

Corporate Social Responsibility Policy



Context

Norex Flavours Private limited has been an early adopter of Corporate Social Responsibility ('CSR') initiatives. Along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business growth. We established Norex Foundation, a Non-Profit organization aimed at providing a dedicated approach to community development and to fulfill our CSR commitments. Norex Foundation works towards quality education, access to quality healthcare and improving healthcare infrastructure, ensuring environmental sustainability by closely working with farmers. The Company's focus has always been to contribute to the sustainable development of society and environment, and to make our planet a better place for future generations.

Objectives

Norex's CSR Policy intends to:

- Strive for economic development that positively impacts the society at large with minimal resource footprint.
- Embrace responsibility for the Company's actions and encourage a positive impact through its activities on hunger, poverty, malnutrition, environment, communities, stakeholders, and society.

CSR Policy

This CSR policy of Norex Flavours Private Limited is as per the government rules framed and as per the other applicable provision of the laws of the land consistent with the mandatory Corporate Social Responsibility provisions under the Companies Act, 2013 and Rules made thereunder ("Act").

This is the core responsibility of the company towards community so keeping in mind the CSR Committee have framed this policy in the interest of the society and to fulfill company's social responsibility towards the society.

This policy shall apply to all CSR initiatives and activities taken up not only at the various work-centers and locations of the Company but also in any other parts of the country, for the benefit of the society.

Norex CSR initiatives

In recent years, NOREX became more involved with the community in order to support it and make the families living around them self-sustainable. Therefore, four thematic areas were identified to support the community holistically. These thematic areas also align with the Sustainable Development Goals for a better future.

The organization is committed towards ensuring a better health system. For this, annual health checkup camps are organized for masses from the marginalized background. Financial aid is also provided in emergency cases.

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Under our education initiative, NOREX setup its own English medium school affiliated to CBSE. This school caters to fulfilment of basic education system for children from the nearby community. The quality education is provided at a very nominal fee.

At NOREX, we firmly believe that a society is as empowered as its women are. Hence, we promote community development through women empowerment. We work with women from backward rural communities and empower them by creating awareness related to health, hygiene, and women rights. We also support the women, in developing entrepreneurial attitude. NOREX continuously aims to work with the women and strengthen their capacity.

A green and clean environment is conducive and necessary for improving societal productivity. Clean surroundings ensure reduction in loss of productive man hours by reducing diseases, epidemic outbreaks and provides stability and reduced risk from natural calamities. Through our CSR initiative, we work with the communities in the vicinity of our area of operations in creating awareness regarding pollution, water conservation, cleanliness etc. through our regular campaigns and drives. We also promote plantation in the community.

NOREX has been working for **Farmers and distillers** with interventions like distribution of free and certified root stocks (stolons), awareness and education on crops, good agricultural & collection practices etc.) since 2008. Also established as a reliable local buyer at a fair price & without any discrimination, we have been able to reach out to 3000 farmers.

Scope/Focus Areas

This policy recognizes that 'Corporate Social Responsibility' is not merely compliance; it is a commitment to support initiatives that measurably improve the lives of underprivileged by one or more of the following focus areas as notified under Section 135 read with Schedule VII of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules 2014:

- Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation and making available safe drinking water.
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
- 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 and economically backward groups.
- 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.

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- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts.
- Measures for the benefit of armed forces veterans, war widows and their dependents.
- Measures for the benefit of people affected from natural disaster.
- Measures to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports.
- Contribution to registered Non-Government Organization(s) [NGO] or Trust(s) or Section 8 Company(ies) set-up with all or any of the objectives specified above in Para I to 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.
- Contributions to funds provided to technology incubators located within academic institutions which are approved by the Central Government.
- Rural development projects.
- Slum area development.
- Any other Projects / activities which the Government may add from time to time to the Schedule VII of the Companies Act, 2013 or allow through clarifications/ Circulars.
- Repairing, maintaining and making available basic facilities such as fan, air-cooler, etc. of the community hall, Dharamshala, etc. used by the people of the society including the local body of the local area in which the factories of the Company is situated.
- Any ancillary or incidental activities required to be performed to undertake any of the projects mentioned above may be undertaken subject to the prior approval of the CSR Committee.
- CSR activities shall be undertaken as projects, programs of activities (either new or ongoing) excluding activities undertaken in pursuance of the normal course of business of the Company.

CSR Committee

Guiding Principles for Constitution of CSR Committee:

A private company having only two directors on its board shall constitute its CSR committee with two directors.

The Committee shall meet at least twice in a year to discuss and review CSR activities and Policy. A quorum of two members is required to be present personally for the proceedings to take place. Such other meetings of the Committee can be convened as and when deemed appropriate.

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The Committee members may attend the meeting physically or via such audio-visual means as permitted under the Act. The Committee shall have the authority to call such employee(s), senior official(s) and or externals, as it deems fit. The Company Secretary shall act as Secretary to the Committee.

S.No.	Name	Role
1	Ms. Monika Agrawal	Member
2	Mr. Vaibhav Agrawal	Member

Functions of CSR Committee:

- The CSR activities enumerated above shall form part of the functions of the CSR Committee.
- To publicize the CSR Policy and initiatives org-wide, especially through mailers, screensaver and Policy documentation and upload(s) on website.
- To plan and carry out workshops to increase employee awareness on various projects and initiatives.

Transparent Monitoring Mechanism:

- The CSR Committee shall prepare a transparent monitoring mechanism for ensuring implementation of the projects / programs /activities proposed to be undertaken by the Company.
- The CSR Committee shall have the authority to obtain professional advice from external sources and have full access to information contained in the records of the Company as well as the powers to call any employee or external consultant or such other person(s) and for such purpose as may be deemed expedient for the purpose of accomplishments of overall CSR objectives laid down under the Act.

Planning and Implementation:

A list of CSR projects/Programs which the Company plans to undertake during the implementation year will be laid down before the Committee at the beginning of each year, specifying an activity per month per location of the company in the areas/sectors chosen and implementation schedules for the same.

Projects / Partners

CSR Committee in consultation with the Board of Directors of the Company will identify suitable projects for implementation as per the requirements laid down under the Act. These projects would be executed either directly by the Company and/or through CSR Partner(s) as permitted under the Companies Act, 2013.

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- The Company has its plans to do its CSR activities partly through Norex Foundation, a Non – Profit organization founded by the company.

Review and Reporting

- The CSR Committee will review the progress of the activities of the Company to the Board of Directors every six months or at such other intervals as it may deem fit.
- The Company will report, in the prescribed format as set out herein as Annexure, the details of CSR initiatives and activities of the Company in the Directors' Report and display on the website of the Company, as required under the Companies Act, 2013. Such reporting will be done, pertaining to financial year(s) commencing on or after the 1st day of April 2014.

Monitoring

- Appropriate documentation and amendments of the CSR Policy, annual CSR activities, reports on execution by CSR Partner(s) and expenditures will be undertaken on a regular basis and same will be available to the Board of Directors of the Company.
- Initiatives undertaken on the CSR front will be reported in the Annual Report of the Company.

The CSR Committee and persons /entities authorized by it, will conduct due diligence checks on the current projects/partners on a quarterly basis and report anomalies, if any, immediately.

Amendments

The Board of Directors on its own and/or as per the recommendations of CSR Committee may amend this Policy, as and when deemed fit. Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the provisions of the Companies Act, 2013 on the subject as may be issued from concerned statutory authorities, from time to time.

CONTACT

For any query related to the CSR Policy, please contact Mr. Lalit Kumar Yadav, Head-QHSE & Sustainability
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Vaibhav Agrawal

Managing Director