

POLICY ON CORPORATE SOCIAL RESPONSIBILITY (CSR)

Inspired by the vision to serve a larger national purpose and abide with the strong value of trusteeship, Ushdev is crafting innovative business models to create larger societal capital while simultaneously delivering long term shareholder value. This overarching aspiration to create meaningful societal value is manifest in Ushdev's strategy to enhance the competitiveness of value chains of which it is a part.

It is therefore a conscious strategy to design and implement Social Investments / CSR programmes in the context of Ushdev's businesses, by enriching value chains that encompass the most disadvantaged sections of society, especially those residing in rural India, through economic empowerment based on grass-roots capacity building.

Recognizing that business enterprises are economic organs of society and draw on societal resources, it is Ushdev's belief that a company's performance must be measured by its contribution to building economic, social and environmental capital.

Ushdev is therefore committed to creating larger 'stakeholder value' by aligning its performance to these objectives. As an Indian enterprise, Ushdev believes that this approach can unleash strong drivers of growth to make it more inclusive and equitable for even the most marginalized sections of society, through the creation of sustainable livelihoods, and to ensure long-term business sustainability and competitiveness.

Preamble

It is the Company's intent to make a positive difference to the society. It recognises that it cannot do it all; so that if there are choices to be made, bias will be towards doing fewer projects with greater impact and focusing initiatives on communities in which the Company lives and operates.

Policy

It is Ushdev's policy:

- To pursue a corporate strategy that enables realisation of the twin goals of shareholder value enhancement and societal value creation in a mutually reinforcing and synergistic manner.
- To align and integrate Social Investments / CSR programmes with the business value chains of your Company and make them outcome oriented. To support creation of on and off-farm sustainable livelihood sources thereby empowering stakeholder communities to conserve and manage their resources.
- To implement Social Investments / CSR programmes primarily in the economic vicinity of our Company's operations with a view to ensuring the long term sustainability of such interventions.
- To contribute to sustainable development in areas of strategic interest through initiatives designed in a manner that addresses the challenges faced by the Indian society especially in rural India.

- To collaborate with communities and institutions to contribute to the national mission of development of human capital of the Nation by expanding human capabilities through skills development, vocational training etc. and by promoting excellence in identified cultural fields.
- Work towards elimination of all barriers for the social inclusion of disadvantaged groups- such as the poor and the disabled through providing them access to health, education and environment

Education is a basic tool to bring development to an area and its people. We aim to create an awareness pool of human resource both within and across our area of operations. We are committed to bridging the digital divide between the 'haves' and 'have nots' in educational infrastructure and facilities. Exposure to technology along with a sustainable education model could be strengthened through partnership with government and quasi-government agencies.

We believe that grass root development comes from providing the masses an alternate model of continuing education that will help them reach their goals in terms of career, finances and aspirations. With that end in view, Ushdev commits to investing in vocation skilling and development of the people in core sectors aligned with their ideologies and towards building a central or deemed university for awarding recognition of the skilling and training imparted over a period of time.