

## FUCHS POLICY ON CORPORATE SOCIAL RESPONSIBILITY

### Document Release Notice

This policy on Corporate Social Responsibility, Version 1.0, is released for use in Fuchs Lubricants (India) Pvt. Ltd. with effect from 01<sup>st</sup> April, 2015.

Author:

Kavita Chube

Company Secretary

Randell Dias

Regional Human Resources Manager –  
India & Southeast Asia

Authorized & Approved:

Kersi Hilloo

CEO & Managing Director

**Revision List**

<b>Revision No.</b>	<b>Revision Date</b>	<b>Revision Description</b>	<b>Section No.</b>	<b>Rationale for Change</b>	<b>Change Type (add/modify/delete)</b>
1	07 <sup>th</sup> December'18	Change in CSR Committee Director	3	Appointment of new Regional Vice President	Modify

**Table of Contents**

Section	Content	Page
	Table of Contents	3
	Glossary and Abbreviations	4
1	Introduction	5
1.1	Purpose / Aims	5
2	Focus Areas	5
3	Composition of CSR Committee	6
4	Committee Meetings	6
5	Responsibilities of the Committee	6
6	Governance	6
7	Funding, Selection and Monitoring Process	6

**Glossary and Abbreviations**

<b>Sr. No.</b>	<b>Term</b>	<b>Explanation</b>
1	CEO	Chief Executive Officer
2	MD	Managing Director
3	HR	Human Resources
4	CSR	Corporate Social Responsibility
5	CWG	CSR Working Group

## 1. Introduction

Fuchs Lubricants (India) Private Limited has been an early adopter of Corporate Social Responsibility (CSR) initiatives. Fuchs India undertakes various projects for the betterment of the society and in particular in the areas such as education, health, community service, medical assistance and promotion of art and culture. The Company's focus has always been to contribute to the sustainable development of the society, environment, and to make our planet a better place for future generations.

### 1.1 Purpose / Aims

The purpose of the CSR policy is to extend assistance to the society in general without discrimination of any sort and take care of the welfare and growth in a sustainable and responsible manner so that we may contribute to the empowerment of the society we are in.

## 2. Focus Areas

In accordance with the requirements under the Companies Act, 2013, Fuchs India CSR activities, amongst others, will focus on activities relating to:

- ❖ **Hunger, Poverty, Malnutrition and Health:** Eradicating hunger, poverty and malnutrition, promoting preventive healthcare and sanitation and making available safe drinking water.
- ❖ **Education:** Promoting education, including sponsorships, special education and employment – enhancing vocational skills especially among children, women, elderly and differently abled, and livelihood enhancement projects; monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories etc. with the objective of assisting students in their studies.
- ❖ **Rural Development Projects:** Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable villages.
- ❖ **Gender Equality and Empowerment of Women:** Promoting gender equality and empowering women; setting up homes, hostels and day care centers for women and orphans; setting up old age homes and such other facilities for senior citizens; and adopting measures of reducing inequalities faced by socially and economically backward groups.
- ❖ **Environmental Sustainability:** Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, conservation of natural resources and maintaining the quality of soil, air and water.
- ❖ **National Heritage, Art and Culture:** Protecting national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promoting and developing arts and handicrafts.

### 3. Composition of CSR Committee

The CSR Committee shall consist of the following directors:

Sr. No.	Name	Designation	Membership
1	Kersi Hilloo	CEO & Managing Director	Chairperson
2	Ruven Ebner	Regional Vice President	Member

### 4. Responsibilities of the Committee

The responsibilities of the CSR Committee include:

- ❖ Formulating and recommending to the Board of Directors the CSR Policy and indicating activities to be undertaken.
- ❖ Recommending the amount of expenditure for the CSR activities, and
- ❖ Monitoring CSR activities from time to time.

### 5. Committee Meetings

The CSR Committee will meet at such intervals as determined by the Board subject to at least one meeting in each financial year.

### 6. Governance

A CSR Working Group (CWG) appointed by the CSR Committee will work closely with and support the Board of Directors and the CSR Committee in implementing CSR activities of the Company. The Group will assist the CSR Committee in identifying the areas of CSR activities, programs and execution of initiatives as per defined guidelines. The Working Group will also assist the Board and CSR Committee in reporting the progress of deployed initiatives and in making appropriate disclosures (internal / external) on a periodic basis.

### 7. Funding, Selection and Monitoring Process

The CSR Working Group will receive requests for funding of projects throughout the calendar year. Its panel of experts will evaluate proposals received and will be prioritized by assessing their impact. It will be ensured that the benefit would go to the community at large and would not be taken on the basis of caste, creed or religion. The Working Group will then forward its recommendations to the CSR Committee who in turn will forward the same to the Board of Directors. The Board and CSR Committee will deliberate on the proposals and approve proposals for implementation at its discretion.

The Working Group will collaborate with stakeholders to monitor the status of each project and will report its findings to the CSR Committee periodically.