

KURZ INDIA PRIVATE LIMITED
CORPORATE SOCIAL RESPONSIBILITY POLICY

1. This corporate social responsibility policy (“**CSR Policy**”) is made in pursuance to the powers delegated by the board of directors (“**Board**”) of Kurz India Private Limited (“**Kurz**”) in its meeting held on March 7, 2017.
2. This CSR Policy is made in accordance with the provisions of Section 135 of the Companies Act, 2013 and the rules made there under as amended from time to time.

OBJECTIVE:

3. We at Kurz believe that business enterprises are economic bodies of the society operating on the social resources. Kurz believes in incorporating such business values in its operations that meet the expectations of stakeholders.
4. Based on the thought process, advancement of the society and environment for the present and future generations has always been our focus.
5. Kurz has always tried to and will carry on in future undertaking activities for betterment of economic development that positively impact the society at large.

CSR COMMITTEE:

6. The members of the CSR Committee of Kurz are as follows:
 - a) Mr. Markus Olaf Hoffmann;
 - b) Mr. Peter Richard Albrecht Kurz; and
 - c) Mr. Klaus Dieter Georg Hirschmann.
7. Minimum 2 (two) members shall constitute a quorum for the CSR Committee meeting.
8. Membership of the CSR Committee shall be disclosed in the Annual Report of Kurz.
9. Term of the CSR Committee shall be continued unless terminated by the Board of Kurz.

ACTIVITIES/FOCUS AREA:

10. In accordance with the requirements of the provisions of the Companies Act, 2013, Kurz CSR activities will focus on the following areas:
 - a) Eradicating Hunger, Poverty and Malnutrition: Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including without limitation, contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
 - b) Education: To promote education including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects by way of making contributions to institutions for library, laboratories, etc., for motivating the students.
 - c) Gender Equality and Woman Empowerment: 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.

- d) Environmental Sustainability: Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including without limitation, contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- e) Natural Heritage, Art and Culture: 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.
- f) Sports: To promote rural sports, nationally recognized sports and Olympic sports.
- g) Rural area projects and slum area development projects.
- h) Measures for the benefit of armed forces veteran, war widows and their dependents.
- i) 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.
- j) Incidental Activities: Employing people and incurring other costs to carry out aforesaid activities.
- k) Such other activities as the Board/CSR Committee as may consider in accordance with the activities given in Schedule VII of the Companies Act, 2013 and other provisions/rules, if any, as amended from time to time.

APPROACH TOWARDS CSR ACTIVITIES:

- 11. Kurz will undertake its CSR activities as recommended and approved by the Board and CSR Committee by itself or through a registered society or trust as approved by the CSR Committee.
- 12. However,
 - a) if such trust or society is not established by Kurz or its holding or subsidiary or associate company, it shall have an established track record of 3 (three) years in undertaking similar programs or projects; and/or
 - b) Kurz has specified the project or programs to be undertaken through these entities, the modalities of utilization of funds on such projects and programs and the monitoring and reporting mechanism.
- 13. Kurz may also collaborate or pooling resources with other companies for undertaking aforesaid projects, programs or CSR activities. However, the projects, programs or CSR activities that benefit for Kurz's employees and their families shall not be considered as CSR activities.
- 14. Accordingly, Kurz or such other entity will work closely with the support of the Board and the CSR Committee in implementing CSR activities of the company. Such entity may assist Kurz and the CSR Committee in identifying the areas of CSR activities, programmes and execution of initiatives as per defined guidelines. Such entity may also assist the Board and the CSR Committee in reporting the progress of deployed initiatives and making appropriate disclosures (internal/external) on a periodic basis.

CSR FUNDS:

15. The amount for the purpose of aforesaid CSR activities would include the following:
- a) 2% (two per cent) of the average net profits before tax of Kurz made during immediately preceding 3 (three) financial years;
 - b) any income arising therefrom;
 - c) surplus arising out of CSR activities carried out by Kurz and such surplus will not be part of business profit of Kurz.

PLACE/LOCATION OF THE CSR ACTIVITIES:

16. The CSR activities shall be undertaken at such locations within India as decided by the CSR Committee from time to time, provided that the preference shall be given to the local areas and areas around it where it operates.

POWERS AND RESPONSIBILITIES OF CSR COMMITTEE:

17. The responsibilities of CSR Committee include the following:
- a) Formulating and recommending to the Board the CSR Policy.
 - b) To recommend the amount of expenditure for the CSR activities and give power/directions to executive directors for the same.
 - c) CSR Committee can ratify and recommend for the post facto approval of the expenses which have been incurred by Kurz on CSR activities, if any, as described in Schedule VII of Companies Act, 2013.
 - d) To monitor the aforesaid activities from time to time.
 - e) To provide progress report on CSR activities to the Board and publish the same on the website of Kurz.

GOVERNANCE MECHANISM:

18. Kurz's CSR will have a multi-tiered governance mechanism. The CSR Committee will govern and review the CSR of the company from time to time. The CSR Committee will recommend the annual business plan for CSR to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations.
19. An apex CSR Steering Committee chaired by the Managing Director and comprising the senior management team of Kurz will do a quarterly review of the activities and monitor achievements against targets set at the beginning of the financial year.
20. Any or all provisions of this CSR policy may be amended by the Board based on the recommendations of the CSR Committee or in accordance with any statutory guidelines that may be issued from time to time.