



# Corporate Social Responsibility Policy

Siemens Healthcare Private Limited



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## Corporate Social Responsibility Policy of Siemens Healthcare Private Limited (SHPL)

### 1. Preamble/ Philosophy:

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At Siemens Healthcare Private Limited (SHPL), we are committed to develop innovations that support better patient outcomes with greater efficiencies thereby giving Healthcare Providers the confidence that they need to meet the clinical, operational and financial challenges in healthcare. As a global leader in medical imaging, laboratory diagnostics and healthcare information technology and as good corporate citizen, we are committed to improve the health and wellness of our society. Siemens Healthcare has always endeavored to be an integral part of the Indian society for more than 5 decades – as an employer, customer, investor, vendor, and corporate citizen. SHPL considers it as its economic, environmental, and social responsibility to foster sustainable local development as well as add value to the local economy in which it operates. Corporate Social Responsibilities are the Company's contributions to sustainable communities and are built on the Company Values of being Responsible, Excellent, and Innovative.

#### **Vision:**

Our CSR Vision is to transform and sustain the well-being of our communities.

#### **Mission:**

Our CSR Mission is to be a catalyst in creating partnerships and sustainable solutions in order to increase access to healthcare for our communities & to promote and protect their well-being.

\*Addition as per the 49th meeting of Board of Directors held on 25.04.2022

### 2. Corporate Social Responsibility Strategy\*

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Our Corporate Social Responsibility is in line with the Company's goal to improve living conditions of the people by continuously working towards enhancing the same through provision of engaging in Non-Communicable Disease areas in Primary Healthcare and Preventive Healthcare and Healthcare Education.

#### **CSR Priority Areas**

##### **Preventive and Primary Healthcare in NCDs**

2.1 Preventive Healthcare: Promoting preventive health care in general and Women Health in particular. Enabling community health education & health awareness.

2.2 Access to Healthcare: Enabling “access to care” in order to pre-emptively decrease the burden of non-communicable diseases and their associated risk factors.

### Healthcare Education

2.3 Support building healthcare-specific skills to bridge the demand-supply gap of technical HR resources in Health (HRH), with a special focus on employability.

### Others

2.4 Any other activities like supporting technology incubators, promoting, nutrition, sanitation, gender equality, empowering women, school education, and activities under Schedule VII of the Companies Act, 2013

\*Substitution in CSR priority areas as per the 50th meeting of Board of Director held on 26.07.2022

## 3. Corporate Social Responsibility (CSR) Committee \*

As per the requirements of recently enacted Companies Act, 2013 and rules framed thereunder, the Board of Directors at their meeting held on November 22, 2016 constituted CSR Committee consisting of the following directors\*:-

Sl. No.	Name	Role in the Committee
1	Vivek Suresh Kanade	Chairman
2	Manoj Prasad	Member
3	Dileep Ganesh Mangsuli	Member
4	Ajit Kamlakar Damle*	Member

\*Addition in composition of committee as per the meeting of Board of Director 15.12.2021

The CSR Committee shall formulate and recommend to the Board, an Annual Action Plan in pursuance of its CSR policy, which shall include the following, namely:

- the list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in the CSR Policy of the Company in line with Schedule VII of the Companies Act, 2013.
- the manner of execution of such projects or programmes as specified in sub-rule (1) of rule 4 of Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021
- the modalities of utilization of funds and implementation schedules for the projects or programmes;

- d. monitoring and reporting mechanism for the projects or programmes; and
- e. details of need and impact assessment, if any applicable, for the projects undertaken by the company

The CSR Committee shall, on an annual basis, furnish a statement that the implementation and monitoring of CSR Policy, is in compliance with the CSR objectives and Policy of Siemens Healthcare Private Limited ("the Company").

#### **4. Corporate Social Responsible Activities:**

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The Company shall endeavor to spend on the CSR activities as prescribed under the Companies Act, 2013 and rules framed thereunder, as may be amended from time to time ("the Act").

The CSR projects and programs to be undertaken by the Company shall include activities falling within the purview of CSR Policy of the Company, as may be amended from time to time. These programs will be executed by SHPL and wherever appropriate, in partnership with local government, various NGO partners, service providers and others. The list and implementation modalities may be modified from time to time, as per recommendations of the CSR Committee of the Company.

The CSR committee may nominate a team of employees for facilitating all or any of the CSR activities from time to time.

#### **5. CSR Activities/Project Planning and Implementation:**

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All Corporate Social Responsible activities/projects will be conducted in line with the following framework:

##### **Baseline study / Needs assessment**

A need assessment or baseline study along with the Company's competencies and solutions will be conducted for initiating any project/program.

