

MAHINDRA LOGISTICS LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

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MAHINDRA LOGISTICS LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

SCOPE AND APPLICABILITY

This policy shall be applicable to all stakeholders and employees of MLL.

POLICY STATEMENT

Our Purpose

Accelerating Commerce, Empowering Communities to Rise. Logistics is an invisible thread that binds everyone. People, companies, countries can specialise in what they are good at and reach the world through us. In every parcel, we move and in every trip we make, each of us strives to make a difference. This brings in prosperity for everyone. We accelerate the wheel of the economy and we do more than this. We transform the lives we touch. Whether it's our business partners, drive, their families or communities at large, we spread smiles with every mile.

OUR PURPOSE PRINCIPLES:

1. Shaping Industry
2. Transforming lives
3. Reimagining Solutions
4. Earning Trust
5. Sustaining Our Environment

Core Ideology

For MLL, responsible business practices include being responsible for our business processes, services, engaging in responsible relations with employees, customers and the community. Hence for the Company, Corporate Social Responsibility goes beyond just adhering to statutory and legal compliances and creates social and environmental value.

This is clearly articulated in the redefined Core Purpose which reads as “we will challenge conventional thinking and innovatively use all our resources to drive positive change in the lives of our stakeholders and communities across the world, to enable them to **Rise for Good**”.

CSR VISION STATEMENT AND OBJECTIVE

The CSR vision of the Company is to serve and give back to the communities within which it works with integrity and responsibility. We believe that while the growth and success of our business is our priority, we can reach our greater goals only if we cater to the needs of the communities where we operate.

The Objective of this policy is to –

- To promote a unified and strategic approach to CSR across the Company by identifying select constituencies and causes to work with, thereby ensuring a high social impact.
- To ensure an increased commitment at all levels in the organisation, by encouraging employees to participate actively in the Company's CSR initiatives and give back to the society in an organised

manner through the employee volunteering programme called ESOPs (Employee Social Option Programs).

TOTAL OUTLAY

From 1 April 2014 in line with the Companies Act, 2013 ("Act") and rules and schedules framed thereunder, the Company pledges 2% of its average net profits (or such contribution as may be stipulated by law from time to time) made during the past three immediately preceding financial years specifically towards its CSR initiatives. For this purpose, the net profit and the average net profit shall be calculated in accordance with the provisions of Section 198 of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time. The Company may spend up to 5% of its total CSR expenditure in one financial year towards administrative overheads which would mean the expenses incurred by the Company for 'general management and administration' of the CSR functions in the Company but shall not include the expenses directly incurred for the designing, implementation, monitoring, and evaluation of a particular Corporate Social Responsibility project or programme.

In case there is any unspent CSR amount, the same would be transferred to a Fund specified under the law unless the same refers to an Ongoing Project.

"Ongoing Project" means a multi-year project undertaken by a Company in fulfilment of its CSR obligation having timelines not exceeding three years excluding the financial year in which it was commenced, and shall include such project that was initially not approved as a multi-year project but whose duration has been extended beyond one year by the board based on reasonable justification. The unspent CSR towards an Ongoing Project will be treated in the manner prescribed by law from time to time.

The surplus arising out of the CSR activities, if any, will not be considered as a part of the business profits of the Company and shall be utilised in manner as specified in law.

APPROACH AND DIRECTION TOWARDS CSR ACTIVITIES

As per the approach and direction of the Board of Directors of the Company, the Company's CSR efforts would continue to be directed and focused towards Skill Development, Building Communities, Sustainability and Disaster Relief and rehabilitation, as briefed hereunder :

A. SKILL DEVELOPMENT:

Education and Skill development in local communities is critical for the development of the nation. The logistics sector is a large employer in the Indian economy, and education and skill development enables economic and social empowerment in local communities.

The Company would focus on promoting education including special education and employment enhancing vocational skills especially among girls, youth children, women, elderly and the differently abled and livelihood enhancement projects, skill development through Pradhan Mantri Kaushal Vikas Yojana, and other government schemes, safety & defensive training, and the like.

B. BUILDING COMMUNITIES:

Communities are the backbone of Indian economy. MLL would continue its focus on Community development activities in pockets of rural, marginalized and unprivileged communities. Our activities would include :

- Providing facilities: Rest rooms & Sanitation, Drinking Water facility, Health and Medical Check-up camps and clinics, etc;
- Promoting Community Welfare: Providing scholarship and grants to children, resolution of community challenges, family & community welfare, promotion of sports and wellness activities including yoga;
- Supporting rural development: By adopting villages, carrying out village development activities, infrastructure development, girl and youth education, women empowerment, health and sanitation, vocational trainings, festival celebration, recreational activities & sports, distribution of seeds and plants, clothes, stationary, food, support in implementation of government schemes and livelihood promotion.

