

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

(As approved by the Board vide Resolution No. 4 passed at its meeting held on 14th February 2015)

For us in the Polson Ltd Group, reaching out to underserved communities is part of our DNA. We believe in the trusteeship concept. This entails transcending business interests and grappling with the "quality of life" challenges that underserved communities face, and working towards making a meaningful difference to them.

Polson Ltd believed in integrating its business values and operations to meet the expectations of its stakeholders, Communities ranging from those villages around its plant to those employed by its contractors and suppliers are key stakeholders and Polson Ltd is committed to ensuring that they benefit from the company's presence in their neighborhood. Based on the guiding philosophy with which Polson Ltd approaches its CSR, the CSR vision and mission has been outlined. The Strategic approach and choices that Polson Ltd is making to achieve its CSR vision has been defined.

Our vision is – "to actively contribute to the social and economic development of the communities in which we operate. In doing so build a better, sustainable way of life for the weaker sections of society and raise the country's human development index".

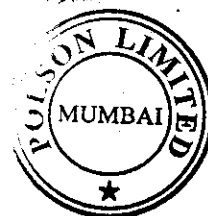
Polson Ltd is committed to ensuring the social wellbeing of the communities in the vicinity of its business operations through Corporate Social Responsibility initiatives (CSR).

Polson Ltd shall engage with the community by undertaking the following principles and activities:-

- Consult pro-actively with the community and other key stakeholders for understanding needs and designing initiatives for the social well being of the community.

Polson Ltd has mapped its activities with the activities as suggested in the Schedule VII of the Companies Act.

- Facilitate assistance during natural disasters, as appropriate.
- Build and strengthen community institutions and stakeholder engagement.
- Collaborate with Civil Society, Industry Associations and Government Institutions etc.
- Encourage its employees for volunteering.
- Undertake CSR initiatives with the aim that over time these become self sustainable.
- Engage with disadvantaged sections of the community as per Affirmative Action Policy.
- The CSR Committee of the Board will monitor, review and evaluate CSR activities and expenses on a periodic basis as per the calculation of 2 % of net profit based on financial statement and report as per defined format.
- Communicate the CSR activities to stakeholders as per the regulatory requirement.



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Monitoring, Review and Evaluation

There are 4 levels of Monitoring and Review undertaken for CSR Initiatives

Level 1: Local review; dissemination of MIS and exception reports by Execution teams and by the Corporate Social Responsibility team respectively.

Level 2: Senior Leaders review on the progress, effectiveness; action plans and support required.

Level 3: Regional review on monthly basis and corporate review.

Level 4: Board committee on CSR Review on quarterly basis.

The basis for engaging with community is undertaken through socio-economic baselines studies to assess the community needs and priorities and align the community development programs to meet the objectives.

Governance mechanism: We follow structured governance procedures to monitor CSR activities. Our CSR Policy is governed by the Board of Directors of the Company. The Board has constituted a CSR Committee comprising of an Independent to monitor the Policy and the programmes from time to time.

Note- CSR Committee from time to time will further apprise the Polson Ltd Board



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Polson Ltd CSR Committee Composition

A Committee of Board of Directors has been formed in pursuant of the said section. The Polson Ltd CSR Committee comprises 3 Directors including two Independent Directors.

1. Mrs. Sushila J. Kapadia (Chairman and Non-Execute Director) (DIN 02105539)

Mrs. Sushila Jagdish Kapadia, aged 82 years is a graduate in Arts from Elphinstone College, Mumbai. She has earlier worked at the Government of India Tourist offices located in Mumbai, India and New York, USA. She is has been National Champion in Badminton three times and a Triple Crown holder in the nationals. She also represented India in the first International Ladies Badminton Championship – the Betty Uber Cup. Mrs. Sushila J. Kapadia is actively involved in social work related activities.

2. Mr. Amol J. Kapadia (Managing Director) (DIN 01462032)

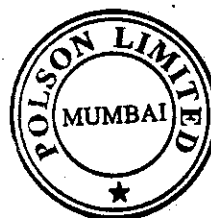
Mr. Amol Jagdish Kapadia, aged 48 years is the Managing Director of the Company. He has completed his Masters in Business Administration from IMD, Lausanne, Switzerland and is a Graduate in Commerce from Sydenham College of Commerce & Economics. He has been associated as a Director of the Company since 1987.

3. Mr. Pradip Pai (Independent Director) (00107704)

Mr. Pradip Pai has done his Bachelor of Commerce from Sydenham College of Commerce, Mumbai. He was also management trainee from Mahindra & Mahindra Ltd. He is the promoter of Epic Financial Consultancy Services Pvt. Ltd, a Registrar & Transfer Agency. He is a promoter director of Mangal Keshav Securities Ltd, a premier Broker in the Equities & Derivatives Market in India. He is the owner of Health and Fitness Space. He involved in setting up a chain of Fitness & Yoga related studio.

Information dissemination

The Company's engagement in this domain is disseminated on its website, annual reports, its house journals and through the media.



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Management Commitment

Our Board of Directors, our Management and all of our 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 policy.

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Voluntary Guidelines spelt out by the Ministry of Corporate Affairs, Government of India in collaboration with FICCI (2009).

Notwithstanding anything contained herein the Company and Managing Director reserves the right to alter, modify, add, delete or amend any of the provisions of this Policy without any prior notice/authority/permission.

