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. 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.

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

• Gender equality and empowerment of women
• Upliftment of unprivileged communities
• 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
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

Kinship for Humanitarian Social and Holistic intervention in India (KHUSHII)

Khushii (Kinship for Humanitarian, Social and Holistic Intervention in India) headed by the legendary cricketer Kapil Dev is a national organization working for the upliftment of the not so privileged communities in rural and urban India; helping them discover ways to live with dignity, socio-economic independence, self-sustainability and better health.

Around 400 million of Indian citizens are below the age of eighteen, making it the world’s largest child population. A staggering proportion of these children go through their childhood with their basic needs unmet. 63% of Indian children go to bed hungry, 53% suffer from chronic malnutrition, 20 million Indian children live on the streets; 60 million are deprived of education, and 85 million have never been immunized. (Source: UNICEF & NSOE).

Established 14 years ago, Khushii has been taking small steps to ameliorate these conditions. ThoughtWorks is actively working with KHUSHII with an objective of improving learning and retention ability of children. This initiative by ThoughtWorks will provide remedial education to children by re-modeling the existing method and instituting activities such as, pre-assessment tests, assigning schools to Education Board exams, active participation of students by improving the attendance criteria and by providing individual attention to each student. ThoughtWorks also aims to create basic awareness amongst students about health, hygiene and
menstrual hygiene. This aim is set to be achieved with the necessary support from Government teachers and principal by providing dynamic training to the teachers.

**Association for Rural and Urban Needy – ARUN**

The Association for Rural and Urban Needy (ARUN) is a registered Organization working to establish caring and development supporting systems through democratic spaces for marginalized communities in urban and rural areas; in particular, dalits, safai karmacharis, children without adult care, families and communities in distress and suffering from homelessness and hunger. Amongst its many virtuous aims, the major steps with ARUN has taken over the years are empowering the underprivileged in the society to access social justice, liberate and rehabilitate Safai Karamcharis, and, initiating educational, vocational and health centers for Dalits, Adivasis, women, minorities, homeless and for others from the underprivileged communities.

ThoughtWorks, in collaboration with ARUN, is trying to engage the scavenging community workers in alternate employment which will give them economic and mental strength and move them away from such inhuman scavenging works. ThoughtWorks aims at doing so by proper rehabilitation of manual scavengers, especially women and children by providing resources to ARUN for the purpose of education, basic training and identifying groups for micro enterprise establishments.

**Mysore Resettlement and Development Agency (MYRADA)**

MYRADA is a non-government organization started in 1968 working in backward and drought-prone areas. We work with more than a million families in 18 districts of Karnataka, Andhra Pradesh and Tamil Nadu, forming and strengthening community based organizations (CBOs), promoting livelihood activities, management and development of natural resources, improving health and education status of the community and building capacities of the community to raise and manage resources independently. We also work with governments and other donors/partners to influence policies in favor of the poor.

ThoughtWorks, in association with MYRADA, aims at instituting a set of sustainable protocols and approached to mitigate maternal and neonatal mortality and anemia in pregnant woman. This will be achieved by developing reliable tracking mechanism for effective coverage and follow-up of anemia in pregnant women, and postnatal women.

**SAAHAS**

Saahas, a not-for-profit organization, focuses on building capacities of public institutions like the Municipal Corporation as well as support progressive policies around waste management. It works will all generators of waste to implement best practices in waste management as stipulated by the Municipal Solid Waste Management and Handling Rules outlined by the Supreme Court of India. Saahas is very committed to provide holistic and scientific solutions to managing waste at source thereby creating zero waste communities.
At ThoughtWorks, achieving higher community standards by way of small yet significant contributions such as waste management and segregations of waste are as important as software excellence and delivering impeccable code. Therefore, ThoughtWorks has taken up the cleaning of Puttenahalli lake in association with Saahas. The main objective is to reduce the amount of municipal solid waste dumped in and around the lake and removal of the black spots at the edges of the lake in order to provide a visibly cleaner surrounding that can be used by the general public for rejuvenation.

This is done by implementing waste management methods such as Source Segregations in approximately 1200 households and shops around the Puttenahalli lake area. ThoughtWorks understand the value of properly monitoring its CRS aims. Therefore, a weekly collection of data and photo documentation of the quality and quantity of waste will be one of the major objective for this project. The process will also include regular feedbacks from the Residents in and around the area, PNLIT and BBMP Officials. Considering the unfortunate destruction of lakes and the unmanaged secretion of wastes, it is pertinent that steps are taken to restore such places before it becomes a hazard to public life and safety. For this, ThoughtWorks takes great pride in associating itself with Saahas for this profound initiative.

ThoughtWorks 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. ThoughtWorks will provide reasonable opportunities for its employees to participate and contribute in all these projects along with partner organizations.

Version 3.0 Approved by CSR Committee
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