

Frimline Private Limited

Corporate Social Responsibility Policy

BACKGROUND

Frimline Private Limited (hereinafter referred to as "Frimline" / "Company") is a pharmaceutical company engaged in the business of various Chronic Disease Management in the areas of Chronic Neuropathic Pain, Neurodegenerative disorders, Obesity, Renal Anemia, Pre-partum anemia and Chronic Migraine.

Finding its origin in the vision of its promoters to provide India with a world class health delivery system today also spans across allied healthcare verticals such as diagnostics, primary care and day care specialty besides hospitals.

Operating under the stated Vision of saving & enriching lives, the organization has identified patient centricity, integrity, teamwork, ownership and innovation as its core operating Values.

Further in providing guidance on its conduct, the Company has chosen to articulate the following, amongst others, principles under its Code of Conduct—

- Conduct our operations in an honest and fair manner with integrity and openness;
- Respect human rights, dignity and legitimate interests of all individuals directly and indirectly associated with us;
- Provide a safe, healthy work and business environment to all persons directly and indirectly associated with us;
- At all times ensure conduct, which sustains, enhances the global reputation and image of the organization.

In the context of the above and in order to bring clarity to its position vis-à-vis social activities, the company now wishes to formally communicate its position as a member of the community and establish for both internal and external stakeholders, its philosophy, guiding principles and areas of focus that it would as an organization seek to promote in the arena of Corporate Social Responsibility (CSR).

This policy is a forward-looking aspirational document, which establishes the parameters and foundation upon which the Corporate Social Responsibility initiatives would be built:

- a. under the leadership and direction of the Company's Board



- b. with active participation of its senior leadership and all employees and
- c. in partnership under a spirit of "togetherness" with any such partner who shares a common vision and objective of making a positive impact on society, and wishing to leave this world and humanity in a better place than the one we inherited.

PHILOSOPHY

Frimline believes and strives towards a healthier humanity.

Frimline believes in sustainable development, growing our business in a socially and environmentally responsible way, while meeting the legitimate interests of our stakeholders.

Frimline believes that the success of a company is measured not only in terms of financial results but also in terms of its commitment and contribution towards social and environmental performance which can generate multiplier impact towards enhancing societal sustainability and foster inclusive and equitable growth.

Frimline believes in taking an active role and responsibility in empowering communities in which it operates through social development initiatives which drive positive change and support its objective in improving and sustaining the health and wellbeing of humanity.

Frimline's corporate social responsibility aims at being linked to sustainable development; economic, social and environmental requirements of society as a whole and of future generations.

VALIDITY OF CSR POLICY

The Board shall review the CSR policy on a regular basis and the CSR policy will be amended as and when required.

OBJECTIVES

As a healthcare provider, Frimline focuses its efforts on five core pillars of: Biomedicine and Health, Basic Sciences and Technology, Education, Economy and Society and Girl Empowerment.

More specifically, the objectives under the aforementioned core pillars can be defined as under -



- A. **Biomedicine & Health-** Committed to the vision of 'Health for All', Frimline aims to launch a Health Outreach Program to create –

Awareness –amongst the society about the graveness of medical ailments which are speculated to be future epidemics if not visited at present which includes but is not confined to Chronic Kidney Disease, Neurological Disorders and Life Style modification diseases.

Detection – of these future epidemics by conducting camps, health checkups etc.

Support- To make available preventive and primary healthcare to the vulnerable sections of the society. Supporting persons who are dependent on the help of others due to their physical, mental or emotional condition or their financial situation.

- B. **Basic Sciences and Technology** – with the aim to promote scientific temper and enhance public awareness about latest innovations in science and technology.

