

R G BRONZE MFG. COMPANY PRIVATE LIMITED
Corporate Social Responsibility Policy



COMPANY BACKGROUND:

R G BRONZE MFG. COMPANY PVT. LIMITED (RGB) was incorporated on 03.04.1996 as a private limited Company, serving Indian OEM industries by manufacturing and delivering Plain Shaft Bearings, Bushings and Thrust Washers of excellent quality, thus established as the largest Bush Bearing manufacturer in the country. RGB products represent over three decades of Original Equipment experience, enabled to satisfy the demand for high-performance bearings in the growing automotive and other industries. RGB has been catering to the industrial needs of the times, utilizing unique technology as a manufacturer of precision bearing components for Internal Combustion Engine, Transmission, Suspension, Compressor and various other applications.

CSR VISION STATEMENT:

The Company being a good citizen, commit itself to support physically / mentally challenged persons live in a pro-active society where equality prevails irrespective of physical, mental or other challenged with the rest of the society, whereby plays the role of an enabling agent to get the physically/mentally challenged “equality of status, equality in opportunities and equality in access”.

OBJECTIVES OF COMPANY’S CSR:

It is the vision of the COMPANY and through its CSR policy, intends to support / extend helping hand on areas like Education, Medical Assistance and Upliftment of rural poor and differently abled, help them to acquire skills that will in-turn help them get employment, which ultimate will make them independent. We are committed to satisfy physically challenged service users by empowering them to have an equal participation in the society. This is achieved by providing them appropriate rehabilitation services continually.

CSR BUDGET:

- ❖ The Board of Directors of the Company shall ensure that in each financial year the Company spends at least 2% of the average net profit made during the three immediately preceding financial years.
- ❖ In case of any surplus arising out of CSR projects the same shall not form part of business profits of the Company.
- ❖ The Company may collaborate or pool resources with other companies to undertake CSR activities.
- ❖ As per section-135 of the Companies Act, 2013 (“the Act”), the Company will report in its annual report to the stakeholders, reasons if any, for under spending the allocated CSR Budget in any of the financial year.

VALIDITY AND MAINTENANCE OF CSR POLICY:

Validity and Maintenance

- ❖ This CSR Policy of the Company has been approved by the Board of Directors, at its meeting held on June 01, 2015 and shall remain in force until modified by the Board.
- ❖ The CSR policy will be maintained by the CSR Committee of the Board of Directors and reviewed by the Board of Directors at periodic intervals.

Focus Areas

In alignment with our vision of to Education, Medical Assistance and Upliftment of rural poor and differently abled, help them acquire skills which will help them to get employment and ultimately make them independent.

RGB recognizes that ensuring lasting impact will require CSR programme to satisfy physically challenged service users by empowering them to have an equal participation in the society. This is achieved by providing them appropriate rehabilitation services and continually improving them.

The focus area will include:

1. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
2. Promotion of education, employment, enhancing vocational skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
3. Ensuring environmental sustainability, animal welfare and maintaining quality of soil, air & water;
4. Contribution to the Prime Minister's National Relief fund;
5. Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
6. Any other activity as notified or included in Schedule VII.

IMPLEMENTATION:

This CSR Policy builds the learning and good practices of the ongoing CSR activities. As this was the first year of implementation of mandatory CSR spent, the company does

not have sufficient infrastructure in place to effectively and efficiently implement the CSR activities.

To identify the project of providing Medical Assistance to differently able people, the project could not be persuaded further due to delay in getting suitable site for establishment of Centre. The unspent amount has been earmarked as Corpus Fund for the same.

To carry out the company's CSR activities, the company is in the process of formation of separate trust and to earmark the money for corpus fund to help differently-abled and underprivileged children. The mission is to empower disabled citizens by rehabilitating them and integrating them into mainstream society. We propose to have a home for rehabilitated physically challenged people that provides free shelter, food, clothing, medical aid, and appliances.

PROGRAM EXECUTION:

RGB has set up a dedicated CSR Implementation Team to oversee day to day management of the CSR projects. The mode of implementation of the CSR projects can include either or a combination of any of the following:

- Direct implementation by **RGB**
- Implementation through a trust/foundation/society set up by the Company;
- Implementation through partners such as NGOs, registered societies, trust(s) etc. thro' Amer Seva Sangam, Charitable Society, Regn. No.T.N.S.R.Act, 1975 No TS116/1981]

The Company may enter into **partnerships** with like-minded stakeholders, selected through a comprehensive **due diligence** process.

