

## Corporate Social Responsibility

Corporate Social Responsibility is a means to balance economic, social and environmental objectives while addressing stakeholder expectations and enhancing shareholder value. It is a responsible way of doing business.

The objective of CSR framework at Nucleus is to software encourage the stakeholders to have a more meaningful engagement with the business rather than the often-prevalent one-sided expectation driven engagement.

The newly enacted Companies Act 2013 prescribed provisions with regard to Corporate Social Responsibility. We, at Nucleus Software, have mapped our status with the requirements of the Act and are working towards full-fledged compliance with the law. A Corporate Social Responsibility Committee comprising of a majority of Independent Directors and chaired by an Independent Director was constituted in October 2013. The Committee framed and recommended a CSR Policy to the Board for adoption and instituted a transparent monitoring mechanism for ensuring implementation of the projects / activities proposed to be undertaken by the Company. The CSR Policy is also uploaded on website of the Company [www.nucleussoftware.com](http://www.nucleussoftware.com)

The objective of CSR Policy of your Company is to support the guiding principle of "Together We Grow". Through the CSR initiatives, your Company strives to provide equitable opportunities for sustainable growth, thereby aligning with the corporate goal to build Nucleus into an organization which maximizes Stakeholder Value. Your Company would engage in activities whereby business further contributes to make a positive and distinguishing impact on the environment, customers, employees, other stakeholders and the environment. Your Company is conscious of its duties towards our community and our planet and the coming years shall witness your Company in several CSR areas.

With the idea of shared growth, we have taken the following initiatives this year as part of CSR initiative:

**Environment:** Being a software company, our product has a limited impact on the environment. Our company actively makes an effort to abide by the ethics of reduce, re-cycle and re-use, thereby consciously investing in products with a sustainable life-cycle.

- The huge green lawn at our corporate headquarters in Noida is an effort to ensure rain water harvesting to replenish the water table.
- Our corporate office building has well insulated and double glazed windows which help in saving electricity consumption. Also, the AC Plant, being water cooled is almost 30% more efficient than air cooled reciprocator compressors, thereby saving on the electricity consumption.
- Various measures were taken during the year for making the organisation more energy efficient and reduce electricity consumption; contributing towards a greener planet.
- Our office in Jaipur SEZ has also been designed in a manner to ensure similar conservation of electricity.
- We ensure and promote judicious use of office equipment/ stationery.

- Quarterly/Annual Reports are being sent in a soft copy format to the stakeholders, reducing paper usage.
- The Company has daily shuttle bus service from office to metro stations availed by Nucleites to reduce traffic congestion and environmental pollution

**Society :-** Society is an integral part of our existence; we recognize this and try to contribute for welfare of the society.

- We hire a talent pool which also includes people who are differently abled. Keeping in view the nature of our operations, individuals with the following disabilities are eligible for employment with Nucleus – Blindness & Low Vision, Leprosy cured, Hearing Impairment and Locomoters disability. A minimum 1% of Annual recruitment is planned for hiring differently abled employees. Individual Training and development programs as well as a separate induction program are designed for them to ensure a smooth assimilation in the work culture. To ensure sensitivity and empathy towards them, all possible welfare measures are undertaken like customized workstations/ computers, training material and customized study material and infrastructure accessibility.
- We collect monetary donations from employees to create a death fund on the demise of an employee and hand it over to the family to help them tackle financial difficulties, if any.
- This year during Diwali, special kids were invited to celebrate the festival of lights with the Nucleus family.

**Customers :-** Nucleus believes in providing best quality solutions to its customers and help them get to the market faster. We have extremely strong relationships with our customers and our success stories are spread across the globe.

- The Company ensures that the resources used throughout the entire life-cycle of our products are optimally used and all members in the value chain are well aware of the same.
- We provide software services in Banking & Financial Services domain and make use of technologies that are resource efficient.
- We also invest in improving our technologies and services keeping social, ethical and environmental concerns in consideration.

**Employees :-** Nucleus believes that all its employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. Nucleus is committed to protecting human rights in all its operations and the communities in which it operates. Various activities were conducted during the year to help employees lead a healthy and balanced life.

- **Nucleus won the Nasscom Corporate Award** for excellence in Diversity and Inclusion- 2013 for a category of Best IT Services & Product Company (Less than 5000 employees). The award was given as a special recognition to Nucleus Software for emerging as a caring organisation towards its employees.
- Employees are regularly provided health care tips through internal communication channels to safeguard against contagious diseases and to encourage a healthy lifestyle.
- Awareness sessions are organized for employees on various topics which are conducted by people active in development space. Few examples are sessions organized on Mental Awareness, Awareness on Cancer etc.

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- Support and free counselling services (through an agency) are provided to our employees to help them in dealing with various work life balance issues, ranging from work related concerns to relationship & family, alcoholism, depression or stress management.
- Office boys are pillars of our office Management activities. As a gesture of appreciation for their services, Nucleus has been sponsoring the school fees of their children. The sponsored amount is as per the actual fee statements/notifications submitted by the office boys and post verification from the school. The amount also includes the cost incurred for the books, school uniforms and school bags. Child development is a key issue plaguing our community today. In order to make a meaningful contribution we have pledged to donate the interest earned on annual fixed deposits of the firm to NGO's focussing on child development.
- To combat day to day work-life stress we have yoga, gym and fitness facilities within the campus for Nucleites to lead a healthy life
- Nuc-Club, a voluntary cross-functional team takes care of regular events for sports, quizzes, literary events, music, dance and other performing arts, and helps maintain a youthful and collegial atmosphere in the company.

**Business Ethics :-** Nucleus believes in conducting its business based on strong ethical practices.

- Nucleus won the **Best Corporate Governance – India 2014 Award** for strong Corporate Governance practices as we strongly believe in the philosophy of fulfilling the role of a responsible corporate committed to best practices.
  - **Nucleus was also awarded The Asset Corporate Award (Titanium Award)** for Investor Relations, Corporate Governance, Social Responsibility, Environment Responsibility and Investor Relations in the Asset Triple A Corporate Awards 2013.

At Nucleus, we are conscious of our duties towards our community and our planet and are taking active steps towards creating a better planet for us and for our future generations.

Nucleus perceives **Corporate Social Responsibility** as a means to promote inclusive growth and equitable development and value human rights. As per the National Voluntary Guidelines on Socio-Economic and Environmental Responsibilities of Business, we are structuring our initiatives in such a way that they address the nine guidelines mentioned therein.

