

Suryoday Small Finance Bank Limited

Corporate Social Responsibility Policy

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1. Introduction and Background

- 1) SSFB (The Bank) was set up with the objective of, inter alia undertaking basic banking activities of acceptance of deposits and lending to unserved and underserved sections of the society including small business units, small and marginal farmers, micro and small industries and unorganized sector entities.
- 2) The Companies Act, 2013 (the Act) contains provisions with respect to Corporate Social Responsibility (CSR) and the term "CSR" as per the Companies (Corporate Social Responsibility) Rules, 2014 includes, but is not limited to:
 - i) Projects or programs relating to activities specified in Schedule VII; or
 - ii) Projects or programs relating to activities undertaken by the Board in pursuance of recommendations of the CSR Committee as per the declared CSR policy subject to the condition that such policy covers activities enumerated in the said Schedule.
- 3) The Corporate Social Responsibility Policy (CSR Policy) of the Bank means a statement containing the approach and direction given by the board of a company, taking into account the recommendations of its CSR Committee, and includes guiding principles for selection, implementation and monitoring of activities as well as formulation of the annual action plan.

CSR Vision Statement:

The Bank, as part of its social responsibility, endeavors to positively contribute towards the economic, environmental and social well-being of the unserved and underserved sections of the society, thereby contributing to achieving inclusiveness in their growth and improving the quality of their lives.

2. Objectives of the CSR Policy

The following are the objectives of formulating the CSR Policy:

- To comply with the statutory and regulatory requirements pertaining to corporate social responsibility.
- To lay down the approach and direction for undertaking CSR activities and to lay down the CSR governance structure within the Bank
- To outline the guidelines for selection and implementation of CSR programs/projects by the Bank
- To lay down a review mechanism for monitoring the progress of CSR projects/ programs and implementation of CSR policy by the CSR Committee

3. Governance Structure

The Bank shall have a 3tier governance structure for the CSR activities comprising of the Board of Directors of the Bank (the Board), CSR Committee and the Head-CSR. The roles and responsibilities of each of the tiers are as mentioned below:

A. The Board:

The Board of the Bank shall:

- i) duly constitute the Corporate Social Responsibility Committee (CSR Committee) in accordance with the provisions of the Act and it shall review the composition and terms of reference of the CSR Committee as and when required.
- ii) after taking into account the recommendations made by the Corporate Social Responsibility Committee, approve the Corporate Social Responsibility Policy for the Bank and disclose the contents of such Policy in its Report and also place it on the Bank's website, if any, in such manner as may be prescribed; and
- iii) ensure that the CSR activities are undertaken either by the Bank itself or through any other company, trust society in terms of Rule 4(1) of the Companies (CSR Policy) Rules, 2014 and such other entity is duly registered with the Central Government for implementation of CSR activities.
- iv) ensure that the Bank spends, in every financial year, at least two percent of the average net profits of the Bank made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility activities:

Provided that the Bank, shall give preference to the local area and surrounding areas where it operates, for spending the amount earmarked for Corporate Social responsibility activities:

- v) satisfy itself that the CSR funds have been utilised for the purposes and in the manner as approved by it.
- vi) monitor the implementation of the CSR projects with reference to the approved timelines and year-wise allocations.

If for any reason, the Bank fails to spend the required amount for its CSR activities, the Board shall ensure that the provisions of section 135 of the Act in this regard are adhered to and relevant reporting is included in its Report to the shareholders, giving such details as are required to be given under the provisions of the Act.

B. CSR Committee

The CSR committee shall comprise of three or more Directors including at least 1 Independent Director and 1 Investor Director.

The CSR Committee is the governing body that shall define the scope of CSR activities for the Bank and approve and implement the CSR policy as well as review the Policy as and when required. The CSR Committee will report to the Board of Directors.

The functions of CSR Committee shall be as under:

- a) formulate and recommend to the Board a CSR Policy which shall outline the CSR principles of the Bank and the core areas of CSR activities to be undertaken by the Bank as specified under Schedule VII of the Act
- b) approve the CSR budget on an annual basis
- c) recommend any registered Trust/ Society as permitted under Rule 4 of the Companies (CSR Policy) Rules, 2014 for undertaking CSR activities.
- d) formulate and recommend to the Board, an annual action plan in pursuance of its CSR policy, which shall include the following, namely

- i. the list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act
- ii. the manner of execution of such projects or programmes
- iii. the modalities of utilisation of funds and implementation schedules for the projects or programmes
- iv. monitoring and reporting mechanism for the projects or programmes; and
- v. details of need and impact assessment, if any, for the projects undertaken by the company:

Provided that Board may alter such plan at any time during the financial year, as per the recommendation of its CSR Committee, based on the reasonable justification to that effect.

