

MARSH INDIA INSURANCE BROKERS PRIVATE LIMITED
CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. CSR Vision & Value:

Marsh India Insurance Brokers Private Limited ('the Company' or 'Marsh India') strives to ensure a strong corporate culture which emphasizes Corporate Social Responsibility (CSR) values.

2. CSR Mission:

The Company is committed to helping people and communities at risk through education and disaster preparedness and recovery; by supporting select nonprofit partners, strategic fundraising campaigns, organizations and employee volunteer initiatives in India

3. CSR Charter:

To attain its CSR objectives, the Company has formulated this CSR policy based on the following guiding principles:

- Focusing charitable giving and employee volunteering efforts on the Company's 'CSR core focus areas' (see below);
- Encouraging employees of the Company to volunteer in their community (i.e., rewards and recognition programs, paid-day off to volunteer policy which have been instituted by the parent company Marsh & McLennan Companies);
- Supporting our communities in the aftermath of a disaster.

4. Our Core Focus Areas:

Following from the Schedule VII of the Act, the Company has decided to adopt the following core focus areas for its CSR activities:

1. Promoting education including special education and employment enhancing vocational skills amongst children, women, elderly and differently abled);
2. Disaster preparedness and response;
3. Eradicating hunger, poverty and malnutrition;
4. Workforce diversity;
5. Ensuring Environmental sustainability, ecological balance, conservation of national resources and maintaining quality of soil, air and water.
6. Promoting gender equality, empowering women, 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
7. Contribution to other related CSR activities and efforts (as may be approved from time-to-time).

5. Objective:

The policy document articulates the Company's Social Responsibility as required by Indian Law. The framework laid herein enables the Company to adhere to local legislation.

6. The CSR Approach:

6.1. A committee focusing on CSR efforts pursuant to Section 135 of the Companies Act, 2013 and The Companies (Corporate Social Responsibility Policy (CSR) Rules 2014 has been established comprising of the following directors of the Company:

- Mr. Homi Bhabha, Member, Board of Directors – Marsh India
- Mr. Sanjay Kedia, Member, Board of Directors – Marsh India
- Mr. Feroz Dubash (upon appointment as Member, Board of Directors – Marsh India)

Mr. Sanjay Kedia will act as the Chairman of the Committee.

6.2. The role of the CSR Committee includes:

- review and recommend the amount of expenditure to be incurred on the activities to be undertaken by the Company
- ensure that all activities undertaken with these funds adhere to the Core Focus areas set forth above
- monitor all CSR activities
- review and update the CSR policy of the Company from time to time
- review communication on CSR activities, if required
- any other matter as the CSR Committee may deem appropriate after approval of Board of Directors or as may be directed by the Board of Directors from time to time.

7. Activities, setting measurable targets with timeframes and performance management:

The minimum requirements to be agreed before commencement of a project are:

- i) budget
- ii) timeframe
- iii) responsibilities
- iv) deliverables.

These minimum requirements will need the express approval of majority of committee members

8. Budget

The overall Budget shall be arrived at on computation of:

- a. two percent of the average net profits calculated in accordance with the provisions of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014;
- b. surplus arising out of CSR activities, if any

9. Monitoring

The CSR Committee will institute a transparent monitoring mechanism for implementation of the CSR projects or activities. This will include:

- quarterly reviews of the activities/projects to ensure that the project expenditure and the surplus arising out of any CSR activity will not be part of the business profits of the Company.

10. Information dissemination:

Information on the spending by the Company may be disseminated on periodic basis on Web-site of the Company or in its Annual Report in the format specified by the Act if required. There will also be reports submitted to the Board on the same.