



STAR IMAGING AND PATH LAB LIMITED



POLICY ON CORPORATE SOCIAL RESPONSIBILITY

“STAR IMAGING AND PATH LAB LIMITED”

APPLICABILITY

I. 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 the welfare and sustainable development of the community at large, is titled as the “STAR IMAGING CSR ACTIVITY” CSR POLICY”.

II. This policy shall apply to all CSR initiatives and activities taken up by Star imaging and Path lab Limited, for the benefit of different segments of the society.

CSR VISION STATEMENT AND OBJECTIVE VISION

Corporate Social Responsibility is the commitment of the Company to improve the quality of life, value education and women empowerment. The Company believes in undertaking business in such a way that it leads to overall development of all stake holders and Society.

Background

At the outset, CSR activities at Star Imaging and Path Lab Limited are already in existence for the benefit of the employees and their immediate family members in the areas of extending loan to employees, participation at festivals and best worker award etc. It is recognized that integrating social, environmental and ethical responsibilities into the governance of businesses ensures the long term success, competitiveness and sustainability. Further, CSR makes a business sense as companies with effective CSR, have image of socially responsible companies, achieve sustainable growth in their operations in the long run and their products and services are preferred by the customers.

Objective

The main objective of CSR policy is to make CSR a key business process for sustainable development of the society. Star Imaging and Path Lab Limited will act as a good corporate citizen and aims at supplementing the role of Government in enhancing the welfare measures of the society within the framework of its policy.

Measures

In the aforesaid backdrop, policy on CSR of Star Imaging and Path Lab Limited is broadly framed taking into account the following measures: The CSR activities shall be undertaken by Star Imaging and Path Lab Limited, as stated in this Policy, as projects or programs or activities (either new or ongoing), excluding activities undertaken in pursuance of its normal course of business. The CSR activities which are exclusively for the benefit of Star Imaging and Path Lab Limited, employees or their family members shall not be considered as CSR activity. Star Imaging and Path Lab Limited shall give preference to the local area or areas around it where it operates, for spending the amount earmarked for CSR activities. The Board of Star Imaging and Path Lab Limited may decide to undertake its CSR activities as recommended by the 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 pursuant to Section 135 of the Companies Act, 2013 and rules made there-under.

The following is the list of CSR projects or programs which Star Imaging and Path Lab Limited plans to undertake pursuant to Schedule VII of the Companies Act, 2013:

1. eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;

2. promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
3. 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;
4. ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water;
5. 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;
6. measures for the benefit of armed forces veterans, war widows and their dependents;
7. training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports;
8. 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 Scheduled Tribes, other backward classes, minorities and women;
9. contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government
10. rural development projects;
11. Any other measures with the approval of Board of Directors on the recommendation of CSR Committee subject to the provisions of Section 135 of Companies Act, 2013 and rules made there-under.

Organizational mechanism and responsibilities

Constitution of Corporate Social Responsibility Committee

The Board of Directors of the Company shall constitute a Corporate Social Responsibility Committee of the Board ("CSR Committee") consisting of three or more directors, out of which at least one director shall be an independent director.

The CSR Committee shall –

1. Formulate and recommend to the Board, a CSR policy and activities to be undertaken by the company as per Schedule VII;
2. Recommend the amount of expenditure to be incurred on the activities; and
3. Monitor the Policy of the company from time to time.

Powers for Approval

- i. CSR programmes as may be identified by each internal team, Functional People, work centre / corporate office will be required to be put up to the CSR Committee of the Board at the beginning of each financial year.
- ii. For meeting the requirements arising out of immediate and urgent situations the Board may consider the same by circular resolution in terms of the empowerment accorded to them by the CSR Committee.

iii. Any allocation of expenditure on CSR activities need to be approved by the Board of Directors followed by the CSR Committee.

Monitoring And Feedback

i. To ensure effective implementation of the CSR programmes undertaken, a monitoring will be put in place by the CSR Committee. The progress of CSR programmes under implementation will be reported to CSR Committee on a monthly basis.

ii. Designated employees will also try to obtain feedback from beneficiaries about the programmes.

iii. CSR initiatives of the Company will also be reported in the Annual Report of the Company.

The Board of the company shall after take into account the recommendations made by the CSR Committee, approve the policy for the company and disclose contents of such Policy in its report and also place it on the company's website and ensure that the activities as are included in the CSR Policy of the company are undertaken by the company.

Star Imaging and Path Lab Limited provide the vision under the leadership of its Managing Director, Mr. Pawan Gupta.

At the Company, the Managing Director takes on the role of the mentor, while the onus for the successful and time bound implementation of the CSR activities/projects is on the HR Head and CSR teams.

To measure the impact of the work done, a social satisfaction survey / audit is carried out by an external agency.

Budgets

A specific budget is allocated for CSR activities and spending on CSR activities shall not be less than 2% of the average net profits of the Company made during the three immediately preceding financial years, in pursuance of this policy.

In case the Company fails to spend such an amount, the Board shall specify the reasons for not spending the amount.

Approving authority for the CSR amount to be spent would be any one Director or the Managing Director /Chief Financial Officer of the Company after due recommendation of the CSR Committee and approval of the Board of Directors of the Company.

The CSR Policy mandates that the surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of a company.

The CSR projects or programs or activities undertaken in India only shall amount to CSR expenditure.

CSR expenditure shall include all expenditure including contribution to corpus, for projects or programs relating to CSR activities approved by the Board on the recommendation of the CSR Committee, but does not include any expenditure on any item not in conformity or not in line with activities which fall within the purview of Schedule VII of the Companies Act 2013.

Tax treatment of CSR spent will be in accordance with the Income Tax Act as may be notified by CBDT.

Information dissemination

The Company's engagement in this domain is disseminated on its website & annual reports. Management Commitment Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Update CSR Committee of Board of Star Imaging and Path Lab Limited will review the policy from time to time based on the changing needs and aspirations of the target beneficiaries and make suitable modifications as may be necessary. Compliance with Companies Act, 2013 Our Corporate Social Responsibility policy conforms to the Section 135 of the Companies Act, 2013 on Corporate Social Responsibility as spelt out by the Ministry of Corporate Affairs, Government of India.

GENERAL

- i. In case of any doubt with regard to any provisions of the policy and also in respect of matters not covered herein, a reference to be made to CSR Committee. In all such matters, the interpretation and decision of the CSR Committee shall be final.
- ii. Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with guidelines on the subject as per the provisions of Companies Act, 2013.
- iii. Surplus arising out of the CSR Projects or Programs or activities shall not form part of business profit of the Company.
- iv. The Company reserves the right to modify, cancel, add, or amend any of these Rules.