

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. 19 highly talented employees qualified for the program.

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-Successfactor 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. During the year 2015-16 Everest established Everest Foundation to carry forward its CSR initiatives with greater focus.

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.

Flood Relief: Everest and its employees contributed generously to support the families who were affected by devastating flood in Chennai. The Company provided saris and bed sheets to the affected families and approximately 2,500 families were benefited from this drive.

Skill Development: Everest is actively involved in various skill development activities in various locations. The vocational training programs like Computer training centers and sewing centers were started at Kymore and Bhagwanpur for local youth and women in partnership with NIIT Foundation. This was implemented to empower them and make them self-reliant and employable. A total number of 467 people got benefited from these centers directly.

Roofing Training: With increase in industrialization and growing demand for skilled workers, Everest has initiated an innovative ‘Roofers Skill Development 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 Lakhmapur and a total of 227 semi-skilled workers were trained by Construction Industry Development Council (CIDC).

Health and Sanitation: Everest collaborated with Swades Foundation and supported construction of 1,000 individual toilets in Raigarh district of Maharashtra. The Company in collaboration with Salaam Mumbai Foundation carried out Tobacco Control Program in Dindori Block of Nasik. This initiative has benefited more than 2,000 people. Everest has organised General Health camp for local community in Dahej (Gujarat) where 197 people has access to health services by quality doctors. Various others activities are carried out such as HIV/AIDS awareness programs and blood donation camps.

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 113 kids were part of regular coaching and more than 500 kids were benefited through various tournaments in these locations. Everest partnered with Salaam Bombay Foundation, which helps in building life skills amongst underprivileged children in Maharashtra, to send a group of kids from Mumbai slums for international training in cricket. The Company supported them with all financial needs.

In addition to this, Everest supported the district administration in Balasore for Aahar Yojana of Odisha Govt., wherein 1,600 people were provided daily meal for one month. Everest also supports community projects for tribal families like construction of classrooms, roofs, parking sheds at schools and colleges etc.

ANNEXURE 2

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES FOR THE FINANCIAL YEAR 2015-16

[Pursuant to Section 135 of the 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.	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 and imbuing the societal values in stakeholders. The activities that the Company has undertaken under the CSR Policy are relating to Environmental sustainability, Employment enhancing vocational skills, Health, hygiene & sanitation and Promotion of education & sports etc. The web link of CSR Policy is http://www.everestind.com/corporate-social-responsibility
2.	The composition of the CSR Committee	Mr. A.V. Somani - Chairman Mr. M.L. Gupta - Member Mr. M.L. Narula - Member Mr. Manish Sanghi - Member Mr. Y. Srinivasa Rao - Member
3.	Average Net Profit of the company for last 3 financial years	₹ 4669.09 lacs
4.	Prescribed CSR expenditure (2% of amount)	₹ 93.38 lacs
5.	Details of CSR activities/projects undertaken during the year:	
	a) total amount to be spent for the financial year	₹ 93.38 lacs
	b) amount un-spent, if any	NA
	c) 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 (Budget) (₹ in Lacs)	Amount spent on projects/ Programmes (₹ in Lacs)	Projects implementation details; direct or through implementation Agency (IA)
I	Health, Hygiene & Sanitation	Individual Sanitation Program (Construction of household toilets) (Schedule VII (i) promoting preventive health care & sanitation)	Raigarh (Maharashtra)	10.05	15.00	By Everest Foundation & Swadesh Foundation
		Construction of toilets in Police Station (Schedule VII (i) promoting preventive health care & sanitation)	Mumbai		7.04	Everest Foundation
		Tobacco Control Program (Schedule VII (i) Promoting preventive health)	Nashik (Maharashtra)	10.85	10.82	Salaam Mumbai Foundation

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 (Budget) (₹ in Lacs)	Amount spent on projects/ Programmes (₹ in Lacs)	Projects implementation details; direct or through implementation Agency (IA)
		General Health camps for mother & child (Schedule VII (i) Promoting preventive health)	Dahej (Bharuch, Gujarat), Nashik (Maharashtra)	6.40	0.15	Everest Foundation
II	Vocational training and skilling enhancement	Training on computers (Schedule VII (ii) enhancing vocational skills)	Bhagwanpur (Haridwar, Uttrakhand), Kymore (Katni, M.P.)	15.00	14.52	Everest Foundation
		Training- Sewing Center (Schedule VII (ii) enhancing vocational skills)	Bhagwanpur (Haridwar, Uttrakhand)	0.50	0.79	Everest
		Training on Roof Sheet Erection (Schedule VII (ii) enhancing vocational skills)	Bhagwanpur (Haridwar, Uttrakhand), Kymore (Katni, M.P.), Somnathpur (Balasore, Odisha), Lakhmapur (Nashik, Maharashtra)	45.10	30.36	Everest Foundation & Construction Industry Development Council
III	Environment Sustainability	Plantation Drive at Govt. lands. Awareness on Ecological balance Promoting green environment through retaining park in cities (Schedule VII (iv) environment sustainability and ecological balance)	Somnathpur (Balasore, Odisha), Dahej (Bharuch, Gujarat), New Delhi, Mumbai	13.50	Nil	Project could not carried out
IV	Promoting Sports	Promoting national sport in rural areas. (Schedule VII (vii) Promoting rural and national sports)	Podanur (Coimbatore, T.N.), Kymore (Katni, M.P.)	8.00	4.27	Everest Foundation
V	Eradicating Hunger & Poverty	Providing food to underprivileged families (Schedule VII (i) Eradicating hunger, poverty and malnutrition)	Somnathpur (Balasore, Odisha)	2.00	6.36	By CSR team
VI	Disaster support	Support for Chennai flood relief. (Schedule VII (viii) contribution to PM National Relief Fund)	Chennai	Nil	3.01	Everest Foundation
VII	Promoting Education	Support to organization for promoting education (Schedule VII (ii) Promoting education including special education and employment enhancing vocational skills)	Dahej (Bharuch, Gujarat),	8.00	8.00	Adiwasi Pragati Mandal, Bharuch

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 (Budget) (₹ in Lacs)	Amount spent on projects/ Programmes (₹ in Lacs)	Projects implementation details; direct or through implementation Agency (IA)
VIII	Community Development	Support provided to various community based organizations towards Constructing classrooms, tribal houses etc . (Schedule VII (X) Rural Development Projects)	Somnathpur (Balasore, Odisha)	6.00	0.76	BY CSR team
Total - Direct Expense				125.40	101.08	
*Total- Indirect Expense				6.27	5.05	
Grand Total				131.67	106.13	

*Though Total indirect CSR expense is ₹ 9.78 lakhs, however as per the notification of MCA dated 27th February, 2014, indirect expenses have been kept at 5 per cent of total direct expense.

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's 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

Delhi, 29th April, 2016

A.V. Somani

Chairman, CSR Committee

Mumbai, 29th April, 2016