

**ABIS FOODS AND PROTEINS PRIVATE LIMITED [FORMERLY KNOWN AS ABIS
EXPORTS (INDIA) PRIVATE LIMITED]**

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. Preamble

CSR Covers the entire process by which an organisation approaches, defines and develops its relationships with stakeholders for the common good, and demonstrates its commitment in this regard by adoption of appropriate strategies and projects. Thus CSR is not charity or mere donations but a way of going beyond business as usual, creating shared value and contributing to social and environmental good.

2. Purpose

Abis Foods And Proteins Private Limited [Formerly known as Abis Exports (India) Private Limited] is committed to identifying and supporting programs aimed at:

- Developing and advancing the community and in particular, those at the bottom of the pyramid who are unequally endowed/enabled and also
- Reducing negative impact of its operations on the environment

The CSR policy would function as a self-regulating mechanism for the Company CSR activities and enable adherence to laws, ethical standards, and international practices in this regard.

3. Policy Statement/Vision

The Company's CSR mission is to contribute to the social and economic development of the community. Through a series of interventions the company's seek to mainstream economically, physically and socially challenged groups and to draw them into the cycle of growth, development and empowerment. At the core of this is its commitment to reach out marginalized through its Sustainable Livelihood Initiatives.

The Company's strategy is to integrate its activities in community development, social responsibility and environmental responsibility and encourage each business unit or function to include these considerations into its operations.

4. Scope

This policy will apply to all projects/programs undertaken as part of the Company's Corporate social Responsibility activities and will be developed, reviewed and updated by reference to relevant codes of corporate governance and international standards or best practices. This policy is also in line with the CSR Rules. (Sec. 135 of Companies Act, 2013)

5. Governance

Overall governance of CSR and approving of the CSR Policy will be the responsibility of the CSR Committee of the Board. The CSR department of the company will be responsible for administering and executing the policy. As the Company's CSR activities evolve further, the policy may be revised with the approval of the CSR Committee of the Board.



6. CSR Committee

The Company will institute a CSR Committee of the Board consisting of three or more Directors including atleast one Independent Director. The Committee will meet atleast three times in a year. The Following shall be terms of reference of the Committee.

- To formulate the Company's CSR strategy, policy and goals
- To Monitor the Company's CSR policy and performance
- To review the CSR projects/initiatives from time to time.
- To ensure legal and regulatory Compliance from a CSR viewpoint
- To ensure reporting and communication to stakeholders on the Company's projects/initiatives.

Consistent with the above, the CSR Committee of the Board currently has the following members:

1. Mr. Rupindersingh Sohansingh Sodhi (Chairman)
2. Mr. Zeeshan Bahadur Ali (Member)
3. Mrs. Zoya Afrin Ali (Member)

7. CSR Budget

The overall amount to be committed to CSR will be approved by the Board as part of the Company's overall Annual Budget/Plan. Within the budgeted amount, specific CSR initiatives/projects will be approved in line with process approved by the CSR Committee of the Board. All Projects undertaken by the Company will be approved /ratified by the Company's CSR committee.

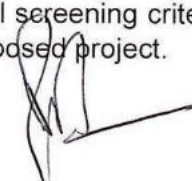
8. Supervision

The Company's CSR activities will be driven by a dedicated CSR team under the guidance and support of senior functionaries, in particular MD/Director. The CSR Committee and CSR department would play a significant role in ensuring that the CSR policy is embedded across the Banks's operations and CSR initiatives are in line with the policy.

9. Implementation

The Company will undertake CSR Projects which are closely linked with the principles of sustainable development and shared value, with the involvement of local institutions and the community at large.

The CSR department would assist in implementation and monitoring of the CSR projects /initiatives. The actual implementation of various initiatives will be broad based with involvement of various Company's Employees /unit or through implementing agencies like NGO'S , Trusts, Societies, section 8 /section 25 companies, DST Certified incubation centres or through collaborative projects with other corporates. In case of the implementing agency being a 'not for profit organisation, the entity should typically have not less than three years of experience in implementing projects in the respective areas. The implementation partner will also be screened based on the Company's internal screening criteria to ascertain the entity's credibility and its ability to execute the proposed project.



