



Corporate Social Responsibility Policy

ManpowerGroup Services India Pvt. Ltd.



CSR Policy

ManpowerGroup Services India Pvt. Ltd. (hereinafter referred to as “ManpowerGroup” or “Company”) has adopted Corporate Social Responsibility (hereinafter referred to as “CSR”) as a strategic tool for sustainable growth. For ManpowerGroup, CSR policy and CSR activities reflect its commitment to support socially productive activities to make our world a better place.

CSR Vision

At ManpowerGroup, we are committed to the vision of giving back to the society and help inclusive growth through innovative socio-economic and environmental interventions, in fulfillment of its role as a socially responsible corporate citizen.

Scope

These policies and procedures are framed to streamline the CSR activities of the ManpowerGroup and its subsidiaries in line with the Companies Act 2013 and the Companies (Corporate Social Responsibility) Rules 2014 (hereinafter referred to as “CSR Rules”) laying down the framework and modalities of carrying out CSR activities which are specified in Schedule VII of the Act and Circular no.CSR-05/01/2021-CSR-MCA, Government of India, Ministry of Corporate Affairs..

Objective

The main objective of this CSR Policy is to lay down guidelines for the Company to make CSR its key process for supporting sustainable development. It aims at supplementing the role of the state in enhancing welfare of the society.

Further to achieve long-term sustainable impact on the community, ManpowerGroup focuses on the five key aspects of community development:

1. Imparting education to underprivileged children and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
2. Promoting gender equality, women empowerment, 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.
3. Promoting environmental sustainability, conservation of natural heritage and sites of historical importance, 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 art and handicrafts.
4. Eradicating hunger, poverty and malnutrition, and promoting health care including preventive health care.
5. Supporting rural development projects.

In line with Schedule VII of the Act and the CSR Rules and E-file no.CSR-05/01/2021-CSR-MCA, Government of India, Ministry of Corporate Affairs, the Company shall undertake CSR activities included in its actions as recommended by the CSR Committee (“Committee”) at the beginning of each year. The Committee is authorized to approve any modification to the existing CSR Plan or to propose any new program during the financial year under review.

Disqualifying activities

The activities undertaken in pursuance of normal course of business of the Company.

CSR projects/programs or activities that benefit only the employees of the Company and their families.

Any contribution directly/indirectly to political party or any funds directed towards political parties or political causes.

Any CSR projects/programs or activities undertaken outside India.

CSR Committee

Pursuant to the provision of Section 135 of the Companies Act, 2013, the Board of Directors of ManpowerGroup re-constituted a CSR Committee in its latest Board Meeting held on 29th August 2024. The following are the updated members (current) of the Committee:

Ratish Kumar-Director/CFO - (Chairman/Member)

Avneesh Makkar-Director - (Member)

Devesh Gupta-Director - (Member)

Following are the functions of the CSR Committee:

Recommend CSR activities as stated under Schedule VII of the Companies Act, 2013 and Circular no. CSR-05/01/2021-CSR-MCA, Government of India, Ministry of Corporate Affairs.

Recommend the CSR budget.

Approve to undertake CSR activities in collaboration with other Companies/firms/NGOs etc. and to separately report the same in accordance with the CSR Rules.

Obtain the status of spends made out of the allocated CSR amount on the CSR activities by the Board of Directors of the Company in accordance with the Act and the CSR Rules.

Create transparent monitoring mechanism for implementation of CSR Initiatives in India.

Submit the reports to the Board in respect of the CSR activities undertaken by the Company.

Monitor CSR Policy from time to time.

Authorize executives of the Company to attend the CSR Committee Meetings.

CSR Expenditure

The provisions of the Companies Act, 2013 read with rules made thereunder, mandate companies meeting the qualification criteria to allocate certain portion of its annual net profits during the three immediately preceding financial years to be spent on CSR activities shall fall under the purview of Schedule VII of the Companies Act, 2013 and Circular no.CSR-05/01/2021-CSR-MCA, Government of India, Ministry of Corporate Affairs.

The corpus for the purpose of carrying on the aforesaid activities would include the following:

2% of the average Net Profit made by the Company during immediately preceding three Financial Years.

The CSR expenditure shall be recommended by the CSR Committee and subsequently to be approved by the Board of Directors. In case the Company fails to spend the projected amount on CSR activities, the Committee shall obtain from the Board of Directors of the Company, the reasons of such failure and record the same in its meeting.

Annual audit of all activities undertaken by the Company would be done by the Company's auditor, which would form a part of the Statutory Audit. The Annual Report of the Company shall include a section on CSR outlining the CSR Policy, CSR Committee, CSR initiatives undertaken by the Company, the CSR spend during the Financial Year and any other information as required by the prevailing law.

Publication of the CSR Policy

As per the CSR Rules, the contents of the CSR Policy shall be included in the Directors' Report and the same shall be displayed on the Company's website.

Policy Review and Future Amendment

The Committee shall annually review its CSR Policy from time to time and make suitable changes as may be required and submit the same for the approval of the Board.

Effective Date

This Policy is effective from 1st April, 2015.