




# GEO CONNECT LIMITED

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## 1. CONTEXT

CSR is the process by which an organization thinks about and evolves its relationships with stakeholders for the common good, and demonstrates its commitment in this regard by adoption of appropriate business processes and strategies. Thus, CSR is not charity or mere donations. CSR is a way of conducting business, by which corporate entities visibly contribute to the social good. Socially responsible companies do not limit themselves to using resources to engage in activities that increase only their profits. They use CSR to integrate economic, environmental and social objectives with the company's operation and growth.

## 2. ABOUT GEO CONNECT LIMITED ("GCL")

### Our Vision

To be the best service provider delivering value added, proactive and customer focused solutions for maintenance activities.

### Our Mission

To provide reliable and consistent level of service, to create a suitable work environment which adds value for the core functions of the client.

### Our Values

Passion	In what to do
Entrepreneur Spirit	To Learn & develop
Reliable	On our services
Focused	On our quality & approach
Ownership	In what we manage
Resourceful	We bring change
Manage	Thought 'multi-skilling'

## 3. OBJECTIVES OF THE POLICY

- Promote a unified approach to CSR to incorporate under one umbrella the diverse range of the philanthropic activities, thus enabling maximum impact of the CSR initiatives.
- Ensure an increased commitment at all levels in the organization, to operate in an economically, socially and environmentally responsible manner while recognising the interests of all its stakeholders.
- Encourage employees to participate actively in the Company's CSR and give back to the society in an organised manner through the employee volunteering programme.

#### 4. FOCUS AREA

The CSR Committee of the Board of the Company will manage 2% of the average net profits made during the three immediately preceding financial years to undertake CSR initiatives which meet the needs of the local communities where we operate. Our commitment to CSR will be manifested by investing resources in any of the following areas:

- Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of 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 centres 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 including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
- 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 benefits of armed veterans, war widows and their dependents;
- Training to promoter rural sports, nationally recognised sports, Paralympics sports and Olympic sports;
- 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 Schedule Castes, the Scheduled Tribes, other backward classes, minorities and women;
- Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- Rural development projects

- Slum area development

However, the Company shall give preference to spending on “promoting education” and “setting up old age homes”. The CSR Committee shall review from time to time the CSR activities to be undertaken by the Company and recommend the same to the Board of Directors.

## **5. UNDERTAKING CSR ACTIVITIES**

CSR initiatives will be undertaken by the local CSR Teams of Company or CSR consultants with the active involvement of employees with other Not for Profit Organizations having an established track record of at least three years in carrying on the specific activity.

The CSR activities may also be undertaken by Company through their own or holding or subsidiary or associate company's registered society or trust or a Section 8 Company. The CSR activities may also be undertaken in collaboration with other companies where such collaborating companies are in a position to report separately as per the reporting requirements under the Companies Act, 2013 and Rules thereunder.

The following minimum criteria will be ensured while selecting NGOs/voluntary organizations for programme execution:

- ✓ The NGO is a registered Society / Public Charitable Trust
- ✓ The NGO has a permanent office / address in India
- ✓ The NGO has a valid Income Tax Exemption Certificate
- ✓ The NGO has submitted a detailed project proposal and budget which has been approved by the CSR Committee.

Any modifications / changes to this Policy shall be made only with the approval of the Board of Directors of the Company on the basis of recommendation made by the CSR Committee.

## **6. LOCATION OF CSR EFFORTS**

The CSR Committee shall decide the locations of CSR activities, which may be any place in within India.

## 7. COMPOSITION OF CSR COMMITTEE

The CSR Committee shall consist of the following Members

- |   |          |
|---|----------|
| 1. Mr. Jeewan Mehan<br>Independent Director     | Chairman |
| 2. Mr. Tarun Kathuria<br>Non-Executive Director | Member   |
| 3. M/s Pooja Khurana<br>Independent Director    | Member   |

Provided that the Company Secretary of the Company shall act as the Secretary of the Committee. The quorum for the Corporate Social Responsibility (CSR) Committee Meeting shall be one-third of its total strength (any fraction contained in that one-third be rounded off as one) or two members, whichever is higher

## 8. RESPONSIBILITY OF THE COMMITTEE

The Formulating and recommending to the Board of Directors the CSR Policy and indicating responsibility of the CSR Committee include:-

- Activities to be undertaken.
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

## 9. FUNDING, SELCETION AND MONITORING PROCESS

- The Board of Directors shall ensure that the Company spends, in every financial year atleast 2% of the average net profits (calculated in accordance of section 198 of the Companies Act, 2013) of the Company made during three immediately preceding financial years. In case the Company fails to spend such amount, the Board's report shall specify the reasons for not spending the amount. Further the surplus arising out of the CSR activities will not be considered as a part of the business profits of the company.
- The Company gives preference to the local area and areas around it where it operates, for spending the amount earmarked for CSR activities.
- A formal process of approving projects that the Company will support will be put into place with each project being vetted by the CSR Committee. While CSR programmes may be identified by the CSR Committee and Company's CSR team, the CSR Committee will also evaluate projects submitted directly by reputed not for profit organizations having an established track record of at least three years in carrying on the specific activity. To ensure that there is focus and maximum impact, the CSR

Committee will endeavour to work on fewer projects over a longer period of time so as to ensure that the outcomes of the projects can be measured. All CSR project proposals will need to be submitted at the beginning of each financial year.

- The CSR Committee will convene half year meetings to review the progress of varied CSR projects in terms of both outcome assessment and financial monitoring. The CSR Committee will review the strategy from time to time and may choose new focus areas and projects as and when required.
- In order to ensure transparency and communication with all stakeholders, the CSR Committee will document the details of the Company's CSR initiatives and CSR expenditure and ensure that the same are available in the public domain i.e. the Directors' Report of the Company's Annual report and on the Company's website.
- Further employee participation in CSR projects will be encouraged and supported through the appropriate platform.

#### **10. EFFECTIVE DATE**

This policy shall be applicable to GCL and shall be effective from the date of approval by the Board of Directors of the Company.

Place : New Delhi  
Date: 24.02.2015

