



GODFREY PHILLIPS
—INDIA LIMITED—

CSR REPORT 2019-2020



**STRONGER
TOGETHER**

GODFREY PHILLIPS INDIA LIMITED

Godfrey Phillips India Limited, one of India's leading FMCG companies with a turnover of over INR 7144 crore (2019-20), has over 1000 employees with 4 manufacturing locations in Navi Mumbai, Guldhar & Ghaziabad, and Leaf Division at Andhra Pradesh along with offices pan India and internationally. Our products are manufactured and marketed in India and the international market.

Over 40 decades, we have grown and flourished; now with our pan-India presence and impact on the lives of several thousand people involved in the industry, we take our social responsibilities very seriously. While we take great pride in the knowledge that we have been ranked one of 50 Best Companies to Work for 2020 that reflects our commitment to our employees, we are especially proud of our commitment to the communities that are the backbone of the industry and therefore our most important stakeholders.

Our farmers are a crucial part of our economic, environmental and social footprint. Firm in this belief, Godfrey Phillips India is working with many farmers across Vinukonda region, Andhra to promote and establish sustainable tobacco farming.

We believe that the journey to progress, growth and profit is only possible with true partnership and collaboration.

Our social initiative is our commitment to this journey that we intend to embark on with our farmers and community by our side. It is because we are stronger when we are together.



MESSAGE FROM THE PRESIDENT

"My humanity is bound up in yours, for we can only be human together." – Desmond Tutu

Since the early 1930s, responsibility has always been an essential driving force for our family. The desire to give back to the society, and uplift those who have been with us in our journey, has always been the cornerstone of our Company, and a commitment endorsed wholeheartedly by my family and me. I am proud to carry this legacy forward and steer the Group's Corporate Social Responsibility to ensure that the community and the planet are safeguarded to the best of our abilities, while making our business sustainable and profitable.

This year has tested our strength, and I have to laud our Company for playing its role in this humanitarian revolution with such earnestness and passion. Each one of us rose to the defence of the community not just as leaders or as a corporate, but as humans. This time has provided me an opportunity to delve deep into the challenges faced by our farmers and workers, their families and their community as a whole, and together we designed initiatives that have worked as a significant 'force of good'.

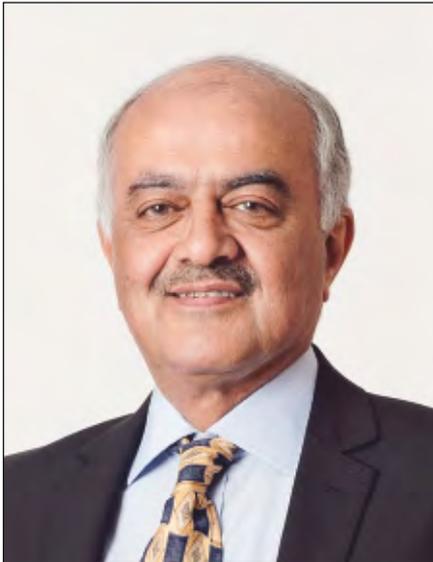
I am happy to highlight the progress that we have made on our CSR Programs, reconfirming through this report, our dedication and our consistent contribution through impactful social projects.

I have a vision for our Group's CSR. Being engaged and working towards creating a difference in the lives of the underprivileged is an augmentation of our 'People First' philosophy. I look forward to taking my philosophy to the absolute grassroots and ensuring that every stakeholder is engaged meaningfully with us. While the shareholders, investors and employees are important to us; farmers, labourers and their communities form the foundation of our business and are equally important.

It will always remain our endeavor to impact their lives for the better, in a collaborative and participative manner.

After all, we are stronger together.

Dr Bina Modi,
President, Godfrey Phillips India Limited



MESSAGE FROM THE CEO

"No one escapes pain, fear, and suffering. Yet from pain can come wisdom, from fear can come courage, from suffering can come strength - if we have the virtue of resilience."— Eric Greitens, Resilience.

