



SANKALP

Together We Rise

Corporate Social Responsibility

Mahindra
LOGISTICS



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MAHINDRA LOGISTICS LTD.-CORPORATE SOCIAL RESPONSIBILITY POLICY

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Introduction and Background

A subsidiary of Mahindra & Mahindra Limited (M&M), Mahindra Logistics Limited (“MLL”) is a third-party logistics (3PL) provider operating primarily in two segments namely, Supply Chain Management (SCM) and People Transport (PTS). The company commenced operations in December 2000 as a division of M&M to handle the captive logistics and supply chain needs of the Mahindra group companies. The division later began operating for external clients across the country. In October 2008, MLL was spun

off as a 100% subsidiary of M&M. This spin off was with effect from 1st April 2008. The company is head quartered in Mumbai, has 15 offices across the country and has over 2500 employees.

Since its inception Mahindra & Mahindra Ltd. has been a socially responsible corporate going beyond the legal & statutory requirements to make responsible investments in the community and being one of the sectors Mahindra Logistics Ltd. is also a part of these initiatives. As a responsible corporate citizen MLL will continue to serve the communities where we operate through our ESOP activities. More specifically the major CSR programmes that the company has been investing in are as follows –

A. BUILDING COMMUNITIES:

Communities are the backbone of Indian economy. Community development activities will be conducted in pockets of villages in most backward districts identified by Govt. of India across states. Our activities will comprise of:

- Scholarships and Grants to underprivileged children: We have provided scholarships to enable students in underprivileged families to overcome their financial challenges and fulfill their educational dreams. Some of the scholarships have provided students an opportunity to pursue their studies beyond school.
- Health Check-up Camp: We are doing regular health check, eye and dental check-up in the collaboration with other partners.
- Sanitation facilities for communities: We are building Portable rest rooms.

B. EMPLOYEES SOCIAL OPTION PROGRAMMES (ESOP):

MLL employees have been encouraged to volunteer for various CSR projects in the areas of education, health and environment through the Employee Social options program (ESOPS). Some of the projects to which the employees have extended their volunteering efforts are skill development of youth, HIV/AIDS awareness, health camps, donations to orphanages and homes for the senior citizens etc. Through ESOP activities MLL employees are expected to serve 2 days in a financial year.

C. VILLAGE ADOPTION:

MLL will continue the rural development activities by adopting new village. We will undertake village development activities like Infrastructure development, Education, Health and Vocational Guidance etc.

D. DISASTER RELIEF AND REHABILITATION:

The company has provided consistent and timely support to relief and rehabilitation initiatives in those parts of India which are affected by natural calamities by either contributing to the Prime Minister's or Chief Minister's Relief Fund.

In keeping with the RISE philosophy the company will continue to drive positive change to enable people and communities to RISE above their limiting circumstances.

2. CSR Vision Statement and Objective

2.1 The CSR vision of MLL is to Serve and give back to the communities within which it work.

2.2. From April 1st, 2014 in line with the Companies Act 2013, MLL has pledged 2% of its average net profits made during the 3 immediately preceding financial years specifically towards CSR initiatives.

2.3 The **objective** of this policy is to –

- Encourage employees to participate actively in the company's CSR and give back to the society in an organised manner through the employee volunteering programme called ESOPs (Employee Social Options). Every MLL employee will contribute time and effort towards community building.
- Contribute to the development of communities by providing support for education, health & infrastructure.
- Contribute to the employability of the communities which we work by providing support for education, vocational training and job opportunities.

3. Scope and Applicability

This policy shall be applicable to all stakeholders and employees of MLL.

4. Policy Statement

4.1. Core Ideology –

For MLL, responsible business practices include being responsible for our business processes, services, engaging in responsible relations with employees, customers and the community. Hence for the Company, Corporate Social Responsibility goes beyond just adhering to statutory and legal compliances, and creates social and environmental value.

