

## 1. Purpose

The key purpose of this policy is to:

- Define what CSR means to us and the approach adopted to achieve our goals.
- Define the kind of activities that will come under the ambit of CSR.
- Identify broad areas of intervention in which the company will undertake activities
- Serve as a guiding document to help execute and monitor CSR activities

## 2. Scope

As a practice, we classify only those projects that are over and above our normal course of business as CSR. This policy applies to all our CSR Activities and it will be further reviewed and updated.

### **a. Ordinary course of action:**

1. To carry on the business of manufactures, processors, imports, exporters, buyers, sellers, stockiest, and distributors of and /or dealers in all kinds of mechanical seals, welded metallic bellows, glad packing, fittings , gadgets, tools, parts, equipment and all or other types of engineering goods.
2. To carry on the business of manufacturing, converting, sales, stock and domestic and international distribution of supply systems for mechanical seals to be used in industrial pumps, its spare parts and other related accessories; To import, export, sale, marketing, distribution or to deal otherwise of the above mentioned products and appoint and enter into contracts with wholesalers, distributors, dealers and institutional and corporate customers; To enter into sub-contracting for job work arrangements with other manufacturers for manufacture of above mentioned the Products
3. To adopt and carry into effect as far as Company is concerned is the agreement entitled joint venture Agreement made the seventh day of November 1973 between Mr. N.C. Dalal of 1<sup>st</sup> part and SEALOL INC of the other part.

## **b. Scope of CSR actions.**

1. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
2. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
3. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
4. 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;
5. 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:
6. Measures for the benefit of armed forces veterans, war widows and their dependents;
7. Training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports;
8. Contribution to the Prime Minister's National Relief Fund or any other fund or any other fund set up by Central Government for socio-economic development and relief and welfare of the Scheduled tribes , Other backward classes, minorities and women.
9. Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government.
10. Rural development projects."

## **3. Board-level CSR Committee**

Our CSR governance structure will be headed by the Board Level CSR committee that will be ultimately responsible for the CSR projects undertaken. The committee will report to our Board of Directors

## a. Members of the CSR Committee.

- 1) Mr. Jimmy Panthaki
- 2) Mr. Gurbax Singh
- 3) Mr. K N Lokanathan

## b. Responsibilities of CSR Committee.

- Formulate and update our CSR Policy, which will be approved by the Board of EBIN
- Suggest areas of intervention to the Board of EBIN
- Approve activities that are in line with the CSR policy
- Put monitoring mechanisms in place to track the progress of each activity.
- Recommend the CSR expenditure to the Board of EBIN who will approve it
- Meet at regular intervals to review the progress made

## 4. CSR Budget

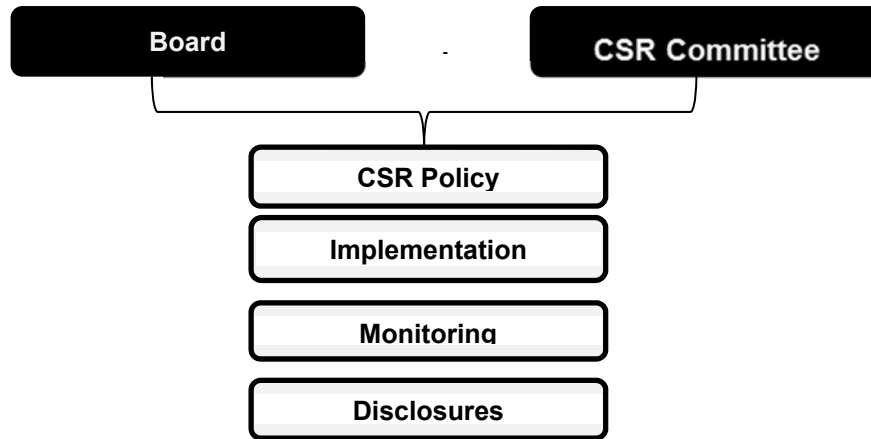
The total budget for the CSR projects will be decided by the CSR Committee. The Amount specified by the committee should not be less than 2% of the average net profits made during the three immediately preceding financial years. The surplus arising out of the CSR projects or programs or activities will not form part of the business profit of the company.

## 5. Information

The Policy is formulated for the prudent Compliance of Section 135 of Companies Act 2013. CSR committee is authorised to review the policy from time to time based on Statutory Amendments, modifications, re-modifications enactments, re- enactments, if any, as may be necessary.

## 6. Monitoring

In compliance with the Act and to ensure funds spent on CSR Activities are creating the desired impact on the ground a comprehensive Monitoring and Reporting framework has been put in place. The CSR Committee shall monitor the implementation of the CSR Policy through periodic reviews of the CSR activities



- CSR Committee will formulate the CSR policy of EBIN after consultation with all board members.
- CSR committee will make the plan for expenditure of CSR funds during the specified period. Board of Directors and Committee members will discuss and take the Decision.
- The organisation, to which company is planning to donate funds for the CSR activity, must be registered under Section 35 AC of Income Tax Act 1961.
- The organisations to whom Company have donated then funds, must give the details required from time to time as well as their yearly Balance sheet or receipt and payment statement to EBIN. EBIN shall make a quarterly follow up for the same.
- CSR Committee is responsible for spending of scheduled CSR funds as well as all documentation for the specified period

## 7. Income Tax Benefit

As far as possible CSR expenditure should be made such that the company gets 100% exemption from Income Tax for the CSR expenses. **Presently the benefit as applicable U/S Sec 35AC of the Income Tax Act should be taken in all the cases till such time the benefit is available.**

## 8. Conclusion

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