

Corporate Social Responsibility (CSR) Policy



For us in the Kitex Group, reaching out to underserved communities is part of our HERITAGE. We believe in the trusteeship concept. This entails transcending business interests and grappling with the "quality of life" challenges that underserved communities face, and working towards making a meaningful difference to them.

Our vision is – "to effectively contribute to the social and economic development of the communities in which we operate. In doing so we intend to build a better, sustainable way of life for the weaker sections of society and raise the country's human development index". **Our Vision converges on Corporate Social Responsibility for Kizhakkambalam, where we dream to make this Panchayath the best in the State among the total 978 Panchayaths.**

Our CSR policy include:

1. To pursue a corporate strategy that enables realization of the twin goals of shareholder value enhancement and societal value creation in a mutually reinforcing and synergistic manner.
2. To implement Social Investments / CSR programmes primarily in the economic vicinity of your Company's operations with a view to ensuring the long term sustainability of such interventions.
3. To contribute to sustainable development in areas of strategic interest through initiatives designed in a manner that addresses the challenges faced by the Indian society especially in rural India.
4. To collaborate with communities and groups to contribute to the national mission of eradicating poverty and hunger, especially in rural areas, through superior farm and agri-extension practices, soil and moisture conservation and watershed management, conservation and development of forest resources, empowering women economically, supplementing primary education and participating in rural capacity building programmes and such other initiatives.
5. To sustain and continuously improve standards of Environment, Health and Safety through the collective endeavour of your Company and its employees at all levels towards attaining world class standards and support other programmes and initiatives, internal or external, for the prevention of illness and combating of diseases as may be considered appropriate from time to time.
6. To encourage the development of human capital by expanding human capabilities through skills development, vocational training etc. and by promoting excellence in identified cultural fields.

Implementation process: Identification of projects

All projects are identified in a participatory manner, in consultation with the community, literally sitting with them and gauging their basic needs. We recourse to the participatory rural appraisal mapping process. Subsequently, based on a consensus and in discussion with the village Panchayath, and other influential personnel in society and community, projects are prioritised. Arising from this the focus areas that have emerged are Education, Health care, Sustainable livelihood, Infrastructure development, and espousing social causes. All of our community projects are carried out under the aegis of Kitex Group – TWENTY 20 Kizhakkambalam

In Education, our endeavour is to spark the desire for learning and knowledge at every stage through

- Formal schools
- Anganwadis for elementary education
- Quality primary education
- Girl child education

In Health care our goal is to render quality health care facilities to people living in the villages through medical camps

- Primary health care through medical camps
- Mother and Child care projects
- Health care for visually impaired, and physically challenged
- Preventive health through awareness programmes.

In Sustainable Livelihood our programmes aim at providing livelihood in a locally appropriate and environmentally sustainable manner through

- Formation of Self Help through collective farming of multi-crop harvesting
- Groups for women empowerment
- Vocational training through Kitex Group Technology Parks
- Agriculture development and better farming abilities through rain water harvesting.

In Infrastructure Development we endeavour to set up essential services that form the foundation of sustainable development through

- Basic infrastructure facilities
- Housing facilities
- Safe drinking water
- Sanitation & hygiene
- Renewable sources of energy.

To bring about Social Change we advocate and support

- Dowryless marriage
- Community Development programmes
- Widow remarriage
- Awareness and eradication programmes on anti social issues including corruption at all levels in the Governmental, Public and private sectors.
- De-addiction campaigns and programmes of Alcohol and drugs and its effects
- Espousing basic moral values

Our methodology and performance management

Prior to the commencement of projects, we carry out a baseline study of the villages. The study encompasses various parameters such as – health indicators, literacy levels, sustainable livelihood processes, population data – below the poverty line and above the poverty line, state of infrastructure, among others. From the data generated, a 1- year plan and a 5-year rolling plan are developed for the holistic and integrated development of the marginalized. These plans are presented at the Annual Planning and Budgeting meet. All projects are assessed under the agreed strategy, and are monitored every quarter, measured against targets and budgets. Wherever necessary, midcourse corrections are affected.

Organizational mechanism and responsibilities

The Kitex Group – CSR - KIZHAKKAMBALAM 2020 Department provides the vision under the leadership of its Chairperson, Mr. Sabu M Jacob. This vision underlines all CSR activities. Our Manufacturing Units has a CSR Cell which has a CSR Head, who reports to the CSR Committee of the Board of Directors. At the Company, the Chairman and Managing Director takes on the role of the mentor, while the onus for the successful and time bound implementation of the projects is on the various Unit Heads and CSR teams. To measure the impact of the work done, a social satisfaction survey / audit is carried out by an external agency.

Partnerships

Collaborative partnerships are formed with the District Authorities, the village Panchayath, NGOs and other like-minded stakeholders. This helps widen the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

Budgets

A specific budget is allocated for CSR activities by the Company from time to time within the overall statutory provisions of the new CSR Rules 2014. These budgets are project driven.

Information dissemination

The Company's engagement in this domain is disseminated on its website, annual reports, its house e-journals and through the media.

Management Commitment and future plans.

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.

Our Vision on TWENTY 20 KIZHAKKAMBALAM, where we dream to make this Panchayath the best in the State among the total 978 Panchayaths.

The means to achieve the Object will be with thrust to the following Areas like :-

In Housing and Infrastructural facilities

- All houses to have basic facilities like toilet, electric wiring, kitchen, roof etc.
- Maintenance of houses on a continues basis
- Secure grant of from the Panchayath governing body for each house.

Drinking water

- 100% drinking water for all residents with the help of regular water supply, bore wells and rain water harvesting.

Electricity

- Electrification in all houses with support of solar and bio gas facilities also where basic electricity availability is scare due to infrastructural problems.

Health-Good Health for all

- To be free from ailments for teeth, eyes, varicose, lump and heart deceases, cancer, kidney problems etc through regular medical camps at various places in the Panchayat areas..

Education

- Minimum upto Secondary level education for all. Existing schools to be provided with modern facilities and any shortage is to be met by setting up new schools .

Agriculture

- To encourage agriculture and for utilizing the private vacant land in and around Kizhakkambalam Panchayath. Company plans to distribute banana plants and fruit trees

and also vegetable seeds of high yield This will promote the concept of green belt thereby making every where lush green.

Industry

Development through Micro and Small scale industries with modern technical support.

Waste disposal and eradication of pollution

- Waste to be treated through bio gas plants and other modern techniques and ensure no pollution.

Job opportunity

- Job opportunity for all in the Panchayath

Corruption Eradication

- Through educating and creating awareness among the public.

Road development

- Roads of the highest standards with 5 year maintenance guarantee.

Township development

- Through new markets, stadiums and modern offices.

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Guidelines spelt out by the Ministry of Corporate Affairs, Government of India in 2014.

Any Surplus arising out of the CSR activities shall not form part of business profits in Accounting books of the Company. These surpluses if any arising out during the subsequent years will be fully utilized for CSR Activities over any above the statutory requirements.