

# **Panasonic Energy India Co. Ltd.**

## **CSR Policy**

“There is much discussion today regarding ‘social responsibility’ but while the meaning of that concept can be wide-ranging depending on social conditions at a particular time, the fundamental social responsibility of a corporation, in any era, should be to improve society through its business activities based on this sense of mission.” – **Konosuke Matsushita**

## **Objective**

CSR is the process by which we think about and evolve our relationships with stakeholders for the common good and demonstrate our commitment in this regard by adoption of appropriate business processes and strategies. We use CSR to integrate economic, environment and social objectives with the company’s operations and growth.

## **Philosophy**

Socially responsible and ethical business practices are the defining tenets of Panasonic’s corporate philosophy. In everything we do there is a strong commitment to wider, all round social progress, as well as to a sustainable development that balances the needs of present with those of the future.

In all things, we at Panasonic are guided by our Basic Management Objectives and Company Creed. The objective recognizes our responsibility that as industrialists we must devote ourselves to the progress and development of society and the well being of people through our business activities, thereby enhancing the quality of life throughout the world. Our Creed states that progress and development can be realized only through the combined efforts and cooperation of each employee of our company.

## **Activities**

Panasonic has always taken a lead in introducing technologies which provide people with full range of eco-friendly products that makes a contribution to the environment.

### Eco friendly Products

Entire range of products either manufactured or traded by us are eco-friendly. However, this is neither required by law nor the same is being practiced by other battery manufacturers. Batteries manufactured by us are free from hazardous substances i.e. mercury and cadmium.

### Effluent Treatment Plant

We have our own domestic effluent treatment plant whereby waste water generated from various processes is being treated. We have been granted approval from State Pollution Control Board to re-use that water for gardening. This resulted in conservation of natural resources and zero discharge of waste water from our factory.

Our social vision has been enshrined in the three E's which have become the Guiding Principles of our CSR initiatives Education, Empowerment and Health, and Environment.

Local stakeholder engagement is extremely important and our aim is to successfully manage to integrate with and develop mutually beneficial relationships with them by supporting innovative programs in health, education and environment.

In addition to the above activities, we are committed to undertake certain activities as prescribed under Schedule VII of the Companies Act, 2013.

1. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
2. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
3. 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.
4. 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.
5. 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.
6. Measures for the benefits of armed forces veterans, war widows and their dependents.
7. Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports.
8. Contribution to prime Minister's National relief Fund or any other fund set up by the Central Govt. for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women.
9. Contribution to funds provided to technology incubators located within academic institutions which are approved by the Cent Govt.
10. Rural development projects.

Preference shall be given to local area and areas around the Company for spending the amount earmarked for CSR. The Board of Directors shall, after taking into account the recommendations made by the CSR committee, approve the CSR policy for the Company and disclose its contents in their report and also publish the details on the Company's website in such manner laid down in the Companies (Corporate Social Responsibility Policy) Rules, 2014.

## **Modalities of execution**

The specific modalities of execution of CSR Project/Program and its Implementation Schedule and monitoring process of such projects will be finalised in consultation with the agencies being involved for CSR.

## **Undertaking**

We undertake that

- 1) The CSR does not include the activities undertaken in pursuance of normal course of business of a company.
- 2) Surplus arising out of the abovementioned CSR projects, programs or activities shall not form part of the business profit of a company.

Ethical business conduct is given priority at Panasonic. We strictly follow and practice the principle of accountability, honesty and integrity in all aspects of our business and strictly comply with all applicable laws and regulations. We are additionally committed to provide equal opportunities in all aspect of employment and will not engage in unlawful workplace conduct, including discrimination, intimidation and harassment.