



CSR POLICY

OF

*M/s APPAREL MADE-UPS & HOME FURNISHING
SECTOR SKILL COUNCIL*

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INTRODUCTION

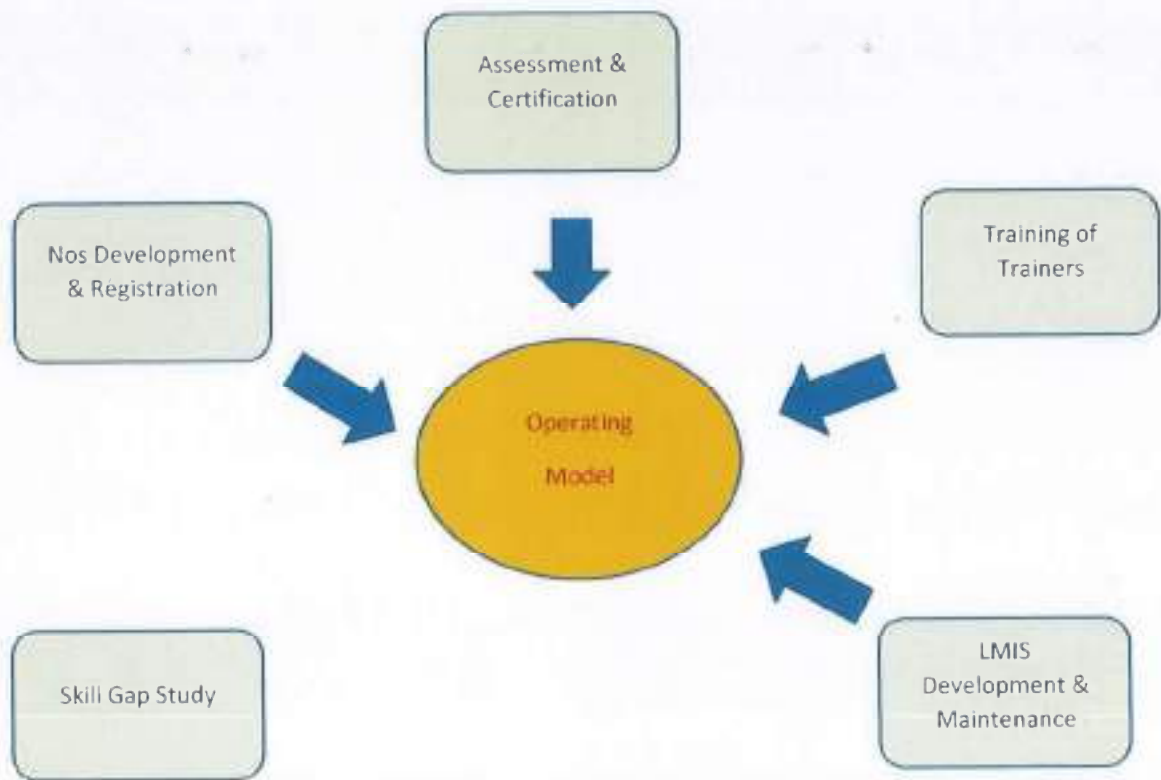
Apparel Made-Ups And Home Furnishing Sector Skill Council (popularly known as "AMHSSC") has been established in December, 2013 as a Section 8 Company Registered under the companies Act 2013 from the National Skill Development Corporation now under the Ministry of Skill Development and Entrepreneurship Development; as a sector skill council with a primary mandate to enhance and build up capacity and Skill Development in Apparel, Home Furnishing and Made-Ups. The council has a PAN India presence with 46 Assessment Bodies, 5676 Training Partners/Centers and 250 Master Trainers.

OBJECTIVE

The Council has endeavoured to conduct its activities responsibly, mindful of its social accountability, respecting applicable laws and with regard for human dignity. The Council's long-term objective is "to enhance the quality of life of the communities; the Council has PAN India presence and serve globally through long term value creation for all stakeholders".

- Develop a skills repository for the Apparel, Made-ups and Home Furnishings value chain.
- To build an organization that can develop Standards, evaluation criterion and accreditation systems for providing multiple and varied technical skills in the textile sector including employability skills, to both men and women, as well as challenged persons with regular and direct inputs from industry.
- Create opportunities for "Training of Trainers" in both the content and pedagogy for imparting skill training for all workers engaged in the three chosen segments of the textile sector.
- Quality Assurance - Develop and promote a standardized, output oriented and quality assured affiliation and accreditation process and demonstrate sustainable business value through it.
- Focus on continuous improvisation of the training delivery value chain, i.e. training process, training content, trainers, curriculum design, industry endorsement for certification etc.
- Partner with training providers and guide them into becoming centres of excellence and innovation by utilizing the standardization in training, evaluation and certification developed by the SSC of the sector.
- Integration of Technology in Training.
- Development of a sector skill development plan and maintain skill inventory.
- Promotion of Resource Support Agency (academies of excellence).

- Establishment of a well-structured sector specific Labour Market Information System (LMIS) to assist planning and delivery of training.



CORPORATE SOCIAL RESPONSIBILITY POLICY

Corporate social responsibility (CSR) is a company's commitment to manage the social, environmental and economic effects of its operations responsibly and in line with public expectations. CSR activities may include: Company policies that insist on working with partners who follow ethical business practices.

