Pukhraj Additives LLP

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

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1. Purpose

Pukhraj Additives LLP recognizes that responsible business practices contribute to sustainable economic growth and societal development. The purpose of this Corporate Social Responsibility (CSR) Policy is to define the Company's commitment towards improving the quality of life of employees, local communities, customers, suppliers, and society while conducting business in an ethical, environmentally responsible, and sustainable manner.

2. Scope

This policy applies to all operations, employees, business partners, contractors, suppliers, and stakeholders associated with Pukhraj Additives LLP.

3. Vision

To be a responsible manufacturing organization that creates long-term value through ethical business practices, environmental stewardship, employee well-being, and meaningful contributions to society.

4. Mission

Pukhraj Additives LLP aims to:

- Conduct business ethically and responsibly.
- Protect the environment through sustainable manufacturing practices.
- Support employee health, safety, and development.
- Contribute to the welfare of local communities.
- Promote education, healthcare, and environmental conservation.
- Encourage responsible sourcing throughout the supply chain.

5. Guiding Principles

The Company shall conduct its CSR activities based on the following principles:

- Integrity and ethical conduct.
- Compliance with applicable legal and regulatory requirements.
- Respect for human rights.
- Environmental protection.
- Health and safety of employees.
- Stakeholder engagement.
- Continuous improvement.

6. CSR Focus Areas

The Company identifies and supports CSR initiatives in one or more of the following focus areas, based on community needs, potential social or environmental impact, available resources, and the nature of the proposed initiative.

6.1 Education

- Support schools and educational institutions.
- Donate books, computers, and learning materials.
- Promote skill development and vocational training.
- Encourage technical education.

6.2 Healthcare

- Organize health check-up camps.
- Support blood donation drives.
- Promote preventive healthcare awareness.
- Assist healthcare institutions where feasible.

6.3 Environment Protection

- Tree plantation programs.
- Water conservation initiatives.
- Energy conservation.
- Waste reduction and recycling.
- Air pollution prevention.
- Promotion of renewable energy.

6.4 Community Development

- Support local infrastructure development.
- Assist during natural disasters and emergencies.
- Promote sanitation and cleanliness.
- Improve public welfare facilities.

6.5 Employee Volunteering and Social Participation

- Participation in voluntary community initiatives.
- Employee involvement in environmental awareness activities.
- Participation in blood donation and health awareness programmes.
- Participation in education, skill development or community support initiatives.

6.6 Women Empowerment

- Equal employment opportunities.
- Prevention of discrimination.
- Safe workplace.
- Leadership development.
- Awareness programs.

6.7 Road Safety

- Road safety awareness campaigns.
- Distribution of safety awareness materials.
- Promotion of safe driving practices.
- Supporting appropriate road safety and community infrastructure improvement initiatives, including assistance for local road maintenance or pothole repair, where feasible and permitted.

7. Employee Responsibility

Employees are encouraged to:

- Participate voluntarily in CSR and community initiatives.
- Support approved community development activities.
- Participate in environmental and social awareness programmes.
- Contribute ideas for suitable CSR initiatives.
- Promote awareness of responsible community participation.
- Support approved employee volunteering initiatives.

8. COMMUNITY AND STAKEHOLDER ENGAGEMENT

The Company shall seek to maintain constructive engagement with relevant communities and stakeholders and consider relevant social and environmental needs when identifying suitable CSR initiatives.

9. Governance

The Management of Pukhraj Additives LLP shall:

- Review CSR initiatives periodically.
- Identify suitable CSR opportunities.
- Allocate resources based on business capability.
- Encourage employee participation.
- Maintain records of CSR activities undertaken.

10. Monitoring

CSR initiatives shall be monitored periodically by the management to evaluate:

- Effectiveness
- Community impact
- Environmental benefits
- Employee participation
- Opportunities for continual improvement

11. Communication

The Company shall communicate this policy to employees through:

- Employee induction
- Notice boards
- Internal communication
- Training programs
- Company documents

12. Commitment Statement

Pukhraj Additives LLP is committed to conducting its business responsibly by balancing economic growth with social development and environmental protection. Through ethical practices, sustainable manufacturing, and active community engagement, the Company strives to create long-term value for all stakeholders while contributing positively to society and the environment.

Approved By



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Managing Partner

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