- e) review the CSR Policy as and when required.
- f) Provide the CSR Report to the Board of Directors on an annual basis.

C. Head – CSR:

The Head of the CSR Department shall report to the CSR Committee on the CSR activities undertaken by the Bank and the status of achievement of the CSR plan of the Bank. The prime responsibility of the Head of CSR Department shall be to review the progress of the CSR activities and ensure that the progress is in line with the CSR plan as approved by the Committee. If there are any shortfalls or challenges in implementation, the Head of CSR Department shall report the same to the CSR Committee who shall suggest appropriate action to be taken.

4. CSR Principles of the bank

Identification of CSR activities and formulation of the CSR Plan of the Bank will be based on the following principles:

- **Sustainability**

The Bank shall use resources optimally and shall strive to be internally efficient and responsible. The Bank shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical and environmental considerations. The Bank shall promote sustainable consumption and support recycling of resources.

- **Accountability**

The Bank shall follow ethical conduct in all its functions and processes and shall promote a culture of integrity and ethics throughout the organization. The Bank shall ensure that all mandatory disclosures are made transparently and fairly and must communicate decisions and ensure access of information to all stakeholders. The Bank shall not engage in practices that are abusive, corrupt or anti-competition.

- **Promotion of human rights and respect interests of all stakeholders, especially the disadvantaged, vulnerable and marginalized**

The Bank shall integrate respect for human rights in management systems in particular through assessing and managing human rights impact of operations and ensuring that all individuals have access to appropriate grievance mechanisms. The Bank shall follow a system to identify its stakeholders particularly those who are disadvantaged or vulnerable, understand their concerns,

define the purpose and scope of engagement, and commit to engaging, with them. The Bank shall be transparent about its policies, products, and services to its stakeholders.

- **Environment protection**

The Bank shall utilize natural and other resources responsibly and ensure recycling of resources, wherever applicable. The Bank shall develop Environment Management Systems and contingency plans and/ or processes that help in preventing, mitigating, and controlling environmental damages and disasters which may be caused as a result of its operations. The Bank shall take appropriate measures to conserve and protect the environment.

- **Inclusive growth and equitable development**

The Bank shall recognize the challenges of the social and economic development and shall build upon the development agenda as articulated in government policies and procedures. The Bank shall make efforts to complement and support the development priorities at local and national levels and provide for appropriate resettlement and rehabilitation of communities who have been displaced.

5. CSR Activities of the Bank

The Bank shall constantly strive to ensure strong corporate culture which emphasizes on integrating CSR values with business objectives. While the Bank's CSR activities shall focus on the following five key areas with an objective to holistically improve the quality of lives of the underserved through social development projects, the CSR Committee/ Board may decide any other CSR activity as specified under Schedule VII to the Companies' Act, 2013.

- **Community infrastructure development projects**

Minor construction and renovations such as bus stands (waiting sheds), public parks, schools and anganwadis, public toilets, water connections and public taps, public library, Construction of foot over bridges, reconstruction / renovation of existing damaged infrastructure etc.

- **Environmental Projects**

Ensuring environmental sustainability, recharge-pit for bore wells, solar lamps at public places, quality of soil, air, and water, encouraging communities to plant saplings which helps in maintaining the ecological balance, improving general living and health conditions of communities.

- **Public amenities, Health and Hygiene**

- a. Providing safe drinking water facility at public places (bus stand, schools, hospitals etc.),
- b. Undertaking primary healthcare camps. Undertaking projects to improve public health and hygiene (supporting PHCs & maternity homes, cleaning public places, clearing garbage dumps, providing dust bins, improving drainage, area spraying for Malaria, Chikungunya, Dengue, etc.)
- c. Provide linkage to various schemes, benefits or support offered by Government and/or private health care agencies
- d. Conducting public awareness programs on health and hygiene.
- e. Conducting Health Camps in collaboration with local hospitals.
- f. undertake preventive healthcare projects.

