

POWERLINKS TRANSMISSION LIMITED
CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY
2017-18

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1.0 Preamble

In line with the commitment of Tata Group, Powerlinks, is also committed to improve the quality of the communities it serves.

Powerlinks believes in integrating its business values and operations to meet the expectations of its stakeholders. Communities, ranging from those villages around its transmission lines, to those employed by its contractors and suppliers, are key stakeholders and Powerlinks is committed to ensuring that they benefit from the company's presence in their neighbourhood.

We believe in strengthening the economically weaker sections of the communities around us and giving them support so that they can sustain themselves for a life time.

CSR Vision Statement

In fulfilment of its role as a Socially Responsible Corporate, the Company will aim for enhancing value creation in the society and the community in which it operates, through its services, conduct and initiatives. This will help promote sustained growth for both the society and the community.

Powerlinks will align its CSR programs across all locations under the 5 Thrust Areas to ensure common focus and synergy in efforts. The company may also consider undertaking or supporting CSR initiatives beyond its geography in alignment to 5 Thrust Areas and Affirmative Action on matters of national importance based on community need and exigencies including natural disasters etc. involving stakeholders opinion and evaluative process.

2.0 Corporate Social Responsibility Policy

Powerlinks is committed to ensure the social wellbeing of the communities in the vicinity of its business operations through Corporate Social Responsibility initiatives (CSR). Powerlinks shall engage with the community by undertaking the following principles and activities;-

- Consult pro-actively with the community and other key stakeholders for understanding needs and designing initiatives for the social well-being of the community
- Undertake activities as per 5 major thrust areas, which include,
 1. Augmenting Primary Education System with emphasis on girl child education(**VIDYA**)
 2. Building and Strengthening Healthcare Facilities including safe drinking water (**AROGYA/ SWATCH JAL**)
 3. Enhancing Programs on Livelihood (**SAMRIDDHI**) & Employability (**DAKSH**)
 4. Building Social Capital and Infrastructure (**SANRACHNA**)
 5. Nurturing Sustainability for Inclusive Growth, environment & animal care (**AKSHAY**)

These thrust areas are mapped with the activities as suggested in the Schedule VII of the Companies Act (A-I*)

- Facilitate assistance during natural disasters, *as appropriate*
- Build and strengthen community institutions and stakeholder engagement
- Collaborate with Civil Society, Industry Associations and Government institutions etc.
- Encourage its employees for volunteering (**ARPAN**)
- Undertake CSR initiatives (A-II*) with the aim that over time these become self-sustainable
- Engage with under-privileged sections of the community as per Affirmative Action Policy
- the CSR Committee (A-IV*) of the Board will Monitor, Review and Evaluate (A-III*) CSR activities and expenses on a periodic basis as per the calculation

of 2% of net profit based on financial statement and report as per defined format (A-V*)

- Communicate the CSR activities to stakeholders as per the regulatory requirement

Powerlinks shall work as per the Company's CSR Policy for Community Initiatives in and around the vicinity of its business presence for Corporate Social Responsibility. Any surplus arising from CSR activities will not be part of company profits.

* Note-A refers to Annexure

Annexure I

Linkage between Powerlinks Corporate Social Responsibility Thrust Areas and Schedule VII

VII

Major Activities Schedule VII	Powerlinks Thrust Area				
Schedule VII, Section 135 of Companies Act 2013(Final Notification, 27th February 2014)	Augmenting Primary Education System with emphasis on Girl Child Education (VIDYA)	Building and Strengthening Healthcare Facilities including Safe Drinking Water (AROGYA/ SWATCH JAL)	Enhancing Programmes on Livelihood (SAMRIDDH I) and Employability (DAKSH)	Building Social Capital and Infrastructure (SANRACH-NA)	Nurturing Sustainability for Inclusive Growth, environment & animal care (AKSHAY)
(i) eradicating extreme hunger and poverty and malnutrition, promoting preventive healthcare and sanitation and making available safe drinking water		√			
(ii) promotion of education; including special education and employment enhancing vocation skills especially among children, woman, elderly and the differently abled and livelihood enhancement projects	√		√		
(iii) promoting gender equality and 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					
(iv) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources, environment & animal care and maintaining of quality of soil, air and water.					√
(v) protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up of public libraries; promotion and development of traditional arts and handicrafts;					
(vi) measures for the benefit of armed forces veterans, war widows and their dependents*					
(vii) training to promote rural sports, nationally recognized sports, and Paralympics sports and Olympic sports					√
(viii) contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and	√	√		√	√

relief and welfare of the Scheduled Castes, the Scheduled Tribes, 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*					
(x) rural development projects	√	√		√	

