



## Corporate Social Responsibility & Accountability Policy

**T S Alloys believes that the primary purpose of a business is to improve the quality of life of people. T S Alloys would volunteer its resources and partner with government bodies, community members to improve the quality of life of the employees and communities it serves.**

The company shall allocate at least 2% of its average net profits before taxes of the preceding three years, towards CSR activities to sustain and improve a healthy and prosperous environment and to improve the quality of life of the communities it serves. The company may also utilize its products and services as suitable for its CSR activities. Any surpluses arising out of CSR projects or programmes or activities shall be re-deployed back into CSR activities and will not form a part of the business profits of the company.

The company shall positively impact and influence its employees and partners in fostering a sense of social commitment for their stakeholders.

### **Focused Geographic Spread**

T S Alloys focus areas for developmental activities will be in rural areas in the states in which its plant is located. The company may also support initiatives in other geographies, as approved by the CSR Committee of the Board, from time to time. While we will ensure that all communities benefit from our CSR activities, we would focus on those groups that are socially and economically marginalized. These would include women, girl children and scheduled castes and tribes.

### **CSR Focus Areas**

T S Alloys CSR will be in alignment with the Tata Group focus initiatives (Skills, Water, Governance, and Education) will focus on four thrust areas – Education, Health, Livelihoods, and Rural. Besides, it will also undertake Interventions in the areas of sports, disaster relief, environment and ethnicity etc (Refer **Annexure A**), all aimed at improving the quality of life of the communities.

### **Approach**

The Company's CSR will revolve around six guiding principles – Impact, Partnerships, Affirmative Action, Volunteerism, Communication and Innovation. (Refer **Annexure B**)



## Delivery Mechanism

Whilst a large part of the CSR efforts of T S Alloys will be implemented by an in-house CSR department and through several Societies promoted by the group company, the company will also partner with credible organizations – individually or as a consortium – to design, fund, implement and review projects. Partner agencies will be selected based on well-defined selection criteria.

## Governance Mechanism

T S Alloys CSR will have a multi-tiered governance mechanism.

- The CSR Committee of the Board will govern and review the CSR of the company from time to time. The CSR Committee will recommend the Annual Business Plan for CSR (Refer **Annexure C**) to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations. The composition of the CSR committee of the board is as below :

The Board committee constitution:

Mr. Manikant Nayak	ED	Chairman
Mr. D B Sundara Ramam	ED	Member
Mrs. Aparna Sharma	ID	Member
Mr. Sandeep K Tanwar	MD	Member

- An CSR Steering Committee chaired by the Managing Director and comprising the senior management team of T S Alloys will do a quarterly review of the activities and monitor achievements against targets set at the beginning of the year.

## Review of Policy

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR Committee of the Board.



## Annexure A : CSR Interventions

CSR Schedule VII		
Clause No	Category	Activities
I	Eradicating hunger, poverty, malnutrition	Eradicating hunger, poverty, malnutrition
	Promoting Preventive Healthcare	Running mobile medical Clinic
		Organising health camps
		Providing family planning services
		Reducing infant and maternal mortality
	Preventing and treating communicable diseases like malaria, tuberculosis and HIV / AIDS	
Sanitation	Ensuring access to hygienic sanitation	
Making available safe drinking water	Ensuring access to potable drinking water	
II	Promoting education,	Setting up and running educational institutions
		Setting up and running mid-day meal kitchens
		Training of teachers and headmasters
		Augmenting and supporting infrastructure in educational institutions
		Offering scholarships and financial assistance to needy and meritorious students
		Making adults functionally literate
	Special education and employment enhancing vocation skills (Esp among children, women, elderly, and the differently abled)	Setting up and running skill development centres, industrial training centres, diploma and polytechnic institutes, community colleges, etc
		Sponsoring candidates for skill development and vocational training programmes offered at identified institutions
		Building capacities of farmers on improved methods of agriculture and other allied sectors
		Supporting farmers with quality inputs, technical know-how and timely information
Livelihood enhancement projects.	Creating markets and marketing linkages for farm and forest based produce	
III	Promoting gender equality,	Promoting gender equality,
	Empowering women	Creating, training and supporting self-help groups, federations, co-operatives, societies and similar institutions
	Setting up homes and hostels for women and orphans	Setting up homes and hostels for women and orphans
	Setting up old age homes, day care centres and etc.	Setting up old age homes, day care centres and etc.
	Reducing inequalities faced by socially and economically backward groups	Organizing Health Camp for backward communities
IV	Environmental sustainability	Promoting renewable sources of energy - Solar Lamps
		Promoting awareness about environmental issues
	Ecological balance	Undertaking plantations and afforestation activity
	Protection of flora and fauna	Conserving biodiversity and supporting research, awareness and advocacy on issues related to biodiversity
	Animal welfare	Animal welfare
	Agroforestry	Undertaking plantations and afforestation activity
	Conservation of natural resources	Conservation of natural resources
Maintaining quality of soil, air and water	Recharging ground water levels	



