



**JAY BHARAT SPICES PRIVATE LIMITED (BHARAT MASALA)**

**CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY**

## **TABLE OF CONTENTS**

<b>1. Company Overview.....</b>	<b>2</b>
<b>2. CSR Vision and Mission.....</b>	<b>2</b>
2.1. Vision.....	2
2.2. Mission.....	2
<b>3. Objectives of the CSR Policy.....</b>	<b>3</b>
<b>4. Governance &amp; CSR Committee.....</b>	<b>3</b>
<b>5. Focus Areas and CSR Activities.....</b>	<b>4</b>
5.1. Disaster Relief and Support.....	4
5.2. COVID-19 Relief Initiatives.....	4
5.3. Promotion of Education.....	4
5.4. Skill Development.....	5
5.5. Gender Equality and Women Empowerment.....	5
5.6. Health and Wellness Programmes.....	5
5.7. Environmental Sustainability.....	6
5.8. Cultural and Social Welfare.....	6
<b>6. CSR Fund Allocation and Financial Management.....</b>	<b>6</b>
<b>7. Monitoring and Reporting.....</b>	<b>6</b>
<b>8. Conclusion.....</b>	<b>7</b>

## 1. Company Overview

Founded in 1999, M/S Jay Bharat Spices Private Limited, widely recognised by its brand name Bharat Masala, is a prominent manufacturer and distributor of spices and food products based in Cuttack, Odisha. With over 25 years of industry expertise, the company has expanded its operations nationally and internationally. As the company progresses in its pursuit of business excellence, it remains committed to its social responsibilities, recognising the importance of contributing to the community and society at large.

Jay Bharat Spices Private Limited, also referred to as the 'company' in this document has proactively engaged in Corporate Social Responsibility (CSR) initiatives for the past two decades, addressing key social, economic, and environmental concerns. The company's CSR efforts focus on improving the lives of marginalised, disadvantaged, and underprivileged sections of society.

The company's CSR arm, Jay Bharat Foundation, was established to lead these philanthropic endeavours, with the Chairman of the company also serving as the Chairman of the Foundation. CSR expenditure is managed and coordinated by the Foundation, with the company supporting various initiatives, including disaster relief, educational support, community welfare and environmental sustainability.

## 2. CSR Vision and Mission

### 2.1. Vision

To foster sustainable and inclusive growth by positively impacting the lives of the underserved and contributing to community development through well-defined social, environmental and educational initiatives.

### 2.2. Mission

- To engage with and uplift disadvantaged sections of society through impactful, innovative, and sustainable CSR programmes that promote social equity, environmental sustainability and economic empowerment.
- To foster a culture of giving and encourage active participation from the company's stakeholders in charitable causes.

### 3. Objectives of the CSR Policy

- 3.1. To outline the Company's commitment to corporate social responsibility.
- 3.2. To define the scope, execution, and management structure for CSR activities.
- 3.3. To ensure compliance with the relevant statutory provisions and guidelines, including those under the Companies Act, 2013.
- 3.4. To promote education, healthcare, and environmental sustainability through targeted programmes.
- 3.5. To create measurable, positive impacts on the communities, particularly disadvantaged and underserved groups.

### 4. Governance & CSR Committee

A CSR Committee has been established to formulate, recommend, and oversee the implementation of the company's CSR activities in alignment with the policy. The CSR Committee is responsible for the annual action plan, fund allocation and project monitoring. The CSR Committee is responsible for:

- Formulating and recommending an Annual Action Plan.
- Monitoring and reviewing the implementation of CSR initiatives.
- Approving CSR budgets and allocations.

The Committee comprises the following members:

Sl. No.	Name	Designation
(i)	Surendra Nath Panda	Chairman
(ii)	Susanta Kumar Panda	Director
(iii)	Diganta Panda	Director
(iv)	Ashutosh Panda	Member
(v)	Arun Kumar Nayak	Member
(vi)	Aswini Kumar Das	Member
(vii)	S.N.Millenum	Member

The CSR Committee regularly reports to the Board of Directors on CSR progress, budgets and outcomes.

## 5. Focus Areas and CSR Activities

The company continues to pursue its CSR initiatives, with a focus on, but not limited to, the following key areas:

### 5.1. Disaster Relief and Support

As a coastal state, Odisha is frequently impacted by natural calamities such as cyclones and floods. Over the years, Jay Bharat Spices Private Limited has played a vital role in providing relief materials, food supplies, and essential aid to those affected. The company also actively participates in rescue missions and collaborates with district authorities for immediate disaster response.