The world is facing its worst challenge. None of us could've been prepared for the enormous impact it is having on our lives, on our communities and on our nation. The disruption has been long-lasting and grave with economic shutdown leading to loss of job & income, depletion of savings and cascading impact of hunger, disease, violence and death.

Now more than ever, it has become imperative that each one of us, as individuals, as an organization, as a society step up. Lead with humanity and take all our decisions with empathy. We are mindful and aware that every effort our Company undertakes now will have an impact on the safety, security, and livelihoods of our stakeholders.

At Godfrey Phillips India we have made every effort to overcome the challenges of COVID-19 pandemic and ensure that every action of ours, to the best of our abilities, is just and sustainable for our organization and community. I am happy to share that in the period of the lockdown, not only did we ensure the job security and safety of all our employees, we reached out to the community too. We have associated with various organisations for feeding many marginalized workers who have been impacted by the loss of job due to lockdown, distributed groceries and essentials to labourers and workers associated with our Burley Tobacco farmers, distributed masks for the underprivileged communities in Kashmir and PPE kits for the police who are on the frontline.

We have always been consistent with our values and that is reflected by our employees too. Many of our team have stepped up and collaborated with NGOs in personal capacity to donate, make and deliver cooked meals for the underprivileged. Many even extended the kindness to feeding stray animals who depend on humans for their survival.

I am happy to also share our CSR Report 19-20 that displays how every small initiative is all adding to a meaningful and an impactful program. We are proud of our Vinukonda Burley Tobacco Farmers Community program that, with its focus on water and soil conservation, access to safe water and health, has had some exceptional results. There has been a direct and positive impact on the overall living standard of farmers and their families.

We continue to be committed and dedicated to our social responsibility. We believe that steady, ongoing and consistent efforts to participate actively with the community will bring us closer, to not just being the kind of Company that we aspire to be but a part of the society that we want to reflect.

Bhisham Wadhera

CEO, Godfrey Phillips India Limited

CORPORATE SOCIAL RESPONSIBILITY POLICY

Godfrey Phillips India Limited firmly believes and lives the values of Corporate and Social Responsibility and pledges to sustain its effort towards being responsible and accountable for its business at all times. The Policy displays the Company and its employees' commitment to the community we work with and the environment from which we extract sources. We will ensure that our CSR initiatives integrate social and environmental considerations into our businesses applying to all our operations, incorporated into our governance, management, business strategy, and daily decisions and actions.

Our vision is to continually strive to be a good Corporate Citizen by investing in constant improvement and focusing on education and HIV/AIDS, contributing to the community through holistic welfare activities, safeguarding the interest of the farmers and helping women to enhance their livelihood opportunities, striving for developing educational infrastructure in backward regions so as to meaningfully contribute not only to the community but the nation we proudly belong to.

Guiding Principles

We will be responsible for the development of our co-communities, we would not only reduce the negative impact if any, but work towards improvement of their quality of lives.

We will leverage our resources, expertise, services, relationships and influence for the benefit of our communities and our community partners. We will take our stakeholder/community interests into account in our decision making in the short and long-term.

We will strive towards improving accessibility to education amongst underprivileged communities.

We will actively work towards the welfare of society by promoting education, providing solutions to better and sustained livelihood, infrastructure

development, healthcare, sanitation and hygiene and limiting/eradicating prevalent social issues in our community.

We will contribute towards prevention of the spread of HIV/AIDS, enhance awareness and erase the myths and misconceptions surrounding it. We will regularly monitor implementation of this policy, outcomes of our initiatives and publicly report on our progress in a transparent and effective manner.

We will continually review our CSR policy, business practices and governance to encourage evolution.

Areas of CSR Activities

The areas identified for focus by the Company have emanated from the core value of 'support and participation in addressing societal and environmental concerns'. The areas have been solidified with the participation of the business units, employees and the community they work with and the prioritisation and focus areas emerging as education, sustained livelihood, improved quality of life, rural development, and empowerment of marginalised section of the community.

