

FIRSTSOURCE SOLUTIONS

CORPORATE SOCIAL RESPONSIBILITY POLICY

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THE RP-SANJIV GOENKA GROUP

Since its establishment as a family business by Ramdutt Goenka in 1820, the Goenkas have constantly innovated and diversified, adapting to changing times and laws, evolving from the domains of banking, textiles, tea and jute, to new-age industries such as Retail, IT and Communications, Entertainment, Power, Transmission, Tyres and Life Sciences. The RP-Sanjiv Goenka Group has diversified business interests across multiple sectors, such as Power & Natural Resources, Carbon Black, Retail, Media & Entertainment and IT & Education, and includes the Groups



flagship companies such as CESC Ltd, Spencer's Retail Ltd., Firstsource Solutions Ltd, Phillips Carbon Black Ltd and Saregama India Ltd, among others.

The RP-SG Group Companies are market leaders across diversified segments and its entities are listed hereunder:

- ▮ Calcutta Electric Supply Corporation or **CESC Ltd.**, a flagship Group Company, is the fourth largest private sector power utility company in India and is distributing power to the city of Kolkata and adjoining areas
- ▮ **Firstsource Solutions Ltd.**, is among the top three pure play BPO companies in India and offer services across different verticals like BFSI, Telecommunication & Media, Healthcare and Publishing
- ▮ **Phillips Carbon Black Ltd.** , is the largest producer of Carbon Black in India and seventh largest in the world
- ▮ **Noida Power Company Ltd.**, has been distributing power in Greater Noida, UP, that is fast developing as an industrial hub and urban settlements
- ▮ The Group is the master franchisee of **Au Bon Pain**, USA in India and has cafes spread across high street and malls, business & IT parks, hospitals and universities
- ▮ **Spencer's Retail Ltd.**, is a pioneer in organized retail in India

Through the values and principles inherent within the Group, we strive to positively impact