***Will be decided by the CSR Committee/ Board of Powerlinks Transmission Limited on case to case basis.**

Note- Key Community Initiatives and Geography are given in Annexure II & Annexure VI respectively

Thrust Area	Flagship Activities	Outcome Indicators	Output
Augmenting Primary Education System with emphasis on Girl Child Education (VIDYA)	<ul style="list-style-type: none"> • Adult Literacy • Scholarships/ • Tutorial/Computer 	<ul style="list-style-type: none"> • % Adults (Functional Literacy) • % Students from economically backward communities for all interventions • % of girl children in schools for all interventions 	<ul style="list-style-type: none"> • No of Adults covered • No of Students/Schools covered • Discernible improvement in Results (e.g. marks; Pass %; Writing & Reading Skills, etc.)
Building and Strengthening Healthcare Facilities including Safe Drinking Water (AROGYA/ SWATCH JAL)	<ul style="list-style-type: none"> • Health Outreach • Behaviour Change Communication • Safe Drinking Water and Hygiene 	<ul style="list-style-type: none"> • % reduction in Footfall in Outreach Camps/Centres in Peak Season(Trend analysis No. of positive health behaviours • % Children/Households access to Safe Drinking Water and Sanitation facility <p>(The examples are as follows:</p> <ul style="list-style-type: none"> • Pregnant women reporting at local health centre or camp for vaccination • Washing hands prior to meals and drinking water from water purifiers provided by Powerlinks at school • Utility of existing toilets by community at household level <p>It may be noted that “no. of positive health seeking behaviour” is an open ended indicator. Subsequently, next year, the list of health behaviours would be tabulated to analyse the prominent behaviours and accordingly future behavioural change communication would focus their messages on the</p>	<ul style="list-style-type: none"> • % of Villages/ No of beneficiaries covered • No of BCC Campaigns and % of Villages covered • Total No of HHs having access to Sanitation Toilets • % Schools covered for safe drinking water <p>(Based on community need, efforts would be made to enable community to access toilets if existing through behavioural change communication like folk shows, wall painting etc. Or else in case of non-existence of toilets, exploring dovetailing Govt</p>

		missing/low prominent positive health behaviours)	schemes for toilet construction under Total Sanitation Campaign with contribution from both Powerlinks and community, if required. The end goal is to seek improvement in access to sanitation in both the cases).
Enhancing Programmes on Livelihood (SAMRIDDI) and Employability (DAKSH)	<ul style="list-style-type: none"> • Livelihood Initiatives • Employability Initiatives 	<ul style="list-style-type: none"> • % Youth/differently abled engaged in gainful opportunities/IGA 	<ul style="list-style-type: none"> • No. of Villages / beneficiaries covered • No. of Villages covered/Trainees /Vocations undertaken
Building Social Capital and Infrastructure (SANRACHNA)	<ul style="list-style-type: none"> • Institution Building 	<ul style="list-style-type: none"> • % Increase in Trained No of Institution/SHG Members • Amount of Resources Mobilized through Govt/Other Schemes • % SHG Groups trained on IGA 	<ul style="list-style-type: none"> • Total No. of Villages/Themes covered • Total No. of Collateral Schemes implemented • Total No. of Trainees/ Exposure Visits/Activities covered
Nurturing Sustainability for Inclusive Growth, environment & animal care (AKSHAY)	<ul style="list-style-type: none"> • Rural Energy • External Resource mobilised 	<ul style="list-style-type: none"> • % Households covered under Renewable Energy Initiatives(Solar/Biomass) • % of ABP mobilised through government and other resources • % targeted sports persons representation district or higher level competition 	<ul style="list-style-type: none"> • Total No. of Villages covered • Total No. of partnerships with other agencies • No of steps in sustaining the environment • Steps taken for Animal care & development

