



## BRILLIO CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

### ABOUT BRILLIO

Brillio is a global technology consulting firm focused on improving competitive advantage for our customers by rapidly and effectively deploying innovation in technology through the lens of industry practices. This solution approach allows us to develop and deploy business solutions that address specific problems for customers in the Banking & Finance, Energy & Utilities, CPG, Retail, Technology, and Media & Entertainment Industries.

Brillio's global team of industry experts is motivated by the potential for helping each of our customer's growth goals. We help organizations to identify, build and implement programs that will impact top line growth and sharpen their competitive edge on a long-term basis.

### PURPOSE

This CSR Policy establishes the CSR scope, vision, activities of the Company and funding approval process. This CSR Policy shall operate as the Corporate Social Responsibility Policy of the Company.

### PHILOSOPHY AND VISION

Brillio is actively concerned about the welfare of the society at large. To that extent, this CSR policy ("the policy"), epitomizes Brillio's values in defining its responsibility as a corporate citizen. This policy titled as '**BRILLIO CSR Policy**', further lays down the guiding principles and mechanisms for undertaking socially useful programs

for welfare, sustainable development & technological advancements for the society at large.

This policy shall apply to all CSR initiatives and activities taken up by Brillio, at its various locations globally for the benefit of different segments of the society specifically the dispossessed, underprivileged and differently abled persons.

Brillio primarily focuses on its CSR initiative under the banner “Bringing Smiles” which is aimed at helping and improving the underprivileged and differently-abled children and also inculcating independence and self-sustainability in these children by ensuring that they are provided with the right resources for growth which will enable them to face the future with confidence.

As a part of “Bringing Smiles” initiative, Brillio makes monetary contributions to identified organizations. In addition, the employees of Brillio volunteer for imparting technical and non-technical knowledge to children, which would help the children in building confidence to face the corporate world in the future.

## CSR ACTIVITIES

Areas of Interest: Areas of Interest that the Company may undertake under the ambit of CSR are listed below:

- I. Promoting education, employment and livelihood enhancing skills among children, including special children and the differently abled
- II. Technology for good education- Leveraging technology as an enabler in fostering an innovative mindset in children at an early age- starting early and maintaining relationship over 6-7 years. Aiming to reach 100,000 young minds aged 10-16 years old, globally by 2020.
- III. Work with local schools to provide hands-on science experiments and promote digital literacy
- IV. Enable young minds to thrive in a new digital economy through smart classes, e-learning projects, innovation workshops, interactive self-learning and active skills sharing

V. Maintain a long-term sustainable volunteering model wherein employees are stakeholders and co-owners of CSR activities and at no stage is program management outsourced. Also, follow program based volunteering as opposed to event based volunteering

VI. Ensuring environmental sustainability, ecological balance and conservation of natural resources by exploring, inspiring and igniting the spirit of sustainability and embedding the mantra of 'Act Responsible, Think Sustainable'.

## CSR IMPLEMENTATION

Currently, Brillio has CSR programs in Bengaluru and Trivandrum in India and in New Jersey, Seattle and the Bay Area, California in the United States.

Every location has its own CSR activities, carried out through a structured implementation process. This involves a detailed community needs assessment to create a baseline for the site-specific CSR activity according to which programs are customized, together with the necessary employee volunteering hours needed for these activities. In implementing the programs, Brillio collaborates with an established implementation partner, selected through a comprehensive due diligence mechanism. Under its 'Bringing Smiles' initiative, in order to facilitate an intrinsic change in teaching methodology, Brillio engages with teachers and school authorities to familiarize them with basic tools and technology for teaching. Also, student and teacher feedback is constantly incorporated and applied to ongoing activities.

A Global CSR committee has been constituted to implement CSR activities across all its locations. The overall responsibility of the CSR process, its activities, implementation and management is with Global CSR team. The CEO of the Company including the Board are a part of the CSR structure review process as well as the implementation of its activities. The Global CSR committee is

responsible to the senior management in reporting and monitoring its activities on a monthly basis and to the Board on quarterly basis.

## AMENDMENT

The policy may be reviewed and amended from time to time.