

CORPORATE AND SOCIAL RESPONSIBILITY





STRENGTHENING CORPORATE RESPONSIBILITY



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SOCIETE GENERALE GROUP CSR ORIENTATION



At the Group level, CSR is embedded in the bank's overall strategy: Société Générale aims to :

Be a benchmark bank for our customers:

- Finance economy and cater to the financial needs of customers;
- Worthy of their trust on which our very business depends, beside them through good and bad times;
- Putting customer satisfaction at the heart of our strategy.

Mobilize and value the wealth of our human capital, essential to the Group's strategy, by being a responsible employer:

- Mindful to the well-being and professional development of its teams;
- Ensuring behaviour that will sustain value creation over the long term.

Protect the environment and society as a whole:

- Manage the E&S impacts of our products and services;
- Encourage our employees' involvement which benefits the community and society at large, alongside the Group's various partnerships and sponsorship programmes.

With these three broad orientations in mind Societe Generale, aims to be a key player in Corporate and Social Responsibility (CSR). Our CSR policy targets sustainable growth through the following 5 strategic priorities identified across the group:

- 1. Responsible finance**
- 2. Solidarity-based banking**
- 3. Responsible employer: diversity and employability**
- 4. Internal environmental impact and responsible sourcing**
- 5. Role in society**

