

**BOSCH**

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Corporate Social Responsibility (CSR) Policy

Robert Bosch Engineering and Business Solutions Private Limited (RBEI)

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Robert Bosch Engineering And Business Solutions Private Limited			
Signature 1		Signature 3	
Name	Shilpa Deodhar	Name	Krishna A
Designation	RBEI/CSR	Designation	Executive Director – Finance and Commercial
Date	10-04-2015	Date	29/4/2015
Signature 2		Signature 4	
Name	Vikas Humpli	Name	Vijay Ratnaparkhe
Designation	General Manager - Finance	Designation	President & Managing Director
Date	15/4/2015	Date	30/4/2015



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1. Objective

The objective of this document is to articulate Robert Bosch Engineering and Business Solutions Private Limited (the Company) CSR Policy and outline the relevant framework for adhering to the same. The Company's CSR objectives are:

- To ensure increased commitment at all levels in the organization for operating their businesses in an economically, socially & environmentally sustainable manner, while recognizing the interests of all its stakeholders.
- To take up programs that benefit the community at large that further result in enhancing the quality of life & economic well-being of the beneficiaries.
- To generate community goodwill and help reinforce the Company's image as a positive & socially responsible corporate entity.

2. CSR Vision Statement

The Company's CSR Policy is aligned to its Vision of extending 'Smart Solutions' to create long lasting value to society. The Company's initiatives in the areas of CSR are intended towards creating sustainable benefits and ensuring a better and greener tomorrow.

3. Guiding Principles

The Company's CSR Policy is guided by Bosch Values and Bosch basic principles of social responsibility. This includes human rights, equal opportunities, integration of handicapped people, free choice of jobs, relations with associate representatives and their institutions, fair working conditions, occupational health and safety, clean and safe environment with social engagement. The CSR policy of the Company, therefore focuses on certain main areas consisting of (i) Education (ii) Environment (iii) Health, Hygiene and Work Safety and (iv) Community development.

In addition, the Company's CSR activities support the several community projects that are carried out under the aegis of Bosch India Foundation, a Trust formed by the Bosch Group of Companies in India, which aims to contribute towards enriching and improving the lives of those in need.

4. Applicability

This Policy of the Company, encompassing the Company's philosophy for delineating its responsibility towards society, as a good Corporate Citizen, lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large, is titled 'RBEI CSR Policy'.

This Policy shall apply to all CSR initiatives and activities taken up at the various locations of the Company, for the benefit of different segments of the society, covering the projects undertaken in line with the said guiding principles.

The executing agency or partner must have a Certificate under Section 80G of Income Tax Act and be registered under Foreign Contribution Regulation Act in order to be eligible to receive any monetary contribution from the Company.



5. Thrust Areas

Identification of Thrust Areas and Strategic Initiatives:

The CSR activities of the Company would be directly & through Bosch India Foundation within India with specific focus across the locations where Company has its presence. The following will be the areas of CSR activities :

- Promoting access to quality education.
- Ensuring environment sustainability.
- Health, Hygiene and work safety.
- Community Development.

Activities / Projects / Programs of the Company relating to Corporate Social Responsibility will be in compliance with the Companies Act, 2013 read with Schedule VII and the Rules made there under, as amended from time to time.

6. Implementation Plan

The Company will undertake CSR activities within the 'Thrust Areas' mentioned above and such other activities closely linked to the same. Such activities would be in partnership with Institutions, Trusts, Government bodies, NGOs & Local communities, where necessary.

The CSR initiatives taken by the Company would be dovetailed / synergized, to the extent feasible, with such similar initiatives and activities carried out by State Government, District Administration, Local Administration as well as Central Government Department / Agencies, Self-Help Groups etc.

Project activities identified under CSR are to be implemented by the dedicated CSR Team of the Company through or via Societies, Trust, Not-for-profit Companies under section 8 of Companies Act, 2013 and such other bodies / associations registered under any Laws of India, in force from time to time. For specialized input under any project, the CSR team may involve other agencies.

The time period / duration over which a particular program will be spread, will depend on its nature, extent of coverage and intended impact of the program.

