

BLUE DART EXPRESS LIMITED

**Corporate Social Responsibility (CSR) &
Environment, Social & Governance (ESG) Policy**

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CONCEPT AND OBJECTIVES

This document articulates Blue Dart's Corporate Social Responsibility (CSR) & Environment, Social & Governance (ESG) Policy ('Policy'). This Policy applies to all CSR activities of Blue Dart and conforms to the requirements of Section 135 of the Companies Act, 2013 as amended from time to time, rules notified thereunder and any other applicable provisions and the ESG activities carried out & Reporting done.

The definition of CSR as per the Companies (CSR Policy) Rules, 2014 (as amended upto date) is as follows:

"Corporate Social Responsibility (CSR)" means the activities undertaken by a Company in pursuance of its statutory obligation laid down in section 135 of the Act in accordance with the provisions contained in these rules, but shall not include the following, namely:-

- (i) activities undertaken in pursuance of normal course of business of the company:
Provided that any company engaged in research and development activity of new vaccine, drugs and medical devices in their normal course of business may undertake research and development activity of new vaccine, drugs and medical devices related to COVID-19 for financial years 2020-21, 2021-22, 2022-23 subject to the conditions that;
 - (a) such research and development activities shall be carried out in collaboration with any of the institutes or organisations mentioned in item (ix) of Schedule VII to the Act;
 - (b) details of such activity shall be disclosed separately in the Annual report on CSR included in the Board's Report;
- (ii) any activity undertaken by the company outside India except for training of Indian sports personnel representing any State or Union territory at national level or India at international level;
- (iii) contribution of any amount directly or indirectly to any political party under section 182 of the Act;
- (iv) activities benefitting employees of the company as defined in clause (k) of section 2 of the Code on Wages, 2019 (29 of 2019);
- (v) activities supported by the companies on sponsorship basis for deriving marketing benefits for its products or services;
- (vi) activities carried out for fulfilment of any other statutory obligations under any law in force in India;

Other terms used in this document shall have the meaning as stated in the Companies Act, 2013 and particularly Section 135 of the Act and Companies (Corporate Social Responsibility Policy) Rules, 2014.

The concept of CSR has gained prominence amongst the corporates. With rapidly changing environment, Blue Dart has adopted CSR as a strategic initiative tool for sustainable growth. For Blue Dart, CSR means not only investment of funds for the social activities but also integration of business processes with the social processes.

Blue Dart focusses extensively on CSR initiatives and aims to maintain a delicate balance between the economic, environmental and social interests. Being a leader in the logistics space since 1983, Blue Dart has a presence across India thereby touching countless lives. Blue Dart believes that giving back to the society is not just a 'Corporate Social Responsibility', but also Blue Dart's duty as a responsible corporate organization towards the society and environment from where it draws its resources.

More than 'responsibility', it is the 'sustainability' which is our cornerstone. Sustainability (or corporate responsibility) is an integral part of our organization. We take our responsibility towards the society and communities in which we operate, employees and environment seriously.

Blue Dart acknowledges that all its stakeholders can have an impact on the environment and community. Therefore, it comprehends and endorses the need for adherence to ESG philosophy. The Company intends to integrate ESG parameters in its operations to leverage any potential opportunities on account of better environmental management, social performance and improved governance principles; and as a part of statutory reporting mechanism laid down by the Securities & Exchange Board of India (SEBI) is committed to comply with the reporting requirements like that of Business Responsibility & Sustainability Report (BRSR) as a part of its Annual Report.

Pursuant to the integrated ideologies & stakeholders involved in both CSR & ESG – both CSR & ESG Committees stand merged w.e.f October 27, 2023 and this Policy incorporates the elements of both CSR & ESG.

CSR GOVERNANCE STRUCTURE AND KEY FUNCTIONS

- In the meeting of Board of Directors of Blue Dart ("**Board**") held on February 5, 2014, a CSR Committee was constituted as contemplated under the provisions of the Act ("**CSR Committee**").
- The present CSR Committee of the Board is headed by Mr. Balfour Manuel as Chairman and Mr. Prakash Apte, Ms. Kavita Nair and Mr. R.S.Subramanian as Members.
- The CSR Committee reports to the Board and provides oversight and guidance on

CSR performance and monitors compliance with the CSR Policy, commitments and applicable CSR provisions.

