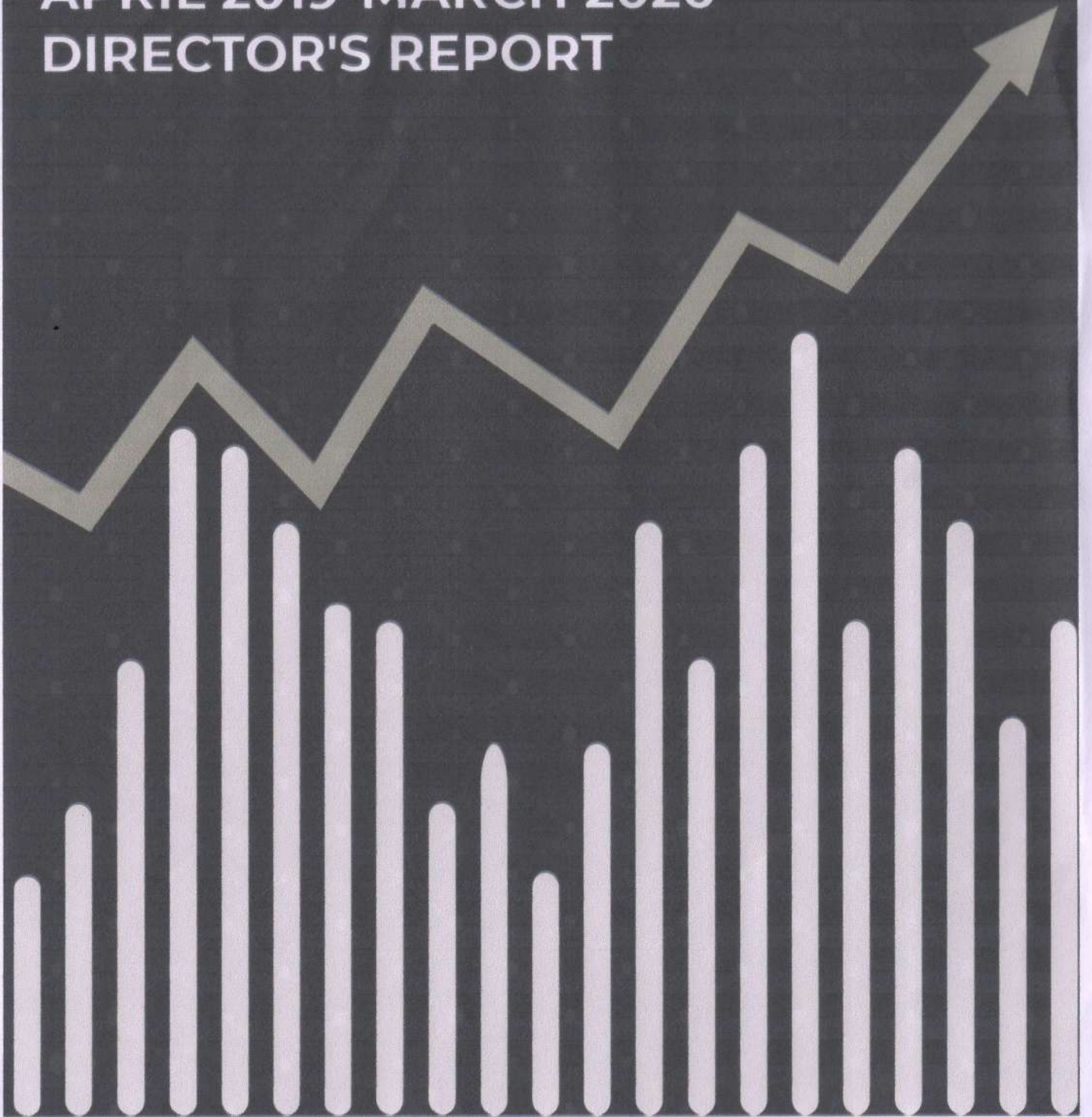


APRIL 2019-MARCH 2020 DIRECTOR'S REPORT



To
The Members,
SALAAM BOMBAY FOUNDATION,
Mumbai.

Your directors have pleasure in submitting the Eighteenth Annual Report of the Company together with the Audited Statements of Accounts for the year ended 31st March, 2020.

FINANCIAL RESULTS:

The summarized standalone results of your Company are given in the table below:

(Amt.Rs.lakhs)

Particulars	Financial Year Ended	
	31/03/2020	31/03/2019
Revenue from Operations	1,079.14	922.94
Other Income	327.58	296.86
Total Income	1,406.72	1,219.80
(Deficit)/ Surplus before Depreciation & Tax	41.75	75.09
Less: Depreciation	33.34	31.23
Less: Provision for Income Tax (including for earlier years)	NIL	NIL
Less: Provision for Deferred Tax	NIL	NIL
(Deficit)/ Surplus After Tax	8.41	43.85
Add: Surplus brought forward from previous year	769.24	725.39
Less: Amount Transferred to General Reserve	NIL	NIL
Surplus carried to Balance Sheet	777.65	769.24

Salaam Bombay Foundation started in 2002 to work with 12 to 17 year old adolescent children growing up in Mumbai's slums. These children live in extreme poverty and in "at risk" environments. The municipal schools they go to do not have the resources to give them individual attention, career guidance or access to activities that stimulate the mind. Many are undernourished and face the risk of substance abuse. They come from financially challenged homes and are pressured to drop out of secondary school and seek jobs to support their families.

