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SledgeHammer Foundation

CSR Policy

*Together we can change
many lives...*

CSR Policy

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1. CONTEXT

SledgeHammer Oil & Tools Private Limited the parent company of SledgeHammer Foundation is a part of one of the oldest industrial groups of India, established in 1974 by a team of qualified engineers and has been involved in activities like steel castings, sheet metal, heavy engineering products, etc. and they started manufacturing Cementing product in 2006.

With the keen intention to give back to society, the foundation now works in the field of education, life skills, women empowerment, nature conservation, Swacch Bharat, skills development and healthcare.

SledgeHammer through its CSR initiative will continue to strive to enhance value creation in the society □

2. VISION AND MISSION

Vision

To educate, empower, strengthen and create mentally strong young population by reaching out to the most deserving class of the society.

To contribute towards a cleaner environment and sustainable projects for conservation of nature

Mission

We are working for the most deserving class of society and especially for girls. Educating girls and empowering them is one of our key missions. By providing better infrastructure, quality education, remedial help, skill building, and sports development, we aim to create an equal and just society for all genders. Through our other initiatives – Swacch Baharat and bio-conservation – we aim to contribute towards a clean and healthy environment

3. FOCUS AREAS

The Policy recognizes that corporate social responsibility is not merely compliance; it is a commitment to support initiatives that measurably improve the lives of underprivileged by one or more of the following focus areas as notified under Section 135 of the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2014:

- a) Eradicating hunger, poverty & malnutrition, promoting preventive health care & sanitation & making available safe drinking water;
- b) Promoting education, including special education & employment enhancing vocation skills especially among children, women, elderly & the differently unable & livelihood enhancement projects;
- c) Promoting education, including special education & employment enhancing vocation skills especially among children, women, elderly & the differently unable & livelihood enhancement projects;
- d) Employment enhancing vocational skills
- e) Training to promote rural sports, nationally recognized sports, sports & Olympic sports;
- f) Providing with hospital and dispensary facilities with more focus on clean and good sanitation so as to combat human immunodeficiency virus, acquired immune deficiency syndrome, malaria and other diseases;
- g) Ensuring environmental sustainability, ecological balance, protection of flora & fauna, animal welfare, agro forestry, conservation of natural resources & maintaining quality of soil, air & water;

4. CSR ACTIVITIES

SledgeHammer will undertake its CSR activities, approved by the CSR committee and the board of directors, through the sledgehammer foundation or such entity/organization as approved by the CSR committee.

The surplus arising out of the CSR activities, projects or programs shall not form part of the business profit of the company but be utilised for the expansion and beneficence of the interventions.

5. LOCATION

The main area of work is Faridabad, Haryana (Delhi NCR) but the CSR committee will decide upon the location of the CSR activities

6. GOALS

Sr.No.	Goal Focus	Programs	Program description
1	Promoting education, including special education & employment enhancing vocation skills especially among children, women, elderly & the differently unable & livelihood enhancement projects	1. Education - Shiksha Unnati	Shiksha Unnati is a school education programme extending from pre-school to class 12. It is formed with the border aspiration of improving the impact of schooling effectiveness measured in terms of equal opportunities for schooling and equitable learning outcomes. We believe offering girls primary education is one sure way of giving them much higher power – of enabling them to make genuine choices over the kinds of lives they wish to lead
		2. Learning Centre (kindergarten)	To prepare children to get enrolled in the primary stream school we run a learning centre. The children coming to the centre are as young as four years old to as old as sixteen years old. Few have just started the education while few have left in between and many have entered their teens but never went to any school.



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Sr.No.	Goal Focus	Programs	Program description
2	Employment enhancing vocational skills	Skill Development Centre (vocational training)	Grassroots research and analysis lead to the Sledge Hammer Foundation coming across several young girls who were school dropouts. These girls were seeking employment but were lacking skills. The seed for the Sledge Hammer Foundation skills development programme was born. Beginning with beautician and tailoring courses, the girls were placed either in beauty parlours or were self-sufficient to work independently.
3	Training to promote rural sports, nationally recognized sports, sports & Olympic sports	SHCA(SledgeHammer Cricket Academy)	Sledgehammer Foundation's aim to identify and nurture young talent in cricket through its comprehensive training and nurturing approach to the overall development of youth and sports. As a key strategic focus: including sport was crucial to the development of SledgeHammer Foundation's ambitions and visions. Thus, in 2012, we launched the Sledgehammer Cricket Academy (SHCA). The foundation has been working dedicatedly to identify and encourage young talent, provided infrastructure facilities for cricket, free equipment access, scholarships to deserving students, created strategic partnerships, and encouraged participation at regional and state levels.
4	Health care and environmental sustainability	a) Dispensary b) Bio-Degradable plant	SledgeHammer has subsidised dispensary for vaccination and general consultation by a General Physician. We have also tied up with a local NGO for a biodegradable unit

