

THOUGHTWORKS TECHNOLOGIES

(INDIA) PVT. LTD.

Corporate Social Responsibility Policy 2019-2020

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

In 2019, ThoughtWorks reviewed and revised the CSR strategy 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 – Head: Diversity & Inclusion & Social Change Lead - India
- Satish Viswanathan - Social Change Lead - 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 has partnered 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 2019-2020

JYOTI SEVA FOUNDATION:

SDG 10: REDUCED INEQUALITIES

PROJECT: PROVIDING EQUIPMENT TO ENHANCE LEARNING FOR VISUALLY IMPAIRED

Visually Impaired Students face many challenges and difficulties in their lives. One of the best ways to help in their lives is to support the students to achieve higher education through different technology in order to enhance their learning through Education and Rehabilitation and encourage them to live dignified lives. This project involves providing better equipment in order to improve the quality of the learning skills and knowledge for Visually Impaired. The Tactograph will be used regularly in the primary school to print out tactile materials. The Kibo device will be available for visually impaired students for their day to day learning. This machine shall provide an opportunity to study their notes without difficulty. It provides access to more content for learning – and reduces dependability on procuring learning materials and enables in-house printing of learning material for the visually impaired.

DIYA FOUNDATION:

SDG 10: REDUCED INEQUALITIES

PROJECT 1: Employability and Life Skills training for adults with intellectual challenges

Adults with intellectual challenges have a huge potential to be self-dependent and productive provided their training is structured and systematic. There is a dire need for such training because most often it is seen among parents that, due to their workload and time constraints, they are unable to provide training to their children on basic life skills and thus results in even slower developmental progress among children with intellectual challenges. At DIYA, the life centered career education curriculum that is followed addresses a person-centered development as per their strengths and interests and provides an easy transition from work to life goals and life security. The inherent belief that everyone is trainable and has the potential to work is the premise that we operate from. This project involves training on cooking skills for 30 adults with intellectual disabilities. It teaches the candidates self-dependence and the realization that they can manage for themselves in the future. Whether they live alone or with siblings, they can be self-dependent, productive and supportive.

PROJECT 2: Developing Psychosocial skills of adults with intellectual challenges through employability training?

Persons with intellectual disabilities are over-protected and the tendency of the parent is to do things for them rather than let them do it themselves as it saves time for the parents and siblings. The plan is to equip and train the students on life skills and employability skills through various therapies, role plays, workboxes, exposure visits, and on-the-job internships and get them self-dependent and work-ready in three years' time as well as work with parents on 'letting-go' and looking at their children as adults with skills. Training on personal Social skills teaches the candidates interpersonal and relationship skills like making friends, being appropriate, knowing what their strengths are, learning to deal with conflicts, manage anger and being aware of choices and their consequences. It teaches them to be responsible for themselves rather than blaming others and being dependent on others to make decisions on their behalf. The students also learn about health and wellness, and fitness that would give them a better quality of life. This Employability training for 34 adults will (we hope) be successfully placed by the end of March 2020.

MITTI SOCIAL INITIATIVES FOUNDATION

SDG 10: REDUCED INEQUALITIES

PROJECT: SETTING UP A MITTI CAFÉ RUN BY PEOPLE WITH DISABILITY.

The primary objective of the MITTI CAFÉ project is to garner livelihood opportunities, economic independence and dignity for persons with disabilities through training and employment. The aim is to help persons with disability (physical, intellectual and psychiatric), get access to equal opportunities in employment, based on their talent and get access to safer inclusive workspaces that enable them to co-exist with their peers with pride and dignity and who work together and complement one another. Mitti cafés are run by employees with paraplegia, quadriplegia, visual impairment, hearing and speech impaired candidates, candidates with cerebral palsy, down syndrome, multiple sclerosis, autism, dwarfism, mild schizophrenia etc. Through ongoing efforts at sensitizing the public to inclusion, our specially-abled candidates are not just getting a means of livelihood that allow them to earn but more importantly lead their lives with dignity and self-worth. The aim is to create visible, tangible models of inclusion that the community is inspired to take part in, as well as a low cost-high impact livelihood model that can be emulated across the globe.

