

CHEMVEDA

CORPORATE SOCIAL RESPONSIBILITY

POLICY

Document Governance		
MM/ YY	September 2025	
Entities covered	Chemveda Life Sciences India Pvt. Ltd.	
Owner	Human Resources Department	
Revision History	Earlier Version: 00 Date of Revision: NA Revision Effective Date: NA	Policy Approved By: CEO Dr. Bheema Rao Paraselli <i>P. Bheema Rao</i> 11-Sept-2025

1.0 PURPOSE:

To integrate ethical considerations into business operations, fostering a positive impact on society and the environment while enhancing the company's reputation and long-term success.

2.0 SCOPE:

This policy is applicable to all employees of Chemveda Lifesciences India Pvt. Ltd.

Corporate Social Responsibility (CSR) policy encompasses a company's commitment to operating ethically and contributing to society and the environment, extending beyond profit-making to address social, environmental, and economic issues.

3.0 RESPONSIBILITY:

S. No	Department	Responsibility
•	CSR committee	<ul style="list-style-type: none">Identifying and evaluating community projects and partnerships.Tracking and reporting on the impact of CSR initiatives.Ensuring compliance with applicable laws and regulations related to CSR activities.Recommending the amount of money to spend on CSR activities.Ensuring that the company carries out the activities in the policy

4.0 DEFINITIONS:

Corporate Social Responsibility (CSR) is the idea that a business should operate in a way that benefits society and the environment, not just focuses on profits. It involves integrating social and environmental concerns into a company's operations and interactions with its stakeholders, such as employees, customers and communities. CSR includes ethical

practices, environmental sustainability, community involvement and philanthropic initiatives, all while holding the company accountable for its overall impact on the world.

5.0 PROCEDURES/RULES/PROCESS:

➤ General Principles:

General principles of India's CSR policy include alignment with the Companies Act, 2013, focusing on activities listed in Schedule VII like poverty eradication, education, gender equality, environmental sustainability, and cultural preservation. Key principles involve accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior and respect for human rights.

- **Accountability:** Businesses must be responsible for their impact on society and the environment. This means acknowledging any negative effects of their operations and taking steps to improve them.
- **Transparency:** Companies should be open and honest in their CSR activities and policies. This includes regularly reporting on their goals, progress, and outcomes to keep stakeholders informed.
- **Ethical Behavior:** Organizations should operate with fairness, honesty, and integrity in all aspects of their business. This involves integrating ethical considerations into decision-making processes.
- **Respect for Stakeholder Interests:** Businesses must acknowledge and respond to the concerns of all their stakeholders, including employees, customers, investors, suppliers, and the wider community.
- **Respect for the Rule of Law:** Companies must comply with all applicable laws and regulations in the countries where they operate.
- **Respect for International Norms of Behavior:** Organizations should adhere to globally recognized standards of behavior, even in regions where local regulations are less stringent.
- **Respect for Human Rights:** Businesses must respect the human rights of all individuals and refrain from any business practices that violate these rights.

➤ **Areas of Focus**

- **Environmental Sustainability**

- Implement measures to reduce waste, conserve energy, and minimize the use of non-renewable resources.
- Promote recycling and the use of sustainable materials in our operations.
- Conduct regular environmental assessments to monitor and improve our sustainability initiatives.

- **Community Engagement**

- Support local community projects that improve health, education, and livelihoods.
- Encourage employee volunteerism by supporting their involvement in community service initiatives.
- Collaborate with NGOs and local organizations to impact social issues effectively.

- **Employee Welfare**

- Ensure a safe and healthy work environment for all employees.
- Provide opportunities for professional development and continuous learning.
- Encourage diversity and inclusion within the workplace.

➤ **CURRENT COMMITTEE:**

- Dr. Bheema Rao Paraselli, Director & CEO
- Ms. Prathyusha Guntupally, Director & Vice President – Finance & Operations.

➤ **MONITORING AND REPORTING:**

- Regular monitoring and assessment of CSR activities will be conducted to evaluate their effectiveness and impact.
- An annual CSR report will be published and made available to stakeholders, highlighting our initiatives, achievements, and future goals.