



## CORPORATE SOCIAL RESPONSIBILITY (CSR POLICY, 2019)

### Objective:

We believe in creating synergy between business and the society at large by working closely with the local communities through interventions in the areas of education, healthcare & environment.

### Our CSR programs shall be designed to:

- Create a significant and sustained impact on our key communities
- Provide opportunities for our employees, our customers and partners to contribute to these efforts through volunteering
- Play a significant role in promotion of inclusive growth through empowerment of farmers, women and socially and economically weaker sections of society.

### Sectors & issues:

Our CSR initiative shall focus on the following sectors and issues:

1. Education and skill development.
2. Health care and sanitation.

### Resources:

We propose to deploy the following resources for our CSR activities:

Funds: 2 % of average net standalone India profits of the past 3 years, which will be reviewed from time to time.

Structured programs through Companies registered under Section 8 of the Companies Act, 2013 or a trust or a registered society or NGO's having proven track record of three years in undertaking similar programs or projects.

### Geographies and target communities:

The geographical focus of the company's CSR activities will be where we have a significant presence. Currently, these are the states of West Bengal, Bihar, Jharkhand, UP, Assam & North Eastern states. In these geographies, we would concentrate our efforts on villages and habitations as relevant.

### Implementation

We will implement our CSR activities through recognized partners & other external agencies which will be evaluated & finalized by the CSR committee & approved by the Board of Directors

### Monitoring:

Implementation of this policy will be monitored through two tier structure: CSR Committee of the Board and CSR Core Working Committee.

Ashvini Hiran

MD & CEO

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## IRC Agrochemicals Private Limited

P.S. Srijan Tech Park, DN-52, Unit No. A & B,  
14<sup>th</sup> Floor, Salt Lake, Sector-V, Kolkata, West Bengal-700091, INDIA  
T: +91(O) 33-66343100 , F: +91(O) 33-66343101, www.indorama.com  
CIN: U74999WB2017FTC222920