Jaguar Land Rover India

Corporate Social Responsibility Policy (CSR)
Jaguar Land Rover India CSR Policy

23rd March 2017, Issue 1 (Ver. 1)
30 November 2018, Issue 1 (Version 2)

1. Background
A framework for Jaguar Land Rover India’s Corporate Social Responsibility (CSR) has been developed in line with the following:

i) To support the delivery of objectives as stated in the JLR global CSR programme two ambitious goals:
   a) Advancing the knowledge of 2 m young people
   b) Improving the lives of a further 10m people by 2020

ii) To ensure compliances in line with the requirements of Section 135 of The Companies Act, 2013.

The corpus to be spent by JLR India on CSR annually shall include at least 2% of the average net profits of the Company made during the three immediately preceding financial years. CSR Policy implementation shall be periodically reviewed and monitored by Governance Structure comprising JLR India Board and CSR Board Committee.

Projects supported through this Policy will help to demonstrate Jaguar Land Rover’s core values around integrity, understanding, excellence, unity and responsibility – building on Jaguar Land Rover’s position as a leading responsible business.

2. Scope and Purpose
The scope of CSR Policy of JLR India will include the following:

I. Areas to be covered in CSR Programme
II. Membership, scope & function of JLR India CSR Board Committee (CBC)
III. Membership, duties and objectives of JLR India CSR Management Committee (CMC)
IV. Evaluation Criteria Guidelines
V. Impact Assessment & Reporting

2.(i) Areas to be covered in CSR Programme

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<th>Sr. No.</th>
<th>Areas</th>
<th>Activities under CSR Programmes</th>
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<td>1.</td>
<td>Education</td>
<td>a) School infrastructure improvement</td>
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<td>b) Scholarships / Financial Aid to students</td>
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<td>2.</td>
<td>Environment</td>
<td>a) Creating environmental awareness</td>
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<td>b) Tree plantation &amp; care</td>
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<td>c) Clean-up drives</td>
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<td>3</td>
<td>Health</td>
<td>a) Health awareness programme</td>
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<td></td>
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<td>b) Preventive &amp; curative health services</td>
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<td>c) Making available safe drinking water</td>
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</table>
2.(ii) Membership, scope & function of JLR India CSR Board Committee (CBC)

a. Membership of CSR Board Committee (CBC)

The CBC may consist of President & Managing Director of JLR India and directors as may be deemed fit by the Board. The Committee shall meet, at predetermined intervals to discuss and review CSR activities and Policy. Quorum for the CSR Committee Meeting shall be one-third of its total strength (any fraction contained in that one-third be rounded off as one) or two members, whichever is higher.

The Committee members may attend the meeting physically or via such audio-visual means as permitted under Companies Act, 2013. The Committee shall have the authority to invite such management employee(s) or externals experts, as it may deem fit, to attend the CSR Committee Meeting(s). The Company Secretary, if any, shall act as Secretary to the Committee.

b. Scope & functions of CSR Board Committee (CBC)

The functions / terms of reference of CBC shall, inter-alia, include the following:
- To formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the Company as per the Act;
- To review and recommend the minimum expenditure to be incurred on the CSR programmes to be undertaken by the Company;
- To review the CSR activities of the Company and provide progress update to the Board of Directors at such intervals as may be deemed fit;
- Any other matter as the CSR Committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors, from time to time.

c. JLR India CSR Expenditure, Allocation and Disbursement of Funds

The CBC shall recommend the annual budget for CSR Programme in accordance with this CSR Policy and applicable law, for the consideration and approval of the Board.
- It may be noted that as per current applicable Company's law, the corpus for CSR expenditure shall include at least 2% of the average net profits during the three immediately preceding financial years.

2.(III) Membership, duties and objectives of JLR India CSR Management Committee (CMC)

The CMC is proposed to be constituted to identify, evaluate and implement the CSR activities of the Company in accordance with the overall guidelines of the Policy set by the CBC.

a. Committee Membership:

It is proposed that the CMC shall include the following:
- President & Managing Director – JLR India
• Chief Financial Officer
• Director After Sales
• Brand Director
• Company Secretary
• PR / Communication Manager
• HR Manager (NSC & Non NSC)
• Two Members from Purchase team
• Two Members from Manufacturing team and
• Employee of JLR India, as appointed by the President and Managing Director of JLR India from time to time.

b. Duties and objectives of the JLR India CSR Management Committee (CMC):

i. Identify and evaluate opportunities for CSR projects within the scope of activities defined above
ii. Review applications for funding
iii. Make known any conflicts of interest identified in reviewing the applications
iv. Determining the modalities of execution including targets and timelines
v. Ensuring that implementation of all projects, programs and activities is being carried on in accordance with the above
vi. Maintaining documents and accounts pertaining to all CSR activities of JLR India
vii. Providing periodic reports to the CBC on implementation as well as assessment carried out through field visits and feedback sessions
viii. Assisting the CBC in preparation of the annual report on CSR.
ix. Identify opportunities to promote Jaguar Land Rover’s CSR messaging (e.g. common themes) in both internal and external communications / stakeholder engagement activity.

2.(IV) Evaluation Criteria Guidelines

The CMC shall select projects for funding on the merits of completed application forms and assessment against the following criteria:

• The impact of the project in terms of the total number of people with advanced knowledge and/or lives improved. Preference will be given to projects delivering higher numbers on core outputs whilst demonstrating cost effectiveness (value for money).

• The quality of the impact. Projects should demonstrate a measurable change in, or for, the people they designed to benefit. Preference will be given to projects that deliver a measurable change in people’s skills, behaviour/attitudes or quality of life as opposed to simply raising awareness of an issue. Proposals need to describe how this change will be measured and assessed.

• Preference will also be given to those projects in any given theme area that deliver JLR’s central or brand-led programmes.

• Projects that involve JLR employees in volunteering and measure the impact of their involvement will also be viewed in a positive light.
• Generation of high impact communications. Preference will be given to project communications that will deliver significant impact, raising Jaguar Land Rover's profile as a responsible company and contributing to improved brand health. Projects are unlikely to be approved without a suitable and sufficient communications strategy that is adequately resourced.

• The Committee may elect to provide weightages against the criteria to help guide the selection of projects for funding.

2.(V) Impact Assessment & Reporting

Regular feedback shall be obtained on various CSR activities from various internal & external stakeholders including intermediate agencies and beneficiaries of all CSR activities.

Recommended by the CSR Committee and approved by the JLR India Board of Directors on November 30, 2018.

Signature:
Name: Mr Rohit Suri
Director

Signature:
Name: Rajiv Gupta
Director