

**Corporate Social Responsibility ('CSR') Policy**  
**of**  
**NATTIKA BEACH AYURVEDA AND YOGA CENTRE PRIVATE**  
**LIMITED (Cin U85191KL2013PTC035729)**

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## 1. Background

**NATTIKA BEACH AYURVEDA AND YOGA CENTRE PRIVATE LIMITED ('NBAY')** [Cin: 85191KL2013PTC035729] is a corporate entity committed to serving the people by provision of Ayurveda Treatment to Guests from India and Abroad combined with yoga, meditation and an ayurvedic diet in line with our mission statement: *Care with Courtesy, Compassion and Competence*. Our strategic CSR initiatives are based on social and environmental consequences. At the same time, consideration is given to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations.

## 2. Main Objectives

The CSR Policy of 'NBAY' is framed around the ethical business practices and values we have woven over a period of time. Like our business which is strongly dependent on Healthcare & well-being, we have created our framework of CSR activities around people with humanity and person person-centric approach. We aim to address the social, environmental, and economic needs of the marginalized/underprivileged sections of the society. Through this policy, we align our CSR strategy with the company's vision and goals. We adopt an approach that integrates solutions to problems to benefit the communities at large and create social and environmental impact.

## 3. CSR Key Focus Areas:

NBAY's approach towards social responsibility and sustainability would be on the following key areas and the detailed activities are listed in Annexure A:

1. Eradicating hunger, poverty, and malnutrition.
2. Healthcare including preventive & community healthcare
3. Safe Drinking Water/Sanitation
4. Education& Livelihood Enhancement
5. Gender Equality/Women Empowerment
6. Environment
7. Sports
8. Rural Development
9. Disaster Management

## 4. Governance & Management

NBAY's CSR activities will be governed by the Board or Board of Directors. The Board will consider/recommend and finalize the Annual Business Plan for CSR. CSR activities shall be those mentioned under key focus areas or other activities as per Schedule VII of the Companies Act 2013. The composition of the Board shall be as under:

Sl. No.	Name of the Director	DIN	Category
1	Ranjit Mathew Kodath	06734972	Managing Director
2	Reeny Mathew	06735010	Whole time Director
3	Cyriac Kodath	06596746	Whole time Director
4	Joseph Kodath	06780960	Whole time Director
5	Mathew Kodath	06938704	Director

The Board will do a quarterly review of the activities and monitor achievements against targets set at the beginning of the year. It also follows a quarterly report to the Board.

The operational responsibility of the CSR program resides with the Company's Senior Management and the CSR lead.

The level of responsibilities are as follows:

### **NBAY Board**

- Approval of the CSR Policy.
- Ensure that the activities as included in the CSR Policy are undertaken by the Company
- Support the CSR Policy implementation
- Recommendation of CSR activities/programs to be undertaken by the Company under the policy
- Location of CSR activities.
- Reviewing and approving the annual budget thereon and doing a quarterly review against targets set.
- Monitoring the execution and adherence to the CSR Policy and annual plans continuously.

- Implement a transparent monitoring mechanism for the implementation of the CSR projects/programs/activities undertaken by the company
- Recommend donations/grants /financial assistance to PM's funds or funds set up by the State Governments or to non-profit organizations and any other charitable institution whose activities are aligned with the company's CSR
- Joint Collaboration or partnering with: Central/State Government, Non- Non-Governmental Organization with standing, Other Body Corporates, or any other International Professional Organization having its social welfare activities focused in India within the ambit of Schedule VII of the Companies Act 2013. Any such participation through legal & binding Agreements/MoUs clearly stating the joint obligations in execution/implementation/monitoring etc. by the parties concerned

### **NBAY Senior Management**

- Propose the annual budgets (long term and short term);
- Report to the Board as per the approved schedule
- Create CSR reports to be presented to the Board

### **CSR Lead**

- Formulate and propose the strategy for Corporate Social Responsibility activities as per the company's philosophy (in alignment with statute) and otherwise
- Design and propose CSR Programmes
- Ensure execution of Corporate Social Responsibility projects/programs as per the approved plan
- Identify, build and leverage external partnerships towards common objectives in the arena of CSR
- Liaison with eligible agencies for smooth implementation of initiatives
- Supervise and manage the CSR teams and inter-dependencies in the area of CSR
- Reporting progress to the Board
- Create project application and reporting formats
- Create visibility of the policy and implemented initiatives

## 5. Reporting & Disclosures

- The Board Report shall include an annual report on CSR activities in prescribed format as per Companies Act 2013 containing specific details
- The content of the Corporate Social Responsibility (CSR) Policy shall be displayed on the company's website.
- A comprehensive annual CSR Report detailing the initiatives with relevant annexures and photographs along with an account statement shall be created and communicated for internal company records.