			<ul style="list-style-type: none"> No. of sports events supported
Employee Volunteering (ARPAN)	<ul style="list-style-type: none"> Employee Volunteering 	<ul style="list-style-type: none"> Annual % Change in Hours of volunteering Annual % Change in no of employees volunteered 	<ul style="list-style-type: none"> No. of Hours dedicated for volunteering by Sr leaders/ Employees/family No. of Initiatives undertaken

Annexure II: CSR Programs and Initiatives along with Outcome Indicators

The CSR Programs and Projects for FY 15-16 along-with modality and schedule are given below:-

Thrust Areas	Sr. No.	CSR Projects/Activities	Reference Sr. No. of Schedule VII
Augmenting Primary Education System with emphasis on Girl Child Education (VIDYA)	1	Special Coaching and Basic Infrastructure	ii, x
	2	Scholarships and Mainstreaming left out children into schools	li
Building and Strengthening Healthcare Facilities including Safe Drinking Water (AROGYA/ SWATCH JAL)	3	Mobile Health Program and Services, Behavioural Change Communication	I
	4	Safe Drinking Water, Sanitation	I
	5	Contributing to basic health infrastructure	I, x
	6	Women and Child Health Awareness	I
Enhancing Programmes on Livelihood(SAMRIDDHI) and Employability (DAKSH)	7	Training of Youth and differently abled on vocational courses	ii
Building Social Capital and Infrastructure (SANRACHNA)	8	Women Empowerment-Self Help Group Leadership Training	iii
Nurturing Sustainability for Inclusive Growth,	9	Rural Energy Solutions	iv

environment & animal care (AKSHAY)	10	Promoting Sports and Games and Support to Natural Calamity	vii, viii
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Key Outcome Indicators

Annexure III

Monitoring, Review and Evaluation

There are 4 levels of Monitoring and Review undertaken for CSR Initiatives

Level 1: Local reviews; dissemination of MIS and exception reports by Execution teams and by the Corporate Social Responsibility team respectively.

Level 2: Senior Leaders BSC review on the progress, effectiveness; action plans and support required.

Level 3: Regional review on monthly basis

Level 4: Powerlinks Transmission Limited CSR Board committee Review on quarterly basis

All projects under CSR will be identified within a defined geography in vicinity of operations (5-10 Kms radius) through a need based assessment system either directly in consultation with the community, or through agencies that carry these need assessment surveys, Subsequently, based on a consensus and in discussion with the village panchayats and government agencies, as required, projects will be prioritised. All exceptions to be approved by CSR Committee.

Note- CSR Committee from time to time will further apprise the Powerlinks Board

Annexure IV

Powerlinks CSR Committee Composition

A Committee of Board of Directors has been formed in pursuance of the said section. Powerlinks CSR Committee comprises 3 Directors including one Independent Director.

1. Ms Rita Sinha (Chairperson and Independent Director)

Mrs. Rita Sinha, is an M.A. in Geography from Punjab University, Chandigarh. She retired from the I.A.S. in July 2010 from the post of Secretary to the Government of India, Department of Land Resources, and Ministry of Rural Development. She has held

several assignments both in the Central and State Governments in a career spanning almost 38 years.

2. Mr. Sanjeev Mehra

Mr. Sanjeev Mehra is the Managing Director of the Tata Power Trading Company Ltd. Since September 2011. He is B.Tech and P.G. Diploma in Business Management and has vast experience of around 34 years in Power Sector. He started his career in NTPC as an Executive Trainee in Electrical Design Department and worked there for almost 9 years. Thereafter he joined Power Grid Corporation of India Limited in the Commercial Department and later he joined PTC India Ltd.

4. Mr Jayant Tiku (CEO & Executive Director)

Mr Jayant Tiku is B. Tech in Electrical Engineering from Delhi College of Engineering and M. Tech in Power Apparatus and Systems from IIT Delhi. He has vast experience of 33 years in various areas of Power Plant Engineering and Maintenance. Before taking up his current responsibilities, he was Head-Technology and Diagnostics at Tata Power. He has worked in, CGPL, Mundra and also as Engineering Project Coordinator for Maithon Power Project (1000 MW) and Power projects in Tata Steel areas. He has written and presented many technical subjects.