C. SUSTAINABILITY:

Sustainability is a key focus area for the Mahindra group, and the Company. MLL would consistently support the promotion of sustainable practices in communities through programs for increased usage of renewable energy, waste management, renewal of natural water bodies, enhancement of green cover and bio-diversity etc.

D. DISASTER RELIEF AND REHABILITATION:

MLL would continue to provide consistent and timely support to relief and rehabilitation initiatives in those parts of India which are affected by natural calamities by either contributing to the Prime Minister's or Chief Minister's Relief Fund or by directly engaging in disaster relief and rehabilitation activities and rebuilding communities.

Our commitment to CSR will be manifested by investing resources in the aforementioned focused areas including any of the areas as stated in Schedule VII of the Act and given in **Annexure 1**. The major CSR projects of the Company are shown in **Annexure 2**.

POLICY GUIDELINES

- All CSR Projects must be aligned as prescribed in Schedule VII of the Act, as amended from time to time;
- CSR projects or programmes or activities must be undertaken in India alone;
- Preference shall be given to the local area and areas around it where it operates, for spending the amount earmarked for CSR activities;
- CSR activities must not include the activities undertaken in pursuance of normal course of business of the Company, or activities carried out for fulfilment of any other statutory obligations under any law in force in India;
- Projects or programmes or activities that benefit only the employees of the Company and their families shall not be considered as CSR;

- CSR activities should be in project/programme mode. One-off events such as marathons/awards/charitable contribution/advertisements/sponsorship/charges for TV programmes etc. will not qualify as part of CSR expenditure;
- Contribution of any amount directly or indirectly to any political party and religious activities shall not be considered as CSR;
- Activities supported by the Company on sponsorship basis for deriving marketing benefits for its products or services shall not be considered as CSR;

IMPLEMENTATION AND MONITORING

The Company has a well-defined and multi-tiered governance mechanism to oversee implementation of and monitor the CSR Policy in compliance with the Section 135 of the Act and rules framed thereunder.

Board Committee: The MLL CSR Committee has been constituted in line with provisions of Section 135 of the Act and rules made thereunder.

The MLL CSR Committee shall formulate and recommend to the Board, an annual action plan in pursuance of its CSR policy and the Act, which shall include the following, namely:-

- (a) The list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act;
- (b) The manner of execution of such projects or programmes
- (c) the modalities of utilisation of funds and implementation schedules for the projects or programmes;
- (d) monitoring and reporting mechanism for the projects or programmes; and
- (e) details of need and impact assessment, if any, for the projects undertaken by the Company;

Provided that Board may alter such plan at any time during the financial year, as per the recommendation of its CSR Committee, based on the reasonable justification to that effect.

CSR Council: The Company has set up a CSR Council chaired by the Managing Director & CEO of the Company and comprising of members of senior management executives and CSR executives. The CSR Council would implement the Annual Action Plan as laid down by CSR Committee and report to the MLL CSR Committee. To ensure that there is focus and maximum impact, the CSR Council will endeavour to work on fewer projects / causes. The CSR Council will convene periodical meetings to review the progress of the CSR projects.

The CSR Council may by directly or through a third-party agency carry out situational analysis, need assessment surveys, project visits, or impact assessment, social audits etc. if and as required especially for the strategic and high value CSR programmes. The CSR Council will review the CSR strategy from time to time and may recommend new focus areas and projects to the CSR Committee.

The Board shall satisfy itself that the funds so disbursed have been utilised for the purposes and in the manner as approved by it.

IMPLEMENTATION AGENCY / PARTNERS

The CSR initiatives will be undertaken by the Company itself or through any eligible/ qualifying implementing partners/ agencies.

The Company may also implement its CSR activities through Corporate Foundations/Trusts namely the Mahindra Foundation, The K C Mahindra Education Trust, Tech Mahindra Foundation, Naandi Foundation, any other eligible entity established by the Company or by the Mahindra group singly or along with any other Company.