Programs involving considerable financial commitment and undertaken on a timeframe of 2 to 5 years will be considered as 'flagship programs' and accorded enhanced significance.

7. Time Line and Disbursement

The project completion time-line and expected outcomes will be agreed upon at the time of entering into the Memorandum of Understanding (MoU) with the identified partner. Monitoring adherence thereto would be ensured by the CSR team of RBEI.

The disbursement plan will either be phase-wise or one-time, depending on the nature and the requirements of the project. The terms, conditions and disbursement pattern will be discussed with the project implementation partner to agree on the disbursement schedule and will typically be part of the MoU between the two entities (Company & the implementing agency). The disbursements for CSR activities will adhere to the normal Commercial Procedures as laid down by the Company.



8. CSR Organization

8.1 Board CSR Committee:

The Committee comprises three Directors from the Board, and is chaired by one of the Directors. The Committee will be assisted by a Secretary and the CSR Steering Committee (as defined below) will function as per the terms of reference laid down by the Board CSR Committee.

Following are the responsibilities of the Board CSR Committee :

- To formulate CSR strategy, policy, goals for the Company
- To approve the annual CSR budget of the Company
- To monitor the implementation of CSR programmes / projects periodically
- To ensure legal and regulatory compliance from a CSR standpoint
- To ensure reporting and communication to stakeholders on CSR projects and initiatives
- To ensure compliance on reporting in the prescribed format as per the CSR Rules

8.2 CSR Steering Committee:

The Committee comprises members from Senior Management of the Company supported by the Secretary of the CSR Committee.

Following are the responsibilities of the CSR Steering Committee :

- To define the scope of the programmes and the key performance indicators of the outcome / impact of the project
- Recommend the amount of expenditure to be incurred on the proposed projects
- Selection of suitable organizations to partner with the Company in implementing CSR programs
- Periodic review of the progress of the approved projects
- Preparation of Annual Report for approval of the Board CSR Committee

8.3. Resource and Budget Allocation:

The CSR Steering Committee will table the annual plan along with budget details to the Board CSR Committee for its approval. CSR activities will be carried out as per the objectives and guiding principles, within the approved budget, from time to time. All CSR initiatives / activities will be approved / ratified by the CSR Steering Committee.

8.4. Monitoring and Reporting

To ensure effective implementation of the CSR programs undertaken at each location, a monitoring mechanism will be put in place by the CSR team. The progress of CSR programs under implementation at locations will be reported on a regular basis.

CSR team will conduct impact studies / social audits on periodic basis, through independent professional third parties / professional institutions, where necessary, especially on the flagship programs. The executive summary of the study will be reported to CSR Steering Committee.

Appropriate documentation of the Company CSR Policy, annual CSR activities, implementing partners, and expenditure incurred will be maintained. CSR initiatives will be reported in the Annual Report of the Company.



The Directors' Report within the Annual Report of the Company will include:

- Brief outline of the Company's CSR policy including an overview of activities proposed to be undertaken
- Reference to the web-link to the CSR Policy
- Composition of Board CSR Committee
- Average net profit for last 3 financial years
- Prescribed CSR spend
- Details of CSR activities /projects undertaken during the year
- Total amount to be spent for the year
- Amount unspent, if any
- A responsibility statement, of the CSR Committee, that the CSR policy implementation and monitoring therefore is, in letter and spirit, in compliance with CSR objectives.

9. Due Diligence

The Company will facilitate a due-diligence process prior to entering into any partnership with implementation partner in consultation with the Company's legal department as may be necessary. The CSR team of the Company will conduct half-yearly review of its implementation partner to ensure that the delivery of the project is in line with Company's objectives and agreed project timelines / outcomes.

10. General

In case of any doubt with regard to any provision of the policy and in respect of matters not covered herein, a reference to be made to Company's RBEI/CSR.

In all such matters, the interpretation & decision of the CSR Committee shall be final and binding. Any or all the provisions of the CSR Policy may be revised / amended as necessary. The Company reserves the right to modify, cancel, add or amend any part of this policy framework.

11. Distribution

The policy will be shared with all the employees of the Company and also to the public through the Company's website.