Our vision is to keep these "at risk" youth in school by empowering them to make the right choices about their health, education and livelihood thereby ensuring that they can thrive with a bright future. We engage them through in-school leadership programmes and after-school sports, arts, media and vocational training academies. In-school leadership and advocacy programmes equip "at-risk" adolescents with the life skills they need to lead change. The Sports, Arts and Media academies encourage them to express themselves and provide performance opportunities that build self-esteem. The skills@school programme broadens their career horizons and empowers them with vocational skills for sustainable careers. All these initiatives give them the confidence to stay in school and work towards a brighter future. Because a child in school has a future.

Salaam Bombay is present in 4 cities outside Mumbai...Pune, Kolkata, Bengaluru and Jaipur. Since inception, more than five lakh adolescents have been empowered to make better decisions for themselves, their families and community.



PROJECTS UNDERTAKEN DURING THE YEAR

IN-SCHOOL PREVENTIVE HEALTH PROGRAMME

Over the years, it has been observed by Salaam Bombay Foundation, that children in municipal schools are more vulnerable to tobacco use as well as malnutrition due to the environment surrounding them, lack of awareness, peer pressure, economic conditions and parental influence. These children are caught in the vicious trap of poverty-malnutrition-tobacco addiction. Such undernourished adolescents have talent and zeal to excel in sports and various art forms but lack the strength and stamina to perform. Frequent failures could hamper their confidence and self-esteem which could further affect their personal and professional life in future. They also lose motivation to continue in school.

To address these issues, Salaam Bombay Foundation introduced 'KHANA' programme in its 'Super Army' three-year intensive In-school Tobacco Control Leadership Programme' and both the programmes together were termed as 'In-school Preventive Health Programme'. The aim of 'In-school Preventive Health Programme' is to create awareness among the adolescents on ill-effects of tobacco use and importance of balanced diet and nutrition in health. Along with awareness, the programme also aims to impart life skills and leadership skills among the adolescents to transform them into change agents leading the public movement against tobacco and harmful dietary practices. The specific objectives of this programme are:

1. To create awareness on forms of tobacco, its ill-effects and tobacco control law in India among the adolescents, communities and mothers.
2. To impart life skills and leadership skills to transform the adolescents into change agents leading the tobacco control initiatives at school and community level.
3. To engage and sensitize the stakeholders involved in tobacco control and nutrition to create healthy and tobacco-free environment at homes, schools and communities.
4. To create awareness on ill-effects of junk food, concept of balanced diet and its role in health, role of personal hygiene and physical activity in overall nutrition and health.
5. To reach out to the communities and especially to the mothers with affordable nutritious food options that can be easily made using staple foods commonly available in their kitchens.

In-school Preventive Health Programme has two main components viz. 'Super Army' and 'KHANA' that are implemented together through the facilitators recruited and trained by SBF. The details of outreach through both the components are as follows:

The three-year intensive In-school Tobacco Control Leadership Programme that is known by the name 'Super Army' is being implemented by SBF at Mumbai schools since the year 2002. The programme is intensive in terms of requirement of resources especially the team of trained facilitators. With constraints of the resources and limitations in recruiting and training the human resource in the cities remote to Mumbai, it was not feasible to replicate the same programme model in those cities. Thus, SBF designed a lighter extensive one-year In-school Tobacco Control Programme to be implemented in these cities either through direct approach (identifying and training the nodal teachers through the involvement of local education department and the school principals) as well as through indirect approach (outsourcing the programme to a local organization having a good rapport with the local education department and have school-based interventions). This programme was implemented in private schools of Mumbai, Thane and Pune through direct approach and in Kolkata, Jaipur and Bengaluru through the partner organizations.

This report has all the details of implementation of 'In-school Preventive Health Programme' in the year 2019-20 that include outreach through sessions and activities, engagement of stakeholders, studies and surveys conducted etc.

Super Army (Awareness and Advocacy)

- In the year 2019-20 project Super Army reached 45,562 students in 350 schools in Mumbai. 6,832 class level and 2,368 school level Balpanchayat leaders from 296 schools were trained by facilitators. 127 out of 350 schools became 'Tobacco Free' by fulfilling all the 11 Tobacco Free School criteria.



