

JUSCO CORPORATE SOCIAL RESPONSIBILITY POLICY

JUSCO's CSR Vision

JUSCO's CSR vision is to touch lives and make a difference.

The company has always endeavored to conduct its business fulfilling responsibility of good corporate citizen. JUSCO as a responsible corporate citizen recognizes that the growth lies in improving the quality of life of the communities we serve, through long term value creation and by addressing the interests of the surrounding communities. The company's long-term CSR objective is "to improve the quality of education, in the periphery of Companies operations, through various interventions resulting in upgrading the quality of education and adding value through holistic development of the student community.

To improve the quality of life of the communities we serve through long term stakeholder value creation.

Our Philosophy:

Our Corporate Social Responsibility (CSR) activities will be designed to:

- Create a significant and sustained impact on the society and the communities where we operate.
- Provide opportunities for our employees to contribute to these efforts through volunteering and engagement.
- Provide our workforce with a larger purpose beyond the economic activity of the Company that will bring greater meaning and fulfillment to their work and life.

JUSCO Focus Areas:

JUSCO's CSR thrust shall be in the field of Education, Health Care & Sanitation, Drinking Water, Livelihood Enhancement and Environmental Sustainability.

Approach:

- **Identification of Key Communities** - JUSCO would specifically identify the target beneficiaries or key communities who are targeted to be served through its CSR initiatives.
- **Need Identification** - The Company would engage with and identify the needs of the target communities, based on which relevant initiatives would be planned.
- **Affirmative Action (AA) Focus** - The Company would design targeted interventions for Scheduled Castes and Scheduled Tribes in the areas of Education, Employability, Employment and Entrepreneurship. For JUSCO, priority would be given to promoting "Education".
- **Annual Plan** - The Company would prepare an Annual Community Development Plan along with relevant timelines, budget and modalities for implementation, which would be aligned with Schedule VII of the Companies Act, 2013.

- **Partnerships** – The Company would collaborate with partners, as necessary, who would bring in complementary resources, expertise and influence that would strengthen the company's CSR initiatives.
- **Training** – The Company would train its CSR personnel from time to time or as required for improving their CSR capabilities.
- **Building Awareness** – The Company would create consciousness among employees, suppliers, contractors, customers and the community at large through a process of continuous dialogue, initiatives and collaboration.

Delivery Mechanism:

- JUSCO would implement its CSR initiatives both through direct interventions as well as in collaboration with its suitably qualified partners.

- **Direct Intervention:**

The planning, implementation and execution, monitoring and reporting will be done by the company's Corporate Social Responsibility Department with the help of other department i.e Civil, Electrical, Purchase, PHHS, JTO, Corporate Communication and/or any registered Trust.

The Company will also partner with reputed NGO's to implement projects as and when will be required.

- **Partnerships:**

The Company might partner with other Tata Group companies and like-minded corporate organizations, funding agencies, governmental and non-government organizations, to further its CSR objectives, based on the following selection criteria:

- Must be registered as an NGO/Society/Trust as per Government legislations
- Minimum of 3 years satisfactory track record
- Financial credibility as per audited annual records
- Non-political identity
- Objectives aligned with our initiatives
- Access to, and credibility with the target community
- Adequate infrastructure and team for effective execution of initiatives
- Effectiveness of resource utilization, i.e. how much of fund reach the beneficiaries

- The Company would provide resources in a phased manner to implement the planned activities, as and when required, and as linked with progress of the project

Note: Any surpluses arising out of CSR projects or programs or activities shall not form a part of the business profits of a company.

Evaluation & Improvement:

The Company would endeavour to improve its processes with continuous evaluations through the following mechanisms:

- Taking periodic feedback from stakeholders and target communities
- Adopting Best Practices of other companies, from within the Tata Group and outside
- Sharing its learnings and experience across its units

- Conducting an audit of all CSR activities, as implemented, by a third party

Governance Structure:

- JUSCO would have a CSR Committee of the Board, as required under Section 135 of the Companies Act, 2013. The Committee would have at least three Non-Executive Directors, one of whom would be the Chairman of the Committee.
- As on the date of adoption of this Policy, the composition of the CSR Committee of the Board is as below:

