



RALLIS INDIA LIMITED
A **TATA** Enterprise

VOLUNTEERING POLICY

At Rallis we are guided by the Tata Group's mission 'To improve the quality of life of the communities we serve globally, through long term stakeholder value creation based on leadership with trust'.

The Tata values and the ethos of "giving back" to society is embedded in the DNA of Rallis employees and is channelized through its volunteering efforts.

Volunteering is also enshrined in the Tata Code of Conduct: 'We encourage our workforce to volunteer on projects that benefit the communities in which we operate

The objective of this policy is to:

1. Align to the Tata group's Volunteering Vision "To be one of the pre-eminent global Corporate Volunteering Programmes in the world by 2025, both in terms of quality and scale" and towards realizing this, encourage all employees to contribute at least 4 hours annually towards volunteering
2. A unified, vibrant and enthusiastic approach towards volunteering across Rallis will be achieved through the following:-
 - All employees, their family members and associates are encouraged to enroll and participate in the volunteering opportunities curated by the CSR team which will provide opportunities for volunteering including group level options and will maintain records of such activities
 - Employees shall volunteer their time and skills for the volunteering opportunities provided by our CSR team
 - Employees who volunteer their time and skills will be suitably recognised under the "Volunteer Appreciation Scheme"
 - Volunteering is not a part of employees goal sheet (i.e. it is not mandatory)
 - Employees working in the CSR team are also encouraged to volunteer. However, they shall not be eligible for certificates or Best Volunteer award
 - All employees must adhere to the Tata Code of Conduct while engaging in volunteering activities of the Company

April 1, 2022


Sanjiv Lal
MD and CEO