

## Corporate Social Responsibility Policy

The Founders of Thirumalai Chemicals Limited (TCL) actively supported Health and Educational Institutions in Bombay and Madras from the early Sixties; they were active in building, managing and growing the SIWS (South India Welfare Society) Schools and Colleges, which in its early days focused mainly on weaker sections of the community. They set up the Thirumalai Charity Trust (TCT) in 1970, to channel and manage these philanthropic activities in an organised and professional manner. From 1976 when it started business, TCL has been supporting these activities and ensuring effective delivery through the professional social service organisation of the TCT, with a special emphasis on activities in North Arcot District, now called the Vellore District.

By 1994 when the need for good Schools became critical to serve the professional and the rural communities here, including our employees, the TCT with our assistance, set up the Akshaya Vidya Trust (AVT) as a daughter trust to focus on education: the AVT now has 3 excellent schools serving over 2500 children, and over 65% of the children are from rural communities.

The following considerations have guided our CSR policy, and we believe them to be fully valid today.

1. The efforts have to be well structured if they have to be effective.
2. The programmes have to be relevant to the communities served.
3. While the Company can participate in the definition of Aims, Policy, Governance, and Reviews, only an independent and professionally managed organisation working on these full-time can manage and deliver these programmes. The CSR programmes or entity cannot be an appendage of the company.
4. Resources have to be focused, on a few key objectives and efforts, to make a sustainable difference.
5. The organisation (s) we work with have to have a robust system of management and governance, with regular internal and external reviews.
6. Long term participation is needed if these programmes are to have results.
7. As our Company's ability to support may vary depending on our profits, it is desirable that the CSR entity have similar other donors / supporters, who are also similarly committed, and have similar aims and focus.
8. The CSR entity's activities or problems must not result in damage to our Company's reputation or Business.
9. The key focus of our CSR viz., Education, Health, Women Empowerment, Community development services, are important and relevant to the communities we work in. These can continue to be our area of principal support.

Given the experience and track record, TCL can continue to support the TCT's Health and Rural development projects and the AVT's Educational programme. The above Policy document may be reviewed once in 5 years.