



TNT India Private Limited

Corporate Social Responsibility Policy

BACKGROUND

Corporate Social Responsibility (CSR) embodies the various initiatives and programs of **TNT India Private Limited** (the Company) to represent the continuing commitment and actions of the Company under to contribute towards economic and social development.

OBJECTIVE

The CSR Policy of the Company has been formulated and adopted in terms of Section 135 of the Companies Act, 2013 and the Rules made thereunder. The Company will undertake CSR activities specified in Schedule VII to the Companies Act, 2013 (**Annexure - A**).

CONSTITUTION OF CSR COMMITTEE

The Board of Directors of the Company shall constitute a CSR Committee of Directors comprising minimum two directors.

ROLE OF THE CSR COMMITTEE

The CSR Committee will play the following role in fulfilling the Company's CSR objectives:

- Recommendation of the project/ programme to be undertaken within the long term vision and strategy of the Company in respect of CSR activities subject to Section 8.8 of the International Profit Manual guidelines, amount of expenditure to be incurred, type of activities, roles and responsibilities of various stakeholders, etc.
- Formulation of a monitoring mechanism for ensuring implementation of the projects / programmes undertaken or the end use of the amount spent by it towards CSR activities.

The contribution will be made for any activities undertaken within India. The Committee will give preference to the local communities where it operates in spending the allocated amount for CSR activities within India

Surplus arising out of the CSR activities will be utilized for the benefit of the community.

ROLE OF BOARD OF DIRECTORS

The role of the Board with respect to CSR is as under:

- Review the recommendations as indicated in the annual budget for CSR;
- Review the recommendations and approval of the FedEx Global Citizenship team;
- Disclose contents of the Policy in the Company's report/ website; and
- Ensure that the Company spends in every financial year, at least two percent of the average net profits made, during the three immediately preceding financial years of the Company on CSR activities.



DISBURSEMENT OF CSR AMOUNT

The Company may undertake CSR activities, on its own or by pooling the resources into any other not-for-profit organizations (NGOs).

The CSR Committee will decide on the budget allocation for CSR projects and programs and the installments for disbursement of the amount.

PARTNERING ORGANISATIONS

While undertaking any project or program with other partnering organizations, the Company will undertake due diligence to evaluate the NGO's reputation, track record, capacity and competency, including organization structure, requisite permits and licenses, presence in desired geography and compatibility with the CSR Policy.

PROCESS FOR UNDERTAKING CSR ACTIVITIES/ PROJECTS THROUGH PARTNERING NGOs

The following procedure will be adhered to while undertaking/ funding CSR activities/ projects through NGOs:

- Presentation of the project / program details.
- Execution of Memorandum of Understanding (MoU) with the affiliated NGOs, which will detail the key roles and responsibilities of each of the parties for a specified project or projects identified by the Company.
- Scheduling of disbursements of funds relating to the program and monitoring system in accordance with pre-agreed milestones with partners.
- The Committee whilst making any contribution will specify the activities for which it is made and the amount for the same.

MONITORING

The CSR Committee will institute a transparent monitoring mechanism for implementation of CSR projects or programmes undertaken by the Company or through NGOs.

VOLUNTEERING

The Company will encourage and enable employees and other stakeholders to participate in the projects supported by it through Employee Volunteering Programmes (EVP). The Company will recognize the efforts by employees in the CSR activities.

SELF ASSESSMENT

The Company will introduce mechanism for self-assessment of the CSR activities pursued, and strive to improve existing policy and systems. It will also undertake impact assessment of the development projects on the target group.



DISSEMINATION OF INFORMATION

The CSR Committee will report to the Board of the Company from time to time the status of the CSR projects/ activities undertaken by it along with the report on the impact created by such projects/ activities.

The Company would upload this Policy on its website https://www.tnt.com/express/en_in/site/home.html. A detailed status report on the CSR activities carried out by the Company will be disclosed every year as part of the Directors' Report in the Annual Report. The said information will also be uploaded on the website of the Company.

The CSR activities of the Company should be visible through the company's website and the Directors' Annual Report (as an integral part of business) articulated on major occasions and employee meetings.

Annexure A

ACTIVITIES COVERED UNDER SCHEDULE VII OF THE COMPANIES ACT 2013

The activities involve the following:

- Eradicating hunger, poverty and malnutrition, promoting 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;
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- 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 arts and handicrafts;
- Measures for the benefit of armed forces veterans, war widows and their dependents;
- Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports;
- Contribution to the Prime Ministers' National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
- Contributions or funds provided to technology incubators located within academic institution which are approved by the Central Government;
- Rural development projects.