SIEMENS

Corporate Social Responsibility Policy of Siemens Limited (SL)

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Table of Content

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1. Preamble / Philosophy

Siemens has always endeavored to be an integral part of the India's society for more than 6 decades – as an employer, customer, investor, vendor and corporate citizen. As a committed corporate citizen, Siemens considers it as its responsibility to foster sustainable local development as well as to augment the growth by adding value to the local economy in which it operates. At Siemens, we refer to Corporate Social Responsibility as Corporate Citizenship. The Corporate Citizenship activities focuses on Education & Science, Social and Environment. It aims to address the challenges and needs that communities face by leveraging the Company's competencies and solutions. It is aligned to the National development agenda, UN Sustainable Development Goals and UN Global Compact principles.

The focus topics for Corporate Citizenship are:

I.   Education & Science:

Education is the 4th goal of the UN Sustainable Development Goals. Investing in young people is essential when it comes to creating a viable future for communities and Siemens has a long tradition of supporting education. Our goal is to maintain a continuous dialogue with upcoming generations and to identify and foster talent from an early stage with a special focus on disadvantaged young people. We also put our impetus to promote continued training and life-long learning for people in careers.

A. Support to Universities and promotion of Technical and Science education.

Skills and knowledge are the driving forces of economic growth and development for any country. Currently, a huge gap exists between the need of the industry for an employable work force and the capacity of the skill development programs. Siemens employs its competencies to promote science and technical education to produce 'Industry ready' engineers and technicians in India. The key initiatives that have been rolled out to address the focus areas are:

i.   <u>Siemens Scholarship Program</u>

The program supports deserving meritorious engineering students from economically-backward families to pursue their education and launch a sustainable career in the engineering sphere. 50% of the scholarships are reserved for meritorious female students from economically disadvantaged family backgrounds.

Reference to Companies Act, 2013 Schedule VII (ii) of promoting education and enhancing employment and (iii) of promoting gender equality and empowering women.

ii. Dual VET at Government ITIs

Siemens supports implementation of the globally proven German Dual VET (Vocational Education and Training) model of skilling in Government Industrial Training Institutes (ITIs). Dual VET, a futuristic model of training to make technicians of these Institutes industry ready. The initiative facilitates industry exposure of future technicians at local industries especially MSMEs thereby building a sustainable pipeline.

Reference to Companies Act, 2013 Schedule VII (ii) of promoting education and employment enhancing vocation skills.

iii. Scholarship for Management Students

The endeavor supports deserving meritorious graduates especially engineers from economically less privileged families to pursue management education and provide industry experience to make them 'industry ready'.

Reference to Companies Act, 2013 Schedule VII (ii) of promoting education and enhancing employment and (iii) of promoting gender equality and empowering women.

iv. STEM in schools

Science Technology Engineering and Mathematics (STEM) in Schools is an endeavor of Siemens to promote curiosity-based learning using STEM pedagogy at government school across the country. Titled as Project Jigyaasa, the program has the following key objectives:

- Develop STEM based activities inside classroom
- Generating scientific temper and curiosity for STEM topics
- Contain dropout and improve mean years of schooling
- Encourage girls to take up STEM careers

Reference to Companies Act 2013 Schedule VII (ii) of promoting education and employment enhancing vocation skills and (iii) of promoting gender equality and empowering women.

v. University Collaboration and Research in science and technology

In collaboration with Universities and Research institutions Siemens endeavours to promote science and technology. The key outcomes from such a collaboration will be:

- Promote research to achieve the objectives under SDGs
- Provide a platform for students and academic staff for indigenous research
- Support technology adoption
- Engage students and academic staff in real industry projects

Reference to Companies Act 2013 Schedule VII

(ii) of promoting education and employment enhancing vocation skills

(ix) (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and

(b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).]

II. Social

Initiatives under this focus area aims to combat urgent social problems and create stable market conditions, particularly in those places and regions where Siemens operates through utilizing Siemens' core competencies. Through our projects, we support the development and strengthening of social structures in order to bring about a systematic and lasting improvement in people's living conditions as part of a long-term strategy.

A. Enhancing living conditions through provision of water, healthcare, energy, livelihood, sanitation, etc.

A majority of India's rural population continues to live with inadequate physical and social infrastructure and poor access to basic amenities. Siemens works towards designing and deploying scalable, replicable and sustainable models using our core competencies that deliver social impact.

i. Project Asha

Asha means "hope" in Hindi. Asha focuses on enhancing living conditions through integrated rural development using sustainable and inclusive technology which can be replicated. Key focus of the program being to strengthen governance, provide access to energy, education, health and watershed development.

