



Corporate Social Responsibility (CSR) Policy

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Preamble:

Cybele's Corporate Social Responsibility (CSR) initiatives go beyond compliance and create sustainable value for communities by improving their health, education, and employability.

This policy encompasses the Company's philosophy towards its CSR and lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large and is titled '**CSR Policy of Cybele Industries Limited**'.

CSR Vision:

To actively contribute to the community in which we operate and provide high quality solutions to the issues impacting their lives, which results in the overall development of the society.

CSR Mission:

To innovate for our society, deliver high quality services and impactful interventions over a long period of time and ensure sustained relations with the society.

Objectives:

The following objectives identified are in accordance with the CSR Vision and Mission. The Company believes that growth of the community should go hand-in-hand with the growth of the Company. Hence, the Company prioritizes to;

- Uplift the communities around its areas of operation, there by create a positive impact in the community
- Identify interventions to ensure sustainable social development after considering the immediate and longterm socio environmental consequences.
- Setting high standards of quality in providing interventions and support to meet the needs of the community.

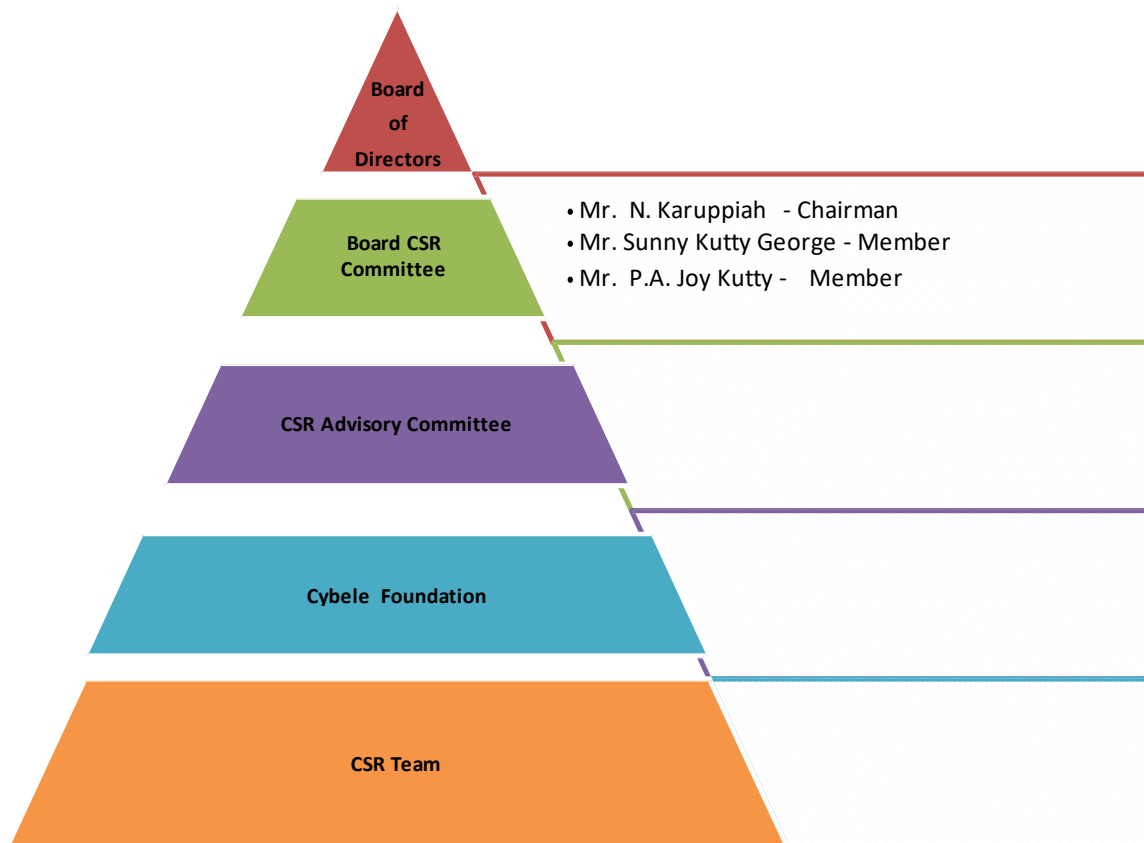
Our Philosophy:

The Company intends to undertake its corporate social responsibility in a strategic manner. The Company will leverage its strategic, financial, human resources, marketing, research and business skills to create maximum impact for its beneficiaries both internal and external.

Governance structure:

CSR strategy, procedures and commitments should be regularly reviewed. Risks and opportunities in these areas will change and evolve and the business will need to be able to meet these as they emerge.

The Governance structure and its team members are given below –



Each of the above constituents has a specific role to play with clearly defined roles and responsibilities as under -

Board of directors:

- Approval of the CSR policy, proposed causes and programs to be undertaken by the Company, modalities of operation and the budget for the activities.
- Ensure that activities included by the Company in its Corporate Social Responsibility Policy are related to the activities included in Schedule VII of The Companies Act, 2013
- Ensure that the activities included in Corporate Social Responsibility Policy of the Company are undertaken by the Company
- Ensure that the Company spends, at least two per cent (2%) of the average net profits of the Company made during the three immediately preceding financial years, in pursuance of this policy in every financial year.
- The Board's Report issued under clause (o) of sub-section (3) of section 134 shall include an annual report on CSR containing particulars specified in Annexure to the CSR Rules.
- If the Company fails to spend such amount, specify the reasons for not spending the amount in its annual report mentioned above.