MONITORING AND EVALUATION OF PROJECTS:

A robust monitoring and evaluation system will be put in place. The monitoring and reporting mechanism is divided into three distinct areas:

- Programme Monitoring
- Evaluation
- Reporting and Documentation

The monitoring and evaluation system will aim to ensure that every program has:

- Clearly defined outcomes, outputs and indicators that are linked with, where possible, measurable targets and time lines.
- A robust progress monitoring system for day-to-day implementation
- Undertake impact assessments as per the evaluation plan developed by the Company.
- Yearly reporting of CSR expenditure as per the requirements of the Act.

PROGRAM MONITORING:

- ❖ Programme monitoring mechanism will ensure:
 - the CSR policy is implemented as per the Act and the Rules framed thereunder (“the Rules”)
 - The CSR policy is implemented ensuring that all projects/programme as budgeted are duly carried out.
- ❖ CSR spends will be closely monitored and funds shall be released against verified utilizations as per the approved work plans. This may include monthly field visits, comprehensive documentation, and regular interaction with beneficiary communities.
- ❖ CSR spends will be audited in an accountable and transparent manner.
- ❖ Quarterly reporting and review by the CSR committee and six-monthly reviews by the Board.

EVALUATION:

- ❖ A robust Impact monitoring mechanism and evaluation plan will be put in place.
- ❖ Expected outcomes, outputs and inputs will be clearly defined for each programme as per stated timelines.
- ❖ There shall be clarity about the scope of the programme and the need before evaluations are undertaken.
- ❖ Third parties may be engaged to ensure objective assessment across baseline and end line parameters.

DOCUMENTATION AND REPORTING:

- ❖ In preparation of the annual CSR Report to the shareholders of the Company, the CSR Lead, the CSR Committee of the Board of Directors will ensure the following:
 - CSR projects and programs are properly reported.
 - Accountability is fixed at each level of process and implementation.
- ❖ Reports may include:
 - Annual CSR report to the Ministry of Corporate Affairs, Government of India as per the format prescribed in the Rules
 - Directors report to the shareholders
 - Quarterly internal review reports, field visits reports and audit reports

BOARD OF DIRECTORS:

- ❖ Ensure that during every financial year, funds committed by the Company for CSR activities are utilized effectively and will monitor implementation regularly.
- ❖ Disclose in its Annual Report names of the CSR Committee members, contents of the CSR policy and ensure annual reporting of its CSR activities on the Company website and the Director’s Report.
- ❖ Ensure annual reporting of CSR policy to the Ministry of Corporate affairs of India, as per the prescribed format.

CSR COMMITTEE:

- ❖ **Composition of the CSR committee:** To consist of Three or more directors and present constitution of the committee members are as below:

S.No.	Name of the Member	Designation	Position in Committee
1.	Mr. Raman Gurudev	Director	Chairman
2.	Mr. Raman Raghu	Director	Member
3.	Mr. Raman Kannan	CDO	Member

❖ **Responsibility of the CSR committee:**

- Formulate the CSR policy and identify activities to be undertaken as per Schedule VII of the Companies Act 2013.
- Recommend CSR policy to the Board for its approval
- Recommend the CSR expenditure to be incurred.
- Regularly monitor the implementation of the CSR policy
- Change/modify the CSR policy as per requirement.

CSR IMPLEMENTATION TEAM:

- ❖ Composition of the CSR Team: will consist of members of the CSR team, Finance and Legal.
- ❖ Responsibility of the CSR Team:
- Central coordinating point for the execution of CSR activities
 - Oversee day to day implementation of CSR activities
 - Interface with various organisation units/teams to ensure effective implementation of CSR programme.
 - Regularly provide feedback and updates to the CSR committee
 - Plan annual budgets for CSR activities
 - Identify and manage partners to implement programme as required.
 - Any other activities that may be required to effectively deliver the CSR programme of the Company.

DISPLAY OF THE CSR POLICY ON THE WEBSITE OF THE COMPANY:

This CSR policy approved by the Board of the Company in their meeting held on 01st June 2015 shall be placed on the website of the company www.rgbonze.com

**For and on behalf of the Board
R G BRONZE MFG. COMPANY PVT. LIMITED**

**RAMAN RAGHU
Whole Time Director
DIN-00545178**

**RAMAN GURUDEV
Chairman & Managing Director
DIN- 00544772**

