



BLAZECLAN TECHNOLOGIES PVT. LTD.

**Corporate Social Responsibility
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Contents

POLICY STATEMENT	5
SCOPE.....	5
Management.....	5
People Experience Team	5
Clanmate.....	5
WHAT IS CORPORATE SOCIAL RESPONSIBILITY?	5
Our Clanmates:	6
Business Ethics & Compliance:	6
Environment:.....	6
Supporting the community:.....	6
FOCUS AREAS.....	6
ROLES & RESPONSIBILITY	8
GOVERNING POLICIES.....	8

Policy Statement

Our Corporate Social Responsibility (CSR) policy refers to our responsibility towards our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organizations, and nature. The social responsibility of a business is to give back to the world just as it gives to us.

It is recognized that integrating social, environmental and ethical responsibilities into the governance of businesses ensures the long-term success, competitiveness and sustainability.

Further, CSR makes a business sense as companies with effective CSR, have image of socially responsible companies, achieve sustainable growth in their operations in the long run and their products and services are preferred by the customers.

Scope

This document applies to all clanmates at Blazeclan India and Subsidiaries of Blazeclan in Singapore, Malaysia, ANZ, Canada, USA and Belgium.

Management

To ensure all support towards PEX functions in terms of giving suggestion, modification, and approval to the processes.

People Experience Team

The PEX team is responsible to update this policy as per organization needs. Review this policy from time to time to make relevant changes as and when need arises and get the policy document reviewed and shared with all concerned.

Clanmate

This is responsibility of each clanmate to follow the procedure and guideline mentioned in the policy document.

What is corporate social responsibility?

The main objective of CSR policy is to make CSR a key business process for sustainable development of the society. The Company will act as a good corporate citizen and aims at supplementing the role of Government in enhancing the welfare measures of the society within the framework of its policy.

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Blazeclan's corporate social responsibility commitments are built around four critical areas:

Our Clanmates:

We take seriously our responsibilities to nurture, support, and provide avenues to our clanmates to build successful careers, and to advocate on their behalf. Our efforts are focused on providing career and growth opportunities and resources to the global workforce at Blazeclan and leading by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.

Business Ethics & Compliance:

We always conduct our business with integrity, and are committed to conducting ourselves in a legal, ethical and trustworthy manner, upholding the regulatory compliances and policies. In spirit of our company policies, we earnestly promote the following at the workplace:

- Safety and fair dealing
- Respect toward the customer
- Anti-bribery and anti-corruption practices

Environment:

Blazeclan recognizes a shared responsibility to protect our planet. Although our facilities and operations have a small ecological footprint, we reduce the environmental impact of our business through preservation, conservation, and waste reduction practices. We strongly advocate for environmental sustainability at and off our workplace too amongst our clanmates.

Supporting the community:

We partner with organizations in our local communities where we live and work to improve lives and society as a whole – by engaging in activities such as community service, philanthropy, and support for small, minority, women, and disadvantaged businesses.

Focus Areas

The CSR activities shall be undertaken by the Company, as stated in this Policy, as projects or programs or activities (either new or ongoing), excluding activities undertaken in pursuance of its normal course of business.

The CSR activities which are exclusively for the benefit of the Company employees, or their family members shall not be considered as CSR activity.

The CSR activities shall be undertaken in locations within India. The Company shall give preference to the local area or areas around it where it operates, for spending the amount earmarked for CSR activities.

There are several areas having scopes, the Company is committed to involve in specific areas which prioritizing society needs. The main focus areas will be:

- Promoting education: Schools in need to have books and stationeries.
- Sanitation: Water filters, health, and hygiene items to charity homes for old age, women, and orphans.
- Swachh Bharat - Clean India Campaign: Cleaning public parks, schools and public places for healthy living
- Restoration of school buildings: By painting school building walls and surroundings, restoring the schools
- Armed forces: Through 'Flag Day Fund', helping armed force veterans and their families.
- Promoting sports: Sponsoring school teams and children to participate in national level games, coaching material arts.
- Disaster Relief Fund: Fund Contribution to natural level disasters and calamities
- Medical aids: Physiotherapy, medical equipment treatment aids to needy.

In addition to above, the Company may from time to time undertake any project, program, and activity in one or more of the following areas:

- Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water;
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
- Measures for the benefit of armed forces veterans, war widows and their dependents.
- Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports.
- Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities, and women.
- Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government
- Rural development projects.

- Any other measures with the approval of Board of Directors on the recommendation of CSR Committee subject to the provisions of Section 135 of Companies Act, 2013 and rules made there-under.

The Company may update the above list as per Section 135 and Schedule VII (Activities which may be included by Companies in their Corporate Social Responsibility Policy) of the Act as amended from time to time.

Roles & Responsibility

The CSR Committee/the Board as the case may be shall have inter alia the following roles, powers and responsibility:

- Formulate and recommend the CSR policy and any amendments therein to the board of directors of the Company which shall indicate the activities to be undertaken by the Company in areas or subject specified in Schedule VII of the Act.
- Develop and approve CSR projects, programs and activities to be undertaken from time to time either directly by the Company or through other entities.
- Determine modalities of execution of such CSR projects, programs and activities in consultation with the board of directors of the Company.
- Undertake all necessary steps to implement the CSR activities.
- Authorise and approve CSR expenditure from time to time subject to the limits approved by the board of directors of the Company and in accordance with the Act.
- Monitor the CSR activities in accordance with the Act.
- Carry out such acts, deeds, matters and things as may be required in connection with aforesaid matters and for any matter in pursuance of the CSR policy of the Company.
- Recommend to the Board of Directors of the Company the amount of expenditure to be incurred towards CSR;
- Monitor the CSR policy of the Company from time to time and
- To perform such functions as may be entrusted by the board of directors from time to time.

Governing Policies

Underlying our corporate social responsibility program is a set of core policies that outline our approach and guide our activities:

- Code of Conduct
- Equal Employment Opportunity
- Anti-Bribery and Anti-Corruption Policy
- Health and Safety Policy
- Anti-Harassment Guidelines Policy
- Prevention of Sexual Harassment at work Policy
- Modern Slavery Policy
- Whistle Blower Policy