7. COMPOSITION OF THE CSR COMMITTEE

The CSR committee has following key members,

1. Pradeep Mohanty
2. Pratima Mohanty
3. Disha Shrivastava
4. Pramod Agarwal
5. Tarun Gupta

8. RESPONSIBILITIES OF THE COMMITTEE

- (I) To formulate and recommend to the Board, Corporate Social Responsibility Policy indicating activities to be undertaken as specified in the prescribed schedule VII.
- (ii) To recommend the amount of expenditure to be incurred on the activities referred to in the point above;
- (iii) Spend the allocated CSR amount on the CSR activities/projects once it is approved by the Board of Director of the Company in accordance with the Act and the CSR Rules;
- (iv) Create transparent monitoring mechanism for implementation of CSR Initiatives; 5
- (v) Submit the Reports to the Board in respect of the CSR activities undertaken by the Company;
- (vi) To recommend to the Board, modifications of CSR Policy as and when required.

9. GOVERNANCE

- I. Approving the CSR Policy as formulated by the CSR Committee, subject to necessary changes/modifications as the Board may deem fit.
- ii. Ensuring that in each financial year the Company spends at least 2% of the average not profit* of the Company made during the three immediately preceding financial years in accordance with the provisions of section 135 of the Companies Act, 2013 and the Rules made thereunder. *Average net profit shall be calculated in accordance with provisions of section 198 of the Companies Act, 2013 and rules made thereunder.
- iii. Ensuring that every financial year funds committed by the Company CSR activities are utilized effectively.
- iv. Disclosing in its Annual Return the names of CSR Committee members, the content of CSR Policy and ensure annual reporting of its CSR activities on the Company website.

10. CSR BUDGET

- (I) Each year budget for CSR activities shall be as decided by the Board on the recommendation of CSR Committee.
- (ii) The actual budget shall be such that the Company spends at least 2 % of the average net profit of the Company made during the three immediately preceding financial years.
- (iii) The total budget amount for the year shall be distributed on projects as a percentile or fixed amount as may be decided by the Board.

11. CSR PLANNING

The CSR Committee shall formulate an Annual CSR Plan in line with Schedule VII of the Companies Act, 2013 and the Company shall undertake CSR activities included in its Annual CSR Plan, as recommended by the CSR Committee at the beginning of each year. The Committee is authorized to approve any modification to the existing Annual CSR Plan or to propose any new program during the financial year.



12. IMPLEMENTATION

SledgeHammer Foundation came into existence in 2015 operating in Faridabad District, Delhi NCR region. The Foundation is based on the guidelines of the Companies Act 2013, under which, Corporate Social Responsibility (CSR), is a key requirement for companies. The concept of CSR rests on the ideology of giving and take. By performing the task of CSR activities, the companies are giving something back to society.

13. MONITORING & REPORTING OF CSR ACTIVITIES

- i. To ensure effective implementation of the CSR programmes undertaken at each work centre, a monitoring mechanism will be put in place by the work centre head.
- ii. The progress of CSR programme under implementation at work centre will be reported to corporate office on a monthly basis.
- iii. The report on progress on the CSR programme undertaken by the Company will be put forward to the CSR Committee with full details of cost incurred and result achieved on a regular basis.
- iv. Work centres will try to obtain feedback from beneficiaries about the programs implemented at the area.
- v. Appropriate documentation of the Company's CSR activities, executing partners, and expenditure entailed will be undertaken on a regular basis.
- vi. CSR initiatives of the Company will be reported in the Annual Report of the Company & the Board's Report in compliance with Section 135 and rules made thereunder.

14. EFFECTIVE DATE

This policy is effective from July 2015

15. CONTACT

For any queries regarding the CSR policy please write to,

disha@sledgehammerasia.com

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