

# Dr. Lal PathLabs Limited

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## CORPORATE SOCIAL RESPONSIBILITY POLICY

### 1. Preamble

With the promulgation of the Companies Act, 2013 (Act) and the notification of Section 135 of the Act read with in Schedule VII, dealing with Corporate Social Responsibility, it has become mandatory for the corporate entities falling within the purview of the limits on Net Worth, Turnover or Profitability as prescribed in the said section, to undertake any one or more of the activities as laid down thereunder, towards the discharge of their responsibility towards the society in general (the “Corporate Social Responsibility” or briefly “CSR”).

The Company being a corporate entity falling within the purview of Section 135, constituted a CSR Committee which in exercise of its authority and discharge of its responsibility, formulated a CSR Policy (“Policy”) as elaborated hereunder.

The said Policy has been approved by the Board of Directors as the Corporate Social Responsibility Policy of the Company.

### 2. Objectives

The Policy shall be read in line with Section 135 of the Companies Act, 2013, Companies (Corporate Social Responsibility Policy) Rules, 2014 and such other regulations, circulars, and

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notifications (collectively referred hereinafter as 'Regulations') as may be applicable and as amended from time to time and will, inter alia, provide the following:

- i. Establishing a guideline for compliance with the provisions of Regulations to dedicate a percentage of Company's profits for social projects.
- ii. Ensuring the implementation of CSR initiatives in letter and spirit through appropriate procedures and reporting.
- iii. Creating opportunities for employees to participate in socially responsible initiatives.

## 3. Definitions

In this Policy unless the context otherwise requires

- i. **'Act'** means Companies Act, 2013.
- ii. **'Corporate Social Responsibility'** means Corporate Social Responsibility as defined in Section 135 of the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2014.
- iii. **'CSR Committee'** means the committee constituted under the provisions of Section 135 of the Act;
- iv. **'Net Profit'** means the net profit computed for a financial year in accordance with the applicable provisions of the Act, but shall not include the following namely:
  - a. any profit arising from any overseas branch or branches of the Company, whether operated as a separate Company or otherwise; and
  - b. any dividend received from other companies in India, which are covered under and complying with the provisions of Section 135 of the Act
- v. **"Company"** means Dr. Lal PathLabs Limited

Words and expressions used in this CSR Policy and not defined herein but defined in the Act shall have the meaning respectively assigned to them in the Act.

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## 4. CSR Strategy and Activities

The Company proposes to conduct the CSR activities through a Trust which shall undertake such activities for the benefit of the society and community in which the Company operates.

The CSR initiatives shall include the following activities within the overall ambit of Schedule VII to the act, which may be enlarged from time to time as decided by the CSR Committee.

- i. **Vocational Education Programs** in the healthcare delivery for Phlebotomists, Technicians and other similar vocations. These programs shall be conducted by the Trust at subsidized rates and could be enabled with support and certifications from accredited bodies. Initially the Trust shall undertake to provide certification programs for Phlebotomists and DMLT certification. Concessions for women students may also be considered on merit.
- ii. **Preventive Health Checkup Camps** in underprivileged areas including villages, slum areas and other identified locations which are in the vicinity of the geographies that the Company operates in. There can be specific focus on women and children.
- iii. **Promoting access to Healthcare** including awareness programs, building awareness for healthier and hygienic living, cancer detection and disease prevention in general. Promote specific projects relating to lifestyle diseases including diabetes management, healthy heart and other non-communicable diseases.
- iv. **Upliftment of Community** through supporting projects for natural resource conservation, waste management, water management, providing safe drinking water, sanitation, vocational training and other such projects for the upliftment of community.

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- v. **Drive Environmental Sustainability** through plantation drives, protection of flora and fauna, promoting bio diversity, animal welfare and veterinary services, promoting alternative sources of energy and similar projects.
- vi. Contribution of funds to **Technology Incubators** located within academic institutions which are approved by the Central Government for the development of diagnostics tests. Also contribute towards similar initiatives for development of medical research.
- vii. Promoting Programs for **empowering women** including specific vocational training and support to women welfare projects.
- viii. Welfare of **armed forces veterans**, war widows and their dependents.
- ix. Such other activities or programs as or may be specified in Schedule VII to the Act.

### 5. CSR Funds

The Corpus for the purpose of carrying on the aforesaid activities shall include the following:

- i. Atleast 2% of the average Net Profits made by the Company for the three immediately preceding financial years shall be contributed in tranches by the Company to fund the activities of the Trust.
- ii. Any income or surplus arising from the CSR projects or programs shall be used by the Trust for its CSR activities and such surplus shall not form parts of the business profits of the Company.
- iii. Any income from the surplus funds of the Trust.

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## 6. Implementation Process

- i. The Trust operations shall be overseen by its Trustees.
- ii. The Trust may be resourced with suitably qualified individuals for the purpose of running its operations. Such individuals may be deputed from the Company itself or outsourced.
- iii. The time period/duration over which a particular program will be spread, will depend on its nature, extent of coverage and the intended impact of the program.
- iv. While the CSR activities shall be undertaken internally by the Trust, we also recognize that some projects may need to be undertaken in collaboration and partnerships with other suitable specialist agencies. In such cases, we may undertake some activities in partnerships with such approved agencies or NGOs, which are eligible to carry out CSR activities under the provisions of the Act. We may also collaborate or pool resources with other Companies to undertake aforesaid CSR activities as may be approved by the CSR Committee.

## 7. Overall Improvement in functioning and discharge of CSR

The Committee shall from time to time explore the ways and means whereby improvements that need to be brought about towards the discharge of CSR by the Company are identified and steps taken to ensure that measures necessary to effectuate the areas of improvement so identified are taken in the right earnest.

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## **8. Disclosure**

As per the Section 135 of the Act read with CSR Rules, the prescribed details related to the Policy, CSR Activities undertaken and expenditure shall be disclosed in the Director's Report of the Company and its website.

## **9. Amendments to the Policy**

The Board may subject to the applicable laws amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace this policy entirely with a new policy. However, no such amendment or modification shall be inconsistent with the applicable provisions of any law for the time being in force.