



# L.G. BALAKRISHNAN & BROS LIMITED

## CORPORATE SOCIAL RESPONSIBILITY POLICY

### Introduction

As a responsible business, L.G. Balakrishnan & Bros Limited takes pride in being historically socially inclined and focuses on sustained and effective projects. Now this policy formulates the social and charitable part of the Company.

L.G. Balakrishnan & Bros Limited has a long history of implementing socially focussed activities. The Company has been engaged in education, granting medical assistance to the poor, the needy and to promote institutional sports activities of the societies in and around the Company for a number of decades now. Corporate Social Responsibility ("CSR") activities of Company are independent of the normal conduct of Company's Business. The Company has adopted the below mentioned trust and societies as a part of CSR Policy implementation mechanism.

|   |                            |
|---|----------------------------|
| 1 | LRG & GD Trust             |
| 2 | LGB Educational Foundation |
| 3 | BV Medical Foundation      |
| 4 | BV Educational Foundation  |

### **CSR Policy**

It is Company's CSR Policy:

To direct CSR Programmes, amongst others, towards achieving one or more areas like spreading Education, Medical Relief, organising institutional sports activities etc

#### **A. Education.**

**Sri Ramaswamy Naidu Vidyalayam Higher Secondary School**, at Lakshminaickenpalayam Village in Coimbatore District is one of the organisation adopted by the company and has been provided infrastructure by way of classes, buildings etc and engaged to carry out program such as

- ❖ Awareness programmes on girls education.
- ❖ Counselling of parents to provide their children education.
- ❖ Grant of Scholarship to the poor and needy Students who are pursuing schools / Graduation Course in Colleges, Diploma and Engineering Courses to enable them to get uninterrupted education.

### Scholarship Norms

| I – Stage – Based on Income | % on fees         |
|-----------------------------|-------------------|
| Upto ₹ 2,00,000/-           | 75                |
| From 2,00,001 to 3,00,000/- | 50                |
| From 3,00,001 to 4,00,000/- | 25                |
| Above 4,00,000/-            | Not Eligible      |
| II – Stage – Based on Marks | on above %        |
| From 50 to 60%              | 50 + 25% (62.5%)  |
| From 61 to 80%              | 60 + 25% (75%)    |
| From 81 to 90%              | 80 + 25% (100%)   |
| Above 90 %                  | 100 + 25% (125%)  |
| Fees Structure (Per Annum)  | Fees ₹            |
| B.E                         | 32500             |
| B.Tech.                     | 35000             |
| BCA                         | 11000             |
| MCA                         | 18000             |
| MBBS                        | Actual Govt. Fees |
| M.Sc. (Computer Science)    | 30000             |
| Fees Structure (Per Annum)  | Fees              |
| M.Sc.                       | 9800              |
| B.Sc. (Computer Science)    | 13000             |
| M. Sc                       | 9800              |
| B. Sc (Computer Science)    | 13000             |
| M.A.                        | 6500              |
| MBA                         | 12500             |
| B.A.                        | 4200              |
| B. Sc                       | 5630              |
| B.Com. (CA)                 | 11000             |
| B.Com. (E.Com)              | 8800              |
| B.Com.                      | 5500              |
| BBM                         | 6500              |
| DME                         | 7000              |

## **B. Medical**

The Norms to provide health care subsidy is given below.

