

**Policy on Corporate Social Responsibility (“Policy”) of
InterGlobe Aviation Limited (“IndiGo”)**

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The Human Resources Department

Introduction

IndiGo as an organization has time and again stood up and contributed in every possible way to fulfill its commitment as a responsible Corporate and IndiGoReach is yet another step towards this direction. **IndiGoReach** is the Corporate Social Responsibility (CSR) program of IndiGo. Through this initiative we are trying to reach to the lesser privileged sections of society and contribute in every possible way for their betterment. We sincerely believe that behind the success of our business growth is the strong sense of shared values of **Integrity, Customer Orientation and Future Mindedness**.

The Policy drives towards sustainable development and through its own little, yet significant efforts, IndiGo strives to bring about a change in the lives of the underprivileged or disadvantaged communities.

Reference

1. Companies (Corporate Social Responsibility Policy) Rules, 2014
2. Section 135 of Companies Act, 2013 ("**Act**") read with Schedule VII of the Act.

Objective

The main objective of having this Policy is to establish coherent and transparent partnerships for CSR projects. IndiGo undertakes various voluntary initiatives to create a holistic method in achieving "**common good**" by deploying its employees and resources.

Applicability

The provisions of this Policy apply to all the projects and initiatives of IndiGo, whether implemented directly by IndiGo or through external agencies. This Policy will be effective from April 01, 2014 and will remain in force until replaced or amended by the Company.

Our Focus Areas

At IndiGo, our purpose is to improve the quality of life of the communities we serve. In IndiGo's objective of undertaking development activities following are the 3 key areas of focus of IndiGoReach:

Children & Education- Our primary focus is educating the young minds of our country and providing employment opportunities to the youth of our country. We create value in our local communities by using our people's time, skills and experience to make a lasting difference.

Environment- We recognize that flying has an immense impact on the environment and we are fully committed to doing all we can to minimize this impact. As part of the commitment, IndiGo is involved in activities at the local level to reduce carbon foot print as mentioned hereinbelow.

Women- Even in today's age, it is a sheer pity and a subject of great disappointment that women remain the weaker sex in most of our societies. IndiGo is committed towards holistic development of the women in weaker sections of our society and help them become self-sufficient through education and employment related activities.

Composition of the CSR Committee:

1. **Kapil Bhatia**
2. **Rahul Bhatia**
3. **Anil Parashar**

IndiGo's CSR Sub-committee will consist of the following members:

1. **Ms Summi Sharma**, Vice President, ifly
2. **Ms Sakshi Datt**, Assistant Manager, Corporate social Responsibility
3. **Mr Vineet Mittal**, Vice President, Finance
4. **Mr Anoop Khattry**, Associate General Counsel
5. **Ms Annie Vig**, Manager, President's Office
6. **Mr Praveen Gupta**, Associate Director, Corporate Affairs
7. **Ms Anita Tuteja**, Sr Manager, ifly
8. **Ms Priya Kataria**, Director, Commercial

The Sub-committee will be responsible for implementing and giving direction to the CSR values adopted by the Organisation. The approver of these funds would be the Board of Directors.

IndiGo's strategy and mission statement

IndiGo has put in a significant vigor and soul to its CSR activities which are undertaken under the auspices of the senior leadership of the Company and its functional teams.

Below is a snapshot of the major CSR activities spearheaded by IndiGo and it is currently seamlessly engaged in expanding these philanthropic activities in a meticulous basis.

1. **Partnership with initiatives of Good Karma-** IndiGo has been affiliated in the benevolent efforts of Good Karma which promises brighter futures for the not so privileged children coming from the lower economic strata of the society including its initiative "***Save the Child***". In this endeavor IndiGo partners with Good Karma in providing opportunities to children for better health conditions, education, leisure and their overall development.

- 2. Tie up with Fair Climate Network:** with a view to repay the environment, IndiGo being the pioneer airline in this field, in August 2013 has tied up with Fair Climate Network (FCN) for Low Carbon Rural Development.

