

Corporate Social Responsibility Policy

mjunction services limited

mjunction services limited, is a Business Process Management company which creates value for its customers by providing selling and sourcing solutions across the supply chain. The company has always endeavoured to conduct its business responsibly, mindful of its social accountability, respecting applicable laws and with regard for human dignity. The company's long-term CSR objective is to improve the quality of life of the communities it serves globally through long term value creation for all stakeholders.

The company shall allocate at least 2% of its average net profits before taxes of the preceding three years, towards CSR activities to sustain and improve a healthy and prosperous environment and to improve the quality of life of the communities it serves. The company may also utilize its products and services as suitable for its CSR activities. Any surpluses arising out of CSR projects or programmes or activities shall be re-deployed back into CSR activities and will not form a part of the business profits of the company.

The company shall positively impact and influence its employees and partners in fostering a sense of social commitment for their stakeholders.

Focused Geographic Spread

Mjunction's focus areas for developmental activities will be in urban as well as rural areas in the states in which it is located.

The company may also support initiatives in other geographies, as approved by the CSR Committee of the Board, from time to time.

While we will ensure that all communities benefit from our CSR activities, we would focus on those groups that are socially and economically marginalized. These would include women, girl children and scheduled castes and tribes.

CSR Focus Areas

mjunction's CSR initiatives will primarily focus on areas like Education, Livelihood and Health sequentially starting with Education. (Ref to Annexure A)

Approach

The Company's CSR will revolve around six guiding principles – Impact, Partnerships, Affirmative Action, Volunteerism, Communication and Innovation. (Refer to Annexure B)

Delivery Mechanism

Whilst a large part of the CSR efforts of mjunction will be implemented by an in-house CSR department and through a trust promoted by the company, the company will also partner with credible organizations – individually or as a consortium – to design, fund, implement and review projects. Partner agencies will be selected based on well-defined selection criteria.

Governance Mechanism

Mjunction CSR will have a multi-tiered governance mechanism.

The CSR Committee of the Board will govern and review the CSR of the company from time to time. The CSR Committee will recommend the Annual Business Plan for CSR to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations. The composition of the CSR committee of the board is as below :

Sandipan Chakravorty	NID	Chairman
Dipak Banerjee	ID	member

An Apex CSR Steering Committee chaired by the Managing Director and comprising of the senior management team of mjunction will do a quarterly review of the activities and monitor achievements against targets set at the beginning of the year.

The Company may, if required, set up a CSR Advisory Council, comprising some of the most eminent experts from the academic and developmental domains. It is envisaged that the members of the Advisory Council, with their years of experience and multi- functional expertise, will provide macro policy-level inputs that will not only critique, but also guide and inform mjunction’s CSR work.

Review of Policy

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR Committee of the Board.

Annexure A : Suggested/Indicative CSR Interventions

CSR Programs	CSR Initiatives	Ref. Sr. No of Schedule VII of Companies Act
Education	<ul style="list-style-type: none"> • Setting up and running educational institutions and hostels • Setting up and running mid-day meal kitchens • Training of teachers and headmasters • Improving quality of education in existing schools • Augmenting and supporting infrastructure in educational institutions • Offering scholarships and financial assistance to needy and meritorious students • Bridging drop-out children and mainstreaming them to formal schools • Making adults functionally literate • Developing educational material and methodologies • Supporting and promoting co-curricular activities • Advocacy of best practices • Education for mainstreaming disabled children 	II / I
Health	<ul style="list-style-type: none"> • Setting up and running clinics and hospitals • Running mobile medical vans and ambulances • Organizing health camps • Providing financial assistance and waivers for needy patients, on a case-to-case basis • Providing family planning services • Reducing infant and maternal mortality • Preventing and treating communicable diseases like malaria, tuberculosis and HIV / AIDS • Treating and rehabilitating persons with disabilities • Working on adolescent and reproductive sexual health issues • Promoting awareness about various health issues and generating demand for health services • Undertaking and supporting research on health- related issues • Ensuring access to potable drinking water and hygienic sanitation 	I

CSR Programs	CSR Initiatives	Ref. Sr.No of Schedule VII of Companies Act
Livelihoods	<ul style="list-style-type: none"> • Setting up and running skill development centres, industrial training centres, diploma and polytechnic institutes, community colleges, etc • Sponsoring candidates for skill development and vocational training programmes offered at identified institutions • Coaching candidates to appear for entrance examinations of different institutions • Creating, training and supporting entrepreneurs • Creating, training and supporting self help groups, federations, co-operatives, societies and similar institutions • Building capacities of farmers on improved methods of agriculture and other allied sectors • Developing water harvesting structures and irrigation facilities • Supporting farmers with quality inputs, technical know-how and timely information • Creating markets and marketing linkages for farm and forest based produce • Undertaking and supporting research on agriculture and other allied sectors 	II

The CSR Committee could, from time to time, recommend donating or making grants to the PM's fund or funds set up the State Governments or to non-profit organizations and other institutions whose activities are aligned with the company's CSR Policy

Annexure B: Guiding Principles for CSR

- **Impact** – All CSR initiatives will have well-defined KPIs to measure impacts on target groups. For high impact projects, there will be independent, third-party assessments and feedback will be a key input for redesign and / or rollout of further initiatives.
- **Partnerships** – The Company will forge collaborations with business partners and like-minded corporate organizations, funding agencies, non- government organizations, community based organizations, Governments and Government organizations, based on well-defined selection criteria. Partners will bring in complementary resources, expertise and influence which would be leveraged to force- multiply the company's CSR initiatives.
- **Affirmative Action** – The Company will design targeted interventions for Scheduled Castes and Scheduled Tribes to promote Education, Employability, Employment and Entrepreneurship. The Company will also work on promoting Ethnicity to preserve the cultural fabric of these communities.
- **Volunteerism** – mjunction is committed to providing opportunities to its employees, their families and the larger mjunction ecosystem to engage in volunteering activities that will benefit the communities in which they live and work, and at the same time, support mjunction's own CSR efforts. This will not only deepen local community connect but will also leverage in-house skills in addressing social challenges, thereby creating both social and business impacts.
- **Communication** – The Company will have a two-way communication channel, so that the stakeholders' needs, expectations and aspirations can be mapped and their feedback and satisfaction levels can be obtained and assessed for the purpose of design and improvement of initiatives.
- **Innovation** – mjunction will endeavour to develop innovative solutions to solve seemingly intractable social problems. These will encompass technology, as well as models for sourcing, partnering and delivery of initiatives.