

Standardized Policy on Corporate Social Responsibility (CSR)

(Applicable for FirstMeridian and its Operating Companies)



DOCUMENT CONTROL INFORMATION

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Approval Date	Version	Change Description
9 th October, 2020	V1	Document created

**FirstMeridian Vision:**

Transforming lives by enhancing economic opportunities for the workforce
... . Fulfilling a billion dreams daily

CSR Philosophy:

In line with the Vision of the company, FirstMeridian is committed to supporting initiatives for the social wellbeing of the disadvantaged sections of society.

EPIC (EPILEPSY PREVENTION AND INTEGRATED CARE) Initiative:

FirstMeridian supports the EPIC initiative in line with this philosophy.

This initiative is an alliance between FirstMeridian, Sakra World Hospital, Bangalore and Rotary Bangalore IT Corridor.

Objective:

- **Proper community education for identification and treatment of Epilepsy**
- **Enabling Funding for effective Epilepsy treatment and surgeries for the underprivileged**
- **Removal of social stigma for people with epilepsy**
- **A multidisciplinary APPROACH –NGOs, Hospital and integration**

Activities:

1. Disease identification: “School teachers and caregivers education program”. Camps conducted in schools (underprivileged / under developed area) to make teachers aware of symptoms. This helps to capture epilepsy at an early stage.
2. Epilepsy Camps: Periodically conducted with the active involvement of local Rotary
3. Epilepsy Confirmation: Clinical evaluation and mobile Electroencephalogram (EEG) with free medical care and consultation in camps
4. Investigation & Treatment of intractable seizures: At “SAKRA Epilepsy Center” free of charge

Tools:

EPIC mobile application has been developed by FirstMeridian. This is a common Epilepsy Care platform for Patients, Caretakers, Doctors and NGOs

- Features independent, user role-specific dashboards, booking & appointments, calendar, patient document management, and admin dashboard

Role:

- FirstMeridian – contributes to the platform by providing financial support, and development of mobile application. Employees can also join the initiative & act as coordinators/educators etc. on voluntary basis.
- Sakra World Hospital– provides a dedicated ward, treatment and availability of doctors for economically disadvantaged patients, free of charge.
- Rotary International –generates awareness of this initiatives, conducts the camps and links patients to the hospital

DEVIATION:

- Any deviations from this policy require approval from the Group CEO.
- Management reserves the right to modify or terminate this policy without prior notice.

POLICY OWNER:

- CHRO can be contacted for any queries or suggestions.

POLICY STATUS:

- Policy formulated on 9th October, 2020



Amitabh Sagar
Chief Human Resources Officer