

Bisleri International Private Limited Corporate Social Responsibility & Sustainability Policy

This Corporate Social Responsibility Policy (“the CSR Policy”) has been framed by Bisleri International Private Limited (the Company) in accordance with Section 135, Schedule VII of the Companies Act, 2013, and CSR Rules issued by the Ministry of Corporate Affairs on February 27, 2014. Unless the context otherwise requires, the definitions mentioned in the notification dated February 27, 2014, and the Companies Act 2013, shall apply to this CSR Policy.

Company Philosophy for CSR Policy:

Companies Act, 2013 has formally introduced Corporate Social Responsibility to the dashboard of Indian Companies. Bisleri International Pvt Limited is much positive and appreciates the decision taken by the Government of India. The legal framework of CSR is an edge to Corporate Charitable/ reformative approach toward the Society to which the Corporate is belonging to. By introducing a separate section for CSR in the Companies Act, of 2013, the Government has given legal recognition to their community development approach.

The management of the Bisleri International Pvt Limited (BIPL) expresses its willingness and support for the CSR concept, and its legal framework and shall abide by it.

Corporate Social Responsibility Committee:

The Company has constituted a Corporate Social Responsibility Committee (“the Committee”) comprising of following,

1. Mr. Parag Bengali - Chairman
2. Mr. Ramesh J Chauhan - Member
3. Mr. K. Ganesh - Member

The Board of Directors and Directors of the Company may re-constitute the Committee, as and when required to do so, by following the sections, sub-sections, rules, regulations, and notifications issued or to be issued, from time to time, by the Ministry of Corporate Affairs or the Central Government of India. The Committee shall exercise powers and perform the functions assigned to it by the Board of Directors of the Company pursuant to section 135 of the Companies Act, 2013 and CSR Rules notified with regard thereto.

The responsibilities of the CSR Committee include the following:

1. To formulate CSR strategy, policy, and goals.
2. To monitor the Bisleri CSR policy and performance.
3. To review the CSR projects/initiatives including the amount of expenditure from time to time.
4. To formulate and recommend to the Board for its approval, an annual action plan every financial year as per the recommended format of MCA and will review from time to time.
5. To ensure legal and regulatory compliance as per CSR guidelines.
6. To ensure reporting and communication to stakeholders on CSR projects/initiatives.

CSR Activities:

Pursuant to Schedule VII of the Companies Act, 2013, the Committee has approved the following activities as “CSR Activities” to be undertaken under the CSR policy of the Company. The Board of Directors has reviewed the said activities and expressed its consent to the Committee to pursue the said activities under the CSR policy of the Company under section 135 of the Companies Act, 2014, Schedule VII and other applicable rules, regulations, notifications, etc., issued/ to be issued from time to time.

Approved CSR Activities:

- Promoting preventive healthcare and sanitation, Community Health- Innovation projects to meet local needs. Reaching out with basic health care to all (bridging the gap).
- Promoting education, including primary, secondary, and higher secondary education, as well as special education and employment enhancing vocation skills, especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
- Projects, Activities, and Programs relating to the conservation of natural resources including renewable energy sources.
- Projects related to ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources, and maintaining the quality of soil, air, and water
- Promoting Gender equality and empowerment of women



- Sustainable livelihood Projects – Holding hands of all marginalized groups to improve livelihood opportunities, thus improving their quality of life.

Bisleri International Private Limited may, subject to the recommendation of the CSR Committee and approval from the Board of Directors, undertake any other CSR activity as specified in Schedule VII of the Act from time to time.

Budget for CSR Activity & CSR Expenses:

The Company shall allocate the budget for CSR activities. The minimum budgeted amount for a financial year shall be 2% of the average net profit of the three immediately preceding financial years. The Company may allocate more fund/ amount than the amount prescribed under section 135 of the Companies Act, 2013, for the CSR activities for any financial year. The Committee shall calculate the total fund for the CSR activities and recommend them to the Board for approval. The Board shall approve the total fund to be utilized for CSR activity for the respective financial year.

CSR expenditure shall include all expenditures including contributions to the corpus for projects or programs relating to CSR activities approved by the Board on the recommendation of its CSR Committee but does not include any expenditure on an item not in conformity or not in line with activities which fall within the approved CSR activities.

Identification of activities/ projects:

Out of approved CSR activities, the Committee shall decide which activity/ project should be given priority for the respective financial year. While arriving at the decision of the activity to be undertaken for the respective year, the Committee shall analyze the basic need of the community/ area in which the Organization operates or at the place where its registered office is situated. The Committee shall record its findings and prioritize the CSR activities.

Implementation process:

After prioritizing the activity, the Committee shall finalize the detailed implementation project/program, including planning for expenses against the total budget allocated for CSR activities.

Implementing Agencies:

The approved CSR activities, projects and program shall be carried out directly or in any of the following ways as the Board on the recommendation of the CSR Committee in its

absolute discretion may decide:

- A company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80 G of the Income Tax Act, 1961 (43 of 1961), established by the company, either singly or along with any other company.
- A company established under section 8 of the Act or a registered trust or a registered society, established by the Central Government or State Government; or any entity established under an Act of Parliament or a State legislature.
- A company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80G of the Income Tax Act, 1961, and has an established track record of at least three years in undertaking similar activities.
- The above-referred agencies shall have the unique CSR Registration Number.

The Company may also undertake CSR projects or activities in collaboration with other corporate. The implementing organization will also be screened, based on the BIPL screening criteria to ascertain the organization's credibility and its ability to execute the project with utmost effectiveness.