Annexure V

Reporting Framework

1.	2.	3.	4.	5.	6.	7.	8.
S No	CSR project/activity	Sector	Project/programme 1. Local area/others 2. State district	Amount outlay (budget) project/programme wise	Amount spent by project/programme: 1. Direct 2. Over-heads	Cumulative spend up to reporting period	Amount spent direct/through implementing agency*
1.							
2.							
3.							

* Give details of implementing agency

Note: In case of a multi-company collaboration on CSR, each company will need to report separately on such projects or programmes

1. Outline of the Company's CSR Policy – overview of activities to be undertaken and weblink to Policy and projects or programmes.
2. Composition of the CSR Committee.
3. Average net profit for the past 3 financial years.
4. Prescribed CSR Expenditure i.e. 2% of 3 above.
5. Financial year spend:
 1. Total to be spent.
 2. Amount unspent if any
 3. Details of spend in table
6. In case of underspend, reasons.
7. Responsibility statement of CSR Committee that policy, implementation and monitoring complies with the CSR objectives in letter and spirit.
8. Signature of CEO/MD/Director.

Annexure VI: Geography

Presently Powerlinks operates in four states of the country (i.e. West Bengal, Bihar, Uttar Pradesh and Delhi). The focus of its CSR efforts is in the immediate vicinity of its operations. The geographical focus (radius) for each project/ operating station is broadly in the 5-10 km range based on factors such as population density, level of development, etc. While CSR efforts in areas beyond its operations is feasible and will be undertaken in special situations (such as in the case of natural disasters, etc.), the priority will be on maintaining a geographical focus in the vicinity of operations.

The locations of CSR activities are given below:-

State	Locations
West Bengal	Siliguri
West Bengal	Dalkhola
Bihar	Purnea
Bihar	Muzaffarpur
Uttar Pradesh	Gorakhpur
Uttar Pradesh	Lucknow
Uttar Pradesh	Bareilly
Uttar Pradesh	Mandola
Delhi	New Delhi

Note: Sites indicated are offices of Powerlinks. Powerlinks 1166 Kms transmission lines runs through West Bengal, Bihar and Uttar Pradesh.

Powerlinks CSR Budget 17-18	
Key Thrust Areas	Allocation of Budget to Powerlinks Transmission Limited
1. Augmenting Primary Education System with emphasis on Girl Child Education	100% allocation to Powerlinks Transmission Limited
2. Building and Strengthening Healthcare Facilities including Safe Drinking Water	
3. Enhancing Program on Livelihood and Employability	
4. Building Social Capital and Infrastructure	
5. Nurturing Sustainability for Inclusive Growth , environment & animal care	
6. Miscellaneous	
Total in Rs Lakh	241.64