A few of the activities that the foundation wishes to undertake is –

1. the establishment of Chairs in selected Indian and foreign Universities for researchers;
 2. the making of awards in recognition of excellence; the making of grants to support education or research; organizing event such as seminars, symposiums, musical and cultural programs, training camps in various places targeting the objectives of the trust; all other charitable activities which do not conflict with the aforementioned objectives or the general objectives of the International Pharmaceutical federation.
- C. **Education-** To remove educational backwardness, and create awareness about the technical education, and to formulate and implement educational schemes and plans for the benefit of the educationally backward minorities in particular and weaker sections in general. Some of the activities that the foundation aims to undertake are -
1. Provide training in early childhood development and education for parents and caregivers.
 2. Improve the access for all students to high quality preschool, primary and secondary education.
 3. Improve learning for at-risk students through innovative programs and curriculum.
 4. Help prepare under-resourced high school students to enter college or the workforce.
 5. Provide low income adults the prospect of obtaining further education and credentials to improve their lives.



6. Increase literacy for children, youth and adults, including financial literacy where needed.
 7. Build self-esteem in children, youth and adults.
 8. Assist and support, and evaluate from time to time the implementation of the National Policy on Education in an effective manner, especially in regard to its provisions relating to the educationally backward minorities.
 9. Provide financial and other aid or consultancy service to institutions/ organizations engaged in the promotion of education among the educationally backward minorities.
 10. To function as a data bank on education and to establish Information and Counseling Centers.
 11. Assist in opening, promoting, fostering, sponsoring, subsidizing, funding and supporting libraries, newspaper archives, museums and exhibits.
- D. Economy and Society** - To create awareness about the problems of the weaker sections especially the educationally backward minorities and to give appropriate advice to Government;
1. To undertake research and surveys on the socio-economic and religious aspects of the Indian Society with specific reference to human rights, ethnic and religious violence faced by minorities and disadvantaged section of the society;
 2. To strengthen socially, economically and politically deprived communities, including persons with disabilities, women and the elderly by ameliorating living standards;
 3. Promote knowledge as the most effective means to address the challenges facing contemporary society (environmental protection, sustainable development, healthcare, demographic change, globalization, social integration and innovation at the service of expanding opportunities for all members of society).
- E. Girl Empowerment** - Promote perspective building among community to focus on gender issues and empowerment of females in the society to ensure their active participation in the process of development; to establish residential schools especially for girls in order to provide modern education to educationally backward minorities, preferably in or around, urban, semi urban and rural areas; to arrange for providing coordination and imparting training in the relevant skills and in entrepreneurship to girls and help them in setting up self-employment ventures.

And undertake any other allied services that may be offered to assist the betterment of the society.

1. To advance/promote higher education in such branches of knowledge and such subjects as the Society may think fit.



2. To establish or take over colleges, institutions or centers of excellence and carry on the administration and management of such colleges, institutions and centers of excellence.
3. To offer such courses, programs, diplomas or degrees in such branches of knowledge and such subjects as the Society may deem fit including management, engineering, pharmacy, medical, information technology, law, commerce, science, humanities and arts, and technical and professional subjects.
4. To prescribe selection/admission procedures, academic and program standards, fees and other charges, etc. for such courses and other program as may be offered by the Society or the colleges/Institutions/ centers of excellence established or managed by the Society.
5. To award degrees, diplomas, certificates and other distinctions to the students on the successful completion of courses of study and to prescribe standards of proficiency before the award of such degrees, Diplomas, certificates and other distinctions.
6. To assist, institute and carry out research in any branch of knowledge.
7. To provide training or executive education in such subjects as the Society may think fit.
8. To offer advisory services including consultancy to industry, professional bodies, Government and other agencies.
9. To institute and award fellowships, scholarships, prizes and medals.
10. To confer honorary awards and other distinctions.
11. To cooperate and collaborate with universities, institutions and other entities in any part of the world by exchange of students and teachers, conduct of joint research and education and/or training program and generally in such manner as may be conducive to attainment of its objects.
12. To develop and maintain relationships with teachers, researchers and domain experts in any branch of knowledge in any part of the world for attainment of its objects.
13. To create patron ship, affiliation and other classes of professional or honorary or technical membership or office as the Society may consider necessary.
14. To disseminate information and knowledge through print, electronic or any other media including publication of books, journals, research papers or other literature or by conducting conferences, seminars, meetings, workshops, lectures, exhibitions, etc.
15. To carry on or promote academic, cultural and other activities of all kinds for the physical, mental, intellectual and moral benefit of the academic community, including students and teachers.
16. To acquire by purchase or gift or otherwise hold on lease, hire or rent or by exchange any moveable or immovable property.
17. To accept funds, donations, gifts and subscriptions on such terms and conditions as the Society deems fit.



