

**AUGMENTO LABS PRIVATE LIMITED**  
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# **CORPORATE SOCIAL RESPONSIBILITY POLICY OF** **AUGMENTO LABS PRIVATE LIMITED**

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## CSR POLICY

### **INTRODUCTION AND BACKGROUND**

**Augmento Labs Private Limited** is a digital engineering services company serving clients primarily in the United States and India. The company has carved out a niche in the digital engineering space by delivering innovative solutions across diverse industries such as high-tech, automotive, healthcare, and industrial sectors.

As a rapidly growing Company, Augmento Labs specializes in developing scalable, cost-effective solutions that deliver strong value through innovation. The company supports its clients on their digital transformation journeys, leveraging cutting-edge technologies like Artificial Intelligence (AI), Robotic Process Automation (RPA), Data Science, and the Internet of Things (IoT).

This Corporate Social Responsibility Policy outlines the framework for our CSR initiatives in accordance with applicable laws and regulations, including Section 135 of the Companies Act, 2013, and the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time. Through this policy, we aim to align our business values and operations with the broader social and environmental needs of society, thereby fostering inclusive growth and development.

### **CSR VISION STATEMENT**

In alignment with the Company's Vision, Augmento through its CSR initiatives strives to create value by addressing critical social, environmental and economic needs of the society by which to promote sustained growth for society in fulfilment of its role as a Socially Responsible Corporate.

### **POLICY OBJECTIVES**

The objectives of this policy are to –

-  Formulate and recommend Corporate Social Responsibility policy and approve the Corporate Responsibility Policy which shall indicate the activities undertaken by the Company as specified in Schedule VII of the Companies Act, 2013 and the same has been uploaded on the website of the company.
-  Recommend the amount of expenditure to be incurred on the activities and monitor the Corporate Social responsibility policy time to time.
-  The Board shall ensure that the activities as are included in Corporate Social Responsibility Policy of the Company are undertaken by the Company

- ✚ The Board shall ensure that the Company spends, in every financial year, atleast 2% of average net profits of the Company made during the three immediately preceding financial years, in pursuance of its CSR policy

## SCOPE OF THE POLICY

- a) This Policy will focus on constitution of CSR Committee, roles and responsibilities of CSR Committee, CSR activities to be undertaken and allocation of funds for carrying out such CSR activities, Implementation and monitoring the execution of CSR activities for the Company.
- b) The policy shall apply to all CSR projects/Programmes undertaken by the Company in India as per schedule VII of the Act.
- c) This Policy shall be applicable to Augmento including all its Subsidiaries, and all its employees.

## CSR COMMITTEE

**I. Composition:** The Company currently does not require to form a CSR Committee under the relevant provisions of the Companies Act, 2013 as there are no unspent CSR amount and the total CSR spending doesn't exceed Rs. 50 Lakhs.

**II. Role of CSR Committee:**

The CSR committee of Augmento will be responsible for:

- Formulating the CSR policy in compliance to Section 135 of the Companies Act 2013.
- Identifying activities to be undertaken as per Schedule VII of the Companies Act 2013.
- Recommending to the Board the CSR expenditure to be incurred.
- Recommending to Board, modifications to the CSR policy as and when required.
- Regularly monitoring the implementation of the CSR policy.

## CSR BUDGET

CSR Committee will recommend every year as per Section 135(5) Companies Act, 2013, the annual budgeted expenditure project wise to the Board of Directors for its consideration and approval.

## **CSR ACTIVITIES**

The Board of Augmento to implement its CSR activities covering any of the areas as detailed below in accordance with Schedule VII of Companies Act, 2013 and amendments thereof :-

- i. eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
- ii. promoting education, including special education and employment enhancing vocation skills especially 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 groups;
- 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 including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga;
- v. 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;
- vi. measure for the benefit of armed force veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows;
- vii. training to promote rural sports, nationally recognized sports, Paralympic sports and Olympics sports;
- viii. contribution to the Prime Minister's National Relief Fund or Prime Minister's Central Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set

up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Schedule Tribes, other backward classes, minorities and women;

ix. (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and

(b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).

x. rural development projects.

xi. slum area development.

Explanation.- For the purposes of this item, the term ‘slum area’ shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.

xii. disaster management, including relief, rehabilitation and reconstruction activities.

## **IMPLEMENTATION**

The Board of Augmento shall be based on the recommendations from the CSR Committee shall implement any of the activities as mentioned under schedule VII of the Companies Act, 2013 through any of the following ways:\_

- Registered Trust or Society or Company established by the Company.
- Any other established Registered Trust or Society having track record of three years in undertaking similar programs or projects.
- Collaborate with other Companies for undertaking projects or programs or CSR activities.

## **BOARD RESPONSIBILITIES ON CSR:-**

The Board of Augmento will be responsible for:

- Approving the CSR policy as formulated.
- Ensuring that in each financial year the Company spends at least 2% of the average net profit before taxation excluding profits arising from overseas branches made during the three immediately preceding financial years.
- Ensuring that every financial year funds committed by the Company for CSR activities are utilized effectively and regularly monitoring implementation.
- Disclosing of contents of Corporate Social Responsibility policy in the Board's report and on the Company's website, as per annexure attached to the Companies (Corporate Social Responsibility Policy) Rules, 2014.
- Ensuring annual reporting of CSR policy to the Ministry of Corporate Affairs, Government of India, as per the prescribed format.
- As per Section 135 the reasons for under spending of the allocated CSR budget shall be specified in the Board's Report. The surplus arising out of the CSR activities, if any, will not be considered as a part of the business profits of the company.

## **FRAMEWORK ON MONITORING AND REPORTING**

Augmento's CSR Committee shall monitor the implementation of the CSR Policy through periodic reviews. The Senior Management of the Company will present list of programmes, projects, and activities to the Board for its approval. The Board shall approve the same in compliance with the Act and to ensure funds spent on CSR programmes are creating the desired impact on the ground, a comprehensive Monitoring and Reporting framework will be put in place. The monitoring and reporting mechanism is divided into three distinct areas:

- I. Program Monitoring
- II. Evaluation
- III. Reporting and Documentation

### **I. Program Monitoring:**

Program monitoring mechanism will ensure:

- The CSR policy is implemented as per the Act and the Rules.

- The CSR policy is implemented ensuring that all projects/programs as budgeted are duly carried out.
  - CSR spends will be closely monitored and funds shall be released against verified utilizations as per the approved work plans.
  - CSR spends will be audited in an accountable and transparent manner.
  - Periodic review by the CSR committee and the Board.
- II. **Evaluation:** A MIS monitoring mechanism will be put in place. There shall be clarity about the scope of the program and the need before evaluations are undertaken.
- III. **Documentation and Reporting:** The CSR Committee will prepare the annual CSR report to be filed by the Company on approval of the Board. This report will ensure:
- a. CSR projects and programs are being properly documented.
  - b. The Accountability is fixed at each level of CSR process and implementation.

## CONCLUSION

Our Board of Directors, our Management and all of our employees subscribe to this policy with compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR policy.