- The CSR Committee formulates and recommends to the Board an annual action plan which includes the modalities of utilisation of CSR funds and implementation schedules for the projects or programmes, monitoring and reporting mechanism for the projects or programmes and details of need and impact assessment, if applicable for the projects undertaken by Blue Dart.
- The CSR Committee also recommends any alteration in the annual action plan at any time during the year and updates, if any, required to the CSR Policy.
- The CSR Committee determines the overall scope of, provides inputs on, and recommends adoption of the CSR Report to the Board and reviews the effectiveness of the CSR Policy and activities included in the CSR Policy.
- The Board monitors and reviews the performance and impact of the CSR programmes, provides input and course corrections, if required and satisfies itself that the CSR funds so disbursed have been utilized for the purposes and in the manner as approved by it.
- The Chief Financial Officer of Blue Dart shall provide a certificate to the fact that CSR funds so disbursed have been utilised for the purposes and in the manner approved by the Board.
- Blue Dart has also constituted the CSR Implementation/Management Committee comprising of CFO, CHRO, Head (Legal & Compliance) & Company Secretary and Chief Commercial Officer (CCO) for implementation and execution of CSR projects/initiatives being implemented by Blue Dart in accordance with the provisions of the Act and recommendations of the CSR Committee as aforementioned.
- In addition to above, CSR Committee shall provide guidelines for common understanding and ensuring adherence of ESG & following Principles of Business Responsibility and Sustainability Report (BRSR), enshrined in SEBI Regulations, derived from the National Guidelines on Responsible Business Conduct (NGRBC) and as detailed hereunder:

Principle 1: Businesses should conduct and govern themselves with integrity, and with Ethics, Transparency and Accountability.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

Principle 3: Businesses should respect & promote the well-being of all employees;

including those in value chain.

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

Principle 5: Businesses should respect and promote human rights.

Principle 6: Businesses should respect, protect, and make efforts to restore the environment.

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a transparent & responsible manner.

Principle 8: Businesses should promote inclusive growth and equitable development.

Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner.

- CSR Committee to ensure that the Company adopts responsible business practices in line with its Environmental, Social and Governance (ESG) responsibilities.
- CSR Committee to ensure ethically driven business process that is committed to the values, aimed at driving the Group's credo of Connecting People, Improving Lives which focuses on meeting three key commitments;
 - Clean operations for climate protection
 - Great Company to work for all
 - Highly trusted Company

In addition to the aforesaid 3 commitments, to create lasting impact in the communities; inculcating the aforesaid principles in Blue Dart's Go Programs viz;

GoGreen (environmental protection)

GoHelp (disaster management)

GoTeach (championing education)

CSR BUDGET/ EXPENDITURE

Pursuant to provisions of the Act and the rules formulated thereunder, all companies are required to spend in every financial year, at least 2% (two percent) of the average net profits of the company made during the 3 (three) immediately preceding financial years. The Net profit is to be calculated in accordance with the provisions of Section 198 of the

Act and the rules formulated thereunder.

The total budget for the CSR projects will be decided by the CSR Committee and recommended to the Board for their approval.

The Board shall ensure that the administrative overheads shall not exceed five percent of total CSR expenditure of the company for the financial year.

Any surplus arising out of the CSR activities shall not form part of the business profit of a company and either shall be ploughed back into the same project or shall be transferred to the Unspent CSR Account and spent in pursuance of CSR policy and annual action plan of the company or transfer such surplus amount to a Fund specified in Schedule VII to the Act, within a period of six months of the expiry of the financial year.

Treatment of unspent CSR amount-

- **Unspent amount not relating to ongoing Project:**

Where amount doesn't relate to any ongoing project, then in case of failure to spend the same, will require carry forward of the same to a Fund under provisions of law (Schedule VII to the Act), within 6 months of close of financial year, in addition to disclosure of reasons for not spending; in Board Report.

