

## Corporate Social Responsibility Policy Cargill in India



## Table of content

### A. Introduction

Background.....	3
Purpose of the policy .....	4
Applicability .....	4

### B. Our approach to CSR

What CSR means to us .....	6
Objectives of the Policy .....	6
Our focus areas .....	6

### C. Policy implementation

Governance Structure .....	7
Roles and Responsibilities .....	8 -9
1) Cargill India Board of Directors	
2) Cargill India CSR Committee	
3) Cargill India CSR Team	
4) Local Cargill Cares Councils	

### D. Monitoring, evaluating and reporting framework

Progress monitoring and reporting .....	10
Impact assessment and evaluation .....	10
Report consolidation and communication .....	10-11

### Annexures

Cargill India CSR projects' & programs' overview .....	12 -16
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## A.

### Introduction

#### a. Background

Cargill provides food, agriculture, financial and industrial products and services to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and more than 150 years of experience. We have 155,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work. **We at Cargill take pride in the fact that Corporate Responsibility is part of everything we do!** Our purpose of being in business is to nourish people. This gives a framework to all our actions. Ethics and integrity have been the foundation for how we think and act, and how we seek to earn.

In India, Cargill started operations in 1987. It has businesses in refined oils, food ingredients, grain and oilseeds, cotton, animal nutrition, industrial specialties and trade structured finance. Cargill in India markets leading consumer brands of edible oils such as NatureFresh, Gemini, Sweekar, Leonardo Olive Oil, Rath and Sunflower brand of hydrogenated fats. It also markets wheat flour under the NatureFres brand name. The animal nutrition business of Cargill provides animal feed, premix and nutrition for aqua, dairy and poultry. It markets animal feed and premix under the brands Provimi, Purina and EWOS. The Cargill's grains and oilseeds crush business originates grains and oilseeds at 200 storage locations. Overall the company employs more than 3,500 employees working across a network of offices, plants,

Food Security is the cornerstone of our corporate responsibility engagement in India that unites our various programs to improve nutrition and food security. India has reported low nutrition levels, underweight in children and high Global Hunger Index (GHI). We in the food industry, feel the need to address this concern. This policy addresses the complex issue of food security and related concerns. We have been working towards advancing our corporate social responsibility taking actions and creating impact by investing resources in *nourishing our world, protecting our plant and enriching our communities*. Since 2007, we have deployed more than \$ 13 million (INR 85 crores) through Cargill global and local funding in programs related to nutrition & health, education and farmer's livelihoods and etc. We promote food security in many ways. For example -- working directly with farmers to help increase their productivity; supporting government investments in rural communities and local agriculture; advocating for open trade; partnering with global organizations, such as CARE and the Global Alliance for Improved Nutrition (GAIN), among others and local community-based organizations; and conforming to some of the most stringent food safety norms such as HACCP across Cargill's plants throughout its global operations.

This CSR Policy builds on the learning from and good practices of the Company's ongoing CSR activities since 2007. Our activities are focused around the following commitments:

#### **Nourishing our world**

Working with partners in many countries, Cargill is advancing systemic approaches to food security, nutrition and food system innovation. We are partnering with farmers to help improve their productivity and access to markets. We know that with the talents and conviction of our employees, we can help meet the challenge of ensuring all people have access to safe, nutritious and affordable food.

#### **Protecting our planet**

We are conserving vital natural resources to create a more sustainable future. Globally, we focused this year on establishing baselines for our work in land use, water resources and climate change. Through work with outside experts, we identified the areas where Cargill's global scale and reach could have the biggest impact.



## **Enriching our communities**

Cargill is investing in the communities where we live and work. Through efforts focused on economic and community development and employee engagement, we are leveraging our expertise and insights.

## **Following our Guiding Principles**

Adhering to high standards of business conduct has been important to Cargill since our founding in 1865. We are governed by a Code of Conduct, which is grounded by our Guiding Principles. The Principles are ingrained in our culture and serve as the foundation for the behaviors expected from all our employees in all parts of the world.

Our seven Guiding Principles:

- I. We obey the law.
- II. We conduct our business with integrity.
- III. We keep accurate and honest records.
- IV. We honor our business obligations.
- V. We treat people with dignity and respect.
- VI. We protect Cargill's information, assets and interests.
- VII. We are committed to being a responsible global citizen.

