

# CSR POLICY

FOR HEXAGON CAPABILITY CENTER INDIA PRIVATE LIMITED



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## PREAMBLE:

Hexagon Capability Centre India (HCCI) supports Hexagon in its R&D effort and is a key technology incubation centre. Located at Hyderabad, it is the only such centre in India, employing nearly 1,000 people. Until recently, HCCI was named Intergraph Consulting Pvt. Ltd., which was established more than 25 years ago.

HCCI's reliability has helped it grow across different business units within Hexagon and soar to new heights. HCCI has product teams that work on product portfolios for Intergraph PP&M, Intergraph SG&I, Hexagon Metrology, Hexagon Geospatial, Leica Geosystems and NovAtel. In addition, HCCI has dedicated service teams that provide implementation services for Intergraph PP&M and Intergraph SG&I customer projects worldwide. The IT team at HCCI not only supports local IT needs, but also is responsible for maintenance and enhancement of internal IT initiatives across Hexagon.

Hexagon Capability Center is part of [Hexagon](#) (Nordic exchange: HEXA B), a leading global provider of design, measurement, and visualization technologies that enable customers to design, measure and position objects, and process and present data.

## WHAT IS CSR?

Corporate social responsibility(CSR) is a management concept whereby companies integrate social and environmental concerns in their business operations and interactions with their stakeholders.

The CSR approach is holistic and integrated with the core business strategy for addressing social and environmental impacts of businesses.

CSR addresses the well-being of all stakeholders and not just the company's shareholders.

## OVERVIEW

CSR is understood to be the way firms integrate social, environmental and economic concerns into their values, culture, decision making, strategy and operations in a transparent and accountable manner and thereby establish better practices within the firm, create wealth and improve society. Above all, CSR is about performance: moving beyond words on a page to effective and observable actions and societal impacts.

## APPROACH

The company strongly believes that sustainable community development is essential for harmony between the community and the industry. In its endeavour to make a positive contribution to the underprivileged communities it supports a wide range of socio-economic, educational and health initiatives.

## PURPOSE

The key purpose of this policy is to:

1. Define policy statement & applicability
2. Define the areas of CSR, kinds of projects that will come under the ambit of CSR
3. Serve as a guiding principles to help execute and monitor CSR projects

## POLICY STATEMENT & APPLICABILITY

### POLICY STATEMENT:

The CSR Policy focuses on imparting technical training programmes tailored to the needs of individuals, and extensive personal development support programmes to help them sharpen their skills and expertise, while also nurturing and raising their motivation through tie up with educational institutions.

To engage in affirmative action interventions such as skill building and vocational training, to enhance employability and generate livelihoods for persons from lesser advantaged sections of society. To pursue CSR Programmes primarily in areas that falls within the economic vicinity of the Company's operations to enable close supervision and ensure maximum development impact.

In Sustainable Livelihood our programmes aim at providing livelihood in a locally appropriate and environmentally sustainable manner through Formation of Self Help Groups for women empowerment.

### APPLICABILITY:

- Hexagon Capability Center (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.
- The Policy shall apply to all CSR projects/programmes undertaken by the Company in India as per Schedule VII of the Act.
- This policy shall be applicable to Hexagon Capability Center including all its subsidiaries, and all their employees

## AREAS OF CSR

Hexagon Capability Center will focus on the various areas of corporate sustainability that impact individuals towards imparting education, training, learning and development and also areas of their health and society at large, in a way that it ensures that the Company's success is shared by all its constituents and stakeholders.

The Company will formulate policies for social development that are based on the following guiding principles:

- Adopt an approach that aims at achieving a greater balance between social development and economic development through education and training.

Adopt new measures to accelerate and ensure the basic needs of all people.

Hexagon Capability Center focus in the area of corporate sustainability includes:

- Education
- Women empowerment
- Orphanage
- Natural Calamity (to be used for Environmental Protection, in case of no calamity in the relevant fiscal year)

## EDUCATION

One of the most significant indicators of social progress is education, which also plays a decisive role for a society to achieve self-sustainable and equal development. We are committed to contributing to educational infrastructure, equipment's, technical know-how, training, learning and facilities in and around areas we operate in through partnership with institutions, colleges, universities, and government and quasi-government agencies.

