

## **Corporate Social Responsibility (CSR) Policy**

Section 135 read with Schedule VII of the Companies Act, 2013 (“Act”) and Companies (Corporate Social Responsibility Policy) Rules, 2014 has mandated the Company to constitute Corporate Social Responsibility Committee and devise a separate CSR Policy to carry out CSR activities as suggested under the Act.

### **Composition of CSR Committee**

The Act requires a CSR Committee to comprise of at least three (3) Directors as Members, one of which should be an Independent Director.

The CSR Committee comprise of the following Directors

- |    |                        |                      |
|----|------------------------|----------------------|
| 1. | Mr. Viswanath Tadimety | Chairman             |
| 2. | Mr. S. Ramasubramanian | Executive Director   |
| 3. | Mr. Sudhir Joshi       | Independent Director |
| 4. | Dr. N.L. Sarda         | Independent Director |

### **Terms of Reference of CSR Committee, inter alia, include the following:**

- i. To formulate and recommend to the Board, a Corporate Social Responsibility (CSR) Policy indicating activities to be undertaken by the Company in compliance with provisions of the Sch. VII of the Companies Act, 2013 and rules made there under (Act)
- ii. Identification of Projects/activities, setting measurable physical targets with time frame;
- iii. To recommend the amount of expenditure to be incurred on the CSR activities and to allocate specific amount on the activities referred in the CSR Policy;
- iv. To monitor the implementation of the framework of the CSR Policy and to take periodical review for improving / upgrading CSR strategies
- v. To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification as may be applicable or as may be necessary or appropriate for performance of its duties.
- vi. To disseminate information on CSR Policy, activities to all stakeholders, public at large through websites, annual report and other means of communication.

### **Preamble**

This policy, which encompasses the company’s philosophy for delineating its responsibility as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large, is titled as the Corporate Social Responsibility (CSR) Policy.

## **Vision**

Our vision is “To actively contribute to the social and economic development of the community in which we operate”. In doing so, we build a better, sustainable way of life for the weaker sections of society and raise the country’s human development Index.

In alignment with vision of the Company, CyberTech Systems and Software Limited, through its CSR initiatives, will continue to enhance value creation in the society and in the community in which it operates, through its services, conduct & initiatives, so as to promote sustained growth & economic development for the society and community, in fulfillment of its role as a Socially Responsible Corporate, with environmental concern.

Our Board of Directors, Senior Management and all 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.

### **Schedule VII of the Act has covered the following activities to be part of CSR Policy:**

- ✓ 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 project;
- ✓ promoting gender equality and 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, paraolympic sports and Olympic sports;
- ✓ contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
- ✓ Such other matters as may be prescribed.

## **General**

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to CSR Committee of the Company. In all such matters, the interpretation & decision of the Managing Director shall be final.

The CSR Policy would be subject to revision/amendment in accordance with the guidelines as may be issued by the Government, from time to time.



**ANNEXURE VII TO THE BOARD'S REPORT 2015-16**

**Annual Report on Corporate Social Responsibility ("CSR")**

[Pursuant to Companies (Corporate Social Responsibility Policy) Rules, 2014]

**1. Brief outline of the Company's CSR Policy**

Every Company which is covered by the prescribed criteria is required to spend, in a financial year, at least 2% of its average net profits of the Company made during 3 immediately preceding financial years. The Company has framed Corporate Social Responsibility policy which is available at [www.cybertech.com](http://www.cybertech.com). Based on the aforesaid requirement, the Company was required to spend about ₹ 1,904,238/- as per working given below:

Sr. No.	Financial Year	Profit After Tax (₹)	Average net Profit (In ₹)	CSR Amount (In ₹)
1	2012-13	153,028,250	95,211,872	1,904,238
2	2013-14	90,957,882		
3	2014-15	41,649,485		
<b>Total</b>		<b>285,635,617</b>		

**2. CSR Expenditure**

The Company has given a CSR Donation of ₹ 18 Lakhs to IIT Mumbai for CSR Project "Computer-based Learning Environment for Three –Year Degree Students of Mumbai."

**3. Objective of CSR Expenditure**

Objective of the project is to provide computer access to three year Degree (B.Sc., B.A., B.Com.) students of Mumbai colleges and help them to learn useful software in their field of specialization.

This program is meant for students in about 300 colleges in Mumbai City that have three year degree course. Out of these 300 colleges IIT Mumbai will identify one college that is willing to offer its college premises to host computers and provide access to its students. IIT Mumbai has shortlisted Vaze Kelkar College in Mulund, Mumbai for this purpose.

This college will be provided 30 Laptops, each of which has all necessary software. These laptops will be given on loan basis to this college and will be the property of IIT Mumbai.

Laptops will be preloaded with training programme in the form of 'Spoken Tutorials'.

**4. Composition of CSR Committee**

Please refer to Corporate Governance Report for the Composition of CSR Committee.

**5. CSR Committee Responsibility Statement**

The CSR Committee confirms that the implementation and monitoring of the CSR activities of the Company are in compliance with the CSR objectives and CSR Policy of the Company.

Sd/-  
**Viswanath Tadimety**  
 Chairman

Sd/-  
**Sudhir Joshi**  
 Chairman (CSR Committee)

Place : Thane  
 Date: August 02, 2016