We know our ability to grow as a company depends on the way we treat people, how we enrich our communities and how well we serve our customers. Through the efforts of our employees, Cargill will grow profitably and grow responsibly to meet the needs of a diverse, expanding and interconnected world.

Cargill has established a companywide policy for charitable contributions. Charitable giving is an investment of Cargill's resources that needs to be managed well to ensure value is captured for Cargill and the community at large. This policy has been adopted for guiding our charitable contributions at all levels in the company.

Charitable giving is an important part of Cargill's overall commitment to being a leader in corporate responsibility. We recognize that our continued success depends on the growth and health of our communities, and are committed to investing in programs and partners who help promote sustainable and responsible economic development, to create growth that improves living standards and promotes vibrant, stable communities.

### **b. Purpose of the Policy**

The purpose of this policy is to give to ourselves a set of guidelines to ensure that all our businesses continue to operate in a manner that is socially and environmentally sustainable. We at Cargill, are determined to surpass our own standards and create greater shared value for all our stakeholders. The policy brings together our existing operating principles and declares to all our stakeholders what we mean by CSR and how we propose to work towards achieving it.

### **c. Applicability**

Cargill India (hereby referred to as the Company) CSR policy has been developed in consonance to Section 135 of the Companies Act 2013 (referred to as the Act in this policy) on CSR and in accordance with the CSR rules (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014.



The policy shall apply to all CSR projects/ programs undertaken as per the Schedule VII of the Act, by the Company in India. This policy shall be applicable to Cargill in India including all its subsidiaries/ group companies, leadership, officers, employees and business partners and CSR institutional partners.

The following companies of Cargill in India meets the criteria provided under the Act/Rule of Corporate Social Responsibility for the financial year 2017-18

1. Cargill India Private Limited
2. Cargill Business Services India Private Limited
3. Provimi Animal Nutrition India Private Limited

These companies would carry out their responsibilities of Corporate Social Responsibility for the year with a collective goal on key focus areas enumerated in this policy.

## B.

### Our approach to CSR & Sustainable Development

#### a. What CSR means to us

When Cargill began in 1865, our business was founded on the belief that “**our word is our bond**”. Today, as a diversified global company still grounded in a culture of trust and respect, this remains the standard by which we do business. We operate with integrity and accountability. We are committed to nourish the world in a safe, responsible and sustainable way; helping our communities *thrive*.

Cargill’s responsibility extends beyond our own operations to the suppliers, partners and other stakeholders in our supply chains. We believe in creating resilient communities, empowering individuals to be their own leaders and adopt sustainable and responsible measures for their own success.

#### b. Objectives of the policy

The **objectives** of this policy are to -

1. Demonstrate commitment to the common good through responsible business practices and good governance
2. Actively support the country’s development agenda to ensure sustainable transformation
3. Set high standards of quality in the delivery of services in the social sector by creating robust processes and replicable models
4. Engender a sense of empathy and equity among employees of Cargill India to motivate them to give back to the society
5. Create leaders and champions within the community

#### c. Our focus areas

Our corporate responsibility program in India shall continue to primarily focus on nourishing people and possibilities. We shall continue to work with credible partners to provide replicable and scalable solutions to contribute to food security in the country (for specific programs refer to Annexure I).

**Nourishing our world** – We shall continue to support programs and projects that improves access to safe, affordable, nutritious and supports partners working to address hunger and poverty.

**Protecting our planet** - We shall continue to support programs and projects that promotes climate smart sustainable agricultural practices, strengthen farming communities by improving farmers livelihood and demonstrate global leadership in protecting our natural resources in our communities and supply chains.

**Enriching our communities** - We shall continue to partner with organizations that promotes building resilient communities by providing improved access to health facilities, creating better access to quality education and supports livelihood projects to increase the income levels of the economically backward section of the society.

C.

