
2	(ii) promoting education, and employment enhancing vocation skills especially among children.	Jammu & Kashmir Association of Social Workers (JKASW) : support education of underserved girls	J&K – Baramulla & Phulwama	Enabling an inclusive STEM & Tinkering lab environment for 2000 underserved girls in grades 6 th to 10 th .	This is a new project	2,622,557
3	(ii) promoting education, and employment enhancing vocation skills especially among women, and livelihood enhancement projects	AIC GUSEC Foundation: Empower underprivileged youth through skill development training	Chennai - Tamilnadu	Residential skilling program for 28 underprivileged youth and their mainstream career placement	This is a new project	2,622,557
4	(ii) promoting education, and employment enhancing vocation skills especially among women, and livelihood enhancement projects (iii) promoting gender equality, empowering women.	Drishtee Foundation: Sakhi Swavlamban. To provide livelihood opportunities to rural women and empower them through Sakhi Swavalamban Initiative.	Uttar Pradesh	Training of 2700 rural women on producing value-added products and targeting 1535 women to achieve sustainable income. Gorakhpur project and Damini training Centre in Varanasi	This is a part of the Ongoing Project (3 rd year of 3 year project) + new 3 year project and timelines will be as per MOU	5,245,114

5	(iv) 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	Foundation for Development Initiative: Urban plantation	Gurgaon - Haryana	Urban plantation in ~115,000 sq. meters with ~15,000+ native saplings/trees & shrubs, leading to greener corridors, improved air quality, public health, reduction in noise db, glare reduction and visual separation	This is a new project	5,559,821
6	(iv) 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	Sankalp Taru: Tree Plantation under the Glow Green Initiative	13 urban centres & HP / UP	To create sustainable community-led change. As part of our commitment to reduce carbon emission, in partnership with Sankalp Taru, an NGO, This year we will plant 8900 saplings	This is a new project	1,049,023
7	(iv) ensuring Environmental Sustainability, ecological balance, flora and fauna, soil and water. (i) promoting health care including preventive health and sanitation (x)- Rural Development Project	Foundation for Development Initiative: Controlling Crop Residue Burning in Haryana under the Glow Green Initiative	Jind (Haryana)	Creating platform for ideation, problem solving, proper collection and disposal of crop residue from farm field Organise timely availability of bailer and transportation of crop residue to warehouses from where residue will be used for either power generation or ethanol industries	This is a part of the Ongoing Project and timelines will be as per MOU	4,196,091

				Beneficiary Coverage (nos): 6000 Farmers		
	Total					25,229,000

Note:

1. We have appointed an external agency for Monitoring and Evaluation of the projects and the cost will be within the regulatory limits.
2. Apart from the above, a total of 9.60 lakhs shall be factored towards administrative expenditure for advising on CSR related matters.
3. If Company receives any suitable proposal which fulfils the Criteria mentioned in the CSR Policy & applicable provisions, then such proposal may be considered by the Board on recommendation of the CSR Committee.

(b) The manner of execution of such projects or programmes as specified in sub-rule (1) of rule 4:

Project	Mode of Implementation	Form CSR 1 Registration	Type of Registration	Execution and Implementation Methodology
Kshamta Initiative	Indirectly, ResponseNet Development Services	CSR00000059	Registered as Section 8 Company, (Registered under Section 12A & 80G of Income Tax Act)	Empowering 500 underprivileged and rural women through skill development training
STEM Education: Enabling a Sustainable Future for Underserved Girls	Indirectly, JKASW	CSR00018599	Registered Trust (Registered under Section 12A & 80G of Income Tax Act, 1961)	Providing (STEM) learning to 2000 Underserved Girls in Kashmir.
Future Ready: Skilling for Employability	Indirectly, AIC GUSEC Foundation	CSR00015184	Registered as Section 8 Company, (Registered under Section 12A & 80G of Income Tax Act)	Education and Employment through vocational skills to 28 youth
Sakhi Swavlamban	Indirectly, Drishtee Foundation	CSR00000958	Registered Society (Registered under Section 12A & 80G of Income Tax Act, 1961 & FCRA)	Training on livelihood generation for 2700 women. Micro Enterprises are set up with rural producers and product supply chain are established.

Samriddhi	Indirectly, Foundation for Development Initiative	CSR00006967	Registered Society (Registered under Section 12A & 80G of Income Tax Act & FCRA)	Awareness generation to 6000 farmers in Villages of Jind district in Haryana on crop residue management by reducing active fire locations. Running Samriddhi Skill Centre for training women in making household products out of Stubble waste.
Glow Green Initiative: Tree Plantation	Indirectly, Sankalp Taru Foundation	CSR00000590	Registered Society (Registered under Section 12A & 80G of Income Tax Act, 1961 & FCRA)	City based tree plantation program across 13 Cities and HP/UP. To plant 8900 saplings this year.
Urban Plantation Program for Environmental Sustainability	Indirectly, Foundation for Development Initiative	CSR00006967	Registered Society (Registered under Section 12A & 80G of Income Tax Act & FCRA)	To plant native species suitable for urban locations. Regular maintenance and monitoring of the plantation.

(c) The modalities of utilization of funds and implementation schedules for the projects or programmes;

Modalities of utilization of funds

- i. The CSR budget will be fixed in accordance with the provisions of the Act, Rules and the Guidelines.
- ii. The CSR budget will not be less than 2% of the average net profits of the company during the three immediately preceding financial years.
- iii. The CSR budget will be spent on CSR activities which will be approved by the Board on the recommendation of the CSR Committee
- iv. Fund will be disbursed in phase/tranche wise depending on the nature of the project. On the basis of the expenses incurred & the submission of the relevant supporting of the expenses, i.e. bills, receipts, invoices, bank statements, etc. respective amount will be disbursed at different intervals- quarterly & half-yearly or as may be specified in the MoU.

v. Company's CSR team, set up internally, will collect all the set deliverables, as may be specified in the MoU, from the implementation partners.

(d) Monitoring and reporting mechanism for the projects or programmes;

The Monitoring Mechanism of each project will differ on the basis of the nature of the project. All the projects will be monitored & evaluated as per the objectives & deliverables set for respective projects

- i. The CSR team along with implementation partners shall carry out the monitoring of CSR activities at different intervals through field visits, monthly calls, reporting, cross reference communication with stakeholders etc.
- ii. For the purpose of proper monitoring of the CSR projects, each project shall include well-defined timeline & parameters.
- iii. Utilization Certificate with a statement of expenditure duly certified by a Practicing Chartered Accountant / Authorized Auditor will be submitted by the Organization / Institution to whom CSR fund is allocated.
- iv. Reporting & Documentation:
 - a. Project documentation:
Reports like monthly report/ quarterly report/ half-yearly report/ annual report/closure report, or case studies or progress report etc. will be collected by the CSR team.
 - b. Financial Tracking:
In order to track the proper utilization of funds, where applicable, at different intervals of the project, CSR team will collect & cross-check financial documents like invoices, bills & receipts, bank statements, Fund Utilization Certificate, etc.
 - c. The CSR Committee shall submit the report to Board giving status of the CSR Activities undertaken, expenditure incurred and such other details as may be required by the Board.