



CORPORATE SOCIAL RESPONSIBILITY POLICY

The objective of our Company is to pro-actively support meaningful socio-economic development in India. This is based on the belief that growth and development are effective only when they result in wider access to opportunities and benefit a broader section of society.

Our aim is to identify critical areas of development that require investments and intervention which can help to realize India's potential for growth and prosperity and to generate, through its CSR initiatives, goodwill and pride for Krystal Integrated Services Private Limited among stakeholders and help reinforce a positive and socially responsible image of Krystal Integrated Services Private Limited as a corporate entity.

TO PURSUE THESE OBJECTIVES WE WILL CONTINUE TO:

- ▲ Adopt an approach that aims at achieving a greater balance between social development and economic development;
- ▲ Work towards mainstreaming the marginalized segments of the society by making meaningful difference in their lives.
- ▲ Focus on educating children by providing appropriate infrastructure, and groom them as future value creators;
- ▲ Collaborate with likeminded bodies like non-governmental organizations, governments, voluntary organizations and academic institutes in pursuit of our goals.
- ▲ Uphold and promote the principles of inclusive work and equitable development;
- ▲ Promoting the well being and development of employees and their families through an inspiring corporate culture that encourages good values;
- ▲ Employee participation is an important part of developing responsible citizenship. Our company encourages and motivates employees to spend time volunteering on issues pertaining to CSR;
- ▲ Interact regularly with stakeholders and review our CSR initiatives



OUR CORE FOCUS AREA:

Currently, the CSR focus area for Krystal Integrated Services Private Limited is education to help the students have a happy, successful and beautiful life through the “power of knowledge” and the application of simple root principles hence, seeking a better tomorrow for them as well as the nation.

GOING BEYOND POLICY IMPERATIVES:

Although our main thrust lies in providing support to the above mentioned area, we shall not restrict ourselves to it. In order to improvise on our area of interest and business, we shall focus and strive to integrate our business models with social and environmental priorities and processes in order to create shared value.

ACTIVITIES, SETTING MEASURABLE TARGETS WITH TIME FRAMES AND PERFORMANCE MANAGEMENT:

Prior to the commencement of projects, there shall be a baseline study of the core focus area and subsequent development of a project for satisfying the core focus area. All the projects shall be assessed under the agreed strategy.

BUDGET & IMPLEMENTATION:

The Budget shall be arrived at on computation of:

- a. two percent of the average net profits calculated in accordance with the provisions of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014;
- b. any income arising there from; and
- c. surplus arising out of CSR activities

Thereafter, a specific budget shall be allocated to a specific project. The CSR Committee constituted shall monitor the project expenditure and the surplus arising out of the CSR activity will not be part of business profits of the Company.

INFORMATION DISSEMINATION:

Our engagement in this domain shall be disseminated on periodic basis on our Web-site and shall be included in the Board of Directors’ Report for every Financial Year, as per the format prescribed under the Rules to Section 135 of Companies Act, 2013.



REVIEW AND AUDIT:

The CSR committee shall be apprised on the implementation of the CSR activities and the progress shall be monitored every six months and measured against targets and budgets. Wherever necessary, midcourse corrections shall be affected.

Krystal Integrated Services Private Limited shall through its internal controls, monitoring and evaluation systems implement, assess, document and report the impact of its CSR activities/projects. Records relating to the CSR activities and the CSR Expenditure shall be meticulously maintained. The Records shall be submitted for reporting and audit.

MANAGEMENT COMMITMENT:

We 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 brings meaningful and sustainable change to the local communities in which it operates. This is the cornerstone of our CSR policy.

Our Corporate Social Responsibility policy conforms to the Schedule VII of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 as notified by the Ministry of Corporate Affairs, Government of India.