

**Qualitek Labs Limited**  
**Corporate Social Responsibility Policy**

This Corporate Social Responsibility Policy (“the CSR Policy”) has been framed by Qualitek Labs Limited (the Company) in accordance with the Section 135, Schedule VII of the Companies Act, 2013 and CSR Rules issued by the Ministry of Corporate Affairs on February 27, 2014.

Unless the context otherwise requires, the definitions mentioned in the notification dated February 27, 2014, and Companies Act 2013, shall apply to this CSR Policy.

#### **Company Philosophy for CSR Policy:**

Companies Act, 2013 has formally introduced the Corporate Social Responsibility to the dashboard of the Indian Companies. Qualitek Labs Limited is much positive and appreciate the decision taken by the Government of India. Legal framework of CSR is an edge to Corporate Charitable/reformative approach towards the Society to which the Corporate is belonging to. By introducing the separate section for CSR in Companies Act, 2013, the Government has given legal recognition to their community development approach.

The management of the Qualitek Labs Limited expresses its willingness and support to the CSR concept, its legal framework and shall be abided to it.

#### **Corporate Social Responsibility Committee:**

Every company to which CSR provision are applicable must constitute a Corporate Social Responsibility (CSR) Committee. The CSR Committee should consist of three or more directors, out of which at least one director must be an independent director. An unlisted public company or a private company shall have its CSR Committee without any independent director if an independent director is not required.

#### **CSR Activities:**

Pursuant to Schedule VII of the Companies Act, 2013, Board has approved the following activities as “CSR Activities” to be undertake under the CSR policy of the Company. The Board of Directors has reviewed the said activities and express its consent to pursue the said activities under CSR policy of the Company under section 135 of the Companies Act, 2014, Schedule VII and other applicable rules, regulations, notifications etc., issued/to be issued from time to time.

#### **Approved CSR Activities:**

1. Promoting preventive healthcare and sanitation to the public;
2. Promoting education, including primary, secondary and higher secondary education, as well as special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
3. Projects, Activities, Programmes relating to conservation of natural resources including renewable energy sources;

4. Projects, Activities, Programmes relating to water conservation and maintaining quality of soil, air, and water;
5. Promoting Gender equality and empowerment of women
6. Community Health- Innovation projects to meet local needs. Reaching out with basic health care to all (bridging the gap).
7. Sustainable livelihood Projects – Holding hands of all marginalized group to improve livelihood opportunity, thus improving their quality of life.
8. Rural Infrastructure Development- Need based quality infrastructure to improve quality of life.

#### **Budget for CSR Activity& CSR Expenses:**

The Company shall allocate the budget for CSR activities. The minimum budgeted amount for a financial year shall be 2% of the average net profit of three immediately preceding financial years. The Company may allocate more fund/amount than the amount prescribed under section 135 of the Companies Act, 2013, for the CSR activities for any financial year. The Board shall after calculation of fund then approve the total fund to be utilized for CSR activity for respective financial year.

CSR expenditure shall include all expenditure including contribution to corpus for projects or programs relating to CSR activities approved by the Board but does not include any expenditure on an item not in conformity or not in line with activities which fall within the approved CSR activities.

#### **Identification of activities/projects:**

Out of approved CSR activities, The Board shall decide which activity/project should be given priority for the respective financial year. While arriving at the decision of the activity to be undertaken for the respective year, The Board shall analyse the basic need of the community/ area in which the Organisation operates or at the place where its registered office is situated. The Board shall record its findings and prioritised the CSR activities.

#### **Implementation process:**

After prioritizing the activity, The Board shall finalise the detail implementation project/programme, including planning for expenses against the total budget allocated for CSR activities.

#### **Organisational Responsibility:**

At organisational level for implementation of agreed CSR activity, The Board may constitute an implementation team or authorised any of the Department of the Company to organize for the implementation of the CSR activity. The team or respective department shall monitor the implementation process from time to time, on behalf of the Board and place a report to the Board regarding the progress of the activity implementation. The respective department or implementation team would be responsible for reporting of any irregularity to the Board on immediate basis.

**Monitoring by the Board:**

The Board of Directors shall constantly monitor the implementation of the CSR activities. The progress report shall be placed before the board of Directors, including details of expenses, before the Board. The Board shall review the same and suggest recommendation, if any, to the committee with regard to implementation process.

**Compliance and Reporting to Board:**

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the relevant section of the Corporate Social Responsibility, Rules made under Companies Act, 2013 and amendment(s) to be made thereto in future.