

CORPORATE SOCIAL RESPONSIBILITY

Training and Skill Building

Enabling the development of latent skills can help build a “virtuous circle”—the quality and relevance of education and training fuels innovation investment, technological change, enterprise development, economic diversification and competitiveness. Emerging economies can, in turn, leverage this synergy to accelerate the process of employment.

To build skill sets across our intended target groups - adolescents, youth, women and marginalized construction workers among others – Everest initiated skills training in computers, sewing and training on modern building techniques across various locations in order to directly benefit 6938 people since its inception. Everest also collaborated with GMR Varalakshmi Foundation to provide residential vocational training. Everest mobilizes needy candidates around its business locations and sends them to GMRVF centres for quality residential skill training.



Everest has integrated its programme Roof Master Training and Skill Training for Board and Panel fabricators and made 'Building Master Training (BMT)' as its flagship programme. BMT has an objective that "With expert training from Everest, marginal workers may train on modern building techniques and earn higher wages".

Building Master Training was conducted in 25 locations across 20 districts in 5 States which benefited 643 people across all locations. Everest partnered with National Skill Development Corporation (NSDC), Construction Industry Development Council (CIDC), Sattva and many other grass root level organizations to implement these training programmes.

Everest is running Computer Skill Training Centers in association with NIIT Foundation and NSDC at Bhagwanpur (Roorkee, Uttarakhand), Kymore (Katni, Madhya Pradesh) and Remuna (Balasore, Odisha) and trained total 1090 people in said locations.

Sewing Center is being run in Bhagwanpur (Roorkee, Uttarakhand) with NSDC who not only trained 150 women from local villages but also helped them to get employment or establish their own work. Career Guidance Center in Kymore (Katni, Madhya Pradesh) assisted 255 youth from local villages and showed them a career path.

Health, Hygiene and Sanitation

Public Healthcare in India is still in a state of flux. Rural areas continue to look for effective ways to make healthcare facilities available to

vulnerable population. To that end during 2018-19 Everest initiated a Tobacco Control Programme in association with Salaam Mumbai Foundation (SMF) to make all 15 development blocks of Nashik totally 'Tobacco Free'. Under the said programme 13,454 people were reached out and educated on ill effects of tobacco and ways to bringing change in habits.

The programme was conducted through awareness rallies and intensive training sessions were provided to government officials at block and village level, media personnel, government teachers, multipurpose health workers, police, NGO, cluster coordinators etc.

Everest in partnership with SMF made another development block of Nashik named Niphad totally 'Tobacco Free'. Last year Dindori development block was made 'Tobacco Free'.

Promotion of Sports

More than 85% of school children in India have no access to sports due to a lack of adequate facilities. Less than 10% of the population under 35 years of age has access to organized sports. An equally small percentage of youth have access to playgrounds.

Everest seeks to provide a platform for rural youth and children where they can demonstrate their sporting capabilities and acquire skills that can help them live a healthy and progressive life. To facilitate this, we organized various local and community-level sporting events and training programs at our plant locations in which total 784 people participated.

In 2018-19, Everest organized various national sport tournaments in its plant locations for local community. A Football coaching workshop and tournament was organized at Podanur (Coimbatore, Tamil Nadu) wherein youth/kids (including girls teams) from nearby villages participated, total 103 youth were part of regular training programs while 480 people participated in District level Football Tournament in association with Coimbatore District Football Association (CDFA). Everest also organized a Badminton Tournament at Kymore (Katni, Madhya Pradesh) for the rural youth/kids in which 201 people participated.

Environmental Sustainability and Community Building

Everest believes in maintaining green and sustainable environment and mitigating environmental challenges. To that end, we pursue the practice of planting saplings in various areas across our sites and the lands allocated by the Government Departments/Authorities. Through multiple plantation drives thousands of saplings were planted at government schools, hospitals etc.

In other Community building programs, Everest has responded during the flood disaster in Kerala and undertaken various initiatives to help local community by providing construction materials to more than 178 families to renovate their houses, helped 51 old age inmates to rehabilitate their shelter home by providing the materials i.e. new furniture, electronic devices, appliances, medical equipment, renovation cost of building etc. and also supported individual families to restore their small shop to regain their income source.

Highlights of 2018-19

2138

DIRECT BENEFICIARIES OF SKILL DEVELOPMENT PROGRAMS



643

Building Master Training



1495

Computer and Vocational Training



784

Youth participated in Sports Promotion Programs

13454

People reached out directly under Tobacco Control and Advocacy Program



Individual Social Responsibility (ISR)

Every member of the Everest team is motivated, skilled and adds to the strength of the company. Their large-heartedness allows them to willingly share their time and talent with others to build a better, stronger and safer community.

The fact that giving back is intrinsic to our company culture is evident from the system which encourages each employee to contribute at least four man hours in a year for community-driven initiatives. Our efforts have included the creation of several employee engagement opportunities which have been a success with employees contributing towards various activities such as sensitization drives on No

Tobacco Day, sensitization on workplace preparedness for women etc. Employees are also visiting skill-centers and sport projects to impart sessions on digital literacy, e-marketing and new technologies, importance of education on individual's life, employment trend in India and benefits of team work and career related subjects. Participating in various giving activities i.e. Food Donation Drives, Joy of Giving-fulfilling the wishes of less privileged children, plantation drive, International women's day, Vastra Daan etc. Employees also take part in organizing various CSR activities voluntarily i.e. sport tournaments, awareness and counselling sessions etc. In 2018-19 total 1079 employees participated in above said ISR activities and contributed 2065 man-hours for Social Change.

