



## **GATI-KINTETSU EXPRESS PVT LTD**

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## **CORPORATE SOCIAL RESPONSIBILITY POLICY** **(CSR Policy)**

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## **Executive Summary:**

CSR is the process by which an organization thinks about and evolves its relationships with stakeholders for the common good, and demonstrates its commitment in this regard by adoption of appropriate business processes and strategies. Thus CSR is not charity or mere donations.

Corporate initiatives falling under the CSR umbrella encompass a broad scope, including corporate funding of community activities, grants for non-profits/NGOs, environmental sustainability programs to reduce energy and resource use, and comprehensive efforts to remake a business's entire value chain. CSR is inherently organic, as companies both respond to societal expectations and define CSR in terms of their own organizational and social motives for philanthropic giving and civic engagement. Many initiatives originate in the field or from the staff in a bottom up approach, while some are top down initiatives from executive management.

CSR is a way of conducting business, by which corporate entities visibly contribute to the social good. Socially responsible companies do not limit themselves to using resources to engage in activities that increase only their profits. They use CSR to integrate economic, environmental and social objectives with the company's operations and growth.

CSR is an integral part of our culture and constantly seeks opportunities to give back to the society and hope to make a difference to the lives of people by sharing our business success with them.

## **Background:**

The passage of the Companies Act, 2013 (the Act) mandates for Corporate Social Responsibility (CSR) and has formally introduced CSR to the dashboard of the Boards of Indian Companies. Though, the industry has responded positively to the reform measures undertaken by the Government in the larger interests across the public and private sector, Indian and Multinational Companies, CSR is not new to Gati-KWE and is a veteran CSR practitioner.

Gati-KWE, since its inception in 2007, has been working towards betterment of society and environment in which it operates. While, being socially sensitive and responsible, Gati-KWE has undertaken several activities in Education, Community Development, Environment Sustainability & Rural Development Projects/Preventive Healthcare.

**Objective:**

The main objective of this CSR Policy is to lay down guidelines and also make CSR as one of the key business drivers for sustainable development of the environment and the society in which Gati-KWE operates in particular and the overall development of the global community at large.

**Gati-KWE CSR Vision:**

Gati-KWE to be a socially responsible corporate by fulfilling our responsibilities as a member of the society and community, thereby creating a positive impact to the stakeholders with a concern towards the environment.

**Scope of Activities:**

The Scope of Activities are taken into account as per the Schedule VII of the Act. Preference to be given to the local areas of the offices of the Company. Gati-KWE will extend its CSR activities at all its locations. The CSR programs and activities are broadly classified under four major areas

Program	Activities
Education	<ul style="list-style-type: none"> <li>• Adopt government schools</li> <li>• School Infrastructure development</li> <li>• Setting up computer labs</li> <li>• Construction of toilets for students</li> <li>• Sports activities development</li> <li>• Important School Events celebrations</li> <li>• Students Meritorious Awards</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Managing Orphanages and conducting inmates health check up</li> <li>• Supplying of Medicines &amp; Nutritional supplements</li> <li>• Regular Health checkups for Drivers &amp; Handlers</li> <li>• Blood Donation Camps</li> </ul>
Environment Sustainability	<ul style="list-style-type: none"> <li>• Solid Waste Management</li> <li>• eWaste Management</li> <li>• Energy &amp; Water conservation</li> <li>• Tree plantation</li> <li>• Wildlife conservation</li> </ul>
Rural Development Projects & Others	<ul style="list-style-type: none"> <li>• Livelihood support to weavers</li> <li>• Multipurpose Community Centre</li> <li>• Relief and Rehabilitation during natural calamities</li> <li>• Donations to medical research projects</li> <li>• Sponsorship of charitable events</li> </ul>

## **Constitution of Committee of Directors**

Pursuant to Section 135 of the Companies Act, 2013, the Board of Directors of the Company constituted a Corporate Social Responsibility Committee (CSR Committee) to oversee the CSR activities of the Company.

## **Budget Allocation**

The total budget for the CSR projects will be recommended by the CSR Committee and approved by the Board as per the applicable rules, regulations of the Act as may be amended from time to time.

## **Volunteering**

Volunteering is any activity that involves spending time, unpaid, doing something that aims to benefit the environment or someone (individuals or groups). Central to this definition is the fact that volunteering must be a choice freely made by each individual.

People choose to volunteer for a variety of reasons. For some it offers the chance to give something back to the community or make a difference to the people around them. For others it provides an opportunity to develop new skills or build on existing experience and knowledge. Regardless of the motivation, what unites them all is that they find it both challenging and rewarding.

Gati-KWE encourages its employees to actively participate in activities that are conducted across the country on a regular basis.

## **Implementation Strategy**

A CSR strategy is a road map for moving ahead on CSR issues. It sets the organization direction and scope over the long term, allowing the firm to be successful by using its resources within its unique environment to meet societal needs and fulfil stakeholder expectations.

At Gati-KWE CSR teams are formed at each (Express Distribution Centre) EDC & Zonal level. EDC HR Leader will be CSR Champion designated for each EDC along with the teams to carry out the CSR programs/activities.

## **Collaborative Working**

Collaborative working - also known as joint or partnership working - covers a variety of ways that two or more organisations can work together. Options range from informal networks and alliances, through joint delivery of social projects.

Collaborative working can last for a fixed length of time or can form a permanent arrangement. What these options have in common is that they involve some sort of exchange, for mutual advantage, that ultimately benefits end users.

Gati-KWE would strive for collaborative working with corporates, NGO's and Trust's for any unique social projects which will have a impact to the society at large.

### **Monitoring & Feedback**

The fundamental goal is to see that all the programs and activities are positive and running successfully. Monitoring is the only mechanism which will be done at regular intervals for its effectiveness.

The feedback from various stakeholders should be addressed in the CSR committee, who will discuss how and to what extent they can be resolved.

### **Reporting**

Reporting is communicating with stakeholders about the organization economic, environmental, and social management and performance. It will demonstrate the company's motivation and willingness to position itself and plan for new programs.

The periodicity of reporting at Gati-KWE will be monthly and annually. The medium to be used will be on the company's website and monthly newsletter. Social media will be also be used for proliferation and dissemination of information.

### **Treatment of Surpluses:**

Any surplus generated from CSR projects undertaken by the Company will be tracked and channelized into the CSR corpus. These funds will be further used in development of the CSR projects and will not be added to the normal business profits.

### **Mapping of Gati-KWE CSR activities as per Schedule VII of the Act**

<b>S. No</b>	<b>Activities Under CSR Rules</b>	<b>Gati-KWE CSR Activities</b>
1	Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water	YES
2	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood	YES

	enhancement projects	
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups	YES
4	ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water "including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga.	YES
5	Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts	NO
6	measures for the benefit of armed forces veterans, war widows and their dependents	NO
7	training to promote rural sports, nationally recognized sports, Paralympics sports and Olympic sports	NO
8	contribution to PM's national relief fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women	NO
9	contributions or funds provided to technology incubators located within academic institution which are approved by the Central Government	NO
10	rural development projects	YES

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