

CORPORATE SOCIAL RESPONSIBILITY POLICY

INTRODUCTION:

We, at Royal Orchid, (the Company), believe that upholding the Society's interest is the sine qua non for our very existence. Our Corporate Social Responsibility Policy sets out Royal Orchid's philosophy and policies on the operation of its business in relation to its customers, investors, employees, suppliers, associates, competitors and the wider community. Thus, our Corporate Social Responsibility is about how we manage the business processes to produce an overall positive impact on the Society.

SCOPE AND SIGNIFICANCE:

There are five dimensions to our CSR. They are:

1. Care for all Stakeholders:

- a. Royal Orchid takes responsibility for creation of value to all its stakeholders, including shareholders, employees, customers, suppliers, project affected people, society at large etc.
- b. Royal Orchid makes decisions based not only on financial factors such as profits, but also based on the immediate and long-term social and environmental consequences of our activities.

2. Ethical functioning:

- a. Royal Orchid believes not only on acting just for profit but doing what is right, just and fair. Transparency, Integrity and Accountability are the main pillars of Royal Orchid's philosophy.
- b. Royal Orchid ensures Openness in all Communications

3. Voluntary and philanthropic:

- a. Royal Orchid believes in promoting human welfare and goodwill to the community at large. Royal Orchid intends to take activities for social and economic development of communities who are in the disadvantageous sections of the society, including but not limited to the areas of education, health, safety, culture, welfare etc.
- b. Royal Orchid assists company employees and their family in their family education and welfare

4. Principle of sustainability:

- a. Royal Orchid believes in triple bottom line approach-"social, economic and environmental" in all the areas of its decision and this is the mantra for sustainability. CSR initiatives not only help the society, but also help the organizations with reduced costs, increased business leads, increased reputation, increased staff morale and skills development, Improved relationships with the local community and innovation in processes, products and services.
- b. Royal Orchid strives for safe, healthy and secured environment.

5. Corporate Citizen-

- a. Royal Orchid believes in being a good corporate citizen and contributing to the community and the quality of life. Royal Orchid values clean environment and takes measures to check and prevent pollution, recycle, manage and reduce waste, manage natural resources and promote efficient use of energy and environment friendly technologies.
- b. Ensure Social and ethical conduct at workplace and in society at large

To achieve the collective vision of Royal Orchid as a responsible corporate citizen the broader objectives include:

- Undertaking proactive engagements with stakeholders.
- Partnering with the community for socio – economic development.
- Achieve positive perception of Royal Orchid in areas of operation in the eyes of its employees and outside agencies.
- Demonstrate leadership in corporate citizenship.

ROYAL ORCHID'S SOCIAL RESPONSIBILITY:

Our corporate social responsibility (CSR) programs are designed to provide long-term benefits to our employees, customers, shareholders, partners, and individuals in communities around the world. We focus on the following main areas:

Customers:

Royal Orchid aims to provide products and services which improve our customer's process capability, process efficiency and environmental practices. In dealing with customers, we ensure that we will:

- Develop and deliver high quality products and services which will meet customers' needs;
- Develop processes to provide products and services that help to preserve the energy and the natural environment;
- Fair and Transparent negotiations;

- Treat all customers fairly and with respect.

Shareholders:

Royal Orchid endeavors to promote balanced corporate governance that gives consideration to the three perspectives of growth, profitability and efficiency and further improve its financial performance out of a commitment to increase its corporate value. We further endeavor to gain understanding and confidence from our shareholders and proactively promote investor relation activities to disclose and provide appropriate information on a timely basis, including management policies, strategies and financial results. We shall be open and honest in communicating our policies, strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development. We further strive to follow and adhere to the corporate governance compliances, standards and risk mitigation measures.

We have the legal duty and responsibility to protect the Company's Assets. We will:

- Comply with applicable laws including compliance with the Accounting Standards;
- Be transparent and accurately record and report all data and results through the proper channels;
- Protect Royal Orchid's assets by guarding them against any misuse, loss, fraud or theft.

Employees:

Royal Orchid ensures to provide a workplace environment that is safe, hygienic and humane to its employees. Further,

- Royal Orchid ensures that no discrimination occurs, whether directly or indirectly, against any person on the grounds of colour, caste, religion, nationality, sex, marital status, age or disability. This policy of equal opportunity and treatment will apply whenever the Company is recruiting, transferring, promoting, assessing performance, disciplining, offering training or other opportunities for advancement; respect the rights and dignity of every employee and treat them fairly and without discrimination;
- Provide employees high quality work infrastructure and environment;
- Provide employees with a fair and equitable remuneration based on the value of their contribution to the Company and the overall company performance;
- Encourage team working and the sharing of knowledge throughout the organization;
- Encourage and support employees to fully develop their capabilities;
- Keep the employees informed about the issues which effect them and about the Company's performance, objectives and vision;
- Strive to attract and retain the best talent.

