

CSR Policy – Agilisium Consulting India Private Limited

Introduction

Corporate Social Responsibility is titled to aid an organization's mission as well as a guide to what the company stands for in the society and will uphold to its customers. Agilisium fosters a culture of humane, care and trust while meeting the expectations of stakeholders and society at large.

Purpose of this Policy document

The main objective of CSR policy is to lay down guidelines for all stakeholders of Agilisium and make CSR a key business process for sustainable development in the society.

CSR Objectives

- As a responsible corporate citizen, the organisation is committed to Sustainable development and will focus on issues related to rural development – education, environment, health and hygiene, empowering community and digital villages.
- Address and design the CSR activities to implement Sustainable Development Goals (SDGs)
- Cultivate volunteering mindset among the employees and enable them as Changemakers in the society also by partnering with NGOs.

Focus areas

Agilisium encourages employees to contribute to the rural communities around them. The company facilitates employees as individuals to donate their time, skill, material or money, year-round and amplifies the donation impact through the community care programs/NGOs in the following areas,

- **Environment** - Waterbody restoration, cleanliness drives, plantation, waste management, awareness programmes, etc. Accelerate the transition to a low-carbon economy climate change and reduce the impacts of climate change on our business, communities, employees, and customers.
- **Grassroots Education** – Strengthen education and economic opportunities in underserved communities by providing education and training thereby developing their skill for suitable Employment.
- **Healthcare** – Volunteering for blood donation, palliative care, hunger, women sanitation and menstruation awareness, Scribe reading and writing, hygiene awareness programs.

- **Empowering Community** - Proactively engage and empower people with practical knowledge, hands-on experience and meet the specific needs of the communities.
- **Digital Villages** - Aims at integrating technology into children's and families' everyday lives. Villager's will have access to computers and the internet to help them develop digital literacy.

Implementation

- CSR committee will undertake need assessments, target impacts and focus on location for each activity.
- Underprivileged and needy sections of the Society living in different parts of India would normally be covered.
- The Company may enter into partnerships with the government, business partners, NGOs and communities to create multiplier effect of its social programmes.

Monitoring & Reporting

- The CSR Committee will monitor and review the progress of activities undertaken/completed.
- The Committee will also share the impact studies of CSR Projects / Programs on a periodic basis. engaging at least 10% of work force every month through CSR program.
- It also obtains feedback from various beneficiaries of CSR Projects / Activities / Programmes undertaken by the Company to measure their benefits.
- The Committee also institutes a transparent monitoring mechanism for implementation of the CSR projects/ programs/ activities undertaken by the company.

Composition of CSR Committee

The CSR committee at the Company would be headed by Divya Sriram as CSR Evangelist and would include, Varsha, Raj & Maruthu.

Amendments to the CSR Policy

The Board will review the policy from time to time based on changing needs and aspirations of the target beneficiaries and make suitable modifications, as any be necessary.

General Information

This policy is effective from Pongal day (Tamil Thanksgiving Day), 14th of January 2021.

For queries related to CSR policy and activities, connect with csr@agilisium.com