



Annexure VII

Company's Philosophy –CSR Policy

CSR Policy

Corporate Social Responsibility (CSR) Policy of VTM Ltd.

Corporate Social Responsibility is strongly connected with the principles of Sustainability; An organization should make decisions based not only on financial factors, but also on the social and environmental consequences. Therefore, it is the core corporate responsibility of VTM Ltd. to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders.

VTM Ltd. recognizes that its business activities have wide impact on the societies in which it operates, and therefore an effective practice is required giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations. The company endeavors to make CSR a key business process for sustainable development. VTM Ltd. is responsible to continuously enhance shareholders wealth; it is also committed to its other stakeholders to conduct its business in an accountable manner that creates a sustained positive impact on society.

Our company is committed towards aligning with nature; and has adopted eco-friendly practices.

As a corporate entity, the company is committed towards sustainability. The company strive for a valuable approach with an objective that each business decision takes into account it's social and environmental impacts and plans.

The philosophy

All CSR activities shall be driven by the core value of Inclusion. VTM is committed to ensure that all developmental activities/ initiatives undertaken are accessible to the Needy segments

This would reflect particularly in the field of education, and healthcare

The core guiding principles have been:

a) to lay a foundation for an inclusive society that provides people with access to higher education and

b) to ensure an equitable access to resources for the needy.

With the advent of The Companies Act 2013 particularly Section 135 of the Act, VTM Ltd. shall undertake following activities under its CSR programme :

1. Eradicating hunger, poverty, promoting preventive healthcare and sanitation and making available safe drinking water;
2. Promotion of Education, including special education and employment enhancing vocation skills especially among children, women and livelihood enhancement projects;
3. Promoting gender equality, empowering women and measures for reducing inequalities faced by socially and economically backward groups;
4. ensuring environment sustainability, ecological balance, animal welfare, agroforestry, conservation of natural resources and maintain quality of soil, air and water;
5. rural development projects
6. 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 SC, ST, OBCs, minorities and women.
7. Contributions or funds provided to technology incubators located within academic institutions approved by the Central Government.

Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues of social interest.