Total CSR Budget = Rs. 241.64 lakh

Implementation Strategy & Plan FY 2017-18

Revised CSR Plan FY 2017-18									
Total Budget FY 2017-18 - 2, 41, 64,000/- (Two Crore, Forty One Lakhs, Sixty Four Thousand Only)									
S.No	Focus Area	Objective	Project Activity	Beneficiary (Target)	Targeted Outcome	Geographical coverage/Locations	Collaborating /Implementing Partner	Budget FY 2017-18	Remarks
1	Health (Arogya and Swachh Jal)	Eradicating hunger & malnutrition	Midday meal for 200 destitute children	200 children	100% coverage of 200 Children FY 2017-18 for distribution of mid day meal	Vrindavan, U.P	Ramakrishna Mission Sevashrama	12.00	
2	Health (Arogya and Swachh Jal)	Support in strengthening the medical facilities of Charitable Trust	Donating required medical equipments/Ambulance	Depending on the request submitted by the charitable institution	100% Distribution as per agreed plan	Vrindavan, U.P & Muzaffarpur, Bihar	Ramakrishna Mission Sevashrama	36.94	
3	Education (Vidya)	Encouraging differently abled for livelihood programs	Soft Skills Vocational Training	200 Trainees	70% Placement of 200 trainees	New Delhi	Sarthak Educational Trust	27.70	Total Project cost = 30 Lacs Rs 2.35 Released as token amount from unspent fund FY 2017
4	Education (Vidya)	Skill Development & Employment	Skill Development under four segments- Electrician, Plumber, Mason General & Carpenter	200 Trainees	70% Placement of 200 trainees	7 remote villages/Panchayat of Bareilly District	National Skill Development Corporation- Ministry of Skill Development	50.00	
5	Health (Arogya and Swachh Jal), Education (Vidya), Livelihoods(Samridhi) and Employability(Daksh), Social Capital and Infrastructure (Sanrachna)& Nurturing Sustainability for Inclusive Growth(Akshay)	Development of Identified Village- Water, Sanitation, Education, Women's Health, Infrastructure, Environment, Employment & Basic Material Needs of the Villagers	Water- Digging, deepening & cleaning of a pond/Other water body to ensure storage of rain water in village. Repair & recharging of village wells & hand pumps. Infrastructure- Repair main village roads connecting to aaganwadi/schools. Sanitation- Cleaning of entire village, making soak/pit drainage channel for waste water. Women Health & Education - Complete cleaning of School & Aaganwadi, one library to be set up in all villages, building up hand pumps & other water resources in each school, aaganwadi to full of toys & reading material. School kit to be provided to all children with school bag, stationary and other basic stuff. Resources for people- Providing daily needs kit to all villagers- Clothes, utensils, footwear, soap etc. Employment - Providing employment to the villagers through all these activities and 100% employment to the women's of these villages for making kits and pads through waste/new & donated products. Environment - 1000 Kgs of absolute waste material to be recycled and channelized in a productive manner by saving it from going to landfills.	5 Villages	100% closure of all activities in 10 Villages	5 Remote Villages of Saharsa District Bihar	GOONJ - A Voice an Effort	100.00	
6	Miscellaneous (Environment & Animal Welfare)	Environment & Animal Welfare in the community	1.Creating a 'forest' of economically useful trees in the common lands of a receptive/cooperative Gaon Sabha.(Rs 5 Lacs) 2.Strengthening a veterinary center with required equipments.(Rs 5 Lacs)	1 Village	100% closure of the planned activity in one Village	1 remote village of Bareilly District	World Animal Protection or Sanjay Gandhi Animal Care or other applicable sources of Gaon Sabha	10.00	
7	Miscellaneous (Others)	Travel & Swachh Bharat & other Drives near Corporate office & others	Project Visit, Swachh Bharat & Other drives			All Project Locations	Others	5.00	
Grand Total								241.64	

Powers for approval

Executive Director & CEO will be the interface for the CSR Committee supported by Group Head – HR & CSR. ED & CEO is authorized to carry out the CSR spends. The CSR Committee shall report to the Board of Directors of the Company.

CORPORATE SOCIAL RESPONSIBILITY (CSR) STRATEGY

POWERLINKS TRANSMISSION LIMITED

CSR Strategy: Index

2.0 Guiding Philosophy to CSR

2.0 CSR Vision

3.0 CSR Mission

4.0 Strategic Approach and Choices made by Powerlinks on CSR

5.0 Key principles for design and implementation of CSR programs

6.0 Institutional approach to implementing CSR strategy

1.0 Guiding Philosophy to CSR

Powerlinks in this pursuit and commitment towards sustainability has chosen the overarching vision of delivering sustainable value to all stakeholders. The thought process adopted by Powerlinks is captured in the **Tata Power Sustainability Model**, which has the over-arching objective of **Leadership with Care**. This dovetails well with the Tata Group philosophy of *improving the quality of life*.

Powerlinks aims to achieve its sustainability intent of **Leadership with Care**, by having leading and best practices on Care for the Environment, Care for the Community, Care for the Customers and Shareholders, and Care for the People. Powerlinks has also instituted "CARE" as one of the values of the organization.

2.0 CSR Vision

In fulfilment of its role as a Socially Responsible Corporate, the Company will aim for enhancing value creation in the society and the community in which it operates, through its services, conduct and initiatives. This will help promote sustained growth for both the society and the community.

3.0 CSR Mission

To work with communities in the vicinity of its operations or as specially identified, to gain their acceptance of co-existence by addressing salient development imperatives of (i) Education, (ii) Health (iii) Infrastructure (iv) Livelihood & Employability (v) Inclusive growth.

The company will, inter alia, also address special local needs, through continuous engagement to achieve effective & sustainable improvement in quality of life of communities.

This will be done through well designed & smartly executed programs. The programs will be driven through the efforts of the community and become a testimony to the inclusiveness of Powerlinks with the community.

4.0 Strategic Approach and Choices made by Powerlinks on CSR

Powerlinks has made following choices on multiple dimensions about how it will drive Corporate Social Responsibility (CSR).