- **Promoting Education**

Providing facilities in schools & Anganwadis, Initiatives for educating the Girl child, merit scholarships for technical education, conducting financial literacy programmes for adult population with special focus on women empowerment.

- **Promoting Employability Skills**

Undertaking upskilling programs for those with basic education with the objective of making them employable, employment enhancing vocational skill training for women,

- **Social Welfare**

Promote gender equality, conduct programs for empowering women, undertake relief programs and facilities

The abovementioned activities are identified as the main areas for undertaking the CSR projects/ programs by the Bank and actual distribution of funds will be determined based on the identification of specific needs from time to time.

6. CSR Funds

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

- 2% of the average Net Profit made by the Bank during immediately preceding three Financial Years.
- Any income arising therefrom.
- Surplus arising out of CSR activities carried out by the Bank (such surplus will not be part of business profit of the Bank).

The “Net Profit” means the net profit of the Bank’s as per its financial statement prepared in accordance with the applicable provisions of the Companies’ Act, but shall not include the following:

- i) Any profit arising from any overseas branch or branches of the Bank, whether operated as a separate company or otherwise; and
- ii) Any dividend received from other companies in India, which are covered under and complying with the provisions of section 135 of the Act:

The allocation of CSR funds towards one or more of the CSR activities as identified above shall be decided by the CSR Committee from time to time.

Any surplus arising out of the contribution made for CSR Activities shall not form part of the business profit of the Bank and redeployed for such activities.

Any unspent / unutilized CSR allocation in any particular year, will be dealt with in the manner proposed by the Act and the CSR Rules thereto.

Similarly, any excess expenditure on CSR activities may be set off against the CSR expenditure of latter years in the manner proposed by the Act and the CSR Rules thereto.

All the utilization certificates, agreements, invoices with actual spend will be diligently documented and the records shall be available as and when required for scrutiny by auditors or regulators or other stakeholder.

The following shall not be treated as expenditure under CSR activities:

- i) activities undertaken in pursuance of normal course of business of the Bank
- ii) any activity undertaken by the Bank outside India except for training of Indian sports personnel representing any State or Union territory at national level or India at international level
- iii) contribution of any amount directly or indirectly to any political party under section 182 of the Act
- iv) activities benefitting employees of the company as defined in clause (k) of section 2 of the Code on Wages, 2019 (29 of 2019)
- v) activities supported by the companies on sponsorship basis for deriving marketing benefits for its products or services
- vi) activities carried out for fulfilment of any other statutory obligations under any law in force in India

7. Monitoring and reporting requirements

CSR monitoring:

The CSR Committee would be responsible for monitoring CSR initiatives, progress on approved projects and shortfalls in achieving the CSR plan, if any.

The Head-CSR shall provide a half-yearly progress report to the CSR Committee, which would inter alia include the following:

- I. Details of CSR projects undertaken
- II. Year-to-date achievement in terms of coverage and beneficiaries
- III. Actual year-to-date spends compared to the budget and reasons for variance
- IV. Area-wise expenditure with respect to CSR projects
- V. Disclosures on corporate social responsibility as required to be incorporated in the annual results

The CSR Committee may also call for details with respect to achievement since last progress report in terms of coverage compared to the target and provide the required support in terms of plans to overcome shortfalls, if any. The CSR Committee shall review the CSR activities at least twice a year including an annual review.

The CSR Committee shall be responsible to report to the Board on the status of achievement of the CSR initiatives and its activities on annual basis. The Committee shall also report significant CSR activities and achievements in the Director's Report.

The CSR Committee at its discretion, shall also commission evaluation status of the impact of CSR activities and place its findings before the Board of Directors.

CSR Reporting:

The Board's report of the Bank shall include composition of the CSR Committee, an annual report on the CSR, contents of the policy developed and implemented by the Bank on CSR initiatives as per the format given in the CSR Rules prescribed under the Act and as applicable for the Bank.

The CSR Policy and programs will also be disclosed on the website after requisite Board approval.

8. Policy Review and Updates

The Board approved policy shall be reviewed by CSR Committee/ Board of Directors as and when required.

9. Regulatory References

- Companies' Act, 2013.
- Companies' (Corporate Social Responsibility) Rules, 2014

National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business of Ministry of Corporate Affairs