



# **THOUGHTWORKS TECHNOLOGIES (INDIA) PVT. LTD.**

## *Corporate Social Responsibility Policy*

### **INTRODUCTION**

At the heart of ThoughtWorks is an ambitious mission: to be a proactive agent of progressive change in the world. As a global technology firm with social and economic justice at its very core, we are uniquely positioned to influence the impact of technology in the world. Aware of our own privilege, we strive to see the world from the perspective of the oppressed, the powerless and the invisible. This kind of thinking is fundamental to our identity. It forms one of the three pillars of our organization and is a huge source of our energy, passion and drive. It's also a big part of the reason why creative, courageous and compassionate people call ThoughtWorks home and forward-thinking change agents at companies and organizations around the world work with us.

### **OBJECTIVES**

The ThoughtWorks India's CSR Policy is to help and support organizations and groups that advance the interests of the oppressed, the powerless and the invisible.

### **FOCUS AREAS**

- Health care for disadvantaged people
- Gender equality and empowerment of women
- Education
- Environmental and ecological justice
- Bringing science and technology to the people, especially in rural areas

### **COMPOSITION OF THE CSR COMMITTEE**

The CSR Committee shall consist of the following members:

- Sameer Soman, Managing Director and Chairperson
- Sudhir Tiwari, Director
- Matthew Simons, Director

- Suresh babu Kalarikkal, Head - Legal
- Suresh kumar Bellala, Head - Finance
- Prabir Purkayastha, Social Impact Program Lead
- Juanita Jayant, Manager - Finance Team
- Tina Vinod, Graduate Experience Lead

## **RESPONSIBILITIES OF THE CSR COMMITTEE**

The responsibilities of the CSR Committee include:

1. Formulating, indicating and recommending to the Board of Directors the CSR Policy.
2. Recommend to the board of directors, the amount of expenditure to be incurred for the CSR activities;
3. Selecting activities to be undertaken.
4. Monitoring implementation of the CSR activities.

## **FUNDING AND MONITORING PROCESS**

ThoughtWorks will receive requests from various organizations for funding multiple projects throughout the year. The CSR Committee will deliberate on the proposals and approve for implementation at its discretion. The CSR Committee is closely working with the selected organizations to monitor the progress of the approved projects and help the Board in reporting the progress and in making appropriate disclosures from time to time.

## **PROJECTS**

### ***ThoughtWorks Chair at Asian College of Journalism***

The Media Development Foundation (MDF) and ThoughtWorks Technologies India Private Ltd. are working together for the institution of the ThoughtWorks Chair Professor of Rural India and Digital Knowledge at the Asian College of Journalism, Chennai (ACJ). The Chair, first of its kind exclusively dedicated to journalism across all of rural India, was founded on June 1, 2015.

The first holder of the Chair is P. Sainath, a journalist who has covered the Indian countryside full-time for 22 of the 35 years he has been in the profession. He has also been teaching and training journalists for well over two decades - including at the ACJ since its inception. As ThoughtWorks Chair Professor, he will continue working with and training journalists in covering rural India. He will particularly aim at taking the coverage of rural India to digital platforms, bringing rural voices to such platforms.

The ThoughtWorks Chair at the ACJ will engage with rural communities across India, study, research and write about their labour, languages, skills, economies, histories and cultures. Under the guidance of the Chair, the students at ACJ will obtain an understanding of various forms of deprivation as well as its complex social, economic and political causes. They will learn how to document and cover rural India and seek to build connections between themselves and rural communities and create networks of students, journalists, teachers and others interested in rural India and rural Indians.

### ***Addressing Rural Health issues in association with JSS***

The health of people in rural India is in a precarious situation. The traditional systems of medicine are in decline due to different economic and cultural reasons. But modern medicine as it is being practiced is not meeting the health needs of the rural population, especially those from the economically and socially backwards sections. This is because of high cost and inaccessibility. The high cost of this kind of health care, as well as the loss of wages during the period of illness pushes these people into a grim cycle of debt, bondage, and deepening poverty. India, home to one-sixth of mankind, is also home to fully one-third of all tuberculosis patients in the world. More than 300,000 children drop out of school every year because someone in their family comes down with tuberculosis and an extra income is needed to make both ends meet. Families of 25% of all hospitalized individuals fall below the poverty line because of hospital expenses.

Jan Swasthya Sahyog (JSS) is a voluntary, non-profit, registered society of health professionals running a low-cost, effective, health program providing both preventive and curative services for the past 10 years to people from the tribal and rural areas of Bilaspur, Chhattisgarh through a community health program and a rural health centre, which includes a hospital. ThoughtWorks is working in close with JSS on various projects.

### ***Building Capacities for Public Health Action with PHRS***

The Public Health Resource Society (PHRS) is an Indian NGO with the mission "Building Capacities for Public Health Action". PHRS has initiated the Public Health Resource Network (PHRN), a voluntary network of many hundred concerned public health practitioners who are willing to intervene towards 'Health for All' by creating capacities and engaging with the public health system.

Whereas PHRN is a largely voluntary network, PHRS comprises of a small group of members and full time workers that provide leadership to the network and functions as its secretariat. PHRN is a network partner

organization of the Jan Swasthya Abhiyan (JSA). Network partners of the JSA include a range of organizations, including NGOs working in the area of health, feminist organizations, people's science organizations, and service delivery networks.

ThoughtWorks will jointly work with PHRN to:

- organise capacity building workshops (in the thematic areas listed above) to build local capacity among community level workers of PHRN and JSA, so as to promote community partnerships with the public health system.
- conduct local enquiries in selected states directed at collecting information regarding the functioning of the public system and opportunities for community engagement
- material preparation for dissemination of information on thematic areas listed above

### ***Livelihood Training Programme at APD***

The Association of People with Disability (APD) is a non-governmental organization working in the field of disability for the last fifty-five years. APD aims to empower persons with disability to become active, contributing members of society. At any given time, through its wide-ranging institutional and district development programmes, APD directly touches the lives of approximately 28,000 Persons with Disability (PWDs) and builds capacity of partners, government officials and caregivers so as to reach another 18,000 beneficiaries.

Livelihood Training Programme at APD helps Women with disability (WWD) who are the most marginalized and disadvantaged people in the society. The gender inequality and disability, compounded by poverty and social stigma, presents a situation of multiple levels of discrimination. They are less likely to be educated, employed and well housed. 44% of the disabled are women of which 65% are in rural areas. Women with disability (WWD) have limited opportunity and they are denied most of the basic rights. Women have less exposure to the outside world and lack rehabilitation. Support is a hurdle in achieving independence.

ThoughtWorks is working together with APD on their Preparatory Life Skills Training Programme for young Women with Disability. It is a residential programme free of cost; APD will run 3 batches each year, with 20 WWDs in each at APD's Jeevan Bhima Nagar campus in Bangalore. APD has experience

in working with WWDs as they have trained more than 50 young women to a secure environment suitable for them. At APD's horticulture centre, they have facilities for accommodation and their garden sale and other activities provide opportunity to train the women on money management and interpersonal skills.

Version 2.0 Approved by CSR Committee

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For queries related to this policy, please write to us at:

[info-in@thoughtworks.com](mailto:info-in@thoughtworks.com)