

CSR Policy



HETERO

1. Foreword

At Hetero, we value health and prosperity for all. Our passion for improving quality of life extends beyond our business and transcends everything we do. While we work towards making medicines affordable and accessible to society at large, we also continuously seek opportunities to help the society through our corporate social responsibility initiatives. Since its inception, Hetero has been directly supporting with healthcare programmes, drinking water & sanitation, educational and welfare activities in communities surrounding the company's factories. The company also extends its support beyond its operational vicinities depending on the community needs and emergencies.

2. CSR Vision

The corporate social responsibility vision of Hetero is to achieve excellence in all its CSR initiatives and thereby provide a sustainable environment and a better quality of life to the society at large.

3. CSR Mission

Hetero strongly believes that community is one of the key stakeholders of Hetero and is committed to provide support with their needs. Hetero's mission is to focus on the 7 areas that has been identified as a part of corporate social responsibility initiatives:

1. Drinking Water and Sanitation
2. Education
3. Public Health
4. Sports and Games
5. Adoption of Villages
6. Building an eco-friendly environment
7. Women Empowerment

The aforementioned key areas will be mapped with the specified activities under Schedule VII of the Companies Act, 2013.

4. CSR Policy Implementation Models

In order to achieve desired balance between social priorities and economic priorities as a part of CSR Initiatives, Hetero has devised three implementation models as under;

- 3.1 Incubation Model (Tier-I): To adopt villages and develop them into model villages.
- 3.2 Capacity Building Model (Tier-II): To build the capacities' in order to empower both men and women including children with the support of collaborators, government and like-minded institutions.
- 3.3 Advocacy Model (Tier-III): To facilitate a change to address the underlying root causes for the poverty.

5. CSR Policy Governance Mechanism

The Board of Directors has constituted Corporate Social Responsibility Committee as contemplated under Section 135 of the Companies Act, 2013. The Corporate Social Responsibility Committee comprising of three Directors has formulated the Corporate Social Responsibility Policy and recommended the same to the Board of Directors of the Company. The Board of Directors has considered, evaluated and approved the same. The said policy is given as under;

Sr. No	Name of the CSR Project	Activities covered under the respective project	Reference to Activities specified under Schedule VII (read with Section 135 of the Companies Act, 2013)	Implementation Modality
1	Drinking Water & Sanitation Project	<ul style="list-style-type: none"> a. Establishment of RO Plants, bore wells, handbores. b. Construction of water tanks and laying out pipelines for domestic consumption. c. Supply of drinking water and ensure sanitization facilities at schools. d. Construction of community toilets. 	(i)	Incubation Model, Capacity Building Model, Advocacy Model
2	Education Project	<ul style="list-style-type: none"> a. Scholarships and merit awards to the students. b. Supply of uniforms and stationeries to school children. c. Providing benches, chairs, computers to schools. d. Infrastructure development like building classrooms, compound walls, toilets etc. e. Human Resource support such as Vidya Volunteers, support staff etc. 	(ii)	Incubation Model, Capacity Building Model, Advocacy Model

3	Health Project	<ul style="list-style-type: none"> a. Establishment of vision centres, mobile medical vans. b. Facilitating with health check-up and eye check-up camps. c. Supply of medicines, spectacles. 	(i)	Incubation Model, Capacity Building Model, Advocacy Model
4	Sports & Games Project	<ul style="list-style-type: none"> a. Supply of sports material for both indoor and outdoor games at schools & colleges. b. Construction of playgrounds. c. Supporting students to participate in sports and games at national and international level. 	(vii)	Incubation Model, Capacity Building Model, Advocacy Model
5	Village Adoption Project	<ul style="list-style-type: none"> a. Adoption of villages in and around the operational area. b. Support infrastructure at village level. 	(x)	Incubation Model, Capacity Building Model, Advocacy Model
6	Environment Improvement Project	<ul style="list-style-type: none"> a. Plantation of saplings to build an eco-friendly environment b. Maintaining and sustainability of natural resources. 	(iv)	Incubation Model, Capacity Building Model, Advocacy Model
7	Women Empowerment Project	<ul style="list-style-type: none"> a. Capacity building of women related to occupational health hazards. b. Therapeutic nutrition counselling. c. Early detection of disability in the children. d. Skill-oriented trainings. 	(iii)	Incubation Model, Capacity Building Model, Advocacy Model

6. CSR Expenditure

CSR expenditure shall include all expenditures including contribution to corpus of the foundation, for all CSR Projects approved by the CSR committee and the Board.

The amount to be spent on CSR activities shall be calculated in accordance with the Schedule VIII of the Act.

7. CSR Activities:

The following are the three levels of execution, monitoring, review & evaluation of our CSR Activities:



1. The CSR Team with the guidance of CSR Committee will prepare and propose the CSR plan with the execution modalities and implementation schedules to the Board.
2. The CSR Committee will periodically update the board on the status of the CSR plan.
3. Institute a transparent monitoring mechanism for implementation of the CSR Projects, programmes or activities undertaken by the company.

In order to fulfill the above responsibilities, the CSR Committee has been provided with the adequate resources. The CSR team has been set up to ensure effective implementation of the CSR activities.

All disclosures, display and reporting requirement related to CSR shall be made in accordance with the provisions of the Act and Rules made thereunder



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