



CORPORATE SOCIAL RESPONSIBILITY POLICY



ADMIN
TCI EXPRESS LIMITED

Preamble

TCI Express Limited (hereinafter called 'the Company') management believes that corporations are socio-economic citizens and that their objectives have to be congruent with society's goals. Therefore, it is the core corporate responsibility of the Company to practice its communal values through its commitment to grow in a socially and environmentally conscientious way, while protecting interests of its stakeholders.

The Company also understands that its business activities have extensive impact on the society in which it operates, and therefore an effectual practice is required giving due consideration to the welfare of its stakeholders. Therefore, it is committed to its stakeholders to conduct its business in a conscientious manner that builds a sustained optimistic impact on society. Our Company is committed towards aligning with environment and has adopted green practices.

As a corporate entity, the company is committed towards sustainability and to move ahead in this direction in an organized manner, the Company hereby forms its **Corporate Social Responsibility Policy (Hereinafter referred to as the 'CSR' Policy')** the contents of which are described in this document.

Policy Avowal

"We strive to be an admired and trusted corporation by carrying out our business ethically in a socially and environmentally responsible way."

Vision & Mission

The Company believes that the proper assessment of development, accomplishment and evolution goes beyond balance sheets or conservative fiscal indices. The Company firmly believes that in order to ensure long term sustainability, emphasis needs to be given on Triple Bottom Line (TBL) i.e. adherence to people, planet & profit. TBL is an accounting framework that incorporates three dimensions of performance: social, environmental and financial. It is best mirrored in the difference that business and industry make to the lives of public at large. Through its societal investments, The Company concentrates on the needs of communities residing in the areas from where it operates, taking sustainable initiatives in the areas of health, education, green preservation and community development.

- Integration of social, environmental and ethical responsibilities for long term success and sustainability;
- Economic and social development of communities;
- Expand the knowledge horizons to channelize the skilled youth power in the development of the nation. In a developing economy like India, youth power can be utilized in nation building by creating more job opportunities by using vast national resources;
- Ensure green sustainability by implementing finest conservation practices and encouraging protection/thoughtful use of natural resources;
- Leave positive mark within the society by creating comprehensive and enabling atmosphere for inhabitable communities;
- Toil in the direction of mainstreaming the ignored segments of the society by working towards providing equal opportunities and making significant difference in their existence;
- Support in skill improvement by providing path and technological expertise to the vulnerable thereby powering them towards a dignified living;
- At times of national crisis, react to disasters & adversities by providing opportune aid to affected sufferers.

Applicability

This CSR Policy will be applicable to the Company including its subsidiaries and associates.

Operational Organizations

The Company will undertake its CSR initiatives, which shall include the matters as specified in this policy, and implementation shall be either through:

- a) Group arm TCI Foundation - a Trust duly registered since 25th September, 1995;
- b) TCI Institute of Logistics – a group Company registered under Section 8 of the Companies Act, 2013 incorporated on 12th March, 2014;
- c) TCI Charities- a group Trust duly registered since 4th June, 2008;
- d) Any other Registered Trust/Society or Company registered under Section 8 of the Companies Act, 2013 established by the Company or its subsidiary or associate company; and/or,
- e) Any Registered Trust/Society or Company registered under Section 8 of the Companies Act, 2013 established by any other Company or its subsidiary or associate company having an established track record of 3 years in undertaking similar projects or programs.

CSR Committee

The Board of Directors of the Company shall constitute / re-constitute the CSR Committee from time to time in compliance with statutory requirements. The CSR Committee shall comprise of members as mentioned under Section 135 of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time. The composition and terms of reference of the Committee is available in the Investor Relation Section of Company's website i.e. www.tciexpress.in . The CSR Committee may invite members of senior management, representatives of CSR Department and other persons as it deems necessary to the committee meetings.

Alliance

The Company may collaborate or pool resources with other companies for undertaking CSR projects or programmes or activities in such a manner that the CSR Committees of respective companies are in a position to report separately on such projects or programmes or activities in accordance with the Rules.