##### **Selection of the implementing partner**

For the purpose of achieving its CSR objectives, the Company may partner with organizations like NGOs, Academic and Training Institutions, Companies, the Government and other Stakeholders for project implementation and facilitation,

##### **Mandatory Requirements while selecting an implementing partner**

The selection of implementing partner and the due diligence parameters shall be conducted as per the internal policies of the Company and also as per the applicable regulatory requirements from time to time.

## Project definition

On case-to-case basis, a project to carry out CSR activities is developed defining the goals, objectives, project interventions, timelines, resources, indicators and roles and responsibilities of the community and the implementing partner(s). The Assigned Team (SHPL CSR team) will leverage, analyze and plan Siemens Healthcare Private Limited' competencies and solutions to add value and address the project interventions.

## Key Performance Indicators (KPIs)

All projects will have Key Performance Indicators (KPIs) to measure progress toward those goals and objectives set at the time of project definition. Based on the nature of the project, the KPIs will be defined and measured across various stages such as Inputs, Outputs, Outcome and Impact. A prime focus shall be to ensure self-sustainability of the initiative even after SHPL exits the specific project.

## Beneficiaries

The project will define the beneficiary group as per the goal and the needs assessment / baseline study.

## Project Funding

The Company may co-partner with other Siemens Group companies, subsidiaries in India and other Corporate or firms or NGO for funding of CSR projects, however, reporting of the contribution(s) by the respective companies will be prepared separately.

- a. Company will allocate minimum 2% of the average net profit for three preceding financial year, for achieving its CSR objectives through spending in CSR activities as applicable under the CSR Policy. In case the limit of 2% is not applicable, the Company may spend such amount as CSR expenditure as it may deem fit during any year in which such minimum limit is not applicable. CSR Projects will be identified by the Company and approved by the CSR Committee and Board of Directors.
- b. Amount as agreed by the CSR Committee, out of the annual Budget, will be allocated for such activities which shall be executed in project mode.
- c. Total spend on CSR projects is inclusive of the administrative cost associated in implementation of CSR Project.
- d. Separate account will be maintained for actual spending on each of such CSR Projects.
- e. In cases where the project generates surplus funds, the same will be carried forward by the implementing partner as part of the opening balance of the project or shall be transferred to the unspent CSR Account and to be spent in pursuance of CSR policy, within a period of next six months of the expiry of the financial year.
- f. The surplus, if any, arising out of the CSR Projects or programs or activities shall not form part of the business profit of the Company.

- g. In case where excess amount has been spent in any financial year, such amount may be set off as per the Companies Act 2013 read with rules and Schedule of the Companies Act, 2013 as amended from time to time.
- h. The unspent CSR fund, if any, shall be transferred to the fund as per the Companies Act 2013 read with rules and schedule.

## **6. Monitoring and Evaluation:**

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A SHPL CSR team or persons as identified by the CSR committee will perform a periodic assessment of the relevance, performance, efficiency, and impact of the CSR projects / programs. The Company/Committee shall from time to time determine criteria of evaluation of performance of implementing partner.

### **6.1 Implementation reporting**

- 1) The SHPL CSR team will report on the activities/projects/program(s) and the expenditure on a regular basis in addition to a detailed annual report containing particulars including but not limited to projects undertaken along with expenditure incurred on it as specified in the Companies Act 2013 read with rules, including any amendment from time to time. In cases where there is co-funding in the project or multiple partners, the implementing partner will report to all the stakeholders.
- 2) If the Company falls under the threshold of average CSR obligation of ten crore rupees or more in pursuance of subsection of section 135 of the Act, in the three immediately preceding financial years, it shall undertake impact assessment, through an independent agency, of the CSR projects having outlays of one crore rupees or more, and which have been completed not less than one year before undertaking the impact study.
- 3) The impact assessment reports shall be placed before the Board and shall be annexed to the annual report on CSR.

### **6.2 Documentation**

Appropriate documentation of each CSR Project, Executing Partners, and expenditure entailed will be undertaken on a regular basis and placed before the CSR Committee regularly at its scheduled meetings.

### **6.3 Project Completion Report**

Project Completion Report will be prepared and submitted before the next CSR Committee meeting held after completion of each CSR Project.



## **7. Corporate Social Responsibility (CSR) Committee / Board reporting:**

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### **Periodic Report - Program and Finance**

The SHPL CSR team will from such time to time as may be determined by the CSR Committee, prepare and present to it, for its review, Program and Finance Report of all projects/activities undertaken under the CSR Policy of the Company. The Committee can suggest changes in the project to meet the project objectives.

### **Annual Report - Program and Finance**

The SHPL CSR team will prepare a detailed report of all activities/projects and necessary reporting / disclosure requirements would be adhered to.

### **Display of CSR Activities on its website**

The Company shall display the composition of the CSR Committee, and CSR Policy and CSR Projects approved by the Board on the website of the Company.

**For Siemens Healthcare Private Limited**

S/d

**Vivek S. Kanade**

**Managing Director**