



# DEENABANDHU TRUST

Regd. Office:  
CF-95, Sector- 1  
Salt Lake City  
Kolkata – 700 064, India

1<sup>st</sup> January, 2016

## CSR & SUSTAINABILITY POLICY

### Mission

Our mission is to be a responsible NGO and give back to the society by mobilizing our skills and resources and building a better and harmonized society through intensive collaboration and cooperation with our multiple stakeholders, including communities, customers, governments and employees. We pledge our commitment to social development through responsible business practices and good governance.

### Objectives

Our objectives are to take up programs that improve the quality of life and economic wellbeing of the local populace, Engage with the Corporate and its agencies in pursuing the development agenda for sustainable change and Enhance our identity and reputation as a responsible NGO.

### What we do

As a global not – for – profit organization, we work locally, nationally and internationally with Corporates, non-governmental organizations (NGOs) and local authorities around inclusivity, diversity and skills for the future. Around the Group, we encourage active involvement of our team members in community development. We witnessed a major shift in our approach from philanthropic based to strategic integration of various stakeholders with the larger aim of positively impacting the communities in which we live and operate.

### Values & Ethics

We are a responsible NGO and the values and ethics we embrace is of honesty, freedom, modesty, trust and solidarity to ensure an increased commitment at all levels in the organization to operate its works in a socially & environmentally sustainable manner.

Kolkata Action Centre:  
313/7, Nabapally, PO:Nawbhanga  
Salt Lake City, Kolkata – 700 105

  
Ph: 91-33-65403575, 9874971048  
Email: [deenabandhuindia@deenabandhu.org](mailto:deenabandhuindia@deenabandhu.org)  
Web: [www.deenabandhu.org](http://www.deenabandhu.org)

Branches: Midnapore, Mankar, Bhubaneswar and Murshidabad





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## **Focus on Education, Employability and Environment (3 Es)**

Our CSR approach is based on three thematic areas – Education, Employability & Livelihood, and Environment.

We believe “Education for the employability of the underprivileged”. We have design the “Education” programs, so that it leads towards “Employability” and also focuses on “Environment” through community adoption.

## **Community Engagement**

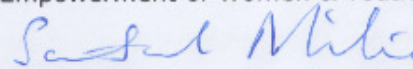
We strive to have a positive impact on the communities in which we live and operate. To directly or indirectly take up programs that benefit communities and results, over a period of time, in enhancing the quality of life & economic well-being of the local populace. We engage them and ask them to take ownership.

## **Empower and create human capital**

We aim to be the employer of choice for people who wish to flourish in a creative and diverse environment. As a responsible and inclusive employer, we focus on the professional development and well being of all our employees, with respect and value for their diversity. We ensure that Integrity, Respect for All (Employees, Client and Suppliers), Innovation, Equal Opportunity & Continuous Improvement create the foundation for excellence.

## **Exit after program is self sustaining**

We have a deep and measured understanding of our impact on the environment. Creating sustainable livelihoods and build community through social outreach programs in Education, Empowerment of Women & Youth that can be measured in terms of their benefits.

  
Saibal Mitra  
Secretary



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