1. **Geographical focus:** Powerlinks will primarily focus on the majority of its CSR efforts in the immediate vicinity of its operations. The geographical focus (radius) for each project will be broadly in the 5-10 km range from our Transmission Lines / Offices based on factors such as population density, level of development, etc. However, based on social imperatives of any specific community, the programs could also cover communities, other than those falling within the vicinity criteria, for such special requirements.
2. While CSR efforts in areas beyond its operations is feasible and will be undertaken in special situations (such as in the case of natural disasters, etc.), the priority will be on maintaining a geographical focus in the vicinity of operations.

In order to develop a better understanding of CSR and areas where the company should focus, the company worked towards understanding its CSR programs and its alignment to the country's CSR framework (Companies Act 2013) and United Nations Millennium Development Goals (MDG). This will help Powerlinks to be better prepared to demonstrate the preparedness and proactive approach towards defining the boundary and material aspects which will be pivotal to setting goals and plans, deployment of resources, forging partnership on common objectives and delivering results. While the company realised that there are many avenues in delivering its social commitment, however the analysis of country level and global development reports provided following insights:

- Health, education, drinking water and sanitation are considered as the social services in India as well as globally.
- India has targeted a public expenditure on education of 6% of GDP, however the actual spend is in the range of 4.0 % of GDP which is lesser than the global weighted average of about 5%.
- Access and service provider availability for health services in remote locations has remained a constant challenge. In India, the doctor patient ratio is 1:1800 while the World Health Organization stipulates minimum of 1:1000 as Doctor Patient ratio.
- While 20% of Indian population is in the age group of 15-24 years, the workforce basic skills is relatively low in this age with rural areas particularly less better than urban
- The overall agricultural yield and landholding pattern is low with critical masses being most affected and still resorting to old agricultural practices
- In addition, The Tata Group Focus Initiatives identified are Health, Education and Water in CSR domain.

Based on these insights, Powerlinks believes that Health, Education, Livelihood, Infrastructure and Inclusive Growth, environment & Animal Care would be the broad areas to undertake social initiatives.

The next step entailed undertaking deep dive assessment through baseline socio-economic studies across the locations to identify specific aspects within the broad areas. This provides insights on strengthening education at primary level, working towards gender equity in education, enhancing employability skills among rural youth and access

to basic health facilities and social amenities to name a few. Eventually this led to identification of five Thrust Areas under which CSR programs/activities would be undertaken as follows:-

1. Augmenting Primary **Education** System with emphasis on girl child education
 2. Building and Strengthening **Healthcare** Facilities including safe drinking water
 3. Enhancing Programs on **Livelihood** & Employability
 4. Building Social Capital and **Infrastructure**
 5. Nurturing Sustainability for **Inclusive Growth**, environment & Animal care
3. **Across locations, there will be common alignment to CSR Programs** of Powerlinks. This is important to ensure common focus and synergy in efforts across different locations.
- Over long term, CSR programs of Powerlinks will largely be strategic and with sustainable, long term impact in mind. This implies programs will have the following characteristics:
 - Programs are designed with long term impact in perspective as opposed to only addressing a tactical short term need.

The extent of efforts and resources deployed in strategic programs shall constitute tactical/operational approach based on short-term local area needs.

 - Programs address a significant need of the community at large (as opposed to a very narrow section of the population)
 - Programs are driven by collaboration through a blend of volunteering from own employees, knowledge from other companies in the Tata Group and Powergrid, participation from NGOs which bring local and functional expertise and pooling of resources (time from people, material, funds, etc.) from neighbouring companies/ industries.
 - Programs will have a learning approach through a structured budgeting process & periodic reporting to the Board.
4. CSR programs and initiatives will also try to deliver as per requirement of the location on Affirmative Action (AA) goals. These are across 4 major sectors (4Es): Education, Employment, Employability and Entrepreneurship.

Steering Committee of Affirmative Action Programme provides strategic oversight and is engaged in planning, designing and implementing programs with focus on SC/ST communities in the vicinity of operations as well as geographies with predominant SC/ST population.