### 5.2. COVID-19 Relief Initiatives

During the COVID-19 pandemic, the company undertook several relief measures to support the local community, including:

- Distribution of food packets and essential supplies to vulnerable groups.
- Providing employment and assisting marginalised communities, particularly migrant workers.
- Donation to the CM's Relief Fund for COVID-19 aid.
- Supply of face masks, sanitisers, and disinfectants to safeguard community health.
- Ensuring full salary payments to employees unable to work during the lockdown.
- Providing food and accommodations to workers within the factory premises.

### 5.3. Promotion of Education

- **School Adoption and Infrastructure Support:** The company adopts and supports schools in Odisha in partnership with the government's *Mo School Abhiyan* project to improve infrastructure and education quality.
- **Scholarships and Educational Support:** Financial aid is provided to underprivileged children to support their education and higher learning opportunities.

## 5.4. Skill Development

- The company runs skill development programmes, internships, and industrial exposure to students and youth, especially in the fields of agriculture, business and entrepreneurship. This is done by supporting leading academic institutions of Odisha through the “Summer Internship Programme,” “Entrepreneurship Development Programmes” and real-time observation of production processes and systems.
- The company also offers capacity-building programmes for women entrepreneurs through ORMAS and supports women from nearby areas by providing employment and training.

## 5.5. Gender Equality and Women Empowerment

- **Women Employment:** Over 70% of the company’s workforce is composed of women, and 30% of unskilled women employees have been trained and up-skilled in technical areas through education and practical training by the company’s technical team. In addition, uneducated women were also trained and appointed after acquiring the required skill sets.
- Providing employment to local women from Cuttack, Baranga, Trisulia, Banki, and adjoining areas.
- **Support for Women Entrepreneurs:** The company collaborates with local SHGs (Self-Help Groups) and assists in the buy-back of produce through ORMAS, supporting women entrepreneurs in rural areas.
- **Workplace Facilities:** The company provides special canteen and lodging facilities for women employees who commute from distant areas.

## 5.6. Health and Wellness Programmes

- **Health Check-up Camps:** The company organises bi-annual free health check-ups for workers and industrial staff in all its units in collaboration with S.C.B Medical College.
- Collaborating with local healthcare providers to enhance medical services for employees and surrounding communities.
- Conducting health awareness campaigns focusing on preventive healthcare.
- **Blood Donation Camps:** The company organises blood donation camps in collaboration with the Red Cross of India, both within the factory and at OIA (Odisha Industries Association) Jagatpur. The company uses its vast marketing network across Odisha to encourage donors to participate. A token of appreciation, such as tiffin and spice packets, is given to the donors.

## 5.7. Environmental Sustainability

- Extensive tree plantation drives in the company's operational areas and surrounding communities.
- Encouraging sustainable farming practices, including organic farming and better water conservation methods.
- **Tree Plantations and Eco-Friendly Initiatives:** The company participates in tree plantation drives within its facilities and collaborates with NGOs for environmental preservation initiatives.
- Regular plantation in schools and colleges.
- Maintaining the quality of soil and water, adopting waste management initiatives.
- **Waste Management and Sustainable Practices:** Providing technical support and knowledge for improving farming of tomatoes, red chillies, etc., and building capacities of small farmers through active assistance and support from ORMAS.

## 5.8. Cultural and Social Welfare

- The **Bharat Pratibha Samman Awards** is organised annually to honour and celebrate excellence in education, literature, arts, music, sports, social service and science and technology.
- Donations for the restoration of old temples and religious shrines in and around Odisha.

## 6. CSR Fund Allocation and Financial Management

The company allocates a dedicated portion of its profits to CSR activities, in line with industry norms and legal requirements. The CSR Committee approves the budget for each initiative and ensures proper financial oversight. Surplus funds from CSR projects are either reinvested in CSR-related charitable initiatives or transferred to the appropriate government fund as stipulated by law.

## 7. Monitoring and Reporting

The CSR Committee regularly monitors the progress of initiatives and evaluates their impact on the community. Annual reports detailing CSR activities and expenditures are included in the company's financial statements and shared with stakeholders. Regular monitoring through project tracking, audits, and impact assessments will be undertaken, with independent agencies hired for third-party evaluations when necessary.

## 8. Conclusion

Through this CSR Policy, Jay Bharat Spices Private Limited reaffirms its commitment to contributing positively to society by supporting underprivileged communities, advancing sustainable practices, and ensuring the well-being of future generations. The company strives to integrate social responsibility into its business practices, creating shared value for both the business and the broader community.