A. ACTIVITIES WHICH MAY BE INCLUDED IN CORPORATE SOCIAL RESPONSIBILITY AS PER SCHEDULE VII (See section 135 of the Companies Act, 2013)

- i. eradicating hunger, poverty and malnutrition, promoting health care including preventive health and sanitation, Including contribution to the Swatch Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
- ii. promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- iii. promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- iv. ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, 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;
- v. 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;
- vi. measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPE) and Central Para Military Forces (CPMF) veterans, and their dependents including windows;
- vii. training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;

viii. contribution to the 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, the Scheduled Tribes, other backward classes, minorities and women;

ix. (a) 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 Public Sector Undertaking or any agency of the Central Government or State Government; and

(b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs)]

x. rural development projects;

xi. slum area development.

Explanation — For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.

xii. disaster management, including relief, rehabilitation and reconstruction activities.

B. COMPOSITION OF CSR COMMITTEE

Three or more directors out of which one shall be the independent director and where the appointment of independent director is not applicable to any company, it can form CSR committee with other directors.

C. RESPONSIBILITIES OF THE COMMITTEE

The responsibilities of the CSR Committee include:

- Formulating and recommending to the Board of Directors the CSR Policy and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

D. CSR PROJECTS APPROVED BY THE BOARD

1. The Company aims to promote education, including employment enhancing vocation skills and livelihood projects.
2. In continuation to this Ministry's General Circular No. 10/2020 dated 23.03.2020, wherein it was clarified that spending of CSR funds for COVID-19 would be an eligible CSR activity, therefore the council had taken initiative for promoting CSR activities in healthcare and sanitization activities and also distribution of mask and gloves and conducting programs on spreading awareness countering COVID-19. The said activities are eligible CSR activities under item nos. (i) and (xii) of Schedule VII of the Companies Act, 2013 relating to promotion of health care, including preventive health care, and, disaster management respectively.
3. Other Projects as approved by the Board.

E. LOCATION OF CSR EFFORTS

The CSR committee will decide on the locations for CSR activities within the union territories of India.

F. EFFECTIVE DATE

This policy is effective from 01/04/2020.

G. CONTACT

For queries related to the CSR Policy, please write to us at: jdfin@sscamh.com

IMPLEMENTATION STRATEGIES

Whilst a large part of the CSR efforts of AMHSSC will be implemented through Direct Engagement, the Council will also partner with credible organizations – individually or as a consortium – to design, fund, implement and review projects. Partner agencies will be selected based on well-defined selection criteria.

The following summarizes the core model of engagement:

- a) Working towards improving lives of vulnerable communities
- b) Direct engagement with the communities through a team of trained professionals
- c) Focus on district wise needs and long-term livelihood sustainability
- d) Outcome and impact orientation
- e) Transparent and real time report generations
- f) Leveraging technology for development solutions

FOCUS AREAS

Education

- Setting up and running centre of excellence for educating and providing vocational training.
- Training of trainers and assessors
- Improving quality of education and trainings imparted
- Developing QPs and Nos as per the requirements and getting the same approved
- Advocacy of best practices
- Education for mainstreaming disabled children/women/poor section of the society

Health

- Promoting setting up and running of clinics and hospitals to provide free or low-price medical facilities
- Organizing health camps
- Providing financial assistance and waivers for needy patients, on a case-to-case basis
- Promoting awareness about various health issues and generating demand for health services

- Undertaking and supporting research on health-related issues
- Ensuring access to potable drinking water and hygienic sanitation

Livelihoods

- Setting up and running skill development centres, industrial training centres
- Sponsoring candidates for skill development and vocational training programmes
- Creating, training and supporting entrepreneurs
- Creating, training and supporting self-help groups, federations, co-operatives, societies and similar institutions
- Uplifting the poor and weaker section of the Society by providing them sustainable livelihood skills

GOVERNANCE

AMHSSC has formed a Corporate Social Responsibility and Governance Committee. This committee, along with the team of professionals is responsible for the decision making with respect to CSR policy. The Committee recommends the amendments to the policy to Board of Directors of the Council for its approval.

The Committee is to meet at least twice a year to review the implementation of CSR projects/ programs and give suitable direction. The Committee ensure the budget allocation to CSR activities is as per the requirements of the provisions of the Act i.e. to ensure that minimum of 2% of average net profit of the last 3 years is spent on CSR initiatives undertaken by the Company. All expenditure towards the programs to be diligently documented.

In case at least 2% of average net profit of the last 3 years is not spent in a financial year, reasons for the same to be specified in the CSR report. Any surplus generated out of the CSR activities not to be added to the normal business profits of the Company.

REVIEW OF POLICY

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR & Governance Committee of the Board.

ANNEXURE

List of documents to be considered while engaging with other entities

- i. Memorandum/Article of Association or Constitution;
- ii. Registration Certificate;
- iii. Registration Certificate under Section 12A;
- iv. Audited Accounts of last three years;
- v. IT Exemption Certificate under Section 80G;
- vi. Pan Card;
- vii. IT Exemption Certificate under Section 35(i), if available;
- viii. Acknowledgement of Income Tax Return along with IT Return filed (last three years);
- ix. FCRA Certificate (if any) and latest copy of FCRA Return FC-3, if available;
- x. Description of the project.

Roopak Vasishtha

Roopak Vasishtha

(Director)

DIN: 06898264

**Address: A-11/6, Vasant Vihar-1,
Delhi-110057**

Hari Kishanlal Magu

Hari Kishanlal Magu

(Director)

DIN: 00705563

**Address: House No. 68, Ring Road
Lajpat Nagar-3, New Delhi-110024**