- 410 Balpanchayat leaders from 74 schools conducted tobacco awareness sessions in 94 police stations of Mumbai and 1,804 policemen were sensitized on COTPA 2003 and Juvenile Justice Act and were motivated to make their respective police stations tobacco-free and also took an oath that they would take action on the violators of COTPA 2003 Law. 177 Balpanchayat leaders from 26 schools got the opportunity to interact with 3,847 BEST employees from 27 BEST depots across Mumbai and sensitized them about the ill effects of tobacco.
- On the occasion of Rakshabandhan, 3,549 Balpanchayat leaders from 175 schools were involved in the "Sehat Ki Rakhi" programme. The children prepared rakhi with anti-tobacco messages and tied rakhis to school authorities and pledged their support to make schools tobacco free and provide healthy environment to children. 46 tobacco vendors and stakeholders from health department, police department were also approached by representatives who tied rakhis to them and assured their support to tobacco control efforts at school and community level.
- 421 Ganpati Mandals across Mumbai were reached during this Ganpati festival with tobacco control messages and distribution of audio CDs having Life Se Panga Mat Le Yaar and other songs performed by Super Army students. 496 Super Army students got an opportunity to spread tobacco control messages through songs and drama performances in the Ganpati pandals. Various activities such as 'Dindi' (Tobacco control rallies), innovative 'Snakes and Ladders' game, were conducted in ten big Ganpati pandals. Puppet shows. Tobacco free selfie, songs and drama performances were the other significant activities conducted at some Ganpati Pandals that attracted a considerable footfall of devotees.
- Like every year, in 2019-20 too, the zonal competitions of songs, drama and poster presentation with tobacco control as a theme were organized at a city level. Initial round of zonal event songs, drama and poster competitions was conducted at all the schools having 7th standard and a total of 12,347 students from 7th standard participated in the first round. Out of these participants, 461 participants from 32 schools qualified for the city level competition. The city level grand finale was organized at 'Damodar Hall, in Parel. The government officials from the various department were present as the chief guests in this event.
- In 2019-20, Balparishad (Children's Health Assembly) was held at N. M. Joshi Municipal School Auditorium. 250 School Balpanchayat representatives from 296 schools participated in the event. The theme of this Balparishad was 'Collaboration for Heathier Generation' that included both tobacco control and nutrition. The students raised questions and made demands to make their schools and communities tobacco free through this Balparishad. Officials from various government departments including Dr. Arun Makwana, Senior Medical Officer, MCGM, Ms.Ranjana Rao, Deputy Education Officer, Education Department, Mr.Sandesh Reval, Senior Police Inspector, Mr. Shailesh Adhav, Joint Commissioner, Foods & Drugs Administration (FDA), Maharashtra, Dr.Krishna Mathekar, Deputy Director (WR), Food Safety and Standards Authority of India (FSSAI), and media representatives were present in the panel who addressed the questions asked by the Balpanchayat representatives in the Balparishad.
- In 2019-20, SBF entered Navi Mumbai to conduct sensitization sessions for Navi Mumbai Police. Initially, the Navi Mumbai Police Commissionerate was approached to seek the blanket permissions to conduct 'Tobacco'free Navi Mumbai Police Programme' in all the 20 police stations across Navi Mumbai. This campaign had a 5-point agenda which started with Oral screening of Police officials followed by tobacco knowledge, attitude and practices (KAP) survey among them. Following the oral screening and KAP survey, sensitization sessions were organized at each police station around the morning and/or evening parade timings at each police station to reach out to maximum possible police officials. All the police officials from the rank of Senior Police Inspector were invited to attend the oral screening, participate in the survey and sensitization session. In this year, the programme was initiated in 10 out of 20 Navi Mumbai Police stations in Zone-1. A total of 397 Police officials in these 10 police stations were reached through the tobacco control sensitization sessions. The details of the oral screening and KAP survey conducted before the sensitization session are mentioned in the 'Research' section of this report



KHANA- Knowledge on Health and Nutrition for Adolescents

Following are the major highlights of the Knowledge on Health and Nutrition for Adolescents (KHANA) programme that was implemented in 350 municipals schools in Mumbai in 2019-20.

1. Sensitization workshops for teachers

The workshops were conducted at 350 schools. A total of 1,984 teachers attended these workshops. The teachers were made aware about the basic concepts in nutrition and healthy diet and sensitized to make them realise why this programme is important for their students. The aim of sensitization workshop was to get the support of the teachers to implement 'KHANA' programme activities at the school.

2. Workshop for students

KHANA workshops were conducted with 45,562 adolescents of 7th, 8th and 9th standards in all the 350 intervention schools. Through these workshops, the students were made aware about the linkage of health and nutrition, essential nutrients, ill-effects of junk food, concept of balanced diet, hand washing and physical activity.

3. Health Monitors

'Super Army' involved formation of class level Balpanchayat in each class of 8th and 9th standard followed by the formation of school level Balpanchayat at each school that comprises of students of both 8th and 9th standards. Traditionally each Balpanchayat has been 8-membered students' council that has been working at school, community and stakeholder level leading the tobacco control activity. After introduction of KHANA programme, Balpanchayat is also involved in conducting the nutrition awareness activities at school and community level. Five members of these class level and school level Balpanchayats are selected and termed as 'Health Monitors' after they undergo comprehensive training and capacity building session. In this academic year, 1,480 such Health Monitors were trained to lead nutrition awareness activities and conduct **Community based nutrition workshops with mothers in their own communities.**

4. Community –based nutrition awareness workshops by Health monitors

Health monitors are given the responsibility to reach out to the mothers in their own communities to conduct Community Based Nutrition Workshops. This year, 500 health monitors from 159 schools were mobilized after the training and reached 208 communities to conduct community-based nutrition awareness workshops reached to around 12,000 mothers. Information on importance of nutrition and balanced diet, ill-effects of junk foods, role of hygiene in nutrition, significance of physical was disseminated by the health monitors in the community.

5. National Nutrition Week Activity

On the occasion of national nutrition week National Nutrition Week was celebrated in 244 schools reaching out to 13,073 students from 16th September 2019 to 5th October 2019. Various nutrition theme based competitions were conducted at school level using an activity book created for National Nutrition Week.

- a) **Drawing Competition:** It was held for 7th to 9th standard students on Health and Nutrition. Students applied their innovative ideas and creative minds and covered various topics related to health and nutrition viz. ill effects of junk food on body, healthy fruits and vegetables, healthy vs unhealthy food in their drawings.
- b) **Healthy Recipe:** In this competition, the participants were asked to write innovative recipes that they have to write different types of recipe that must include the foods commonly and easily available at their households and having rich nutrient value. The participants were also asked to write additional information on health benefits of the foods included in their recipes.
- c) **Weekly Food Dairy:** A 'Weekly Food Diary' template was provided to the participants on which they were supposed to write their weekly meal plan including breakfast, lunch, evening snacks and dinner.