### **Eligibility:**

1. Priority is given to patients with heart, kidney, brain, ortho and cancer treatments / surgeries.
2. Assistance shall be granted based on the scales and parameters provided below.
  - a) Any assistance granted shall not exceed Rs.50,000/- in a 3 year period for any one Individual / Family.
  - b) For the annual income (inclusive of Bonus, allowance, PSI, etc) of the family exceeds Rs.1.5 lacs, the person must covered Medi-claim / any other Medical Insurance Systems.
  - c) For the annual income (inclusive of Bonus, allowance, PSI, etc) exceeds Rs.5 lacs, reimbursement will be considered only if the medical expense exceeds monthly income of the family.
  - d) If the medical expenses are below the monthly income (on the above point (c), the application will be considered at the discretion of the trustees.
  - e) Reimbursement will be given only for the current financial year. Further, expenses should be claimed within 3 months from the date of treatment/ surgery.
3. The recommending / referring authority may ensure the following while forwarding the application to the Trust.
  - a) All column should be filled.
  - b) Salary certificate from the employing company of the individuals/ members of the family for the annual income shown in the application to be attached.
  - c) Attestation from a competent authority that the claim is genuine.
  - d) All original bills, copy of the discharge summary for the treatment incurred and the estimation from the hospital for the treatment to be given.
  - e) The applicants must have exhausted all other avenues such as staff Welfare C.M's & P.M's relief fund etc, before applying to this Trust. The Amount collected from other Trusts/Persons should be mentioned in the application. Including, Medi-claim Sanctions.
  - f) Family means Husband, wife and children. For Father & Mother, to be applied separately in the individual capacity.

## **Non-eligibility**

The following illness will not be considered for any medical assistance from the Trust.

1. Any types of fever.
2. Ulcers.
3. Asthma, diabetes, hypertension, bronchitis, laryngitis, pharyngitis, tonsillitis.
4. Routine eye examinations and cost of the lasers, contact lens, etc.
5. Treatment of illnesses caused by the use of alcohol, tobacco, drugs, abuse, etc.
6. Laboratory charges, X-ray cost, and diagnostic Charges and any other general treatment / check up.
7. Maternity and related expenses (including caesarean).
8. Dental treatment

Medical Assistance granted based on the scales Parameters provided below.

| <b>Salary per Annum</b>           | <b>Sanctioned %</b> |
|-----------------------------------|---------------------|
| Upto ₹ 1,00,000/-                 | 80                  |
| From ₹ 1,00,001/- to ₹ 2,00,000/- | 70                  |
| From ₹ 2,00,001/- to ₹ 3,00,000/- | 60                  |
| From ₹ 3,00,001/- to ₹ 5,00,000/- | 40                  |
| Above ₹ 5,00,001/-                | Not eligible        |

Maximum Limit – Rs.50,000/- (if we paid Rs.50,000/-) They are not eligible for another 3 years

## **Implementation:**

- a) The investment in CSR shall be project based and for every project time framed periodic mile stones should be finalized at the outset.
- b) Project activities identified under CSR are to be implemented by specialized Agencies / Trust and the Company. The Company, Specialized Agencies / Trust could be made to work singly or in tandem with other agencies.

## **Governance**

- Every year, the CSR committee of the board of directors of Company will place for the board's approval, a CSR plan delineating the CSR programmes to be carried out during the financial year and the specified budgets thereof. The board will consider and prove the CSR plan with any modifications that may be deemed necessary.
- The CSR committee will assign the task of implementation of the CSR plan within specified budgets and timeframes to such persons or bodies as it may deem fit.

- The persons/bodies to which the implementation is assigned will carry out such CSR programmes as determined by the CSR committee within the specified budgets and timeframes and report back to the CSR committee on the progress thereon at such frequency as the CSR committee may direct.
- The CSR committee shall review the implementation of the CSR programmes once a quarter and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR programmes in accordance with this policy.
- Once in six months, such persons or bodies will provide a status update to the CSR committee on the progress and implementation of the approved CSR programmes carried out during the six months period. It shall be the responsibility of the CSR committee to review such reports and keep the board apprised of the status of implementation of the same.
- At the end of every financial year, the CSR committee will submit its report to the board.

#### **Organisational mechanism and responsibilities**

The Company, the Business Director takes on the role of the mentor, while the onus for the successful and time bound implementation of the projects is on the CSR teams. To measure the impact of the work done, a social satisfaction survey / audit shall be carried out by an external agency.

#### **Budgets**

A specific budget is allocated for CSR activities. This budget is project driven.

#### **Information dissemination**

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

#### **Management Commitment**

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

#### **General**

- a. The Company reserves the right to modify, cancel, add, or amend any of the above rules/guidelines.
- b. Any or all provisions of the CSR policy shall be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from Government of India, from time to time.
- c. In case of doubt with regard to any of the provision of the policy and also in respect of matters not covered herein, the interpretation & decision of the Chairman-cum-Managing Director shall be final.