Therefore, we will work for any one or all of the following causes in alignment with our businesses and values:

Promoting education

Empower vulnerable population through education, health, life skills and livelihood support

Model Village/Habitation Development- Co Community Development

Good Agricultural Practices Agriculture Labour Practices, and to reduce and eliminate Child Labour while ensuring compliance of the provisions under the law

Prevention of HIV/AIDS and Support to People Living with HIV/AIDS

The CSR Committee

As per the Companies Act 2013, the Company has to set up a Corporate Social Responsibility Committee with representation by a minimum of three Directors of the Board, with at least one of them being an Independent Director. The CSR Committee will be responsible for formulation of the Company's CSR Policy and the activities to be undertaken, recommending the expenditure to be incurred on each of these activities and monitoring the CSR Policy from time to time. The members of the CSR Committee are:

R.A. Shah

Dr. Bina Modi

Anup N. Kothari

Dr. Lalit Bhasin

Nirmala Bagri

Budget

The Act lays down mandatory requirements with regard to CSR for larger companies (those with at least ₹5 Cr net profit/ ₹500 Cr net worth/ ₹1,000 Cr turnover), which includes a requirement to spend at least 2% of the average annual net profit (average of three preceding years) on CSR activities.

Therefore, as a minimum requirement, 2% of the average annual net profit of Godfrey Phillips India Limited shall be spent on CSR activities. Any surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company.

CSR Expenditure Financial Year 2019-20

Budget Details	Rs in Crs
CSR Expenditure	5.77
Administration	0.28
TOTAL	6.08

Implementation Process

The projects identified and covered under the areas of CSR activities shall be implemented by the Company itself through its employees or through any implementing agency. The CSR projects undertaken by the Company will be monitored from time to time by way of progress reports received in respect of various projects undertaken by the Company.



REPORTING MONITORING AND EVALUATION

The CSR policy, the details of the projects, are available on the corporate website, and reports are released annually by the Company to maintain transparency and accountability. The Company also complies with the reporting mandate of Section 135, on their website and Annual Report.

Detailed documentation is also provided by implementing agencies - project details, outcomes, beneficiaries etc. along with a stringent system of monitoring. The NGO implementation partners work in close conduit with the local team. A monthly report

is created by the implementation partners along with quarterly reporting on KPIs. The CSR Head visits all installations to monitor activity progress, challenges and expenditure in monthly visits. A combined report is created quarterly for the CSR committee meetings. Annual impact assessments are done by a third party for internal evaluation and as the projects are long term, an intensive impact assessment has been conducted for both Vinukonda Farmers and Ongole Women's Tobacco Grading Community Program.

OUR PARTNERS

ASSIST, established in 1985, is a not-for-profit organisation working for the development of poor and marginalised communities in the rural areas of Prakasam, Guntur, Krishna and Ranga Reddy districts in Andhra Pradesh, India. The organisation is currently working for sustainable development in over 350 village with corporate, international NGOs and local government.

EFFORT is a micro-level voluntary organization engaged in the field of social development for over 20 years. Founded in the year 1999, EFFORT strives for self-empowered community based organisations and promotion of sustainable livelihoods of small and marginal farmers, landless agriculture labor, women, youth by upholding natural resources, sustainable agriculture and ecological balance in Andhra Pradesh. EFFORT is based at Prakasam District, Andhra Pradesh

and working in Andhra Pradesh, Maharashtra and Punjab covering 1,000 villages and over 1.50 Lakh farmer's families.

Modicare Foundation was established in 1996 and it's core focus areas are the empowerment of children, adolescents and women by developing a holistic approach towards education, life skills and leadership. A multi-disciplinary, highly skilled and well trained team ensures effective implementation of Modicare Foundation's vision in tandem with the government, NGOs, institutions and industry.

SDG GOALS

The 17 Sustainable Development Goals (SDGs), adopted by all United Nations Member States in 2015, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

India has also signed the declaration for sustainable development along with other countries. While the government initiatives in India are linked to achieving SDGs, we believe, that as responsible corporate citizen, our Corporate Social Responsibility program can also be effectively leveraged to assist the Government in meeting the goals.

