



ADOR WELDING LIMITED

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Philosophy on CSR:

At Ador Welding Limited (AWL), fulfilling the Corporate Social Responsibility (CSR) primarily means to personify our statement of corporate Group vision, i.e. "to foster business excellence, high ethical & social practices and create pride for all stakeholders in ADOR family".

At AWL, we believe in the ethos of Triple-Bottom-Line Approach to achieve a balance of economic, environmental and social imperatives. We ardently endeavour to make CSR a cornerstone of our corporate culture and thereby contribute to the social & economic development of the community, in which we operate.

In pursuit of our commitment to comprehensive growth, we venture to have in place a framework to integrate social, environmental, humanitarian concerns into our core business strategy, in the best interest of all our stakeholders.

Focus areas of CSR:

Arising from this, the key focus areas that echo AWL's CSR policy, are the following and AWL's CSR programs will cover all or any of these focus areas:

- Eradicating hunger, poverty and malnutrition, promoting preventive healthcare & sanitation, making available safe drinking water;

- Promoting education; including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;

- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;

- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air & water ;

- Taking up Rural development projects;

- Contributing to development & improvement in quality of life of the workforce and their families as well as of the society at large.

- Conservation of energy, including projects related to renewable sources of energy.

Organisational mechanism for CSR:

The Board of Directors shall form a CSR Committee pursuant to the provisions of Section 135 of the Companies Act 2013, and will lay down the guidelines / key focus areas for the CSR activities every year.

The CSR committee will be in charge for:

developing the CSR annual strategy, based on the guidelines set by the Companies Act 2013 & Rules framed there under.
preparing annual plan for CSR activities, project development, project approval, etc.
deciding on the modalities of execution of programs
contracting, budgeting & payments
monitoring the execution mechanism for CSR projects;
Periodic reporting and communication to the Board.

The CSR Committee will ensure the following:

appropriate organizational structure to effectively identify, monitor & manage CSR issues and performance relevant to our businesses.
all kinds of income accrued to AWL by way of CSR activities, if any, to be credited back to CSR corpus.

Implementation Mechanism of CSR:

CSR activities will be implemented either directly on its own by the Company or through a non-profit organisation, which is into CSR activities.

AWL can also enter into Collaborative partnerships with the Government, NGOs, independently registered non-profit organisations, or with other like-minded stakeholders, so as to widen the Company's reach and leverage upon the collective expertise & experience, these partnerships will bring on pooling their resources for CSR activities.

Management Commitment to CSR:

All Adorians will adopt the essence of CSR considerations illustrated in this policy into their day-to-day work activities and will act as role models.

AWL believes that in doing so, we will add significant value for our society.

Composition of the CSR Committee:

Three or more directors, of which at least one director shall be an Independent Director. No sitting fees will be paid to the members of CSR Committee.

Functions of the CSR Committee:

- a. To formulate and recommend to the Board, a CSR POLICY indicating the activities to be undertaken by the Company;
- b. Recommend the amount to be spent on these activities; and
- c. Monitor the Company's CSR policy periodically.
- d. Preference to be given to the local area and areas around the Company operates for CSR spending.

CSR Activities to be taken up by Ador Welding Limited in FY 2018-19

CSR committee has identified the following areas as its primary focus for the CSR activities in FY 2018-19:

Promoting education among children, women, elderly and differently abled, including special education & employment enhancing vocation skills, especially skill development and encouraging safety practices in welding & allied fields.

Empowering women towards individual and professional development opportunities.

Promoting healthcare, sanitation, hygiene & making available safe drinking water to the non-privileged / underprivileged.

Any other activities covered under Schedule VII to the Companies Act, 2013, as may be identified by CSR Committee from time to time.

Modalities for utilization of funds:

The CSR Committee will mainly focus on funding and implementing projects in vocational training & skill development and in improving healthcare & safety practices, by utilizing its funds allocated for carrying out CSR activities, such as the following amongst other things:

Projects empowering women towards individual and professional development and / or for the welfare of society and for other permissible activities.

– Promoting education in Information Technology (IT) & computer enabled learning in schools, by providing suitable infrastructure.

Providing safe drinking water and promoting health care, sanitation & hygiene.

Monitoring Mechanism:

The CSR activities will be carried out, to the extent possible, around the factory areas of the Company and the respective Plant In-charge(s) can be authorized to monitor the implementation of the said CSR activities in the vicinity of the Plants.

Mr. D. A. Lavani will be responsible to oversee the overall functioning of the CSR activities / projects of the Company.

The CSR expenditure can be incurred directly or through one or more recognized NGOs / Charitable Trusts.