6. School Level Food Festival

School level food festival organized on 16th January to 22nd January 2020, As per School wise centre 62 schools were organized food festival with mothers and health monitors. Around 660 health monitors and 209 mothers presented 418 recipes in the school level food festival.



7. National Stakeholders Consultant Meet

Harvard School of Public Health affiliated to Harvard University in Boston, USA had invited its partners in India for the National Stakeholders' Consultation to brainstorm on "Identifying the promising Practice for JAN ANDOLAN under Poshan Abhiyaan. This meeting was held at India Habitat Center in Delhi in the month of December 2019. SBF being one of the prominent partner of Harvard School of Public Health was invited to present KHANA programme in this meet. The meeting was attended by the prominent representatives and dignitaries from the government departments. Honourable Ms. Smruti Irani, Minister of Women and Child Development was present in this consultants' meet and she appreciated the mode of implementation of KHANA programme especially its community approach through the involvement of trained adolescents termed as 'Health Monitors'.

One Year In-School Tobacco Control Leadership Programme in Maharashtra –Mumbai West, Thane and Pune

One year extensive In-School Tobacco Control Leadership Programme has been designed to build awareness of tobacco's harmful effects among children. This programme was majorly implemented with the help of 'Nodal Teacher' appointed for each intervention school in Mumbai West, Thane and Pune. Through In-school Tobacco Control Leadership workshops these trained nodal teachers made children aware about tobacco's –short and long terms ill effects, types of tobacco, harmful contents, quitting tips etc. Children also learnt about India's tobacco control law 2003, particularly its sections 4, 5, 6, 7 which help them to make changes in the school and community. The concept of tobacco free school, how students can make their school become tobacco free and what criteria to be fulfilled by each schools to be entitled as 'Tobacco Free' were also explained to the children through these workshops. The nodal teachers also formed 8 membered Balpanchayat (School Level) after conducting the workshops at their schools. In 2018-19 this programme model was successfully implemented in 3 cities Mumbai West, Thane, Pune, and Maharashtra. **1,43,358 adolescents from 405 schools** in these cities were reached through this programme. Balpanchayats of student leaders were formed in 351 out of 405 schools. Three awareness activities were conducted in 339 out of 405 schools. 101 school filled and submitted all the TFS criteria fulfilled by them on the 'Tobacco Free School' mobile application.

Expansion out of Maharashtra Kolkata, Jaipur and Bengaluru

In the year 2017-18, In-school Tobacco Control Leadership Programme was piloted in Kolkata which was expanded in the year 2018-19 and a similar programme was introduced in Bengaluru and Jaipur through NGOs working in the cities as implementing partners. Tomorrow's Foundation is the implementing partner in Kolkata. The organization has been implementing the remedial programme in schools of Kolkata and has a very good rapport with the local education department. In Jaipur, School Health Annual Report Programme (SHARP) is the implementing partner that also has a good rapport with the local education department. Society for People's Action and Development (SPAD) is the project implementation partner in Bengaluru.

In 2019-20, 25 each in Kolkata, Jaipur and Bengaluru (total 75 schools) were covered and 11,122 adolescents were reached through the programme (5,038 in Kolkata, 3,792 in Jaipur and 2,292 in Bengaluru).

World No Tobacco Day (WNTD) 2019

World No Tobacco Day is one of major annual events. Every year, SBF observes World No Tobacco Day by organizing innovative activities, events and campaigns in order to spread tobacco control awareness among general public. The theme of WNTD 2019 was 'Tobacco and Lung Health'. SBF had organized a three-day event in Mumbai on the occasion of WNTD 2019 in collaboration with and support from World Health Organization's South East Asia Regional Office (WHO, SEARO), Ministry of Health and Family Welfare and Public Health Department of Maharashtra. A variety of activities were conducted over these three days at various public places in Mumbai. The event started off with the launch of WNTD 2019 campaign on 29th May 2019 at Y.B. Chavan centre in the esteemed presence of Honourable Mr. Eknath Shinde, Health Minister of Maharashtra and Dr. Jagdish Kaur, Regional Advisor of WHO, SEARO. Before WNTD 2019, SBF had conducted a survey on use of e-cigarettes among youth in Mumbai and knowledge and perceptions about the e-cigarettes among the youth. The report of this study was released through the hands of the chief guests. To start the campaign against the ENDS products, the chief guests were requested to crush the effigy of E-cigarette which is harmful and not required with the effigy of pencil which is useful to the youth.



Following were some of the major activities conducted at various public places in Mumbai over three days after the launch of the programme.

1. Rally, Exhibition of posters of WHO and posters created by SBF students,
2. Display of 3 dimensional lung model to create awareness on tobacco induced lung diseases
3. Booth for checking lung capacities using spirometers and lung exercisers;
4. Public polls on various topics related to tobacco control viz. ban on e-cigarettes, tobacco free workplaces and tobacco free local trains and stations etc. using the voting machine developed by students of Robotics batch of skills@school programme.

CONFERENCES 2019-20

Submission of abstracts for 5TH NATIONAL CONFERENCE ON TOBACCO OR HEALTH 2020

5th National Conference on Tobacco or Health was scheduled in Chandigarh on 25-27 September 2020 at PGIMER, Chandigarh, India. 9 abstracts were submitted by In-school Preventive Health Programme team. Due to COVID19 pandemic, the conference has now been postponed by a year and it will take place at the same venue on 25-27 September 2021.

