



Lowe's India CSR Committee

Lowe's India Board has formed a Corporate Social Responsibility Committee (the "CSR Committee") pursuant to the CSR Requirements. **It comprises the top leadership including India MD & SVP - Ankur Mittal, Jeffrey Robert Vining, David Ray Green & Monica Pirgal.**

The CSR Committee carries 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
- to monitor the CSR Policy from time to time

Lowe's India Corporate Social Responsibility

Lowe's which has a 100-year history, deeply holds the passion for supporting its associates and the communities. And the same transcends into our vision and all CSR programs.

Lowe's CSR endeavors to **empower and enable underserved communities through sustainable community development programs** while supporting the local state governments in providing disaster relief and rehabilitation. Lowe's CSR program serves the underserved communities, comprising - children, youth, women, LGBTQ and people with disabilities (PWDs) under the three core pillars aligned with the business. Skill building/Education, Home Improvement and Disaster Relief are the pillars under which the projects are identified to provide community support.

All CSR projects of Lowe's India 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 the projects and programs are being carried out only in India, and preference is given to area in which the Company is located.

Lowe's 2020- 21 CSR Projects Details

Mandatory (2%) spend for 2020-21 - INR 16264291
Actual CSR expenditure for 2020-21 – INR 39999933
(including administrative cost)

Project Title: Education, healthcare & nutrition of 70 students (sixty-five grade 9 students & five grade 8 students) during the academic year April 2020 to March 2021 | Budget INR 49,24,500/-

Objective: The students under this **year-long program**, underwent English medium education for the academic year 2020-21. This led to improving communication skills, exposure to STEM subjects, building interest in STEM courses, and enhancing their IT skills which they require to function in a rapidly changing world.

The program aimed to provide an interactive flexible learning environment for young urban children coming from the most deprived communities with no access to regular educational programs, healthcare & nutrition. Most of the beneficiaries have been first generation learners, living in around 24 slums in Bangalore urban area.



The intervention is aligned to Lowe's CSR pillar of 'Skill Building & Education'.



Beneficiary Testimonials:

Sanjana Naik. S:

Sanjana of Grade 9 (promoted to Grade 10) is a creative, responsible and perceptive student. She comes from a family of three. Her father the breadwinner of the family works as a security guard and her mother is a homemaker. She and her parents currently live in an extremely small house in Doddabanaswadi.

Sanjana is very interactive in class and has good time management skills. Sanjana participated in the Innovation Lab project through the discussions on various social issues she was able to critically think and analyze the current social issues. Sanjana is good at interpreting data and has good computer skills. She has performed extremely well in her Final Term Examinations held in March 2021. Her teachers find her to be a very hardworking student.

Heena K:

Heena of Grade 9 (promoted to Grade 10) is a very attentive and proactive student who makes a sincere effort to perform well in her academics. She comes from a family of three. Her father the breadwinner of the family works as a security guard at an apartment and her mother is a home maker. She and her parents live in a small security room at the apartment her father works at in Cooke Town. Heena is a dedicated student who enjoys taking up responsibilities in school.

Heena received the best student award for the academic year 2020-2021, the award was rewarded based on her Attitude and Behaviour, Work habits, Preparation, Collaboration and Attendance. She has good leadership skills which is noted by all her subject teachers. Heena has performed extremely well in her Final Term Examination and is one of the toppers of her class.

About the NGO Partner: Christel House

Christel House strives to transform the lives of most impoverished children from urban slums, helping them to realize their hopes and dreams and become self-sufficient, contributing members of society. Christel House Learning Centre is a place for disadvantaged children to grow, achieve and realize their dreams. It's commitment to students is 18 years or more from Kindergarten to Careers by providing robust K-12 education, character development, food & nutrition, health & medical care, transport, uniforms, stationery & learning materials, psychological & counseling support, family assistance & outreach programs, scholarship to pursue university education and finally, job placement. It addresses the root causes of poverty through a holistic human development model. The model creates a "multiplier effect," as once the cycle of poverty is broken, all future generations benefit. Christel House school is a secular school and all its programs and services are fully free to the students.

Christel House operates two schools in India: school in Bangalore completed 20 years of its operation recently and currently serving nearly 1150 students. The second school in Raipur (Atal Nagar in Chhattisgarh) opened in August 2016 and currently serving nearly 500 students.



Project Title: Training women to be sanitization and health entrepreneurs, to enable gainful employment and sanitization of public spaces in rural areas | Budget INR 2550000

Objective: Train 130 women/youth (70% women) on disinfection and entrepreneurship to provide handholding support to become Sanitization and Hygiene Entrepreneurs (SHE) and earn their livelihood. The project included –

- 6 hours of weekly online training program for enrolled participants
- Certification endorsed by Commonwealth of Learning & National Skill Development Corporation (NSDC), Lowe's
- Handholding and mentorship support to entrepreneurs for 12 months to make their venture sustainable
- Livelihood generation of women & youth
- Behavioral change toward Swachh Bharat

The intervention is aligned to Lowe's CSR pillar of 'Skill Building & Education'. In view of this new normal, Lowe's in partnership with Sambhav Foundation designed Sanitization & Hygiene Entrepreneur (SHE) program for people to provide livelihood and ensure preventive action against COVID 19 and any other contagious disease. SHE is an entrepreneurled model for workforce that can be scaled and replicated across different villages and towns.