### TIE UP

The Company plans to tie up with Indian universities to train engineering graduates, developers, and entrepreneurs who drive the growth of technology in the nation. Through this initiative the Company hopes to impart excellent technical training and education, to provide opportunities for the trainees to make useful contribution to the Indian industry and in the process, to earn gainful employment for themselves, bring in e-learning programmes by complimenting Indian technology in imparting education.

### INFRASTRUCTURAL SUPPORT

By providing the much needed infrastructure like benches, computers, building of labs, sanitary upliftment, drinking water connection, school supplies (notebooks, pencils, teaching aids, meal plates). The anticipated impact would help in improving the overall academic standards by providing better infrastructure, skills and competencies that will increase the enrolment and decrease the dropouts. This is addressed to people below the poverty line- a pressing need in India, thereby assisting the government in the same.

## WOMEN EMPOWERMENT

Women empowerment is one of the important factors contributing to nation building and hence Hexagon would develop specific drives for empowerment of women living in surrounding geographic area of its business facilities.

Recognizing the power of women in today's society, the CSR policy gives special attention to empowering local girls and women.

The company believes that global development cannot be accomplished without an equal participation by the women force. To translate its beliefs into practice, the Company will take initiatives that redefine the role of woman in the society and partner with voluntary organizations that work in the same direction.

## ORPHANAGE

Health and safety are of universal concern across the world. As a company, we are not only committed to compliance with legal norms but it will be our endeavour to voluntarily go beyond that and provide quality healthcare facilities in the regions we operate.

## NATURAL CALAMITY

The company may contribute towards Emergency needs, which would include relief work undertaken during natural calamities / disasters, and contributions towards Prime Minister's / Chief Minister's Relief Funds and/or to the National Disaster Management Authority.

Year when no major natural calamity/disaster are reported, the allocated fund will be utilised for "ENVIRONMENTAL PROTECTION" for activities like supporting cleaning up of lakes, saving the river, plantation drives etc.

## GUIDING PRINCIPLES

### PARTNERSHIPS

Collaborative partnerships will be formed with charitable organisations, NGOs and other like-minded institutions. This will help extend the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships will bring to the table.

### CSR BUDGET

The total budget for the CSR projects will be decided by the CSR Committee.

### RESPONSIBILITIES

- Formulate and update our CSR Policy, which will be approved by the Board of Hexagon Capability Center
- Suggest areas of intervention to the Board of Hexagon Capability Center
- Approve projects that are in line with the CSR policy
- Put monitoring mechanisms in place to track the progress of each project
- Recommend the CSR expenditure to the Board of Hexagon Capability Center who will approve it
- Meet at least twice a year to review the progress made.

### TREATMENT OF SURPLUSES

Any surplus generated from CSR projects undertaken by us will be tracked and channelized into our CSR corpus. These funds will be further used in development of the CSR projects and will not be added to the normal business profits.

### INFORMATION DISSEMINATION

The Company's engagement in this domain is disseminated on its website, annual reports.

## BOARD-LEVEL CSR COMMITTEE

At Hexagon Capability Center, CSR Committee is formed with the directors as members for effective discharge of CSR policy.

Members of the CSR Committee:

1. Ms. Melanie Laster Eakes
2. Mr. Dan Retzer

This committee will include other members to locally execute the CSR Policy.

## MANAGEMENT COMMITMENT

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Voluntary Guidelines spelt out by the Ministry of Corporate Affairs, Government of India

Our Board of Directors, our Management and all of our employees subscribe to the philosophy of corporate citizenship and the duties accompanied with it. We believe in ethos of generosity and compassion, and sincerely direct our affairs towards building a society that works for everyone. This is the cornerstone of our CSR policy.

We thank all the associates who are with us in this journey and made this possible.

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*For enquiries related to Hexagon Capability Center the CSR initiatives, please contact:*

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