This includes two segments of communities: (i) communities where the PwD belongs – perception and acceptance of disability is increased and people who have PwD as a member of their families get hope with the Role Models and success stories (ii) Corporates/Institutions: There is a humane touch and increased diversity and sensitization in the concrete and busy corporate environment. The organizations are also overwhelmed by the capabilities and look at more ways of Inclusion.

PI JAM FOUNDATION/THE NUDGE FOUNDATION

SDG 5: GENDER EQUALITY & SDG 10: REDUCED INEQUALITIES

PROJECT: PI LAB PROJECT

THE PI LAB PROJECT is a mission by Pi Jam Foundation, to 'equip children and educators of India with access to affordable technology and enhanced quality of computer education'. The aim is to foster the essential 21st-century skills of Problem Solving and Design Thinking as a methodology in their process by providing low-cost open-source technology and Raspberry Pis to students in government schools for use by students and educators. The curriculum is curated to teach physical computing, digital making, problem-solving and design thinking through labs set up in schools. The real-world problems lie in the domains of immediate school problems, climate change, pollution control, food and agriculture, and other issues in their own communities. They are in the process of making their solutions a part of the country's efforts to handle these problems by collaborating with organizations like IITM, other NGO's and the Government. Through this model, students gain an avenue to use their academic knowledge in a relevant way using affordable and open-source technology to build and create. It sensitizes them to real issues and trains them to apply their skills and knowledge in creative ways, making them part of the much needed creative and skilled workforce of the future.

The primary objective is to build a problem-solving mindset in students and a significant degree of comfort with technology to be better prepared for the future as listed in our organizational theory change. At a systemic and organizational level impact, the foundation is looking forward to collaborating with the Government and partner with International Organizations as well as NGO's and aims to collaborate with the Government, through a systemic adoption of our affordable and high quality of Computer Education.

PERIFERRY/PERIAMMAL TRUST

SDG 10: REDUCED INEQUALITIES

PROJECT: REVIVE - Corporate Training & Employment Program for the Transgender Community

The transgender community in India is one of the most marginalized and ostracised communities. Project - Revive aims to provide employment and business opportunities to the transgender community by training them for corporate environments and pursuing mainstream jobs. This project provides a distraction-free and safe training environment for the community members to stay, learn and grow. Training topics covered are - English Communication, Computer Familiarity, Soft Skills, Life Skills (Self-Confidence, Self-Worth, Empathy, etc.), Financial Literacy, Interview Preparation, Resume Building. Post completion of the training, a job fair will be conducted to ensure that all graduate trainees are able to create a sustainable living for themselves. . We expect at least 90% of the total of 40 participants to secure a mainstream job/business opportunities at the end of the project and directly impact over 15 organizations that want to truly create an inclusive work environment.

SANGAMA

SDG 5 & 10: GENDER EQUALITY & REDUCED INEQUALITIES

PROJECT: Breaking the cycle: Project for supporting the education of daughters of sex workers

One of the myths that hold great sway over the public imagination is that sex workers force their young daughters into sex work! They do not. Sex workers provide sexual services so that their daughters (and sons) may be educated, employed and lead their lives free from the poverty, exploitation, stigma, and abuse that mark the lives of sex workers. However, the stigma that surrounds sex work adversely affects the children of sex workers by creating a significant barrier to educational success and employment opportunities. This pilot project seeks to break this cycle of social and economic marginalization through interventions based on consultations Sangama and Karnataka Sex Workers Union (KSWU) had with the sex workers who are anxious to ensure their daughters enjoy educational and employment opportunities equal to those of other children. The overall objective of the pilot project is to break the inter-generational cycle of destitution, poverty, and social marginalization that leaves children of sex workers with lower educational attainment levels and fewer employment opportunities than their peers; and to create an evidence-based working model for intervention with children of sex workers. This project supports the education of 17 daughters of sex workers between the ages of 14 and 18 in a holistic manner, providing both financial resources and social support. While the most immediate objective of the project is for these girls to graduate PUC (finishing 10+2), we expect this increased academic or vocational attainment to have a positive effect on sex worker children's health, emotional well-being, and empowerment more generally. Studies suggest there is an inverse correlation between educational attainment and the chances of early marriage and unwanted pregnancies. These girls and their mothers will lead by example and become role models for others in their community wishing to give their children an education, thus reducing inequality of opportunity in the long-term.