Reference to Companies Act, 2013 Schedule VII (i) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water,(iii) Promoting gender equality and empowering women (iv) Ensuring environmental sustainability, conservation of natural resources and maintaining quality of soil, air and water and (x) Rural development projects.

B. Disaster Relief

Siemens' disaster relief activities span three areas: emergency aid on safe drinking water and healthcare following a disaster, assistance with rehabilitation and community-based disaster preparedness (CBDP). The Siemens disaster relief efforts will also include all activities undertaken to support public health system and the community to face the COVID-19 pandemic and any other pandemics going forward.

Reference to Companies Act, 2013 Schedule VII (i) Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water; (xii) disaster management, including relief, rehabilitation and reconstruction activities.

III. Environment

Responsibility towards the environment is extremely crucial as it helps preserve the planet for tomorrow's generations and promotes a sustainable future. Protection of the environment and the preservation of natural resources are two established principles in Siemens' Business Conduct Guidelines; both have been also given high priority in our businesses through our Environmental Portfolio.

As Siemens, we are working to make an effective contribution toward protecting the environment, particularly through our core competencies and raise environmental awareness among younger generations at an early age.

A. Reduction of Green House Gases and efficient use of resource

i. Energy Efficiency Program at Public Welfare Institutions

The Projects supports reduction of the GHG emissions by conducting Energy Efficiency Assessment and implementing the Energy Efficiency Program at public institutions rendering general welfare. This is to support the nation in achieving the targets on climate change.

Reference to Companies Act, 2013 Schedule VII (iv) Ensuring environmental sustainability, ecological balance, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water.

ii. Improving efficiency of Rural Piped Water Supply

In partnership with IIT Bombay, the project supports automation and leakage detection in Rural Piped Water Supply Schemes. The project intents to save water and ensure equitable distribution to all the community members in rural areas.

Reference to Companies Act, 2013 Schedule VII (iv) Ensuring environmental sustainability, ecological balance, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water (x) Rural development projects.

2. Corporate Social Responsibility Committee

As per the requirement under the Companies Act, 2013 and rules framed thereunder, the Board of Directors has constituted CSR Committee. The following is the present composition of this committee.

S.no	Name	Role in the Committee
1	Mr. Deepak Parekh	Chairman
2	Mr. Sunil Mathur	Member
3	Dr. Daniel Spindler	Member
4	Ms. Mariel von Schumann	Member

The mandate of the CSR Committee is essentially to:
    a. formulate and recommend to the Board of Directors, the CSR Policy and the CSR activities to be undertaken
    b. recommend CSR projects, which are in line with the activities specified in Schedule VII, to be undertaken by the Company
    c. recommend the amount of expenditure to be incurred on CSR projects
    d. monitor CSR policy from time to time.

The CSR Committee shall, on an annual basis, furnish a statement that the implementation and monitoring of the CSR Policy, is in compliance with CSR objectives and the Policy of Siemens Limited ("the Company").

3. Corporate Citizenship Department of Siemens Limited

At Siemens, the Corporate Citizenship activities of Siemens Limited and all Siemens Group companies / subsidiaries in India are planned, monitored and evaluated by the Corporate Citizenship Department. It prepares reports at regular intervals to be presented to the CSR Committee of the Company and applicable Group companies / subsidiaries in India.

4. Project cycle of Corporate Citizenship Project

4.1 Corporate Citizenship projects / CSR activities

The Company shall endeavor to spend on the CSR activities as prescribed under the Companies Act, 2013 and rules framed thereunder, as may be amended from time to time ("the Act").

The CSR projects and programs to be undertaken by the Company shall include activities falling within the preview of Schedule VII to the Act, as may be amended from time to time. These programs will be executed by Siemens and where appropriate in partnership with local government, NGO partners, Educational Institutions, service providers and others. The list and implementation modalities may be modified from time to time, as per recommendations of the CSR Committee of the Company.

4.2 Project Planning and Implementation

All projects of Corporate Citizenship will be conducted in line with the following framework:

4.2.1 Baseline study or needs assessment

A needs assessment or baseline study along with the Company's competencies and solutions will be conducted for initiating any project / program.

