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## ALSTOM TRANSPORT INDIA LTD.

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### Corporate Social Responsibility (CSR) POLICY

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#### I. The Company

Alstom is the only multinational sustainable mobility provider in India, to have a comprehensive portfolio of offerings to meet customer specific needs, from cost-efficient mass-market platforms to high-end technological innovations. Synonymous with the country's 'Rail Revolution', Alstom continues to be a strategic partner in supporting India's freight revolution and passenger movement. With 6 industrial sites and 2 major engineering centers, the company not only caters to domestic project needs, but also delivers for many international projects. Supporting the government's modernization initiatives, Alstom has been at the forefront of introducing several breakthrough technologies in India with world class rolling stock, rail equipment & infrastructure, signalling and services. Fully aligned with the country's vision of Make-in-India and Atmanirbhar Bharat, Alstom remains deeply committed to strengthening its local sourcing and supply chain ecosystem.

#### II. The Philosophy

The Company believes that the objective of business is not only revenue generation but providing a sustainable livelihood to its people and all related/ unrelated communities. The Company is committed to improving the quality of life of its identified communities, located in and around its establishments and manufacturing locations. It shall strive to achieve this through periodical assessment of the needs of such communities and the continuous enrichment of the initiatives, which are designed to facilitate a process through which the Company and its communities shall work as equal partners of social development. It shall also strive to provide opportunities to its employees to volunteer their managerial, technical and specialized skills and services, in order to enrich their lives, as well as to enable the Company achieve its stated objective building strong communities, in creating a sustainable environment in and around its locations and such other places

#### III. The Vision

Through sustainable measures, actively contribute to the Social, Economic and Environmental Development of the community in which we operate ensuring participation from the community and thereby create value for the nature and its inhabitants.

#### IV. The Mission

- Ensuring socio-economic development of the community through different participatory and need-based, sustainable initiatives for education, skill development and health, in the best interest of the poor and deprived sections of the society so as to help them to become SELF-RELIANT and build a better tomorrow for themselves.
- Ensuring environmental sustainability through ecological conservation and regeneration, protection & re growth of endangered resources. Ensuring best utilisation of renewable resources for clean and sustainable environment for the future generations.
- Ensuring presence as a responsible organisation sensitive to its social obligations

## V. Our Sustainability Commitment

We strive to: •

- Act as a stakeholder-oriented organisation:
  - assess customers' expectations and adapt our offering accordingly,
  - involve ourselves in the life of local communities,
  - be recognised as a responsible company;
- Develop solutions for sustainable mobility:
  - promote electrical and shared transport,
  - deploy eco-design processes,
  - integrate green innovation to lead on energy efficiency in our solutions;
- Manage our operations in a responsible way:
  - ensure safety excellence with and for our employees and contractors,
  - Continuously reduce the environmental footprint of our operations,
  - develop a sustainable supply-chain,
  - respect human rights;
- Build a culture of diversity and integrity:
  - enforce the highest ethical standards,
  - promote and implement diversity in its various forms,
  - develop Alstom as a great place to work.

## VI. Our Objectives

- To ensure that all communities connected with and identified by the Company are able to benefit from its CSR initiatives that create environmental, economic and social capital.
- To take strides towards fostering and upholding the spirit of volunteering and mentoring amongst the employees of the Company that has come a long way in reinforcing its CSR initiatives.
- To ensure long term sustainability of all CSR initiatives and with a special emphasis on employment and entrepreneurship.
- To remain committed to the skill development and vocational training programs, aimed at creating the human capital and thereby contributing to the employability and growth.
- To constitute the CSR sub-committee to function as the Company's internal regulator to oversee all its CSR activities and to advise appropriate suggestions and corrections wherever necessary, including with respect to creation of a trust or society to channelize its CSR spends, support to an existing trust or society constituted with similar objectives and philosophy, and contribution to any Central or State Government Fund notified to be qualifying as CSR Spend.
- To educate all its employees involved in CSR directly or indirectly, especially on the new provisions of the Companies Act, 2013 relating to CSR with a view to ensuring compliance to the regulations.
- To report the Company's CSR initiatives on annual basis, as part of its annual Directors' report, and to constantly strive and benchmark the Company's initiatives with global best practices in CSR.

## VII. Our Activities

The CSR activities we pursue will be in line with our stated Vision and Mission, focused preferably around our plants and establishments, but could include other geographies based on the needs of the communities.