5.0 Guiding principles for design and implementation of CSR programs

Powerlinks approach for Community initiatives shall be to:

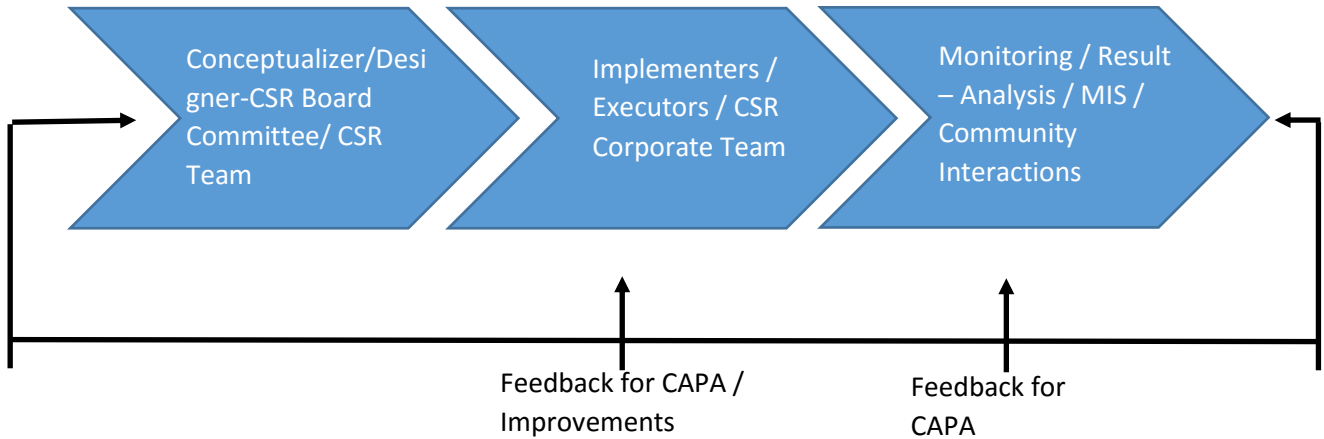
- Engage with the community (identified as addressable segment within 5-10 Kms distance of plant boundary), with a view to “Powerlinks” earning the right of co-existence as neighbours of choice.
- Assess the need profile of subject community with a view to designing programs and initiatives
- Discuss program profile with key stakeholders to evolve consensus & provide/ agree on budgets or resources
- Pursue common and mandated flagship initiatives across all locations on long term basis, for relevant and significant impact of efforts
- Foster alliance and synergy with Civil Society/Academia/Government/ NGOs for Knowledge Management, External Evaluation and Resource Sharing
- Enhance competencies & upgrade skills within CSR Team and associates about CSR Global Practices and awareness among employees.
- Develop and strengthen professional team across all locations to demonstrate a scientific approach to institutional building and competency within organization
- Accelerate employee participation through volunteering, deputation and recognition. This is one of the most critical aspects to ensure the organization as a whole is sensitive to the needs of communities that are not privileged

6.0 Corporate Social Responsibility at Powerlinks: Institutional approach

Powerlinks has adopted an institutional approach to formulate policies, design programs, engage and interact with the community.

- The Board CSR Committee would guide, steer, monitor through the Corporate Social Responsibility team towards designing policies, guidelines, effectiveness measures and the overall focus, themes and direction for Powerlinks Corporate Social Responsibility initiatives.
- The dedicated team at the sites/ locations would drive the need assessment/ identification and implementation of the programs that will address the identified needs, implement Board / Corporate approved policy(s) & initiatives through an implementing partner. The efforts undertaken shall be an agreed mix of strategic initiatives & tactical/operational initiatives, which are needed for short-term sustainable outcomes.
- Corrective & preventive actions & continuing improvements shall be facilitated based on the feedback & inputs that are received through formal/informal interactions with various participants.

- The Board would be kept informed on Policies, implementation & compliance of the policies & on the effectiveness & impact of the Company initiatives.



Powerlinks Corporate Social Responsibility team is vested with the responsibility of pursuing Policy & Strategy conceptualisation as also outlining the strategic themes, salient programs & compliance to the statutory provisions of the Companies Act 2013. Going forward, the following shall be the triggers for review and realignment of the Policy, for it to remain current & relevant to changing, dynamic needs & requirements:

1. Board & Board's CSR Committee directions and guidance
2. Change in Benchmarks necessitating review / revision
3. Statutory changes & change in law
4. Annual review