Corporate Social Responsibility (“CSR”) PolicyCorporate Social Responsibility (“CSR”) Policy Objective

Corporate Social Responsibility (**“CSR”**)is strongly connected with the principles of sustainability and giving back to the society. At Xoriant Solutions Private Limited (“**Company**”), we believe in practicing our corporate values through our commitment to grow in a socially and environmentally responsible way, while meeting the interests of our employees, suppliers, business partners, local communities and other organizations.

# Scope and Applicability

It is applicable for all the locations of the Company.

# Guiding Principles:

* As a sustainable and long-term initiative for the weaker communities, the Company shall focus on promoting education for the destitute and support causes and organisations in creating awareness about preventive health.
* The objective towards promoting education is to empower an individual in being self-reliant lifelong.
* The attention to the cause of preventive health is with the aim of providing healthy living and helping people live a more constructive and evolved life.
* The Company aims to work towards mainstreaming the weaker segments of the society by promoting the basic needs of education and preventive health amongst these sections.
* The Company aims to focus on education of the underprivileged by providing appropriate infrastructure, and groom them as valuable citizens of the country.
* The Company provides assistance in skill development by providing direction and technical expertise to the vulnerable section of the society.
* The Company aims to promote the well-being and development of employees and their families through an inspiring corporate culture that engenders good values.
* Employee participation is an important part of developing responsible citizenship. The Company encourages and motivates its employees to volunteer for working on the Company’s CSR initiatives.
* The CSR initiatives are not included in the activities undertaken in pursuance of the normal course of business of this Company.
* The Company confirms that the surplus arising out of CSR activities or projects shall not form part of the business profits of the Company.
* The Board of Directors of the Company hereby declare that the activities included in this policy are related to the activities included in Schedule VII of the Companies Act, 2013.

# Procedure

Each location shall be allocated with annual budget for driving the CSR initiatives in their respective location.

* CSR department of each location shall evaluate proposals submitted by NGO’s and other organizations.
* After evaluation from CSR Committee, the recommendations are shared with Management.
* On approval from Management along with the CSR committee, funds shall be directly allocated to the respective NGO or individual.
* NGO will be identified on govt or legal guidelines.
* CSR department shall be responsible to drive the CSR initiatives for their respective location.
* Members of the CSR department shall make regular visits to the NGO who assist the Company in driving its CSR initiatives and volunteer for their activities.
* CSR department of each location shall hold meetings on a monthly basis to discuss the actionable items.
* NGO/Individuals working for towards the CSR objectives of the Company shall submit their annual report to the Company, giving details on how the funds were utilized.
* CSR Committee at each location should submit a quarterly report to the Management.
* This policy shall be reviewed from time to time and any changes, if necessary, shall be approved by the CSR committee. Such review shall be based on the annual report submitted by the NGO/Individuals and their suggestions and responses.

Reporting

The Board Report of the Company shall include an annual report on CSR containing particulars about its policy as specified under the applicable provisions of the Companies Act, 2013 and its rules thereunder.

Disclosure

The Company shall disclose the contents of this policy in its Board report.