This is clearly articulated in the redefined Core Purpose which reads as “we will challenge conventional thinking and innovatively use all our resources to drive positive change in the lives of our stakeholders and communities across the world, to enable them to Rise”.

4.2. Total Outlay –

From April 1st, 2014 in line with the Companies Act 2013, MLL has pledged 2% of its average net profits made during the 3 immediately preceding financial years specifically towards CSR initiatives.

4.3 Allocation of Resources & Thrust Areas –

The MLL CSR Committee will manage 2% of the average net profits made during the three immediately preceding financial years to undertake CSR initiatives which meet the needs of the local communities where we operate.

The MLL CSR Committee may also take voluntary contributions from MLL Employees either towards its corpus or directly for its projects some of which are scholarships and grants, education for the under privileged children, vocational and livelihood training of youth, relief to the poor, drivers welfare initiatives, education and encouragement of healthy sports and physical fitness, medical relief and family planning and disaster relief and rehabilitation, or both.

Our commitment to CSR will be manifested by investing resources in the following areas:

1. Community Welfare Program - Under privileged Children Scholarships, Rest Room Facilities, Insurance both Medical for the underprivileged.
2. Village Adoption – Infrastructure, Education & Health
3. ESOPS - 2 days per Employee per Year: Our employees can spend their hours in any of the following suggested activities through ESOP programmes.
 - i. Promotion of education;
 - ii. Promoting gender equality and empowering women;
 - iii. Reducing child mortality and improving maternal health;
 - iv. Combating human immunodeficiency virus, acquired immune deficiency syndrome, malaria and other diseases;
 - v. Ensuring environmental sustainability;
 - vi. Employment enhancing vocational skills;
 - vii. Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for disaster relief.
 - viii. Any other activities that the MLL CSR Committee may define from time to time.

The surplus arising out of the CSR activities will not be considered as a part of the business profits of the company.

Currently the CSR thrust areas for MLL are Community Welfare, education, livelihood training and vocational skills, public health and environmental conservation.

4.4. Implementation

The MLL CSR Committee has been constituted in line with provisions of Section 135 of the Companies Act, 2013 and rules made thereunder. MLL will monitor the implementation of this Policy through the MLL CSR Executive Council, specified by CEO of the Company from time to time. While CSR programmes may be identified by the CSR Committee, it will also evaluate projects submitted directly by reputed NGOs in carrying on the specific activity. To ensure that there is focus and maximum impact the CSR Committee will endeavour to work on fewer projects over a longer period of time so as to ensure that the outcomes of the projects can be measured.

The CSR Council will convene meetings at periodic intervals to review the progress of varied CSR projects in terms of both outcome assessment and financial monitoring. The council will review the strategy from time to time and may choose new focus areas and projects as and when required. In addition the CSR Council will mandate the effective and timely monitoring and evaluation of varied CSR projects by directing its CSR committee or a third party independent agency to carry out situational analysis, need assessment surveys, project visits, or impact studies, social audits etc. if and as required especially for the strategic and high value CSR programmes.

In order to ensure transparency and communication with all stakeholders, the CSR Council will document the details of the Company's CSR initiatives and CSR expenditure and ensure that the same are available in the public domain i.e. the Directors' Report of the Company's Annual report and/or on the company's website.

Further employee participation in CSR projects will be encouraged and supported through the Employee Social Options (ESOPS) platform.

4.5 Executing Agency / Partners

CSR initiatives will be undertaken either through the company's own CSR committee or consultant with the active involvement of employees under ESOPs (Employee Social Options) which is the employees volunteering program or through partnerships with our Corporate Foundations namely the Mahindra Foundation, The K C Mahindra Education Trust or through partnerships with other NGOs having an established track record .

The following minimum criteria will be ensured while selecting NGO's / voluntary organizations for programme execution

- a) The NGO is a registered Society / Public Charitable Trust
- b) The NGO has a permanent office / address in India
- c) The NGO has a valid Income Tax Exemption Certificate
- d) The NGO has submitted a detailed project proposal and budget which has been approved by the CSR Committee.

