

WOW FACTORS INDIA'S CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction

WOW Factors India's Corporate Social Responsibility (CSR) is committed to developing and enhance human potential and nourishing them to attain excellence just like its prime objectives of human development.

We aim to mobilize each member of the society towards excellence by enriching, motivating and encouraging them to develop themselves as an ideal individual and become role models for other.

Our commitment to human development is based on developing human values and ethics by training and upgrading them.

Scope of the Policy

This Policy will be operative within the overall ambit of the CSR provisions contained in the Companies Act 2013, the Companies (Corporate Social Responsibility Policy) Rules, 2014 read with Schedule VII and amendments thereof, applicable from time to time (hereinafter collectively referred to as "CSR Provisions")

1. WOW Factors India's CSR Vision & mission:

Vision: Enrich the most disadvantaged and marginalized communities which are making efforts to cope with the present-day societies.

Mission: Transform these communities by funding their education, skill development, youth empowerment, leadership skills enhancement, entrepreneurship skills, life skills, behavioral training, medical & relief assistance.

2. Objectives:

- i) Seve the most backward and marginalized sections.
- ii) Skill training for making self-reliant
- iii) Assistance for medical aid and relief
- iv) Motivating youth and women from these sections
- v) Improving literacy levels
- vii) Life skills training

3. CSR Model:

Social empowerment of communities that have faced discrimination, exploitation, and marginalization for long time.

A. Key Stakeholders:

- i) Marginalized Groups & Communities
- ii) Youth
- iv) Government agencies
- v) Social workers

B. Focus Areas:

- i) Creating livelihood opportunities in their local areas
- ii) Skilling them in vocational fields like tailoring, welding, plumbing etc.
- iii) Medical and relief assistance
- iv) Making safer habitats
- v) Encouraging youth and women
- vi) Funding for entrepreneurs
- v) Scholarships

C. Engagement Model:

- i) Human Capital
- ii) Financial Capital
- iii) Intellectual Capital
- iv) Skill centres

4. Selection framework for CSR Project:

- i) Our Vision, mission and societal outcomes
- ii) Our Strengths & core areas
- iii) Support of strategic programs for human development
- iv) Projects aligned with our objectives
- v) Outcome-based projects

- vi) Social empowerment of communities

5. Governance:

CSR committee shall:

- i) Formulate and recommend to the board CSR policy
- ii) To periodically review CSR policy
- iii) Formulate and recommend an annual action plan
- iv) Monitor CSR implementation
- v) Any surplus arising out of CSR projects, programs, or activities shall not form part of the business profit of the Company and the same shall be spent on CSR activities.
- vi) CSR implementation in India shall be periodically reviewed and monitored by the duly constituted CSR Committee of the Board.
- Vii) The CSR initiatives of the Company will be executed by a skilled team who will ensure impact-focused delivery, implementation, monitoring, and reporting.

6. Implementation:

1. NGOs in farm sector, Co-op., FPO's, govt. agencies
2. Collaboration or JV of associated companies
3. Social workers and research scholars
4. National & International welfare agencies

7. Monitoring & Reporting:

We aim to evaluate the impact of its CSR programs through a standardized methodology and process.

For effective implementation of CSR activities and programs, an internal monitoring mechanism as developed by the CSR team will be put into effect.

The internal monitoring mechanism shall ensure the following:

- i) Defined Process Owners for each process, program, and/or different levels within each program.
- ii) Periodic reporting to leadership on the amount spent and activity undertaken.
- iii) Impact measurement, including social upliftment and benefits to the community.
- iv) Report consolidation and communication to the CSR Committee of the Board.
- v) Annual review of CSR programs by the duly constituted CSR Committee of the Board.

8. Third Party Monitoring:

With established systems and huge developments in coming time, we will appoint an independent third-party agency for impact assessment of our programs.

9. Policy Review:

The policy shall be subject to review as may be deemed necessary and in accordance with any regulatory amendments. Key managerial personnel may review the policy from time to time.

10. Register Interest for partnership in CSR:

Organizations can register their interest to partner for our CSR programs. These proposals will be reviewed by the CSR committee and decisions will be made accordingly.
