

Corporate Social Responsibility Policy

Philosophy

Recognizing that business enterprises are economic organs of society and draw on societal resources, it is MISL's belief that a company's performance must be measured by its Triple Bottom Line contribution to building economic, social and environmental capital towards enhancing societal sustainability. MISL believes that in the strategic context of business, enterprises possess, beyond mere financial resources, the transformational capacity to create game-changing development models by unleashing their power of entrepreneurial vitality, innovation and creativity. In line with this belief, MISL will continue crafting unique models to generate livelihoods and environmental capital. Such Corporate Social Responsibility ("CSR") projects are far more replicable, scalable and sustainable, with a significant multiplier impact on sustainable livelihood creation and environmental replenishment. These initiatives are independent of the normal conduct of MISL's business. Programmes, projects and activities (collectively "CSR Programmes") carried out in this regard are the subject matter of this Policy.

CSR Policy

It is MISL's policy:

1. To direct MISL's CSR Programmes, inter alia, towards achieving one or more of the following - enhancing environmental and natural capital; supporting rural development; promoting education; providing preventive healthcare, providing sanitation and drinking water; creating livelihoods for people, especially those from disadvantaged sections of society, in rural and urban India; preserving and promoting sports;
2. To develop the required capability and self-reliance of beneficiaries at the grass roots, especially of women, in the belief that these are prerequisites for social and economic development;
3. To engage in affirmative action interventions such as skill building and vocational training, to enhance employability and generate livelihoods for persons from disadvantaged sections of society;
4. To pursue CSR Programmes primarily in areas that fall within the economic vicinity of the Company's operations to enable close supervision and ensure maximum development impact;
5. To carry out CSR Programmes in relevant local areas to fulfil commitments arising from requests by government/regulatory authorities and to earmark amounts of monies towards "Enterprise Social Responsibility (ESR)" activities and to spend such monies through ESR/CSR Cells of such administrative bodies of the government and/or directly by way of developmental works in the local areas around which the Company operates;

6. To provide equal opportunities to beneficiaries of the Company's CSR Programmes as vendors or employees on merit;
7. To promote sustainability in partnership with industry associations, like the Confederation of Indian Industry (CII) through the CII-MISL Centre of Excellence for Sustainable Development, in order to have a multiplier impact.

Implementation

To implement the Company's CSR Programmes through Company personnel or through external implementing agencies or through other Trusts, Foundations and Section 8 companies that may be established by the Company from time to time). In such cases, the Company will specify the CSR Programmes which may be undertaken by those Trusts in accordance with their Objects and administrative and accounting processes laid down in the respective Trust Deeds/ Memoranda and Articles of Association.

Social Responsibility

Over the past decade MISL and Mesco Group have earned the trust of local community through community service in the areas of healthcare, education and infrastructural development. Community Service/CSR Activities Mesco Steel believes in creation of value for all its stakeholders. As a responsible corporate, Mesco Steel is focused on promoting the good of its large neighboring communities. Mesco Steel's CSR team works towards the upliftment of the neighboring areas.

A number of well-focused initiatives have been undertaken in this direction. Over the years, Mesco Steel has directed its community service in the areas of healthcare, education, infrastructural development and employee welfare.

Primary Education & Sports

- Sponsorship to the bright students studying at nearby villages
- Mesco has provided teachers to the nearby schools
- Infrastructural Development at nearby schools
- Sponsored the state level players in various sports

Health Care

- We provide vital medical care equipment's and infrastructure at its mines and plants and units
- Health Camps are organized in villages for providing basic medical care and also create awareness about hygiene and methods for prevention of diseases explained.

Infrastructure Development

- Construction of toilets in schools
- Excavation and digging of water tank/ Tube well
- Construction of concrete roads is underway
- Construction of boundary wall for the school
- Providing water supply to the nearby villages

Staff Colony and Recreation

- Staff Quarters and various recreation facilities have been set-up by the company for its employees at plant and mines. The company regularly organizes functions and get together to promote employee well-being and strong relations amongst them.
- Through constant awareness, training and review of safety processes, safety audit-both internal and external the company strives to improve and maintain the highest safety standards.
- The company has setup a dispensary inside factory premises to provide quick medical aid for its employees.

Safety and Environment

- Strong team of medical personnel
- Implements regular safety training sessions for employees and contract labour.
- Posters displaying the incorporation of safety measures
- Introduced plantation drive to improve greenery in industrial region

NGO

As an effort towards community service, Mesco group also runs an NGO called Krishna Ashram that gives refuge to hundreds of stray Dogs and other animals

Governance

1. Every year, the CSR Committee 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 approve the CSR Plan with any modification that may be deemed necessary.

2. The persons/bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the BOARD within the specified budgets and timeframes and report back to the BOARD on the progress thereon at such frequency as the BOARD may direct.
3. The BOARD 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.
4. Once every six months the BOARD will provide a status update to the CSR and Sustainability Committee on the progress of implementation of the approved CSR Programmes carried out during the six month period. It shall be the responsibility of the CSR and Sustainability Committee to review such reports and keep the Board apprised of the status of implementation of the same.
5. At the end of every financial year, the CSR and Sustainability Committee will submit its report to the Board.

CSR Expenditure

CSR expenditure will include all expenditure, direct and indirect, incurred by the Company on CSR Programmes undertaken in accordance with the approved CSR Plan. Moreover, any surplus arising from any CSR Programmes shall be used for CSR. Accordingly, any income arising from CSR Programmes will be netted off from the CSR expenditure and such net amount will be reported as CSR expenditure.