

## **CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR Policy)**

RPG Foundation, a trust established by RPG Group leads Zensar's social outreach programs. Zensar Technologies also undertakes a few CSR programs outside of RPG Foundation. As a responsible business corporation, we take pride in being socially committed and focused on building sustainable and effective Corporate Social Responsibility (CSR) initiatives by focusing on three pillars - **Community Development, Employability Enhancement** and **Environment Sustenance**. Digital Literacy is also an added area of focus. The management has a strong belief in the merits of participation in CSR by the employees of Zensar and therefore, places much emphasis on employee volunteering for CSR activities. We choose to work in the neighborhood of Zensar locations, so as to engage in an interactive and harmonious relationship with the communities around.

### **Partnerships**

RPG Foundation is an 'implementing organization' and is directly involved in the CSR projects being undertaken. Collaborative partnerships are formed with both, Government & Non-Government Organizations (NGOs) and other like-minded stakeholders. This helps widen the Company's reach and leverages the collective expertise, wisdom and experience that these partnerships bring to the issues that Zensar is committed to.

### **Budget**

Each year, the budget for CSR spend is in line with the provisions under the Companies Act, 2013 in this regard. The budget is project driven and approved by the CSR Committee. Any surplus arising out of CSR programs shall not form part of the business profit of Zensar and would be ploughed back to the CSR corpus for spending on CSR projects only.

### **Monitoring mechanism and responsibilities**

Zensar has a CSR team comprising of personnel having adequate experience and passion for CSR activities. CSR team is responsible for implementation and execution of CSR projects/programs. All projects are reviewed once every 6 months against targets and approved budgets by CSR Committee and wherever necessary, midcourse corrections are initiated.