



Corporate Social Responsibility Policy

H.B. Fuller India Adhesives Private Limited

Regd. Office:
Plot 1E, Sr. 1129(P), 1140, 1295, 1122(P), Mauje- Shirwal, Taluka- Khandal, Satara 412801

At H.B. Fuller, we care about the communities where we live and work. Whether it's supporting science and technology education and youth leadership development programs, or empowering our employees around the globe to volunteer their time and talents, we recognize the power of giving back to our communities.

– Jim Owens, President and CEO, H.B. Fuller

INTRODUCTION

H.B. Fuller India Adhesives Private Limited ('H.B. Fuller India') began operations in India in 2008. H.B. Fuller India recognizes its duty to give back to the communities in which it operates, is committed to contribute towards the overall growth of these communities, and aims to be a trusted partner contributing to the social, economic and environmental progress of India.

OBJECTIVE

The main objective of this Corporate Social Responsibility (CSR) policy is:

- To provide guidelines for H.B. Fuller India that make CSR a key business process for sustainable development of the society/local community;
- To directly/indirectly undertake projects/programs designed to enhance the quality of life and economic well-being of the communities in and around our Shirwal plant and society at large;
- To generate goodwill and recognition among the company's key stakeholders.

RECOGNISED ACTIVITIES FOR THE PURPOSE OF CSR

H.B. Fuller may undertake projects, programs or activities in any of the fields listed below:

1. **Eradication of poverty:** eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
2. **Education:** Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
3. **Gender equality and women's empowerment:** Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up homes for the elderly, day care centers and other such facilities for senior citizens and taking measures for reducing inequalities faced by socially and economically disadvantaged groups;
4. **Sustainable environment:** Improving environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, forestry, conservation of natural resources, and maintaining soil, air and water quality;
5. **Protection of heritage, art and culture:** Protection of heritage, art and culture at a national and/or local level, including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional handicrafts, cultural event;

6. **Welfare of armed forces personnel and their families:** Providing support activities that benefit war veterans and their dependents, including widows and children;
7. **Promotion of athletics:** Training to promote rural sports, nationally recognized sports, and Paralympics or Olympic sports;
8. **Rural development projects.**

Following activities shall not be considered under the CSR activities:

- a) Activities that benefit only the employees of the Company and their families.
- b) Activities undertaken outside India.
- c) Contribution of any amount directly or indirectly to any political party or government entity.

CONSTITUTION OF CSR COMMITTEE

H.B. Fuller India's Corporate Social Responsibility committee (CSR) was named and chartered on 30 September 2016. The three members of the committee are Mr. Tabrez Hanif Habib, Mr. Harsh Gupta and Mr. Malcolm Dominic Anthony Grey, all of whom are members of the Board of H.B. Fuller India.

FUNCTIONS OF THE CSR COMMITTEE

1. To formulate and recommend a Corporate Social Responsibility policy and guidelines for H.B. Fuller India;
2. To recommend any additional funding to be provided for CSR activities in India (the H.B. Fuller Company Foundation also supports CSR activities in India via the GlobalGiving Foundation, which is headquartered in Washington, DC, USA);
3. To regularly monitor H.B. Fuller India implementation of the CSR policy.

OBLIGATION UNDER CSR ACTIVITIES

1. H.B. Fuller India will invest at least 2 percent of the average *net profit of the three immediately preceding fiscal years on selected CSR activities.

*Net profit of H.B. Fuller India as per its financial statement prepared in accordance with the applicable provisions of the Act shall not include the following:

- a) Any profit arising from any overseas branch or branches of H.B. Fuller Company, whether operated as a separate company, subsidiary, division, or otherwise; and
 - b) Any dividend received from other companies in India that are covered under and comply with the provisions of CSR rules.
2. Any surplus arising out of the CSR projects, programs or activities shall not form a part of the business profit of H.B. Fuller India.

BUDGET FOR CSR ACTIVITY AND CSR EXPENSES

The CSR Committee shall calculate the total fund for annual CSR activities and recommend to the H.B. Fuller India Board for approval. The Board shall approve the total fund to be utilized for CSR activity for each respective financial year.

IMPLEMENTATION OF CSR ACTIVITIES

The CSR Committee constituted for this purpose will recommend allocation of funds for various projects from time to time. H.B. Fuller India will strive to implement the aforesaid CSR activities on its own to the extent possible. However, the business may work in partnership with other organizations, including:

1. Collaborating with various organizations, which are registered as a Trust, Section 8 company under the Companies Act of 2013, Society, NGO (Non-governmental organization), or any other entity incorporated in India that specializes in CSR activities.
2. Collaborating with other companies, social organizations, or rural bodies to undertake CSR activities.

MONITORING PROCESS OF PROJECTS

The CSR Committee will regularly review the implementation of approved projects and use of funds released for CSR activities. The monitoring process also may include project site visits by designated officials of H.B. Fuller India or the H.B. Fuller Company Foundation, requests for progress reports from beneficiaries, and periodic reporting by H.B. Fuller India officials involved in delivering CSR activities in India.

Any or all the provisions of this CSR policy are subject to revision/amendment by the Board of Directors of H.B. Fuller India and based on recommendations from the CSR committee.

EFFECTIVE DATE

This policy is effective from 28 October 2016.