Submission of abstracts for 13TH ASIA PACIFIC CONFERENCE ON TOBACCO OR HEALTH 2020

13th Asia Pacific Conference on Tobacco or Health 2020 was scheduled in Bangkok, Thailand from 2nd to 4th September 2020. 6 abstracts had been submitted to 13th AACT 2020 by In-school Preventive Health Programme team. All the abstracts were accepted at the conference including 1 for oral presentation, 2 for e-poster presentation and 3 for poster presentation. Due to COVID19 pandemic, the conference has now been postponed by one year and now it will be organized at the same venue on 2-4 September 2021.

RESEARCH

1. Scripting A New Chapter in Youth Epidemics: Pen Hookah

Electronic nicotine delivery systems (ENDS) are often a controversial product in tobacco control debates. Previous studies suggest that use of ENDS by youth in numerous countries is rampant, however very limited information on use and access is known for the Indian market. Salaam Bombay Foundation (SBF) conducted cross-sectional study among Mumbai youth to assess the prevalence, knowledge and perceptions of youth about e-cigarettes. This study was conducted using both quantitative and qualitative survey methods. Close ended self-administered paper and pencil survey was administered to 306 randomly selected youth followed by the personal interviews. The quantitative data was analysed using SPSS and qualitative data was coded and analysed using Microsoft Excel.

'Pen Hookah' was found to be common term for ENDS devices being sold in Mumbai. Out of 306 respondents 73.2% (n=224) admitted to be exposed to it. 33.5% (n=75) of exposed reported its ever use. Ever use (n=75) was higher among 20-25 years (52.7%) compared to 16-19 years (46.7%). Out of ever users, 84% (n=63) were males and 16% (n=12) were females. Only 20% (n=15) ever users of ENDS were current tobacco users. Participants in this survey reported that youth starts using ENDS out of curiosity and gradually turn towards traditional smoking tobacco products. Continued efforts of SBF and like-minded organizations using this data as evidence resulted in Government of India releasing an ordinance in September 2019 banning the country-wide sale of ENDS products. The study revealed that e-cigarettes are gaining popularity among youth and though they are considered to be the effective harm reduction devices, in reality they act as gateway to tobacco use among youth. Realizing its potential of being gateway and causing health harms, 25 countries have banned or restricted its use.

2. Household Survey Among Mothers On Dietary Behaviours of Adolescents and Associated Factors

Salaam Bombay Foundation in collaboration with Smt Maniben M.P. Shah Women's College of Arts and Commerce conducted a cross-sectional household survey among the mothers of adolescents aged 11-15 years in twelve selected communities of Mumbai in Worli, Dadar, Matunga, Sion-Dharavi, Govandi-Mankhurd and Malad in the month of October 2019. Two communities each from these six regions were selected in a study. The communities around intervention schools of In-school Preventive Health Programme were selected. The households of students in their schools and those of their peers in the community were approached and mothers in the household were interviewed using semi-structured questionnaire. 160 mothers from 160 households across the 12 communities were reached in this survey. A little more than 1/3rd of the mothers (35%) interviewed in this survey had education till higher secondary school (8th to 10th standard). Only 37% mothers reported that their



children eat breakfast every day before going to the school. Among the 37% adolescents who eat breakfast before leaving for school, only tea or coffee or tea/coffee with toast/khaari/butter etc. is the most favoured. Age and gender of adolescent, size of family and education level of mother, school shift (morning/afternoon), daily average sleep duration do not significantly influence the dietary habits of adolescents. The information on the groceries and other food items commonly procured in the households was also gathered through these survey. Based on the information collected and data analysis, Ms. Madhavi Sathe, Head of the Department of Nutrition and Meal Management at Smt. Maniben M.P. Shah College formulated a recipe book of 15 nutritious and affordable breakfast recipes that can be prepared using the staple food available at these households. The recipe book was released on the occasion of Food Festival 2019-20 organized on 4th February 2020 at N.M. Joshi Municipal School along with Balparishad 2019-20.

3. Tobacco Knowledge, Attitude and Practices and Associated Factors: A Cross-sectional Study Among Navi Mumbai Police Officials

Police department is major enforcer of COTPA 2003 in India. But, available evidence shows rampant tobacco use among police and lack of knowledge about tobacco control law. Salaam Bombay Foundation (SBF) is working with Mumbai Police to sensitize them on tobacco ill-effects, reduce tobacco prevalence and mobilise department for stringent law implementation. In 2019-20 to initiate similar intervention, SBF conducted tobacco knowledge, attitude, practices survey among Navi Mumbai police. It was a cross-sectional survey administered to police officials of 10 out of 20 Navi Mumbai police stations. All the police officials present at police stations at the time of morning parade were requested to participate in the survey and those giving consent were included as the participants in the study. Self-administered structured questionnaire uploaded on the tablets was used.

307 police officials voluntarily underwent oral screening organized in collaboration with Terna Dental College, Nerul, Navi Mumbai. 295 out of them participated in the self-administered knowledge, attitude and practices survey. 21% (n=62) police officials participated in the survey self-reported current tobacco use; but oral screening identified 25.4% (n=78) current tobacco users. All current tobacco users were males. The prevalence of current tobacco use was directly associated with years in police service. Peer influence (23%), work pressure (17%) and long duty hours (17%) were the most common self-reported reasons for tobacco use. 8.8% (n=27) police officials were diagnosed with pre-malignant conditions that included tobacco pouch keratosis (70.4%), leukoplakia (25.9%) and oral sub-mucous fibrosis (3.7%). 80% officials knew 'nicotine in tobacco is addictive' (75.8%- users vs 81.1%- non-users). 87% were aware about COTPA 2003. But, only 56% knew fine for smoking in public places is Rs.200/- and 18% were aware that officials above sub-inspector rank can levy this fine. Only 35% perceived that tobacco is difficult to quit. 84% opined that tobacco is harmful to everyone irrespective of age, gender, race, ethnicity etc. Despite police department being the important stakeholders in tobacco control, there is a rampant use of tobacco among police. Though they are aware about tobacco ill effects and tobacco control law to some extent, continuous advocacy is required to mobilise them for stringent implementation of the law.

