



Leaders in Dehumidification...Worldwide

## Bry-Air's Corporate Social Responsibility

For the Society at large, Bry-Air management has mandated through Bry-Air CSR initiatives to work on providing education, skill development, health & hygiene, and enriching the lives of the underprivileged and differently-abled.

### 1. Bry-Air Asia's CSR Policy

Bry-Air's CSR work 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. In his lifetime, Dr. Mathra Das Pahwa had set up the Civil Hospital and many educational institutions in Moga, Punjab, India, which still run in his name, viz. D.M. College, DM College of Education, MDAS High School, and Arya Putri Pathshala. He was awarded the Padma Shri in 1954 in recognition for his charitable work and contribution in the field of cataract.

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.

### 2. Bry-Air's CSR Focus Areas

Conforming to the activities as mentioned **under Schedule VII, Section 135 of the Companies Act**, Bry-Air's focus areas are:

- **Vision:** Promoting preventive care with a special focus on the **cataract** "Eye Care".
- **Education:** Promoting education, including special vocational education and skill development for increasing employment opportunities.
- **Environment including Hygiene and Sanitation:** Educating projects for environmental sustainability and making available safe drinking water & sanitation.

### 3. Geography:

Bry-Air shall give preference to the local area and areas around it where it operates. However, Bry-Air will be keener to support interventions that address the needs of the vulnerable, marginalized, and low-income population in rural areas.

### 4. Activities

#### 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 which Eye Camps are organized in Delhi/NCR and Moga, Punjab. Eye check-up, spectacles, medicines and provision of cataract surgery is provided to all at these eye camps free of cost.

#### Education:

**"To provide support to underprivileged children for education and skill development for women & youth."**

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

- **Primary Education – "Bry-Air Pathshala"** in Gurugram, caters to underprivileged children and creates a Primary School environment conducive for non-school-going children and weak students who are given remedial classes.

- **Vocational Skill Development** - Running various skill development centers which provides a platform for vocational education for underprivileged women & youth. Upskilling is done with the aim to improve their employability & take a step towards self sufficiency.
- **Scholarship Programs** - To encourage education and help bright students from economically weaker backgrounds 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 including Hygiene and Sanitation:**

- Afforestation drive by planting the saplings to increase green cover.
- Projects for environmental sustainability like check dams & rainwater harvesting to recharge the water table.
- “Bry-Air Udaan Community Water Center” is providing safe drinking water in villages
- Construction of toilets in the villages to improve basic sanitation.

#### **Other Activities:**

Bry-Air is also supporting many other deserving causes like sports, covid relief Udaipur Tales, and Disaster relief and flood relief and Charitable Clinic for underprivileged, and other like-minded NGOs working in the field of CSR.

### **5. Implementation**

The Company will implement its CSR activities through the following:

- Directly by the Company or
- A company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80G of the Income Tax Act, 1961, and having an established track record of at least three years in undertaking similar activities.
- The above (section 8 of the Act, or a registered public trust or a registered society,) NGOs having CSR Registration Number issued by the Ministry of corporate affairs.

#### **6. CSR Budget**

Bry-Air is committed to spending **at least 2% of the average net profits over the past three financial years in accordance with the applicable provisions of the Companies Act, 2013 (Act)**, on Corporate Social Responsibility (CSR) activities.

### **7. Board of Directors**

The Boards of Directors will be responsible for:

- Approving the CSR policy as formulated and recommended by the CSR Committee.
- Approving the Annual Action Plan and any alterations thereto, as recommended by the CSR Committee.
- Ensuring, through the CSR Committee, that in each financial year Bry-Air spends at least 2% of the average net profits over the past three financial years in accordance with the applicable provisions of the Act.
- Ensuring, through the CSR Committee, that funds committed by the Company for CSR activities are utilized effectively.
- Ensuring that the funds disbursed have been utilized for the purposes and in the manner as approved by it.

- Ensuring that applicable disclosures on CSR are made in their respective annual report on CSR included in their Board's Report and on their respective websites.

## **8. CSR Committee**

In accordance with the provisions of section 135 of the Companies Act, the board of directors has constituted a CSR committee comprising the following directors:

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

### **Roles of the committee:**

- Formulate a CSR policy
- Formulate and approve a CSR action plan for the year.
- Recommend the budget to the board of directors for approval.
- Accord approval for undertaking CSR activities in partnership or collaboration with other companies, institutions, NGOs, etc.
- Submit reports to the board in respect of CSR initiatives undertaken by the company.
- Monitor the CSR policy and recommend amendments, when required.
- Monitor the charter of the MoUs of the partnerships and the implementation of activities under partnerships.
- Constitution of Corporate CSR Team for effective implementation of the CSR activities

## **9. CSR Team**

The CSR Team will be responsible for supervising the execution and monitoring of approved CSR projects and be accountable to the CSR Committee. The CSR Team shall also be the 1st point of contact for the company's CSR activities.

## **10. Employee Engagement**

Bry-Air further aims to provide and facilitate employee engagement opportunities to the employees.

## **11. Monitoring:**

The CSR Team will actively engage with implementing agencies/NGOs to ensure that programs are on track and submit periodical reports to the CSR committee.