Our programs are meeting the following SDGs –



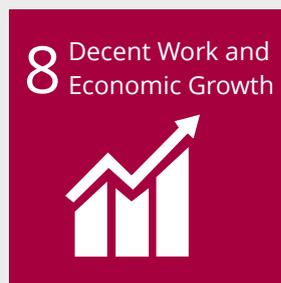
Goal 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 6

Ensure availability and sustainable management of water and sanitation for all.



Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 15

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

CSR PROGRAMS

Our focus CSR programs have been designed to strengthen and create a positive impact in the lives of our most important stakeholders. The tobacco industry is highly regulated and restricted. With various legislations, initiatives and campaigns to reduce tobacco consumption. One of the majorly impacted stakeholders are the marginalised farmers and workers associated with the industry. Our focus lies in sustainable development and livelihood for communities linked to the tobacco industry who are an integral part of Godfrey Phillips India.

The two main projects are:

Burley Tobacco Farmers' Community Program, Vinukonda, Andhra Pradesh

Women Tobacco Graders Community Program, Ongole, Andhra Pradesh

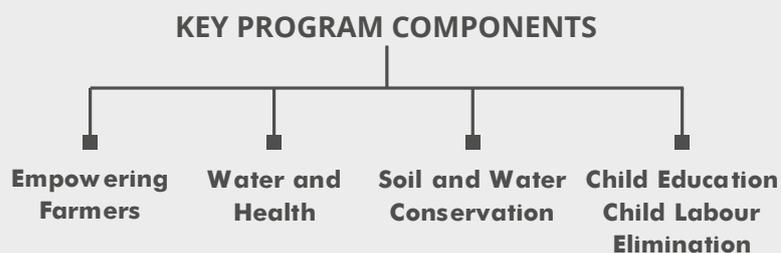
We have 2,00,000 direct and indirect beneficiaries. The much recognised Burley Tobacco Farmer's Community program received the Apex India CSR Excellence Awards 2019 this year.





BURLEY TOBACCO FARMERS' COMMUNITY PROGRAM, VINUKONDA, ANDHRA PRADESH

For 2019-20, CSR projects have impacted approx. 40 villages across Vinukonda area. Following are the initiatives taken.



8 Farmer Development Societies

FDS enables farmers with access to easy & low-cost credit, thrift savings and provides assistance on gaining the managerial and technical skills required to develop and operate a full-fledged co-operative. The FDS also conducts awareness workshops on the latest farm equipment for improved efficiency, good agricultural practices, labour practices, and financial stability with the help of qualified GPI professionals and the implementing agency. A revolving fund/corpus of Rs 2,00,000 provided by GPI for the program along with a nominal membership fee from each farmer serves to raise the seed capital for the society, buy farming equipment and provide loans to the farmers.



10 Check Dams for Water Management

Access to water has become a focus area for Godfrey Phillips India as Vinukonda falls in rain shadow area that impacts the quality and yield of crops, community health and overall lives.

Check dams are small barriers built across the direction of water flow on shallow rivers and streams for the purpose of water harvesting. The small dams retain excess water flow during monsoon rains in a small catchment area behind the structure. Pressure created in the catchment area helps force the impounded water into the ground. The major environmental benefit is the replenishment of nearby groundwater reserves and wells. The water entrapped by the dam, surface and subsurface, is primarily used in irrigation during the dry season, but can also be used for livestock and community needs.



9 Community Water Plants

The groundwater of Vinukonda villages has high fluoride concentration typically ranging from 3.28 to 4.27 mg/l. Long-term consumption of water from these sources can lead to fluorosis that can cause calcification in the joints causing excruciating pain, teeth discoloration and dysentery. These symptoms are found prevalent amongst the people who use contaminated water without any means of filtration. The need for awareness and ensuring availability of clean potable water is thus one of the focus areas of our CSR program. To create community inclusion and commitment, the installation cost of the equipment is provided by GPI, while the space for setting up equipment is borne by the residents.