SALAAM BOMBAY ACADEMY OF THE ARTS

The Academy of the Arts is one of the projects of the Salaam Bombay Foundation. Over the years we have realized that Arts is an important tool for the holistic development of the child. Through the Monitoring and Evaluation research, it has been observed that it an effective medium of channelizing adolescents' energy in a positive manner.

Through the success stories and observed changes among adolescents, we have expanded this programme to more schools and students. Salaam Bombay Foundation believes that youth equipped with life skills and job-specific skills are empowered to grow up to be positive contributors to society. Our focus is on ensuring they develop into well-rounded individuals who take the right decisions for their health, education, and livelihood. The Academy has harnessed innovative education tools such as Indian Classical Dance, Western Contemporary Dance, Theatre, Creative Arts and Music to teach life skills such as teamwork, discipline, respect and leadership necessary for them to lead better, healthier lives.

The Arts Academy had 3,475 students from 101 BMC and Government aided schools in Mumbai, 240 students in Rural and 350 students in Kolkata.

Salaam Bombay Theatre Academy

The Theatre Academy focuses on theatre techniques including acting, scriptwriting, direction and technical aspects of production with creativity and aesthetics involved in this Art form. This Academy during the training process mainly focuses on improving performance skills on the stage, building up confidence and personality development to face the stage and audience comfortably.



We had regular theatre trainings for three years in 17 schools of Mumbai. This year the major focus was on introducing various careers in the Theatre field. Training was conducted in 27 batches in 20 schools covering 831 students in Mumbai, Asangaon and Kolkata. Throughout the year we have excelled in various ways like in School performances, Theatre Play Production by Collaborating with external Theatre groups, everyone on stage activity, State level Drama Competition, Creation of Artist Bank, to get Commercial Opportunities in film for Voice over Artist & as an Actor, Theatre Workshops etc.

Salaam Bombay Dance Academy

The **Kathak Dance** academy trains the students in Classical dance form 'Kathak' under the guidance of eminent Kathak exponent Mr. Laksh Sharma, founder of 'Spandan' Academy and Ms. Rajashree Shirke, Founder of Lasya Academy. This year we have 195 students in 5 schools trained for two days a week in 7 batches.

Western Dance: This year we have 723 students in 22 schools trained for two days a week in 31 batches under the training guidance of Mr. Lucky Dewangan, Mr. Norden Sherpa & Victory Arts Foundation (VAF), Film Industry Choreographers Mr. Sadrick Dsouza, Mr. Uday Pawar, Mr. Ankit Tanna nurtured by the distinguished choreographer Shiamak Davar, they train the children in Western form of dance. We have appointed 5 graduate students as an assistant trainers in the academy.

Salaam Bombay Music Academy

Total of 304 children are trained in the Music Academy 6 students were trained in Hindustani Classical singing and instrumental in Ajivasan Gurukul headed by Pt. Suresh Wadkar. We have trained 100 students with 5 BMC in Music academy this year. Mr. Aniruddha Shirke has trained 20 students in percussion Instruments batch. Ms. Veda Nerurkar has trained special vocal singing of 25 students in Music Academy. Ms. Pooja Parkhi has 60 students Trained LMT Pune School. Mr. Pramili Iswalkar & Ms. Samruddhi Kotkar has trained 60 students in LMT Mumbai School.

Salaam Bombay Creative Academy

40 students were trained in "Art and language lab" art school headed by Ms. Sharmila Chaudhuri. Students receive technical knowledge of art and craft under her guidance and 60 students were trained in drawing by our Facilitator who pass out intermediate exam. With the help of 22 BMC teachers and 8 government aided school we have trained 1826 students in drawing this year. This year 500 Intermediate and 1500 Elementary Exam books were distributed to the students. The curriculum for these books was decided with the help of BMC Arts Department Principal, Teacher and Art & Language Lab. As a result, 500 students passed the elementary exam and 429 students passed the intermediate exam. Students got an opportunity to learn elementary, intermediate syllabus, Candle holder, Diya decoration, Paper bag, envelop making & Art Calendar etc.

Repertory

Repertory provides advanced professional training to our alumni students, helping them build their careers and offer them employment opportunities. Through the Repertory, we organized various vocational guidance workshops on Acting, Voice and Speech modulation, Body expressions and movement, Theatre techniques and elements, Theatre forms, Realistic acting, Basic theatre knowledge and communication skills, and Training for Audition by renowned resource persons from Theatre and Film industry. Currently we have 60 alumni's as part of our Repertory.

SALAAM BOMBAY MEDIA ACADEMY

Salaam Bombay's Media Academy takes initiatives in providing training opportunities to school children and focuses on improving language skills, presentation techniques, building confidence and paraphrasing topics for interpretation, helping students express themselves effectively. The Media Academy offers intensive courses in journalism, photography, print production, film making and design. It helps children develop strong communication, writing and interpersonal skills. It also exposes them to Media as a potential vocation. Children of the Media Academy have transferred aspects of their training into their regular academics. The coaching elements include training in media particularly journalism, leadership training and various courses like Photography, Film Making, Creative Writing, Story Telling, Graphic Design etc. Project Résumé of Media Academy is a harnessed innovative education tool to teach life skills such as teamwork, discipline, respect and



leadership necessary for kids to lead better, healthier lives. The Media Academy has trained 918 students from 22 BMC and Govt. schools in Mumbai and 10 TMC schools in Thane for the year 2019-2020.

