

**CORPORATE SOCIAL RESPONSIBILITY POLICY
FOR RUBICON RESEARCH PVT LTD**

V 1.0

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“Sarva Loka Hitam”

“Wealth is essentially a tool and its continuous flow must serve the welfare of the society to achieve the common good of the society.”

- Atharvaveda

1. Context

In an extension of its core purpose of improving healthcare outcomes and the well-being of communities, Rubicon Research Private Limited (‘Rubicon’ or ‘the Company’) is committed to strategic Corporate Social Responsibility (CSR) initiatives that drive positive change in marginalized and economically and socially disadvantaged sections of society. It focuses on strategic CSR initiatives that actively work towards improving healthcare and supporting education, and need based interventions in the areas of sanitation and water in rural and remote communities. The Company’s focus has always been on contributing to the sustainable development of society and the environment, and to make our planet a better place for future generations.

2. Objectives

Rubicon’s CSR Policy intends to:

- Support development that positively impacts society at large and create sustainable well-being.
- Embrace responsibility for the Company’s actions, encourage a positive impact and create value through its activities for stakeholders and society.
- Motivate and empower employees across levels to engage in volunteering activities aimed at benefiting communities in order to make them a better place to live and work.

The purpose of this document is to outline the policies and procedures for Corporate Social Responsibility (CSR) for Rubicon.

3. Focus Areas

In accordance with the requirements of the Companies Act, 2013, Rubicon will focus on the following CSR activities, amongst others.

➤ Education and Skill Development

- Promoting education, including special education and employment-enhancing vocational skills, especially among children, women, the elderly and the differently abled, and participate in livelihood enhancement projects.
- Providing monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc, with the objective of assisting students in their studies.
- Arranging for educational facilities by way of arranging for books, computers, mobiles in remote areas/villages, and other facilities as may be decided from time to time.

➤ Health and Wellness

- Contributing to NGOs and organizations working towards healthcare causes or towards research and development of cures of chronic diseases or epidemics and pandemics.
- Encouraging/funding various R&D programs for social benefit.
- Supplying critical medicines for social healthcare and contributing towards programs for mental health and its awareness.
- The Company may undertake activities on its own considering its pharmaceutical expertise.

➤ **Sanitation**

- Setting up sanitation facilities in areas where there is a dire need.
- Setting up water facilities in remote villages/areas where there is scarcity.
- Funding activities related to sanitation and access to clean water.

➤ **Environment**

- Use of energy-saving devices and technologies in the Company's manufacturing facilities, thus helping save natural resources and cause minimum harm to the environment.
- Taking up tree plantation projects on barren lands and protection of flora and fauna, supporting animal welfare, agroforestry, and conservation of natural resources.

Besides its focus areas, Rubicon may also undertake CSR activities under the below categories as permitted under the provisions of Companies Act, 2013.

- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, daycare centers and other such facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- Promoting employment and enhancing vocation skills especially among children, women, the elderly, and the differently abled; and livelihood enhancement projects.
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, 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].
- Protection of national heritage, art and culture, including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts.
- 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].

- Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports.
- Contributing 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 schedule castes, tribes, other backward classes, minorities, and women.
- Contributing to incubators or research and development projects in the fields 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
- Contributing 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 Defence Research and Development Organisation (DRDO), Indian Council of Agricultural Research (ICAR), Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
- Rural development projects
- Slum area development
- Disaster management, including relief, rehabilitation, and reconstruction activities

The company may undertake any other activities specified under the Companies Act, 2013, including those stated, in the schedule which may be amended by regulatory authorities from time to time; post approval from the CSR Committee, in line with the Board consent.

4. Undertaking CSR Activities

Rubicon will undertake its CSR activities, approved by the CSR Committee, through its platform Sankalp. Sankalp is an employee platform that encourages and empowers employees to participate in the Company's CSR activities and help improve the world around them. It may additionally take up activities or programs as per the CSR policy.

The surplus arising out of the CSR activities, projects or programs shall not form part of the Company's business profit.

5. Location of CSR Efforts

Preference for locations of CSR activities will be given to underprivileged and remote areas, where access to basic facilities is limited and contribution to said areas is required. The same will be approved by the CSR Committee.

6. Goals

Rubicon's goals include the following:

S. No	Goal Area	Actions
1	Education and Skill Development	Rubicon's focus will be on: <ul style="list-style-type: none">• Contributing in kind/cash to schools in economically and socially disadvantaged areas, on its own or through tie-ups with self-help groups, NGOs, etc.• Sponsoring equipment in schools/colleges to promote education among the disadvantaged.• Counselling children and adults in villages and remote areas on the value of education and supporting enrolment in local educational institutions.• Creating awareness among children on various educational aspects, mental health issues, hygiene and sanitation, and healthcare through tangible efforts of Company employees.
2	Health and Wellness	Rubicon strongly believes in improving healthcare outcomes for all. The Company will undertake various initiatives to fulfil this mission, such as arranging blood donation camps, distributing medicines to the needy, contributing to organizations working on a cure for chronic diseases, pandemics, and epidemics, and working with organizations undertaking medical or health-related projects, like providing support for cancer treatment, cataract surgeries, etc.
3	Sanitation	Rubicon will work with local administrations to achieve community development goals. It will work on its own as well as tie-up with NGOs and government bodies, where required, to set up basic sanitation facilities in remote and underdeveloped areas. The Company shall also work towards setting up water facilities in areas that face scarcity or places that have limited access to water resources for daily needs and consumption.
4	Environment	The Company uses power-saving technologies on its own premises as a first step towards environmental protection. It shall further undertake tree plantation projects on barren lands, campaign for public awareness towards a cleaner society, recycle waste on its own premises, undertake projects for plastic eradication and other such activities as it may decide from time to time.

7. Composition of CSR Committee

The CSR Committee shall be comprised in accordance with the requirements of the Companies Act, 2013, and the rules made thereunder. The details of the composition are as follows.

The committee consists of two board members:

- a) Mr Parag Sancheti and
- b) Mrs Pratibha Pilgaonkar

8. Responsibilities of the Committee

The responsibilities of the CSR Committee include:

- Formulating and recommending the CSR Policy to the Board of Directors and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

9. Governance

The Company shall undertake CSR activities as per the provisions of the Companies Act, 2013, through Sankalp initiatives. At the Company, corporate social responsibility relies on an endless loop of association between the employees (through Sankalp), the organization, and the community at large. This collaboration lays the foundation for intense efforts at the grassroots level, whose results speak for themselves.

Sankalp shall work closely with the CSR Committee in implementing the Company's CSR activities. It will also assist the CSR Committee in identifying the areas for CSR activities and programs, as well as execution of initiatives as per defined guidelines. Ultimately, all Sankalp activities shall be governed by and be subject to approval of the CSR Committee.

10. Funding, Selection, and Monitoring Process

Sankalp shall prepare a calendar of activities for a given year or quarter, according to which the funding shall be designed. The areas and projects will be prioritized by assessing their impact. The calendar, along with its budget, shall then be forwarded to the CSR Committee. The CSR Committee will deliberate on the proposals and approve proposals for implementation at its discretion.

Sankalp representatives will collaborate with stakeholders to monitor the status of each project and will report its findings to the CSR Committee periodically.

The CSR Committee shall meet as and when required and review the CSR policy from time to time.

11. Contact

For queries related to the CSR Policy, please write to us at:

sankalp@rubicon.co.in or Rubicon Research Pvt Ltd, MedOne House, Plot No. B-75, Road No. 33, Wagle Estate, Thane West – 400604, Maharashtra, India; or connect at +91 22 61414000