Corporate Social Responsibility Policy

Thoughtworks Technologies (India) Pvt. Ltd

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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 to invest our efforts in the following six United Nations Sustainable Development Goals (SDGs) listed below:

SDG 1: No Poverty

SDG 3: Good Health & Well-being

SDG 5: Gender Equality

SDG 9: Industry, Innovation, and Infrastructure

SDG 10: Reduced Inequalities

SDG 13: Climate Action

We only accept proposals from Section 8 companies, or a registered public trust or a registered society, registered under section 12A and 80G of the Income Tax Act, 1961, and having an established track record of at least three years in undertaking similar activities.

Composition of 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
- Suresh Kumar Bellala, Head - Finance
- Satish Viswanathan - Head, Social Change & Sustainability - India
- Chirag Doshi - Head of People – India
- Sandhya Subramanian- Head FP&A - 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 delivered 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.

Our goal is to drive and power interventions that:

1. Align strongly with one or more of our focal goals and associated KPIs

2. Empower communities that are at the critical juncture or cusp of change and need the much needed push to change their lives forever

3. Promise measurable impact, tangible outcomes and have the potential of becoming sustainable over a period of time

4. Keep ethics, data privacy and open-source ideologies at the core of their model

5. Foster social and economic justice in different ways possible

6. Provide technology access to the underserved sections of the society

7. Offer a proof of concept with a small seed fund, while demonstrating avenues of scale and sustainability

8. Preferably have co-funders interested and aligned

9. Offer a measurable and tangible impact within 6-12 months of investment

Projects for the Year 2023-24

As part of Round 1 of CSR Funding for this financial year, Thoughtworks is engaging with the below NGOs under the respective SDGs.

SDG 3: **Good Health & Well-being**

- **With FEATHERS:**
  Project: Enabling Inclusion through community based early intervention for children with developmental delays

SDG 5: **Gender Equality**

- **With Service Initiative for Voluntary Action-SIVA Trust:**
  Project: Empowerment of Rural Women through Entrepreneurship Development (Areca Nut Plate Making)

- **With Shalom Foundation:**
  Project: Innovative Banana Stem Extractor Machine for Sustainable Agricultural Waste Management and Value-Added Product Development

- **With CherYsh Trust:**
  Project: EmpowerCraft: Building Livelihoods, Nurturing Minds

SDG 9: Industry, Innovation, and Infrastructure

- **With Entrepreneurship Development Center:**
  Project: To identify and support S&T based solutions of social entrepreneurs aligning with a core thematic area of Thoughtworks

- **With Jan Swasthya Sahyog:**
  Project: Quality Upgrade: Enhancing patient care through a software in a rural tribal region of Chhattisgarh

SDG 10: Reduced Inequalities

- **With Tapasya Pratishthan:**
  Project: Project Sakhi- Access to welfare schemes to socio-economically disadvantaged

- **With Suryoday Trust:**
  Project: Vocational Training and Skill Development for underprivileged students with special needs

- **With Bharat Rural Livelihoods Foundation:**
  Project: Strengthening the Implementation of Community Forest Rights in Telangana.

- **With Jyothi Seva Society:**
  Project: My Touch is my Vision

SDG 13: Climate Change

- **With Hyderabad Eye Institute:**
  Project: Thoughtworks Vision Initiative: Save Energy- Save Sight

- **With Jeevan Jyothy Trust:**
  Project: (Gap funding from 2022-23) Setting up a rainwater harvesting unit at St. Joseph Health Care Centre

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For further details, please reach out to:
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