



Bateli Tea Company Limited

Corporate Social Responsibility Policy

Philosophy

Bateli Tea Company Limited has been an early adopter of the Corporate Social Responsibility (CSR) initiatives. Along with the sustained economic performance, economical and social stewardship is the key for the holistic business growth. We are committed to contributing to the society and established the Dhapa Devi Dalmia Charitable Trust in 1980 as a not-for-profit trust to support our social initiatives. The Trust supports programs and organizations devoted to the cause of the destitute, the rural poor, the mentally challenged, and the economically disadvantaged sections of the society.

CSR Policy

It is MLD's policy, to direct MLD's CSR Programmes, inter alia, towards achieving one or more of the following:

1. To establish, maintain and/or grant, aid and/or other financial assistance to schools, collages, libraries, reading rooms, lecture halls, museum and other establishments and institutions for the development of education and diffusion of knowledge;
2. To grant scholarship, stipends, prizes, rewards, allowance or other form of financial assistance to the students belonging to destitute, the mentally challenged, and the economically disadvantaged sections of the society;
3. To give, provide and/or render help and assistance to and/or implement any scheme for providing livelihood and upliftment of the poor;
4. To give, provide and/or render food, medicine and other help and/or assistance in any shape or form to the poor, deserving and needy persons;
5. To establishment, conduct, maintenance of clinical laboratories, hospitals, dispensaries and institutions of similar nature and providing financial assistance to the deserving persons belonging to destitute, the mentally challenged, and the economically disadvantaged sections of the society for medical treatment, in any medical institution.
6. To develop the required capability and self-reliance of beneficiaries at the grassroots, especially of women, in the belief that these are prerequisites for social and economic development;
7. To engage in affirmative action interventions such as skill building and vocational training, to enhance employability and generate livelihoods for persons from disadvantaged sections of society;
8. To pursue CSR Programmes primarily in areas that fall within the economic vicinity of the Company's operations to enable close supervision and ensure maximum development impact;



9. To carry out CSR Programmes in relevant local areas to fulfill commitments arising from requests by government/regulatory authorities and to earmark amounts of monies towards "Enterprise Social Responsibility (ESR) "activities and to spend such monies through ESR/CSR Cells of such administrative bodies of the government and/or directly by way of developmental works in the local areas around which the Company operates;
10. To provide equal opportunities to beneficiaries of the Company's CSR Programmes as vendors or employees on merit.

Implementation

The Company's CSR Programmes shall be implemented either through Company personnel or through external implementing agencies or through MLD's Dhapa Devi Dalmia Charitable Trust. In such cases, the Company will specify the CSR Programmes which may be undertaken by the Trust in accordance with their Objects and administrative and accounting processes laid down in the respective Trust Deeds/Memorandum and Articles of Association.

Governance

1. 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.
2. The CSR Committee will assign the task of implementation of the CSR Plan within specified budgets and time frames to such persons, trusts or bodies as it may deem fit.
3. The persons /trusts /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.
4. The CSR Committee shall review the implementation of the CSR Programmes once a quarter and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR Programmes in accordance with this Policy.
5. Once every six months the CSR Committee will provide a status update to the Board on the progress of implementation of the approved CSR Programmes carried out during the six month period.
6. At the end of every financial year, the CSR Committee will submit its report to the Board.

CSR Expenditure

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR only. Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.