



Reliance Infrastructure Limited

**Corporate Social Responsibility
Policy**

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1. Introduction

- 1.1 Reliance Infrastructure Limited (RInfra), Constituent of the Reliance Group was incorporated in 1929 and is one of the largest infrastructure companies, developing projects through various Special Purpose Vehicles (SPVs) in several high growth sectors such as power, metro rail and airport in the infrastructure space and in the defence sector.
- 1.2 RInfra is a major player in providing Engineering and Construction (E&C) services for developing power, infrastructure, metro projects.
- 1.3 RInfra's constant endeavour has been to provide an enhanced customer experience and achieve customer satisfaction by upscaling the productivity of the enterprises and individuals we serve. We as a corporate entity envisage to nourish and sustain the ecosystems in which we operate by aiming for growth through sustainable development.
- 1.4 The underlying philosophy behind our interventions is that of an "Enable" for growth and change. RInfra undertakes appropriate Corporate Social Responsibility (CSR) measures having direct, measurable and positive economic, social, and environmental impact on the community with particular emphasis on the local area and areas around where it operates.

2. CSR Policy

- 2.1 **Group Mission:** The CSR mission of RInfra derives its essence from the Group CSR corporate mission which aims "to be a socially responsible corporate entity with a thrust in the area of community development, environment and health and safety through sustained business conduct."
- 2.2 **Guiding Principles:** Reliance Infrastructure in its continuous efforts to positively impact the society, especially the areas around its sites and offices, has formulated policies for social development that are based on the following guiding principles:
- Honour the spirit of law and be a responsible corporate citizen.
 - Pursue growth through harmony with the community via innovative management techniques.
 - Adopt an approach that aims at achieving a greater balance between social development and economic development.
 - Nurture silvers and groom the youth of the country in response to various global and local concerns
 - Respect culture and customs of every project / plant location.
 - Work towards elimination of all barriers for the social inclusion of disadvantaged groups - such as the poor, socially backward, differently abled and others.
 - Develop practices aimed at inclusive growth.
 - Thrust on environment protection.

2.3 Applicability: This CSR Policy is applicable to RInfra and all its subsidiaries, which are mandated with the CSR expenditure obligations as per Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time.

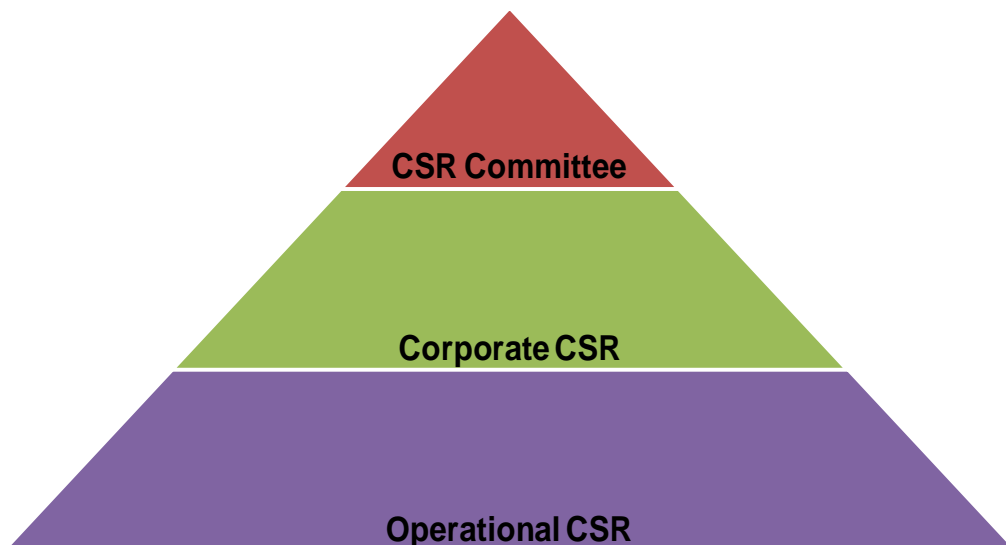
2.4 Focus Areas: RInfra CSR areas target inclusive growth of all stakeholders under nine categories especially around its business operations and offices.

