

# HUMAN RESOURCES

The people at Everest are its greatest assets. Motivating employees through regular upskilling and providing collaborative work environment that fosters ethical behaviour, mutual respect and responsibility is integral to the Company's HR policy. Some of the key human resource development initiatives are:

**Middle Management Development Program :** In order to identify and develop junior management resources in their career progression a Middle Management Program titled "Everest Pratibha" was started during the year 2015-16 in association with IIT – Delhi. 16 highly talented employees completed the program in 2017.

**Performance and Goal Management System :** Human resources development at Everest is driven towards enhancing performance and individual development. A new performance management and goal management system on SAP-Succesfactor platform has been introduced at Everest.

**Employee Engagement :** Participation in various competitions within and outside the Company such as 5-S activities, Kaizen improvements and Quality Circle activities are encouraged. Team members are involved in a number of work related projects, learning clubs, inter-corporate and inter-zone cricket matches and recreation activity which helps them engage with other employees and build trust.

**Rewards :** The Employee Stock option Scheme for senior management grants them the option to acquire shares of the Company. The employees are also rewarded for achieving targets under Everest's Excellence Bonus Scheme and Everest Champions Scheme

# CORPORATE SOCIAL RESPONSIBILITY

Everest Industries strongly believes in giving back to the community and contributing to society. Everest particularly endeavours in the well being of the community in the surrounding areas of operations. Everest has established Everest Foundation to carry forward its CSR initiatives with greater focus. To execute its initiatives, the Foundation partners with various leading organisations in the development sector like – Construction Industry Development Council, National Skill Development Corporation, NIIT Foundation, Swades Foundation, Salaam Mumbai Foundation, USHA Sewing School, Ananta Centre, SATTVA and Delhi Food Banking Network.

**Individual Social Responsibility :** Everest encourages every individual to take up social responsibility. Every officer in the organization is committed to allocate 4 hours in every calendar for social service. There has been a positive impact of this initiative and the budget allocated for the CSR activities has provided positive results because of the individual involvement.



**Skill Development :** Everest Foundation is actively involved in various skill development activities in various locations across the country. A Computer skill centre has been running at Bhagwanpur in partnership with NIIT Foundation where total 350 youths from villages around Bhagwanpur plant enrolled for training in 2017-18 and 214 got certified. 647 children and 309 youths were given computer skill training at the centre in Kymore. In addition to this, the foundation has established USHA Sewing School at Bhagwanpur wherein 89 rural women were trained during the financial year. A Career Development Centre has been established in partnership with NIIT Foundation in Balasore, Odisha. Total 131 trainees enrolled for the courses in 2016-17. A similar centre has also been established in Kymore wherein 86 local youths availed of career guidance and support last 3 months.

**Roof Masters Training :** With increase in industrialisation and growing demand for skilled workers, Everest has initiated an innovative 'Roof Masters Training Program'. This program provides training to marginal construction workers in Brick masonry, Carpentry, Fabrication, Advanced roofing, Health & Safety and Soft skills. These programs were conducted near the facilities of Bhagwanpur, Kymore, Balasore and Lakmapur and a total of 443 marginal construction workers were trained in 15 districts and 12 states by Construction Industry Development Council (CIDC).

**Health and Sanitation :** The Company in collaboration with Salaam Mumbai Foundation carried out Tobacco Control Program in Dindori Block of Nasik. This initiative benefited more than 3500 people. Everest has organised General Health camp for local community in Dahej (Gujarat) where 197 people has access to health services by quality doctors. Under 'Individual Sanitation Program' construction of 150 toilets was done in Raigarh of Maharashtra with Swades Foundation in which all 150 toilets are completed.

**Sports Development :** Everest has good sports facilities in its plant locations which are used to promote sports in rural areas to encourage sporting talent. The Company initiated 'Everest Sportsmen Development Program' in Podanur and Kymore. A total of 560 kids were part of regular coaching and tournaments in these locations under the programme in 2016-17. A Badminton Tournament was also organised at Kymore wherein a total of 115 school children from across villages of Katni district participated.



**ANNEXURE - 2**

**ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES FOR THE FINANCIAL YEAR 2016-17**

[Pursuance to Section 135 of Companies Act, 2013 & Rules made thereunder]

1.	A brief outline of the Company's CSR policy, including overview of the projects or programmes proposed to be undertaken and reference to the web-link to the CSR Policy and projects or programmes.	<p>The Corporate Social Responsibility (CSR) policy has been developed in consonance with Section 135 of the Companies Act 2013 and in accordance with the CSR Rules notified thereof by the Ministry of Corporate Affairs, Government of India and shall apply to all CSR projects undertaken by Everest Industries Limited ('EIL') as per schedule VII of the Act, within the geographical limits of India only, for the benefit of marginalized, disadvantaged, poor or deprived sections of the community and the environment with objective of engaging organizational resources and capacity to improve the social, economical and environmental conditions of the community at large through sustainable development practices and imbibing the societal values in stakeholders.</p> <p>The activities that the Company has undertaken under the CSR Policy are pertaining to Employment enhancing vocational skills, Health, hygiene &amp; sanitation and Promotion of sports etc. The weblink of CSR Policy is <a href="http://www.everestind.com/corporate-social-responsibility">http://www.everestind.com/corporate-social-responsibility</a></p>
2.	The composition of CSR Committee	<p>Mr A. V. Somani - Chairman                  Mr M L Gupta - Member                  Mr Manish Sanghi - Member                  Mr Y Srinivasa Rao - Member</p>
3.	Average Net Profit of the company for the last 3 financial years	Rs. 3739.69 lakhs
4.	Prescribed CSR expenditure (2% of amount)	Rs. 74.79 lakhs
5.	Details of CSR activities/projects undertaken during the year:	
	a. total amount to be spent for the financial year	Rs. 76.00 lakhs
	b. amount un-spent, if any	N.A.
	c. manner in which the amount spent during the financial year, is detailed below:	Details given below:

