



VIDEOJET TECHNOLOGIES (I) PRIVATE LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

1.0 Preamble

1. This is the Corporate Social Responsibility (CSR) Policy of Videojet Technologies (I) Private Limited ('Company') envisioning the Company's philosophy of fulfilling its Duties as a Corporate Citizen towards the society & environment and entails the scope of various projects/activities/ initiatives by the Company in accordance with section 135 of the Companies Act 2013 to serve the society at large and subscribe to its ethos of sustainability of one and all.
2. The Policy shall cover all the CSR projects/activities/initiatives undertaken by the Company thereby enriching the society and ensuring that they are in line with Schedule VII of the Companies Act, 2013 amended from time to time.

2.0 CSR Themes

The Company including but not limited to will primarily focus on the following areas as part of its CSR outreach:

1. Research and Development Tie-ups with Educational/Research Institutions aimed at capacity building, research activities, development etc.
2. Promoting Health Care including preventive healthcare preventive health care and sanitation.
3. Promoting Education, including education to girls, and special education to the differently abled populations.
4. Women empowerment, promoting gender equality and Facilities for senior Citizens.
5. Rural Development projects.
6. Projects related to ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources, and maintaining the quality of soil, air, and water.

Videojet Technologies (I) Pvt. Ltd.

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7. Any other programme in compliance with Schedule VII

3.0 CSR Budget

1. The Board of Company shall ensure that in each financial year, the Company spends at least 2% of the average net profit made during the three preceding financial years as per section 135 of Companies Act, 2013.
2. CSR Committee evaluate specific projects / activities, decide the projects, approve the budget to be spent on projects / activities and recommended to Board of Directors for their approval.
3. CSR amount as may be sanctioned by Board of Directors based on their annual budget. The amount sanctioned by Board of Directors will have to be utilized for the projects/ activities as specified by the CSR Committees. The unspent amount, if any, at the close of financial year shall be spent only on specified CSR projects/ programs.

4.0 CSR Programmes/Projects

1. Implementation Identification and Selection of Programs:

The programs would be identified as per the requirement in the Society, Professional agencies may be engaged in conducting need based assessment in some programs, wherever required.

2. Partnerships to implement the Programs

The Company may collaborate or pool resources to undertake CSR activities. Collaborative Partnerships may be formed with the Registered Agencies, NGOs and other institution like-minded stakeholder. This would help widen the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

3. Criteria for identifying executing partners/ NGOs/ Agencies

In case of program execution by NGOs/Voluntary organizations the following minimum criteria should be required to be ensured:

- a. A company established under section 8 of the Act,

- b. The NGO / Agency must have a permanent office / address in India.
- c. The NGO should be a registered public Trust or a Society having a duly executed Trust Deed / Memorandum of Association.
- d. It should have registration Certificates under Section 12A, Section 80G, etc. of the Income Tax Act, 1961, registration under FCRA (wherever mandatory) and other applicable registrations.
- e. It should have a Permanent Account Number (PAN).
- f. Should have a team of professional expertise and system to maintain Books of Accounts and to generate necessary Reports on the supported programs.
- g. No tie-up with the Competition of the Company.
- h. Financials, Income tax return copy.
- i. Other documents such as agreement, references, list of CSR activities performed

Provided that in case of any amendment in the Act / the Rules specifying any criteria for implementing agencies, the same shall be applicable in addition to the above criteria (to the extent applicable). Provided also that the CSR Committee may add or waive one or more of the above criteria on case to case basis.

4. **Agreement/ MOU between the Company and NGOs/executing agency**

Once the programs and the executing agency has been finalised, the Company (Videojet) would be required to enter into an agreement/MOU with each of the implementing NGOs/agency as per the Standard Agreement format.

5.0 Implementation

- i. CSR program(s) will be undertaken by the Company in areas selected for outreach. The Company may choose to undertake need assessments as and when they deem it necessary. This may be done on a project to project basis.

