



Let's Solve

Corporate Social Responsibility (CSR)

Policy Framework



A Larsen & Toubro
Group Company



CSR Philosophy

Larsen & Toubro Infotech Limited (LTI) fosters a culture of caring, trust and continuous learning while meeting the expectations of all stakeholders and society at large. As a responsible Corporate Citizen, the Company contributes towards inclusive growth by empowering communities and accelerating development.

The Company's CSR Policy framework details the mechanisms for undertaking various programmes in accordance with section 135 of the Companies Act, 2013 for the benefit of the community.

CSR Themes

The Company will primarily focus on 'Computer Literacy & Education' as part of its CSR programme which will include, amongst others, the following verticals,

- a. **Skills Development & Employability** - may include but not limited to programmes covering computer literacy and training programmes for employability for disadvantaged youth.
- b. **Education** - may include but not limited to support to educational Institutions, educational programmes & nurturing talent at various levels for disadvantaged youth.
- c. **Educational aids** - supporting differently-abled and other students by providing IT infrastructure support for specific programmes.
- d. **Environment** - may include but not limited to programmes for conservation and preservation of environment.
- e. **Women Empowerment** - supporting eligible NGOs with infrastructure and facilitating market reach; and
Further the Company shall
- f. Support the CSR programmes at L&T Group level where applicable.

Governance, Technology and Digital would be the Key drivers across all these verticals.

CSR Budget

- The Board of the Company shall allocate at least 2% of the average profit (as required by Companies Act, 2013) during the three preceding financial years.
- The Company may collaborate or pool resources with other entities to undertake CSR activities.
- In case of any surplus arising out of CSR programmes the same shall not form part of business profits of the Company.

CSR - Roles and Responsibilities

The CSR Governance structure comprises the Board, CSR Committee and CSR team.



The Board

The Board of Directors of the Company will:

- Approve the CSR Policy of the Company.
- Ensure spend of 2% of profits.
- Disclose the content of the CSR Policy in its report and place the Policy on the Company's website as prescribed under Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 .
- Ensure that the social programmes undertaken are aligned to the CSR Policy of the Company.
- Specify reasons in its report for not spending the earmarked amount in case the Company fails to spend such amount.

CSR Committee of the Board

The Board has formed the CSR Committee in accordance with the requirements of the Act.

Responsibility of the CSR Committee:

- Formulate and recommend the CSR Policy to the Board for approval.
- Monitor the Policy from time to time.
- Recommend the amount of expenditure to be incurred on CSR programmes.
- Constitute transparent monitoring mechanism for ensuring implementation of the CSR programme.
- Allocate the programmes to locations to implement the same.

CSR Team

Responsibilities of the CSR Team:

- Spread awareness regarding the approved CSR policy.
- Provide guidance to locational CSR team members to ensure that all CSR programmes are aligned with L&T Infotech's CSR policy.
- Recommend programmes to be undertaken during the financial year to the CSR Committee of the Board.
- Facilitate effective implementation of LTI's CSR policy across locations.
- Promote synergy amongst locations and share best practices to achieve desired outcome for community development.
- Develop measurable benchmarks and get the same approved by the CSR Committee.

Implementation

- CSR programme will be undertaken by the Company in identified areas. The Company will undertake need assessments as and when required.

- The time period/duration over which a particular programme will be spread, will depend on its nature, extent of coverage and the intended impact of the programme.
- The Company may enter into partnerships with the government, business partners and communities to create multiplier effect of its social programmes.
- The mode of implementation of CSR programmes will include a combination of direct implementation and / or through partners such as NGOs, Trusts, academic institutions, business associates, registered societies etc. The Company will select its partners after appropriate due diligence.
- The Company may use the services of internal teams, employee volunteers, expert agencies, consultancy firms etc. wherever required for carrying out base line surveys, guidance on programme design and implementation, impact assessment surveys etc.

Monitoring and Reporting Framework

At the location level:-

The Company has constituted a mechanism to monitor and report the progress of its CSR programmes. An accounting system has been established by the Company to ensure programme wise accounting of CSR spends. The Corporate will be responsible for monitoring and implementing the CSR programmes. The CSR team will ensure the effectiveness of its CSR programmes through third party audits and report the CSR performance to the CSR Committee.

At CSR Committee level:

- The CSR Committee will review the implementation of the CSR programmes and the CSR audit reports periodically, preferably on a quarterly basis and arrange to share in the Company the best practices.
- Review the implementation and monitoring mechanism appropriately.
- Report to the Board appropriately.

Disclosure

The CSR Policy framework will be displayed on the website of the Company. The Board will include in its Board report, a report on the CSR activities in the format specified under the Companies (Corporate Social Responsibility Policy) Rules, 2014.

LTI (NSE: LTI) is a global technology consulting and digital solutions company, helping more than 250 clients succeed in a converging world. With operations in 27 countries, we go the extra mile for our clients and accelerate their digital transformation with LTI's Mosaic platform, enabling their mobile, social, analytics, IoT and cloud journeys. Founded 20 years ago as the information technology division of the Larsen & Toubro Limited, our unique heritage gives us unrivaled real-world expertise to solve the most complex challenges of enterprises across all industries. Each day, our team of more than 20,000 LTItes enable our clients to improve the effectiveness of their business and technology operations, and deliver value to their customers, employees and shareholders. Find more at www.Ltinfotech.com or follow us at @LTI_Global