

CORPORATE SOCIAL RESPONSIBILITY POLICY

Background:

In conformity with the requirements laid down under The Companies (Corporate Social Responsibility Policy) Rules, 2014 and the Companies (Amendment) Act, 2020 Notification dated 28th September, 2020 Amendment Effective from 22nd January, 2021 (hereinafter referred to as the “CSR Rules”) issued by the Ministry of Corporate Affairs (“MCA”), Government of India under Section 135 of the Companies Act, 2013 (“the Act”).

Preamble:

Glowderma Lab Private Limited (“the Company”) is vigilant in its enforcement towards corporate principles and is committed towards sustainable development and inclusive growth. The company constantly strives to ensure strong corporate culture which emphasizes on integrating Corporate Social Responsibility (CSR) values with business objective. It also pursues initiatives related to quality management, environment preservation and social awareness. As part of its dedicated approach to create economic opportunity in the communities in which it operates, the Company shall be contributing its time, expertise and resources to help communities and undertaking a series of initiatives that are locally relevant.

CSR Committee:

As per section 135(9) Where the amount to be spent by a company does not exceed fifty lakh rupees, the requirement for constitution of the Corporate Social Responsibility Committee shall not be applicable and the functions of such Committee provided under this section shall, in such cases, be discharged by the Board of Directors of such company.

Objectives:

To attain its CSR objectives in a professional and integrated manner, the company shall formulate policies for social development that are based on the following guiding principles:

- ◆ Adopt an approach that aims at achieving a greater balance between social development and economic development;
- ◆ Adopt new measures to accelerate and ensure the basic needs of all people including working towards elimination of barriers for the social inclusion of disadvantaged groups;

- ◆ Focus on educating the girl child and the underprivileged by providing appropriate infrastructure, and groom them as future value creators;
- ◆ Assist in skill development by providing direction and technical expertise to the vulnerable thereby empowering them towards a dignified life;
- ◆ Promote an inclusive work culture;
- ◆ Work towards generating awareness for creating public infrastructure that is barrier free, inclusive and enabling for all including the elderly and the disabled;
- ◆ Promoting the well-being and development of employees and their families through an inspiring corporate culture that encourages good values;
- ◆ Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues pertaining to CSR;
- ◆ At the time of local or national crisis, to respond to emergency situations & disasters by providing timely help to affected victims and their families.

Our Core Focus Areas:

- **Health**
- **Education**
- **Employment**
- **Hunger**
- **Environmental Sustainability**
- **Promoting Gender Equality**
- **Setting up old age homes, day care centres and such other facilities for senior citizen**

Budget & Implementation:

The Company shall contribute 2% of the average net profits of the Company made during the immediately preceding three financial years towards CSR initiatives. For this purpose, the net profit and average net profit shall be calculated in accordance with the provisions of section 198 of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

The surplus arising out of the CSR Activities will not be considered as a part of the business profits of the Company and shall be ploughed back into the same project, or shall be transferred to the Unspent CSR Account and it shall be spent in pursuance of this CSR policy and Annual Action Plan of the Company, or the Company may transfer such surplus amount to a Fund specified in Schedule VII of the Act, within a period of six months of the expiry of the financial year.

Any unspent amount, other than unspent amount relating to an ongoing project, will be transferred to a Fund specified in Schedule VII, within a period of six months of the expiry of the financial year. Further, unspent CSR funds of ongoing projects will be transferred within a period of 30 days from the end of the financial year to a special account opened by the Company in any scheduled bank called the “Unspent Corporate Social Responsibility Account”. Such amount shall be spent by the Company towards CSR within a period of 3 financial years from the date of such transfer, failing which, the Company shall transfer the same to a Fund specified in Schedule VII, within a period of 30 days from the date of completion of the third financial year.

Implementation:

CSR initiatives will be implemented either directly by the Company where its employees will directly implement the CSR projects, or through implementing partners which include a company established under section 8 of the Act, or a registered public trust or a registered society having an established track record of at least 3 years in undertaking similar activities for which the grant is being given. These organizations would need to be registered under section 12A and 80G of the Income Tax Act, 1961 (43 of 1961). The above entities shall register with the Central Government by filing the form CSR-1 electronically with the Registrar, with effect from the 1st April 2021.

Governance and Monitoring process of CSR activities:

The Board of Directors or committee, if any, shall oversee the implementation of CSR activities and monitor the CSR projects as per requirements of Section 135 of the Act.

Amendment and Disclosure:

The Board of Directors of the Company shall have the powers to revise/modify/amend this Policy from time to time, as the Board may think fit, to meet the requirement of the Act.