FCN is a consortium of NGOs committed to promoting simple measures that improve rural livelihoods and reduce carbon pollution. Through this partnership, IndiGo will enable its flyers to voluntarily contribute Rs 100 (per PNR) towards this cause. The revenue generated through this voluntary contribution will be used to support the implementation of climate friendly technologies like constructing domestic biogas units for poor women, providing fuel efficient woodstoves, installing photovoltaic lamps in un-electrified homes, setting up drinking water purification systems, undertaking agro-forestry, sustainable and profitable farming practices, etc. This partnership has been facilitated by Environmental Defense Fund (EDF), a science and economics based global NGO that harnesses the power of policy frameworks and markets to deliver sound environmental outcomes.

This groundbreaking partnership will create a more positive economic & health impact for individuals and families in six states across rural India. For example, cleaner burning stoves funded by the project will improve indoor air quality and have a direct impact on the household health. Additionally, decreasing the amount of water and fertilizer needed to grow the same crops while maintaining yield reduces input costs, and improves profitability for farmers. What's good for household health and economics is also good for the larger global environment. These interventions reduce emissions of carbon dioxide and other greenhouse gases that cause climate change, which scientists' project will raise temperatures and sea levels, alter monsoon patterns, and threaten water availability throughout South Asia.

- 3. Active involvement in the activities of various NGOs across India-** IndiGo is involved in the benevolent activities of various NGOs including Angels, ACTT, Chhatravaas, HCHW & Adarna etc. During its engagements with these NGOs, IndiGo imparts personal sessions to children on personal hygiene, grooming, career awareness, sessions on role of in-flight, airport operations, cabin crew etc. IndiGo also undertakes hiring opportunities from these NGOs for various positions in the Company.
- 4. Sustainable development of villages around a forest reserve** – IndiGo in the financial year 2014 will take up a village and an accompanying school to sustain development of children and providing vocational training to women for employability. Health camps will also take care of primary health facility for the village population

Company's Contribution towards IndiGoReach

IndiGo will spend, in every financial year, at least two per cent (2%) of the average net profit of the company made during the three immediate preceding financial years in pursuance of its Corporate Social Responsibility Policy.

iServe

IndiGo's Employee Volunteering Program (EVP) provides all employees the opportunity to volunteer their time and skill towards IndiGoReach initiatives. At IndiGo, we strongly believe employee volunteering will contribute significantly to further the values and our responsibilities towards ourselves and the communities we live in.

IndiGoReach and iServe Project Scope

Any not-for-profit socially responsible project, cause, assignment, that fulfills the following conditions:

- a. The project or initiative must support a cause or result or organization that is seen to be legitimate and legal by the law of the land;
- b. The project, initiative must positively impact a need or the community to better their life and development;
- c. It must not differentiate or discriminate people or communities based on community, race, language, caste, creed etc.;
- d. The purpose of the project must be defined clearly, as must be the results it seeks to achieve and with specific timelines;
- e. The project must have a clear owner and leader;
- f. The kind of volunteering contribution must be outlined in a specific manner – time, skills, expertise etc.

Volunteer Rights and Duties

- a. Volunteers are expected to take their volunteering role seriously and deliver to the best of their ability;
- b. Volunteers shall decide on volunteering days in consultation with the respective supervisor/reporting manager;
- c. Volunteer shall submit his/her volunteering experience;
- d. If there is any misgivings or issue with the volunteer's ability to provide the time or the relevant expertise and skill it must be brought to the notice of the IndiGoReach Team;
- e. Employee engagement activities are regularly organized at the villages, drought-struck or other adversely affected areas due to landslides, heavy rainfall, cloud bursts etc. IndiGo's approach in these activities has always been to establish a personal connect between the employees and the community and to make a difference in everyone's lives whose path cross with that of IndiGo.

The activities for the year will not be limited to the mentioned above. As a part of the CSR, wherever IndiGo is required to dispense its responsibility, the CSR committee will make recommendations to the Board of Director, for approval.

CSR Report at the end of the year

The report at the end of year will include the financial sum spent in the year and any amount that is unspent with details and reasons respectively. The end year report will be signed off by the President and the business champion for the CSR Committee.
