

# NPST

## CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR POLICY)

<b>Version</b>	<b>Date of Board Approval</b>	<b>Effective Date</b>
1.0.1	18 <sup>th</sup> March, 2024	18 <sup>th</sup> March, 2024
1.0.2	11 <sup>th</sup> February, 2026	11 <sup>th</sup> February, 2026

**Name:** NETWORK PEOPLE SERVICES TECHNOLOGIES LIMITED

**CIN:** L74110MH2013PLC248874

**Address:** OFF No. 427/428/429, A - Wing, NSIL, Lodha Supremus II, Road No. 22, Wagle Industrial Estate, Thane (W), Thane - 400604, Maharashtra, India

## **1. Preamble**

We, at Network People Services Technologies Limited (the “Company”), believe that Corporate Social Responsibility (CSR) is an integral part of its business philosophy and reflects its commitment towards sustainable development, ethical conduct, and inclusive growth, contributing positively to society and the environment.

## **2. Scope and Applicability**

This CSR Policy is framed in terms of the Companies Act, 2013 ('Act') read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

The scope of this policy is to lay down the guiding principles for undertaking CSR activities. The policy shall be read in alignment with the requirements of Section 135 of the Companies Act, 2013 and the corresponding rules made thereunder, as amended from time to time and Schedule VII of the Act. The policy shall be applicable to the CSR programmes implemented in India.

## **3. CSR Committee**

### **3.1 Composition of the CSR Committee:**

The composition of the CSR Committee shall be as constituted by the Board of Directors from time to time in terms of the provisions of Section 135 of the Act.

### **3.2 Role of the CSR Committee:**

- i. Formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the company in areas or subject, specified in Schedule VII;
- ii. Recommend the amount of expenditure to be incurred on the activities;
- iii. Monitor the progress of CSR projects and report to the Board on the status of CSR activities and contributions made;
- iv. Formulate, recommend and modify/alter whenever necessary, the Annual Action Plan;
- v. Any other functions, as may be assigned by the Board.

## **4. CSR Expenditure**

The Company shall spend in every financial year at least 2% of the average net profits of the Company made during the three immediately preceding financial years in accordance with the provisions of sub section (5) of section 135 of the Act.

If the amount transferred for CSR activities remains unutilized, it will be transferred/ utilized in accordance with the applicable provisions of the Act read with the Rules.

In case of any excess amount spent by the Company (i.e. over and above the prescribed requirement of at least 2% of the average net profits of the Company made during the three immediately preceding financial years), then the Company may set off such excess amount against the requirement to spend for such number of succeeding financial years and in such manner, as prescribed under the Act and Rules, from time to time.

## 5. CSR Activities

The Company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013, as amended from time to time. The following are the wide categories of the activities under which the Company may work to undertake CSR activities.

- i. Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
- ii. Promoting education, including special education and employment enhancing vocation skills specially among children, women, elderly, and differently abled and livelihood enhancement projects;
- iii. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- iv. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
- v. Protection of national heritage, art and culture including restoration of building and sites of historical importance and works of art: setting up public libraries; promotion and development of traditional arts and handicrafts:
- vi. Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows;
- vii. Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;
- viii. Contribution to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Schedule Castes, the scheduled tribes, other backward classes, minorities and women;
- ix. (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and  
(b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific Industrial Research (CSIR) , engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).;
- x. rural development projects;
- xi. Slum area development, declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force;

- xii. disaster management, including relief, rehabilitation and reconstruction activities;
- xiii. Any other funds or activities as may be notified by the Central Government, from time to time, as contribution towards CSR expenditure.

## **6. Focus Areas**

While the company may undertake CSR activities in any areas listed above, the focus areas of CSR activities should be on the following aspects:

- i. Health camps
- ii. Environment protection
- iii. Rain water harvesting
- iv. Rural transformation
- v. Safe drinking water
- vi. Education to underprivileged
- vii. Women empowerment
- viii. Such other matters as may be prescribed under Companies Act, 2013

## **7. Mode of implementation**

The Board shall ensure that the CSR activities are undertaken by the company itself or through

- i. a company established under section 8 of the Act, or a registered public trust or a registered society, exempted under sub-clauses (iv), (v), (vi) or (via) of clause (23C) of section 10 or registered under section 12A and approved under 80 G of the Income Tax Act, 1961 (43 of 1961), established by the Company, either singly or along with any other company; or
- ii. a company established under section 8 of the Act or a registered trust or a registered society, established by the Central Government or State Government; or
- iii. any entity established under an Act of Parliament or a State legislature; or
- iv. a company established under section 8 of the Act, or a registered public trust or a registered society, exempted under sub-clauses (iv), (v), (vi) or (via) of clause (23C) of section 10 or registered under section 12A and approved under 80 G of the Income Tax Act, 1961, and having an established track record of at least three years in undertaking similar activities.

The Company may also collaborate with other companies for undertaking projects or programmes or CSR activities in such a manner that the CSR Committees of respective companies are in a position to report separately on such projects or programmes.

The Board/CSR Committee should ensure that the above mentioned entities with which it undertakes CSR activity has registered itself with the Central Government in accordance with the act and applicable rules.

## **8. Disclosure**

The CSR Policy along with the details of the composition of the CSR Committee and projects approved by the Board will be displayed on the website of the Company and web link thereto will be disclosed in the Board's Report of the Company.

## **9. Limitation and Amendment**

The Board may in their discretion and on recommendation of the CSR Committee, make any changes/modifications and/or amendments to this Policy from time to time. In the event of any conflict between the provisions of this Policy and statutory requirements, law shall prevail over and automatically be applicable to this Policy. In the event of any amendment to the Act, this Policy shall be deemed to have been amended accordingly.