- a. Promoting education;
- b. Enhancing employability with a focus on workforce development;
- c. Economic empowerment including women empowerment and for differently-abled;
- d. Promoting livelihood opportunities for communities in the farm and non-farm sectors;
- e. Environmental sustainability and conservation of natural resources;
- f. Undertaking endeavours to maintain quality of soil, air and water;
- g. Healthcare and sanitation;
- h. Creating platform for promotion of sports;
- i. Rural development projects;
- j. Others mandated under schedule VII to the Companies Act, 2013.

3. Governance Structure

3.1 A three-tier governance structure is responsible for implementing CSR activities at RInfra and its subsidiaries. These include the CSR Committee of the Board*, Corporate CSR Team, and Operational CSR Teams located at respective project/plant site.

[Corporate Social Responsibility Committee was renamed as Corporate Social Responsibility and Sustainability Committee w.e.f 30.05.2023]



3.2 Roles and Responsibilities

3.2.1 CSR Committee shall consist of three or more directors of which at least one shall be an independent director. CSR committee shall have the following responsibilities:

- a. Formulation of CSR Policy.
- b. Regular monitoring of implementation of CSR policy.
- c. Identify key initiatives pursuant to the CSR policy.
- d. Recommend the CSR expenditure to be incurred to the Board.
- e. Recommend modifications to the CSR policy as and when required to the Board.
- f. Ensure that the proceeds generated, if any, out of the CSR activities of the Company are used for furthering the objectives under the CSR focus areas.

3.2.2 The CSR Committee shall formulate and recommend to the Board, an annual action plan in pursuance of its CSR policy, which shall include the following:

- i. the list of CSR projects or programmes that are approved to be undertaken
- ii. the manner of execution of such projects or programmes
- iii. the modalities of utilisation of funds and implementation schedules for the projects or programmes;
- iv. monitoring and reporting mechanism for the projects or programmes; and details of need and impact assessment, if any, for the projects undertaken by the company

3.2.3 Dedicated CSR team shall be constituted at Corporate Office for implementing the CSR Policy. **Corporate CSR Team**, located at Mumbai, shall have the following responsibilities:

- a. Implementation of CSR Policy.
- b. Identify Key Result Areas (KRAs) and Key Performance Indicators (KPIs) to be tracked at corporate level and operational (plant/project location) level.
- c. Develop Annual Operating Plan (AOP) and targets against each of the identified KPIs at corporate and operational level (to be developed on a bottom-up basis).
- d. Secure necessary approvals for CSR AOP
- e. Facilitating allocation of funds to the operations team.
- f. Monitoring of CSR projects on a quarterly basis to establish effectiveness of CSR efforts and report the same to the CSR Committee.
- g. Compilation of information and preparation of annual reports on CSR activities and presenting the same to the CSR Committee.
- h. Organize training programmes for the CSR staff.
- i. Any other activity necessary to ensure implementation of RInfra's CSR Policy

3.2.4 Operational CSR Team located at respective plant / project locations shall have the following responsibilities

- a. Provide inputs for the CSR Policy design.
- b. Bottom-up preparation of CSR AOPs and identification of annual targets against KPIs.
- c. Implementation of CSR Action Plans.
- d. Conduct Needs Assessment Survey.
- e. Own the CSR Programmes implemented and monitor effectiveness of CSR initiative delivery.
- f. Monthly reporting on progress of CSR interventions.
- g. Any other activity necessary to ensure achievement of RInfra's CSR Policy

3.2.5 To maintain continuity of community related interventions / programmes initiated during the project development stage, team members engaged in such activities would be drawn in as CSR team members at the project execution / operation stage, wherever possible and augmented if necessary.

3.2.6 Depending on interventions / programmes, external experts shall be engaged on a contract basis for development of baseline data, planning, implementation, monitoring effectiveness of CSR initiatives, etc.

3.2.7 Voluntary participation by employees of RInfra, who are not members of either CSR Corporate Team or CSR Operational Teams at project /plant sites, and family members of such employees, shall be encouraged in the implementation of CSR activities.

4. Amendments/Modifications

The Policy shall be reviewed by the Board / CSR and Sustainability Committee annually and shall be amended / modified as and when deemed appropriate.

In case of any subsequent changes in the provisions of the Companies Act, 2013 or the Listing Regulations or any other applicable law which makes any of the provisions in this Policy inconsistent with the Companies Act, 2013 or the Listing Regulations or such applicable law, then the provisions of the Companies Act, 2013 or the Listing Regulations or such applicable law would prevail over the Policy and the provisions in this Policy would be modified in due course to make it consistent with such change.