11 Borewell Recharge Pits

The borewells supplying the water to RO plants are drying in a few villages due to prolonged summer and drought conditions. In some cases, the borewells have been dug again at a greater depth to pull water. Moreover, RO plants are known to waste almost 45-50% of the water. Due to very high fluoride content in the water, alternate water saving filtration systems cannot be established. Due to all these factors, borewell recharge has been planned for the water plants already established. To ensure safeguarding of ground water levels and sustained water flow for borewells, all community RO's established by Godfrey Phillips will be fitted with a recharge pit in the near future.



6 Desiltation

Good soil health is a precursor to maintaining good crop health. More than 84% farmers in the Burley tobacco region are growing secondary crops to sustain tobacco production and equilibrate nutrients in the soil. Maintaining soil health in an arid region with low soil moisture is both a technical and financial challenge for the farmers. Addition of desilted soil dramatically improves soil health for longer durations when compared to organic manure and chemical fertilizers' relatively short-term effects.



GPI undertook desiltation in 6 large tanks and ponds and helped farmers in procuring the silt. Although the silt is made available for free to the farmers, they still have to endure the logistic charges per trip of silt depending on the location. Despite this, impact assessment study revealed that the farmers using silt in their fields have saved an average of Rs. 6944 in a year. These farmers affirm an increase in both the yield and the quality of the crop.

47 Health Camps

Godfrey Phillips held 47 health camps with awareness on sanitation and hygiene. 1 mega camp was held that provided specialised tests for diagnosing heart, kidney and liver diseases and then consultations with specialists for advice. The remote villages of Vinukonda have little to no accessibility to a reliable medical facility and lack awareness on health, nutrition and sanitation. With an average trip to the doctor costing anywhere between Rs 1000 - 5000, the marginal farmer/farm worker was not able to afford proper medical consultation or medicine in case of illness or poor health. Specialist doctors in Orthopedics, General Medicine, Gynecology, Ophthalmology, ENT and Dental etc, have attended these camps and examined the people in 25 villages and issued free medicines to 25412 patients. 74 chronic patients have been referred to super specialty hospitals for further examinations and treatment.

Sanitation and hygiene education camps have also been simultaneously conducted along with the medical camps. The campaign on open defecation has brought behavioural changes among the population in these 25 villages. Compost heaps stocked on the roadside in the residential localities have been removed with constant persuasion. Children services have been utilized to educate their parents through rallies conducted to promote hand washing after each and every activity by the adults. 25 rallies have been conducted on sanitation and hygiene.

35 After School Program

A well-thought-out intervention for both the farmers and their children - 'After School Program' in village schools provide a holistic solution that ensures development of school infrastructure like repair and upgradation of school buildings, playgrounds & toilets, provision of adequate study material and safe drinking water for kids of all ages. During harvesting time when children are most susceptible to farm labour, the program ensures that the children are kept back in school, provided assistance with studies, taught yoga, sports, encouraged to participate in cultural activities and also provided nutritious food in the evening.

After starting this program in 12 schools in 2015, GPI has extended the After School Program (ASP) to 35 schools in burley tobacco growing region during 2019-20 impacting 3362 children directly and influencing another estimated 2850 children in other schools around. The percentage of attendance during the agriculture peak season has substantially improved from 82.46% to 91.98% during 2018-19. 112 students from 30 schools, where ASP is in progress since last year, have secured admission to Model Schools during the current academic year run by State Government, on merit basis with free boarding facility and scholarship.

The vulnerability for dropping out from schools has also been considerably reduced to 1.06% and the dropout is expected to be zero in all these 35 villages of the state by 2022.

Right from 2014, GPI has developed 78 schools in collaboration with Philip Morris International (PMI). In the financial year 2019-20, 10 schools have been developed with toilets for boys and girls, repaired, restored and painted, landscaped, with playground and material provided for sports and study.



