



CORPORATE SOCIAL RESPONSIBILITY POLICY

The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little. -

F.D.Roosevelt

Corporate Social Responsibility (CSR) has been an integral part of Centum's culture since its inception in 1994. Along with the growth of the business over the past 20 years, Centum's CSR activity has also grown from humble beginnings to impactful involvement through various programs that support social and economic inclusion of the marginalised.

Our main areas of focus have been in the support of education and development of children, enabling and empowering children with special needs, providing health care and enabling community development in rural areas.

CSR VISION FOR CENTUM:

RAISING TOMORROW'S HOPE

Today's children shape the future of society and are tomorrow's citizens. We at Centum believe in education and child development being an area of main focus for Centum's CSR Vision.

EMPOWERING YOUNG ADULTS

Skill development and employability initiatives are key areas that Centum intends to focus on and integrate into its CSR Policy.

HOLISTIC DEVELOPMENT

Health, hygiene and environment are imperative to progress and productivity in any society, especially a fast growing economy such as ours and is an important part of Centum's initiatives.

SUPPORT THE CHAMPIONS

We at Centum recognise that there are several organisations doing exceptional work to help differently abled individuals. As part of its CSR initiative, commitment to support various organisations that help empower differently abled individuals affected by any kind of disability to lead independent and fulfilling lives is a crucial aspect of Centum's CSR Policy.



PHILOSOPHY FOR CSR IN CENTUM:

As a socially responsible corporate, Centum strives to bridge the gap of social and economic disparities in society by investing time, money and strategies that will make a difference to marginalized communities, society and all its stakeholders.

Centum has in the past funded many projects that aid and improve education, literacy and healthcare for children. It has also funded and participated in projects that support and aid children with disabilities. Centum believes in engaging with several well established and dedicated NGO's and other like minded organisations to meet its CSR objectives. We aim to fund pilot projects in the areas of skilling, Swatch Bharath Abhyayan, and other welfare schemes for marginalised communities by partnering with the Government and working on public private partnership projects towards effectively and transparently implementing these projects.

OUR CSR APPROACH

Transformative
Inclusive
Innovative
Empowering
Participative
Sustainable
Responsible

OUR CSR PROGRAM

Centum's CSR activities are/will be implemented through:

- External partners - with track records in the CSR area.
- Centum Academy - aims to address the skill deficit in the electronics sector by developing high end talent through advanced learning and industrial training to make them employable.
- Centum Foundation - aims to develop and implement educational, healthcare and infrastructure projects for marginalised sections of society.

CSR POLICY

Centum's CSR initiatives are presented at the annual planning and budgeting meet of the company and forms an integral part of the business plan annually. All projects are assessed under an agreed strategy and are monitored every quarter, measured against targets and budgets. Whenever necessary, midcourse corrections would be carried out. To measure the impact of the work done, a social satisfaction audit is carried out from time to time.

External partnerships -

Centum has established collaborative partnership with ~~well-known~~well-known organisations such as:

- Akshayapatra where Centum has adopted all the government schools in Yelahanka to provide midday meal for the school children.
- Mathru School for the blind in Yelahanka is being given financial support for educating and providing a healthy and clean environment for the children to live.
- Supporting the annual free surgery initiative by Sparsh Hospitals, for the physically disabled children as well as adults.
- Supporting an NGO "ProVision Asia" for people with physical disability in their wheel chair distribution and other initiatives.
- Actively promoting as a corporate, initiatives like the blood donation camps, immunisation programmes, aid to victims of natural calamities etc.
- Adopted a village in Telangana (Moinabad district) and funded the extension of a school building which started high school education in the new school building. Built a community centre for the village.

Centum Academy -

The Academy aims to partner with training institutes for ITI/diploma training of high school graduates in the electronics sector in order to provide them with the necessary skills required for gainful employment in the relevant industry. Through this initiative to begin with the company will train up to 100 qualified students in the first year and will help them find placements. We are in the process of doing a feasibility study to partner with a few diploma colleges/institutes in Bangalore to develop and support and enhance their existing curricula to train and certify in high end electronics manufacturing practices and also invest in developing facilities to run these programs.

As part of this initiative we intend to promote gender equality and empower women by allocating a percentage of the funding from the academy to skilling and training women for gainful employment in the specific sectors.

Centum Foundation.

Incorporation of Centum Foundation/ Centum Trust to route and drive all CSR initiatives of Centum is under consideration and planned to be incorporated. The foundations initiatives will primarily focus on Education, Healthcare, Sustainable livelihood, Infrastructure development and other social causes that would help improve the quality of life for the marginalised communities.



GOVERNANCE

CSR Committee:

The CSR Committee is responsible for oversight of all CSR activities from start to finish. It shall meet at least twice a year to ensure Centum delivers on its CSR goals.

The Committee comprising of the Directors of the "Centum Board of Directors" has been formed.

Identification of Programs for CSR:

Programs to be supported via CSR will be identified and selected by the CSR committee through a transparent process and the selected programs will meet the regulatory requirements.

Budgeting and Spend:

For each financial year, the minimum amount available for CSR spending will be defined in accordance with the applicable provisions of the statute. Any surplus arising out of CSR projects shall not form part of business profit of the company.

As per the statute, any unspent budget shall be reported in the annual report.

Reporting:

CSR initiatives of the company will be reported in the Annual Report.
