

TEAMLEASE SERVICES LIMITED

CSR POLICY ADOPTED BY THE COMMITTEE MEMBERS OF CSR COMMITTEE IN ITS MEETING HELD ON 22 MARCH, 2017.

As required under the provisions of Section 135 of the Companies Act, 2013 it is mandatory for the company to have CSR policy every year. Hence this policy is placed for the approval of the Committee.

The Committee will meet at least one time in Financial Year to review the activities of the company towards Corporate Social Responsibility.

The Committee will also recommend to the Board on the amount to be spent towards the Corporate Social Responsibility in the Financial Year. The Committee will also monitor the spending of the amount toward the cause as stipulated in Schedule VII of the Companies Act, 2013 which are as follows:

- i. Eradicating the extreme hunger and poverty;
 - ii. Promotions of education;
 - iii. Promoting gender equality and empowering women;
 - iv. Reducing child mortality and improving maternal health;
 - v. Combating human immunodeficiency, virus, acquired immune deficiency syndrome, malaria and other diseases;
 - vi. Ensuring environmental sustainability;
 - vii. Employment enhancing vocational skills;
 - viii. Social business projects;
 - ix. Contributions to the Prime Minister's Relief Fund or any other fund set up by the Central Government or the State Government for socio-economic development and relief and funds for the welfare of the SC/ST, other backward classes minorities and women and
 - x. Such other matters as may be prescribed
- a. Recommend the amount of expenditure to be incurred on the activities referred to in clause (a); and
 - b. Monitor the Corporate Social Responsibility Policy of the company from time to time.
 - c. Monitor the amount approved by the Board is spent for the purpose and report the same to the Board.

The Committee will also decide in its meeting on the structure of spending towards the CSR activities. In other words the Committee in its meeting will decide and recommend to the Board on the maximum

amount to be spent in each financial year with the percentage marking on a single activity or activities listed in Schedule VII of the Companies Act, 2013. The Committee will authorize one of its members to monitor regularly and report to the Committee which will further review and report to the Board on the same.

The Committee will provide the note on CSR activities done during the financial year which will be included in the Directors Report along with the amount spent on CSR activities.

The Committee will modify any of the clauses of this policy as required from time to time and same will be placed for approval in the Committee meetings and the same will be intimated to the Board in the subsequent meeting.