



THOMAS COOK (INDIA) LIMITED

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Version 2.0

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THOMAS COOK (INDIA) LIMITED
CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY / CHARTER

Company Background & CSR vision:

Thomas Cook (India) Limited is a respected name in the Travel industry. It has set high ethical standards in all its dealings and believes in inspiring trust and confidence. We believe that the Company exists not only for doing good business, but equally to do good for society.

As a result of this holistic vision, aimed at achieving long-term stakeholder value creation, we seamlessly integrate our CSR efforts with our pursuit of business excellence in a mutually beneficial manner.

Thomas Cook (India) Limited shall always continue to respect the interests of and be responsive towards the communities we serve and operate in - especially those from socially and economically backward groups, the underprivileged and marginalized; thereby, society at large.

“As an integral part of our commitment to Good Corporate Citizenship, we at Thomas Cook (India) Limited will actively work to improve the quality of life of the people in the communities we serve. We shall relentlessly strive to partner the Government, respected socially conscious agencies and NGOs in the noble efforts of nation-building via sustainable economic & social development, inclusive growth and social equity”

CSR Charter & focus:

In our CSR journey, we shall selectively deploy our financial resources earmarked for CSR to drive an Action Agenda in line with Schedule VII of The Companies Act, 2013 as recommended by the CSR Committee of the company (defined later) and overseen by the Management & nominated representatives from the Board of Directors

Pursuant to this, and a detailed discussion by the CSR Committee, Management and the representatives of the board held on 7th August 2018, it was decided that (until otherwise decided, recorded and suitably incorporated via an amended charter) the company's annual CSR budgets and efforts shall focus on:

- (1) **Education and Employability:** Imparting focused Travel & Tourism Trade related Diplomas / Degree courses to young adults from Economically Backward families (Economically Backward as defined by the Government of India), through its vocational education arm viz. Thomas Cook Centre of Learning (COL).
- (2) **Health and Sanitation:** Address lack of hygiene and sanitation facilities at tourist spots pan India or on highways en route to these tourist spots. This will be done by setting up/managing environment friendly toilet facilities and the underprivileged local population will be trained in the upkeep of these facilities. Also undertake Health Care and preventive Health Care projects.

(3) **Rural / Tribal Area Development:** Interventions for relevant target groups, ensuring diversity and giving preference to underprivileged women in needy and deserving communities inhabiting urban / rural India. Ecology, education, health, housing, women empowerment and development areas will be addressed in rural / tribal areas surrounding resorts / hotels owned by the Company's subsidiary viz. Sterling Holidays or as may be decided from time to time.

(4) **Contribution to Emergency Relief Funds:** Funds will be set aside each year for emergency contributions to Prime Minister's Relief Fund, Indian Red Cross Society and such, to aid rebuilding post natural/manmade disasters in any part of the country.

CSR Budget & Management:

The corpus to be spent by Thomas Cook (india) Limited on CSR shall include at least 2% of the average net profits of its India Operations for preceding three financial years.

Any surplus arising out of the CSR projects or programs or activities shall not form part of business profits of the company.

CSR Policy implementation shall be periodically reviewed and monitored by a two tiered Governance Structure comprising of

- i) Tier I – CSR Committee of the Board, and
- ii) Tier II – CSR Steering Committee.

The CSR Committee will constitute of 3 Directors of which there will be atleast 1 Independent Director.

The Board of Directors may expand/reconstitute this Committee from time to time.

The CSR Committee of the Board will ensure projects / corpus for relief funds are approved by all Members; funds are deployed judiciously; accounts are audited and projects delivered per schedule with the assistance of internal / external agencies / partners.