



**Bosch Limited**

**Corporate Social Responsibility  
(CSR) Policy**

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## Vision

We are a global company with deep roots in India, providing innovative and beneficial solutions.

We are the preferred partner for our customers.

We strive for sustained economic success and leading market position. We, as motivated and dedicated associates, aim for excellence.

We live the Bosch values and believe in our responsibility towards society.

## Objectives

- To facilitate an enabling environment for underprivileged children to access quality education and health care services with specific emphasis on girl child
- To enhance employability of the underprivileged youth through industry-relevant vocational trainings.
- To engage in socially relevant local projects at Bosch Ltd locations (Bosch) for an impactful intervention

## Expected Outcomes

- Stakeholders perceive Bosch as a responsible, ethical corporate citizen
- Bosch is regarded as a friendly entity in Neighbourhood
- Employees are motivated, each is identified with a social cause

## Defining target population

Bosch defines its target population in the following manner:

- Underprivileged children who are deprived of basic health and quality education facility
- Underprivileged youth who have dropped out from education and are not engaged in any productive activity for their livelihood
- Neighbourhood communities around Bosch locations (Plants / Offices)

## Guiding Principles

- **Creating a storyline:** The entire Bosch social engagement program should be designed to create clear storylines as per the needs of the society and to create long-lasting impact on people's lives.
- **Sustainability:** Short-term projects financed by one-time monetary support do not create permanent change. Sustaining projects is a challenge. Therefore each project will be evaluated for long-term sustainability before committing resources for it. Its progress will be reviewed against intended objectives at regular intervals.
- **Scalability:** Bosch will design/support projects that could be up-scaled in the mid and long-term to create scope for touching the lives of a larger number of under-privileged people.

- **Promoting volunteering:** Bosch will promote employee volunteering in every CSR project. The volunteers will be trained to impart the necessary skills to run CSR projects successfully. This will be done to ensure that the volunteers get first-hand insights on the socially relevant issues and the requirements.
- **Bosch Value Addition:** As far as possible, CSR projects would make use of Bosch's competence (like Vocational training) in enriching the program for greater social impact. Bosch volunteers will add value by sharing their knowledge, experience and expertise in specific domains, thereby adding uniqueness to the programs.

### **Scope**

Activities/Projects/Programs of Bosch relating to Corporate Social Responsibility will be in line with the below mentioned thrust areas and other areas mentioned under Schedule VII of the Companies Act, 2013 and the Rules made thereunder, as amended from time to time.

### **Thrust Area**

To optimize impact of its CSR activities, Bosch will focus its support and CSR spends specific pre-determined causes and areas of interventions. Bosch will focus its CSR activities on

- a) Child Health, Hygiene and education
- b) Vocational training focused on employable skills
- c) Neighbourhood projects as per the local needs identified by Bosch Plants / Offices.

### **Child Health, Hygiene and Education**

**Child Health Development Project (CHDP):** This program is aimed at improving children's school attendance by addressing their health problems and improving basic health facilities to reduce school dropout. This initiative includes conducting medical camps in government schools, follow-up treatment, providing medicines and surgeries.

**Child Education development:** This program is aimed in improving the children educational needs. The initiative also works to improve the school infrastructure / ambience like clean sanitation facilities, drinking water facilities.

### **Vocational training to enhance employability**

Making the underprivileged youth employable, particularly those who have dropped out of the education system is the primary aim of this initiative. By imparting industry-relevant short-term skills to the underprivileged youth, the objective is to help this group to access suitable employment and thereby bringing them back into the mainstream. This program also will continue to develop 'a pool of trainers' to address the need of trained and motivated trainers to impart quality training.

**Neighbourhood projects as per local needs**

The primary aim of this initiative is to engage with the local community in a socially meaningful manner to address local needs for a healthy neighbourhood. As an environment friendly and socially conscious company, Bosch will continue to support critical issues around the Bosch locations. This will be done by assessing the need and requirement of the neighborhood community, keeping in mind the long-lasting impact that it can create and the social value chain. Example: The scope of ongoing projects like Water purification (Reverse Osmosis Plants) and village development projects, etc.

**CSR Organisation****Board CSR Committee:**

The committee comprises of two whole time Directors and two Independent Directors, which is chaired by one of the Independent Directors. Following are the responsibilities of the board CSR Committee.

