

CORPORATE SOCIAL RESPONSIBILITY POLICY
OF
SCHNEIDER ELECTRIC PRESIDENT SYSTEMS LIMITED

Effective Date: 1st April 2014

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CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY
Schneider Electric President Systems Limited

● **Preamble**

CSR covers the entire process by which an organization approaches, defines and develops its relationships with stakeholders for the common good, and demonstrates its commitment in this regard by adoption of appropriate strategies and projects. Thus, CSR is not charity or mere donations but a way of going beyond business as usual, creating shared value and contributing to social and environmental good.

● **Purpose**

Schneider Electric President Systems Limited (Schneider Electric) is committed to identifying and supporting programs aimed at:

- Socio Economic development of community and in particular, those at the base of the pyramid who are unequally endowed/enabled,
- To contribute to society at large by way of social , economical , cultural development, imparting education, training and development and skill enhancement programs for their development and generation of income.
- Reducing negative impact of its operations on the environment, and also
- To reinforce a positive and socially responsible image of the Company in the society.

This policy will serve as a guiding document to help, identify, execute and monitor CSR projects in keeping with the spirit of the policy.

The CSR policy would function as a self-regulating mechanism for CSR activities and enable adherence to laws, ethical standards, and international practices in this regard.

● **Policy Statement /Vision**

Schneider Electric's mission is to contribute to the social and economic development of the underprivileged community. Through a series of interventions, Schneider Electric seeks to mainstream economically, physically and socially challenged groups and to draw them into the cycle of growth, development and empowerment. At the core of this, its commitment is to reach out to marginalized communities through its Sustainable Livelihood Initiatives.

Schneider Electric's strategy is to integrate its activities in community development, social responsibility and environmental responsibility and encourage each business unit or function to include these considerations into its operations.

In alignment with vision of the Company, Schneider Electric, through its CSR initiatives, will continue to enhance value creation in the society through its services, conduct & initiatives, so as to promote sustained growth for the society.

- **Scope**

This policy will apply to all projects/programs undertaken by Schneider Electric. CSR activities will be developed, reviewed and updated by reference to relevant codes of corporate governance and international standards or best practices. This policy is also in line with the provisions of Section 135 and CSR Rules framed under the Companies Act, 2013.

- **Responsibility of the Board of Directors**

The Board is responsible for:

- Approving the CSR policy as formulated by the CSR Committee, subject to necessary changes/modifications as the Board may deem fit.
- Ensuring that in each financial year, the Company spends at least 2% of the average net profit in accordance with the provisions of the section 135 of the Act and the Rules notified there under.
- Ensuring that every financial year funds committed by the Company for CSR activities are utilized effectively.
- Disclosing in its Annual report the name of CSR committee members, the content of the CSR policy and ensure annual reporting of its CSR activities on the Company's website and any other acts , deeds and things as may be required under law from time to time.

Overall governance of CSR and approving of the CSR Policy will be responsibility of the CSR Committee of the Board. The CSR Committee of Schneider Electric will be responsible for administering and executing the policy. As Schneider Electric's CSR activities evolve further, the policy may be revised with approval of the Board after taking into recommendations of the CSR Committee..

- **CSR Committee**

Schneider Electric will institute a CSR Committee of the Board consisting of three or more directors. The Committee will meet at such intervals as it may decide. The following shall be the terms of reference of the Committee.

- To formulate Schneider Electric's CSR strategy, policy and goals
- To monitor the Schneider Electric's CSR policy and performance
- To review the CSR projects/initiatives from time to time, keeping in view the amendments in the CSR provisions in accordance with the Companies Act, 2013.
- To ensure legal and regulatory compliance from a CSR viewpoint
- To ensure reporting and communication to stakeholders on Schneider Electric's CSR Projects/initiatives.

- **CSR Budget**

The overall amount to be committed to CSR will be approved by the Board as part of Schneider Electric overall Annual Budget/ Plan. Within the budgeted amount, specific CSR initiatives/ projects will be approved in line with the process approved by the CSR Committee of the Board. All projects undertaken by Schneider Electric will be approved / ratified by Schneider Electric CSR Committee.

