



CORPORATE SOCIAL RESPONSIBILITY POLICY

1. PREAMBLE

Corporate Social Responsibility (CSR) is increasingly becoming a major part of the business agenda. The concept of Corporate Governance Policy has gained prominence from all avenues. The emerging laudable perception is that true and full measure of growth, success and progress lies beyond conventional economic indices. It is best reflected in the difference that business and industry which will craft unique models to generate livelihoods and create environmental and human capital.

2. OBJECTIVES

As a responsible corporate citizen, SEAMEC believes in the value of giving back to the communities in which it conducts business by supporting many worthy causes, organizations and activities. Corporate Social Responsibility is strongly connected with the principles of sustainability which includes social and environmental consequences. As a corporate entity, SEAMEC is committed towards sustainability and aims to practice its corporate values through its commitment in a socially and environmentally responsible way giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners and local committees.

3. CONSTITUTION OF COMMITTEES

The Board of Directors has constituted a Corporate Social Responsibility (CSR) Committee comprising of Mr. Sanjeev Agrawal as the Chairman, Ms. Bhavna Doshi and Captain C.J.Rodricks as the members of the Committee. Mr. S.N.Mohanty Chief Legal Officer and Company Secretary acts as Secretary to the Company.

The said committee has been reconstituted which comprises of Mr. Sanjeev Agrawal as the Chairman. Ms. Seema Modi, Captain C.J.Rodricks and Mr. J.P.Suri are the members of the Committee.

The role of the CSR Committee is as follows:

- Formulating and recommending to the Board a Corporate Social Responsibility Policy and activities to be undertaken by the Company.
- Recommending the amount of expenditure to be incurred on the activities undertaken.
- Reviewing the performance of the Company in the area of Corporate Social Responsibilities.
- Providing external and independence oversight and guidance on the environmental and social impact of which the Company conducts its business.
- Monitoring the Corporate Social Responsibility Policy of the Company from time to time.

The Committee is responsible for the implementation of the CSR Policy of the Company. The Committee constituted a Corporate Management Group comprising of Captain C.J.Rodricks, Managing Director and Mr.S.N.Mohanty Chief Legal Officer and Company Secretary for monitoring implementation of the approved CSR Plan on continuous basis and apprising the members at regular interval.



4. GUIDING PRINCIPLES AND SCOPE

SEAMEC CSR initiatives focus on holistic development of host of communities and to create social, environmental and economic value to the society. The Corporate principles of the Company is committed towards sustainable development and inclusive growth. The Company constantly strives to ensure a strong corporate culture to pursue initiatives related to Quality management, environment preservation and social awareness.

To pursue its CSR objectives, the Company outlined its scope as under:

A. KEY FOCUS AREA

- Pursue CSR programs primarily in the areas that fall within the economic vicinity of the Company's presence to ensure close supervision and maximum development impact.
- Pursue health care in several areas with focus on mother, child, old age persons providing basic nutrition and healthcare, awareness on HIV/AIDS, conduct of periodical health camp, eyes, dental, free cataract surgery and provision of lens, supply of equipment and aid for orphanages and physically challenged children, participation in polio immunization programme for the eradication of Polio.
- Provision of Clean drinking water – installation of hand pumps / bore well / Tube Well / Construction of Water tanks, water purifier in school and community Centre.
- Promote education for underprivileged children with learning opportunities through supply of educational materials, teaching aids, recreational tools, scaling up school infrastructure, provision of science laboratories.
- Sponsorship of education of children who come from poor financial background, underprivileged and orphanage.
- Provision of vocational training institutes, skilled based training in electrical, fabrication, welding, housekeeping to enhance employability and generate livelihoods for persons from disadvantaged section of society.
- Contribution to the Prime Ministers National Relief Fund or any other fund setup by Central Government or State Government for socio economic development and relief and funds for welfare of scheduled castes, schedule Tribes, minorities and Women.

B. OTHER AREAS

- Enhancing environmental and natural capital – to create awareness of harmony in the environment.
- Provision of sponsorship, scholarship and financial grant to engineering and management college impacting education to poor and underprivileged students.
- To contribute to Prime Minister or any Central and State Government Scheme for setting up toilets in schools and villages.
- Initiative for a clean environment through awareness programmes, plantations and green belt development programme.



- Ensure environmental sustainability by adapting best ecological practices and encouraging conservation/judicious use of natural resources.
- Grant donation/financial assistances/sponsorship to reputed Charitable Institutions, organization and NGOs of the society involve in upliftment of the standard of the society
- Relief of victims and natural calamities in Earthquake, cyclone, draught and flood situation in any part of the Company.

5. IMPLEMENTATION

Company's CSR Programme to be implemented through Company's personnel or through implementing agencies or through the Trust affiliated to the Group. In such case, the Company will specify the CSR Programmes which will be undertaken by employees, external agency or trust as the case may be in accordance with their objectives and administrative and accounting procedures laid down in the respective Trust Deeds/ Memorandum and Articles of Association.

6. GOVERNANCE

- Every year, CSR Committee will place for Board's approval, a CSR plan delineating the CSR Programmes to be carried out during the Financial year and specified budget thereof. Board will consider and approve CSR Plan with any modification that may be deemed necessary.
- CSR Committee will assign the task of implementation of CSR Plan within the specified budgets and time frames to corporate Management Group.
- Corporate Management Group to which implementation is assigned will carryout such CSR programmes as assigned and report back to Committee on progress thereon at such frequency as the CSR Committee may direct.
- Once in every six months Corporate Management Group will provide a status update to CSR Committee on programme implementation of approved CSR Programs carried out during the six months period. It is the responsibility of CSR Committee to review such reports and keep Board apprised of the status implementation of the same.
- At the end of every financial year, CSR Committee will submit its report to the Board.
- The Board report at the end of Financial year shall include an annual report on CSR and the activities undertaken.
- CSR Policy and implementation on yearly basis to be displayed on Company's website.

7. CSR EXPENDITURE

CSR Expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Any surplus arising from any CSR Programme shall be used for CSR. Any income arising from CSR programme will be netted off from the CSR Expenditure and such net amount will be reported as CSR Expenditure.