**Policy Implementation**

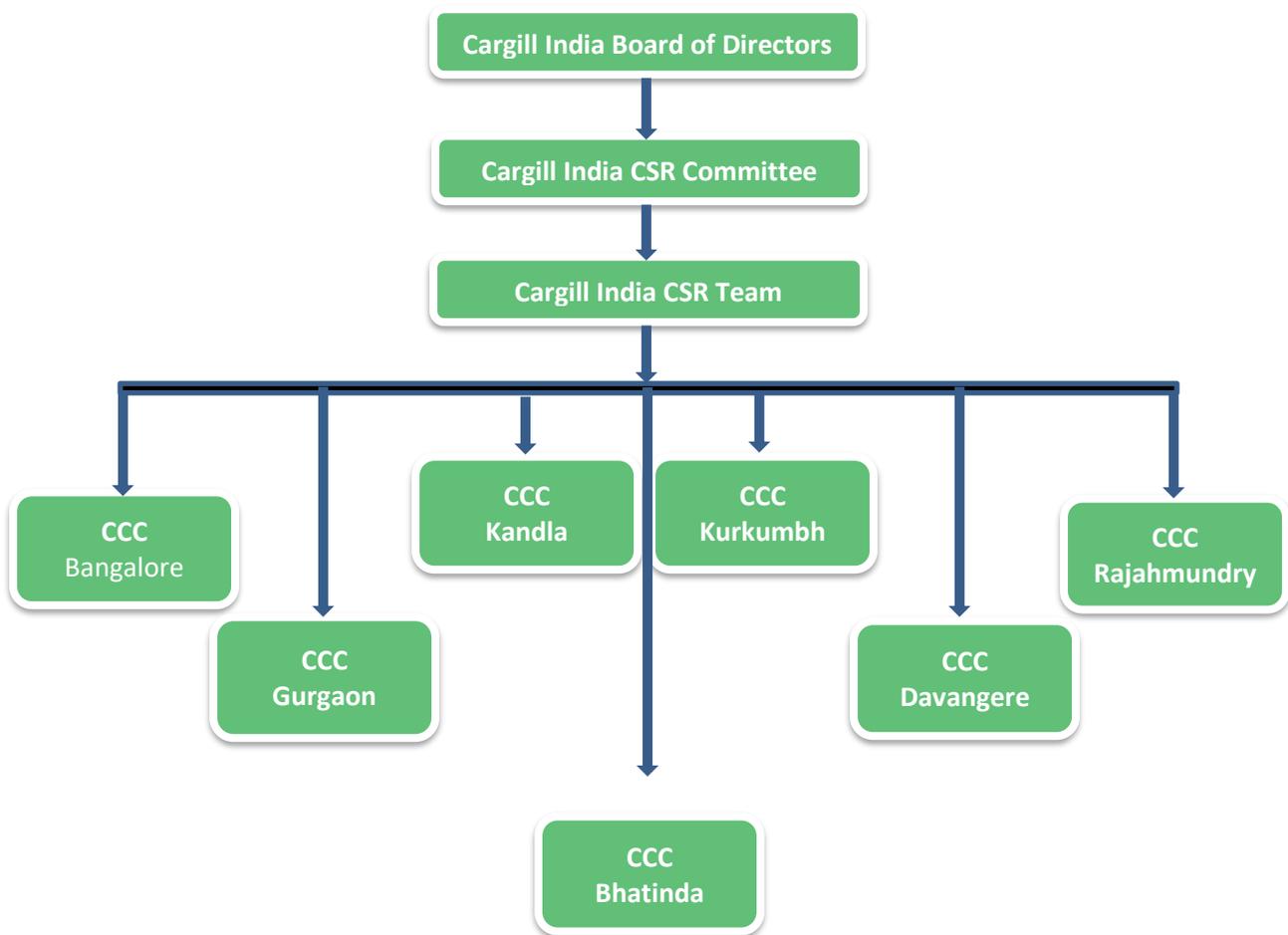
We shall collaborate with partners in public and private sector to find long term solutions to nourish our people in safe, responsible and sustainable way. Our approach is guided by objectives of *Nourishing India* – multi-pronged Corporate Responsibility (CR) program in India -

- **Governance Structure**

The CSR committee shall oversee the CSR activities of Cargill India through the CSR Team. The CSR Team shall administer via the Cargill Care Councils (CCC) which are geographically based in the areas of Cargill India business activities. This structure shall be the guiding star for all the CSR initiatives that will be implemented via institutional partners.

The overall accountability shall be of the Board of Directors (BoD). The BoD shall primarily monitor the alignment of the activities with the company’s mission and vision and maintain transparency.

