

# CSR POLICY OF DEKI ELECTRONICS LIMITED

**Deki Electronics Limited**  
(ISO/TS 16496 and ISO 14001 Company)

**Regd. Office :** 132, Somdutt  
Chambers -1, 5 Bhikajee Cama  
Place, New Delhi – 110 066

**Works :** B-20, Sector – 58, NOIDA  
(UP-201 301)

Phone No. : 0120-2585457/58

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## Introduction and Background

Deki Electronics Limited is a leading film capacitor manufacturer in India that supplies its product to the Indian as well as the overseas market. The company was established in 1984 with technical collaboration with Okaya Electric Company, Japan and it currently has its manufacturing plant in Sector-58, NOIDA.

Deki has always worked to be a socially conscious corporate citizen and its CSR perspective embodies the idea that sustainable business necessitates a relationship of mutual benefit and trust with all its stakeholders. Its normal business activities reflect sensitivity toward environmental concerns as well as a fair-minded approach in treating its employees, customers, and the community within which it operates.

Deki had also adopted the Code of Conduct on Affirmative Action of CII in 2011 to provide equal employment opportunities without bias in an effort to empower disadvantaged sections of society.

## Vision & Mission Statement

### Vision

The CSR vision of Deki Electronics Limited is **“Empowerment through Education and Equal Opportunities”**.

Deki strives to be a model corporate citizen who is aware of the fact that it exists and operates in a social environment. Our vision as a corporate entity is to conduct our business activity with diligence, integrity, and honesty while ensuring that in doing so we engender a positive impact on society and the community that supports us.

We at Deki believe that each person ought to be given an opportunity to reach her / his potential. Unfortunately, social and economic realities are such that there is a vast section of our society that remains disadvantaged and marginalized largely on the basis of gender, disability, location, education, etc. This prevents those in these social strata from attaining self – worth and economic independence. To meet our corporate Social Responsibility (CSR) challenge, Deki aims to contribute toward providing knowledge, opportunities, and resources to empower the disenfranchised to gain better control of their lives. This warrants a long – term commitment and dedication to the CSR goal.

## Mission / Objective

To ensure an increased commitment at all levels in the organization and conduct its business activity in an economically, socially & environmentally sustainable manner, while recognizing the interests of all its stakeholders

To directly or indirectly take up programs and project that are focused on countering disparities in the socio – economic environment through empowerment of women and the enhancement of quality of life of the underprivileged and disadvantage sections of the society.

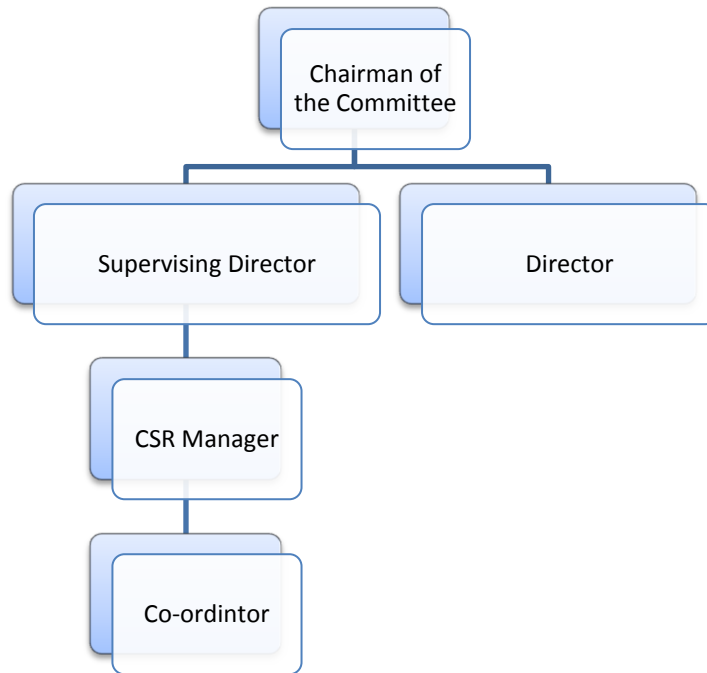
To attain the standards laid out by ISO 26000 which is not a certification but rather a guidance tool provided by the ISO which enables organizations to appreciate the significance of social responsibility. This is structured to be a self – certification process that assists businesses like us define what CSR is and helps translate principles into effective action

## Applicability

1. Deki Electronics Limited (hereby referred to as the Company) CSR policy has been developed in consonance to Section 135 of the Companies Act 2013 (referred to as the Act in this policy) on CSR and in accordance with the CSR rules (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014.
2. The Policy shall apply to all CSR projects/programs undertaken by the Company in India as per Schedule VII of the Act.
3. This policy shall be applicable to Deki Electronics Ltd. and all its employees.

## CSR Committee

Deki shall have a CSR Committee consisting of three or more directors out of which at least one Director shall be an Independent Director. The CSR Manager and Co-coordinator will assist CSR Supervising Director in programs, projects and activities.



### Responsibility of CSR Committee:

The CSR committee will be responsible for

- formulating the CSR policy in compliance to Section 135 of the Companies Act 2013
- identifying activities to be undertaken as per Schedule VII of the Companies Act 2013
- recommending to Board the CSR expenditure to be incurred
- recommending to Board, modifications to the CSR policy as and when required
- regularly monitoring the implementation of the CSR policy
- Preparing annual report and submitting to Board

## Funding and Allocation

1. For achieving CSR objectives, Deki will allocate 2% of the average net profits of the Company made during the three immediately preceding financial years, as its annual budget for the current year.
2. The annual budget allocated on a yearly basis will be utilized to carryout activities / projects relating to the CSR areas as per the CSR Plan for the year.
3. If the Company fails to spend the allocated CSR amount, the Board shall in its report made under clause (o) of subsection (3) of section 134 of Companies Act, 2013, specify the reasons for not spending the amount.