Building Nation Through Skills

India is one of the fastest growing economies in the world and going through massive industrialization and infrastructure development. However, India has been facing a large gap in the demand and supply of skilled workforce. It is also estimated that alone in Building and Construction sector shortage of skilled manpower till 2022 would be 33 million.

Everest performed consultation process with various stakeholders in construction sector and found that there is a huge capacity gap in job works related to structural fabrication, erection of roof sheets, building products and other construction works. It is observed that enhancing their skill set would help these marginal construction workers to increase their daily wages by almost 40% to 60% apart from creating more employment opportunities for them. This led to the initiation of the project Roof Master Training Programme in 2015 to train semi-skilled construction workers in structural fabrication and, roof sheet installation. Later in 2017 one more programme SAKSHAM was designed and developed to train semi-skilled workers in installation of boards, solid wall panels, cladding, fall ceiling and flooring. In 2018-19 both programmes were integrated to give holistic training to semi-skilled construction workers which will help them to enhance their skills and income. The integrated programme named as 'Building Master Training' aims that "With expert training from Everest, marginal workers may train on modern building techniques and earn higher wages".

In 2018-19, the Building Master Training was conducted in 5 states, 20 districts and 25 locations and trained 649 people.



Odds stacked against him to get success, firm determination paid him back...

**Ritan Kumar Swain,
Balichandrapur, Jajpur Odisha.**

Ritan is 10th pass and resides with his family of 5 members. Due to lack of financial support, he dropped out himself from education and started working in Jindal Steel on daily wage. The income of ₹ 5,000-7,000/- per month was not adequate to fulfill his daily basic family needs.

Everest's 'Building Master Training' programme was being organized near to his village. He participated, acquired skills and became a certified Building Master.

Now, Ritan has opened a fabrication shop. He is the only skilled fabricator providing services to the customers in his area. Today, Ritan earns approximately ₹ 16,000 per month which is almost double than what he was earning previously.

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES FOR THE FINANCIAL YEAR 2018-19

[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, disadvantage, 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 area pertaining to Employment enhancing vocational skills, Health, hygiene & sanitation and Promotion of education and sport etc. The weblink of CSR Policy is http://www.everestind.com/uploads/Files/194invuf_CSR-Policy_Final.pdf</p>
2.	The composition of the CSR Committee	Ms. Padmini Somani - Chairperson Mr. M. L. Gupta - Member Mr. Alok Nanda - Member Mr. Manish Sanghi - Member Mr. Y. Srinivasa Rao - Member
3.	Average Net Profit of the company for last 3 financial years	₹ 4163.42 lakhs
4.	Prescribed CSR expenditure (2% of amount)	₹ 83.27 lakhs
5.	Details of CSR activities/projects undertaken during the year:	
	a) total amount to be spent for the financial year	₹ 84.00 Lakhs
	b) total amount spent	₹ 84.71 lakhs
	c) amount un-spent, if any	NA
	d) manner in which the amount spent during financial year, is detailed below:	Details given below:

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 (in lakhs)	Amount spent on projects (in lakhs)		Cumulative Expenditure up to the reporting period (in lakhs)	Projects implementation details; direct or through implementation Agency (IA)
					Direct	Overheads		
1	Health, Hygiene & Sanitation	Tobacco Control Program (Schedule VII (i) Promoting preventive health)	Nashik (Maharashtra)	12.50	9.56	1.52	11.08	Everest Foundation & Salaam Mumbai Foundation
2	Training and skill enhancement	Training on computers (Schedule VII (ii) enhancing vocational skills)	Kymore (Katni, M.P.)	6.50	5.12	1.01	6.13	Everest Foundation
		Building Master Training (Schedule VII (ii) enhancing vocational skills)	Barasat, Nezat, Hasnabad, Gobardanga, (North 24 Pargana, West Bengal) Gangasagar, Bhangar (South 24 Pargana,	46.50	47.58	2.02	49.60	Everest Foundation, Construction Industry Development Council & Sattva

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 (in lakhs)	Amount spent on projects (in lakhs)		Cumulative Expenditure up to the reporting period (in lakhs)	Projects implementation details; direct or through implementation Agency (IA)
					Direct	Overheads		
			West Bengal), Jajpur, Talcher (Angul), Puri, Mayurbhanj, Sundergarh, Kalahandi, Keonjhar, Rajkanika (Kendrapara), Gaisilete (Bargarh, Odisha), Salem, Tenkasi (Tirunelveli), Namakkal, Nagapattinam, Tirunelveli (Tamil Nadu), Malappuram, Alleppey, Idukki, Kottayam (Kerala), Noida (Uttar Pradesh)					
3	Promoting Sports	Promoting national sport in rural areas. (Schedule VII (vii) Promoting rural and national sports)	Podanur (Coimbatore, Tamil Nadu) and Kymore (Katni, Madhya Pradesh)	8.50	7.30	0.50	7.80	Everest Foundation
4	Community Development	Community Development (Schedule VII (v) Promoting Art & Culture (iii) Providing facilities at Old Age Home during Disaster (i) eradicating hunger	Kidangannur (Pathanamthitta, Kerala), Noida, (Uttar Pradesh), Balasore (Odisha)	10.00	6.07	0.00	6.07	Everest Foundation
Total – Expense towards CSR activities (A)				84.00			80.68	
*Total– Admin Expense (taken 5% as overheads of total CSR expense) (B)							4.03	
Grand Total (A+B)							84.71	

*Though Total admin CSR expense is Rs 14.58 lakhs, however as suggested in the provisions in the notification of MCA dated 27th, Feb. 2014, we have kept it 5 per cent of total direct expense towards admin expenses.

5.	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

Manish Sanghi
Managing Director
Mumbai, 1st May, 2019

Padmini Somani
Chairperson, CSR Committee
Boston, USA, 1st May, 2019