



SAIBABA POLYMER TECHNOLOGIES PVT. LTD.

CORPORATE SOCIAL RESPONSIBILITY

1. Policy Statement:

At SBPT, we believe that Corporate Social Responsibility (CSR) is an integral part of our Company's ethics and one of our core business. SBPT is involved in implementing effective CSR initiatives to address critical societal needs, both in the communities and in society. Our CSR initiatives are aligned with the Sustainable Development Goals (SDGs) established by the United Nations. We also encourage our employees to volunteer and participate in our CSR programs to build a culture of social responsibility and allow them to give back to the communities they live with to become responsible citizens.

2. CSR Purpose & Vision:

SBPT's purpose is to support communities in leading healthy and purposeful lives by driving and ensuring the community's overall well-being.

Our vision is to bring about sustainable change in people's lives by implementing initiatives that have a clear societal impact on society and the environment.

3. CSR Philosophy and Approach:

SBPT is directly involved in CSR and the execution of social initiatives. We will also strive to contribute to the SDGs established by the UN and play our part as a responsible Indian and global corporation. The Sustainable Development Goals (SDGs) are a collection of 17 interrelated global goals set out by the United Nations.

4. CSR Objectives:

SBPT carries out the CSR activities with the help of a Committee formed internally among the group of companies. We SBPT focus on the following area

- Health care
- Women Empowerment
- Community Development
- Reduce Reuse & Recycle
- Energy Efficient and Conservation

In addition to the area mentioned above, SBPT moves forward in creating a Sustainable society



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5. CSR Strategy & Initiatives:

Corporate Social Responsibility (CSR) strategies are essential for SBPT businesses aiming to create positive social and environmental impacts, while fostering strong relationships with stakeholders. Some of them are mentioned below-

5.1 Sustainable Practices:

- Adopting eco-friendly practices like reducing carbon footprints, minimizing waste, using renewable energy sources, and implementing recycling programs.
- Work with suppliers who adhere to sustainable practices and fair labour standards, ensuring ethical sourcing of materials.

5.2 Community Engagement:

- Investing in local communities through sponsorships, donations, and partnerships with local NGOs. Organize community service days or volunteer initiatives for employees.
- Education and Training: Provide scholarship programs, internships, or vocational training for local youth to enhance their skills and employability.

5.3 Diversity and Inclusion:

- SBPT incorporates diversity and inclusion into CSR efforts, which is a moral imperative and a strategic advantage for the organization. By fostering a diverse and inclusive workplace, companies can drive innovation, enhance employee satisfaction, and positively impact society.

5.4 Workforce Diversity:

- Promote gender equality, racial diversity, and inclusivity in hiring practices. Develop mentorship programs for underrepresented groups within the organization.

5.5 Inclusive Policies:

- Create policies that ensure all employees feel valued and included, such as flexible working arrangements and support for employees with disabilities.



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6 Ethical Governance:

- **Transparency and Accountability:** Implement strong governance structures that promote ethical behaviour and transparency in all business operations. Regularly report on CSR initiatives and their impact.
- **Stakeholder Engagement:** Engage with stakeholders (employees, customers, suppliers, and communities) to understand their concerns and expectations, ensuring their voices are heard in decision-making processes.

7 Health and Well-Being:

- **Employee Wellness Programs:** Develop programs that promote the physical and mental health of employees, such as fitness challenges, wellness workshops, and mental health resources.
- **Safe Work Environments:** Ensure that safety standards are met in the workplace and invest in training for employees to recognize and mitigate potential hazards

8 Charitable Initiatives:

- **Corporate Philanthropy:** Allocate a portion of profits or resources to charitable organizations or causes that align with the company's values and mission.
- **Cause Marketing Campaigns:** Partner with non-profits to promote social causes through marketing campaigns that raise awareness and funds for specific issues.

9 Customer-Centric Practices:

- **Consumer Education:** SBPT educates consumers about sustainable products and practices, promoting informed purchasing decisions and also involved in many suitable programs
- **Feedback Mechanisms:** Develop channels for customer feedback to understand their concerns and preferences regarding ethical practices.

10 Innovation for Social Good:

- **Research and Development:** Invest in R&D to create products or services that address social issues or environmental challenges.



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11 CSR Governance & Implementation:

The Board of Directors of the Company has constituted a CSR Committee and is responsible for – Giving strategic direction to the CSR initiatives, Formulate and review annual plans and programs, Recommend the amount of expenditure on various activities and Monitor and report to the Board the progress of various projects

12. Reporting and Communications:

CSR Policy is displayed on the Company's website for information of all the stakeholders. A report on details of CSR activities and programs is included in the Company's Annual Report.

13. Challenges and Opportunities

- Lack of Awareness: SBPT has a limited understanding of CSR's benefits among stakeholders.
- Resource Constraints: SBPT is a private limited and medium-sized organization hence limitations with funds and expertise.
- Measuring Impact: SBPT is enhancing difficulty in quantifying CSR outcomes.
- Alignment with Business Goals: Balancing CSR initiatives with profitability.

14. Opportunities in CSR:

- Enhanced Reputation: Builds trust and positive brand image.
- Competitive Advantage: Differentiates businesses in the market.
- Employee Engagement: Boosts morale and attracts talent.
- Innovation: Drives sustainable and socially beneficial solutions.
- Long-Term Growth: Contributes to business sustainability and community development.

15. Future Goals & Conclusion

- CSR initiatives and goals for 2025 are aligned with the Group of companies and policies. SBPT's commitment to corporate social responsibility is not just about complying with regulations; it is a core value for SBPT and we are doing more than 40+ years, which drives our operations and engagements. We at SBPT believe that by acting responsibly and ethically, can make a positive impact on the world and foster sustainable growth.



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CSR Committee

Roles	Responsibilities
Chairperson	Lead committee meetings, set agendas. Facilitate discussion and decision-making
Committee Members	Participate actively in discussions Collaborate on initiatives
Secretary	Record minutes of meetings Maintain documentation, Communicate updates and information to members
Strategic Planner	Develop and review the CSR strategy Align CSR initiatives with company mission and values
Policy Developer	Formulate CSR policies and guidelines Ensure compliance with legal and ethical standards
Program Coordinator	Oversee the implementation of CSR programs Track progress and outcomes of initiatives
Budget Manager	Manage the budget allocated for CSR programs Ensure effective allocation of resources
Sustainability Expert	Stay informed on sustainability trends and practice Advise on environmentally sustainable practices