2 Biodiversity Parks

The main thrust of the project is management of nature and soil biodiversity, protecting indigenous species, their habitats, and ecosystems from excessive rates of extinction and the erosion of biotic interactions. The project has been initiated in areas where loss of biodiversity has become a serious issue with habitat loss and degradation, air and water pollution, over-exploitation and unsustainable use of natural resources, and invasive species being the major factors. 7.25 acres of land has been assigned by Tobacco Board of India through Darsi Agricultural Market Committees. GPI will maintain the park for 5 years and then hand it back to the Government. With over 18 varieties of trees that range from fruit bearing to medicinal, the park also has 2 farm ponds and a borewell with recharge pit to be self-sustainable over years. We are aiming at 100% survival rate. The other park is 1.75 acres is being maintained in collaboration with the community.



Impact

The program has had a positive impact for GPI, faring well in audits by PMI, being highly praised by the local lawmakers, government authorities, bodies like Tobacco Board of India and media. The association with the farming community is a necessity for the business to establish not only better quality product and volumes to meet customer requirement, create stronger relations with all stakeholders but also enables long-term relationships and loyalty from the community for sustainability. GPI is already reaping the benefits of the program wherein the farmers are more inclined to not only stay committed to GPI but are also proactive in assisting GPI run the programs.



WOMEN TOBACCO GRADERS COMMUNITY PROGRAM, ONGOLE, ANDHRA PRADESH

Village Edugundlapadu is a model village created by Godfrey Phillips India. Edugundlapadu is 100% open defecation-free and every single home has a toilet. There is access to safe, clean water, and permanent drains are built to remove stagnant sewage water, reducing mosquitoes and diseases. The primary schools and anganwadis have been painted and restored with toilets for girls & boys, and also include landscaping, playgrounds.

At the last stage before the village is handed over to the community, this year the program has continued to run awareness workshops on sanitation and hygiene, drainage has been constructed in 4 places, 150 trees have been planted around the village, robust communication has been established through wall writings and pictures on sanitation and hygiene in the village, the community has been mobilized to paint the water plant and two health camps have been conducted in the first half of the year with 172 people undergoing health check-up and being given free medicines. One of the success stories is that the women of the community have shown great initiative and organized themselves to lead the cleanliness program in the village. They have divided themselves into 9 wards and each ward has the women cleaning up their areas including drains. Every morning at an assigned time the women sweep and clean the areas designated to them before starting their daily work. The initiative has been praised highly by the visiting Mandal officers and govt. authorities.

Snapshot of the Initiatives:

S. No.	Initiatives for GPI CSR Program	Number of Initiatives
Edugundlapadu		
1	Formation and strengthening of ward wise Sanitation & Hygiene committees	1
2	Drainage (including infrastructure)	4
3	Tree Plantation	150
4	Health camps at Edugundlapadu	2
5	Health camps at two Grading centre	4
Vinukonda		
1	RO Plants	8
2	De-siltation	6
3	Water Harvesting structures	10
4	Health camps + Sanitation awareness	47
5	Borewell recharge pit	11
6	Biodiversity (GPI)	2
7	Farmers Development Societies	8
8	After School Program	35

MODICARE FOUNDATION

AMBASSADORS OF CHANGE

A flagship program started in 2000, Ambassadors of Change (AOC), is based on life-skills education for in-school and out-of-school adolescents. Adolescence, by definition, is the transitional phase of growth and development between childhood and adulthood. The transition involves navigating physical and emotional changes which can be a confusing and disturbing process.

AOC addresses day-to-day challenges faced by adolescents like bullying/peer pressure, body image and changes and guides them towards responsible behavior in respect of peers, gender roles, child/substance abuse, HIV/AIDS. In partnership with schools, NGOs and corporate, the Foundation has reached out to over 342094 youths and adolescents in 200 institutions.

Modicare Foundation through its AOC program also conducts training for primary school children on issues such as safe/unsafe touch (formerly good touch and bad touch) health, hygiene and nutrition.



COMPONENTS OF AOC PROGRAM

- **Linkages with the Institutions**
- **Training with Children, Adolescents & Young Adults**
- **Teacher Orientations**
- **Parent Orientations**
- **Formation of Anti-Bullying Committees**
- **IEC Material Development and Distribution to Participants and Parents**
- **Implementation of Comprehensive Programs**

The first step of the AOC Program is to establish a connection with the institutions in which the program can be implemented. In 2019-20, Modicare Foundation has successfully made linkages with 25 institutes that include government schools, private schools and NGOs.