- ii. The time period/duration over which a particular program will be spread, will depend on its nature, extent of coverage and the intended impact of the program.
- iii. The Company may enter into partnerships with the business partners, NGOs. Agencies and communities to create multiplier effect of its projects.
- iv. The mode of implementation of CSR programs may be a combination of direct implementation and implementation through various partners such as, NGOs, registered societies, Agencies, CSR Trust etc. The Company will select its partners after appropriate due diligence.
- v. The Company may use the services of internal teams, employees, expert agencies, consultancy firms etc. wherever required for carrying out base line surveys, guidance on project design and implementation, impact assessment surveys etc.

6.0 CSR Governance Structure



7.0 Roles and Responsibilities

The Board of Directors

The Board of Directors is responsible for and oversees the governance, culture and management of CSR.

The Board of Directors of the Company will be responsible for:

- i. Approval of the CSR Policy of the Company
- ii. Disclosure & dissemination of the Policy as per - provisions of Section 135 of the Companies Act 2013 read together with the CSR Rules
- iii. Approving CSR strategies, budgets & plans
- iv. Effective implementation of the projects included in the Policy Ensuring - preference is given to the local areas around its operations for spending the amount earmarked for CSR projects and ensuring the expenditure of amount recommended by committee on CSR activity.
- v. Deciding the timelines & budget constraints, if any on each of the CSR project/activity/initiative.
- vi. Reporting of the CSR spending and activities in Director's Report/ Annual Report of the Company and disclosure of unspent amount, if any, with explanation.
- vii. Place the CSR Policy on the Company's website
- viii. Approve transfer of unspent CSR Amount in accordance with the law

The CSR Committee

Composition of the the CSR Committee: The composition of the CSR Committee shall be comprising of Board of Directors as under.

Sr. No.	Name
1	Mr. Ashit Dwarkadas Shah - Managing Director
2	Ms. Sampada Katdare - Director
3	Ms. Vibha S. Agrawal - Director
4	Mr. Vasudevan Sridharan - Director

The CSR Committee i.e., the Board of Directors of the Company being the CSR Committee shall be responsible for:

- i. The Committee shall identify the areas of CSR activities and recommend the amount of expenditure to be spent on CSR in a particular financial year on such activities and place them before the Board for approval.
- ii. The Committee shall review the Company's initiatives and programs from time to time.
- iii. The Committee shall formulate and monitor the implementation of the CSR annual action plan, in accordance with the Company's CSR policy and provisions of applicable laws from time to time. The Committee shall recommend the CSR annual action plan and any modification(s) thereto during the financial year, for the approval of the Board from time to time.
- iv. Strictly implementation of the CSR Policy of the Company.
- v. The CSR committee shall review the impact assessment report(s) (if any), and place them before the Board
- vi. Effective implementation of the projects included in the Policy Ensuring preference is given to the local areas around its operations for spending the amount earmarked for CSR projects.
- vii. Deciding the timelines & budget constraints, if any on each of the CSR project/activity/initiative.
- viii. The Committee shall formulate necessary monitoring mechanism to enable the Board to satisfy itself that the funds disbursed for CSR activities or projects or programs have been utilized for the purposes and in the manner as approved by it.
- ix. The Committee shall regularly report to the Board.
- x. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
- xi. The Committee may form and delegate authority to sub-committees when appropriate.
- xii. The Committee may formulate the additional CSR Monitoring Team with such other Employees / executives of the Company from time to time as it may deem necessary and expedient.

The Committee shall have access to any internal information necessary to fulfill its role. The Committee shall also have authority to obtain advice and assistance from internal or external legal, accounting or other advisors.

1. Meetings:

The Committee shall hold meeting as and when required, to discuss various aspects about implementation of the CSR Policy of the Company. The Committee shall periodically review the implementation of the CSR Programs and issue necessary direction from time to time to ensure orderly and efficient execution of the CSR programs in accordance with this Policy.

