

EMERSON PROCESS MANAGEMENT INDIA CSR POLICY - 2015

Emerson Brand Promise

Emerson is where technology and engineering come together to create solutions for the benefit of our customers, driven without compromise for a world in action.

As a company we strive to create long-term value for our shareholders, customers, and employees through constantly seeking excellence and a disciplined management process, which together drive sustained competitive advantage in a dynamic global market. Our commitment to shareholders is an organized, well-managed, results-oriented approach to business and corporate governance. Our values are deeply rooted within the company and reflect our internally disciplined character. We constantly strive to be better partners with our customers and to be more connected, forward-looking, and customer-focused than our competitors

Our CSR Promise

Emerson in India has recently extended its brand promise and corporate vision to our Corporate Social Responsibility (CSR). Emerson has defined how we can contribute to creating long-term value for the social and economic progress in India. Our commitment to India's development is a CSR philosophy that creates equal opportunity, is non-parochial in nature and is focussed on the underprivileged section of society. While India is one of the fastest growing economies globally, this growth has not reached the poorest sections of Indian society. The objective of Emerson's CSR philosophy is centred in making a difference by all the initiatives the company takes in the social space. We will constantly strive to be a more socially responsible company that creates forward-looking, far reaching and enduring impact on the society.

Emerson Corporate Social Responsibility Framework

In keeping with the Emerson culture, the CSR framework has been developed via an inclusive and democratic process engaging all Emerson legal entities in India. Post forming a CSR Committee, comprising of nominees from various Emerson entities along with the corporate team, we arrived at the CSR framework that defines our focus areas and key operating principles. We further worked with external CSR Experts to define boundaries as well as fit of individual initiatives and create a common understanding and vocabulary across group companies from onset. The CSR committee formed oversees and governs all CSR activities for India.

The purpose behind bringing all the Emerson entities in India together and consolidating funds for a '*one-Emerson*' CSR program is to ensure that our initiatives reach the scale that India offers, are sustainable in nature and truly make a difference. Emerson as an organization, through its products & solutions, business processes and community involvement, believes in continually striving towards making the world a better place to live in.

CSR Focus Areas for Emerson Process Management India

Education is viewed as the single most important factor that can improve the lives of future generations. Studies indicate that Indians are most optimistic about their future with each family firmly believing their child's life will be better than theirs therefore demonstrating a strong willingness to invest in it to make it happen.

In addition to Education it is also imperative that we work for improving the livelihood, hygiene and quality of life within the community and society in which we live and operate.

Emerson CSR Committee has agreed that the core of our CSR focus will be Education and Community Development, in order to create a sustainable impact on the lives of millions of Indians, enabling them access to equal opportunities to achieve their full potential and improve their quality of life.

This will be achieved by -

1. Partnering with education institutions and providing them means of improving higher quality education, upgrade the knowledge. Improving the facilities and infrastructure and create awareness which will improve the environment and improve student retention.
2. Work within communities and undertake / support projects that will expand community support and improve the livelihood.

Selection Criteria for CSR Projects

In order to overcome India's education challenges, Emerson will work with carefully selected NGO partners to implement our CSR vision. Through the parameters defined below, the CSR framework will help us ensure objective NGO selection processes that enable us to prioritize our investments and pipeline projects that support in providing India's youth a platform to tap into their full potential. As a team we have agreed on the following criteria to guide our CSR investment decisions:

- Potential for making a difference: We will support programs and organizations that have the ability to make the maximum tangible impact on end beneficiaries.
- Ease of management: We will select well-managed programs that have a proven model and realistic implementation plan.
- Scalable: A key criteria we will look to promote is scalability. We believe the model should be inherently scalable for impact to be far reaching and beneficial at a larger scale.
- Possibility of multiple interventions: We will seek out to programs that are adaptable and will allow us to modify, and grow to be relevant in a dynamic changing environment.
- Ease of monitoring: We believe in supporting tangible outcomes. We will work to constantly improve monitoring, reporting and learning what works and what doesn't, thereby constantly pushing the benchmarks on outcome based interventions.
- Clear definition of end-recipients: In keeping with our endeavor to work with the underprivileged, only those programs will be selected that have a clear definition of the end beneficiary and a clear goal in sight for improving their lives.
- Sustainable: We believe communities know best what they need. We will therefore be investing in programs that work with communities to create self- sustaining frameworks that understand community needs and work on them.
- Ethical and fair practices: We will engage only with partners who conduct rigorous diligence, and practices Emerson's values of being religion/ caste/ creed neutral and apolitical.

Flow of the CSR Process



The Emerson CSR committee has a defined process flow for any CSR initiative as defined in the above diagram. The CSR committee will also be responsible for periodic reporting and communication to all the Emerson stakeholders – internal as well as external.

2015 and 2016 Partners on CSR – Education

SOS Children's Villages India
Purkal Youth Development Society
Agastya International Foundation
VJTI (Government Engineering College) – setting up Emerson Centre for Advanced Studies
Indian Institute of Technology, Madras
WhiteKettle Consulting