Under the life-skills trainings with adolescents, AOC team has successfully managed to conduct 126 trainings in 19 schools & NGOs with 5897 adolescents, including 1391 girls coming from Madanpur, Khadar and Okhla settlement. As per a request from Somerville School, a capsule session has been conducted on growing up, bullying and gender sensitization with 1154 adolescents.

In life-skills training with primary-grade children, 6361 (3106 girls & 3255 boys) primary children from grade 3rd to 5th in 37 institutions (SDMC primary schools and NGOs and public schools) have been impacted under the AOC program.

For teacher orientations in senior secondary schools, 3 orientation sessions with 28 teachers, and 6 orientations in SDMC primary schools with 50 teachers have also been conducted.

For parent orientations, 4 parent orientations in senior secondary schools & NGOs with 108 parents and 8 orientations in SDMC primary schools with 950 parents have been conducted.

This year, Modicare Foundation successfully formed an anti-bullying committee in Gyan Shakti Vidyalaya. This is an NGO, working to provide basic education to children deprived of basic socio-economic needs. The organisation has been providing remedial classes to vulnerable children and adolescents of Yamuna Khadar slum area.

KHWABGAH: SDMC PRATIBHA VIDYALAYA

With the belief that all children have the right to quality education, Modicare Foundation works with SDMC schools in Delhi for promoting quality education as well as in developing and upgrading the school infrastructure to create friendly and safe spaces for children to learn in.



Following are the initiatives taken:

Infrastructure:

- i. Renovation of the guard room and repainting of main gate
- ii. Repainting and refurbishing of Class V classrooms. Repairing of window panes
- iii. Renovation of ramp
- iv. Levelling of playground with clay soil and rolling grass
- v. Installation of high-quality green blackboards in each class

With emphasis laid on cleanliness and hygiene, a regular cleaning schedule for the classrooms and common areas has been instituted with the teachers required to check their classrooms for cleanliness, repair and maintenance. The mid-day meal distribution has also been streamlined.

Academic

Regular classes are conducted as per time table. The aim is to complete and cover maximum syllabus, while emphasizing the specific learning requirements of the students. In addition, in order to increase the learning capacity of the students, the initiative ensures segregation-based teaching which enables the teachers to teach and plan lessons according to their requirement and address the specific learning needs, especially for the weaker children. Regular writing practice, remedial classes, weekly tests, term assessments and homework, appreciation and feedback for children for encouragement, report card that includes behavioural progression along with academics, learning materials and workbooks, sessions on life skills are few of the other initiatives under Academic.

Capacity Building Training For Staff

An induction program, conducted in June 2019 with a number of new academic facilitators, included sessions on introduction to Modicare and Jasola School-MCF collaboration, service rules and regulations, gender sensitization, prevention of sexual harassment at the workplace, protection of children from sexual offences - 2012, training on cardio pulmonary resuscitation through escorts from Fortis Hospital, basic computer skills and training of trainers in life skills.

Extra-Curricular Activities

With the belief that extra-curricular activities are critical to the development of children, various activities are held under Khwabgah. A dedicated sports facilitator has been assigned who conducts classes across the school. Creative art and craft sessions are also held for children to express themselves along with music classes that bring joy to the participants.

Community Intervention And Parents' Involvement

Parents are invited for an interaction on the last day of every month with discussion on children-related subjects like good touch, bad touch, substance abuse, nutrition, women's health and hygiene along with demonstration of hand wash steps during sessions.

Volunteering

During this academic year, Samirness Volunteering Program has been introduced under which employees of Modi Enterprise can help the program by volunteering time to interact with the students.

PARTNERS IN CHANGE

Under this program, the Foundation provides technical support to corporate/industries and development agencies to develop a comprehensive program on HIV/AIDS, gender, Sexual Harassment of Women at Workplace Act, within their business and working agenda. The support includes activities such as awareness generation through community-based camps, formation of internal committees, master trainers' training, etc.