

TEA ESTATES INDIA LIMITED

Corporate Social Responsibility Policy

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1. OBJECTIVE:

“Tea Estates India Limited” (the “Company”) is focussed to contribute for the development of the society by concentrating certain areas which really add value to the economic development of the Country. The initiatives will be taken by the Company by analysing & identifying a project which will end up providing a sustainable growth to the society. This Policy will be implemented in the locations as per the guidelines of the CSR Committee.

2. FOCUS AREAS:

The Corporate Social Responsibility initiatives of the Company will focus on the following areas:

- a) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
- b) Promoting Education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.

- c) Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- d) Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women.

3. CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

The Board of Directors of "Tea Estates India Limited" have formed a Corporate Social Responsibility Committee in accordance with section 135 of the Companies Act, 2013. The committee will consist of at least three Directors of the Company as members.

4. RESPONSIBILITIES OF THE COMMITTEE:

The CSR Committee will carry the following responsibilities:

- To recommend to the Board of Directors, CSR Policy initiatives including the locations in which the implementation to be done.
- To recommend the amount of expenditure to be incurred on the activities.
- To formulate a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the Company.

5. IMPLEMENTATION:

The CSR programmes will be implemented by the Company through the employees, agencies, registered trusts, foundations or charitable organizations as decided by the Board of Directors of the Company. The CSR initiatives will be suggested by the Company to those trusts for the implementation of the programmes in an effective manner.

6. REVIEW MECHANISM:

The Company will continuously monitor the CSR initiatives / programmes carried on as per the guidelines of the CSR Committee. The Board of Directors will review the CSR Report submitted by the committee on an annual basis.

7. CSR EXPENDITURE & SURPLUS:

The CSR committee shall recommend to the Board the amount of expenditure to be incurred by the Company on the CSR initiatives as undertaken by the Company and any surplus arising out of such CSR activities/projects/programs shall not form part of the business profits of the Company.
