

Policy on Corporate Social Responsibility

Corporate Social Responsibility is strongly connected with the principles of sustainability; an organization should make decisions based not only on financial factors, but also on the social and environmental consequences. Therefore, it is the core corporate responsibility of **B&A Ltd** to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders. Further **B&A Ltd's** core value is to act honestly, fairly and with integrity in all its business dealings. Acting lawfully and honestly is fundamental to **B&A Ltd's** business philosophy and it has poised to contribute to the social good of the nation.

The Philosophy

All CSR activities shall be driven by the core value of Inclusion. **B&A Ltd** (the company) shall ensure that all developmental activities/ initiatives undertaken are accessible to the most marginalized segments of the society and aimed to benefit children, women, elderly and those with disabilities. This would reflect particularly in the field of education including higher education, healthcare, sanitation, community welfare, skill development, environment protection, employment generation and infrastructure development.

Activities undertaken prior to New Companies Act 2013

The Company is one of the forerunners in terms of employment, employing around 4 thousand workers and executives in its Gardens in Assam. The Company has continued with its welfare activities by improving health, education and safety of its workforce and employees and to improve the standard of living in and around the tea estates. The Gardens owned by the Company strides in providing medical facilities through well-equipped estate hospital and welfare schemes covering family welfare, child immunization, health tracking, and free distribution of medicine and community welfare both in-house as well as for the adjoining villages.

Afforestation and environment protections are key areas which are specifically covered and include integrated pest management systems, effluent treatment and community schemes to enhance awareness of protecting the environment. Tea Gardens, in general, are eco-friendly commercial operations and these additional measures enhance the same. It has to be noted that the tea Industry serves a number of social, geo-political and environmental issues. Tea gardens essentially employ in its ranks tribes from remote corners of the country, who belong to the socially underprivileged section.

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The Government's emphasis on social upliftment is more than fulfilled by the tea Industry. The gardens also provide subsidized food grains, housing, quality medical facilities, schooling for children and other long term benefits to the socially challenged sections of the society. Most of the gardens are located in remote areas and tea garden management have been providing micro administration in such far flung areas and have been indirectly helping State administration in governance.

The Company has ensured that its garden workers have the best possible care and thus have access to fresh drinking water, well equipped hospitals, good schools and subsidized rations. Large scale planting of trees are being done in areas not under tea plantation, to improve environment. Continuous efforts are being made to reduce pesticide load, although the group adheres to use of approved and safe pesticides. Scholarship schemes are provided for promising students of the workers and other meritorious students and funded by group trusts.

Activities Post New Companies Act 2013

With the advent of The Companies Act 2013 (the Act') particularly Section 135 of the Act', Schedule VII of the Act' and rules framed thereunder, the Company will undertake CSR initiatives in the field of education, healthcare, sanitation, community welfare, skill development, employment generation, infrastructure development, etc. with an emphasis in its local area of operation i.e. at its operative districts in Assam.

CSR Committee of Directors

The Board on 24th May 2014 has constituted a three member committee of Directors under Chairmanship of Mr. P.K. Datta, ex-chief secretary to the Govt. of Assam, and an independent director of the company to formulate the CSR policy and monitor the CSR initiatives of the company in line with the requirements of the Act'. The other members of the committee are Mr. Anjan Ghosh, Management Consultant and Chartered Accountant and Mr. Somnath Chatterjee, Managing Director. The CSR committee can form such sub-committee consisting of executives of the company or outside consultants as it deem fit to implement the CSR initiatives.

CSR Policy of B&A Ltd

- ❖ To pursue a corporate strategy that enables achievement of the simultaneous goals of 'Shareholder value enhancement' and 'Societal value creation' in a mutually reinforcing and synergistic manner.
- ❖ To implement fewer CSR programme primarily in the economic vicinity of the Company's operations with a view to ensuring of larger impact and the long term sustainability of such interventions.

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- ❖ To actively support programme and initiatives for educating including special education and training of children, children who are differently abled and with special needs.
- ❖ To actively support programme and initiatives for setting up homes, hostels, playground and libraries for children with special needs, women and orphans and setting up of old age homes, day care centers and ancillary facilities for senior citizens with emphasis on reducing inequalities faced by socially and economically backward groups.
- ❖ To collaborate with communities and institutions to contribute to the mission of eradicating poverty and hunger, especially in remote areas, through agricultural research and knowledge sharing, superior farm and agri-extension practices, soil and moisture conservation and watershed management, conservation of forest resources and drinking water, empowering women economically particularly with regard to education, vocational training, health awareness and supplementing primary education by establishing schools and participating in rural capacity building programme and such other initiatives.
- ❖ To sustain and continuously improve standards of Environment, Health and Safety in collaboration with communities, institutions and own employees and to prevent illness and combat diseases which may be considered appropriate from time to time.
- ❖ To actively support programme and initiatives of government approved academic, technical and medical institutions by contributing to technology incubators.
- ❖ To support funds of the Government set up for national relief, socio-economic development, relief and welfare of backward classes, minorities and children and promotion of sanitation.

COMMUNICATION

The Policy shall be communicated to all concerned by publishing in the notice board and the website of the company.

AMENDMENTS

The CSR committee reserves the right to amend or modify this Policy wholly or partially subject to the approval of the Board of Directors of the company.