BURROWS MEMORIAL CHRISTIAN HOSPITAL

SDG 3 & 9: GOOD HEALTH & WELL-BEING & INDUSTRY, INNOVATION & INFRASTRUCTURE

PROJECT: Empowering rural healthcare through clean energy innovations in Assam

The hospital is in a hilly village on the border of India's north-eastern states of Assam and Manipur and has the only cold chain unit in the sub-division for the Universal Immunization Program and the first-ever radiation therapy unit in North East India. This 70- bedded tertiary care hospital is the lifeline for all the poor communities living around this village and for those living across the border in Manipur. The hospital has a major role to play in improving health services and in making sure basic services like institutional deliveries, treatment of emergency cases during childbirth are accessible to the poor people living in these areas.

Due to a lack of electricity or low voltages, many patients are being turned away or asked to travel further for treatment. The hospital has the objective of installing a power back up that is not only reliable but also sustainable and clean by installing a solar PV. This will result in addition of new critical services like installation of a Blood Bank, increase in the number of patients being treated annually.

EKONNECT KNOWLEDGE FOUNDATION:

SDG 9: INDUSTRY, INNOVATION & INFRASTRUCTURE

PROJECT: OPINE- Fuelling Open Innovation for Co-creating Social Innovations for Real Challenges

There is a huge gap in terms of understanding of real, nuanced and local social and environmental issues from the community, industry, and governments. The knowledge is limited to information made available by the newspapers or the internet and only gives 30,000 feet view of the problems, e.g., Delhi's bad air quality, Bangalore's depleting water quality and lakes on fire or Maharashtra's farmers' suicides amongst other issues. To be able to solve a problem and come up with sustainable, affordable and long term solutions which can bring irreversible positive change, one needs to get to the root cause of these, understand the habit, culture and behaviour of the people, study existing interventions and solutions, engage with multiple local stakeholders and then attempt to come up with solutions. The project will increase participating students' employability, facilitate entrepreneurship, bring vibrancy and orient research to address real problems/opportunities, support NGOs towards solution deployment and benefit the communities by implementation of relevant and tailor-made solutions. The project will deploy 'OPINE', an IT-enabled network, to connect students, researchers and faculty from academic institutions with field-based organizations (e.g. NGOs) and sector experts to identify, engage and award research projects that are relevant, innovative, have potential for scaling up and replication and in line with the Sustainable Development Goals (SDGs). The project will demonstrate how several stakeholders can use the platform to ensure effective utilization of the available funds for practice research, propelled through innovation and entrepreneurship.

SUGAM JAGRITI

SDG 9 & 10: INDUSTRY, INNOVATION & INFRASTRUCTURE & REDUCED INEQUALITIES

PROJECT: Decentralized Community Biogas Plant

The project aims to generate bio-energy by linking a community to Community Bio-gas Plant(CBP), which would use domestic/kitchen, livestock and farm waste on a mass scale to produce biogas, thereby generating cooking fuel or electricity and other by-products like organic manure and bio-pesticide. It would serve an under-served community in Bihar, wherein the majority of the population belongs to the Dalit & Maha-dalit community. It aims to reuse/recycle 2.5 ton organic waste per day which releases methane when left in an open environment. The main aim is to replace cow dung with cooking fuel or electricity and chemical fertilizer with organic manure. Overall the project generates employment – both Direct & Indirect, saves carbon emission and protects land and water too. It aims to improve mismanagement of waste in rural localities and change the negative attitude of rural communities towards biogas technology.

For further details, please reach out to:

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N.B. The completion of some of these projects may be delayed due to the COVID-19 situation.