



CSR POLICY

SWAL Corporation Limited (SWAL) a subsidiary of UPL Limited, takes initiative in harmonious and sustainable development of the society through its business activities that carries out across the globe.

Company recognizes that business enterprises are economic organs of society that draw on various societal resources for its functioning and growth, it is our core belief that a company's performance must be measured not only by its bottom line but also with respect to the social contributions made by the while achieving its financial goals.

The CSR initiatives focus on tangible projects that aim to fulfill not only the basic needs of the beneficiaries but serve to equip them with an attitude and tools that will help achieve their long term growth and unleash their hidden potential.

CSR focus areas

1. Education and Empowerment

Education is a basic human right pivotal to personal and societal development and so an integral part of its CSR agenda. Our experiences suggest that education creates an environment conducive in areas which enhance social indicators. Although education is very complex issue with many levels, facets and dimensions, company believes in maintaining a strong focus on improving educational facilities by establishing and running quality institutions and programs.

Education, whether academic or vocational, is often a guaranteed way to change the lives of needy and poor people. People's access to education will remain on its agenda, largely because education offers increasing access to economic opportunities. The long-term positive effects of education for the individual, family and wider society is well recognized. With the experience the company believes that people focus on controlling their own destinies and bring visible effect in their own communities when they have attained higher levels of education. In addition, education is often the main pathways to achieving another key development goal, i.e., Empowerment. The company will focus on Education as it is one of the most important means of empowering community with the knowledge, skills and self-confidence, necessary to participate fully in the development process. Without education and without self-esteem there cannot be empowerment. Both these elements go together."

2. Employability and Entrepreneurship through Vocational Training

Company believes that the critical actions are needed to tackle limited skills and low labour productivity which prevail in all sectors of the economy, stifling private sector growth and competitiveness. A major factor contributing to youth underemployment is skills mismatch with huge skills deficit in limited job growth and expansion, therefore company committed to promote inclusive growth by reducing skills mismatch between supply and demand in the labour market; and (ii) innovative, entrepreneurial development. Aiming to enable youths from socially and economically disadvantaged background to generate income and sustain livelihood.

Employability and Entrepreneurship program will train youths in employable technical and soft skills in a variety of sectors and trades and place them into employment or self-employment. The generation of income and on-going up-skilling leads to wider social and economic benefits especially through the programs focused on bringing school & college dropouts back into the mainstream of economy. The Employability and Entrepreneurship program will address skill- gaps, education relevance and will promote job creation through innovative entrepreneurship.



3. Agriculture Development

Agriculture is one of the most important sectors in the Indian economy. Roughly half of India's work force is still engaged in agriculture for its livelihood. Agriculture in India is both, a source of livelihood and food security for a vast majority of vulnerable sections of society. Given that India is still home to the largest number of poor and malnourished people in the world, a higher priority to agriculture will be given to achieve the goals of reducing poverty and malnutrition as well as of inclusive growth. Achieving an 8-9 percent rate of growth in overall GDP may not deliver much in terms of poverty reduction unless agricultural growth accelerates. At the same time 'growth with inclusiveness' can be achieved only when agriculture growth accelerates and is also widely shared amongst people and regions of the country. In given situation Agriculture development becomes important thematic focus for us at SWAL. SWAL will adopt a framework for SWAL's Agriculture development intervention so as to systematically develop, communicate and disseminate successful approaches and concepts of sustainable agriculture. This will include providing education, hands on training and guidance to farmer for carrying out scientific farming.

4. Environment and Nature conservation

The company already supports environmental sustainability at all of our manufacturing locations. Our factories use various methods to conserve water and energy so as to ensure that wastage of these precious resources are minimized.

Company also plans to work on Nature conservation to protect, manage and enhance our environment and depending on the area our focus can include conservation of grassland, woodland, forests, coastal areas, mountains and rivers / marine habitats. Company will also work to promote awareness of, and understanding about, the nature conservation. Company will educate and raise awareness of environmental issues with all sectors of the local community including local education institutes and industry.

5. Affordable Healthcare

India severely lags behind much of the world in providing affordable healthcare to its citizens. Millions of people in India suffer due to the unavailability of affordable healthcare. We believe that adequate healthcare facilities must reach out to the people especially to the less privileged people of India. Company will work on providing better healthcare facilities through public health programs. The emerging need in society for better healthcare services will be met through various healthcare programs as well as by the way of our help in partially funding and running hospital and health projects. Company will associate with projects for providing healthcare infrastructure.

Company will also work on aspects of water, sanitation and hygiene because of which the health and financial burden on poor people is high.

6. National / Local area need:

Company will respond to national need of relief or rebuild which can arise from floods, earthquakes, tsunamis etc. and causes loss of life or property damage, and typically leaves economic damage in area. Company will also engage in slum development projects with an aim to provide social upliftment of the poor.

Company will also work for specific local area needs around our plant locations



7. Sports:

Sports serve society by providing vivid examples of excellence.
- George F. Will

For a country of 1 billion people India is shockingly under represented at various sports events on the world stage. Company believe that this is due to both lack of infrastructure and lack of specialists' coaches to hone the talents of aspiring sportspersons. We firmly believe that Sports can play a pivotal role in uplifting the members of the socially disadvantaged class. Our Initiatives will be aimed at giving a fair chance to every individual by making available to them facilities like Infrastructure, training centers, specialized equipment's, coaching, medical guidance's, etc. Company will look to partner both global and local Government, NGO's, sporting institutes and others to help youths and other differently abled person with an interest in sports pursue and achieve their dreams. Company will sponsor some sport events to encourage sportsperson to exhibit their talents.

8. Promotion and Development of Traditional Arts and Handicrafts:

India is the treasure of some of the finest arts. With passage of time, mechanization and modernization, some of the arts are forgotten, especially handicrafts. Company will help those institution which are engaged in revival of these arts and work for promotion and development of these traditional arts.

Implementation

In accordance with sub-section (1) of section 135 of the Companies Act 2013, SWAL has set up a CSR committee to advise on the company's CSR policy, and monitor the CSR activities of SWAL. All projects are identified in a participatory manner, in consultation with the community. Subsequently, based on a consensus and in discussion with the village panchayats, local bodies and other stake holders, projects are implemented on a priority basis. The activities will be carried out in and around the area of the manufacturing plant, the Depot and the factory outlets of the group.

Responsibility of Top Management

Top management and employees in managerial positions within each department must understand that they play an essential role in fulfilling the spirit of this Charter and thus, in addition to leading by example, they must ensure that this information is disseminated to everyone in the Group and all related parties. Management must always strive to understand the opinions of those both inside and outside to develop a sound internal framework that ensures that the spirit of this policy is upheld. If any incident occurs that violates this Policy, top management will demonstrate, internally and externally, their determination to solve the problem and strive to identify the cause and prevent its recurrence. Furthermore, they will uphold information disclosure and accountability obligations. They will clarify the authority and responsibility of each manager and employee and deal rigorously and objectively with all people involved in the matter, including top management.