

PEARSON INDIA EDUCATION SERVICES PRIVATE LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY



OVERVIEW

Pearson India Education Services Private Limited (hereinafter referred as “Company”) is an Education Services Company having its registered office in Chennai, Tamil Nadu.

The Company is a subsidiary of Pearson Education South Asia Pte Ltd, Singapore and the Ultimate holding company is Pearson PLC, UK.

OUR AMBITION

Pearson believes that quality education is the key to shaping a better tomorrow. It can create better lives for individuals, greater equality within society, and a more prosperous, sustainable world. Now more than ever, the world needs everyone to be a lifelong learner.

Our 2020 Sustainability Plan outlines our vision for making Pearson a more sustainable company, and to empower more learners to shape a better tomorrow. The Plan drives the integration of social and environmental issues into every aspect of our business, focusing on three pillars: Reach More Learners, Shape the Future of Learning, and Be a Trusted Partner. By living our values, we foster innovation and growth, strengthen our operations, and contribute to the UN Sustainable Development Goals (SDGs).

To best direct our effort in India and to be in line with the legal requirements under the Companies Act 2013, the Company is formalizing its ‘Corporate Social Responsibility (CSR) Policy.’

CONSTITUTION OF CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

The boards of directors of the Company have formed a Corporate Social Responsibility Committee (“CSR Committee”) in line with Section 135 of the Companies Act, 2013 (“the Act”).

The CSR Committee will carry out the following functions:

- a. To formulate and recommend to the Board, a CSR policy which shall delineate the activities to be undertaken by the Company in accordance with Schedule VII of Companies Act, 2013 and aligned with Pearson’s sustainability plan;
- b. To recommend and review the amount of expenditure to be incurred on such activities;
- c. To monitor the CSR Policy and the activities undertaken thereupon from time to time;
- d. To ensure compliance & adherence to Section 135 of the Companies Act, 2013 & Companies (Corporate Social Responsibility Policy) Rules, 2014 (including any statutory modifications, amendments or re-enactments thereto for the time being in force);
- e. To meet at least once every year with a minimum quorum of the meeting being two members;

- f. Any other matter as the CSR Committee may deem appropriate after approval of the Board of Directors or as may be directed from time to time.

CSR PROJECTS, PROGRAMS AND ACTIVITIES

In accordance with the primary CSR philosophy and the specified activities under the Act read with Companies (Corporate Social Responsibility Policy) Rules, 2014 (“CSR Rules”), and any amendment(s) thereof, the CSR activities of the Company will have the following thrust areas:

Company shall promote and undertake CSR activities/Projects as below and may further undertake any other activities that CSR Committee shall decide from time to time aligned with Schedule VII of the Companies Act, 2013.

- ❖ **Promoting lifelong education among undeserved and disadvantaged groups**
- ❖ **Enhancing livelihoods through skills development programmes.**

The above mentioned activities as approved in the Schedule VII shall be supported by:

1. Cash or in-kind donations to Indian charitable organizations aligned with the identified thrust areas.
2. Volunteering / Giving: All Pearson employees can use up to three paid volunteer days a year for charitable work.

Current projects identified by the management:

- **Kiva:** Since 2015, Pearson has partnered with Kiva, an online microlending platform from entrepreneurs, to provide small loans to people around the world without access to traditional banking systems.

We committed \$1m to support the initiative, with all Pearson employees receiving \$25 to lend to a Kiva borrower of their choice. As the loans are paid back, we are able to reallocate funds to employees to re-loan to new entrepreneurs.

- **Generation Unlimited:** In 2018, John Fallon joined the board of Generation Unlimited, a new global partnership that aims to ensure that every young person is in education, learning, training or employment by 2030.

To achieve this, the initiative will focus on three priority areas that are instrumental to a young person’s successful transition from education to employment and from adolescence to adulthood:

1. Secondary-age education
2. Skills for learning, employability and decent work, and
3. Empowerment, with a focus on girls.

Generation Unlimited partners will focus on co-creating and supporting 'Solutions' that are proven or have the potential to deliver results at scale for young people, especially those in the greatest danger of being left behind.

One of the identified Solutions is UPSHIFT, a UNICEF program focused on improving 21st century and employability skills for marginalized youth.

- **Volunteering / Giving:** All global employees can use up to three paid volunteer days a year for charitable work.

CSR BUDGET

The total budget for the CSR projects will be decided by the CSR Committee in accordance with applicable provisions of the Act and the CSR Rules which shall be at least 2% of the average net profits of the Company made during the three immediately preceding financials years. Any surplus arising out of the CSR Projects or programs of activities shall not form part of the business profit of the Company.

IMPLEMENTATION, MONITORING AND REVIEW MECHANISM

The CSR activities will be driven under the guidance and support of the CSR Committee and the Board. The CSR Committee will play a significant role in ensuring that the CSR policy is embedded across the Company operations and the CSR initiatives are in line with this policy.

The CSR Committee will be responsible for monitoring approved projects and fund disbursements for such projects. The CSR Committee will put in place a transparent monitoring and reporting mechanism for ensuring effective implementation of the projects, programs and activities proposed to be undertaken by the Company. Such monitoring mechanisms will include visits, meetings and progress/status reporting by the project teams. Any or all provisions of this CSR policy may be amended by the Board based on the recommendations of the CSR Committee or in accordance with any statutory guidelines that may be issued from time to time.

**FOR & ON BEHALF OF
PEARSON INDIA EDUCATION SERVICES PVT., LTD.**

RAMESH SUBBARAO – CHAIRMAN