10. Disbursement

The disbursement of funds will be either in tranching drawdown form or one-time payment depending on the nature and requirement of the project. The terms, conditions and timing of disbursement will be discussed and agreed to with the CSR Department and project teams, and will typically form part of the Memorandum of Understanding with the entity implementing the project.

11. Monitoring

The CSR Committee will ensure a transparent monitoring mechanism for ensuring effective implementation of the projects /programs/ activities proposed to be undertaken by the Bank.

The CSR Department would have the responsibility of monitoring approved projects and funds disbursements for such projects. Monitoring Mechanisms will include visits, meetings and progress/status reporting by the project teams. The Company's CSR activities will be reviewed by the CSR Committee. A system will be put in place to maintain a transparent monitoring and reporting mechanism across all the stakeholders involved in the CSR activities of the Bank, as desired by the CSR Rules (section 135, Companies Act, 2013)

12. Reporting

Significant CSR activities and achievements will be reported as part of the Director's Report in the Company's Annual Report and also as per any other statutory and regulatory reporting requirements.

13. CSR Programs / Projects

The Company is highly supportive of the involvement of its employees in its CSR initiatives and in community activities/charities of their choice and will therefore proactively engage with employees and other key stakeholders to solicit their active involvement in the Company's CSR Programs.

To provide a focused and structured approach to the program, the Company will focus its support and CSR spends on specific pre-determined causes and areas of intervention as outlined in the Annexure to the policy. The CSR Department would put up to the Committee appropriate details of proposed projects including implementation year, modalities of execution in the areas /sectors chosen, implementation schedules for the same etc. The CSR Committee will consider and approve (in line with the guidelines given below), CSR projects/programs to be undertaken during the year.

- a) The Company will ensure that its CSR projects are non-discriminatory in nature and do not have restrictive political or religious affiliations.
- b) The programs/projects will be within the areas recommended /listed by the CSR Committee and mentioned in the policy.
- c) The programs/projects will be beyond business as usual.



AREAS OF CSR INTERVENTION

Below is the area under which the company will implement its CSR Projects. This will be reviewed from time to time by the CSR Committee of the Board and specific initiatives under these will be undertaken in line with the CSR policy to meet the overall objectives of these interventions.

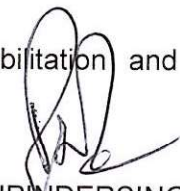
1. Promotion of Education:

Education is one of the building blocks of any nation. With the aim of having 'every child in school and learning' the Company's interventions will aim at mainstreaming children and improving the quality of education they receive. A multitude of interventions such as educational sponsorships to students belonging to economically/socially/physically challenged categories, supporting the infrastructure or running cost of reading programs, libraries, supportive classes, computers, science laboratories etc. will be undertaken to create a conducive learning environment and to promote learning.

Within the scope of education, programs aimed at bridging the skill gap, in particular in the banking industry, and transforming candidates into job ready professionals will also be covered.

2. Other Activities as per schedule VII that may be undertaken from time to time:

- (i) Abolishing poverty, malnourishment and hunger, improvising & promoting health care which includes preventive health care and sanitation and making available safe drinking water.
- (ii) Improvement in education which includes special education and employment strengthening vocation skills among children, women, elderly and the differently abled and livelihood enhancement projects.
- (iii) 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.
- (iv) 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.
- (v) Training to promote rural sports, nationally recognized sports, paralympic sports and olympic sports.
- (vi) Rural development projects
- (vii) Slum area development.
- (viii) Disaster management, including relief, rehabilitation and reconstruction activities


RUPINDERSINGH SOHANSINGH SODHI
CHAIRMAN
CSR COMMITTEE