



Corporate Social Responsibility (CSR)

SAFETY SKILL DEVELOPEMENT FOUNDATION

Corporate Office: D-507, Light House, Town Square, Sector 82A, Vatika India Next, Gurugram-122004, Haryana



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Authorization: This document, Corporate Social Responsibility (CSR), has been duly reviewed and approved in accordance with the SSDF's governance and policy framework. By signing below, the authorized official endorses the guidelines set forth in this document and authorizes its implementation.

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(GM, OPERATION, SSDF)

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1. INTRODUCTION

Safety Skill Development Foundation is committed to contribute to the social and economic development of the communities in which we operate. Our Corporate Social Responsibility (CSR) Policy outlines our commitment to sustainable development, ethical practices, and making a positive impact on society, particularly within the skill ecosystem. This policy serves as a guide to our CSR activities, ensuring they align with our values and legal obligations.

2. OBJECTIVES

- **Promote Skill Development:** Support and enhance skill development initiatives that empower individuals and communities, contributing to economic growth and self-reliance.
- **Enhance Education:** Facilitate access to quality education and training that aligns with industry needs, particularly in underserved communities.
- **Support Community Development:** Engage in activities that promote the overall well-being and development of the communities in which we operate.
- **Ensure Sustainable Practices:** Incorporate environmentally sustainable practices into our business operations and CSR activities.

3. SCOPE

This CSR Policy applies to all CSR activities undertaken by [SSDF] across its operations. It includes contributions to skill development programs, educational initiatives, community development projects, and environmental sustainability efforts.

4. KEY AREAS OF FOCUS

4.1. Safety Initiatives

- **Training Programs:** Develop and deliver training sessions on workplace safety, emergency preparedness, and compliance with safety regulations.
- **Workshops and Seminars:** Organize events to raise awareness about safety standards and best practices.
- **Collaboration:** Partner with organizations and experts to advance safety research and innovations.

4.2. Skill Development

- **Training Programs:** Develop and implement training programs that equip individuals with the skills required for employment and entrepreneurship, particularly in high-demand sectors.
- **Certification and Accreditation:** Support the certification and accreditation of individuals in line with national and international standards.
- **Employment Opportunities:** Collaborate with industry partners to create job opportunities for skilled individuals, bridging the gap between training and employment.

4.3. Community Engagement

- **Health and Well-being:** Implement health and wellness programs that address the needs of local communities, including healthcare access, nutrition, and mental health.



- **Women Empowerment:** Promote women's empowerment through skill development, education, and entrepreneurship initiatives.
- **Support for Marginalized Groups:** Focus on uplifting marginalized groups, including persons with disabilities, through inclusive training and employment opportunities.

4.4. Education

- **Access to Quality Education:** Support initiatives that provide access to quality education for children and young adults, particularly in rural and underserved areas.
- **Educational Infrastructure:** Invest in the development of educational infrastructure, including schools, vocational training centres, and digital learning platforms.
- **Scholarships and Financial Aid:** Offer scholarships and financial assistance to deserving students to help them pursue education and skill development

4.5. Environmental Responsibility

- **Green Practices:** Incorporate environmentally sustainable practices into our business operations and promote these practices within the communities we serve.
- **Conservation Initiatives:** Support conservation projects aimed at protecting natural resources and promoting biodiversity.
- **Awareness Programs:** Conduct awareness programs on environmental sustainability and the importance of reducing carbon footprints.

5. KEY AREAS OF FOCUS

5.1. CSR Committee

A dedicated CSR Committee shall be formed to oversee the implementation and monitoring of CSR activities. The Committee shall be responsible for:

- Identifying and approving CSR projects and initiatives.
- Ensuring alignment with the company's values and legal requirements.
- Monitoring the progress and impact of CSR activities.
- Reporting on CSR activities to the Board of Directors and stakeholders.

5.2. Budget and Funding

- **Allocation:** A specific percentage of the company's profits shall be allocated annually to fund CSR activities, in accordance with applicable legal requirements.
- **Transparency:** All CSR spending shall be documented and reported transparently, with regular audits to ensure compliance.

5.3. Partnerships

- **Collaboration:** Collaborate with government agencies, non-governmental organizations (NGOs), educational institutions, and industry partners to enhance the reach and impact of our CSR initiatives.
- **Public-Private Partnerships (PPP):** Engage in public-private partnerships to support large-scale skill development and community development projects.

6. MONITORING AND REPORTING



- **Impact Assessment:** Regular impact assessments shall be conducted to evaluate the effectiveness and outcomes of CSR activities.
- **Reporting:** The CSR Committee shall prepare an annual report detailing the activities undertaken, funds utilized, and the impact of CSR initiatives. This report shall be shared with stakeholders and submitted to relevant regulatory bodies.

7. REVIEW AND AMENDMENTS

This CSR Policy shall be reviewed periodically to ensure its relevance and effectiveness. Amendments to the policy may be made as required, subject to approval by the Board of Directors.

8. CONCLUSION

Safety Skill Development Foundation is committed to being a responsible corporate citizen, contributing to the social and economic development of communities, and promoting sustainability. Through our CSR activities, we aim to make a meaningful difference in the lives of individuals and the society at large, with a focus on skill development and empowerment.



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