

D/C NO.: DMEGC-CSR/HR-12

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## **Objective**

DMEGC Corporate Social Responsibility (CSR) management and implementation involve various roles and responsibilities to ensure that an organization effectively fulfils its social, environmental, and ethical obligations. The specific roles and responsibilities CSR strategy.

### **1. DMEGC CSR Manager/Director:**

- Developing and implementing the CSR strategy and policies aligned with the company's values and goals.
- Identifying CSR opportunities and initiatives that align with the company's business objectives and stakeholder expectations.
- Coordinating with different departments to integrate CSR principles into their operations and decision-making processes.
- Monitoring and evaluating the effectiveness of CSR programs and reporting on the company's CSR performance to stakeholders.
- Ensuring compliance with relevant laws, regulations, and international standards related to CSR.

### **2. CSR Team/Committee:**

- Assisting the CSR manager/director in developing and executing CSR initiatives.
- Conducting research and data analysis to identify social and environmental issues relevant to the company's operations.
- Collaborating with other departments to implement CSR projects, such as employee engagement programs or community development initiatives.
- Monitoring and reporting on the progress of CSR projects and programs.

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### **3. Environmental Sustainability Manager:**

- Developing and implementing environmental sustainability strategies and initiatives.
- Monitoring the company's environmental performance, including energy consumption, waste management, and greenhouse gas emissions.

- Identifying opportunities to reduce the company's environmental impact and promote eco-friendly practices.
- Ensuring compliance with environmental regulations and promoting environmental awareness among employees.

**4. Social Impact Manager:**

- Identifying social issues and challenges relevant to the company and its stakeholders.
- Implementing programs to address social issues, such as poverty alleviation, education, healthcare, and community development.
- Collaborating with NGOs, government agencies, and other stakeholders to maximize the social impact of CSR initiatives.
- Measuring and reporting on the social outcomes and benefits of CSR projects.

**5. Ethics and Compliance Officer:**

- Developing and enforcing ethical standards and a code of conduct for the organization.
- Providing guidance to employees on ethical dilemmas and ensuring ethical decision-making throughout the company.
- Conducting ethics training programs for employees to promote a culture of integrity and responsibility.

**6. Supply Chain Sustainability Manager:**

- Assessing and monitoring the environmental and social impact of the company's supply chain.
- Engaging with suppliers to improve their sustainability practices and ensure adherence to CSR standards.
- Identifying and mitigating potential risks related to human rights, labour practices, and environmental issues in the supply chain.

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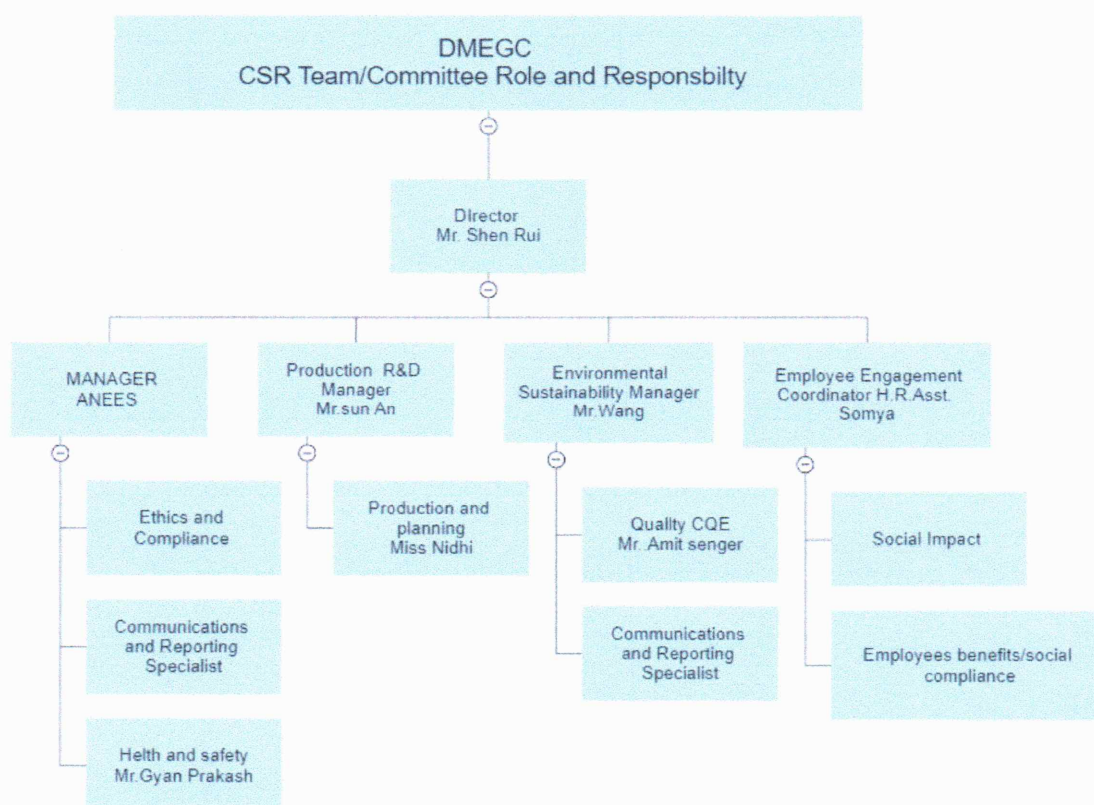
**7. Communications and Reporting Specialist:**

- Developing communication strategies to promote the company's CSR initiatives internally and externally.
- Creating CSR-related content for the company's website, social media, and other communication channels.

- Preparing CSR reports and disclosures for stakeholders, such as sustainability reports and ESG (Environmental, Social, and Governance) disclosures.

## 8. Employee Engagement Coordinator:

- Organizing and coordinating employee volunteering programs and community engagement activities.
- Encouraging employees to participate in CSR initiatives and fostering a culture of social responsibility within the organization.



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