

# CSR Policy 2020 - 21

Thoughtworks India

# Thoughtworks Technologies (India) Pvt. Ltd.

## Corporate Social Responsibility Policy 2020-2021

### Introduction

Striving for positive social change is at the core of our purpose and culture. Our purpose is to create an extraordinary impact on the world through our culture and technology excellence and our CSR strategy is to amplify the work of our partners in a spirit of solidarity over charity.

As a global technology company we are uniquely positioned to influence the impact of technology in the world. At Thoughtworks, we have seen how technology is never a solution (just) by itself, mainly because of what we have learned from our experience of working with humanitarian organizations from across the world.

We actively strive to make both Thoughtworks and our industry more reflective and inclusive of the society that we serve. Our mission is to better humanity and help build a more socially and economically just world through our Corporate Social Responsibility programs.

### Objectives

Thoughtworks reviewed and revised the CSR strategy a couple of years ago, to condense our focal goals and communities and select projects that correspond to our value of solidarity before charity. Our policy aims to help and support interventions that align with our key focus areas and have critical impact which invariably lead to a multiplier effect. We are willing to go an extra step to support new and promising ideas and projects which have the potential to solve the problems of the people of India.

## Focus Areas

Thoughtworks has chosen the four United Nations Sustainable Development Goals listed below to invest our efforts in:

- Gender equality
- Reduced Inequality
- Good health and well-being
- Industry, Innovation & Infrastructure(with a special focus on Equitable Technology)

## Composition of the CSR Committee

The CSR Committee shall consist of the following members:

- Sameer Soman, Managing Director
- Sudhir Tiwari, Managing Director
- Suresh Babu Kalarikkal, Director & Head - Legal
- Deepa Deo, Director & Chief of Staff to India MDs
- Suresh Kumar Bellala, Head - Finance
- Juanita Jayant, Manager - Finance Team
- Tina Vinod – Global Head - Diversity & Inclusion & Head - Social Change - India
- Satish Viswanathan - Head, Social Change - India
- Chirag Doshi - Head of ThoughtWorker Growth - India

# Responsibilities of the CSR Committee

The responsibilities of the CSR Committee include:

- Formulating, indicating and recommending to the Board of Directors the CSR Policy
- Recommending to the board of directors the amount of expenditure to be incurred for the CSR activities
- Selecting activities to be undertaken
- Monitoring and ensuring fair implementation & reporting of the CSR activities
- Selecting any external partners engaged to support the CSR process in Thoughtworks. Setting expectations around their involvement and ensuring they are delivering to them

## Funding and monitoring process

This year Thoughtworks continued partnering with an external organization to manage the CSR process and portfolio including review of existing CSR partners, scouting for new projects to align with the CSR policy, performing an evaluation and due-diligence of the CSR partners to refine the project proposals and plans, define goals, metrics, conduct impact assessments, streamline reporting and submit quarterly reports to the CSR Committee. The same can be viewed on CSR Edge.

## Projects for the Year 2020-2021

- **SDG 5: GENDER EQUALITY**
  - **With PERIFERRY:**
    - PROJECT: REVIVE - Corporate Training & Employment Program for the Transgender Community (continued from last year due to COVID-19)
    - PROJECT: REVIVE – Tech for Trans

- **With SANGAMA:**
  - PROJECT: BREAKING THE CYCLE: Project for supporting the education of daughters of sex workers (continued from 2019-20 due to COVID-19).
- **With BACK TO VILLAGE:**
  - PROJECT: UDYAMITA – transforming 100 women & PWDs from weaker economic sections into nano and micro entrepreneurs.
- **With SNEHA SOCIETY FOR INTEGRATED COMMUNITY DEVELOPMENT:**
  - PROJECT: SABALA – empowering adolescent girls for protection from sexual abuse and exploitation.
- **SDG 10: REDUCED INEQUALITIES**
  - **With JYOTI SEVA SOCIETY:**
    - PROJECT: Providing equipment to enhance learning for the visually impaired.
  - **With DIYA FOUNDATION:**
    - PROJECT: Employability and Life Skills training for adults with intellectual challenges.
  - **With TRIBAL HEALTH INITIATIVE:**
    - PROJECT: Dignity through livelihoods for tribal women.
  - **With THULIR:**
    - PROJECT: Quality education for tribal children of the Sittlingi valley
  - **With MITTI SOCIAL INITIATIVES FOUNDATION:**
    - PROJECT: setting up a cloud kitchen run by people with disability – (continued from 2019-20 due to COVID.)
- **SDG 3: GOOD HEALTH & WELL-BEING:**
  - **With U-RESPECT FOUNDATION:**

- PROJECT: Improving maternal health outcomes in an urban low-income community.
  - **With INSTITUTE OF PUBLIC HEALTH:**
    - PROJECT: Tobacco Free Youth - an initiative in rural Karnataka for prevention of substance abuse.
  - **With SNEHA CHARITABLE TRUST:**
    - PROJECT: employment enhancing vocational skills for young individuals battling HIV and their family members.
  - **With APD (The Association for People with Disability)**
    - PROJECT: Certificate training in care-giving for Youth with Disabilities and women.
- **SDG 9: INDUSTRY, INNOVATION & INFRASTRUCTURE**
  - **With PI JAM FOUNDATION:**
    - PROJECT: to equip children and educators of India with access to affordable technology and enhanced quality of computer education.
  - **With CHERYSH TRUST & PI-JAM FOUNDATION:**
    - PROJECT: e-Shikshas powered by Pi Jam – providing digital education to a new community of trainers and students to bridge the rural-urban divide.
  - **With ASHWINI (ASSOCIATION FOR HEALTH WELFARE IN THE NILGIRIS):**
    - PROJECT: Integration of AVNI- BAHMNI as a Health Management Information System in ASHWINI for improved delivery of health care for the Adivasi Community in the Nilgiris.

**For further details, please reach out to:**

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