

USHA INTERNATIONAL LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

Usha International Limited (hereinafter referred to as "The Company") as a responsible corporate entity believes in making a positive and lasting impact on the women empowerment and social and economic development of the country. The various projects chosen by the Company under Corporate Social Responsibility (hereinafter referred to as "CSR") display's our positive intent and actions to create an environment of sustainable growth for women in rural India.

The Company takes its decisions not only on the basis of financial factors but also on the basis of social and environmental impact on the society at large. Therefore, the Company strives to give due consideration to the interest of its stakeholders including the shareholders, customers, suppliers, business partners, local communities and other organisations.

Vision

Our Vision is to "actively contribute to the social and economical development of the country, ensure sustainable environment and to improve the quality of lives of people in the communities in which we operate".

Constitution of CSR Committee

In Accordance with Section 135 of the Companies Act, 2013 the Company is required to constitute a CSR Committee of the Board comprising of three or more Directors, out of which at least one Director shall be an Independent Director.

Projects undertaken by the Company

The Company believes in establishing a just and equitable society. Therefore, the mandate for the Company is to empower the most underprivileged women - women from the most marginalized communities in the remotest part of India. Thus, was born the Silai School program - A program to capacitate women to earn a living and thereby move towards establishing her "self" and "identity".

Usha Silai Schools is a community based initiative of the Company, which aims at empowering women at the village level by imparting sewing skills as well as providing them sewing machines free of cost to earn their livelihood.

The programme reaches out to the most marginal communities and focuses on women who have an inclination towards sewing by imparting sewing skills to them and encouraging them to train other village women's too.

Usha Silai Schools provides an opportunity for women to express and enhance their creativity along with a medium to earn their livelihoods.

Process flow chart for Usha Silai Schools projects undertaken by the Company

The vision of the Silai School Program is to reach the most remote villages of India through its Silai School programme. This programme is being operationalized on a pan India basis



and is "inclusive" in character, thereby implying that the programme is implemented for the most marginalized irrespective of caste, class, religion or creed. There are Silai School entrepreneurs who are HIV positives, trans-genders, physically challenged, communities in insurgency affected areas etc.

The women are trained on sewing and stitching through a seven day residential program by the experienced trainers of the Company. The syllabus has been specially designed for this program with details of women's, men's and children's garments and is translated in vernacular language for every state. These women are also taught the basics of sewing machine repair and maintenance in the program. The women are given a sewing machine free of cost, school signage of Usha Silai School and an acknowledgement for attendance. These acknowledgements are also given to the learners who attend Silai School in the villages in the form of certificates.

Methodology for running Usha Silai Schools

The Company works with NGO partners in different parts of the country. These NGOs so selected are the ones which have been working with women and on livelihoods in the remotest villages. The main activities performed under the program are following:

1. Selection of socially/ economically marginalized villages suitable for the Silai School programme.
2. Shortlisting and finalization of women entrepreneur (as per criteria), obtain the consent of the woman entrepreneur that she would run the Silai School in her house.
3. Facilitate the training of the women in a cluster by motivating them to come and stay at a common venue for training.
4. Create the course for the sewing learners from the village.
5. Ensure the proper maintenance of the Usha Silai School,
6. Monitor the progress of the programme

Budget allocation process

In the beginning of every financial year, the Company shall review the past year progress and impact of the CSR activities on the lives of women. This will facilitate the target finalising process for coming financial year. On an average every year, the Company decides to impact lives of at-least 1000 women directly by providing them opportunity to augment their income through sewing. The target mainly focuses on the reaching to the women from remote villages of the county.

Activities implementation

The women conduct a 3 months program for the learners who come to her Silai School. The classes are held in the premises of her own house and in her free time. She imparts sewing training to girls and women, stitches other people's garments and also repairs sewing machines for others. For these services, she charges a fee which becomes a source of income for her, and also contributes significantly to improving her social status in the society. Thereby, she can earn a living without stepping out of her house. The learners are given slots to practice on the sewing machine.

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Partnership/Collaborations

Collaborative partnerships are formed with various NGO's, government bodies, Corporate etc. This helps to widen the Company's reach and leverage upon the collective expertise, wisdom and experience of both the partners.

CSR Reporting

The Board's Report of a Company pertaining to a financial year shall include reporting of CSR activities and expenditure incurred on it.

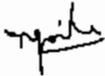
Information dissemination

The Company's engagement in this domain is disseminated on its website, annual report and through media.

Management Commitment

Our Board of Directors and Management believes in constantly striving to ensure strong corporate culture which emphasizes on integrating CSR values with business objective and to build a society that works for everyone.

For and on behalf of the Board of Directors
Usha International Limited



N.K. GOILA
DIRECTOR