Sustainability Policy:

Bisleri ensure a healthy and sustainable environment. This in embedded as the part of Business. This includes selection of suppliers and business partners that have a strong commitment to run sustainable operations and process.

Sustainability Committee:

The Company has constituted a Sustainability Committee (“the Committee”) comprising of following,

1. Mr. Angelo George - Chairman
2. Mr. Parag Bengali - Member.
3. Mr. K. Ganesh - Member
4. Mr. Venkata Sridhar - Member
5. Mr. Tushar Malhotra - Member.

To drive towards this ambition, we adhere to the applicable legal requirements relating to

the environment. In addition, our environmental efforts include the following key area and are defined by our long-term aspirational goals.

Water Stewardship:

- a. Increase water security where we operate.
- b. Support watersheds by fostering responsible operations through focusing on water efficiency, wastewater treatment and water harvesting.
- c. Harvesting & recharging more water than consumption and maintain Water Positive Company.

Climate Protection:

- a. Recycling 100% plastic consumed and promoting circular economy. resulting in the reduction of carbon emission.
- b. Mitigating Scope 1 and 2 Carbon emission by way of recycling.
- c. Reuse of jars to reduce consumption of virgin plastics.
- d. Installing renewal energy - solar plants to reduce the non-renewal energy consumption.
- e. Improved plant efficiency, waste reduction, latest technology machinery & equipment and supplier engagement.
- f. Reducing non-renewal power consumption by 7-10% by 2025.

Sustainable Packaging:

- a. Using 100% recyclable plastic in all our packaging.
- b. Recycling more plastic than consumed and maintain Plastic Neutral Company.
- c. Design packaging that can be reused for multiple rotations.
- d. Reducing plastic consumption by 8-10% by 2025.

Organizational Responsibility:

At the organizational level for the implementation of the agreed CSR & Sustainability activity, the committee may constitute an implementation team or authorize any of the departments of the Company to organize the implementation of the activity. The team or respective department shall monitor the implementation process from time to time, on behalf of the committee and place a report to the Committee regarding the progress of the activity implementation, on a quarterly basis. The respective department or implementation team would be responsible for reporting any irregularity to the Committee on an immediate basis.

Monitoring by the Board and Directors:

The Board of Directors and Directors shall constantly monitor the implementation of the activities. The committee shall place a progress report, including details of expenses,

before the Board quarterly. The Board shall review the same and suggest recommendations, if any, to the committee about the implementation process.

Monitoring of CSR & Sustainability projects:

All CSR & Sustainability Projects/Activities shall be monitored directly by the Board and Directors through the Team.

Projects directly implemented by CSR & Supply Chain team:

- The CSR & Sustainability Projects taken up by BIPL shall be monitored directly by CSR & Supply Chain Department. Objectives, implementation plans, key deliverables, and desired impact will be spelt out at the start of the project.
- In case the progress of Projects is not as per the defined milestones, the project will be evaluated by the committee. If the Committee finds that the project is not sustainable or needs modification, it will send its recommendation to the Board for necessary approval with reasonable justification.

Projects in collaboration with Implementing Agencies:

- CSR & Sustainability Projects taken up through approved implementing agencies shall be evaluated and monitored jointly by the CSR & Supply Chain department and respective organizations. An evaluation format shall be prepared for this purpose at the start of the project clearly stating the time, cost, and deliverables/desired impact.
- In case the progress of CSR & Sustainable Projects is not as per the defined milestones, the project will be evaluated by the respective committee. If the Committee finds that the project is not sustainable or needs modification, it will send its recommendation to the Board and Directors for necessary approval with reasonable justification.

In the case of “ongoing projects or programs” yearly implementation, monitoring, and evaluation plan shall be fixed and approved by the Board on the recommendation of the Committee and periodic reports shall be shared with the Board and Directors.

At the end of every financial year, the CSR & Sustainability Committee shall submit to the Board and Directors requisite information and documents to report the progress of implementation of the projects or programs approved by the Board. Further, the Chief Financial Officer of the Company shall also submit a certificate to the Board certifying that the funds disbursed for CSR & Sustainable projects or activities have been utilized for the said purpose.

Compliance and Reporting to Board:

The Committee is responsible to undertake CSR and sustainable activities as per the approved CSR & Sustainability Policy. Apart from quarterly reporting to the Board about the implementation of the activity, a detailed report containing the implementation schedule, the total budget allocated, actual expenses incurred, surplus arising, if any, the result achieved, further work to do in the concern activity, Recommendation for the activities for next year, etc. should be placed before the Board for its consideration. Any surplus arising out of the fund allocated for activity shall not be part of the business profit of the Company.

Management Commitment:

The Board of Directors, top Management, and all the employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR and Sustainability policy.

Our Corporate Social Responsibility policy conforms to the relevant section of the Corporate Social Responsibility, Rules made under the Companies Act, 2013 and amendment(s) to be made thereto in the future.

The Company is contributing to sustainable development through its economic activities combined with the fulfillment of its social responsibilities relating to education, health, safety, and environmental aspects.

- Bisleri Charitable Trust and Ozone forum of India, Mumbai
- Bottles for change - Mumbai, Pune, Goa, Delhi NCR, Lucknow, Chandigarh, Jaipur, Ooty, Chennai, Coimbatore, Pondicherry, Ahmedabad, Bangalore & Hyderabad.
- Bisleri Nayi Umeed, Gujarat, Maharashtra, Uttar Pradesh, Tamil Nadu, Uttarakhand, Bangalore and Leh Ladakh.