**CSR Governance organigram**



## a. Roles and responsibilities

### i. Cargill India Board of Directors

The Cargill India Board of Directors (BoD) shall be responsible for:

- Constituting the CSR Committee, from amongst itself
- Approving the CSR policy formulated by the CSR Committee
- Ensuring that its essence is aligned to the vision and mission of the company
- Approving the CSR Budget
- Ensuring that in each financial year the company spends at least 2% of the average net profit before taxation excluding profits arising from overseas branches made during the three-immediate preceding financial years.
- Ensuring that the reasons for any under spending of the allocated CSR budget are specified in the Board's Report.
- Ensuring that the surplus arising out of CSR activities is not considered as a part of the business profits of the company and is credited back to the CSR corpus
- Disclosure in Annual Report
  - Disclosing in its Annual Report the names of CSR Committee members, the content of the CSR policy and the CSR activities undertaken.
  - Ensuring the annual reporting of all its CSR activities on the Company website.
- Ensuring that every financial year funds committed by the company for CSR activities are utilized effectively and monitored regularly.

### ii. Cargill India CSR committee

The Cargill India BoD shall constitute the Cargill India CSR committee. It shall compose of three directors. CSR Committee shall meet at least once in a quarter. Members of the CSR Committee can agree upon mutually regarding time and place for the said meetings. A quorum of two (2) members is required to be present for the proceedings to take place.

**It shall be responsible for:**

- Formulating the CSR Policy
  - Identifying the focus areas of Cargill India CSR
  - Identifying activities to be undertaken
  - Developing a transparent monitoring mechanism
- Recommending to the Cargill India BoD
  - The annual budgeted expenditure project wise to the Cargill India BoD for its consideration and approval
  - Modifications to the CSR policy as and when required
- Providing an update of quarterly meeting to the BoD
- Monitoring the implementation of the CSR policy regularly
  - Overseeing the systematic development of processes, procedures and guidelines for CSR so as to deliver its proposed value to the company and the targeted community
  - Ensuring that all the CSR activities budgeted are duly carried out, monitoring process is a part of each project proposal
  - Ensuring that the CSR spends are audited in an accountable and transparent manner

### iii. Cargill India CSR team

The CSR Team shall be stationed in Gurgaon. It shall be responsible for:

- Executing the CSR activities approved by the Cargill India BoD
  - Ensuring systematic development of a set of processes, procedures and guidelines for CSR activities
  - Monitoring the implementation of CSR activities

- Submitting an annual comprehensive report, of all the activities and projects, from the CCC, to CSR Committee
- Mentoring the CCC
  - Overseeing the work of Cargill Cares Councils
  - Helping CCCs identify CSR projects in-line with the vision and mission of the organization

**iv. Cargill Cares Council (CCC)**

There are presently seven CCCs in India. Cares council shall be an integral part of any new set-up in India. It shall be constituted by the Business Groups and shall constitute of employees of the business group. It shall be responsible for:

- Planning the CSR activity
  - Identifying the community need
  - Identifying the institutional partner
  - Planning the community intervention, timelines and milestones
  - Preparing a proposal of CSR activities for the local area, to be submitted to the CSR Committee for approval from the Cargill India BoD
- Implementing the CSR activities approved for the area
  - Meeting and celebrating timelines
  - Coordinating with the institutional partners
  - Reviewing impact of CSR activities periodically
  - Using feedback for making the CSR activities more impactful
- Reporting the CSR activities
  - Solicit and communicate impact and feedback of CSR activities to the CSR Team as and when milestones are achieved

## E.

### **Monitoring, evaluation and reporting framework**

To ensure funds spent on CSR programs are creating the desired impact on the ground, a comprehensive monitoring and reporting framework is being put in place. The monitoring and reporting mechanism is divided into three distinct areas:

1. Progress monitoring and reporting
2. Impact assessment
3. Report consolidation and communication

Cargill India's CSR committee via the Cargill India CSR Team shall monitor the implementation of the CSR Policy through periodic reviews of the activities of the partner NGOs. The respective Cargill Cares Councils will present their annual budgets and list of programs, projects, and activities to the CSR committee for its approval. The committee will in turn evaluate the projects based on the identified project selection criteria and recommend this to the Cargill India Board for its final approval.