CSR Capacity Building

The Company may build CSR capacities of own personnel as well as of its alliances if any, as mentioned in this Policy but such expenditure shall not exceed 5% of total CSR expenditure of the Company in any one financial year.

Scope of CSR Committee

Overall governance of CSR and approving of the CSR Policy will be the responsibility of the CSR Committee and the Board. The CSR Department of the Company will be responsible for administering and executing the approved policy.

The CSR Committee shall:

- a) Recommend to the Board, changes in the Policy, as may be required to give effect to any applicable laws, rules or regulations or to implement or carry out CSR activities in a more efficient manner;

- b) Submit a detailed Report to the Board regarding the projects/programs undertaken under this Policy and implementation thereof within 60 days from the end of each financial year.

CSR Expenditure

For achieving the CSR objectives as defined under this Policy, the CSR Committee will recommend to the Board an Annual CSR Budget at the start of each financial year, amounting to 2% or more of the average net profits of the Company made during the three immediately preceding financial years, calculated in accordance with Section 198 of the Companies Act, 2013. On receiving such recommendation from the CSR Committee, the Board shall consider and finalize the same.

Any surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company.

What shall constitute CSR

The Company would continue to carry out CSR activities as it has been carrying out over the years in the area of health, education, community development, environment, sports etc.

In particular, the Company will undertake CSR activities as specified in Schedule VII to the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014 (including any amendments to Schedule VII and other activities specified by the Government through its notifications and circulars) as follow:

- i. "Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for promotion of sanitation and making available safe drinking water;
- ii. Promoting education, including special education and employment and enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
- iii. Promoting gender equality, empowering women, setting up homes & 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;
- iv. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
- v. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
- vi. Measures for the benefit of armed forces veterans, war widows and their dependents;
- vii. Training to promote rural sports, nationally recognized sports, Paralympic & Olympic sports;
- viii. 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;
- ix. Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- x. Rural development projects.
- xi. Slums area development.

Explanation – slum area shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.

Beside above, the Company will undertake action which may dilute the negative impact of its business on social & economic development and also invest in products and innovate technologies and processes that promote wellbeing of society at large. The Company will assure appropriate resettlement & rehabilitation of communities who have been displaced owing to business/operations of the Company and will promote the local concern in which it operates, who are underdeveloped.

What shall not constitute CSR

- (i) Any activity/project/program not covered under this policy.
- (ii) Any activity/project/program in pursuance of its normal course of business.
- (iii) Any activity/project /program undertaken through any Registered Trust/Society or Company registered under Section 8 of the Companies Act, 2013 established by any other Company or its subsidiary or associate company NOT having an established track record of 3 years in undertaking similar projects or programs.
- (iv) Any activity/project/program undertaken outside India.
- (v) Any activity/project/program undertaken solely for the benefit of employees of the Company, its subsidiaries and associates and their families.
- (vi) Contribution of any amount directly or indirectly to any political party under Section 182 of the Act.

Reporting & Disclosures

- a) All CSR initiatives as may be undertaken by the Company from time to time, shall form part of the Directors' report and also be reported in the sustainability report, if any.
- b) If the Company fails to spend 2% of average net profit of 3 immediately preceding financial years, the Board in its Report, shall specify the reason for not spending the amount. Average net profit shall be calculated in accordance with the provisions of section 198 of the Companies Act, 2013
- c) The contents of this Policy shall be displayed on the Company's website www.tciexpress.in

Transparency Process

In order to ensure transparency and communication with all stakeholders, the Company will document the details of the CSR projects or programmes or activities, as undertaken in due compliance with the Policy and expenditure thereon and ensure that the same are available in the public domain in the manner as specified in this policy.

Amendment

The Company reserves the right to amend or modify this Policy in whole or in part, at any point of time. Any amendment to the Policy shall take effect from the date when it is approved by the Board, based on the recommendation of the CSR Committee and hosted on the Company's website.