Mr. Sandipan Chakravorty	-	Non-executive, Non-independent	-	Chairman
Mr. Sunil Bhaskaran	-	Non-executive, Non-independent	-	Member
Mr. Tapas Mitra	-	Non-executive, Independent	-	Member
Mr. Ashish Mathur	-	Executive, Non-independent	-	Member
- The Committee would have oversight on the CSR activities of the company. It would also recommend the CSR Policy of the Company pertaining to each financial year to the Board for adoption.
- An Apex CSR Steering Committee chaired by the Managing Director and comprising the senior management team of JUSCO, the Unit Committees and the CSR/AA Champions will do a quarterly review of the activities and monitor achievements against targets set at the beginning of the year.
- JUSCO would adhere to the requirements of Section 135 of the Companies Act, 2013, Schedule VII thereto and any other rules, regulations or guidelines, as may be prescribed from time to time in this regard.
- For the Financial Year 2014-15, JUSCO's CSR activities, including its AA Initiatives would be targeted towards the following areas:
 - Promoting education, infrastructural support to schools, providing scholarships
 - Promoting employment-enhancing vocation skills, employability initiatives
 - Ensuring environmental sustainability
 - Malnutrition, preventive health care & sanitation, safe drinking water.

The Annual Community Development Plan for the current financial year, in line with the above, is provided in **Annexure - A**, which is forming part of this Policy.

Review of CSR Activities:

The CSR Committee would discuss, review and recommend the CSR Policy to the Board for approval. The CSR Committee would meet ordinarily once in every quarter, or at such other intervals as the Board may deem appropriate, to review the progress of the activities undertaken in the Annual Community Development Plan.

The Apex CSR Steering Committee would monitor the progress of the Annual Community Development Plan on an ongoing basis and report to the CSR Committee on a quarterly basis or as required by the CSR Committee/Board.

The Board of Directors of JUSCO adopts this policy, as recommended by the CSR Committee of the Board, at their respective meetings held on this day of August 1, 2014.

Annexure A: Plan for Schedule VII

Key Focus Areas	Key Action Plans	Ref. Sr. No of Sch VII
<p>Education</p>	<p>Improving quality of education in existing schools</p> <ul style="list-style-type: none"> ✓ Support for co-curricular activities i.e. sports, quiz, song, speech competitions etc. ✓ Supplement by engaging additional teacher / staff based on the need ✓ Remunerate the teachers taking extra coaching classes in colleges/schools ✓ provide scholarship and financial assistance to needy students ✓ adult literacy program ✓ health check-up camps in schools ✓ encouraging sports in the schools ✓ Setting up and running educational institutions and hostels ✓ Training of teachers and headmasters ✓ Augmenting and supporting infrastructure in educational institutions ✓ Offering scholarships and financial assistance to needy and meritorious students ✓ Bridging drop-out children and mainstreaming them to formal schools ✓ Making adults functionally literate ✓ Developing educational material and methodologies ✓ Supporting and promoting co-curricular activities ✓ Advocacy of best practices ✓ Education for mainstreaming disabled children <p>Providing educational and infrastructural support to Schools & educational institutions</p> <ul style="list-style-type: none"> ✓ Construction of class rooms, library rooms and science/computer labs, boundary walls and toilets. ✓ Renovation / repair of old school building / boundary walls etc. ✓ Construction of kitchen-cum-dining units ✓ Providing water filters, books, furniture, computers and other educational / sports aids. 	<p>Clause ii of Schedule VII of the Companies Act, 2013</p>
<p>Healthcare and Sanitation</p>	<ul style="list-style-type: none"> ✓ Health check-up camps in villages ✓ Provide medical treatment to needy and poor patients ✓ Health awareness program for women ✓ Child and Mother care including distribution of food-supplements ✓ Promoting awareness on various health issues i.e. HIV/ AIDS, malaria, and reproductive sexual health issues ✓ Ensuring access to potable drinking water and hygienic 	<p>Clause i of Schedule VII of the Companies Act, 2013</p>

	sanitation ✓ Construction of Rural household toilets. ✓ Support Community Health Centre (CHC)	
Livelihood Enhancement	✓ Develop and support SHGs especially amongst women ✓ Sponsor poor and economically backward youths for skill development and vocational training programs ✓ Provide in-house stipendiary on the job trainings to ITI Trade Apprentices.	Clause ii of Schedule VII of the Companies Act, 2013
Environment Care	✓ Undertake afforestation and avenue plantation ✓ Develop water bodies and support rain water harvesting ✓ Promote use of renewable sources of energy ✓ Conduct environmental awareness programs	Clause iv of Schedule VII of the Companies Act, 2013

The CSR Committee could, from time to time, recommend donating or making grants to the PM's fund or funds set up the State Governments or to non-profit organizations and other institutions whose activities are aligned with the company's CSR.