Media & Leadership Training

Media and Leadership Training focuses on Writing skill, reading skill, confidence, leadership, news and report writing skills and understanding the ethics of journalism among students. It was delivered to 918 students from 32 upper primary and secondary schools in Mumbai and Thane. Through this training 52 articles have been published in the mainstream newspapers.

Photography

The photography training focuses on improving employability skills, creative minds and ability to capture the beauty of life. The students involved in Photography learn its basics and creative aspects of clicking pictures. Students also are trained in video shoot and mobile shoot for social media. The photography training in the Media Academy offers our students a new career option, they can step in to various fields of photography like Entrepreneurs, Photo studios, Photojournalism, Photo developer and many more.

Basic Training – The basic training in Photography was conducted with three batches in N. M. Joshi Municipal School, Vidya Vikas Mandal School, Andheri West and Bhausaheb Hirey Vidyalaya. Total 65 students are trained in this course. This was in-school training Programme.

Two Photography exhibitions –

- **Save the Ocean** - On Aug 19th 2019, World Photography day, 20 students clicked the current state of our beaches and those pictures were displayed at CSMT railway station. The photographs were also a strong reflection of how important it is to nurture and encourage vocational training among children regardless of their backgrounds. Later on, we took the same exhibition to 13 Media Academy's municipal schools.
- **Street Kahani** - From 21st Aug to 23rd Aug 2019 exhibition at Shari Academy was organized. All the students who completed their training with Shari Academy displayed their photography skills in a 3 days' exhibition. Our students were taken for an exposure visit to this exhibition. The 15 trained students in photography under the guidance of Ms. Hridgandha Mistry had clicked thousands of photos to make this exhibition a success. The selected 100 photographs were exhibited in this exhibition. All photos were excellent and eye-catching.

Creative Writing Course

This course has been introduced to one batch of Dr. Sarvopalli Radhakrishnan Municipal School, Andheri. Total 25 students have enrolled for this course. The module consists of 30 sessions; where one session is of two and half hours.

The famous screenplay writer Mr. Ashok Mishra was the trainer of this batch. Mr. Mishra trained the students in Screen Play writing. He was very keen to enrich the children with this skill. The topics covered under this training are – understanding of a story, characters of the story, how to build a screenplay and how to narrate it. The students were actively participating in the sessions.

Visit to Gharkul NGO– As a part of the Creative Writing, 18 students were taken to the Gharkul Organization which works for the mentally challenged children. Our children communicated with the special children and covered their stories. This visit not only helped the students to write the stories, but also gave realization of knowing our society and address the issues in the society.

Film Making – Film Making training was provided to two batches of two schools i.e. Anuyog Vidyalaya, Khar road and Lions Pioneer School, Matunga. 50 selected students were given this training. The duration of the course was 50 hours; where one session was of two hours. There were two trainers from the Ficus Production. The training was conducted twice a week in the schools.

Graphic Designing – The Media Academy provides the Graphic Designing course in collaboration with Ficus Production. 25 students from Vidya Vikas School were chosen for this training. All sessions are completed on time. It was in-school training. Ms. Nikita was appointed by Ficus Production as the trainer of the batch. The training module provided by the trainer had 30 sessions whereas, the duration of each session was 2 hours. The



Trustee, head master and the class teacher of the schools gave the support in every manner, as they were very fascinated by the training given to their students. The trainer from Ficus production provided the training in designing visiting cards, logos, few simple brochure templates etc.

Grooming workshops –

Workshop on Cyber Security by US Consulate – A workshop on Cyber Security was organised by US consulate at Dosti House, BKC. Total 11 students from 2 school participated in this workshop. It was organised by the US Consulate especially for our students.

Workshop by Loadstar on Career Guidance – Loadstar Media offered the employee engagement opportunity to have workshops based on career in media industry and digital media. The workshops were conducted in 8 schools with 8 batches. During the workshop the employees of Loadstar interacted one to one with the students and counselled them on career options.

Photography workshop of Mr. Vicky Roy – On 12th Oct 2019, we arranged an inspiration talk with Mr Vicky Roy, an International Photographer to motivate and guide our Media Academy Photography trainees. Mr Vicky Roy's talk was inspirational, from a rag picker to an International figure. Mr. Vicky Roy's 2 hours talk, and presentation of his own journey was awe-inspiring. He guided our children on how to get into photography professionally, what is the scope of it, why patience is important and how we can overcome our challenges.

Creative writing Workshop – This workshop was conducted in Sadhana Vidyalaya. Total 38 students were given the guidance on Career scope in Creative writing and technics of creative writing. Mr. Vaibhav Chalke was the resource person invited to conduct this workshop.

Voice Modulation – This workshop was conducted in N. M. Joshi Municipal School. Total 18 students of final year were given the guidance on Voice Modulation skill and its importance in every sector. Mr. Mayuresh Shirke was the resource person invited to conduct this workshop.

Print Journalism - This workshop was conducted in Lions Pioneer School, Matunga. Total 20 students of final year were given the guidance on print journalism and its various forms. The resource person was coordinated by the Carmine. Through this workshop the children were made focus on the importance of print journalism and its credibility.