- **Supervision**

Schneider Electric CSR activities will be driven by a dedicated CSR team under the guidance and support of senior functionaries, in particular, the MD. The CSR Committee would play a significant role in ensuring that the CSR policy is embedded across the Schneider Electric operations in India and the CSR initiatives are in line with the policy.

- **Implementation**

Schneider Electric will undertake CSR projects which are closely linked with the principles of sustainable development and shared value, with the involvement of local institutions and the community at large.

The CSR Department would assist in implementation and monitoring of the CSR

projects/initiatives. For actual implementation of various initiatives, Schneider Electric may collaborate with various other NGOs, Trusts, Societies, Section 8 companies, DST certified incubation centers or through collaborative projects with other corporate. In case of the implementing agency being a 'not for profit' organization, the entity should typically have not less than three years of experience in implementing projects in the respective area. The other implementation partners will be screened based on the Schneider Electric internal screening criteria to ascertain the entity's credibility and its ability to execute the proposed projects.

- **Disbursement**

The disbursement of funds will be either in tranching drawdown form or one-time payment depending on the nature and requirement of the project.

- **Monitoring**

The CSR Committee will ensure a transparent monitoring mechanism for ensuring effective implementation of the projects / programs/ activities proposed to be undertaken by Schneider Electric.

The CSR Committee would have the responsibility of monitoring approved projects and funds disbursements for such projects. Monitoring mechanisms will include visits, meetings and progress/status reporting by the project teams. The CSR activities will be reviewed by the CSR Committee. A system will be put in place to maintain a transparent monitoring and reporting mechanism across all the stakeholders involved in the CSR activities of Schneider Electric, as required by the CSR Rules (Section 135, Companies Act, 2013).

The respective monitoring teams above shall be responsible for providing periodic progress reports to the Company. Such teams will ensure that the project gets completed within the specified time period. The Company may also appoint specialized agency/consultants for monitoring the projects, if required.

The progress report of the projects undertaken may be reported as under:

- 1) The respective monitoring teams to make a quarterly report to the CSR Committee.
- 2) The CSR Committee to present an annual report on the performance of all projects/activities to the Board of Directors.

The impact assessment would be conducted by an external agency, particularly for larger projects which have a significant social or economic impact. The impact assessment study shall be

conducted wherever applicable after the project completion and necessary minimum gestation period.

All CSR activities and expenditures made thereon may be subject to audit by the Company's Auditors.

- **Reporting**

Significant CSR activities and achievements may be reported as part of the Director's Report in Schneider Electric Annual Report and also as per any other statutory and regulatory reporting requirements.

- **CSR Programs/Projects**

Schneider Electric is highly supportive of the involvement of its employees in its CSR initiatives and in community activities, and may therefore proactively engage with employees and other key stakeholders to solicit their active involvement in the Schneider Electric CSR programs.

To provide a focused and structured approach to the program, Schneider Electric may focus its support and CSR spends on specific pre-determined causes and areas of intervention as outlined in the Annexure to the policy. The CSR Committee may put up to the Board appropriate details of proposed projects including implementation year, modalities of execution in the areas/sectors chosen, implementation schedules for the same etc. The CSR Committee may consider and approve (in line with the guidelines given below), CSR projects/programs to be undertaken during the year.

- a) Schneider Electric to ensure that its CSR projects are non-discriminatory in nature and do not have any restrictive political or religious affiliations.
- b) The programs/ projects to be within the areas recommended / listed by the CSR Committee and mentioned in the Policy.

- c) The programs/ projects to be beyond business as usual.
- d) The programs/projects to be implemented within the country.
- e) Schneider Electric to actively consider Programs/Projects that have been identified by employees and also those where employees are directly involved through volunteering efforts.
- f) Programs/Projects that integrate business models with social and environmental priorities and processes in order to create shared value to be encouraged.
- g) Schneider Electric to consider Programs/Projects closely linked with the principles of sustainable development.
- h) Programs/Projects should not be exclusively for the benefit of employees of the company or their family members or those that are conducted /undertaken exclusively in pursuance of the normal course of business.
- i) Any unspent CSR allocation of a particular year, will be carried forward to the following year. The Company shall disclose the reasons for not fully utilizing the budget allocated for CSR activities for each year in its Directors' Report.
- j) Any surplus, generated out of the CSR activities of Schneider Electric , will be ploughed back to the CSR Initiatives of Schneider Electric.

