



## Corporate Social Responsibility Policy

Henkel Adhesives Technologies  
India Private Limited

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India Private Limited  
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## 1. Preamble

Henkel Adhesives Technologies India Private Limited (HATIPL) is a fully owned subsidiary of Henkel AG & Co. KGaA, Germany (Henkel). Henkel's commitment to leadership in sustainability is deeply embedded in our values. Maintaining a balance between economic success, protection of the environment, and social responsibility has been fundamental to our corporate culture for decades. This approach applies to every unit and function globally and our employees all over the world have firmly embraced the principles of sustainable development in their daily work and think and act accordingly.

With the promulgation of the Companies Act, 2013 and the CSR Rules, which came in to force on April 1, 2014, it has become mandatory for corporate entities that meet certain conditions to spend at least two per cent of their average net profits made during the three immediately preceding financial years on CSR activities during a fiscal. HATIPL falls within the purview of the aforesaid, and will discharge its responsibility based on this policy, which will serve as a guiding document for identifying, executing and monitoring CSR initiatives undertaken.

## 2. Purpose

Henkel Adhesives Technologies India Private Limited (HATIPL) is committed to identifying and supporting programs aimed at:

- Betterment of communities, and in particular, those at the bottom of the pyramid who are unequally endowed/enabled, and also
- Promoting environmental sustainability

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

This policy will apply to all projects/programs/initiatives undertaken as part of the HATIPL's CSR activities. It is in line with the CSR Rules (Sec.135 of Companies Act, 2013).

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### 3. CSR Committee

HATIPL will constitute a CSR Committee of the Board consisting of three Directors. The Committee will meet at least two times in a year. The following shall be the terms of reference of the Committee:

- To formulate CSR policy
- To approve/ ratify CSR projects/ initiatives and allocate appropriate budget for each project/ initiative
- To monitor HATIPL's CSR projects/initiatives regularly
- To ensure legal and regulatory compliance from a CSR standpoint

Consistent with the above, the CSR Committee of the Board currently has the following members:

- Mr. Shilip Kumar
- Mr. Sundararaman Iyer
- Mr. Bappa Bandyopadhyay

### 4. CSR Budget

The total amount to be committed for CSR during the fiscal will be approved by the Board as part of the HATIPL's overall Annual Budget/Plan. Within the budgeted amount, specific CSR initiatives/projects will be approved by the CSR Committee of the Board. All projects undertaken by HATIPL will be approved/ ratified by HATIPL's CSR Committee.

The unspent amount from the amount committed CSR during a fiscal shall be carried forward to the next fiscal; however this amount shall be over and about the allocation of the CSR spend of the next fiscal.

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## 5. Implementation & Monitoring

CSR projects and initiatives shall be implemented either by HATIPL employees or through independent implementing agencies such as NGOs, Trusts, and Societies, etc. The persons/bodies to which the implementation is assigned will carry out such CSR activities as determined by the CSR Committee within the specified budgets and timeframes and report back to it on the progress thereon at such frequency as defined by it. The CSR Committee will consider and approve CSR projects/programs to be undertaken during the year in line with the guidelines given below:

- a. HATIPL will focus its support and CSR spends on specific pre-determined causes and areas of intervention as outlined in the Annexure to the policy.
- b. HATIPL will ensure that its CSR projects are non-discriminatory in nature and do not have any restrictive political or religious affiliations.
- c. The programs/projects will be implemented within the country and preferably in areas where HATIPL has a presence.
- d. HATIPL will actively consider Programs/Projects that have been identified by employees
- e. HATIPL will consider Programs/Projects closely linked with the principles of sustainable development.
- f. All Programs/Projects shall follow the criteria stipulated in the Henkel Corporate Standard for Donations, Memberships and Sponsorship.
- g. Programs/Projects should not be exclusively for the benefit of employees of HATIPL or their family members or those that are conducted /undertaken exclusively in pursuance of the normal course of business

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

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 HATIPL.

## 6. Reporting

Significant CSR activities and achievements will be reported as part of the Director's Report in HATIPL's Annual Report and also as per any other statutory and regulatory reporting requirements. All projects shall also be reported in the Corporate Citizenship Database for authorization according to Henkel's guidelines.



Shilip Kumar  
Director



Sundararaman Iyer  
Director



Bappa Bandyopadhyay  
Director



## ANNEXURE 1

### Areas of CSR intervention

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

1. Empowering through Sustainable Livelihood Initiatives (SLI)  
Category: Companies Act-2013, Schedule VII (i) Eradicating Hunger, Schedule VII (ii) Livelihood Enhancing Project, Schedule VII (ii) Empowering Women.
2. Financial Literacy and Inclusion  
Category: Companies Act -2013, Schedule VII (i) Promoting Education, Schedule VII (ii) Livelihood Enhancing Projects.
3. Promoting Education  
Category: Companies Act -2013, Schedule VII (i) Promoting Education
4. Skill Training and Livelihood Enhancement  
Category: Companies Act -2013, Schedule VII (ii) Employment Enhancing Vocational Skills and livelihood Enhancing projects.
5. Promoting Blood Donation  
Category: Companies Act -2013, Schedule VII (i) Promoting Preventive Healthcare
6. Environmental Sustainability  
Category: Companies Act -2013, Schedule VII (iv) Ensuring Environmental Sustainability, Conservation of Natural Resources and Maintaining the quality of soil.
7. Eradicating Poverty  
Category: Companies Act -2013, Schedule VII (i) Eradicating Poverty, Hunger and Malnutrition
8. Rural Development  
Category: Companies Act- 2013, Schedule VII (x) Rural Development





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9. HATIPL may adopt any such other activities as may be prescribed in Schedule VII of the Companies Act 2013, as amended from time to time, or prescribed by the Central Government as long as the activity is congruent with Henkel Corporate Standard for Donations, Memberships and Sponsorship.
10. In case HATIPL is unable to utilize the mandatory CSR spend for the defined period, HATIPL may choose to contribute an appropriate amount to a suitable Central Government fund designed exclusively to promote socio economic development.

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