As stated earlier our policies and objectives will evolve, and over time harmonize our long term and short term goals in CSR. Our ultimate goal is to wholesomely and positively impact the communities we are associated with irrespective of linkage to our core operating areas of healthcare delivery. In the short term and consistent with that view we propose to utilize and leverage our competencies and work in areas associated with healthcare.

LEGISLATION

While this Policy is the stated position of the Company in the area of Corporate Social Responsibility and finds its independent justification under the Philosophy and business objectives of the organization, it also has linkage to the regulatory requirements as prescribed under the Companies Act, 2013 and Rules established thereunder.

In that context the Corporate Social Responsibility Policy is aligned and subject to the following legislations and rules established thereunder:

1. Section 135 of the Companies Act, 2013;
2. Companies (CSR Policy) Rules 2014;
3. Schedule – VII of the Companies Act, 2013; and
4. General circulars and notifications as issues by the Ministry of Corporate Affairs from time to time,

CSR BUDGET

1. The Board shall endeavor that in each Financial Year the Company spends at least 2 percent of the average net profit made during the immediate three preceding financial years.
2. The unutilized CSR budget from the 2% of the average net profit will be parked in a CSR Fund (Corpus) created by the company clearly specifying the project to which the amount will be spent. This Fund will also include any income arising there from and any surplus arising out of CSR activities.
3. The CSR Committee shall recommend the project-wise annual budgeted expenditure to the Board for its consideration and approval.
4. The Company may collaborate or pool resources with other Organizations or Companies to undertake the CSR activities.



CSR COMMITTEE**1. Composition of CSR Committee is as under:**

Sr. No.	Name	Role in Committee
1.	Mr. Yash Singh	Chairman of the Committee
2.	Mr. Neeraj Singh	Member

The Board shall have the powers to make any change(s) in the constitution of the Committee.

1. Tenure the CSR Committee: The tenure of the CSR Committee will be determined by the Board.

2. Responsibility of the CSR Committee:

- formulate and recommend the CSR Policy to the Board for approval
- identify and recommend the CSR projects to be undertaken by the Company, which are in line with the activities specified in Schedule VII and outlined herein above.
- recommend the amount of expenditure to be incurred on CSR projects
- constitute a transparent monitoring mechanism for ensuring implementation of the CSR projects undertaken by the Company
- monitor the Policy from time to time and recommend changes to the board

MONITORING

1. Corporate social responsibility activities will be monitored by the CSR Committee under an organizational structure created and approved by it.
2. Every six months the Board of Directors of the Company will review the reports of CSR Committee of the Company on implementation of CSR programs / projects.
3. The CSR Committee will evaluate, review, approve and monitor CSR projects on a Cost Benefit and Impact Analysis. The proposal would include details to the amount of financial involvement, indirect costs impact, detailed project report and plan.



4. External help for the development and execution of such programs may be sought per scale and need determined by the CSR Lead.

REPORTING AND DISCLOSURE

Apart from the reporting requirement as mentioned hereinabove in the Policy, following regulatory disclosure requirements also need to be complied in relation to CSR activities of the Company.

- Composition of the CSR Committee shall be disclosed in the Board Report;
- The Board Report shall include an annual report on CSR activities in prescribed format (by MCA) containing specified particulars i.e. Brief Outline of CSR Policy, its content the Average Net Profit for the last 3 FYs and the prescribed CSR Expenditures etc.;
- If the company fails to spend the prescribed amount, the Board shall, in its report specify the reasons for not spending the amount; and
- The content of Corporate Social Responsibility (CSR) Policy shall be displayed on the company's website, if any
- A comprehensive annual CSR Report detailing the initiatives with relevant annexures and photographs along with account statement (all inclusive) shall be created and communicated for internal company records.