- **Unspent amount relating to Ongoing Project –**

To be transferred within a period of 30 days from the end of the financial year to a special account to be opened by the company in that behalf for that financial year in any scheduled bank to be called the Unspent Corporate Social Responsibility Account (UCSRA).

Such amount shall be spent within a period of 3 financial years from the date of such transfer, failing which, the company shall transfer the same to a Fund specified in Schedule VII, within a period of 30 days from the date of completion of the third financial year.

CSR ACTIVITIES

The Company proposes to spend in the areas/activities contemplated under provisions of Schedule VII to the Companies Act, 2013 and notified from time to time.

- Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central government for the promotion of sanitation and making available safe drinking water.

- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans, setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the clean Ganga fund set-up by the Central Government for rejuvenation of river Ganga.
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promotion and development of traditional arts and handicrafts.
- Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows.
- Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports.
- Contribution to Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, Scheduled Tribes, other Backward Classes, Minorities and Women.
- Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by Central Government or State Government or any agency or Public Sector Undertaking of Central Government or State Government.
- Contributions to disaster management including relief, rehabilitation and reconstruction activities.
- Contributions to public funded Universities, Indian Institute of Technology (IITs), National Laboratories and Autonomous Bodies (established under the auspices of Indian Council of Agricultural Research (ICAR), Indian Council of Medical Research (ICMR), Council of Scientific and Industrial Research (CSIR), Department of Atomic Energy (DAE), Defence Research and Development Organisation (DRDO), Department of Science and Technology (DST), Ministry of Electronics and Information Technology) engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
- Rural development projects.
- Slum area development.

MONITORING AND REPORTING

Periodic monitoring and reporting will be done by the internal team to the best extent possible. If there is a requirement of any designated templates mandated by the Act and internal team is not equipped with the same, external advice/ consultant to validate the same is recommended.

The progress of CSR activities / initiatives under implementation will be reported to the Committee on a periodic basis. The CSR expenditure incurred by the Company for any CSR projects/ activities would be subject to review and due diligence and expenditure incurred shall be certified as regards end usage.

The Board of the company shall satisfy itself that the funds so disbursed have been utilised for the purposes and in the manner as approved by it.

The Chief Financial Officer or the person responsible for financial management shall certify to the effect on an annual basis.

In case of ongoing project, the Board of the Company shall monitor the implementation of the project with reference to the approved timelines and year-wise allocation and shall be competent to make modifications, if any, for smooth implementation of the project within the overall permissible time period.

A yearly report on CSR activities will be included in Company's Annual Report containing particulars specified in Annexure II.

As a progress monitoring mechanism for the ESG journey of Blue Dart; a yearly Business Responsibility and Sustainability Report (as mandated by SEBI Listing Regulation 34(2)(f)) and an yearly ESG Journey Report depicting the objectives, activities & outcomes of the ESG related initiatives will be included in Company's Annual Report.

DISCLOSURE ON THE WEBSITE

As per the Companies (Corporate Social Responsibility Policy) Rules, 2014 and role of the CSR Committee defined by the Board, Blue Dart shall place below disclosures on its website viz; www.bluedart.com; and keep them updated:

- Composition of CSR Committee;
- CSR & ESG Policy; and
- Projects approved by the Board.

As Per Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, Blue Dart shall disclose its BRSR Report in the Annual Report of the Company and shall also place on its website.

AMENDMENTS

Amendments from time to time to the CSR & ESG Policy, if any, shall be considered by the Board based on the recommendations of the CSR Committee.

GENERAL

In case of any ambiguity or clarification with regard to any provision of Blue Dart's CSR & ESG Policy and in respect of any matters not covered herein, a reference may be made to the CSR Committee. In all such matters, the interpretation and decision of the Committee shall be final.

The provisions of the CSR & ESG Policy would be subjected to revision/ amendment in accordance with the guidelines on the subject as may be issued by Government, from time to time and Managing Director is authorised to amend it suitably as deemed necessary.

This Policy has been last revised and approved by the CSR Committee/ Board on January 24, 2024.