Mondelez India Foods Private Limited
Corporate Social Responsibility Policy ("CSR Policy")

July 22, 2014

Create Delicious Moments of Joy

Introduction

At Mondelez, ‘Protecting the Well-being of our Planet’ is part of the core strategy of our business. It is one of the key paths to realizing our dream of Create Delicious Moments of Joy.

Being part of the Mondelēz group of companies, the goal of Mondelez India Foods Private Limited ("MIFPL"), is not only to be the trustees of a brand legacy but to continue our journey to enhance that legacy. We aim to bring joy through measurable change - addressing the most challenging issues impacting the communities in which we operate. Combining our global focus with local needs, we aim to change the lives of those less fortunate than the ones that enjoy our products.

Vision of the CSR Policy

In India, our vision is to grow our business responsibly, while addressing some of the most basic development challenges. The challenges are enormous and our endeavor is to solve, in a sustainable manner and over the long term, a small part of that challenge.

Our focus is on addressing the needs of children and young people and the ecosystem that impacts them the most by collaborating with communities – starting with the ones in which we operate. We will support children from childhood to livelihood by building, in the long term, communities of healthy, educated and more productive youth.

Keeping the child’s need at the center of our activity, we will work with communities to provide health and nutrition support in the early years; education, physical and social development in later years and equip young people to make them more employable by building livelihood skills.

This approach is in line with our global vision to promote healthy lifestyles and our Call for Well-Being. By promoting active and healthy lifestyles for children and young people, we believe we can provide a long term and sustainable answer to issues of health, nutrition, education, gender inequality and vocational skills development to achieve larger social goals.

Broad Commitment

1. To promote nutrition education, healthy lifestyles and livelihood development support services among children in communities around our manufacturing plants and cocoa growing areas by creating an eco-system of support and partnership with parents, educators, community health workers and NGOs.
Broad plans for local program, related to Schedule VII of the Companies Act, 2013, are set out below:

i. Madhya Pradesh (Malanpur): Establish a livelihood and skill development program to support youth in Malanpur and surrounding villages. The program will include Information Advice and Guidance (IAG), individual personal development plans, engaging youth in Sports for Development curriculum, skills delivery, mentoring and vocational / skill trainings, pre and post placement support among other activities.

ii. Maharashtra (Induri): Operations and management of the Medical Clinic at Induri. In addition, to continue to support the e-learning computer centre set-up in Induri village and benefitting about 250 school children.

iii. Himachal Pradesh (Baddi): To establish a livelihood and skill development program to support the youth in Baddi and surrounding villages.

iv. Andhra Pradesh (Sri City): To promote active and healthy lifestyles by establishing a sports for development program to support children in Sri City and surrounding villages.

v. Cocoa locations: To work on livelihood training and women empowerment programs.

2. A critical element in our commitment will be to protect the environment through enhancing green cover in key areas around our manufacturing plants.

3. Additional global funding from Mondelez International Foundation to implement a 3 year program focusing on active play (including sports development), nutrition education and access to fresh foods will be implemented around our manufacturing locations and will reach about 140,000 children and families; this program will supplement our investments in these regions.

4. Employee volunteering and enabling colleagues and partners to dedicate time and talent to the programs will be an integral cornerstone to success of our CSR activities.

As we lead with our heads and our hearts, we believe good values and good business go hand in hand. The path to having a positive impact in the world begins by infusing purpose as we ‘Create Delicious Moments of Joy’. That means ‘Giving Back with Joy’. That means ‘Making A Difference Where We Can’. That means ‘Building A Joyful Future’ for those most in need.

Modalities of Execution of the CSR Programs and Implementation Schedule

Program structures, budgets, NGO partners, measurement and evaluation metrics are being finalized. The implementation schedule will get developed subsequently and the CSR Policy shall get amended pursuant to approval of the Board of Directors.
Composition of the CSR Committee

MIFPL’s Corporate Social Responsibility Committee of the Board (“CSR Committee”) is constituted by the Board of Directors and composition thereof is as under:

1. Mr. Chandramouli Venkatesan - Managing Director
2. Mr. Bharath Venkatarao - Executive Director, CFO
3. Mr. Arjun Bhowmik - Director ISC

Ms. Ophira Bhatia, Director - Corporate Affairs will act as Committee Secretary. The Committee Secretary along with a CSR Manager will be responsible for implementation of the CSR Policy and initiatives, both of whom together shall constitute the CSR Team.

Role & Responsibilities of the CSR Committee

To:
1. formulate and recommend to the Board, a CSR Policy indicating the activities to be undertaken by the Company as specified in Schedule VII;
2. recommend the amount of expenditure to be incurred on the activities referred to in clause (a);
3. monitor the CSR Policy of the Company from time to time;
4. report on the CSR Policy to the Board;
5. endeavor to spend in every financial year such amounts as stipulated by law (“CSR Spend”), in pursuance of its CSR Policy. Preference is to be given to the local area and areas around it where it operates, for spending the amount earmarked for corporate social responsibility (“CSR”) activities. If the Company fails to spend such amount, the Board shall, in its report made to shareholders, specify the reasons for not spending the amount;
6. oversee the planning, coordination and implementation of CSR activities including compilation of information to help preparation of annual report on CSR and coordinating necessary audits and other compliances of all the CSR activities through the engagement of experts, if so required for effective implementation of the CSR projects; and
7. report back to the Board activities, implementation and tracking of the CSR Policy.
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Planning
The Committee will meet once in 6 months to review the activities of the past period and planning for the next 6 months. The CSR Secretary will report progress to the CSR Committee at regular intervals.

Resources, Funding and Implementation

1. Resources: As mentioned above, the CSR Team will consist of (i) Director Corporate Affairs who will be responsible for planning and implementation of the CSR Policy and initiatives; and (ii) CSR Manager who will support and lead programs in partnership with the respective NGO partners.

2. Funding: The Board and CSR Committee will finalise the CSR Spend. Surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company.

3. Implementation: The CSR Committee shall institute a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the Company and every such projects or programs shall have a monitoring & evaluation mechanism.

Monitoring

A monitoring mechanism will be designed by the CSR Committee for implementation of the CSR projects and programs and to ensure timely release of payments to the NGO partner and ensuring the goals & objectives of the program is achieved as well as seeking feedback from beneficiaries and relevant stakeholders.

Reporting and Disclosure

Contents of the CSR Policy shall be disclosed by the Board in the Annual Report. Further the CSR Policy shall be displayed on the corporate website.

Additionally:
1. The CSR Team will report the CSR updates to the CSR Committee.
2. The CSR Committee will then report the same to the Board.
3. The Board will subsequently publish the CSR updates in its Annual Report.

Amendment to CSR Policy

This CSR Policy can be amended at any time pursuant to approval of the Board of Directors.

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