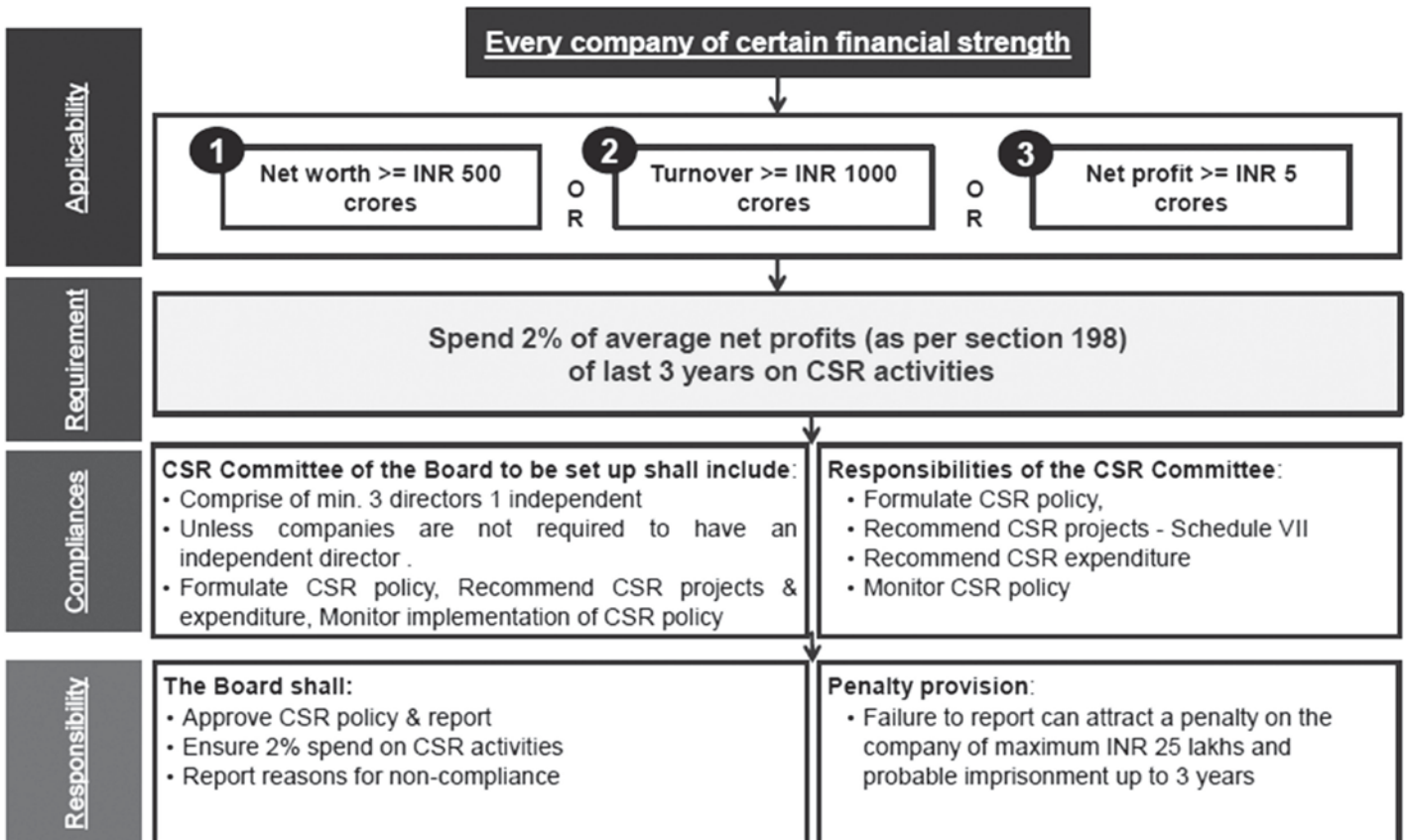
OVERVIEW OF CSR IN INDIA

- The United National Development Program (UNDP) ranks India relatively low – 135th in the world- in its Human Development Report Index. The country has only been able to move up a single space in the last 7 years.
- Nearly all leading corporates in India are now expected to give back to the society in areas of development like education, health, livelihood creation, skill development, and empowerment of weaker sections of the society.
- CSR in India is governed by regulatory factors - Clause 135 of the Companies Act, 2013, which was passed by both Houses of the Parliament, and had received the assent of the President of India on 29 August 2013.
- In 2014, there was an amendment in the Indian Companies Act which laid out specific guidelines for organizations to implement CSR. The new Companies Act, 2013, will require a certain class of companies to mandatorily spend on corporate social responsibility (CSR) initiatives.

INDIAN COMPANIES ACT, 2013

- The Companies Act, 2013 consolidates and amends the law relating to Indian companies.
- The Ministry of Corporate Affairs has notified Section 135 and Schedule VII of the Companies Act 2013 as well as the provisions of the Companies (Corporate Social Responsibility Policy) Rules, 2014 to come into effect from April 1, 2014.
- With effect from April 1, 2014, every company, private limited or public limited, which either has a net worth of Rs 500 crore or a turnover of Rs 1,000 crore or net profit of Rs 5 crore, needs to spend at least 2% of its average net profit for the immediately preceding three financial years on corporate social responsibility activities.
- Profits from any overseas branch of the company, including those branches that are operated as a separate company would not be included in the computation of net profits of a company.
- Only activities in India would be considered for computing CSR expenditure.
- In the context of section 135 and related rules in India, CSR is limited to local community and society at large.

SECTION 135



SOCIETE GENERALE INDIA CSR FRAMEWORK

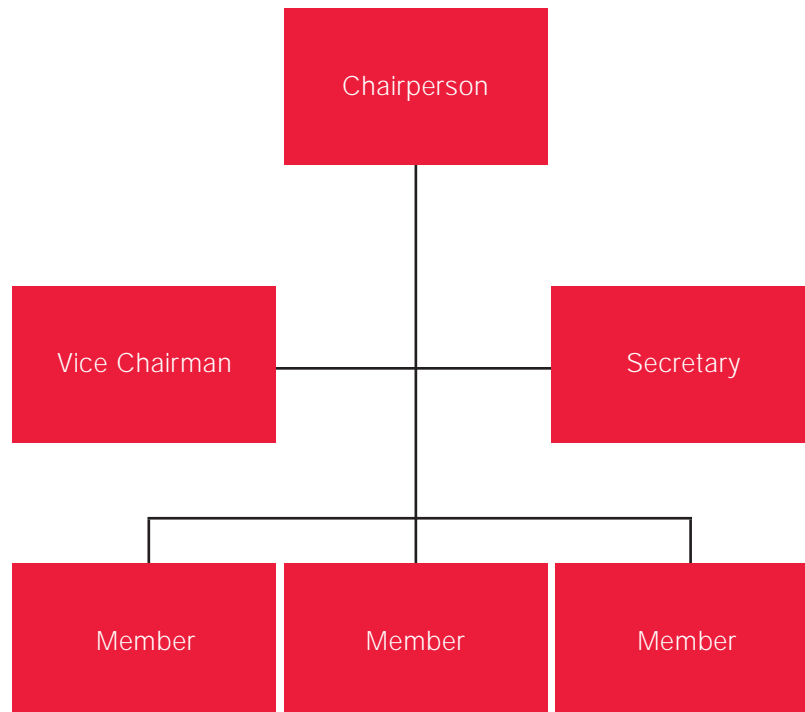
Societe Generale India operates under the Scheduled Commercial Bank license of the Indian Companies Act. The new rules in Section 135 of India's Companies Act make it mandatory for Societe Generale India to spend two percent of their average net profit for the past three years on CSR.