Board CSR Committee:

- Formulating a Corporate Social Responsibility Policy which shall indicate the activities to be undertaken by the Company as specified in Schedule VII and recommending the same to the Board for approval.
- Recommending the amount of expenditure to be incurred on the activities referred above.
- Monitoring the Corporate Social Responsibility Policy of the Company from time to time, ensuring that it is updated for any change or enhancement in scope and the same is recommended to the board for approval.
- Defining the modalities and monitoring the progress of the activities being undertaken under the policy

CSR Advisory Committee:

- Be the first point of contact for the operating CSR teams for advice and guidance.
- Provide guidelines and framework for the rest of the organization to work within.
- Recommend programs, modality of operation and monitoring mechanism.
- Ensure availability of adequate resources
- Support the CSR committee to ensure full compliance of the regulation

Cybele foundation:

Cybele Foundation is a Trust to be set up by the Promoters of the Company as a not-for-profit organization. The Trust shall be managed by 5 Trustees and the Trustees are part of the management team. The Managing Trustee is responsible for day-to-day administration of the Trust under the guidance of the Board.

The Company intends to implement its CSR activities through the Cybele Foundation.

- Helping conceptualize the programs that Cybele Industries Limited intends to support.
- Executing the programs through its employees or in collaboration with other partners such as NGOs, the government, community based organizations, sector experts and any other partners as are deemed necessary.
- Collecting and analyzing data for monitoring and reporting of all programs.
- Providing capacity building support to the program team.
- Providing periodic reports to the CSR Committee.

Unit CSR Team:

- Collecting requests from the community for CSR programs.
- Verifying the authenticity of these requests.
- Assisting Cybele Foundation and other partners in implementing the projects.
- Helping all relevant partners to get requisite permissions from the community and the government to implement the CSR activities.
- Engaging the employees in the CSR initiatives.

NGO Partners:

- Assisting the Cybele Foundation in conceptualizing and implementing their CSR programs.
- Providing capacity building support to all the partners of Cybele Foundation.
- Providing periodic reports and updates to Cybele Foundation and its partners.
- Collecting and analyzing data for monitoring and reporting of all programs
- Monitoring the progress made by the program partners.
- Tracking, measuring and communicating the impact that the programs have created to relevant stakeholders.

CSR Activities:

The Company assessed the needs in stakeholder community through an extensive assessment. The Company has prioritized the causes that it will support in the current phase of its CSR journey, on the basis of this assessment.

The Company proposes to continue investing in some of its existing CSR initiatives and plans to initiate new programs as deemed necessary. Such programs, both existing and the new ones could be scaled up in future.

Some of the areas that the Company proposes to invest its CSR budget includes:

Cause	Proposed Program	Proposed Outcomes
Health	<ul style="list-style-type: none"> • Establishing Primary Healthcare Center • Conducting health camps like general health check-ups, Anemic Check and monitoring - women and children, eye camps or any other camp required by the community 	<ul style="list-style-type: none"> • Holistic coverage of a community's healthcare needs – including primary out-patient care, chronic disease management, antenatal, postnatal care and under-5 clinics, community based screening of common conditions and management, etc. • Builds a channel for the government to propagate health schemes and services
Health	<ul style="list-style-type: none"> • Building underground drainage system, Septic tank, etc. 	<ul style="list-style-type: none"> • Improvement in outlook towards sanitation and hygiene
Education	<ul style="list-style-type: none"> • Building a school in the stakeholder community with the entire requisite physical and learning infrastructure. OR • Adopting existing schools and Anganwadis by providing infrastructure, amenities, training teachers, etc. • Programs to improve learning and motivational levels of specific sections of students in existing schools • Remedial education 	<ul style="list-style-type: none"> • Improved quality of education and learning outcomes • Increased retention • Schools will be better equipped to cater to students • Access to relevant learning material • Teachers will be empowered • Improved motivation levels among students • Improved in-school performance through mentoring • Providing wider exposure beyond classrooms • Training of teachers to become better leaders
Livelihood	<ul style="list-style-type: none"> • Sponsoring students to pursue technical education • Develop and sponsor add-on modules to existing courses • Vocational training to the youth, school students and for women 	<ul style="list-style-type: none"> • Increased service rates, enhanced incomes for the community • Empowerment of the youth and its positive impact on development of the community • Empowerment of school students • Empower women to attain self-sufficiency financially

Monitoring plan

A. Monitoring Process

1. For each of the programs, the Company will agree with the implementing agency, a plan and budget for the year. The agency will be required to submit monthly performance reports in the format and manner that has been agreed with the Company at the beginning of the partnership.
2. The CSR Team and the Cybele Foundation teams will review the reports and actively engage with the implementing agency to ensure that the programs are on track. The CSR Team will submit a quarterly report to the Cybele Foundation which in turn will submit to CSR Advisory Committee and the Board CSR Committee that will cover –
 - a. Progress of each program vis-à-vis the time plan and budget
 - b. Beneficiaries covered
 - c. Performance of the external partners
 - d. Problems encountered and solutions if implemented
 - e. Estimated amount that will be spent till the end of the year.
3. The Board CSR Committee will review the progress prior to each regularly scheduled meetings of the Board or at such other time as deemed fit by it. The committee also needs to review the CSR policy and ensure that it is current and relevant. Changes, if any, need to be placed before the Board of Directors for approval.

B. Impact Assessment

The Company will ensure that baseline statistics are collected before each program is rolled out and data is collected on an on-going basis to track impact. The detailed project plan of each program will also include measuring specific metrics and its comparison with the baseline metrics. All such impact analysis will be reported to the board of directors.

Surplus arising out of CSR projects

The programs that the Company intends to implement do not foresee any surplus arising from such activities. However, in case a surplus is earned, then such surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company

Conclusion

Cybele is committed to undertake implementation of the proposed CSR programs in order to bring meaningful and sustainable change to the local communities in which it operates. The Company will leave no stone unturned in ensuring that it contributes to the society, which is an integral stakeholder for it.