

Northern Aromatics Ltd.'s CSR Policy

This Policy shall be read in line with Section 135 of the Companies Act 2013, Companies (Corporate Social Responsibility Policy) Rules, 2014 and such other rules, regulations, circulars, and notifications (collectively referred hereinafter as 'Regulations') as may be applicable and as amended from time to time and will, inter-alia, provide for the following:

- Establishing a guideline for compliance with the provisions of Regulations to dedicate a percentage of Company's profits for social projects.
- Ensuring the implementation of CSR initiatives in letter and spirit through appropriate procedures and reporting.
- Creating opportunities for employees to participate in socially responsible initiatives.

Our CSR Vision

Through sustainable measures, actively contribute to the Social, Economic and Environmental Development of the community in which we operate ensuring participation from the community and thereby create value for the nation.

Our CSR Mission

1. Ensuring socio-economic development of the community through different participatory and need based initiatives in the best interest of the poor and deprived sections of the society so as to help them to become **SELF-RELIANT** and build a better tomorrow for themselves.
2. Ensuring environmental sustainability through ecological conservation and regeneration, protection & regrowth of endangered plant species, and promoting biodiversity.

Our Activities

The CSR activities we pursue will be in line with our stated Vision and Mission, focused not just around our plants and offices, but also in other geographies based on the needs of the communities.

The **four focus areas** where special Community Development programmes would be run are:

1. **Eradicating hunger, poverty and malnutrition**
 - a. Provision of food, nutrition supplement, clothes etc. for the poor, children and other deprived sections of the society.
 - b. Supporting nutrition in anganwadi centres and building capacities of anganwadi workers to this effect.
 - c. Provision of shelter for homeless.
2. **Promoting Health care** including preventive health care through awareness programmes, preventive health check-ups, provision of medicine & treatment facilities, providing pre-natal & post-natal healthcare facilities, prevention of female foeticide through awareness creation, awareness program for preventing diseases and building immunity, building toilets and making available safe drinking water.
3. **Ensuring environmental sustainability** and ecological balance through :
 - a. Plantation drives in schools, villages, our manufacturing units & offices/business premises and other areas in general;
 - b. Reviving endangered plants, promoting agro-forestry;

- c. Protection of flora & fauna;
- d. conservation of natural resources
- e. Maintaining quality of soil, air & water.
- f. Adoption of wastelands to cultivate plants;
- g. Promoting biodiversity;
- h. Animal welfare and veterinary services.
- i. Technical support and Knowhow for improving farming and building capacities of small farmers.
- j. Promoting alternate energy resources.

- 4. Employment and livelihood enhancing vocational skills and projects** including tailoring, beautician, mehndi application, bee keeping, food processing and preservation, vermi-composting and other Life Skill Training and livelihood enhancement projects.

In addition, the Company has identified the following areas for Community Development interventions:

- 5. Promotion of education** especially among children, women, elderly and the differently abled including:
- a. Non-formal education programmes.
 - b. Supporting schools with infrastructure like benches, toilets, potable water, fans etc.
 - c. Supporting other educational institutions.
 - d. Improving educational facilities in general.
 - e. Supporting children for higher education.

- 6. Promoting gender equality and empowering women** including:

- a. Adult literacy for women.
- b. Promoting and providing credit support to women's self-help and joint liability groups.
- c. Training in vocations pursued by women.
- d. Setting up homes for women & orphans;
- e. Setting up old-age homes & other facilities for senior citizens
- f. Setting up hostels for working and student women, day care centers for kids of working women

- 7.** Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government.

- 8.** Rural Development Projects.

9. Other Activities

- a. Promotion of Sports with special focus on training for rural sports, nationally recognised sports, paralympic sports, Olympic sports.
- b. Welfare for differently disabled persons
- c. Setting up public libraries
- d. Reducing inequalities faced by the socially and economically backward groups
- e. Protection of national heritage, art, culture and handicraft; Restoration of Buildings & sites of historical importance & works of art.
- f. Welfare of armed forces personnel, war widows and their dependants

10. Incidental Activities.

- a. Employing people and incurring other costs to carry out aforesaid activities.

- 11.** Any other activity as provided in Schedule VII of Companies Act 2013 and the Board may consider to be appropriate.

Our approach to implementation

The principle implementer of our CSR activities would be SUNDESH, a registered society that specialises in above activities since 1993. At the same time, we recognize need to work in partnership with other players also. This would include:

1. Collaborating with various organisation, which are registered as a Trust or a section 8 company under the Companies Act, 2013 or Society or NGOs or any other form of entity incorporated in India that specialise in the aforesaid activities.
2. Contribution to various funds which are aligned with our Vision and Mission e.g.
 - a. Prime Minister's National Relief Fund
 - b. Any other fund set up by the Central Government for :
 - i. socio-economic development and relief.
 - ii. for the welfare of Scheduled Castes, the Scheduled Tribes, other Backward classes, minorities and women.
3. Collaborating or pooling resources with other companies to undertake aforesaid CSR activities.

CSR Funds

The corpus for the purpose of carrying on the aforesaid activities would include the followings:

- a. 2% of the average Net Profit made by the Company during immediately preceding three Financial Years.
- b. any income arising there from.
- c. surplus arising out of CSR activities carried out by the company and such surplus will not be part of business profit of the company.

Monitoring

The Finance Head will provide annually progress reports to the CSR Committee of the Board. This report would indicate:

1. Achievement in the terms of coverage compared to the target, plans to overcome shortfalls, if any, and support required from the CSR Committee/Board to overcome the shortfalls.
2. Actual spends compared to the budget and reasons for variance.
3. In respect of activities undertaken through outside Trust/Society/NGO's etc., if any, there will be mechanism of annual reporting of progress on each such activities and the amount incurred thereon.

The Board shall seek a short progress report from the CSR Committee on annually basis.