



**Liberty Shoes Limited**

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **1. CONTEXT**

Liberty Shoes Limited recognizing that business enterprises are economic organs of society and draw on societal resources, we believe that a company's performance must be measured by its Triple Bottom Line contribution to building economic, social and environmental capital towards enhancing societal sustainability. Liberty Shoes Limited has been an early adopter of Corporate Social Responsibility ('CSR') initiatives. Along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business growth.

We committed to the business strategies of introducing products that give our consumers health & wellness, we operates in a manner that not just continues to generate an attractive return for shareholders, but also minimizes our impact on the environment and helps in replenishing the planet; while lending a helping hand to the community.

The Company's focus has always been to contribute to the sustainable development of the society and environment, and to make our planet a better place for future generations.

### **2. Our CSR Vision**

Through sustainable measures, actively contribute to the Social, Economic and Environmental Development of the community in which we operate ensuring participation from the community and thereby create value for the nation.

### **3. Our CSR Mission**

1. Ensuring socio-economic development of the community through different participatory and need- based initiatives in the best interest of the poor and deprived sections of the society so as to help them to become **SELF-RELIANT** and build a better tomorrow for themselves.
2. Ensuring environmental sustainability through ecological conservation and regeneration, protection & re growth of endangered plant species, and promoting biodiversity.

### **4. FOCUS AREAS**

The CSR activities we pursue will be in line with our stated Vision and Mission, focused not just around our plants and offices, but also in other geographies based on the needs of the communities.

The **Focus areas** where special Community Development programmes would be run are:

#### **A) EDUCATION**

Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled, and livelihood enhancement projects; monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc. with the objective of assisting students in their studies.

#### **B) RURAL DEVELOPMENT**

Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable villages. we believe that the well being of people living in rural areas ensures sustainable development.

We will work with local administrations to achieve community development goals. We will partner with governments and NGOs and support them in improving infrastructure such as constructing roads, providing drainage systems and electricity, and rehabilitating natural disaster affected victims in rural areas.

#### **C) PREVENTIVE HEALTH CARE**

Promoting preventive health care and sanitation and making available safe drinking water, Preventive Health care through awareness programmes, health check-ups, provision of medicine & treatment facilities, providing pre-natal & post natal health care facilities, prevention of female foeticide through awareness creation, program for preventing diseases and building immunity.

We will work with various non profit organizations that run mid day meal programs in schools across India and may establish kitchens that provide meals to school children.

Besides, The Company will also provide health care to the poor and needy peoples at concessional charges or free of cost.

## **D) OTHER ACTIVITIES**

- Promotion of Sports with special focus on training for rural sports, nationally recognized sports, Paralympic sports, Olympic sports.
- Welfare for differently disabled persons
- Setting up public libraries
- Reducing inequalities faced by the socially and economically backward groups
- Protection of national heritage, art, culture and handicraft; Restoration of Buildings & sites of historical importance & works of art.
- Welfare of armed forces personnel, war widows and their dependants

## **5. UNDERTAKING CSR ACTIVITIES**

We will strive to implement the aforesaid CSR activities on our own to the extent possible. we will undertake its CSR activities, approved by the CSR Committee or such other entity/organization as approved by the CSR Committee. The surplus arising out of the CSR activities, projects or programs shall not form part of the business profit of the Company. CSR Committee, subject to approval of the Board, may focus on other areas also as they deem fit and proper in the interest of the society at large but well within the areas as specified under Schedule VII of the Companies Act, 2013.

## **6. CSR FUNDS**

The corpus for the purpose of carrying on the aforesaid activities would include the followings:

- 2% of the average Net Profit made by the Company during immediately preceding three Financial Years.
- any income arising there from.
- surplus arising out of CSR activities carried out by the company and such surplus will not be part of business profit of the company.

## **7. MONITORING**

The CSR department will provide regular progress report to the CSR Committee of the Board. This report would indicate:

1. Achievement since last progress report / during the last quarter in terms of coverage compared to the target and reasons for variance.

2. Achievement of the year-to-date in terms of coverage compared to the target, plans to overcome shortfalls if any and support required from the CSR Committee/Board to overcome the shortfalls.
3. Actual year-to-date spends compared to the budget and reasons for variance.
4. In respect of activities undertaken through outside Trust/Society/NGO's etc. there will be mechanism of monthly reporting of progress on each such activities and the amount incurred thereon.

The Board shall seek a short progress report from the CSR Committee on a quarterly basis.

## **8. COMPOSITION OF CSR COMMITTEE**

The CSR Committee shall consist of the following directors:

1. Sh. Shammi Bansal, Chairman
2. Sh. Adeesh Kumar Gupta
3. Sh. Raghubar Dayal
4. Sh. Ramesh Chandra Palhan

## **9. RESPONSIBILITIES OF THE COMMITTEE**

The responsibilities of the CSR Committee include:

- Formulating and recommending to the Board of Directors the CSR Policy and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

## **10. TREATMENT OF SURPLUSES**

Any surplus generated from CSR projects undertaken by us will be tracked and channelized into our CSR corpus. These funds will be further used in development of the CSR projects and will not be added to the normal business profits.