

SIKA INTERPLANT SYSTEMS LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY AND STRATEGY

Introduction

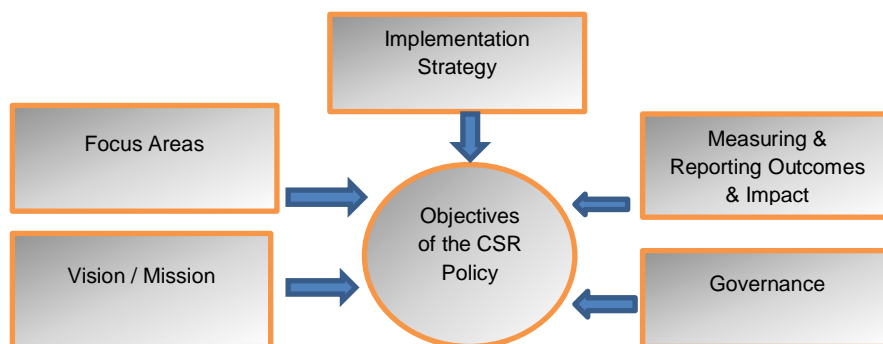
SIKA is an engineering driven company focused on the Aerospace, Defence & Space (A&D) and Automotive sectors in India. A public listed company on the Bombay Stock Exchange, SIKA's main lines of business comprise: engineered projects & systems; interconnect solutions & electrical module integration, maintenance, repair & overhaul (MRO); and value-added distribution.

An AS 9100D certified company, SIKA has gained considerable experience in project management of complex and high value projects on a turnkey basis.

Scope

The key elements of the policy;

- Vision and framework of Corporate Social Responsibility and its approach towards the same
- Key focus areas of inclusive development
- Overview of the implementation strategy of various CSR initiatives
- Methodology of measuring and reporting outcomes and impact
- Governance Structure



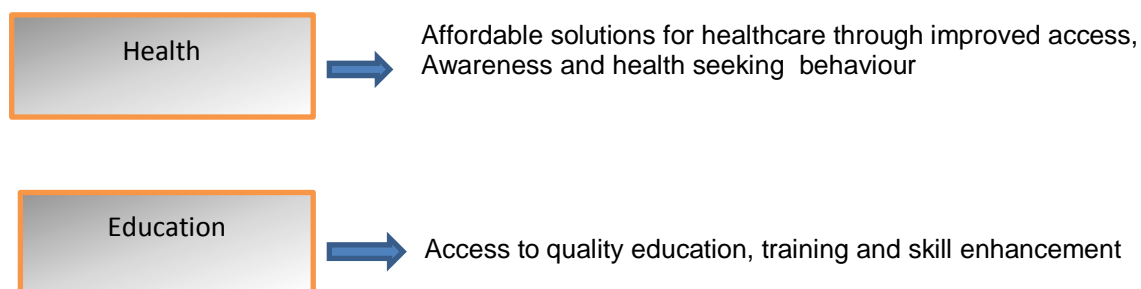
Corporate Sustainability

At Sika, we aim to treat the Corporate Sustainability as an intrinsic and essential part of being in business. The function will therefore draw inspiration from the Company's vision:

“Quality is not about setting policies, it's about creating habits”

Sika will leverage the skills and competencies, financial and people resources as well as the infrastructure and relationships of the Company in order to excel and maximize societal impact. This will ensure that Corporate Social Responsibility (CSR) will benefit from the business activity of the Company even as it serves the communities that interface with such business activity.

Accordingly, **the CSR focus at Sika will be driven by broad themes such as;**



The Company shall work towards responsible citizenship by continuing present initiatives, supporting local and national causes and taking up others as and when required even as it works towards scaling up on the larger chosen themes.

In all its efforts, Sika will seek to actively engage and integrate wherever appropriate the requirements of Affirmative action and other State and Central Government initiatives from time to time.

Aligning to Companies Act

The CSR policy of the Company is aligned to the following guidelines

- The requirements of Section 135 of the Companies Act 2013 and the corresponding Rules
- Schedule VII of the Companies Act 2013

Spends

Sika will spend at least 2% of its average net profits of the previous three financial years for its CSR activities that shall not include investment in any projects considered as business as usual related activities.

Any surplus arising out of CSR projects or programs or activities shall not form a part of the business profits of the company.

Implementing mechanism

Sika will implement its CSR initiatives through a combination of its own in-house teams/volunteering, partnering with Non-Governmental Organisations (NGOs) and institutes of repute and other partner organisations who have competencies in the field under consideration. The Corporate Sustainability Group will be driving CSR initiatives through one or many of these mechanisms.

Monitoring mechanism

Each of the CSR projects and programs will have clearly defined output, progress of which will be reviewed and reported on a quarterly basis or as per schedules defined under various projects as appropriate by the Corporate Sustainability team.

INDICATIVE LIST OF PROGRAMS

CSR PROGRAMS	SL NO	CSR PROJECTS	REF TO SCHEDULE VII	IMPLEMENTATION MODE	SCHEDULE	REMARKS
Health – through improved access, awareness and health behavior	1	Maanasi Project – Rotary Club of Bangalore Midtown Charitable Trust	I	Voluntary Organisation	On-going	
Education – Quality education, training and skill enhancement	2	Vedanta Academy in Malavli – Vedanta Cultural Foundation	II	Charitable Trust	On-going	