4.2.2 Selection of the implementing partner

For the purpose of achieving its CSR objectives, the Company may partner with organizations like NGOs, Academic and Training Institutions, Corporates, the Government and other stakeholders for project implementation and facilitation.

4.2.3 Mandatory requirements while selecting an implementing partner

The selection of implementing partner and the due diligence parameters shall be conducted as per the internal policies of the Company and also as per the applicable regulatory requirements from time to time.

4.2.4 Project definition

Based on the findings of the baseline or needs assessment, the project is developed defining the goals, objectives, project interventions, timelines, resources, indicators and roles and responsibilities of the community and the implementing partner(s). The Corporate Citizenship team will leverage, analyze and plan Siemens' competencies and solutions to add value and address the project requirement on ground.

4.2.5 Key Performance Indicators

All projects will have Key Performance Indicators (KPIs) to measure progress toward those goals and objectives set at the time of project definition. Based on the nature of the project, the KPIs will be defined and measured across various stages such as Inputs, Outputs, Outcome and Impact. Focus shall be to ensure self-sustainability of the initiative even after Siemens exits the specific project.

4.2.6 Beneficiaries

The project will define the beneficiary group as per the goal and the needs assessment or baseline study.

4.2.7 Project funding

The Company may co-partner with other Siemens Group companies, subsidiaries in India and other Corporates for funding of Corporate Citizenship projects. Reporting of the contribution(s) by the respective companies will be prepared separately.

In cases where the project generates surplus funds, the same shall be carried forward by the implementing partner as part of the opening balance of the project for the subsequent year. In a situation where there is a surplus fund available at the end of the final year of the project, the same amount will remain as a corpus with the beneficiaries for the purpose of sustainability.

The surplus, if any, arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company.

5. Monitoring and Evaluation

The Corporate Citizenship Department will perform a periodic assessment of the relevance, performance, efficiency and impact of the projects / programs. The Company / Committee shall from time to time determine criteria of evaluation of performance of implementing partner.

5.1.1 Implementing partner reporting

The implementing partner shall report on the program(s) and the expenditure on a regular basis in addition to a yearly report which shall include programs undertaken along with the expenditure incurred on it, future plan of action for the subsequent financial year and balance carried forward, if any. In cases where there is co–funding in the project or multiple partners, the implementing partner will report to all the stakeholders.

6. Corporate Social Responsibility Committee / Board reporting

6.1 Periodic Report - Program and Finance

The Corporate Citizenship Department shall from such time to time as may be determined by the CSR Committee, prepare and present to it, for its review, Program and Finance Report of all projects as mentioned in the Corporate Citizenship Policy. The Committee may suggest changes in the project to meet the project objectives.

6.2 Annual Report - Program and Finance

The Corporate Citizenship Department shall prepare a detailed report of all projects and necessary reporting / disclosure requirements would be adhered to.

7. Annexure - Mapping of CSR projects against the Sustainable Development Goals

Corporate Citizenship Projects										
Sustainable Development Goals		**Project Asha**	**Siemens Scholarship Program**	**Dual VET @ Govt ITIs**	**STEM in schools**	**Univ Collab**	**Dual Education for Management Students**	**Energy Efficiency Program at Govt Hospitals**	**Improving water efficiency of rural piped water supply**	**Disaster Relief**
Goal 1	End poverty in all its forms everywhere	✔	✔	✔						
Goal 2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	✔								✔
Goal 3	Ensure healthy lives and promote well-being for all at all ages	✔						✔		
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	✔	✔	✔	✔	✔	✔			
Goal 5	Achieve gender equality and empower all women and girls	✔	✔		✔					✔
Goal 6	Ensure availability and sustainable management of water and sanitation for all	✔						✔	✔	✔
Goal 7	Ensure access to affordable, reliable, sustainable and modern energy for all	✔						✔		
Goal 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	✔	✔	✔		✔	✔			
Goal 9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	✔	✔	✔		✔		✔	✔	
Goal 10	Reduce inequality within and among countries	✔	✔	✔	✔				✔	✔
Goal 11	Make cities and human settlements inclusive, safe, resilient and sustainable			✔				✔		
Goal 12	Ensure sustainable consumption and production patterns							✔		
Goal 13	Take urgent action to combat climate change and its impacts	✔						✔		
Goal 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	✔								
Goal 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	✔	✔	✔						
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development	✔	✔	✔	✔	✔	✔	✔	✔	✔