



BRIDGE & ROOF CO. (I) LTD.

CSR AND SUSTAINABILITY POLICY

VISION

The Company's vision is to consistently demonstrate leadership among its peers in the construction sector in carrying out its operations in an economically, socially and environmentally sustainable manner that is transparent and ethical keeping in mind the larger interest of the communities we operate in.

MISSION

B&R shall strive to integrate social and environment concerns in its business processes and work towards providing the best possible solutions for sustainable developmental needs of the society and to take up projects in the area of skill development to enhance employment or entrepreneurship potential; education and infrastructure to support it; healthcare and sanitation and all its manifestation, all of which benefit people living around B & R's work areas.

KEY FOCUS AREAS OF CSR & SUSTAINABILITY PROJECTS

Activities will be undertaken up as specified in Schedule VII referred to under section 135(3)(a) of the Companies Act 2013 and further elaborated by the Ministry of Corporate Affairs from time to time either directly or through funding of such projects as envisaged under the Act. The Company envisages the following as its key areas in CSR activities:

- Projects which benefit communities such as construction of schools, sanitation and water supply systems, housing etc
- Providing scholarships, material support, teaching aids to promote education.
- B & R Vishwakarma Scheme of Skill Development to provide vocational training to uneducated and distressed youths of the Community on an All-India basis in various trades such Electrical, Machinist, Electric House Wiring & Motor Winding, Welding & Fabrication etc for a gainful exposure in terms of employment in the engineering and construction industry.
- Rainwater Harvesting projects under Water Management.

IMPLEMENTATION AND CONTROL FOR MONITORING OF CSR & SUSTAINABILITY PROJECTS

Every Zonal / Regional Office of the Company shall submit appropriate projects with details of work, budget required and timelines for execution to the below Board Level Committee. The availability of land, statutory or local body approvals, other supporting services to make the project operational etc where ever required, should be catered for and clearly spelt out in the proposals. Mode of execution either departmentally or through agency should also be specified.

The CSR & Sustainability Committee shall validate the project reports for physical and financial viability keeping in mind the benefit to the intended target. The ranking of the projects shall be undertaken based on an objective criteria and the focus areas of the Company for CSR activities keeping in mind the budget available.

A presentation shall be held for the Board, which shall decide on the appropriate projects considering its Pan India presence. Once the projects are approved

1. The project(s) once approved in MoU for the relevant year would be put up for approval of financial sanction of expenditure by competent authority. While processing the case for financial sanction, CSR & Sustainability Committee shall ensure the following:
 - (i) The projects are chosen
 - (ii) Technical appraisal of the project including availability of land, its ownership and encumbrances if any which may delay the project schedule.
 - (ii) Financial appraisal of the project especially the cost estimates.
 - (iii) Clarity on definition of project milestones and their measurability, especially approvals and clearances for the competent authority.
 - (iv) Time chart / project schedules and funding requirements for each stage
 - (v) Payment terms and its linkages with the physical progress and contribution of share from other parties, if any.
 - (vi) Work Order issued to / MoU with the execution agency / organization should detail the roles and responsibilities of the agency, B&R and any other party.
 - (vii) Project Documentation

Monitoring of the project progress:

- a) Execution agency/organization shall submit monthly reports in pre-defined formats of physical and financial performance of the project(s) to the CSR & Sustainability Committee. In turn, this Committee shall submit monthly reports to Chairman of the Board Level CSR & Sustainability Committee. Further reports as required in terms of the Work Order / MoU and CSR shall be submitted separately to monitor MOU targets. CSR & Sustainability Committee shall monitor the project performance / progress through periodical site visits / progress reports submitted by the Execution agency/organization. After the site visit, an inspection report shall be put up to the nodal officer of the CSR & Sustainability Committee.
- b) The Chairman of the Board Level CSR & Sustainability Committee shall apprise the progress / performance of Company's CSR & Sustainability activities to the Board of Directors as and when required.

2. Evaluation by Independent External Agency :

Normally project shall be regularly monitored by B&R's own personnel either from CSR & Sustainability Committee or from the concerned departments and project sites to ensure that project progresses as per the plan and activities are carried out ensuring conformity to design and the efficacy of quality control process during the construction. Since B&R has expertise in project management, monitoring will be done by B&R's own personnel. An independent agency shall be engaged for the evaluation of the projects.

FINANCIAL BUDGET AND EXPENDITURE CONTROL

The surplus arising out of the CSR projects or programs or activities shall not form part other business profit of a company as per Companies Act, 2013.

Date : 28-12-2015



(M.K. SINGH)
CHAIRMAN AND MANAGING DIRECTOR