

Annexure V

Annual Report on Corporate Social Responsibility (CSR) Activities to be included in the Board's Report

(₹ in Lakhs)

<p>1. A brief outline of the Company's CSR policy, including overview of projects or programs proposed to be undertaken and a reference to the web-link to the CSR policy and projects or programs</p>	<p>Consequent to the implementation of the Companies Act, 2013, the Company has adopted the CSR policy through CSR Committee. The Company through its policy aims to bring improvements in the lives of the communities in and around our operations with an objective to energize and enable them to realize their potential.</p> <p>The main objective(s) of our CSR policy are:</p> <ol style="list-style-type: none"> 1) To lay down guidelines to make CSR a key business process for sustainable development of the society. 2) To directly/indirectly undertake projects & programs; this will enhance the quality of life and economic well-being of the communities in and around our office premises and society at large. 3) To generate goodwill and recognition among all stakeholders of the Company. <p>The scope of the CSR activities of the Company will cover the following areas but not limited to the same and may extend to other specific projects/ programs as permitted under the law from time to time:</p> <ol style="list-style-type: none"> 1) Upliftment of the economically backward women through education and vocational training for livelihood enhancing skills. 2) Social and life skills development for the marginalised & underprivileged children to help them live a beautiful life. 3) Adopt a village. 4) Artesian and handicraft support and growth. 5) Participation in social causes like Breast cancer awareness initiatives & programs. Rehabilitation of victims of natural disasters. 	
<p>2. The composition of the CSR Committee</p>	<p>V. Raghunathan</p>	<p>Chairman-Independent Director</p>
<p>3. Average net profit of the Company for last three financial years</p>	<p>5,227.31</p>	
<p>4. Prescribed CSR Expenditure (two per cent of the amount as in item 3 above)</p>	<p>104.55</p>	
<p>5. Details of CSR spent during the financial year</p> <ol style="list-style-type: none"> a. Total amount to be spent for the financial year b. Amount unspent, if any c. Manner in which the amount spent during the financial year is detailed below 	<p>Nil</p> <p>104.55</p> <p>104.55</p> <p>For the reasons explained in Clause 6 herein, no details are available to fill in this table.</p>	

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<p>CSR project of activity identified Sector in which the project is covered</p> <p>Projects or programs (1) Local area or other (2) Specify the State and district where projects or programs was undertaken</p> <p>Amount outlay (budget) project or programs wise Amount spent on the projects or programs (Sub heads:)</p> <p>(1) Direct expenditure on projects or programs</p> <p>(2) Overhead Cumulative expenditure upto the reporting period Amount spent: Direct or through implementing agency</p>	<p>Not Applicable</p>
<p>6. In case the Company has failed to spend the two per cent of the average net profit of the last three financial years or any part thereof, the Company shall provide the reasons for not spending the amount in its Board report</p>	<p>The CSR Committee of the Board is of the opinion that the very nature of the Company is essentially that of a social enterprise, and its core objective is to provide tools to enterprises for Ease of doing business; Employment - both temporary and permanent; and Employability through skill development and training, which is mainstream for promotion of employment & education by enhancing vocational skills. All these activities are covered under the provisions of Section 135 and Schedule VII of Companies Act 2013 as CSR activities.</p> <p>Keeping the above in mind, the CSR Committee in its meeting held on January 29, 2019 discussed the matter in detail and taking into account the objective of the Company, the prevailing voluntary nature of the spend, pursuant to the provisions of Section 135 of Companies Act 2013 and the narrow operating margins on which the Company operates, resolved not to spend any amount towards CSR activity for financial year 2018-19 and recommended to the Board to conserve any spends on CSR for their core social objectives.</p> <p>However, the CSR Committee has advised the Board of Directors to evaluate the available options of CSR activities and to plan a road map for future opportunities of explicitly extending CSR by the Company. The Board was further advised to either hire a professional CSR consultant in order to effectively identify credible projects / NGO’s where the Company can contribute towards its social responsibilities or to build up an internal CSR team to do the needful in this regard.</p>
<p>7. A responsibility statement of the CSR Committee that the implementation and monitoring of CSR policy is in compliance with CSR objectives and Policy of the Company</p>	<p>The implementation and monitoring of CSR policy is in compliance with CSR objectives and Policy of the Company</p>

For and on Behalf of Board of Directors
TeamLease Services Limited

Ashok Reddy
Managing Director
DIN: 00151814

Latika Pradhan
Director
DIN: 07118801

Place: Bangalore
Date: May 28, 2019