

## CORPORATE SOCIAL RESPONSIBILITY POLICY

### **Our Core values**

To improve the quality of life of the communities we serve through long term stakeholder value creation consistently abiding to our core values – Customer Focus, Integrity, Innovation and Excellence.

### **Our Philosophy of Work**

mjunction's CSR (Corporate Social Responsibility) activities are designed to:

- Create a significant and sustainable impact on the society and the communities where we operate.
- Provide opportunities for our employees to contribute to these efforts through volunteering and engagement.
- Provide our workforce with a larger purpose beyond the economic activity of the Company that will bring greater meaning and fulfillment to their work and life.

mjunction focuses on economically and socially impoverished societies; with a particular emphasis on youth, women & children, in the belief that these are prerequisites for social and economic development. Preference would be given to communities in the geographies where we operate and we may also work in the geographical location where need is felt. The projects and /or activities would be designed in a manner to give special attention to the affirmative action interventions and PWDs.

mjunction would adhere to the requirements of Section 135 of the Companies Act, 2013, Schedule VII thereto and any other rules, regulations or guidelines, as may be prescribed from time to time in this regard.

CSR activities would be targeted towards the following areas:

- Skill building and vocational training, to enhance employability and generate livelihoods for persons from disadvantaged sections of society;
- Digital education for creating employability and empower people with power of information technology
- Education – technology enhanced education project
- Environment and Sustainability
- Disability - Inclusion and upliftment

### **Approach:**

- Identification of Key Communities – mjunction would specifically identify the target beneficiaries or key communities who are targeted to be served through its CSR initiatives.
- Need Identification - The Company would engage with and identify the needs of the target communities, based on which relevant initiatives would be planned.
- 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.

- Volunteering – 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.
- 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.
- 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.
- 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.
- Training – The Company would train its CSR personnel and partners from time to time or as required for improving their skill and capabilities.
- Building Awareness – The Company would create consciousness among employees, suppliers, contractors, customers and the community at large through a process of continuous dialogue, initiatives and collaboration.
- Sustainable Development Goals – The Company would also focus on the Sustainable Development Goals as declared by the United Nations.

### **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 (ejunction) 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. ejunction Trust, which is chaired by the MD and constitutes of senior management team of mjunction, will guide and help achieve CSR targets set by the company as well as review its activities.

### **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.