The focus areas for Community Development programmes would be:

### EDUCATION

- Promotion of education:
  - among children, women, elderly and the differently abled including ;
    - Non formal education programs
    - Supporting schools with infrastructure like benches, toilets, potable water etc.
    - Supporting educational institutions.
    - Improving educational facilities etc.
    - Supporting children for higher education.
- Skill development and Employability
  - Among youth by enhancing
    - Educational facility at the institutes
    - Train the teacher, volunteers, and social workers.
    - Mentoring and volunteering by employees
    - Apprenticeship
    - Vocational skills leading to entrepreneurship – Tailoring, beautician courses, food processing and preservation, vermi composting etc.
- Promoting gender equality and empowering women including:
  - Adult literacy for women.
  - Promoting and providing credit support to women's self-help and joint liability groups.
  - Training in vocations pursued by women.
  - Setting up homes for women & orphans;
  - Setting up hostels for working and student women, day care centers for kids of working women

### HEALTHCARE & HYGIENE

- Preventive and treatment oriented through
  - Awareness programs
  - Health check-ups
  - Provision of medicine and treatment facilities
  - Pre and post-natal healthcare facilities
  - Program for preventing diseases and building immunity
  - Specialised treatment support/ camps.
  - Ambulance services etc.

## **ENVIRONMENT**

- Ensuring environmental sustainability and ecological balance through
  - Plantation drives in schools, villages, our manufacturing units & offices/business premises and other areas in general;
  - Reviving endangered water bodies;
  - Conservation of natural resources
  - Maintaining quality of soil, air & water.
  - Adoption of wastelands to cultivate plants;
  - Technical support and Knowhow for improving farming and building capacities of small farmers.
  - Solar lighting o Battery operated/ Electric road vehicles
  - Promoting alternate energy resources

## **POVERTY & MALNUTRITION**

- Eradicating hunger, poverty and malnutrition:
  - Provision of food, nutrition supplement, clothes etc for the poor, children and other deprived sections of the society.
  - Supporting nutrition in anganwadi centres and building capacities of anganwadi workers to this effect.
  - Provision of shelter for homeless.
  - Promoting sanitation, making available safe drinking water
  - Adoption of village

## **OTHER ACTIVITIES**

- Promotion of Sports with special focus on training for rural sports, nationally recognised sports, Paralympic sports, Olympic sports.
- Welfare for differently disabled persons
- Setting up public libraries and parks.
- Refurbishment or upliftment of train stations.
- Setting up old-age homes & other facilities for senior citizens

## **INCIDENTAL ACTIVITIES**

- Employing people and incurring other costs to carry out aforesaid activities

*Such other activities as the Board may consider being appropriate.*

### **Our approach to the Implementation**

We will strive to implement the aforesaid CSR activities on our own to the extent possible. However, the principle funding and implementation of our CSR activities would continue to be through its business units, Alstom foundation and a partner generally a not for profit organisation fulfilling the requisite compliances under the Companies (Corporate Social Responsibility Policy) Rules, 2014, involved in activity in line with support being extended.

This would include:

- Collaborating with various organisation, which are registered as a Trust or a section 8 company under the Companies Act, 2013 or Society or NGOs or any other form of entity incorporated in India that specialise in the aforesaid activities.
- Contribution to various funds which are aligned with our Vision and Mission e.g.
  - Prime Minister's National Relief Fund
  - Any other fund set up by the Central Government for :
    - Socio-economic development and relief.
    - For the welfare of Scheduled Castes, the Scheduled Tribes, other Backward classes, minorities and women.
- Collaborating or pooling resources with other companies to undertake aforesaid CSR activities.

### **VIII. CSR Budget**

The total budget for the CSR projects will be decided by the CSR Committee from time to time.

### **IX. CSR Funds**

The corpus for the purpose of carrying on the aforesaid activities would include the followings:

- 2% of the average Net Profit made by the Company during immediately preceding three Financial Years.
- Any income arising there from.
- Surplus arising out of CSR activities carried out by the company and such surplus will not be part of business profit of the company.

### **X. Monitoring**

The CSR subcommittee will provide regular progress report to the CSR Committee of the Board. This report would indicate:

- Achievement since last progress report / during the last quarter in terms of coverage compared to the target and reasons for variance.
- Achievement of the year-to-date in terms of coverage compared to the target, plans to overcome shortfalls if any and support required from the CSR 7 Committee/Board to overcome the shortfalls.
- Actual year-to-date spends compared to the budget and reasons for variance.
- In respect of activities undertaken through outside Trust/Society/NGO's etc. there will be mechanism of monthly reporting of progress on each such activities and the amount incurred thereon.

*The Board shall seek a short progress report from the CSR Committee on a quarterly basis*