

CSR Policy

Corporate Social Responsibilities

CSR Policy

ManpowerGroup Services India Pvt.Ltd. (hereinafter referred to as “ManpowerGroup” or “Company”) has adopted Corporate Social Responsibility (hereinafter referred to as “CSR”) as a strategic tool for sustainable growth. For ManpowerGroup, CSR policy and CSR activities reflect its commitment to support socially productive activities to make our world a better place.

CSR Vision

At ManpowerGroup, we are committed to the vision of giving back to the society and help inclusive growth through innovative socio-economic and environmental interventions, in fulfillment of its role as a socially responsible corporate citizen.

Scope

These policies and procedures are framed to streamline the CSR activities of the ManpowerGroup and its subsidiaries in line with the Companies Act 2013 and the Companies (Corporate Social Responsibility) Rules 2014 (hereinafter referred to as “CSR Rules”) laying down the framework and modalities of carrying out CSR activities which are specified in Schedule VII of the Act.

Objective

The main objective of this CSR Policy is to lay down guidelines for the Company to make CSR its key process for supporting sustainable development. It aims at supplementing the role of the state in enhancing welfare of the society.

Further to achieve long-term sustainable impact on the community, ManpowerGroup focuses on the five key aspects of community development:

1. Imparting education to underprivileged children and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
2. Promoting gender equality, women empowerment, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
3. Promoting environmental sustainability, conservation of natural heritage and sites

of historical importance, art and culture including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promotion and development of traditional art and handicrafts.

4. Eradicating hunger, poverty and malnutrition, and promoting health care including preventive health care.

5. Supporting rural development projects.

In line with Schedule VII of the Act and the CSR Rules, the Company shall undertake CSR activities included in its actions as recommended by the CSR Committee ("Committee") at the beginning of each year. The Committee is authorized to approve any modification to the existing CSR Plan or to propose any new program during the financial year under review.

Disqualifying activities

1. The activities undertaken in pursuance of normal course of business of the Company.
2. CSR projects/programs or activities that benefit only the employees of the Company and their families.
3. Any contribution directly/indirectly to political party or any funds directed towards political parties or political causes.
4. Any CSR projects/programs or activities undertaken outside India.

CSR Committee

Pursuant to the provision of Section 135 of the Companies Act, 2013, the Board of Directors of ManpowerGroup constituted a CSR Committee in its Board Meeting held on May 05, 2015.

The following are the current members of the committee:

Mr. Avneesh Makkar – Chairperson

Mr. Sandeep Gulati - Member

Following are the functions of the CSR Committee:

Recommend CSR activities as stated under Schedule VII of the Companies Act, 2013.