## CSR and Social Development Activity Area

### 1. Empowerment of Women

Deki believes that education is the tool for creating an empowered, enlightened society capable of rising to its full potential. Therefore, the thrust area of CSR will be promoting gender equality, empowering women especially girls from marginalized background by providing educational, vocational and skill development training to enable them to be gainfully employed.

### 2. Medical support and rehabilitative services

Deki intends to bring positive changes in the marginalized sections of society by taking up various health and rehabilitation issues. Deki will help & provide medical support and rehabilitative services to the poor, needy and marginalized society by partnering with an established NGO in the same field.

### 3. Employee Volunteering Program

Volunteering is one of the core human resource strengths at Deki. Deki encourages its employees to volunteer in CSR activities. Such an effort is intended to foster a socially – sensitive workforce that recognizes its responsibility toward society at large. This will create goodwill, engender a mutually beneficial community spirit, and enhance Deki's corporate reputation.

#### 4. Contribution to Govt. Fund

Deki may contribute to the Prime Minister's National Relief fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Caste, Scheduled Tribes, other backward classes, minorities and women.

#### 5. Any other projects approved by the board

### Implementation

The process for implementation of CSR programs will involve the following steps:

- a) Identification of programs by means of any of the following:
  - i. Need identification by the CSR Committee based on studies of government and private institutions/bodies.
  - ii. Receipt of proposals /requests from District Administration/local Government etc.
  - iii. Discussions and request with local representatives/Civic bodies / Citizen's forums /Voluntary Organizations.
  - iv. Proposals as identified by the company in any other manner.
- b) Deki will follow a project based accountability approach to stress on the long term sustainability of CSR projects, where its action plan will be distinguished as:

Short term	: up to 1 year
Middle Term	: 1 year to 2 years
Long Term	: 2 years and above

While identifying long term programs, all efforts will be made to the extent possible to define the following:

- i) Program objectives
- ii) Implementation schedules- Timelines for milestones of the program will need to be prescribed



- iii) Responsibilities and authorities
- iv) Major results expected and measurable outcome
- v) Evaluation of the project implementation/ completion

Project activities identified under CSR are to be implemented by Trust, NGO, Voluntary Organizations (VOs) or through any other means as may be decided by the CSR Committee of Deki.

The time period/duration over which a particular program will spread, will depend on its nature, extent of coverage and the intended impact of the program.

Programs which involve considerable financial commitment and are undertaken on a time frame of 2 years & above will be considered as 'Major Program' and accorded enhanced significance.

## **Executing Agency / Partners**

The CSR projects / activities could be done through:

- Registered Trust / Registered Society
- Trust established by the Company or other /Trusts & Missions
- Community based organizations whether formal or informal
- Voluntary Agencies (NGOs)
- Institutes/ Academic Organizations
- Government Organizations
- Contracted agencies for civil works
- Deki employees, management, and/or Board members.

## Monitoring and Reporting Framework

Deki CSR Committee shall monitor the implementation of the CSR Policy through periodic reviews of the project activities approved by the board. The Supervising Director will present annual budget and list of programs, projects and activities to the CSR Committee for its approval. The Committee will in turn recommend this to the Deki Board for its final approval. In compliance with the Act and to ensure funds spent on CSR programs are creating the desired impact on the ground a comprehensive Monitoring and Reporting framework will be put in place. The monitoring and reporting mechanism is divided into three distinct areas:

### I. Programme Monitoring

### II. Evaluation

### III. Reporting and Documentation

#### I. Programme Monitoring

- a. Program monitoring mechanism will ensure:
  - The CSR policy is implemented as per the Act and the Rules.
  - The CSR policy is implemented ensuring that all projects/programs as budgeted are duly carried out.
- b. CSR spends will be closely monitored and funds shall be released against verified utilizations as per the approved work plans. This may include periodic field visits, comprehensive documentation, and regular interaction with beneficiary communities.
- c. CSR spends will be audited in an accountable and transparent manner.
- d. Quarterly reporting and review by the CSR committee and six monthly reviews by the Board.

## II. Evaluation

- a. A robust evaluation plan will be put in place.
- b. Expected outcomes, outputs and inputs will be clearly defined for each program per stated timelines.
- c. There shall be clarity about the scope of the program and the need before evaluations are undertaken.
- d. Chairman of CSR Committee will be authorized to decide whether it will be internal, external or third party evaluation.

## III. Documentation and Reporting

The CSR Committee will prepare and present an annual report on progress and achievements of CSR activities to the Board. This will entail accounting of availability and disposition of funds, testimonials, and assessment of the degree of success of our effort as reflected by quantification of outcomes.

## Internal Complaint Committee

The complaints related to Deki CSR activities shall be forwarded to the Managing Director of the Company. The Managing Director shall appoint internal or external enquiry officer for investigation of the complaint and forward the investigation report to Board for final decision. The complaint investigation and resolution time will be decided by the Managing Director on receipt of such complaint and communicated to the complainant.

Suggestions & complaints may be forwarded to [csr@dekielectronics.com](mailto:csr@dekielectronics.com)