

Title	<b>Corporate Social Responsibility (CSR) Policy</b>		
Department	Human Resources	Version	1.0
Date of Effect	April 01, 2014	Date Reviewed	NIL

### Introduction

Datamatics Global Services Limited [hereinafter referred to as the Company] is a trusted partner to several Fortune 500 Companies globally for managing their end-to-end Application Life Cycle & Business Critical Processes. Datamatics is a global Information Technology (IT) and Business Process Outsourcing (BPO) organization focused on delivering smart, next-generation business solutions that help enterprises across the world overcome their business challenges. Datamatics integrates corporate social responsibility with business objectives to make these initiatives an integral part of the company's profitable growth. Over the years, the company has developed a thoughtful approach and attempts to address critical areas of impact to society at large. The Company drives its Corporate Social Responsibility [CSR] initiatives through a corporate project named 'ASHA'.

### Applicability

This policy has been formulated and recommended by the CSR Committee and adopted by the Board of Directors at its meeting held on May 28<sup>th</sup> 2014. The terms, rules and regulations mentioned in this policy are as per Section 135 of the Companies Act 2013 (referred to as the Act in this policy) on CSR and in accordance with the CSR rules (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014.

The Policy shall apply to all CSR projects/programmes undertaken by the Company in India as per Schedule VII of the Act.

This policy shall be applicable to Datamatics Global Services Limited including all its subsidiaries.

### Vision

Acting responsibly towards the society is a part of the Datamatics DNA. Datamatics has always been a strong proponent of being a socially responsible company. This approach has culminated in the formation of our Corporate Social Responsibility (CSR) initiative, christened as 'ASHA'. The CSR policy aims at bringing about a transformation in the quality of life of people through social upliftment programs. The CSR vision of Datamatics Global Services Limited is "*Employability & Environment*" or such other vision / objective as the CSR Committee may recommend as per Schedule VII of the Act.

This policy shall be effective from 1st April, 2014.



**CSR Committee**

- 1) The CSR Committee will consist of three or more directors of which, atleast one will be an independent director.
- 2) The CSR Committee shall meet as and when deemed necessary.
- 3) The CSR Committee may invite Executives, Advisors, representatives of Social Organizations, Auditors of the Company and such other person (s) as it may consider necessary to attend the meeting.
- 4) As per Section 135 of the Companies Act 2013, the reasons for under spending of the allocated CSR budget shall be specified in the Board's Report. The surplus arising out of the CSR activities, if any, will not be considered as a part of the business profits of the company.

**CSR Activities**

The Company will constantly endeavor to identify focus areas in line with any one or more of the activities mentioned under Schedule VII of the Companies Act 2013 as detailed below.

- (i) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- (ii) Promoting education, including special education and employment enhancing vocational skills and livelihood enhancement projects;
- (iii) Promoting gender equality and empowering women;
- (iv) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water;
- (v) Protection of national heritage, art and culture, setting up public libraries and promotion and development of traditional arts and handicrafts;
- (vi) Welfare measures for Armed forces Veterans and their dependants;
- (vii) Training to promote rural sport, nationally recognised sports, paralympic sports and Olympic sports;
- (viii) Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government 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.
- (xi) Such other matters as may be notified by Ministry of Corporate Affairs from time to time for this purpose;



**Modalities of Execution/Implementation**

- a) The Company's CSR projects or programmes or activities will be identified, executed and implemented in accordance with the approved CSR policy.
- b) The Company shall explore the possibility of collaboration with other subsidiaries for undertaking CSR projects, programs or activities in such a manner that the CSR Committees of respective companies are in a position to report separately on such projects or programs or activities.
- c) CSR Committee shall have full discretion to specify or modify the modalities of execution of CSR projects or programs and to determine implementation schedules.
- d) The CSR activities shall be undertaken within India.

**Monitoring and Reporting process**

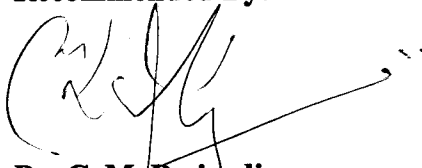
The Company's CSR Committee shall monitor the implementation of the CSR Policy through periodic review of CSR activities.

The CSR Committee will prepare the annual CSR report on CSR to be filed by the Company on approval of the Board.

**General**

This policy outlines the spirit behind the Company's approach in bringing absolute transparency in communications as regards its policies. Therefore, personnel covered by this policy are expected to respect the rules and standard procedures governing this policy. Where circumstances are abnormal or situations not anticipated or defined in this policy arise, such matters should be referred to the HR Department for resolution in a manner that is consistent with the whole aim and spirit of this policy.

**Recommended By:**



**Dr. C. M. Dwivedi**  
**Global Head – HR & CSR**

**Approved By:**



**Rahul Kanodia**  
**Vice Chairman & CEO**