

# **CORPORATE SOCIAL RESPONSIBILITY POLICY**

## **GENESYS INTERNATIONAL CORPORATION LIMITED (GICL)**

**Corporate Social Responsibility (CSR)** is a form of self-regulation integrated into a business model for Social Responsibility. It is also known as corporate conscience, corporate citizenship and social performance by a corporate.

**CSR** involves both internal as well as external stakeholders. Internal Stakeholders include the employees of the company whereas external stakeholders include community & environment, customers, vendors, shareholders, government etc. To carry out CSR effectively, it is essential that it has to be driven from top.

### **I.PREAMBLE**

GICL is an advanced mapping, survey and geospatial services company. The company has a unique blend of understanding the emerging consumer applications around mapping technology as well as has capability on the enterprise side to offer solutions revolving state of art remote sensing, LIDAR, aerial survey and Photogrammetry solutions. It has one of the largest LIDAR acquisition and processing capabilities in the world. It strongly believes in the power of mapping technology for the efficient optimization of enterprises and for the greater good of the average citizen.

### **II.PRINCIPLES:**

The Guiding Principles for undertaking CSR activities by GICL are as under:

#### **➤ SUSTAINABILITY**

CSR activities should help in building a positive image of the company in the public perception. CSR projects may be closely linked with the principles of sustainable development, promote gender equality, skill enhancement, entrepreneurship development and employment generation by co-creating value with local institutions/people;

GICL will undertake CSR projects which are closely linked with the principles of Sustainable Development based on the immediate and long term social and environmental consequences of development of Infrastructure in the country.

➤ **TRANSPARENCY**

Ensure care for all stakeholders in implementing its core business as well as CSR activities. GICL will remain committed to protecting the interests of all its stakeholders including employees, shareholders, suppliers, end users and customers, communities affected by the GICL projects and the society at large. Undertake ethical business practices building on the existing systems for maintaining transparency and accountability. GICL will publicize CSR projects to the extent possible for the purpose of awareness creation, stakeholder information and brand value enhancement.

➤ **COMMITTED**

We are Committed to:

- a. Continuous improvement in our Corporate and Social Responsibility (CSR) strategy;
- b. Encouraging our business partners to strive for matching performance;
- c. Acting in a socially responsible way;
- d. Continually improving our performance and meeting all relevant legislation;
- e. Encouraging our staff to be mindful of the effect of their actions on any natural resource.

**III. APPLICABILITY**

The Policy applies to all directors, officers and employees of GICL and all contractors and individuals acting in any capacity for and on behalf of GICL.

**IV. CSR POLICY SHOULD COVER FOLLOWING CORE ELEMENTS:**

- a) Care for all stakeholders
- b) Ethical functioning
- c) Respect for employees' rights and welfare
- d) Respect for human rights
- e) Respect for environment
- f) Activities for social and inclusive development

**V. BENEFITS**

The benefits of CSR could be listed as follows:

- ◆ Strengthened brand positioning

- ◆ Enhanced corporate image and reputation
- ◆ Satisfaction of economic and social contribution to society
- ◆ Contribution to the surrounding society
- ◆ Increased ability to attract, motivate and retain employees
- ◆ Enhanced sales and market share
- ◆ Increased appeals to investors and financial analysts
- ◆ Local economy gains in all dimensions

## **VI. REGULATORY ENVIRONMENT**

“GICL is strongly committed to high standards of ethics and integrity in all aspects of our business and to ensure that our affairs are conducted in accordance with applicable laws and regulations. While carrying out their duties all employees of the “GICL” are required to act impartially and responsibly, and not give preferential treatment to any organisations or individuals.

All employees of “GICL” are required to adhere to this high standard whenever he or she acts on behalf of the “GICL”, whether in dealings with other employees, customers, vendors, government regulators or the general public.

## **VII. OBJECTIVES**

- a. To create an enabling environment;
- b. To promote and facilitate far better connect between businesses and communities;
- c. To facilitate deeper thought and long term strategies for addressing some of our most persistent social, economic and environmental problems;
- d. It provides great flexibility to business and industry for strategizing and conducting their CSR initiatives.

## **VIII. BUDGET**

- a. Each year budget for CSR activities shall be as decided by the Board.
- b. The actual budget shall be based on the CSR programmes planned and approved for that year.

## **IX. SOCIAL RESPONSIBILITIES OF GICL**

### **Projects and Programmes that are to be undertaken**

The Company may undertake any one or more of the following activities, as mentioned in Schedule VII of Companies Act, 2013 (as amended), as may be decided by the Board of Directors or CSR Committee of the Board from time to time depending on the suitable opportunities available and need of the area concerned.

- a. eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
- b. promoting education, including special education and employment enhancing vocation skills especially among children, women elderly, and differently abled and livelihood enhancement projects.
- c. promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes and such other facilities for senior citizens.
- d. Ensuring environmental sustainability, ecological balance and agroforestry.
- e. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art.
- f. Contribution to Prime Minister's National Relief Fund or any other fund set up by Central Government for socio-economic development and relief and welfare of the Scheduled Castes, Scheduled Tribes, other backward classes, minorities and women.
- g. Rural development projects.

However, the CSR activities of the Company will not include those activities which are undertaken in pursuance of normal course of business of the Company.

#### **X. CSR COMMITTEE OF BOARD OF DIRECTORS:**

CSR Committee of the Board consisting of 3 or more directors, out of which 1 director shall be Independent Director.

The composition of such CSR Committee would be disclosed in the Board's Report.

#### **XI. FUNCTIONS OF THE CSR COMMITTEE**

- ◆ The Committee shall formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the company as specified in Schedule VII of the Act.
- ◆ The Committee will recommend the allocation of funds for CSR activities.
- ◆ The CSR Committee shall constitute a transparent monitoring mechanism for implementation of CSR projects or programs or activities undertaken by the Company; and monitor if required, modify the CSR Policy of the Company from time to time.

#### **XII. IMPLEMENTATION SCHEDULE**

The Company has plans to undertake CSR activities during the year and implementation schedule for the same taking into consideration the nature of

activity, duration required for its completion, need to carry on to next year(s) and amount available.

**XIII. THE CORPUS OF COMPANY'S CSR FUND WOULD INCLUDE THE FOLLOWING :**

- a. 2% of the average net profits of the Company, during the preceding 3 financial years
- b. any income arising therefrom
- c. surplus arising out of CSR activities

It is declared that the surplus arising out of the CSR activities of the Company will not form part of business profits of the Company.

**XIV. INFORMATION DISSEMINATION**

This CSR policy of the Company will be hosted on the official website of the Company. This will also be included in the Boards' Report to the shareholders under section 134(3) of the Companies Act, 2013.

**XV. MANAGEMENT COMMITMENT**

Our Board of Directors, Management and all employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Voluntary Guidelines, 2009 spelt out by the Ministry of Corporate Affairs, Government of India in collaboration with FICCI.

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