To implement CSR the following initiatives were taken:

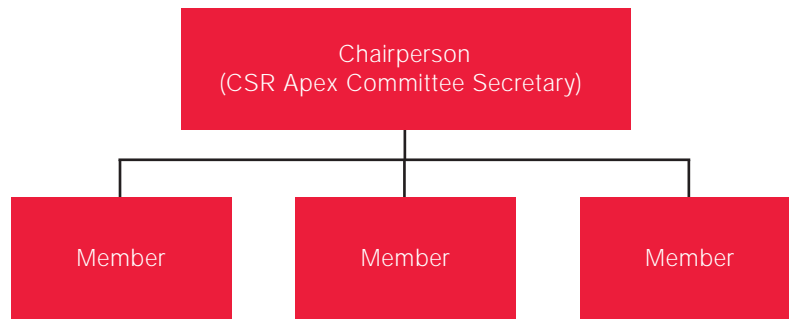
1. Creation of an Apex Committee consisting of Management members of SG entities in India formed this Committee to develop the strategy for CSR and to oversee various activities.
2. A CSR Policy was framed highlighting the framework and processes to be followed.
3. A CSR Operations Committee was formed with staff members from various departments to work on CSR assignments.

The following Committees are set up to Manage the CSR Activities of the SG Group in India:

India Apex CSR Committee Constitution



India operations CSR Committee Coustitution



Terms of Reference

- a. To act as the implementation arm of the India Apex CSR Committee;
- b. To make proposals or adjustments to the plan; to suggest new actions to the Apex Committee.
- c. To ensure proper participation by staff in the CSR activities.
- d. To implement and report on the various activities, projects or topics, as may be approved by the India Apex CSR Committee;
- e. To implement, review and propose the execution plans, allocate budgets etc. for each individual entity
- f. To collate and maintain MIS, Data and other such Information provided by each entity, as may be required to be placed before the India Apex CSR Committee;

SG India CSR Procedures

At the commencement of every financial year in April, the India Apex CSR Committee will convene a meeting to discuss and decide on the following :

1. The projects to be undertaken by each SG entity which will be in line with those defined in the Strategy Charter
2. The provisional Budget allocation to be made every year, based on estimations using the formula specified in the Act. I.e. 2% of the net income (average for the past three calendar years) of each entity
3. Relevant NGOs will be screened and shortlisted as per fitment with the CSR objectives.
5. The timelines for starting the project and the identification of the milestones to be reached.
6. The Committee to have a preliminary check if the NGO's have utilized the funds to the fullest.

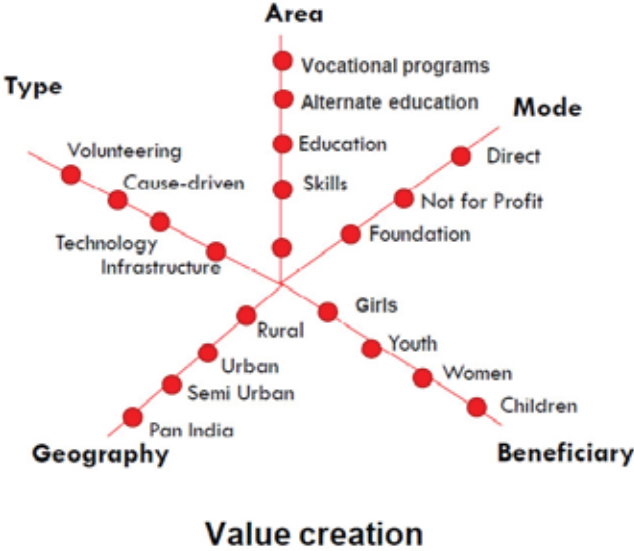
SOCIETE GENERALE, INDIA STRATEGY

Considering the regulatory and demographic factors in India, the CSR plan for 2014 – 15 was framed.

FOCUS AREAS

Indicative programs to pursue

EDUCATION	CHILDREN	WOMEN
<ul style="list-style-type: none"> Education for children & women Alternative education systems Building infrastructure & technology 	<ul style="list-style-type: none"> Education for children Holistic development and exposure to a variety of activities like sports, music, etc. 	<ul style="list-style-type: none"> Educational and vocational training Skill acquisitions & to enhance income opportunities



- All CSR initiatives will focus on the upliftment of the disadvantaged and marginalized sections of Society. The Indian entities of Société Générale will follow the group’s aim to become a benchmark reference in CSR among Europe’s leading financial institutions.
 - Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water in villages within the vicinity of the bank’s branches.
 - Promoting education of disadvantaged children, and offering financial education to under-privileged women, helping the differently abled and promoting livelihood enhancement projects. Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports.
 - 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 faced by socially and economically backwards groups.
 - Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts.
 - Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government.

