

**CSR POLICY OF
CELEBI DELHI CARGO TERMINAL MANAGEMENT INDIA
PRIVATE LIMITED**

Celebi Delhi Cargo Terminal Management India Private Limited 'CELEBI' recognizes that its business activities have wide impact on the societies in which it operates, and therefore effective socially responsible practices are required, giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities, other institutions and the environment. This policy encompasses the requirement of the Companies Act, 2013.

1. BACKGROUND

CELEBI aims to make a difference to society by contributing to the economic development of the country, as well as working towards inclusive growth and improving the quality of life of the local communities.

2. OBJECTIVE

To recognize our social, economic and environmental responsibilities, and demonstrate these responsibilities in the local communities through our actions as per the approved policy guidelines.

To encourage and facilitate employees and their families to spend time voluntarily in community service related programs.

To comply with all applicable legal, statutory and other requirements.

3. SCOPE

- CELEBI is committed to enhance value to all stakeholders. The Company will ensure that its staff are sensitized to ethical, social and environmental issues, so that they may integrate these concerns into their business decision making.
- List of the projects / programs to be undertaken shall be within the purview of Schedule VII of the Companies Act, 2013 which are as follows and which may be added to the scope of schedule VII from time to time by Ministry of Corporate Affairs
- Eradication of hunger, poverty and malnutrition, promoting health care and sanitation and making available safe drinking water;
- Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- 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



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facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;

- 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
- 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.
- Measures for the benefit of armed forces veterans, war widows and their dependents;
- Training to promote rural sports, nationally recognized sports, Paralympics sports and Olympic sports;
- 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 Schedule Caste, the Schedule Tribes, other backward classes, minorities and women;
- Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- Rural development projects.

The Board may also decide to undertake its CSR Activities approved by CSR Committee through a Registered Trust or a Registered Society or a Company established by the Company or its holding or subsidiary or associate Company under the Companies Act, 2013 or otherwise.

4. COMMUNITIES

- Towards this, Company may partner with communities around the business units and other selected communities, in order to improve the quality of their lives over a period of time;
- In pursuit of this, Company shall contribute to the development of these communities through initiatives in Education; Health, hygiene and sanitation; Empowerment and livelihoods; and Community development;
- These efforts shall reach out to the under-served and the needy in these communities. This shall be through deep engagement with the community as the first step of setting up a business;
- This partnership will be in the spirit of building the capacities of communities and their institutions to empower themselves;



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- Company will ensure that these initiatives are planned in consultation with the communities to enhance their knowledge, skills, needs and quality of work life. These initiatives will be evaluated and fine-tuned from time to time to ensure their effectiveness;
- The Company may also contribute to reputed organizations who are involved in similar causes.

4.1 ENVIRONMENT

The Company will strive to protect environment, conserve natural resources, reduce energy consumption, improve occupational health and safety performance, and mitigate risks by adopting optimal production processes and services driven by environment friendly technologies.

4.2 SERVICES

Company is committed to deliver services of superior quality based on the requirement of its Customers and built to National and International standards.

4.3 EMPLOYEES

All employees of the Company irrespective of community, race, grade and cadre shall be encouraged to voluntarily participate in various projects / programs related to CSR.

4.4 LEGAL AND ETHICAL STANDARDS

- The Company will comply and endeavor to comply all applicable legal and other requirements.
- Company expects its employees to maintain high moral and ethical standards. These standards are characterized by honesty, fairness, equity in interpersonal and professional relationships as well as in our day-to-day activities and are enumerated in the Code of Business Conduct and Ethics policy.

5. APPLICABILITY AND RESPONSIBILITY

- The policy is applicable to all employees including full time Advisors/Consultants.
- The Company will actively influence all their business partners, service providers and contractors to align with the intent of this policy.
- Business CEOs, has to take responsibility for performance of this policy in their respective Businesses, projects and plants.



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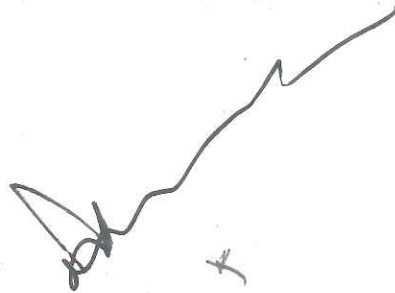
6. IMPLEMENTATION AND REVIEW

- It will be ensured that the initiatives under CSR are identified and planned in close association with the local communities and project/plant heads in a participatory manner that will ultimately result in better standards of living for surrounding communities.
- CSR Board level committees shall review the CSR activities.
- The initiatives will be fine-tuned from time to time to ensure their effectiveness.
- Every year, the CSR and Sustainability Committee will place for the Board's approval, a CSR Plan delineating the CSR Programmes to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR Plan with any modification that may be deemed necessary.
- The Corporate Management Committee (CMC) will assign the task of implementation of the CSR Plan within specified budgets and timeframes to such persons or bodies as it may deem fit.

CSR EXPENDITURE

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR.

Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.

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