#### **A. Progress monitoring and reporting**

Monitoring shall be an integral exercise for all CSR activities to understand spillages and determine corrective actions against clearly defined inputs, outputs and outcomes. The CSR Team shall do monitoring. In cases where the CSR team is a part of the implementing agency, monitoring shall be outsourced.

Monitoring will include:

- Ensuring that all funds are released against verified utilizations as per the approved work plans. This may include field visits, comprehensive documentation, and regular interaction with beneficiary communities
- Obtaining all relevant progress reports from the project, studying them and making a note of the gaps.
- Holding discussions with the implementation team on reasons for slippages (if any) and agreeing on a corrective action.
- Holding discussions with the implementation team regarding what lessons are emerging and how they can be applied within the project as well as outside to improvise on the project impact.

#### **B. Impact assessment and evaluation**

Impact assessment is essential to understand the manifestation of our efforts. It provides a platform for further development planning and an opportunity for identifying spillages. Evaluation shall be done against clearly defined objectives. For this:

- A robust MIS evaluation plan for each CSR activity is being put in place
- CSR Committee shall decide whether it will be internal, external or third party evaluation to ensure objective assessment across baseline and end line parameters.

#### **C. Report consolidation and communication to the stakeholders**

Reporting and communicating shall be an important element of the CSR process to ensure transparency of our activities and its communication to our stakeholders. The Cargill India CSR Committee will prepare the annual CSR report, as per the prescribed format in the Act, to be filed by the Company on approval of the Cargill India BoD. This report will ensure:

- CSR projects and programmes are being properly documented. All individual projects reports shall be consolidated for a program related report, which shall be aligned with Cargill India's CSR policy.
- An MIS is maintained on expenditure across sectors and geographies and beneficiaries impacted.
- Accountability is fixed at each level of CSR process and implementation.



The report shall provide activity-wise reasons for spends as prescribed by the CSR Act and an undersigned responsibility statement that the CSR policy, implementation and monitoring process is in compliance with the CSR objectives, in letter and in spirit.

**F.**  
**Annexures**

**Cargill India CSR projects' & programs' overview**

**Nourishing our world**

- i. Nutrition support to children in Rajahmundry and children in residential care in Bangalore**  
**Cargill India** with **Charities Aid Foundation** is providing supplementary nutrition and safe drinking water to **253 children** studying at Mangal Praja Parishath Upper Primary School of Mukunda Puramwas in Rajahmundry near our aqua feed mill. Our partnership with United Way of Bengaluru is also providing nutrition and education support to **65 orphan & vulnerable children** in residential care in Bangalore  
**Executing Body:** Cargill India CSR Team  
**Implementing Partner:** Charities Aid Foundation/ Action/ United Way of Bangalore/Zion Foundation  
**Objective:**
- To provide ample nutritious support to eradicate the malnourishment of the beneficiaries.
  - To provide balanced diet and adequate healthcare facilities to the children and beneficiaries of the foundation.
  - To provide quality primary and high-school education to the children
- Outcome/Impact:**
- Increase in the attendance of target beneficiaries.
  - Improved health status of the target beneficiaries
  - Improvement in anemic status
  - Increase in participation in all school level activities
  - Improved performance in academic and extracurricular activities
- ii. Madhya Pradesh Nutrition Program**  
Cargill India in partnership with CARE is working towards reducing malnourishment among children under 5 through creation of communication materials and strengthening governance structure in three most backward districts of Madhya Pradesh.  
**Executing Body :** Cargill India CSR Team  
**Implementing Body:** CARE India  
**Objective:**
- Reduce underweight and under-nutrition among children
  - Reduce severe malnutrition among children
  - Expand the effectiveness, reach and visibility of under-nutrition elimination efforts
  - Strengthen governance, accountability and mutual responsibility
- Outcome/Impact:**
- Improve status and number of underweight children, moderately and severely acute malnourished children
  - Improvement in behaviour change towards access to supplementary nutrition, essential micronutrient and complementary feeding practices.
  - Better access to improved government schemes to eradicate hunger and malnutrition

## Protecting our planet

### I. Promoting planet friendly practices and improving livelihoods of smallholder farming household in Davangere region of Karnataka