Beneficiary Testimonials

Rani Elizabeth was looking for an opportunity to earn as well help community during COVID 19 Pandemic. Rani came to know about SHE program through Facebook campaign. She was very impressed with the program; she convinced her husband to join the program. Both were trained and certified from Labournet. Her enthusiasm and interest in learning led her to successfully complete the Sanitization Program. She was trained and certified as SHE Entrepreneur. She is able to earn around 4,000 to 4,500 every month.



About the NGO Partner: Sambhav Foundation

Sambhav Foundation (SF) was founded in 2006 to work for the welfare of vulnerable and disadvantaged community. Education, Employment and Entrepreneurship are the key pillars of our strategy. Mission of Sambhav Foundation is to create sustainable and inclusive education & livelihood opportunities for underprivileged men, women, youth, differently-abled children and socio-economically deprived youth by building an ecosystem which fosters education, vocational training, life skills-building, employment and work support.

Project: Train underprivileged youth in skills related to IT/ITES, to enable gainful employment | Budget INR 4975776

Objective: The program aimed to build customer centricity skills in 336 youth for job roles in key growth sectors of Retail, BFSI, ITES, Hospitality and Healthcare. It was designed keeping youth centered livelihoods programs which connect the aspirations and potential of young people to available market opportunities. The initiative focused on employability skills and mapping job potential based on individual strengths and mobility. The intervention is aligned to Lowe's CSR pillar of 'Skill Building & Education'.



Beneficiary Testimonials

After completion of her training with Lowe's sponsored skilling program at Magic Bus, Shwetha got placed with Flipkart's Grocery Unit as QC with CTC of Rs. 144000/- per annum (Rs. 12,000/- per month). Her performance is setting new benchmarks in the organization and she is receiving accolades from her seniors. Today, she is a strong pillar of her family and an inspiration to many in her society. Her parents are overwhelmed watching her take up all the responsibilities and are proud of her.

About the NGO Partner: Magic Bus Foundation

Magic Bus India Foundation works with some of the world's poorest children and young people, taking them from a childhood full of challenges to a life with meaningful livelihoods. They equip young people with the skills and knowledge they need to grow up and move out of poverty. Children on the Magic Bus program complete school and go on to enroll in vocational institutes or colleges. They successfully fend off destabilizers such as child marriage and child labour and become first-generation salary earners. Their participants complete their education and have secure careers.

Project: Train underprivileged youth in skills related to retail, warehousing, and IT, to enable gainful employment | Budget INR 5000000

Objective: Program aimed to develop a vocational skilling initiative for 400 youths, to synergize efforts and resources and provide a platform for vocational education, matching skill development with the industry needs. Lowe's designed a program in partnership with Lok Bharti, which focused on building skills, enhancing employability, augmenting the economic independence of youth, thereby promoting sustainable development. The intervention is aligned to Lowe's CSR pillar of 'Skill Building & Education'.

Beneficiary Testimonials

Many youths such as Aman have got placement opportunity at Vishal Mega Mart and known retailers with the monthly salary of Rs. 13800. Deepak's family is proud of him as he is able to provide financial and emotional support to his family. He has become a better version of himself and he is glad that he joined this training program. He says he is grateful to his trainer and implementing organizations for changing his life and providing him this great opportunity.

About the NGO Partner: Lok Bharti

Lok Bharti consists of Lok Bharti Education Society (LBES), a 23-Year-old NGO, operating towards measurable and sustainable CSR implementation for corporate and PSU's like Godrej, DLF, Schneider, NBCC, UNDP, etc. They empower communities through creating multiple opportunities and providing a platform for the underprivileged by promoting inclusive growth, which is holistic, sustainable, and socially uplifting. The entire implementing operations are done through their operating arm Lok Bharti Skilling Solutions (LBSS), an NSDC Training Partner.

Covid Relief Efforts

Project: Mobile Virology Labs for scaling Covid testing | Budget INR 15353750

Objective: The project aimed to fabricate and deploy one set of MITR Labs in a district with limited RT-PCR capacity and an increasing number of COVID-19 cases. As there was limited RT-PCR testing capacity in the northern state of Uttarakhand, the state health department showed interest in deploying and operating MITR labs in districts of Uttarakhand. MITR Labs developed in this project were deployed in one of the districts of Uttarakhand with the flexibility to mobilize the labs to another district based on demand for testing



About the NGO Partner: United Way

UWBe, part of United Way Worldwide is an NGO, focuses on social issues that seek immediate attention. The chapter catalyses unified efforts from corporates, civic bodies and citizen associations to bring about visible change. We work in four key areas – Environment, Education, Healthcare and Livelihood. Our three flagship campaigns serve important purposes: 'Wake the Lake' works to protect Bengaluru's lakes, 'Born Learning' helps provide nutrition and education to very young children and 'Rural Rising' aims to develop and empower the rural communities. Besides, volunteering is yet another key area that inculcates a sense of social responsibility amongst the citizens.

Project: Relief Work: Ration kits for migrants and PPE kits for front liners | Budget INR 4995873

Objectives: The project aimed to provide 2300 relief kits to families of migrant workers, people with disabilities, elderly and other underprivileged groups along with providing 350 PPE kits to health care professionals.



About the NGO Partner: Samarthanam Trust for the Disabled

Samarthanam works for the empowerment of persons with disabilities and the underserved through its diverse initiatives focused on providing quality education, accommodation, nutritious food, vocational training, and placement-based rehabilitation. It facilitates opportunities to enable persons with disabilities and the underserved to keep pace with the rest of the society.



Project: PM Cares Fund | Budget INR 220000

Objectives: Provide support to the government for covid relief efforts during the first wave of the pandemic.