CSR Sub-Committee

The Company has further structured a sub-committee under the main CSR committee formed above.

The composition of the CSR Sub Committee shall be as under.

Sr. No.	Name
1	Mr. Pravin C Gore – Head Legal
2	Ms. Divya Bhatt - HR Business Partner

The functioning of this committee will be to carry out all the activities as the main CSR Committee would have done and to carry out all the functions as given in the policy hereunder. The ultimate responsibility of the CSR lies on the CSR Committee.

The CSR Sub-Committee shall have the authority to obtain professional advice from external sources and have full access to information contained in the records of the Company as well as the powers to call any employee/external consultant or such other person(s) and for such purpose as may be deemed expedient for the purpose of accomplishments of overall CSR objectives laid down under the Act.

Scope of Functions of CSR Sub-Committee

Notified CSR activities and to implement initiatives mentioned under point 2.0 above.

- i. Recommendation of the CSR Projects, which are in line with the activities specified in Schedule VII, to be undertaken by the Company from time to time to the CSR Committee for approval.
- ii. CSR Sub-Committee will identify suitable projects for implementation in line with the objectives of the Company and requirements laid down under the Regulations and recommend to to the CSR Committee.
- iii. The CSR Sub-Committee authorized by it, will conduct due diligence checks on the current projects/partners on a regular basis and report to CSR Committee.
- iv. Apprise project performance periodically to the CSR Committee.
- v. Monitoring the Policy, from time to time.
- vi. Recommending the amount of expenditure to be incurred on CSR projects.
- vii. Allocating appropriate resources for achieving desired performance in alignment with sustainability & CSR targets and initiatives.
- viii. Constituting a transparent monitoring mechanism for ensuring effective implementation of the CSR projects.
- ix. To discharge any other function as may be delegated to it by the CSR Committee and falling under the purview of the Company's CSR Policy.

The Members of the CSR and CSR Sub Committee may participate in the meeting either in person or through video conferencing or other audio visual means as may be convenient.

8.0 Veralto's Code of Conduct and Conflict of Interest Policy-

This CSR Policy shall be subject to applicability of Veralto's Code of Conduct and Conflict of Interest Policy along with other Policies as may be applicable from time to time. In case any of the Directors from the Board of Directors or CSR Committee member recommends any NGO or Social Agency for donation under CSR Project, then such Director or CSR Committee member shall immediately and in writing disclose the same to the CSR Committee and recuse himself/ herself from further process of CSR donation pertaining to such recommended project.

9.0 Monitoring and Reporting Framework

Project Monitoring:

The Company will institute a well-defined monitoring and evaluation mechanism to ensure that each CSR program has:

1. clear objectives developed out of the societal needs that may be determined through research.
2. clear targets, timelines and measurable parameters wherever possible.
3. a progress monitoring and reporting framework that is aligned with the requirements of the Section 135 of the Companies Act and the CSR Rules.

The CSR progress monitoring authorities and the frequency of review is given below.

Sr. No.	CSR Progress Review and Monitoring Authority	Frequency of review
1	CSR Committee	Half Yearly/Quarterly
2	CSR Sub Committee	Half Yearly/Quarterly

10.0 Collaboration

As a part of its CSR annual plan the Company may collaborate with any other Company or association formed under Veralto Group (in India) as allowed under the CSR Rules subject to approval by CSR Sub Committee and CSR Committee.

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11.0 General

1. Words and expressions used but not defined in this Policy shall have the same meaning assigned to them in the Companies Act, 2013, the CSR Rules made thereunder or in any amendment thereto. This Policy shall also be subject to such clarifications and FAQs as may be issued by MCA from time to time.
2. Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from the Government, from time to time

The Company reserves the right to modify, alter, delete, add or amend the provisions of the CSR Policy (Adopted by the Board at their meeting held on 17 December, 2024).

For Videojet Technologies (I) Pvt. Ltd.

S. Kulkarni

Abhishek

Authorized Signatory

