



POLICY ON CORPORATE SOCIAL RESPONSIBILITY (CSR)

INTRODUCTION

GTL (the Company) acknowledges debts towards the society in which it operates and in order to discharge its responsibility, it is undertaking various projects for the betterment of the society and in particular in the areas such as education, health, community service, medical assistance and rural education particularly in IT through 'Mobile Computer Lab' etc.

In view of the provisions of the Companies Act, 2013 in respect of CSR activities to be undertaken by certain corporate citizens to which this Law / Rules framed there under are applicable and since the same are applicable to it, we have therefore determined to bring together our existing operating principles into one framework policy under the heading of Corporate Social Responsibility (CSR). The principles encompassed in this policy cover all areas of operations in the CSR spectrum by Global Group of Companies inter alia the Company and have been developed and continue to be reviewed against and updated by reference to the Companies Act, 2013 and other applicable laws, if any.

GTL Limited is committed to open and transparent business practices that are based on ethical values and respect for employees, communities and the environment. GTL believes that a responsible approach for developing relationships between companies and the communities they serve, global or local, is a vital part of success in business. How we interact with the world in which we operate determines our place within it. We are driven by the fact that we have a tremendous responsibility to leave behind a valuable and remembering legacy for future generations. Our CSR Policy incorporates social responsibility in the fabric of our organization, which enable us to "Consistently deliver sustainable value to our stakeholders and society."

GTL's Board of Directors supports the principles set out in those codes and standards and the aim of this policy is to translate that support into a set of guidelines and standards that set a common approach for Global Group and provide practical guidance for our managers and employees on the ground.

PURPOSE

The purpose of CSR policy is to communicate our vision of Corporate Social Responsibility and our road map towards achieving it in CSR sphere in the locality it operates currently or in future.



MISSION

To extend assistance to the society in general without discrimination of any sort and take care of welfare and growth in a sustainable and responsible manner so that we may contribute to the empowerment of the society we are in.

APPROACH

CSR in GTL will have the following aim and objectives:

1. CSR would be an intrinsic part of our business processes;
2. Make employees more aware of the CSR dimension in their day to day activities; and
3. Strengthen and vitalize concepts of CSR in all relationships with external world.

MAJOR INITIATIVES TO BE UNDERTAKEN BY THE COMPANY UNDER CSR

(A) As per Schedule VII of the Companies Act, 2013:

1. Activities relating to:—
 - (i) eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
 - (ii) promotion education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently able 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 forces veterans, war widows and their dependants;



- (vii) training to promote rural sports, Paralympic sports and Olympic sports;
- (viii) contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled 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) Slum area development.

Projects and programs identified would be undertaken by the Company through 'Global Foundation', a Public Charitable Trust which is a registered organization under The Bombay Public Trusts Act, 1950 and a recipient of various benefits granted by Government agencies such as Income Tax exemption on donations etc. This Trust is rendering CSR activities for the Global Group of Companies and the Company would be making the mandatory contributions out of its net profits as stipulated under the Companies Act, 2013, which would be spent for above activities either through Global Foundation or by making donations to a recognized Trust undertaking these activities.

Besides the above activities, the Company may undertake following activities on voluntary basis:

(B) Suo moto

1. Environment Sustaining Practices:
 - a. To protect the environment, flora and fauna, water, air and other natural resources;
 - b. Establish environment management system;
 - c. Use / Produce recycled and recyclable material; and
 - d. Sensitize employees to environmental issues with measurable outputs.
 - e. Support CSR projects that are energy and environmental friendly.
2. Employee Development and Human rights:
 - a. Selection, treatment and promotion of employees only on the basis of qualification and merit, without discriminating on gender, race, religion, sexual orientation, age or disability;
 - b. Provide for employment to disadvantaged/ disabled people;
 - c. Prevention of Child Labour; and
 - d. Support organizations that promote fair trade and Human Rights Compliance.



3. Health and Well being:

- a. Ensure health and safety of employees and members of the public;
- b. Policies on employees dependent's care and day care for employees children;
- c. Provide health support through medical aid of various kinds;
- d. Provide, participate and support education, entertainment and sports for better work life balance; and

4. Community CSR Activities:

- a. Promote Corporate Volunteering in the Company;
- b. Encourage voluntary 'Pay Roll Giving';
- c. Offer quality work experience for students; and
- d. Support NGOs who fulfill the objectives of the Foundation.

CSR Committee

The Board of Directors of the Company shall constitute / reconstitute CSR Committee from time to time as per requirements of the statute.

The Committee shall discharge all functions for proper implementation of this Policy.

ORGANISATIONAL STRUCTURE

CSR activities will be headed by a Senior Executive of the Company. The Head CSR will monitor the performance on a regular basis. The divisional heads will nominate one person to support the Head CSR in all endeavors of the Organization.

A few full time employees will be supporting this department as per needs. It is expected that a large number of employees will voluntarily come forward to utilize their spare time in CSR activities.

FINANCE

The Company will fund the CSR initiative as stated above besides the financial contributions from employees under pay-roll giving and donations. Yearly budget on various social commitments will be made.

PROJECT SELECTION

Various projects selected for implementation will be selected by the Board of Trustees of the Foundation. It is to be ensured that the benefit should go to the community at large and not to any particular individual. The benefit should not



be taken on the basis of cast, creed or religion. Projects to support economically weaker sections of people need to be encouraged.

COMPLIANCE, MONITORING AND REPORTING

The responsibility of compliance with this policy lies with the Head CSR who will continuously monitor and will be subject to review by the CSR Committee whose recommendations shall be placed before the Board of Directors for their approval.

The contents of CSR Policy will be reported to stakeholders through the Annual Reports and the reports shall also be placed on the Company website.

POLICY OWNER

Head CSR – GTL Limited.

CONCLUSION

It is the honest desire of the Company that we proactively support the society that sustains us in whichever way possible. We believe that if Corporate become 'thoughtful, creative, active and trend breaking' in initiating the CSR Activities, the world will be a much better place to live in and benefit the generations to come. We are strongly committed to work towards this.

Date: April 27, 2017.

Place: Mumbai.