

## Annexure V

### Annual Report on Corporate Social Responsibility (CSR) Activities

[Pursuant to Section 135 of the Companies Act, 2013 and as per Rule 8 (1) of Companies (Corporate Social Responsibility Policy) Rules, 2014]

1. A brief outline of the Company's CSR policy, including overview of projects or programs proposed to be undertaken and a reference to the web-link to the CSR policy and projects or programs

Consequent to the implementation of the Companies Act, 2013, the Company has adopted the CSR policy through CSR Committee. The Company through its policy aims to bring improvements in the lives of the communities in and around our operations with an objective to energize and enable them to realize their potential. The guiding principle of TeamLease's CSR programs is "Impact through Empowerment".

Empowerment results in enabling people to lead a better life. The Company's focus areas are Education and Skill Development.

This policy is formulated to meet the CSR objectives set out by the Company as well as the applicable statutory requirements notified by the Ministry of Corporate Affairs through the Act. This policy shall apply to all CSR activities / projects / programs undertaken by the Company. The CSR activities of the Company shall continuously evolve for a long-term sustainability of business, society and environment at large. CSR shall further align and integrate social wellbeing, economic growth and environmental sustainability with the Company's core values, operations and growth.

The scope of the CSR activities of the Company will cover the following areas but not limited to the same and may extend to other specific projects/ programs as permitted under the law from time to time:

(a) Geographic scope: The approved CSR activities shall only be carried out in cities/districts in which the Company or its clients, including group companies, have operations.

(b) Delivery scope: The target beneficiary of CSR initiatives shall primarily be the disadvantaged, impoverished, underserved and marginalised sections of the society. Emphasis shall be given to communities living around the area of operations of the Company with no exclusive benefits to employees or related parties of the Company.

(c) Activity scope: The CSR spends shall be restricted to the activities listed below or any other activities as may be approved by the Board on a need basis:

I. Promoting education, including special education and employment enhancing vocational skills and livelihood enhancement projects.

II. Promoting healthcare including preventive healthcare.

III. Promotion of sanitation and making available safe drinking water.

IV. Activities intended to promote dignity to vocational jobs.

V. 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.

2. The composition of the CSR Committee

Mr. V. Raghunathan	Chairman-Independent Director
Mr. Manish Mahendra Sabharwal	Member-Executive Director
Mr. Ashok Reddy	Member- Executive Director

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|----|---|---|
| 3. | Average net profit of the Company for last three Financial Years  | 7,230.37 Lakhs  |
| 4. | Prescribed CSR Expenditure (two per cent of the amount as in item 3 above)  | 144.61 Lakhs  |
| 5. | Details of CSR spent during the Financial Year  |   |
| a. | Total amount to be spent for the Financial Year   | 144.61 Lakhs  |
| b. | Amount unspent, if any  | 78.54 Lakhs   |
| c. | Manner in which the amount spent during the Financial Year is detailed below  | Annexed in Note 1 of this Annual Report on Corporate Social Responsibility (CSR) Activities.  |
| 6. | The reasons for not spending the entire prescribed CSR amount during the Financial Year under review  | <p>Your Company had proposed to spend the entire prescribed amount of ₹ 144.61 Lakhs during the Financial Year, however in light of the unforeseen event of Covid 19 outbreak and circumstances beyond the control of the Company, an amount of ₹ 78.54 Lakhs remained unspent during the Financial Year under review.</p> <p>As the company had already identified the projects before the COVID-19 outbreak, in which the unspent funds were proposed to be utilized and the Company is holding the unspent amount for ongoing identified projects, your Company had as on March 31, 2020 decided to transfer the same in a designated escrow account of unspent Corporate Social Responsibility Amount(s) of the Company within a period of thirty days from the end of the Financial Year and the same shall be utilized as determined by the CSR Policy of the Company immediately on the ground situation being back to normal, but before the expiry of 3 years from the date of transfer.</p> |
| 7. | A responsibility statement of the CSR Committee that the implementation and monitoring of CSR policy is in compliance with CSR objectives and Policy of the Company | Pursuant to the Companies (Corporate Social Responsibility Policy) Rules, 2014 as amended from time to time, it is confirmed that the CSR Policy has implemented and monitored the CSR initiatives of the Company in line with the CSR objectives and CSR Policy of the Company.  |
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## Note 1

₹ in Lakhs

Sl. No	CSR Project or Activity identified	Sector in which the project is covered	Projects or Programs 1) Local area or other 2) District and State	Amount outlay (budget)	Amount spent in FY 19-20	Cumulative Expenditure up to the reporting period FY 19-20	Amount spent Direct or through implementing agency
1	Education Kit Distribution to Students inclusive of sticker cutting		1. <b>Local Area:</b> Vadodara Urban & Rural, Lunawada, Porbandar, Kapadvanj 2. <b>Distt:</b> Vadodara (Gujarat), Panchmahal(Gujarat), Mahisagar (Gujarat), Narmada (Gujarat), Porbandar (Gujarat), Kheda (Gujarat) Aburaod (Rajasthan), Ratlam (MP) <b>State:</b> Gujarat, Madhya Pradesh (MP), Rajasthan	21.68	21.68	21.68	Direct
2	Lenovo V530-Desktop System for Students	Education & Skilling	1. <b>Local Area:</b> Vadodara Urban & Rural 2. <b>Distt:</b> Vadodara, Narmada, Ratlam <b>State:</b> Gujarat, Madhya Pradesh	31.65	31.65	31.65	Direct
3	Epson M1120 Monochrome Printer to Educational Facilities		1. <b>Local Area:</b> Vadodara Urban & Rural 2. <b>Distt:</b> Vadodara, Narmada, Ratlam <b>State:</b> Gujarat, Madhya Pradesh	4.15	4.15	4.15	Direct
4	Industrial FDM 3D Printer to Educational Facilities		1. <b>Local Area:</b> Vadodara Urban & Rural 2. <b>Distt:</b> Vadodara, Narmada, Ratlam <b>State:</b> Gujarat, Madhya Pradesh	8.59	8.59	8.59	Direct
5	<b>A (1+2+3+4)</b>			<b>66.07</b>	<b>66.07</b>	<b>66.07</b>	
6	Unspent			78.53	78.53	78.53	Direct
7	B (6)			78.53	78.53	78.53	
8	<b>Total (A+B)</b>			<b>144.6</b>	<b>144.6</b>	<b>144.6</b>	

For and on Behalf of Board of Directors  
**TeamLease Services Limited**

**Ashok Reddy**

Managing Director  
DIN: 00151814

**Latika Pradhan**

Director  
DIN: 07118801

Place: Bangalore  
Date: June 09, 2020