- To formulate CSR strategy, policy and goals of the company.
- To Approve the annual CSR budget of the Company
- To monitor the implementation of CSR programs / projects periodically
- To ensure legal and regulatory compliance from a CSR viewpoint
- To ensure reporting and communication to stakeholders on CSR projects and initiatives
- To ensure compliance on reporting in the prescribed format as per the CSR Act, 2013

**CSR Steering Committee:**

The committee comprises of Joint Managing Director and six members from senior management of the company.

Following are the responsibilities of the CSR steering Committee.

- To define the scope of the programs and the key performance indicators of the outcome / impact of the projects.
- Recommend the amount of expenditure to be incurred on the proposed projects
- Selection of suitable organizations to partner with BOSCH in implementing CSR programs
- Periodic review of the progress of the approved Projects
- Preparation of annual report and financial monitoring for approval of the Board CSR committee.

**Resources and Budget Allocation**

The CSR steering committee will table the annual plan along with budget details to the Board CSR committee for their approval. This will be done on an annual basis. Within the approved budget, CSR activities will be carried out as per the objectives and guiding principles. All CSR initiatives/activities will be approved/ratified by the CSR Steering committee. Any surplus arising out of the CSR projects or programs or activities will not be considered as a part of the business profits of the Company.

**Governance**

Overall governance of the CSR programs and approving CSR spending and its alignment with the company's vision will be the responsibility of the Board CSR committee. The CSR steering committee will be responsible for execution of the approved policy. CSR steering committee will also be responsible to measure the impact of the approved CSR projects.

The CSR activities and spend will be audited by the company's auditors (both internal and external)

**Implementation Plan**

Bosch will undertake CSR activities/initiatives which are closely linked to the defined objectives, in partnership with institutions, government bodies, NGOs and local communities. The implementation of the CSR activities/initiatives will be broad-based to Bosch employees as volunteers or through implementing agencies such as NGOs, Trusts (whether established by the Company or not), Institutions, Confederations, Section 8 companies under the Companies Act, 2013 (and such other companies established under any other previous Company Law) or in partnership with other similar Organisations.

The CSR steering committee will put up to the Board CSR committee the appropriate details of proposed projects including implementation modalities, implementing agency details, impact that it could create, stakeholder involvement and budgetary details for approval. On approval of the CSR committee, the steering committee will be responsible to roll out the project and to monitor its implementation.

Bosch may work on both vertical as well as horizontal approaches to achieve its CSR vision. Bosch would implement CSR programs that have wider coverage in terms of beneficiary and geography in one hand and on the other hand it would also design programs which are intense and in-depth.

**Timelines and Disbursements**

The project completion time line will be agreed upon at the time of contracting / execution of Memorandum of Understanding (MOU) which will be monitored by the CSR Steering committee to ensure the adherence of the projects.

The disbursement plan will be either be phase-wise or one-time, depending on the nature and requirement of project. The terms, conditions and disbursement pattern will be discussed with the project implementation partner to agree on the disbursement schedule and will typically be part of the MOU between the two entities (Bosch and the implementing agency).

**Monitoring**

The CSR steering committee will develop a monitoring mechanism to ensure effective implementation of the project activities approved by the Board CSR committee. The CSR steering committee will be responsible to monitor these projects periodically. Monitoring would mean visit to the respective project site, first-hand reports, analyzing the project reports received from the implementing partners and providing quarterly status update. Bi-annual evaluation of the approved projects will be conducted by the member of the Board CSR committee to assess the outcome of the implemented projects.

**Reporting**

The CSR Policy to be uploaded on company's website - [www.boschindia.com](http://www.boschindia.com).

The Director's Report within the annual report of the company will include:

- Brief outline of the company's CSR policy including:
  - an overview of activities proposed to be undertaken
  - Reference to the web-link to the CSR policy and projects or programs
- Composition of Board CSR Committee
- Average net profit for the last 3 financial year
- Prescribed CSR Spend
- Details of CSR activities/projects undertaken during the year:
  - total amount to be spent for the year
  - amount unspent, if any
- A Responsibility statement, of the CSR Committee, that the CSR policy implementation and monitoring thereof is, in letter and spirit, in compliance with CSR objectives

**Due Diligence**

- BOSCH will facilitate a due-diligence process prior to entering into any partnership with implementation partner in consultation with the company's legal department as necessary.
- BOSCH will conduct half-yearly review of its implementation partner to ensure that the delivery of the project is aligning to Bosch's objectives and agreed outcomes.