



## **Policy on Corporate Social Responsibility**

The Policy on Corporate Social Responsibility (called as "INFOSYS BPO CSR Policy") which encompasses the company's philosophy for delineating its responsibility as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large. The primary objective of the INFOSYS BPO CSR Policy is to formulate and implement social investments and programs primarily in the economic vicinity of the Company's operations and to contribute to sustainable development in areas of strategic interest through various initiatives and to encourage the development of human capital of the Nation by expanding human capabilities through skills development, vocational training etc.

The INFOSYS BPO CSR Policy shall apply to all CSR initiatives and activities taken up at the various work centers and locations of Infosys BPO Limited for the benefit of different segments of the society.

### **Preamble**

The Companies Act 2013 states that,

- Every company having net worth of Rs. 500 crore or more or turnover of Rs. 1,000 crore or more or a net profit of Rs. 5 crore or more during any financial year shall constitute a Corporate Social Responsibility Committee and;
- Such companies shall make every endeavor to ensure that in every financial year, at least 2% of the average net profits of the company made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility Policy.

### **Vision Statement and Initiatives**

**Vision:** "To raise aspirations by igniting young minds"

**Mission:** "To enhance employability through Skill Development Programs".

Infosys BPO Limited, through its INFOSYS BPO CSR Policy will continue to enhance value creation in the society and in the community in which it operates, through its services, conduct and initiatives, so as to promote sustained growth for the society and community, in fulfillment of its role as a Socially Responsible Corporate, with environmental concern. The said vision



statement and initiatives are proposed to be achieved through a constitution of a Board level committee called as Corporate Social Responsibility Committee.

### Committee

#### (a) Constitution of the Committee

The Company shall constitute a Corporate Social Responsibility Committee. The Committee shall consist of three or more directors, out of which at least one director shall be an independent director. The Committee members shall be diligent, knowledgeable, dedicated, interested in the job and willing to devote a substantial amount of time and energy to the responsibilities of the Committee, in addition to discharging the responsibilities as the members of the Board. The members of the Committee shall be elected by the Board of Director and shall continue until their successors are duly elected. The duties and responsibilities of a member are in addition to those applicable to a member of the Board of Director. In recognition of the time burden associated with the service and, with a view to bring in fresh insight, the Committee may consider limiting the term of Corporate Social Responsibility committee service, by automatic rotation or by other means. One of the members shall be elected as the Chairman either by the full Board of Director or by the members themselves, by majority vote. The Board of Director may, under exceptional and limited circumstances, waive this requirement if it is of the view that the concerned member is required in the Committee, in the best interests of the Company and its shareholders.

#### (b) Objectives of the Committee

The primary objective of the Corporate Social Responsibility Committee is to formulate and recommend to the Board of Directors, a Corporate Social Responsibility Policy, the activities to be undertaken by the company as a part of implementing those policies, recommend the amount of expenditure to be incurred on those activities and monitoring the Corporate Social Responsibility policy of the company from time to time.

The Board after taking into account the recommendations made by the Corporate Social Responsibility Committee, approves the Corporate Social Responsibility Policy for the company and ensures that the activities as are included in the Corporate Social Responsibility policy of the company are undertaken by the company.



**(c) Composition of the Committee**

The Composition of the Committee is as follows:

1. Mr. Ravi Kumar S, Chairman,
2. Mr. Anantha Radhakrishnan, Member
3. Gopal Devanahalli, Member

**(d) Scope of the Corporate Social Responsibility Committee**

The Scope of the Committee extends to recommending the company in implementing the below mentioned activities but not limiting to the below activities as a part of the policy.

- (i) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
- (ii) Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- (iii) Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- (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.
- (v) Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promotion and development of traditional arts and handicrafts
- (vi) Measures for the benefit of armed forces veterans, war widows and their dependents
- (vii) Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports
- (viii) Contribution to the Prime Ministers National Relief fund or any other fund set up by the central government for socio economic development and relief and welfare of the scheduled castes, the scheduled tribes, other backward classes, minorities and women
- (ix) Contributions or funds provided to technology incubators located within academic institutions which are approved by the central government
- (x) Rural development projects



**(e) Disclosure requirements**

The Committee Charter should be published in the annual report every year and also whenever any significant amendment is made to the Charter. The charter should also be posted on the company's website. The Committee shall disclose in the Company's Annual Report whether the company with respect to the concerned financial year, has complied with the charter or not. The Board Report shall disclose the composition of the Corporate Social Responsibility Committee.

**(f) General**

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to Corporate CSR Department. In all such matters, the interpretation & decision of Chief Financial Officer shall be final.

Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from Government, from time to time. The Company reserves the right to modify, cancel, add, or amend any of these Rules.

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