

 LSIPL Human Resources	Corporate Social Responsibility Policy	
	LSIPL POL #	Effective Date: 4/28/2020

Contents

Purpose.....	1
Vision.....	2
Approach	2
Constitution of Corporate Social Responsibility Committee	2
CSR Projects and Programmes.....	3
Implementation	3
Budget.....	3
Monitoring.....	3
Reporting	4
Review of CSR Policy	4

Purpose

In accordance with Section 135 of the Companies Act, 2013 and the rules promulgated there under (collectively, the “**CSR Requirements**”), Lowe’s Services India Private Limited (the “**Company**”) has adopted this corporate social responsibility (“**CSR**”) Policy (the “**CSR Policy**”).

Vision

'Build a sustainable foundation for growth in communities we serve'

Lowe's endeavors to deliver right home improvement products, with the best service and value, across every channel and communities it serves. It, therefore, plays a pivot role in revitalizing communities, by providing safe and affordable housing to communities it serves. Housing and skilled trade education have been recognized key for development and social equity by the United Nations.

Lowe's Corporate Social Responsibility (CSR) program, thus, will harness its core competency in home improvement to build safe, affordable infrastructure and provide access to opportunities in skilled trade education to, marginalized communities, youth, women and people with disabilities (PWDs) in fields aligned with our business.

Approach

Along with the CSR Projects and Programmes, Lowe's CSR program identifies safe and affordable infrastructure, skilled trade education and disaster relief as primary focus areas, driving principles of which are as follows:

1. Safe and affordable infrastructure: Improve life chances and access to gainful opportunities by constructing and/or refurbishing buildings such as houses, shelter homes, institutions, hostels etc. for marginalized communities and underprivileged groups.
2. Skilled trade education: Empower youth, women, PWDs and children with appropriate skills to enable them to be industry ready and equip them with the right values to enhance their life conditions and enable them to contribute to the economy.
3. Disaster relief: Wherever possible, Lowe's India will energize programs and initiatives to provide support for disaster relief and rehabilitation.

In the process, complement the following United Nation's Sustainable Development Goals, in accordance with the Company's vision and Schedule VII of the Companies Act 2013:

SDG 5: Achieve gender equality and empower all women and girls

SDG 8: Promote sustained economic growth, productive employment and decent work for all

SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

SDG 17: Strengthen the means of implementation and revitalize global partnerships for sustainable development

Constitution of Corporate Social Responsibility Committee

The Board has formed a Corporate Social Responsibility Committee (the "**CSR Committee**") pursuant to the CSR Requirements.

The CSR Committee will carry out the following functions:

- to formulate and recommend to the Board, a CSR Policy indicating activities to be undertaken as specified in the CSR Requirements;
- to recommend the amount of expenditure to be incurred on the activities governed by the CSR Policy; and
- to monitor the CSR Policy from time to time.

CSR Projects and Programmes

All CSR projects of the company shall align with activities detailed in Schedule VII of the Companies Act, 2013 and the rules thereunder, including the notification(s)/circular(s)/memorandum(s) etc. as may be issued by the Ministry of Corporate Affairs of India with regard to the CSR activities, as amended from time to time.

All CSR projects and programmes shall be carried out only in India, and preference shall be given to area in which the Company is located. No CSR projects or programmes shall be undertaken in pursuance of normal course of business of the Company.

Implementation

In furtherance of specific CSR Projects and Programmes mentioned above, the Company will collaborate with NGOs and other like-minded stakeholders, including other companies, registered trusts and societies with impeccable track record, which meet the criteria as prescribed under the Companies Act 2013 and rules made thereunder, in order to leverage upon the collective expertise and experience that such partnerships may bring.

The interventions will be undertaken in a project mode with specific targets, outcome, activities, milestones and responsibilities of each party signed off as part of the MoU. Lowe's may prefer to establish multi-year partnerships with implementation agencies, to provide ample time for creating impact.

Budget

The Company shall seek to spend annually at least 2 per cent of the average net profits of the Company made during the three immediately preceding financial years, on specific CSR Projects and Programmes. For this purpose, the "net profit" and the "average net profits" shall be calculated as prescribed under the Companies Act, 2013 and rules made thereunder as may be amended from time to time. The Company shall take steps to ensure that any surplus arising out of the Company's CSR projects and programmes or activities shall be set aside for later use in CSR projects and programmes and in no event shall form part of the Company's business profits.

Monitoring

All projects shall undergo continuous monitoring through regular interactions and site visits to be conducted by the CSR team or any other agency contracted for the purpose. The projects will be appraised atleast half yearly by the CSR team to the CSR Committee to assess efficacy, deliverables and KPIs basis which addendums will be signed for consequent years.

Reporting

Implementation partner shall submit monitoring reports to the CSR team every quarter or according to the periodicity agreed in the MoU, details of which will be shared by the CSR team with the CSR Committee. This report would indicate:

1. Achievement since last progress report;
2. Proposed budgets for all CSR activities conducted in accordance with the CSR Policy; and
3. Actual year-to-date spends of such CSR activities conducted in accordance with the CSR Policy.

On an annual basis, the Board shall disclose the CSR details as required by the CSR Requirements.

Review of CSR Policy

The CSR Committee shall review this CSR Policy on a periodic basis and shall update it as necessary or appropriate (subject to approval by the Board) to ensure that it reflects CSR Requirements as well as the Approach of the Company and relevant stakeholders.

Document History

Version	Date	Release/Amendments/Changes Details	Prepared by	Reviewed by	Approved by
1	20/03/15	Initial Draft	Monica (Legal)	Monica (Legal)	Board
1.1	12/01/17	Amendments done by Legal Team	Monica (Legal)	Monica (Legal)	Board
1.2	20/01/2017	Final Release	Monica (Legal)	Monica (Legal)	Board
1.3	31/03/2017	Revision of CSR Policy	Monica (Legal)	Monica (Legal)	Board
1.4	28/04/2020	Revision to CSR Policy	CSR team	Legal team	Board of Directors