

RELAXO FOOTWEARS LIMITED

Registered Office : 316-319, Allied House, Inderlok, Delhi 110 035 Phone – 91-11-23128354, 23127090, Fax No : 46800692
CIN – L74899DL1984PLC019097, Email : rfl@relaxofootwear.com, Website : www.relaxofootwear.com

CORPORATE SOCIAL RESPONSIBILITY POLICY

A. PHILOSOPHY

Relaxo Footwears Limited has always been committed towards its responsibility to the community and environment in which it operates. It believes that enterprises are organs of society and their decisions should be based on not only financial factors but also on the social and environmental consequences. Therefore, at **Relaxo Footwears Limited** we are committed to grow fairly and responsibly with positive impact to society and environment as well.

B. BACKGROUND

With the advent of the Companies Act, 2013 constitution of Corporate Social Responsibility Committee of Board and formulation of Corporate Social Responsibility Policy become as mandatory requirement. Therefore, this policy has been formally formulated in terms of Section 135 of the Companies Act, 2013 and read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time.

C. CONSTITUTION OF CSR COMMITTEE

CSR Committee pursuant to Section 135 of the Companies Act, 2013 shall consist of three or more directors of which at least one shall be an independent director.

D. RESPONSIBILITY OF THE CSR COMMITTEE

CSR committee shall be responsible for:

1. Formulate and recommend to the Board, a Corporate Social Responsibility Policy which shall indicate 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 (1); and
3. Monitor the Corporate Social Responsibility Policy of the company from time to time.
4. Formulation of a transparent monitoring mechanism for implementation of the activities to be undertaken by the Company and the proper usage of money allocated to the activities.
5. Annually report to the Board, the status of the CSR activities implementation and usage of the contribution made by the Company.
6. Any other requirement as per the Act and Rules issued thereto.

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E. CSR ACTIVITIES AREA

The Company will give preference for CSR activities to the states where its Manufacturing Facilities, Corporate and Registered office are situated, namely Haryana, Rajasthan, Uttarakhand and Delhi.

F. PURPOSE

The purpose for which amount can be utilized is defined under schedule VII of the Companies Act, 2013 and out of those we have taken following as the key areas:-

- (i) eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swachh Bharat Kosh set- up by the Central Government for the promotion of sanitation and making available safe drinking water;
- (ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- (iii) promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;

Without prejudice to the generality of the activities specified above following activities may be undertaken:

(a) HEALTH CARE AND SANITATION

1. Establishing sanitation system and toilets in rural and backwards areas and schools etc.
2. Providing adequate and portable water supply in rural and backward areas.
3. Taking measure to create public awareness to protect and upgrade environment including ecological balance and related activities.
4. Establishing programme and activities concerning and promoting general health care including preventive healthcare, safe motherhood, child survival support programme, health and medical camps etc.
5. Establishing Primary Health Centre.

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(b) EDUCATION

1. Establishing, running, takeover, managing and maintaining schools and colleges with an object to provide pre-primary, primary, secondary, senior secondary and higher education to children.
2. Providing financial assistance to any agency involved in education, knowledge enhancement and innovation in education.

(c) CHILDREN WELFARE

1. Rehabilitation of street children, orphans and destitute children.
2. To organise child right protection workshops, make children aware of their living conditions, about health, sanitation, environment, agriculture, small savings, public laws etc., integration and co-operation among children, critical analysis of every aspect and basic reading & writing.

(d) WOMEN EMPOWERMENT

1. To provide training to end- less marginal and small farm women and help in technology handover of Agro based income generating enterprise e.g. Kitchen Gardening, Poultry, Goat Farming, Piggery, Apiary, Fishery, Dairy etc. to them and form women groups for attainment of this objective.
2. Systematically develop a system for solving the problem like lack of Education among women, Female Foeticide, Safe Motherhood, Child Survival, Dowry, Domestic Violence, Widow/Elderly issue etc.
3. To support various government initiative like Beti Bachao Beti Padhao Yojna, Chiranjeevi Yojna, E-mamta.
4. To support policy of zero tolerance for violence against women.

(e) WELFARE OF DIFFERENTLY ABLED & OLD AGE PEOPLE

1. Working towards rehabilitation of physically and mentally challenged Children/ Adults.
2. Working towards rehabilitation of old age people.
3. Providing Vocational Training and Entrepreneurial Initiatives to make differently abled person economically independent.

G. CSR ACITIVITES TO BE UNDERTAKEN

The core area for CSR activities will be to fulfil its CSR objective on specific needs of the Working Areas. However, CSR Committee in future may undertake other CSR activities as prescribed in Companies Act, 2013.

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H. CSR EXPENDITURE

2% of Average the net profit of last three years as per section 198 of the Companies Act, 2013 will be spent on CSR activities.

The total budget for the CSR activities to be undertaken by the Company will be decided by the CSR Committee and shall be recommended to the Board for its approval.

I. IMPLEMENTATION

To implement the Company's CSR Programmes:

1. Company may form a Charitable Society for undertaking the CSR activities on behalf of the Company, as per the CSR Policy of the Company.
2. The activities of Society will be managed by the Society's internal infrastructure
3. The Company may also engage any External Agencies / Non-Government Organisation/s / Voluntary organization/s (The NGO) for implementing its CSR objectives from time to time as per the directions of the CSR Committee & Board. However following minimum Criteria will be ensured while selecting such External Agencies / NGO / Voluntary organisations :-
 - a) It is a registered Society / Trust
 - b) It has permanent Office / Address in India
 - c) It has a valid Income Tax Exemption Certificate.
 - d) It has a track record of at least three years in carrying on activities in related areas.

J. MONITORING MECHANISM

1. CSR Committee may nominate a CSR Team comprising senior officials to assist CSR Committee in discharging its functions.
2. CSR Team, if nominated, shall be subject to supervision and direction of CSR Committee and be responsible for the implementation of CSR activities.
3. Board of Directors shall ensure that the activities under this policy are undertaken under the overall supervision of the CSR Committee.
4. Board of Directors, CSR Committee, CSR Team or employees of the Company can identify and propose CSR Projects.
5. Any proposal for CSR activity / project shall be first vetted by the CSR Team, to confirm whether it meets the criteria of this Policy, any guidelines prescribed by the CSR Committee and all the conditions prescribed under

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the Companies Act, 2013 (including all rules, circulars, notifications issued thereunder).

6. CSR Team, from time to time, shall monitor & review the progress of each CSR project in terms of outcome assessment and financial monitoring, and report the same to CSR Committee on such periodical intervals as recommended by the CSR Committee.
7. CSR Team shall forward Quarterly MIS Report on CSR activities implementation and expenditure to all the members of CSR Committee on quarterly basis.
8. CSR Team may also report to the CSR Committee any deviations regarding the CSR activities and also report on corrective actions taken
9. In order to ensure transparency and communication with all stakeholders, disclose composition of CSR Committee, the content of CSR policy in the prescribed format shall be available in the Directors' Report in the Company's Annual Report and on the Company's website. CSR Team shall provide information and support to CSR Committee for this purpose.
10. Further employee participation in CSR projects shall be encouraged and supported through various initiatives from time to time.