AREAS OF CSR INTERVENTION (Annex. 1)

Enumerated below are the areas under which Schneider Electric will implement its CSR Projects. This will be reviewed from time to time by the CSR Committee of the Board and specific initiatives under these will be undertaken in line with the CSR Policy to meet the overall objectives of these interventions.

1. Skill Training and Livelihood Enhancement

Category: Companies Act, 2013, Schedule VII (ii) Employment Enhancing Vocational Skills and Livelihood Enhancing projects

Skills and Knowledge are the driving forces of economic growth and social development of any country. A growing economy like India requires a large and skilled workforce. Schneider Electric's skill training initiatives will aim at training and capacity development of youth and women from economically weaker sections of society, and to empower them to gain access to opportunities for sustainable livelihood and growth.

Schneider Electric will support technical training courses, Skill Development Centers, non formal vocational programs in field of electricity aimed at creating livelihood opportunities. Schneider Electric will also support soft skill training and entrepreneur development training aimed to facilitate integration of underprivileged youth and women into mainstream.

2. Environmental Sustainability

Category: Companies Act, 2013, Schedule VII (iv) Ensuring Environmental Sustainability, Conservation of Natural Resources and Maintaining the quality of soil.

Sustainability is one of the core values of Schneider Electric and climate change mitigation and environmental improvements are essential elements of its strategy for sustainability. Schneider Electric will initiate multiple projects implemented directly or through consultant partners to promote energy efficiency, conservation of environment, environmental friendly practices,. Social Communication will be used as an effective tool in influencing behavior and creating a sustainable environment for the community.

Schneider Electric will encourage investment in energy efficient technology, developing socially and environmentally friendly products and services, improving access to water by creating/sponsoring irrigation and water storage structures, benchmarking and reporting on Sustainability projects.

3. Empowering through Sustainable Livelihood Initiatives

Category: Companies Act, 2013, Schedule VII (i) Eradicating Hunger, Schedule VII (ii) Livelihood Enhancing Projects, Schedule VII (ii) Empowering Women

Under this initiative, Schneider Electric will provide entrepreneur training to underprivileged young women and men and support them to earn their livelihood.

4. **Socio Economic development of remote un electrified villages**

Category: Companies Act, 2013, Schedule VII (x) Rural Development Project

Integrated development of village requires access to education, health and income generating activities for which electricity is a basic requirement.

Schneider Electric will initiate many projects to be implemented directly or by partner organizations for electrification of remote un electrified villages to provide lighting and water supply for drinking, sanitation and irrigation through renewable technology. Under this initiative, Schneider electric will also support setting up of microenterprise powered by renewable energy source to promote livelihood. Schneider Electric will always ensure sustainability of these projects through community involvement.

5. **Promoting Education**

Category: Companies Act, 2013, Schedule VII (i) Promoting Education

Education is one of the building blocks of any nation. With aim of supporting students from economically/socially/physically challenged categories to pursue engineering and diploma courses, Schneider Electric will provide Scholarship. A multitude of interventions such as educational sponsorships to students belonging to economically/socially/physically challenged categories, supporting the infrastructures, libraries, supportive classes, computers, science laboratories, etc. will be undertaken to create a conducive to learning environment and to promote learning.

Within the scope of education, programs aimed at bridging the skill gap, in particular in the energy sector and transforming candidates into job ready professionals will also be covered.

6. **Promoting Blood Donation**

Category: Companies Act, 2013, Schedule VII (i) Promoting Preventive Healthcare

Aimed at addressing the very critical issue of the availability of blood this initiate is currently one of the major areas in which Schneider Electric and its employees are actively engaged. Schneider Electric will continue to conduct Blood Donation Drives.

