


Corporate Social Responsibility Committee		Corporate Social Responsibility Policy	
ISSUE NO	REVISION NO	RECOMMENDED BY	APPROVED BY
1		Corporate Social Responsibility Committee	Board of Directors

CORPORATE SOCIAL RESPONSIBILITY POLICY

Preamble

The concept of Corporate Social Responsibility has gained prominence from all the avenues. Organizations have realized that Government will not alone be able to get success in its endeavor to uplift the downtrodden of society.

Philosophy

At Pan India Paryatan Private Limited, we sincerely believe that the actions of the organization and its community are highly inter-dependent. It is through constant and collaborative actions, the Company strives to become an asset in the communities where it operates. As our Corporate Social Responsibility (CSR), we actively implement Projects and initiatives for the betterment of society, communities, and the environment.

It is the Company's intent to make a positive difference to society. It recognizes 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.

Scope and Applicability:

This policy shall be applicable to all CSR initiatives and activities undertaken by Company.

Objective of CSR Policy:

The objective of this policy is to continuously and consistently:

1. Generate goodwill in communities where the Company operates or is likely to operate;
2. Initiate projects that benefit communities;
3. Encourage an increased commitment from employees towards CSR activities and volunteering.

Policy

As per the policy, the focus of the Company is:

1. To pursue a corporate strategy that enables realization of the twin goals of shareholder value enhancement and societal value creation in a mutually reinforcing and synergistic manner.
2. To implement Social Investments / CSR programmes primarily in the economic vicinity of your Company's operations with a view to ensuring the long term sustainability of such interventions.
3. To sustain and continuously improve standards of Environment, Health and Safety through the collective endeavour of your Company and its employees at all levels towards attaining

world class standards and support other programmes and initiatives, internal or external, for the prevention of illness and combating of diseases as may be considered appropriate from time to time.

4. To encourage the 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.

Structure

The Corporate Social Responsibility Committee ('CSR Committee') is responsible to formulate and recommend to the Board the CSR Policy indicating the activities falling within the purview of Schedule VII to the Companies Act, 2013 and rules framed thereunder, to be undertaken by the Company, to recommend the amount to be spent on CSR. The CSR Committee of the Board of Directors comprises of the following Members:

Mr. Ashok Goel	-	Chairman
Mrs. Kaveeta Goel	-	Member
Mr. Frank Jiang	-	Member

Mr. Frank Jiang will be entitled to appoint an alternate director to attend and vote at the committee meeting in his absence.

Funding and Allocation:

For achieving the CSR objectives through implementation of meaningful and sustainable CSR Projects, the CSR Committee will allocate for its Annual CSR Budget, 2% of the average net profits of the Company made during the three immediately preceding financial years, calculated in accordance with the relevant Sections of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

Volunteering of employees from the organization

The Company will encourage and recognize its employees for volunteering with the spirit of serving and sharing with the community. The Company shall endeavor to increase employee participation at all levels in the Organization, by encouraging employees to participate in the Company's CSR activities.

CSR Thrust Areas

The Company has identified CSR Thrust Areas for undertaking CSR Projects/ programs/ activities. The actual distribution of the expenditure among these thrust areas will depend upon the local needs as may be determined by the need identification studies or discussions with Government/ Grampanchayat/ NGOs. The Company shall give preference to the local area and areas around which the Company operates for CSR spending.

Thrust areas:

- 1) Education: establishment, acquisition, maintenance, support and help for educational institutions, colleges, schools etc., giving scholarships, providing loans, grants, prizes.
- 2) Medical: providing medical relief to poor, establishment, acquisition, maintenance, help and support of medical institutions, dispensaries, health homes and service centers for sick etc.

- 3) Other relief measures: to undertake measures to alleviate the distress, suffering caused by famine, flood, earthquake and such other calamities and to support and help institutions or funds established for these purposes.
- 4) Natural Resources – To undertake measures for conserving natural resources and energy, to invest in projects which can help effective utilization of natural resources and preserving environment.
- 5) To promote rural sports, nationally recognized sports, Olympic sports, skills enhancement etc.,
- 6) Any other activities that the CSR Committee of the Company may define from time to time.

Implementation

1. The CSR Committee shall provide guidance on the allocation of the CSR budget among the thrust areas on an annual basis.
2. CSR Projects will be undertaken based on the recommendation of the CSR Committee to the best possible extent, within the defined Thrust Areas.
3. CSR expenditure shall include all expenditure including contribution to corpus for projects or programs relating to CSR activities approved by the Board on the recommendation of the CSR Committee.

Monitoring process of CSR activities

- To ensure effective implementation of the CSR activity at each location, a monitoring mechanism will be put in place by the Board of Directors.
- Annual CSR Calendar activities will be cleared/ signed off by CSR Committee
- Any other donations will be cleared/ signed off by Director / CEO.
- The CSR Committee will monitor and review on a quarterly basis the progress of CSR activities undertaken/ completed.
- All the CSR initiatives of the Company will form part of the Directors' Report of the Company.
- In order to ensure transparency and communication with all stakeholders, the committee will document the details of the Company's CSR initiatives and CSR expenditure and ensure that the same are available in the public domain i.e. the Annual Report and Website of the Company.

Criteria for identifying CSR projects:

- While identifying the projects all efforts must be made to the extent possible to define the following:
 - Project objectives.
 - Baseline survey – It would give the basis on which the outcome of the Project would be measured.
 - Implementation schedules- Timelines for milestones of the Project will need to be prescribed.
 - Responsibilities and authorities.
 - Major results expected and measurable outcome.