## 6. Annexures

### Annexure A: NBAY CSR mapping with Schedule VII

NBAY Key Focus Areas	CSR Listing under Schedule VII of the Companies Act 2013
<p><b>1.Eradicating hunger, poverty and malnutrition:</b></p> <p><b>2.Healthcare including preventive &amp; community healthcare:</b></p> <p>i. Conduct health camps and clinics, create awareness against diseases and aid society in combating against social evils like alcohol, smoking, drug abuse etc.</p> <p>ii. Prevention &amp; treatment of communicable diseases like HIV/AIDS, TB, Malaria etc.</p> <p>iii. Reduce infant and maternal mortality, conduct clinics on Child and Mother-Care, provide antenatal care, do pre-birth screenings for high risk pregnancies etc.</p> <p>iv. Create awareness on healthcare including preventive healthcare through mobile ambulances and other outreach programmes.</p>	<p><i>Item (i): Eradicating hunger, poverty and malnutrition,</i></p> <p><i>Item (ii) promoting health care including preventive health care and sanitation [including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation] and making available safe drinking water.</i></p>

v. Conduct screening programmes including healthchecks to diagnose and treat ailments early

vi. Create awareness on Diet and Nutrition

vii. Conduct Blood donation camps/Family Planning programmes

Viii. Treatment & Rehabilitation of persons with disabilities

**2 Safe Drinking Water/Sanitation:**

i. Installation/Repair of Hand Pumps/Tube Wells, Digging/Renovation of Wells

ii. Gainful utilization of waste water for cultivation or any other purpose, Rain water harvesting schemes

iii. Development/Construction of Water Tank/Ponds

iv. Formation of a Task Force of Volunteers to educate people regarding proper use of drinking water/empowerment to the villagers for maintenance of the above facilities for availability of water

v. Contribution to the Swachh Bharat Mission set up by Central Government for the promotion of sanitation/any other funds of Central or State Govt. for such activities/ensure hygienic sanitation

**Item (i):** -do-

**3. Education & Livelihood Enhancement:**

- i. Augmenting and supporting infrastructure in educational institutions
- ii. Offering scholarships and financial assistance to needy and meritorious students in schools
- iii. Supporting & promoting co-curricular activities
- iv. Education & employment of differently abled persons
- v. Training of teachers to improve the quality of education
- vi. Provide education support including vocation training to disadvantaged, marginalized and vulnerable sections of the society to help gain employment

*Item(iii): Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.*

**4. Gender Equality / Women Empowerment:**

- i. Provide specific skill sets to enable women to enhance capabilities, improve life skills and promote education
- ii. Support old age homes and centers that house destitute women, widows & orphans
- iii. Give preference in employment for women in clinical areas, front office, house-keeping etc. to enable them to be financially independent
- iv. Provide antenatal care for pregnant women from socially backward communities and rural areas

*Item(iv): Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.*

<p>v. Support the education of girl children born to destitute women, widows and orphans</p>	
<p><b>5. Environment:</b></p> <p>i. Increasing and protecting the green cover within the premises &amp; neighbourhood</p> <p>ii. Increase awareness within the employees and neighbourhood for safeguarding environment</p> <p>iii. Improve energy efficiency by adopting new techniques, reduce wastage of power, use alternate sources of energy by setting up solar panels or contribute towards energy saving projects</p> <p>iv. Conserve water, use bio degradable products and ban use of plastics</p> <p>v. Set waste reduction targets and minimize the use of paper, implement effective waste management techniques for safe disposal of waste</p> <p>vi. Provide financial assistance for environment friendly projects</p> <p>vii. Reduce pollution by minimizing travel &amp; transportation, introduce car pooling/buses/vans for commuting, promote work from home culture among work force, encourage e-meetings, conference calls etc. to reduce commuting to work places</p>	<p><b>Item(v):</b> <i>Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water</i></p>



**6.Sports:**

- i. Provide financial aid for setting up of stadiums and sports infrastructure*
- ii. Offer scholarships and sports equipment to deserving sports persons*
- iii. Promote adventure sports, organize or support sports competitions, state and national level tournaments etc.*
- iv. Organise leadership and motivational camps*
- v. Support sports tournament, coaching camps and other sports development activities*
- vi. Providing sports materials for Football, Volleyball, Hockey, Cricket and other sports to the young and talented village boys & girls*

**Item(vi):** *Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports*

**7. Rural Development:**

- i. Provide financial assistance for construction of roads and bridges*
- ii. Assist development of transport facilities to rural areas/improve accessibility to villages & rural areas*
- iii. Construction of schools / community centers etc.*
- iv. Support projects that enhance the development of people in villages by providing good education to students in the community, training programmes for*

**Item (vii):** *Rural development Projects*

teachers, healthcare awareness & treatment, safe drinking water, hygienic toilets etc.

v. Provide financial assistance for construction of houses and such other allied activities for creating a sustainable village

**8. Disaster Management:**

i. Disaster relief activities & programmes including supply of essential items to survivors during natural calamities

ii. Financial support for reconstruction of houses and rehabilitation

iii. Contribution to Relief Funds set up by Central & State Govts. including Chief Minister's or Prime Minister's Fund

**Item(viii):** Disaster management, including relief, rehabilitation and reconstruction activities.