



APPLICABLE TO	EFFECTIVE DATE	ISSUED BY
3M INDIA LIMITED	1 <sup>st</sup> APRIL 2014 June 1, 2016	3M INDIA CSR GOVERNING COMMITTEE Debarati Sen, Managing Director B. V. Shankaranarayan Rao, Whole Time Director Bharat D Shah, Independent Director Ramesh Ramadurai, Non-Executive Director

## 3M India CSR Policy

### 1.1 Objectives

- ❖ To engage in outcome-based corporate social responsibility programs that will impact and enrich the communities around the Company's areas of operation.
- ❖ To engage 3M India employees to develop social empathy and contribute to the Company's corporate social responsibility initiatives

### 1.2 3M India CSR Philosophy

3M India's corporate social responsibility philosophy stems from the Company's Corporate Vision which is 3M Innovation to Improve Every Life.



Our Vision

3M Technology Advancing Every Company  
3M Products Enhancing Every Home  
3M Innovation Improving Every Life



The philosophy also aligns with the Company’s business conduct policy – “**BE RESPECTFUL** (Respect one another and our social and physical environment around the world)”.

Globally, 3M is an innovation - led company that is passionate about making progress possible. Its culture of creative collaboration captures the spark of new ideas and transforms them into thousands of ingenious products and practical applications that help improve people’s lives. The Company’s strong culture of innovation is embedded in the way it does business. This culture of innovation is one of the core values of the Company and forms the foundation of the Company’s social responsibility philosophy and activities.

As a way to broaden impact and play a larger role in society, 3M India will contribute from its areas of strength in innovation and leadership development practice. 3M India will play the role of an enabler and contribute to key areas where the Company envisages impact i.e. education, supporting the innovation eco-system in India and building leadership capabilities to empower women.

### **1.3 3M India CSR Strategy**

In line with the Company’s core values, 3M India’s CSR strategy will focus on the following four areas:

#### **1.3.1 EDUCATION: Inculcate the spirit of inquiry & innovative thinking among underprivileged children & develop skills among under privileged youth through apprenticeship**

In the area of education, 3M India will capture the innovation potential of underprivileged children through creative and engaging education models that will stimulate a spirit of inquiry and creative thinking which is so critical to building the foundation for innovation capability. The investment in this kind of an education approach is important to empower young minds to be curious, question, discover

and believe that they have the power to create and find solutions to problems in their environment.

Continuing in the area of education, 3M India's efforts will also extend to underprivileged youth to develop skills that will help them step into a career stream deeming them employable in the job market. 3M India will contribute in the area of skills development through an apprenticeship program using a learning-by-doing approach, offering real world work experience to young men and women graduates from low income backgrounds.

### **1.3.2 INNOVATION: Develop local change-makers to drive grassroots innovation**

Today, innovation is viewed as a means for creating sustainable and cost effective solutions for people at the bottom of the pyramid. 3M India will contribute to strengthening the innovation eco-system in the country by supporting the spirit of social entrepreneurship in India which is today an exciting demonstration of young, socially aware men and women taking charge of opportunities to address real social needs. 3M India will collaborate with NGO partners to develop change-makers working in the area of social impact through an innovation incubation model.

### **1.3.3 WOMEN EMPOWERMENT: Develop leadership skills to empower women in entrepreneurship and local governance**

Confident, empowered women from all walks of life actively participating in the socio-economic development process will determine the future of their families spreading the impact of social change. 3M India will share its expertise in leadership development and build capabilities in areas such as consensus building, decision-making, communication etc. among rural women in entrepreneurship and local governance.

### **1.3.4 ENVIRONMENTAL SUSTAINABILITY, CONSERVATION OF NATURAL RESOURCES AND MAINTENANCE OF QUALITY OF SOIL, AIR AND WATER**

In line with the overall objective of 3M India's CSR initiative which is to engage in outcome-based corporate social responsibility programs that will impact and enrich the communities

around the Company's areas of operation, and to implement 3M Company's global sustainable strategy, 3M India will support self-sustaining models to address the environmental sustainability needs.

#### **1.4 Geographical Areas for 3M India CSR activities**

3M India will drive its CSR activities, supporting local communities and engaging employees in areas where the Company has its manufacturing operations, R&D facilities and branch offices.

#### **1.5 Roles and responsibilities of the 3M India CSR Governing Committee**

- ❖ The 3M India CSR Governing Committee will review and recommend to the Company the amount of expenditure towards the various activities under the three broad focus areas.
- ❖ The 3M India CSR Governing Committee will evaluate and recommend suitable non-governmental agencies through which 3M India will implement its CSR initiatives.
- ❖ The 3M India CSR Governing Committee will review and monitor the progress of CSR initiatives on a half-yearly basis and recommend changes as appropriate.
- ❖ The 3M India CSR Governing Committee will recommend the manner of spending of the budget allocated for CSR activities. For the period April 2014 - April 2015, the recommended allocation is 75% towards activities under the three focus areas and 25% towards charitable donations, contingency funding towards natural calamity relief etc.
- ❖ The 3M India CSR Committee shall ensure that all CSR initiatives have scope for engaging volunteers from 3M India on a regular basis.