**Cargill India** in partnership with TechnoServe India is creating access to climate smart agricultural practices and working towards advancing economic development for 5000 farming household. The program is creating agri-based livelihoods opportunities for youth, strengthening the agriculture ecosystem by providing agricultural extension support and training and supporting 2500 women on homestead organic kitchen gardens and financial literacy.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** TechnoServe India

**Objective:**

- Agriculture development and diversification intervention implemented with 5,000 farming households
- Livelihood opportunities developed for the youth of the farming households through Cargill Agri-Fellow Program
- Economic empowerment opportunities created for the women of the farming households
- Community engagement through targeted interventions in public places, including local schools and Anganwadis

**Outcome/Impact**

- Enhanced and Diversified livelihood opportunities adopted by the small holder farming households
- Livelihood opportunities developed for the youth of the farming households through Cargill Agri-Fellow Program.
- Economic empowerment opportunities created for the women of the farming households.
- Community engagement through targeted interventions in public places including local schools and Anganwadis.

### II. Advancing economic status of women small holder farmers through Pathways Agri-Extension program in Odisha: Cargill India in partnership with CARE seeks to promote improvements in productivity, equity, and empowerment for **12,000 women small-holder farmers** from Scheduled Tribe and Caste families and develop an agri-extension model directed at remote and resource-poor women that provides need-based comprehensive services to help them in their farming practices.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** CARE

**Objective:**

- Improve access to quality agri-extension services for increased and sustainable productivity
- Improve skills and capacities of women in governance and management of their collectives
- Advance nutrition security through nutrition gardens;
- Improve access of collectives to agriculture extension services.

**Outcome/Impact**

- Improved economic status, skills and capacities of women smallholder farmers to demand and access quality agri-extension services.
- Improved women role in governance and management of their own collectives.
- Better availability of and access to nutritious food

### III. Meeting the shortage of drinking water through creation of rooftop rainwater harvesting in villages of Maharashtra: Cargill India in partnership with United Way of Bangalore is improving

ground water depletion and meeting drinking water shortage by spreading awareness and collectivizing families to harvest rain water on the roof of their buildings.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** United Way of Bangalore

**Objective:**

- Improve drinking water facility in more natural and sustainable way.
- Contribute in biodiversity conservation and creating ecological balance in the region.
- Creating structured approach to harvest and use rain water for community at large

**Outputs/impact**

- Improved drinking water facility amongst households
- Improved knowledge and awareness about the rain water harvesting techniques
- Build infrastructure and access to use & re-use harvested rain-water facilities.

## Enriching our communities

### I. **Pragati Vatika School:**

Rapid urbanization has turned Gurgaon into a “Millennium City” but only for the affluent. Migrant laborers, construction workers and the housekeeping staff who have no facilities support this rapid growth silently. Pragati Vatika School provides for fulfilling the learning dreams of the children of this lesser-privileged community. We support the Pragati Vatika School in Gurgaon by taking care of all their yearly operational expenses (education, nutrition, staff etc.). The school caters to the educational, nutritional and overall developmental needs of children of daily wage laborers.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** Pragati Vatika School

**Objective:** To provide underprivileged children and youth an opportunity to make wider choices through high quality education and life skills training.

**Outcome/Impact:** The children are confident and are motivated to learn and explore the world. Life skills training have helped them live a life of dignity and respect.

### II. **Rural Development Foundation:**

Every child has the right to education and everyone has the duty to give back to the society. In this background, we partner with Rural Development Foundation (RDF), an NGO that runs five schools and one junior college in the rural areas of Andhra Pradesh, in their mission to make education available for rural underprivileged girls and boys, by supporting children with educational expenses of the students.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** Rural Development Foundation

**Objective:** To promote critical thinking skills, encourage students to understand and apply concepts, be socially sensitive and become empowered leaders of their community.

**Outcome/Impact:** 580 rural students at Kalleda village have been able to continue their education. Since their nourishing requirements are met, they are focused on their extra-curricular development to become responsible leaders.

### III. **Agrasar Bachpan Learning Centre**

We partnered with Agrasar, a non-profit organization working in the field of human capital development and social security of the disadvantaged communities in India, and launched a program to provide structured learning to underprivileged children aged 4-14 in a Gurgaon village that is home to more than 20,000 migrant workers. Sixty children are being enrolled in the first three months at the Agrasar Bachpan learning centre. The program is designed to follow a 'child-centric

approach,' going beyond academic learning to nurture the all-round development and growth of underprivileged children.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** Agrasar

**Objective:** Development of foundational abilities and strong affinity for continuous formal education and overall personality growth among children and their parents.

