

1. Introduction

The Board of Directors (the “Board”) of Luxmi Tea Company Limited (the “Company”) has adopted the following policy and procedures with regard to Corporate Social Responsibility. The Board may review and amend this policy from time to time subject to the recommendations of Corporate Social Responsibility Committee.

2. Policy Objective & Philosophy

It is pertinent that business enterprises are economic organs of society and draw on societal resources, we at the company believe that a company's performance must be measured by its Triple Bottom Line contribution to building economic, social and environmental capital towards enhancing societal sustainability. The Company believes that in the strategic context of business, enterprises possess, beyond mere financial resources, the transformational capacity to create game-changing development models by unleashing their power of entrepreneurial vitality, innovation and creativity. In line with this belief, the Company will continue crafting unique models to generate livelihoods and create a better society. Such Corporate Social Responsibility ("CSR") projects are far more replicable, scalable and sustainable, with a significant multiplier impact on sustainable livelihood creation and working for a cause of humanity.

3. Definitions

“Board of Director” or “Board” means the Board of Directors of the Company, as constituted from time to time.

“Company” means Luxmi Tea Company Limited.

“CSR Programmes” means Programmes, projects and activities carried out in this regard are the subject matter of this Policy.

“Corporate Social Responsibility Committee or Committee” means CSR Committee constituted by the Board of Directors of the Company, from time to time.

“Independent Director” means a Director of the Company, not being a whole time director and who is neither a promoter nor belongs to the promoter group of the Company and who satisfies other criteria for independence under the Companies Act, 2013.

“Policy” means Corporate Social Responsibility.

Any other term not defined herein shall have the same meaning as defined in the Companies Act, 2013 or any other applicable regulation.

4. Policy

The CSR activities that the company will pursue will not be focused just around Company's plants and offices, but also in other geographies based on the needs of the communities.

The **focus areas** where CSR programmes would be run are:

- a. **Eradicating hunger, poverty and malnutrition**
 - Provision of food, nutrition supplement, clothes etc for the poor, children and other deprived / disadvantageous sections of the society.
 - Provision of shelter for homeless.
 - Promoting sanitation and making available safe drinking water
- b. **Promoting Health care** through awareness programmes, health check-ups, provision of medicine & treatment facilities, providing pre natal & post natal healthcare facilities, prevention of female foeticide through awareness creation, program for preventing diseases and building immunity.
- c. **Ensuring environmental sustainability** and ecological balance through :
 - Plantation drives in schools, villages, our manufacturing units & offices/business premises and other areas in general;
 - Reviving endangered plants, promoting agro-forestry;
 - Protection of flora & fauna;
 - conservation of natural resources
 - Maintaining quality of soil, air & water.
 - Adoption of wastelands to cultivate plants;
 - Promoting biodiversity;
 - Animal welfare and veterinary services.
 - Technical support and Knowhow for improving farming and building capacities of small farmers.
 - Promoting alternate energy resources.
- d. **Promotion of education** especially among children, women, elderly and the differently abled including but not limited to:
 - Establish and /or maintain schools, colleges for economically backward sections and differently abled.
 - Supporting schools and colleges with infrastructure like benches, books, computers, library, laboratory etc.
 - Supporting other educational institutions.
 - Improving educational facilities in general.
 - Supporting children for higher education.
 - Grant of monetary assistance / scholarships to deserving, needy and meritorious students.
 - Establish and /or maintain hostels, boarding houses for lodging of students.

- Grant/ Monetary Contribution to academic institution for establishing chair, laboratories etc., with the objective of assisting student in studying.
 - Non-formal education programmes.
- e. **Gender equality and empowering women** including:
- Promoting and providing credit support to women's self-help and joint liability groups.
 - Training in vocations pursued by women.
 - Setting up homes for women & orphans;
 - Setting up old-age homes & other facilities for senior citizens
 - Setting up hostels for working and student women, day care centres for kids of working women
- f. To promote employment and livelihood enhancing vocational skills and projects
- g. To sponsor and promote Rural Area Development including programme for social and economic welfare of or uplift of public in rural area, improving accessibility, sanitation and housing.
- h. **Other Activities**
- Promotion of Sports with special focus on training for rural sports, nationally recognised sports, Paralympic sports, Olympic sports.
 - Welfare for differently disabled persons
 - Setting up public libraries
 - Reducing inequalities faced by the socially and economically backward groups
 - Protection of national heritage, art, culture and handicraft; Restoration of Buildings & sites of historical importance & works of art.
 - Welfare of armed forces personnel, war widows and their dependants
- i. Such other activities as the Board may consider being appropriate in accordance to Schedule VII of the Companies Act, 2013

Approach to implementation

We will strive to implement the aforesaid CSR activities on our own to the extent possible. The principle implementer of Company's CSR activities will be Luxmi Charitable Trust. At the same time, we recognize need to work in partnership with other players also. This would include:

1. Collaborating with various organisation, which are registered as a Trust or a section 8 company under the Companies Act, 2013 or Society or NGOs or any other form of entity incorporated in India that specialise in the aforesaid activities.
2. Collaborating or pooling resources with other companies to undertake aforesaid CSR activities.

Governance

CSR governance structure will be headed by the Board Level CSR committee. The members of the committee are:

1. Mr. Dipankar Chatterjee – Chairman
2. Mr. Ranjit Kumar Dutta - Member
3. Mr. Rudra Chatterjee – Member

Every year, the CSR Committee will place for the Board's approval, a CSR Plan delineating the CSR Programmes to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR Plan with any modification that may be deemed necessary.

The CSR Committee will assign the task of implementation of the CSR Plan within specified budgets and timeframes to such persons or bodies as it may deem fit.

The persons/bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the CSR Committee within the specified budgets and timeframes and report back to the CSR Committee on the progress thereon at such frequency as the CSR Committee may direct.

The CSR Committee shall review the implementation of the CSR Programmes periodically and keep the Board apprised of the status of the progress of implementation of the approved CSR Programmes.

Finally at the end of every financial year, the CSR Committee will submit its report to the Board.

CSR Funds

The corpus for the purpose of carrying on the aforesaid activities would include the followings:

- 2% of the average Net Profit made by the Company during immediately preceding three Financial Years.
- any income arising there from.

Reporting

The Board's Report of the Company to include an annual report on CSR containing particulars specified in the annexure to the rule pertaining to a financial year commencing from April 1, 2014.