V	Protection of national heritage	Preserving and promoting tribal languages, scripts and literature
		Undertaking and supporting research on anthropological and ethnic issues
		Mainstreaming Particularly Vulnerable Tribal Groups (PVTGs)
	Protection of Art and culture	Preserving and promoting National fine arts ( painting, sculpture, architecture) and National performing arts (dance)
		Preserving and promoting various aspects of folk and tribal cultures
	Restoration of buildings and sites of historical importance and works of art	Restoration of buildings and sites of historical importance and works of art
	Setting up public libraries	Setting up public libraries
Restoration of heritage buildings and sites of historical importance	Restoring and renovating memorials, monuments and heritage structures	
Promotion and development of traditional arts and handicrafts	Promotion and development of traditional arts and handicrafts	
VI	Measures for Benefits of armed forces veterans, war widows and their dependents	
VII	Training to promote rural sports	Preserving and promoting indigenous sports
		Setting up and running academies and sports training centres
		Organising sports tournaments and coaching camps for community
	Supporting sports-persons to participate in state, national and international events	
Nationally recognised sports, Paralympic sports, Olympic sports	Offering scholarships and sports equipment to deserving sportspersons	
VIII	Contribution to the Prime minister's National relief fund	Extending relief measures during times of natural disasters, anywhere in the country
	Central Govt fund for socio-economic development	Undertaking and supporting rehabilitation measures post-disasters
	Relief and welfare of the SC / ST, other backward classes, minorities and women	Relief and welfare of the SC / ST, other backward classes, minorities and women
IX	Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government	Undertaking and supporting research on agriculture and other allied sectors
X	Rural development projects	Developing water harvesting structures and irrigation facilities
		Building and maintaining community-based rural infrastructure like roads, bridges, culverts, drains, rural electrification, water infrastructure, community centres, bus stands etc

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.



## Annexure B: Guiding Principles for CSR

- **Impact** : All CSR initiatives will have well-defined KPIs to measure impacts on target groups. For high impact projects, there will be independent, third-party assessments and feedback will be a key input for redesign and / or rollout of further initiatives.
- **Partnerships** : The Company will forge collaborations with business partners, other Tata Group companies and like-minded corporate organizations, funding agencies, non- government organizations, community based organizations, Governments and Government organizations, based on well-defined selection criteria. Partners will bring in complementary resources; expertise and influence which would be leveraged to force- multiply the company's CSR initiatives.

T S Alloys will engage closely with **Tata Trusts** and work jointly on projects which are aligned to T S Alloys CSR strategy and in its operational areas. T S Alloys will also leverage the products and services of Tata group companies for its CSR initiatives in alignment with its CSR strategy.

- **Affirmative Action** : The Company will design targeted interventions for Scheduled Castes and Scheduled Tribes to promote Education, Employability, Employment and Entrepreneurship. The Company will also work on promoting Ethnicity to preserve the cultural fabric of these communities.
- **Volunteerism** : T S Alloys is committed to providing opportunities to its employees, their families and the larger Tata group ecosystem to engage in volunteering activities that will benefit the communities in which they live and work, and at the same time, support T S Alloys own CSR efforts. This will not only deepen local community connect but will also leverage in-house skills in addressing social challenges, thereby creating both social and business impacts.
- **Communication** : The Company will have a two-way communication channel, so that the stakeholders' needs, expectations and aspirations can be mapped and their feedback and satisfaction levels can be obtained and assessed for the purpose of design and improvement of initiatives.
- **Innovation** : T S Alloys will endeavour to develop innovative solutions to solve seemingly intractable social problems. These will encompass technology, as well as models for sourcing, partnering and delivery of initiatives.