

Bry-Air Asia's CSR Policy

Bry-Air's CSR policy is inspired by Dr. Mathra Das Pahwa, who was a philanthropist, eminent eye surgeon & educator and had worked tirelessly in the field of vision, more so, for cataract surgery and education. Dr Mathra Das Pahwa was the grandfather of Mr Deepak Pahwa, who is the Chairman of Pahwa Group and Managing Director of Bry-Air (Asia) Pvt. Ltd. Bry-Air draws its inspiration from his work.

Our Activities

Bry-Air's CSR initiatives are focused on 5 areas:

- **Vision:** Promoting preventive care with a special focus on vision "Eye Care".
- **Education:** Promoting education, including special vocational education and skill development for increasing employment opportunities.
- **Environment :** Educating projects for environmental sustainability.
- **Hygiene & Sanitation :** Sanitation and making available safe drinking water.
- **Sports :** To encourage the sports person especially para athletes

Vision:

"Provide eye care to the underprivileged of our community by taking diagnosis and treatment to their doorstep"

Bry-Air is carrying the mission forward through the **"Dr. Mathra Das Pahwa – Vision Outreach Program"**.

Under the Dr. Mathra Das Pahwa – Vision outreach Program: Bry-Air organise Eye Camps in:

- Delhi/NCR with **Venu Eye Institute and Research Center**, where free eye checkup, free medicines as well as free spectacles are provided. Also, patients needing Cataract surgeries are taken to the hospital for free of cost surgery.
- Moga (Punjab) with Bhartiya Jagriti Manch and Civil hospital, where Eye Camps have been organised every year. Free eye check-up, free spectacles, free medicines and provision of free cataract surgery is provided to all.

Education:

"To provide support to underprivileged children for education".

In his life time, Dr. Mathra Das Pahwa had set up educational institutions in Moga, Punjab, India, which still run in his name, viz. D.M. College, DM College of Education, MDAS High School, Arya Putri Pathshala and many other similar reputed institutions to encourage education and knowledge dissemination.

Under Bry-Air CSR initiatives, the following educational programs are supported:

Primary Education

- Running **"Bry-Air Pathshala"** which caters to underprivileged children in partnership with Literacy India, an NGO. The Program creates a Primary School environment conducive for non school-going children and weak students who are given remedial classes.

Vocational Skill Development

- **"Dr. Mathra Das Pahwa Learning Center"**, Moga is another effort which provides platform for Vocational education for underprivileged girls/women of Moga. Sewing course is the major focus of Vocational Education. This center runs in partnership with "Bhartiya Jagriti Manch", a local NGO.

Scholarship Programs

- To encourage education and help bright students from economically weaker background to continue their higher education after they pass out from school.

Other activities:

- Infrastructural support to different schools in Moga, Punjab which were started by Dr. Mathra Das Pahwa to enrich their libraries and schools.

Environment:

"To disseminate knowledge about Environment protection."

Working towards a greener world for our children.

- “Restoration of Sanjay Van” - Steps towards making of a Bird Sanctuary and improving Sanjay Van fauna with the collaboration of “**Working With Nature**” (WWN)
- Spreading awareness about Environment amongst the young, our future generation, Bry-Air organize drawing competitions at various places including its own facilities as well as support the group WWN in its activities like Nature Walks, Cleaning the Delhi Sanjay Van etc.

Hygiene & Sanitation:

“To make the habitat of rural area “ Healthy & Swachh”

Bry-Air is working towards making rural area “Swachh”

- “**Bry-Air Udaan Community Water Center**” is providing safe drinking water in gugana village of Gurugram district in partnership with MA. My Anchor Foundation.

Sports:

To encourage the sports person especially para athletes

Bry-Air has partnered with the GoSports Foundation to support 32 elite Para Athletes under its Para Champions programme.

Others:

Bry-Air is also supporting many other deserving causes like Udaipur Tales, and other like minded NGOs working in the field of CSR.

Approach to implementation:

- Our approach is to work through NGO's/organisations/agencies which are registered as a trust, or a section 8 company under Companies Act, 2013 or as a Society.
- Contribution to Prime Minister's National Relief Fund.
- Bry-Air believes in volunteerism and its employees participate actively in its CSR initiatives.

CSR Funds

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.

CSR Committee

Bry-Air CSR Committee consists of the following members:

1. Mr. Varun Pahwa, Director
2. Mr. Vivek Pahwa, Director

CSR Sub Committee

Bry-Air CSR Sub Committee consists of the following members:

1. Ms Anandita Pahwa, Head-CSR Initiatives
2. Ms Sonali Dutta, Vice President- Corporate Affairs

The CSR sub committee will be responsible for supervising the execution and monitoring of approved CSR projects.

Monitoring

The CSR department will provide regular progress report through CSR Sub Committee to the Board. This report will included achievement since last progress report/during the last quarter in terms of coverage compared to the target and reasons for variance, plans to overcome shortfalls if any and support required from the CSR Committee/Board to overcome the shortfalls.

In respect of activities undertaken through outside Trust/Society/NGO's etc. there will be a mechanism of monthly reporting of progress on each such activities and the amount incurred thereon. The Board shall seek a short progress report from the CSR Committee on a quarterly basis.