For 2014-15 SG India will focus on the Education of Underprivileged children who are below the poverty line in the cities where its branches are present.

PARTNERS AND PROJECTS

Societe Generale looked at empanelling those organisations that are children-centric, have experience and expertise in a specific field and have a planned approach to developmental activities with a specific focus on the welfare and rights of the vulnerable groups in society, with demonstrations and evidence of each of the above aspects.

LIST OF PROJECTS THAT HAVE BEEN TAKEN UP FOR THE YEAR 2014-15:



- Muktangan is an innovative model of education located within mainstream Government schools providing quality, child-centered, inclusive English-medium schooling to thousands of underprivileged children in Mumbai.
- They are truly “Education for the Community, by the Community”, developing teachers from the same neighborhoods as the students, who then become empowered change agents. Started in response to the challenges inherent in the Indian education system, our community-based, low-cost, inclusive, child-centred methodology has been researched over ten years in our Teacher Education Centre and 7 English-medium Municipal schools in Mumbai.
- Mission: To evolve sustainable, replicable inclusive models of quality child-centred teacher education and school programmes in partnership with marginalized communities and to advocate them to the larger system.



- The Akanksha Foundation is a non-profit organisation with a mission to provide children from low-income communities with a high-quality education, enabling them to maximize their potential and transform their lives.
- Akanksha works in the field of education, initiating school reform through The School Project, and providing a supplemental education through the Akanksha centers. Currently, Akanksha reaches out to over 4600 children through two models: the after-school or center model and the School Project. Akanksha has 15 centers and 15 schools in Mumbai and Pune.
- The School Project is a venture to open high-quality schools serving children from low-income communities in Mumbai and Pune. These schools are in partnership with local municipalities, with the vision of creating small clusters of model schools in these cities that can be used to impact the mainstream education system.
- Through the centers, a commitment is made to support each child by providing a strong educational foundation, good time, self-esteem and values, and to help them plan how they can earn a steady livelihood as a step towards improving their standard of living.

ACTIVITIES WITH NGO'S DONE ON A REGULAR BASIS



■ Debates & Interactions

Employees from SG Bank & SG Asia went across schools listed under Muktangan – Paragon Charitable Trust to conduct a Debate & Interactive sessions with students of 8th Grade. The topic put forward was “Television is a bad influence”. Class of 40 students was split in 2 groups to discuss the pros and cons of the mentioned topic. Our employees were also taken aback with the confidence and the knowledge that was put forward by these children.

from SG Bank & SG Asia devoted their quality time by reading English story books, Playing Mathematical Games, Playing Pictionary and Physical Games. Children from 3rd Grade showed extreme amount of energy and excitement which even the employees of SG Bank & SG Asia were unable to compete with. There were loud cheers of the National Anthem as 15th August 2015 was India's Independence Day.

stories and the employees checked to see what the children inferred from each sentence. The employees posed various questions to the children which made the sessions fun and interactive.

■ Reading & Playing Educational Games

Simultaneously across town in a Primary School 14 employees

■ Comprehension Classes

In today's world it is more important than ever to understand how to draw meaning from what you read. Employees taught students of 5th Grade. The children read

■ Financial Sessions

Employees educated the children on simple money saving measures like importance of opening an account, and various financial products available that could save money.



ACTIVITIES WITH NGO'S DONE ON A REGULAR BASIS

- Tutoring a small group of students.
- Planning field trips.
- Designing e learning tools or webinars for specific training programs, teaching aids, assignments and assessments for the topics.
- Help with the Art Project and volunteer time at the Akanksha shop.
- Mentor children, be a friend and a role model.
- Take career awareness sessions for secondary school students.
- Assist in planning Teachers Day celebrations for teachers
- Volunteer during the Joy of Giving Week by collecting books, stationery items etc
- Plan activities for students during Children's Day, organize Sports Day.
- Help in planning the Annual General Meeting
- Participating for Mukhtangan in walkathons and marathons like "Footsteps For Good" and "Mumbai Marathon".
- Helping with specific policy creation & documentation in areas like audit, governance, volunteer engagement, human resources, online payments on our portal etc.
- Conducting personality development sessions (45 minutes to 1.5 hours) for 8th and 9th STD students.
- General Knowledge, Computer/Curricular Games, Music, Art & Craft, Dance and English Language sessions with our children during library/zero period sessions.
- IT skills training for specific group of teachers.
- Specific projects related to creating portfolio of children and community teachers & leaders across the 8 Mukhtangan Educational & Resource Centers. The same is used for branding in websites and other forums.



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