

## **CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY OF CAE SIMULATION TRAINING PRIVATE LIMITED**

### **CSR PHILOSOPHY**

Business enterprises are economic organs of society and depend on the resources, direct or indirect, provided by the society in common and at large. A business enterprise is also dependent on the social, environmental, educational, health and economic status of the society in which it is functioning and the deep symbiotic relationship is clearly evident.

Therefore, our Company intends to make a positive difference to the society and contribute its share towards the social cause of betterment of the society.

Our Company believes that the brand should stand for more than ‘just profit’ and we are therefore driving the brand to become socially trusted. In order for us to make these values a part of our DNA, we have focused our efforts on creating a socially inclusive work environment which seeks to bring in people of different backgrounds, abilities and ethnicities and offer them work as a unified team with a common goal.

In this regard, the Company has made this policy which encompasses the Company’s philosophy for delineating its responsibility as a **Corporate Citizen** and lays down the guidelines and mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large and titled as the “**Corporate Social Responsibility (CSR) Policy**” which is based on the provisions of the Companies Act, 2013 and rules made there under.

### **CSR VISION**

- Develop meaningful and effective strategies for engaging with all the stakeholders
- Consult with local communities to identify effective and culturally appropriate development goals
- Partner with credible organizations like trusts, foundations, non-governmental organizations or other bodies as permissible
- Check and prevent pollution, recycle, manage and reduce waste, water harvesting, manage natural resources in a sustainable manner
- Ensure efficient use of water, energy and environmental friendly technologies

### **CSR PROJECTS, PROGRAMS AND ACTIVITIES**

In accordance with the primary CSR Philosophy of the Company and the activities specified under Schedule VII to the Companies Act 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014 and any amendments thereof, the CSR Committee of the Company shall undertake any CSR activities in the areas as mentioned herein below:

- (i) Eradicating hunger, poverty and malnutrition, promoting health care including 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.
- (ii) Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- (iii) 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;
- (iv) 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;
- (v) 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;
- (vi) Measures for the benefit of armed force veterans, war widows and their dependents;
- (vii) Training to promote rural sports, nationally recognized sports, Paralympics sports and Olympics sports;
- (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 Schedule Tribes, other backward classes, minorities and women;
- (ix) Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government
- (x) Rural Development projects;
- (xi) Development of any area declared as slum area by the Central Government or any State Government or any other competent authority under any law for the time being in force;
- (xii) Any other area(s) as may be notified for CSR activities under the Act and rules thereto.

Provided that, the CSR projects and programs or activities that benefit only the employees of the Company and their relatives shall not be considered as CSR activities.

Also, the CSR activities undertaken in India only will be taken into consideration, in order to satisfy the requirement of section 135 of the Companies Act 2013.

## **IMPLEMENTATION PROCESS**

All CSR activities undertaken by the Company will follow certain rules and procedures to ensure that the chosen programs reach the intended target and create tangible impact.

The process for identification and implementation of a program here will include:

- Identification of priority areas
- Stakeholder identification
- Due diligence of implementation partner
- Project preparation/ project evaluation
- Budgeting
- Project implementation and Review

A program picked up for implementation by a company will be cleared by the CSR Committee of the company and will be in line with this CSR Policy.

## **CSR MONITORING AND REPORTING PROCESS**

The Company's CSR plan detailing the CSR programs, specified budgets, time frames and any modifications thereto shall be decided and implemented according to the recommendation of the CSR Committee and the Board's approval. The company shall continuously enhance its monitoring and assessment system, however it shall ensure that every program has clearly defined objectives.

The body(ies) implementing the approved CSR programs shall provide a report to the CSR Committee on the progress of implementation of the Program on half yearly basis and also at the end of every financial year, and the report shall be reviewed by the CSR Committee and reported to the Board.

## **CSR FUNDS**

The corpus for the purpose of carrying out the abovementioned activities would include the following:

- (a) 2% of the average net profits of the Company during three immediately preceding financial years calculated in accordance with section 198 of the Companies Act, 2013;
- (b) Any income arising from the CSR Corpus or CSR activities; and
- (c) Any surplus arising out of CSR activities carried out by the Company and such surplus will not be a part of business profit of the Company.

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR programs undertaken in accordance with the CSR programs or projects approved by the CSR Committee. Any surplus arising from any CSR Programs shall be



used for CSR activities only and any income arising from CSR Programs will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.

### **MISCELLANEOUS**

Any or all provisions of this Policy would be subject to revision/amendment by the Board of Directors of the Company based on the recommendations of the CSR Committee or else in accordance with the applicable rules, guidelines on the subject as may be issued from time to time.

The contents of this Policy shall be disclosed by the Board in its report and shall be disseminated on its website and be communicated to all concerned persons of the Company.

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