Environment:

Health, Safety and Environment (HSE) are integral to our business management systems. We are committed to accomplishing excellence in HSE across all our operations and locations. We are committed to providing safe and secure working conditions for our employees and those of

other companies working on our premises. We encourage and assist in the development of environmental management practices that minimize waste and maximize efficiencies.

We ensure that all individuals take responsibility for achieving this. We will:

- Reduce waste by the careful use of resources and by availing recycling opportunities.
- Provide adequate training and other resources to meet our health, safety and environmental commitments and adopt and adhere to a comprehensive Health, Safety and Environment Policy.
- We adhere to Global Standards and minimize, make safe or, wherever possible, prevent the release of hazardous substances which could adversely affect health or the environment.
- Encourage Direct Reporting and Feedback.
- Seek to be honest and fair in our relationships with suppliers and contractors and aim for long term relationships.
- Encourage suppliers and contractors to abide by our standards.

Competitors:

We believe that our customers benefit from an unrestrained competitive environment. Thus, we will compete aggressively but will do so fairly and in compliance with the letter as well as the spirit of law. We will safeguard proprietary or confidential information with or to competitors, engage in fair competition or make no false or misleading claims and not involve in restrictive or collusive business practices.

Society:

Royal Orchid aims to be a good corporate citizen in the communities where we do business. Royal Orchid subscribes to the philosophy of compassion and 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.

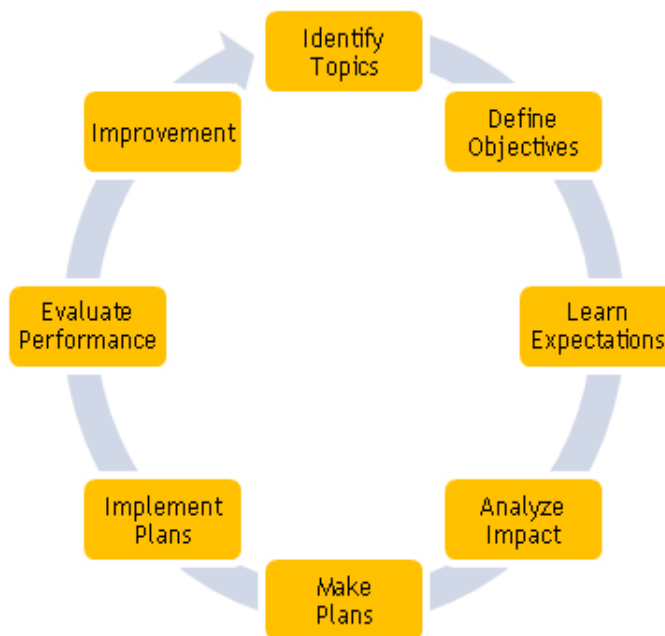
We are committed to raise the quality of life and social well-being of communities where we operate. All projects, be it education, welfare, health, etc are identified in a participatory manner amongst the organization and gauging their basic needs. Royal Orchid believes in basic education in the society and bringing about a social change in various aspects of humanity like traffic awareness, hygiene, upholding of ethos, espouse basic moral values and such other fundamental values.

In basic Education, our endeavor is to spark the basic knowledge by imparting awareness at every stage through schools, colleges, universities, organizations, public places, etc.

In Health care, our goal is to render availability of blood through blood camps and other Health and Welfare activities for the people around the world.

THE CSR POLICY PROCESS CYCLE:

1. Identify Topics: Collect and sort out the needs of the various elements.
2. Define Objectives: Make clear the expectations on the role to satisfy the selected need and also the result of stakeholders’ participation.
3. Learn Expectations: Analyze expectations and requirements from the various elements.
4. Analyze Impact: Analyze the possible impacts from stakeholders.
5. Make Plans: Specify participation rules, resource back-up and work plan.
6. Implement Plans: Draft participation plans, assessment of responsibility, etc.
7. Evaluate Performance: Evaluate results and efficiency.
8. Improvement: Timely summarize experiences, optimize regulations and process and keep progressing.



THE CSR FRAMEWORK:

Royal Orchid’s CSR structure follows an integrated approach and segregates the divisional efforts into an overall group engagement. Our framework of community engagement starts with need assessment and base line studies to understand the needs of the communities. CSR committee finalizes various CSR initiatives for the year.

A CSR committee of heads of functions be constituted and CSR Committee is under the direct control of the Board of Directors.



Board of Directors, Management and all of our employees subscribe to the philosophy of compassion and care. This is the cornerstone of our CSR policy.

CSR BUDGET:

A CSR Budget for the year will be decided by the Board and will be spent on the projects which have been decided by the committee.

ACTIVITIES TO BE UNDERTAKEN:

The CSR activities to be undertaken by the Company as named in Schedule VII to the Companies Act 2013.

INTERPRETATION:

In any circumstances, where the terms of this policy differ from any existing or newly enacted law, rule, regulation or standard governing the CSR provisions to the Company, the law, rule, regulation or standard will take precedence over this policy until such time as this policy is changed to confirm to the law, rule, regulation or standard.
