

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY OF PHOENIX OVERSEAS LIMITED

PHOENIX OVERSEAS Limited ("the Company") recognises that an enterprise and the society in which it operates are mutually dependent on each other and the growth of the company is proportional to the equitable development of the country. The Company also believes that social and economic development can be brought about by paying attention to people of backward region and having special needs and by helping them to acquire useful skills and education. To this extent, PHOENIX OVERSEAS Limited will devote resources, in the manner recommended by its CSR Committee and approved by its Board of Directors.

To this extent, the Company will support or undertake measures by established and reputed agencies and Non-Government Organisations, Central and State Governments and other agencies or the Company itself, for :

- *Eradication of hunger, poverty and malnutrition*
- *Implementation of measures for reducing inequality faced by socially and economically backward groups*
- *Promotion of preventive healthcare*
- *Promoting sanitation*
- *Making available safe drinking water*
- *Promoting education including special education*
- *Promoting employment enhancing vocational skills among citizens including children, women, elderly, differently abled persons*
- *Promoting livelihood enhancement projects*
- *Promoting gender equality and empowerment of women*
- *Promoting setting up of homes for women and orphans, old age homes, day care centres and such other facilities for senior citizens*
- *Ensuring environmental sustainability, environmental balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water*
- *Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art, promotion and development of traditional arts and handicrafts*
- *Setting up and running of public libraries*
- *Measures for benefit of armed forces veterans, war widows and their dependents*
- *Promotion of rural sports and training for nationally recognised sports, paraolympic sports and Olympic sports*
- *Contribution to the Prime Minister's Relief Fund or any other Fund set up by the Central Government for socio economic development and relief and welfare of the scheduled castes, scheduled tribes, other backward classes, minorities and women*
- *Providing funds provided to technology incubators located within academic institutions which are approved by the Central Government*
- *Promotion and setting up of Rural Development Projects*
- *Promotion of Slum area development*
- *Promotion of sporting activities*
- *Promotion of cultural activities*
- *Support to well known charitable institutions*

Support to infrastructural facilities of establishments for public services such as Fire Stations and hospitals, institutions including schools and colleges, research and scientific institutions, organisations for promoting sports, art and culture, run or supported by the Government or by reputed NGO's.

To undertake or support any activity for common good and benefit of the society and its people, promotion of inclusive growth and equitable development and enhancement of human development index including but not limited to development of infrastructure, housing and habitation, energy efficiency, education, roads, healthcare, sewerage, beautification of surroundings, preventive health care, waste management, water conservation, community development, etc.

Activities undertaken in the normal course of business of the Company or only for benefit of the employees and their families shall not qualify as CSR under this Policy. However, if employees and their families get benefits by an activity which is largely meant for the outside community or society, then such activity, if otherwise qualified, will count as a CSR activity.

Since it may be logistically difficult for the Committee to meet for approval of every proposal, the Secretary of the Committee will send all proposals which are received in between meetings for approval of the Committee by circulation.

The activities can be undertaken by the Company itself or by way of support including monetary assistance, providing coatings and surface finishing products and painting and wall finishing services and providing other goods, facilities and services, as may be deemed fit by the Committee.

Implementation of CSR programme will be spread as evenly as possible throughout a financial year, subject to sudden or overwhelming needs which a region or the country may face.

In addition, the Committee may direct teams/persons from the Company to check progress of a CSR Programme in which the Company is or may get involved and submit a report to the Committee.