



CSR POLICY 2021- 2022

AT SECO, WE BELIEVE THAT TO BE A SUSTAINABLE BUSINESS, WE MUST ACT WITH ECONOMIC, ENVIRONMENTAL AND SOCIAL RESPONSIBILITY.



CSR POLICY 2021 - 2022

Introduction

SECO Corporate Social Responsibility programs are active across communities around the world. As a global corporate citizen, we believe in the importance of making a positive contribution and usher sustainable growth in areas wherever we operate.

Our platform for sponsorship and community involvement projects comprises four areas Innovation (projects linked to daily work, products and solutions). Education and Skills (demonstrate our role as industry leaders and long-term value for beneficiary), Health and Safety (showcasing SECO's commitment towards society, environment etc) and Local Enabler (creating joint value for stakeholders and our employees).

“SECO Community Engagement is a strategic step forward that goes beyond business to engage with communities around our sphere of operations by leveraging the skills and enthusiasm of our employees and partners best suited to create impact”. This definition captures SECO's philosophy regarding Corporate Social Responsibility (CSR) and the key elements of its implementation strategy.

CSR in the context of SECO's footprint in India

SECO's CSR policy strategy is a holistic, long term strategy that aligns with the group's shared values of “Passion for our Customer”, “Family Spirit” and “Personal Commitment” and adheres to the group's Code of Conduct.

SECO's rich experience across multiple locations in India has provided insights on some of the gaps in social development required to sustain economic growth. SECO believes that –SECO Community Engagement can maximize impact if it focuses on those needs where it can leverage its core competencies and employees' skills. The interventions will primarily be through structured CSR Projects, based on policies that are well defined for internal stakeholders and include robust processes for impact measurement and communication.

We view our community projects as investments, for which we require contracts, clear target groups and objectives with measurable results. All activities must conform to our Code of Conduct, which means that we do not engage in any activities of a political or religious nature, or in projects that may be viewed as hazardous to health or the environment. All our project partners must sign the SECO Supplier Code of Conduct and undergo the same screening process as our suppliers.

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SECO CSR

SECO CSR initiative intends to **TOGETHER, WE MAKE IT EASIER** towards creating innovative and sustainable solutions in developing inclusive vocational & educational capacity and environmental sustenance in India.

Objectives:

- SECO CSR will make significant contribution towards initiatives focussing on reassuring environment in an around its operating locations.
- SECO CSR to be recognised as champion of high quality, inclusive education.

Governance structure of CSR

The governance structure for driving SECO CSR will incorporate the requirements imposed by Company's law 2013 and take into account the optimal structure required for maximizing impact.

CSR Committee

The SECO Board of Directors will be the apex body for formulating policy and driving the strategy in regard to SECO CSR. The governing body will approve flagship projects, periodically monitor the progress of activities and review strategy periodically.

SECO CSR Committee is formed to represent ideas and expectation of SECO Business across India. The Committee will meet every quarter to share project update and increases engagement between employees and SECO CSR.

Key stakeholders of SECO

- SECO business area (PU, PA and BA)
- Customers
- Employees
- Community (* where SECO has a footprint e.g. supply chain, PU etc.)
- Regulatory bodies and policymakers
- Global partners and associates

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Identification of Thrust areas / Strategic initiatives

The SECO CSR vision spells out two key areas for strategic intervention, **Vocational Development and Environment**.

Environment:

- **Reassuring environment is not only a business need**, but we recognise it as a critical need for community to survive. SECO will employ precautionary approach towards environmental challenges and will work towards creating greater responsibility among the operating community.
- An inclusive environmental program towards spreading knowledge on environment concerns, demonstrable projects on safeguarding water resources and promoting innovative technology for water reassurance in the locations we operate in.

Education:

- Scholarship program for young girls is an excellent opportunity to give back to the society, that too in the engineering domain.

The thrust areas identified for SECO's community engagement initiatives are based on continuous dialogue with our stakeholders. The CSR intervention will be primarily driven through structured, long-term Projects, rather than one-off activities. The flagship Projects will account for 80% of effort and spend on SECO's social initiatives. SECO will be responsive to the social needs at times of natural calamities and disasters.

Guiding principles for identification and selection of the projects will be;

- Enhance SECO brand in India with clear visibility and linkage in each Project.
- Identify project that are close to business and have business social returns.
- Create social impact in the areas we operate in. (Community)
- Engage employees and keep them sensitized about the issues that need to be addressed in the society.
- SECO adopts a de-risked strategy by signing clear memorandum of understanding with our non-religious and non-political execution partners.
- Be identified in a participatory process and be a company collaborative in addressing the society's needs.

SECO's CSR Project and Implementation and monitoring Strategy

1) Project Proposal.

A project is proposed to the CSR Committee and a thematic approval is given to define the scope, objective and deliverables of the projects.

2) Project Approval.

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A due diligence report is created based on input from compliance, legal and risk assessment. Based on the report an MoU is formulated and if the due diligence fails the project is closed.

3) Project Signing and execution.

Two committee members sign the MoU, a depository created in the TEAMS, Internal SAP number is generated, and the project details are updated on the CSR MIS.

4) Project Reports.

A quarterly financial and non-finance report is reviewed of all project. The review includes visit to the project and inspection reports as per the MoU.


5) Project Closure.

The project closure report is created by the SECO CSR team based on the annual non-financial report at the end of the financial year and Audited report by the partner organisation.

Budget Allocations

As per the last three years financial results.

TRACKER and INDICATORS

Projects and Focus Areas	Education & Skills	Gender & Diversity Projects	Clean Water and Sanitation	CSR Volunteering in community
SDG- GOALS	4	5	6	3
	LPF- Ensuring education, equitable and promoting learning.	LPF- Gender Equality, empowering and focused on girls.	Swachh Koregoan Bhima campaign, Inclusive society, improving sanitation.	Sanitation and Healthy Lives in community
SECO through its CSR intervention in India has impacted various Sustainable Development Goals and will continue to do so with more impact reports in 2019-20.				

Committee Members

1. Mr. Norbert Klaus Konig - Managing Director
2. Mr. Umakant Ghatge - Director
3. Mr. Andreas Fritz - Director

- CSR Projects approved by the board

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