

## CSR Policy – Carlsberg India Private Limited

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The Carlsberg Group works with sustainability areas where we have the biggest impact and on which our external and internal stakeholders believe we should be focusing. Imbibing this spirit, for Carlsberg India Private Limited, Corporate Social Responsibility means executing responsible business practices through the involvement of stakeholders in the decision making process and in operations. It entails having business policies that are ethical, equitable and environmentally conscious.

### **POLICY**

The Company endeavours to enhance stakeholder value by addressing the diverse interests of various internal and external stakeholders.

### **AREAS COVERED**

**Undertaking of the below mentioned activities directly or indirectly through internal or external stakeholders**

1. **Environment** – with focus on water management, however, not confined to water provision, water management, irrigation facilities, sanitation, agriculture management, technology expertise, energy conservation, renewable energy, sustainable packaging, holding or participating in environmental awareness programs
2. **Community Engagement**  
(Welfare activities for betterment of local community only)
  - In the field of education, health care & safety and awareness, development of local area, training programs
  - Relief of victims and natural calamities like earthquake, cyclone, drought, flood situation etc.
3. **Education towards Responsible Drinking/Road Safety** – awareness and activation activities/programs, self-regulation initiatives

Employee contribution and voluntary hours in service with respect to above activities

The above list is illustrative and not exhaustive. The committee and operating members will be authorized to consider activities within the overall scope of this policy. As far as possible, efforts will be made to co-ordinate with the CSR activities as per the Companies Act 2013 on CSR.

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## CSR Committee

Composition of the CSR committee: as per the Companies Act 2013

## IMPLEMENTATION

The Company has a CSR Committee whose primary mandate is to formulate, monitor and periodically review the CSR Policy for the Company. The Committee also provides guidance to the stakeholders concerned on policy matters. Documentation of the activities should be maintained by the implementation team (the activity, the outcome, images etc).

## MONITORING

The CSR committee should review the implementation of the CSR activities atleast every 6 months.