

**CORPORATE SOCIAL RESPONSIBILITY POLICY**  
**OF**  
**RESIDEO INTERNATIONAL (INDIA) PRIVATE LIMITED**

(Effective date 04<sup>th</sup> March 2020)

**OUR COMPANY:**

Resideo International (India) Private Limited ("**The Company**") is a foreign subsidiary of Resideo Technologies, Inc., USA, one of the leading global provider of critical comfort and security solutions primarily in residential environments, redefining the connected smart home experience for consumers.

**1. Preamble**

The Company stands committed to the Social and Economic Development of the communities in which it operates.

The Company's commitments towards **Corporate Social Responsibility** ("CSR") include but not limited to, promotion of education and healthcare, energy and climate change and betterment of the society through respect for universal human rights and acting with integrity, accountability and sustainability.

**2. Purpose**

The key purpose of this policy is to: -

- Define what CSR means to us and the approach adopted to achieve our CSR goal.
- Identify broad areas of intervention in which the Company will undertake projects under the ambit of CSR.
- Serve as a guiding document to help execute and monitor CSR projects.
- Increasingly contribute to activities that are beneficial to the society and community at large.
- Engage with the Company's key stakeholders in matters related to CSR Activities.

**3. Area of Focus**

In accordance with the requirements under the Companies Act, 2013, CSR activities, amongst others, will focus on:

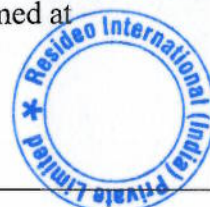
- a) **HUNGER, POVERTY, MALNUTRITION AND HEALTH:** Eradicating extreme hunger, poverty and malnutrition, promoting preventive healthcare and sanitation and making available safe drinking water and including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation.

*Handwritten signature*



- b) **EDUCATION**: Promoting education, including special education and employment- enhancing vocational skills especially among children, women, elderly and the differently abled, and livelihood enhancement projects, monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc., with the objective of assisting students in their studies.
- c) **RURAL DEVELOPMENT PROJECTS**: Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable villages or slum area development
- d) **GENDER EQUALITY AND EMPOWERMENT OF WOMEN**: Promoting gender equality and empowering women, setting up homes, hostels and day care centers for women and orphans, setting up old age homes and such other facilities for senior citizens and adopting measures for reducing inequalities faced by socially and economically backward groups.
- e) **ENVIRONMENTAL SUSTAINABILITY**: Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, conservation of natural resources and maintaining the quality of soil, air and water, including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- f) **NATIONAL HERITAGE, ART AND CULTURE**: Protecting national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promoting and developing traditional arts and handicrafts.
- g) Measures for the benefit of armed forces veterans, war widows and their dependents.
- h) Disaster management, including relief, rehabilitation and reconstruction activities.
- i) **PROMOTE RURAL SPORTS**: Training to promote Rural Sports, Nationally Recognized Sports, Paralympic Sports and Olympic Sports.
- j) Contribution to the Prime Minister's National Relief Fund or any other fund set up by the central govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women.
- k) Contribution to incubators funded by Central Government or State Government or any agency or Public Sector Undertaking of Central Government or State Government, and contributions to Public funded Universities engaged in conducting research in science, technology, engineering and medicine aimed at

*ms*



promoting Sustainable Development Goals (SDGs).

#### **4. Governance Structure/Composition of the CSR Committee**

In order to drive and oversee all its social development initiatives, the Company has constituted the CSR (Corporate Social Responsibility) Committee which consisting of three Directors from the Board of Directors to oversee the implementation of the CSR policy of the Company in accordance with the requirements of Section 135 of the Companies Act.

The Committee, which will report to the Board, consists of the following Directors:

- a) Mr. Devinder Singh, Chairman
- b) Mr. Manoj Kumar Jain, Member
- c) Mr. Vipin Arora, Member

Board of Directors of the Company may re-constitute the Committee, as and when required to do so. Further, there is no requirement of revision in the CSR policy in relation to the change in the aforementioned constitution of the Committee.

The Committee shall exercise powers and perform the functions assigned to it by the Board of Directors of the Company pursuant to section 135 of the Companies Act, 2013 and CSR Rules notified with regard thereto.

#### **5. Role and Responsibility of Committee**

The CSR Committee shall be responsible for:

- a) Formulating for approval by the Board, CSR Policy annually and proposing revisions as and when required, and
- b) Proposing budget allocation for CSR programs for Board approval;
- c) Identifying modalities of implementing the CSR programs; and
- d) Monitoring progress and impact of CSR programs on regular basis.
- e) The CSR Committee shall ensure the activities to be undertaken by the Company as specified in Schedule VII of the Companies Act, 2013;
- f) The CSR activities does not include the activities undertaken in pursuance of normal course of business of a company.
- g) Any other executive of the Company associated with the CSR activities of the Company will report to the CSR committee for all CSR projects undertaken.

#### **6. Budget**

The total budget/amount allocated ("**CSR Fund**") for the expenditure on CSR Activities for each Financial Year by Resideo's CSR Committee (hereinafter referred to as "**CSR Committee**") in accordance with the applicable laws and may include the following:

- i. Two (2) per cent of the average net profits before the tax of KMP made during the three (3) immediate preceding Financial Years, calculated as per Section 198 of the Companies Act, 2013;
- ii. Any income arising therefrom;
- iii. Any surplus arising out of CSR Activities.

*Handwritten signature*



The surplus arising out of the CSR projects or programs or activities shall in no case form part of the business profits of the Company.

The CSR Committee would ensure to determine the quantum of the CSR Fund to be spent and allocated to various CSR Activities to be undertaken in each financial year and take all necessary approvals from the Resideo's Board of Directors, if required.

#### **7. Implementation process**

**The CSR Committee shall ensure that the CSR programs are implemented through one, few or all of the following methods:**

- (i) Directly by the Company; and/or;
- (ii) A registered trust or a registered society or a section 8 Company established by the Company; and/or
- (iii) Through "Program Implementation Agencies" that are a registered trust or a registered society or a section 8 company established by the Company provided:
  - a. Program implementation agency has an established track record of 3 years in undertaking similar programs/projects
  - b. Company has specified the projects/ programs to be undertaken, modalities of funds to be utilized and the M&E mechanism for these agencies
- (iv) In collaboration with other Companies, in a manner that CSR Committee is able to report separately on such projects/ programs; and/or
- (v) Or any other method as may be deemed appropriate from time to time or on a case to case basis.

#### **8. Monitoring**

The CSR Committee shall monitor the CSR Policy of the Company from time to time and also constantly monitor the implementation of the CSR activities.

The CSR Committee shall place a progress report, including details of expenses, before the Board on timely basis.

The Board shall review the same and suggest recommendation, if any, to the Committee with regard to implementation process.

#### **9. Reporting**

The progress report of the activities undertaken shall be reported as under:

- a) Report by CSR Committee to the BOD whenever requires.
- b) Annual Report by Board of Director in consultation with CSR Committee.

The CSR approach made available at the start of the project and the impact so quantified on completion of the project shall be documented for record purposes and future use as well as for sharing of experience. The same shall be uploaded on Company website.



CSR initiatives of the Company will be reported in the Annual Report of the Company and activities undertaken under CSR activities shall be also be reported in the manner as prescribed under Companies Act, 2013 and amended from time to time.

**10. Management Commitment:**

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 Corporate Social Responsibility policy conforms to the relevant section of the Corporate Social Responsibility, Rules made under Companies Act, 2013 and amendment(s) to be made thereto in future.