APPROVAL AND AMENDMENTS

The Board of Directors are authorised to amend this Policy on recommendation of the CSR Committee as may be required from time to time, subject to applicable laws;

Any amendment(s) in the statutory/regulatory requirements shall be deemed to be included in the CSR Policy and binding on the Company even if statutory amendments are not specifically incorporated in this Policy.

SCOPE AND LIMITATION

Provisions of Section 135 of the Act, the Companies (Corporate Social Responsibility) Rules, 2014 and other applicable provisions, as amended from time to time shall be applicable to the Company.

In the event of any conflict between the provisions of this Policy and the Act, rules framed thereunder or any other regulatory/statutory enactments including amendments thereto, the latter shall prevail over this Policy.

ANNEXURE I (*Schedule VII of the Act*)

1. Eradicating hunger, poverty and malnutrition, promoting healthcare including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
2. Promoting education, including special education and employment enhancing vocation skills especially among children, woman, elderly & the differently abled and livelihood enhancement projects;
3. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially & economically backward groups;
4. Ensuring environmental sustainability, ecological balance, protection of flora & fauna, tree plantation, afforestation, gardening & maintenance, animal welfare, agroforestry, conservation of natural resources & maintaining quality of soil, air & water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
5. Protection of national heritage, art & culture including restoration of buildings & sites of historical importance & works of art; setting up of public libraries; promotion & development of traditional arts & handicrafts;
6. Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows;
7. Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports;
8. Contribution to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development & relief & welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities & women;
9. (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by Central Government or State Government or Public Sector Undertaking or agency of Central Government or State Government; and
(b) Contributions to public funded Universities, Indian Institute of Technology (IITs), National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE), Department of Biotechnology (DBT), Department of Science and Technology (DST), Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs);
10. Rural development projects;
11. Slum Area Development;
Explanation.- For the purposes of this item, the term `slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.
12. Disaster management, including relief, rehabilitation and reconstruction activities; and
13. Any other activities/projects prescribed by the Ministry of Corporate Affairs or any other regulatory authorities under Schedule VII of the Act.

To fulfil above activities, the Company may expense for infrastructural development work, health and medicines, school and educational assistance, women and child welfare activities.

ANNEXURE 2 - CSR projects approved by the Board of Mahindra Logistics Limited (FY 2022-23)

| Sl. No. | CSR Focus Area | CSR Activities | Projects | Category under Schedule VII | Implementation Modality | Implementation Schedule | | | |
|---|-----------------------------|---|---|-----------------------------|---|-------------------------|---|---|---|
| | | | | | | | | | |
| 1. | Building Communities | <ul style="list-style-type: none"> Women Empowerment Work with Person with Disabilities & LGBTQ Work with Destitute Homes (Orphanages, Old Age Homes) | Samantar | (i), (iii), (iv), (x) | Direct or through Implementing Agencies | √ | √ | √ | √ |
| | | <ul style="list-style-type: none"> General Health Check-up and awareness camps HIV/AIDS Health Clinic at Nashik Yoga training & meditation in communities, schools, colleges etc. Zero Accident Zone Project – Nashik-Bhiwandi Highway Road Safety Activities | Sehat | | | √ | √ | √ | √ |
| | | <ul style="list-style-type: none"> Eye Check-up camps | Nav Drushti | | | √ | √ | √ | √ |
| | | <ul style="list-style-type: none"> Blood Donation | Jeevan Daan | | | √ | √ | √ | √ |
| | | <ul style="list-style-type: none"> All cleanliness Activities under Swachh Bharat Abhiyan | Swachh Bharat Abhiyan | | | √ | √ | √ | √ |
| | | <ul style="list-style-type: none"> Personality development training, Hard and Soft Skill development training PMKVY Trainings in communities Vocational Training programmes with community youth & women Education of girl child | Hunnar Nanhi Kali | | | (ii) | Direct or through Implementing Agencies | √ | √ |
| <ul style="list-style-type: none"> Promoting renewable energy, Waste management, Renewal of natural water bodies, Bio-diversity | Green Guardians | (v) | Direct or through Implementing Agencies | √ | √ | | | √ | √ |
| 3. | Sustainability | | | | | | | | |

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| Sl. No. | CSR Focus Area | CSR Activities | Projects | Category under Schedule VII | Implementation Modality | Implementation Schedule | | | |
|----------------|-----------------------|-----------------------|-------------------|------------------------------------|--------------------------------|--------------------------------|--|--|--|
| | | • Tree Plantation | Mahindra Hariyali | | | | | | |