**Outcome/Impact:**

- A consistent linkage with the education system.
- Curriculum focusing on holistic development of the target beneficiaries
- Curriculum supplementing (adding value) the existing education obtained by students.
- Pedagogically sound teaching practices
- More awareness and involvement of parents in the process

- IV. **Project Sahyog:** Cargill India has partnered with United Way Mumbai and implemented a comprehensive village development through specific focus on health, education, women empowerment and skill training in Kurkumbh Village of Daund Block of Pune District.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** United Way Mumbai

**Objective:**

- Integrated development and empowerment of local resident Population of Village Kurkumbh.
- Mainstreaming and convergence of various Schemes pertaining to Women, Children Youth and Senior citizen population of Village Kurkumbh.
- Advocacy with Local Civic Administration, other Stakeholders for holistic development of project area.
- Initiation of Public Private Partnership with active involvement and participation of local resident Population of Village Kurkumbh and the significant stakeholders.

**Outcome/Impact:** Holistic development of Kurkumbh village

- V. **Addressing Basic Needs in Doddaballapur Taluk, Karnataka:** Cargill India has partnered with United Way of Bengaluru and implemented a comprehensive village development through specific focus on education, healthcare and livelihood opportunities for selected 25 villages in Doddaballapur Taluk.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** United Way of Bengaluru

**Objective:**

- Holistic education support – Scholarship for college students, value add support to existing government schools, early learning campaign for Anganwadis
- Making healthcare facilities to remote rural population through mobile health clinics
- Empowering women and provide sustainable means of livelihood for 25 rural women
- Supporting lake rejuvenation and promoting ecological balance in the city of Bangalore.
- Initiation of Public Private Partnership with active involvement and participation of local resident population of the target villages, local administration and the key stakeholders in these communities.

**Outcome/Impact:** Improved lifestyle and access to better healthcare, education and livelihood opportunities for 22,000 rural population of 25 villages in Doddaballapur Taluk

- VI. **Project Saathi addressing local developmental needs of 15000 individuals in Bhatinda:** Cargill India in partnership with CARE and Agrasar is ensuring early childhood care, improving health and economically empower women smallholder farmers landless workers and adolescents of villages on Bhatinda next to our feed mill facility.

**Executing Body:** Cargill India CSR Team

**Implementing Partner:** CARE | Agrasar

**Objectives:**

- improve early childhood care and health status of women smallholders and landless workers
- enhance income and productivity of women smallholders and landless workers
- develop an enabling environment for women and their households

**Outcomes/impact**

- improved early childhood care and health status of women
- enhanced income and productivity of women
- equal and enabling ecosystem for women

- VII. **Uplift the lives of women by imparting financial inclusion training to women to help them set up their own micro-enterprise in Delhi & Haryana:** Cargill India in three different projects in different locations is collectivizing **200 women** of urban slum communities; training, empowering and imparting livelihood skills to help improve their income levels and helping them to set-up their own micro-enterprise.

**Executing Body:** Cargill CSR Team

**Implementing Partner:** United Way of Delhi | Agrasar Societymaker | Earthwatch Institute

**Objectives:**

- Skill development of disadvantaged women of the urban poor slum.
- Capacity building to improve financial literacy, marketing & entrepreneurial skills of women in Delhi & Haryana.
- Establish market linkages, improve livelihoods and income levels by setting up micro-enterprises

**Outcome/impact:**

- Improved social and economic status of disadvantaged women from the urban slum communities.
- Improved marketing and entrepreneurial skills, market linkages and overall confidence of the women

- VIII. **Imparting vocational and pre-employment training to hearing impaired in Noida and Bangalore:** Cargill India is contributing towards inclusive society, imparting pre-employment training and creating job opportunities for **190 hearing impaired** in Noida and Bangalore.

**Executing Body:** Cargill CSR Team

**Implementing Partner:** Noida Deaf Society | NASSCOM Foundation

**Objectives:**

- Impart vocational training, create avenues for livelihood generation and job placement for hearing impaired individuals

**Outcome/impact:**

- Improved living, social and economic status of hearing impaired individuals.