(Rs. In Lakhs)

S. No	Name of the CSR Project	Activities relating to one of the items of Schedule VII in which the Projects / programs falls or is related to	Geographical Location (District & State)	Amount (Outlay) to be spent	Amount spent on projects	Projects implementation details; direct or through implementation Agency (IA)
1.	Health, Hygiene & Sanitation	Tobacco Control Program (Schedule VII (i) Promoting preventive health care & sanitation)	Nashik (Maharashtra)	11.30	11.30	Salaam Mumbai Foundation
		Individual Sanitation Program (Construction of household toilets) (Schedule VII (i) promoting preventive health care & sanitation)	Across all Business locations (Need Based)	8.00	Nil	Project could not be carried out
		General Health camps for mother & child (Schedule VII (i) Promoting preventive health)	Across all Business locations (Need Based)	2.00	Nil	Project could not be carried out
2.	Vocational training and skill enhancement	Training on computers (Schedule VII (ii) enhancing vocational skills)	Bhagwanpur (Haridwar, Uttarakhand) and Kymore (Katni, M.P.)	20.50	6.50	Everest Foundation (Project was carried out in Kymore only)
		Training- Sewing Centre (Schedule VII (ii) enhancing vocational skills)	Bhagwanpur (Haridwar, Uttarakhand)	4.65	Nil	Project could not be carried out under CSR

S. No	Name of the CSR Project	Activities relating to one of the items of Schedule VII in which the Projects / programs falls or is related to	Geographical Location (District & State)	Amount (Outlay) to be spent	Amount spent on projects	Projects implementation details; direct or through implementation Agency (IA)
		Roof Master Training Program (Schedule VII (ii) enhancing vocational skills)	Haridwar (Uttarakhand), Katni and Shahdol (M.P.), Balasore, Cuttack and Sambhalpur (Odisha), Jalandhar (Punjab), Karnal (Haryana), Mysore (Karnataka), Coimbatore (T.N.) Nashik (Maharashtra), Ranchi (Jharkhand), Hooghly (W.B.), Valsad (Gujarat) and Ghaziabad (U.P.)	49.00	49.00	Everest Foundation, Construction Industry Development Council & Sattva
3.	Environment Sustainability	Plantation Drive at Govt. lands and Promoting green environment through retaining park in cities (Schedule VII (iv) environment sustainability and ecological balance)	Mumbai (Maharashtra) Across all Business locations (Need Based)	11.00	Nil	Project could not be carried out
4.	Promoting Sports	Promoting national sport in rural areas. (Schedule VII (vii) Promoting rural and national sports)	Podanur (Coimbatore,T.N.), Kymore (Katni, M.P.) and Mumbai (Maharashtra)	10.00	8.00	Everest Foundation & Salaam Bombay Foundation
5.	Eradicating Hunger & Poverty	Providing food to underprivileged families (Schedule VII (i) Eradicating hunger, poverty and malnutrition)	Across all Business locations (Need Based)	2.00	Nil	Project could not be carried out
6.	Community Development	Workshop on promoting healthy and best practices in individual's life for community. (Schedule VII (i) promoting health care)	New Delhi (Delhi)	2.00	1.20	Vedanta Trust
<b>Total - Direct Expense</b>				<b>120.45</b>	<b>76.00</b>	
<b>*Total- Indirect Expense (taken 5% as overheads of total CSR expense)</b>				<b>6.02</b>	<b>3.80</b>	
<b>Grand Total</b>				<b>126.47</b>	<b>79.80</b>	

\*Though Total indirect CSR expense is Rs 11.77 lakhs, however as suggested in the provisions in the notification of MCA dated 27<sup>th</sup> Feb, 2014, we have kept it at 5 per cent of total direct expense towards indirect expenses.

6.	In case, the Company has failed to spend the 2% of the average net profit of the last 3 financial years or any part thereof, reasons for not spending the amount in its Board Report	Not Applicable
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#### RESPONSIBILITY STATEMENT

We hereby affirm that the CSR Policy, as approved by the Board, has been implemented and CSR Committee monitors the implementation of the CSR Projects and activities in compliance with our CSR objectives.

**For and on behalf of the Board**

Place : Mumbai  
Date : 3<sup>rd</sup> May, 2017

**Manish Sanghi**  
Managing Director

**A V Somani**  
Chairman, CSR Committee