Media Academy Annual Exhibition – ‘Education Beyond Books’

Media Exhibition is an important platform created by the Salaam Bombay Media Academy to showcase the talent of the students and also the all creative ideas of the academy. This year this exhibition was executed in collaboration with Saint Xavier's College BMM department. Also the students of Mumbai University and Sangharsh Sagar newspaper were also the important collaborators for training the Media Academy children in the schools and create a product for the exhibition.

This exhibition was education theme centric as we were also celebrating the ‘International Day of Education’ i.e. 24th January. The exhibition was executed on 21st and 22nd of January 2020. The theme chosen was ‘Education Beyond Books’.

Education Beyond Books was an interactive learning experience that has not only changed the way we look at Media Education, but it has also highlighted the varied opportunities in the field of Media to help make an informed career choice.

650 students from 17 schools in Mumbai and Thane visited the exhibition. We recorded visitors from the Media, Education department and college students.



THE skills@school PROGRAMME:

The skills@school programme's objective is to "Provide children in Class 8 and 9 of Municipal and Government aided schools with effective skill building and market orientation, enabling them to think about progressive career paths and completing their education."

In 2013, Salaam Bombay Foundation conceptualized the skills@school programme. The programme is an in-school model where trainings are conducted within the school premises either before or after the school hours. Each adolescent enrolled in the skills@school programme completes specific theoretical and practical training for the chosen skill and also gains real-life experiences through various institutional visits and project work among others. In total, skills@school offers training in 11 different trades/courses including Beauty & Wellness, Bakery & Confectionery, Home Appliance Repair, Fashion Design, Mobile Repair, Computer Hardware Repair, Web Design, Graphic Design, Robotics, Jewellery Design and Automobile Repair (Two-Wheeler Technician). Each course is conducted for 2 hours per day, anywhere between 3 – 6 times a week. Important skills like Financial Literacy, Conversational English and Entrepreneurship are also provided to students. The stakeholders' active involvement and participation has helped effectively implement the skills programme and develop various training modules.

Over the last six years, the skills@school programme has proved to be a multi-dimensional initiative. This programme is not only providing students the opportunity to develop career aspirations and earning opportunities but it has also helped them develop their creativity and innovation skills. Based on our experience and learning we have developed a module where courses are short in duration and which is also cost effective, sustainable and scalable. A recent win for the programme has been the recognition we received from Shri Nawab Malik, Minister of Minority Development & Aukaf and Skill Development & Entrepreneurship, Government of Maharashtra. Besides flagging off two 'High Tech Express' buses, a mobile exhibition of our students' projects in AI, Robotics and IOT, the Ministry also tweeted about the exhibition from their official twitter handle – the Maharashtra DGIPR.

Reach:

The programme has a presence in five cities including Mumbai, Pune, Kolkata, Bengaluru and Jaipur. Since inception, the programme has trained over 19397 children, out of which 10971 are girls. In the current academic year of 2019-20, the programme has reached out to 9520 (Female:5114, Male:4406) students and successfully trained 9238 students across 162 schools. The programme is constantly evolving with the current trends of the job market ensuring the students are able to access relevant job opportunities. As an additional advantage, we provide government certification from the National Skill Development Corporation (NSDC), which increases the credibility of the course and the student, enabling them to earn part-time to support their education. Institutional training has been completed for 186 batches from 113 schools with an attendance of 4,656 out of 5,434 students i.e. 86% attendance across 5 cities. The skills@school team witnessed a decrease in dropout rate from 4% in FY 18-19 to 3% in FY 19-20.

Partnerships with Training Institutes:

While the programme in Pune continues as a direct intervention, the programme's implementation in other cities including Kolkata, Bengaluru and Jaipur are done through third party interventions. These include Tomorrow's Foundation (Kolkata), SPAD (Bengaluru) and SHARP (Jaipur) respectively. The reach has been increased with a view to have a Pan-India presence. As of now, we have tied up with 25 Professional training partners including Kohinoor Technical Institute, Labournet, Beyond Fringes, Masoom, Galaxy Cloud Kitchen of Future Group, Kings learning, Mobile Technology, Awesome telecom, Fun1st, Cube Academy, IndiaFIRST Robotics, Gramanye Institute for Educational Excellence, Unique Skill Development Center (USDC), Ranjana's Academy, Modern India Ltd, All India Institute, Fonecare, SHED, Awesome Academy, Sun N Sand Hotel, Turtle Salon, Spa and Academy.

Breaking Stereotypes:

The skills team has been actively working towards breaking gender barriers. Through the orientation programmes where we introduce students to the courses on offer, the field team urges students to choose the desired course based on their interest and aptitude and not on the gender that they belong to. In the academic year of 2019-2020, girls' enrolment in Technical Trades (Auto Mobile, Mobile Repair, Home Appliance, Computer Hardware, Robotics, Graphic Design & Web Design) is 31% as compared to 29% in the academic year of 2018-2019.



In the academic year 2019-2020 boys' enrolment in Non-Technical Trades (Beauty & Wellness, Bakery & confectionery, Jewellery Design & Fashion Design) has increased to 7% as compared to 4% in AY 2018-2019. This has become a benchmark for other students and allows them to view career options without a gender lens.

Students Trained in Relevant Skills:

In the academic year 2019-20, through the **Financial Literacy** programme we reached out to 5,007 students across 94 schools with an average of 80% attendance. The students showed a growth of 16 % from pre-test to post test. Approximately 80 students in these batches made their home budgets with the help of their parents and presented it to us. This year interns from NMMIS College conducted Financial Literacy sessions in Kolkata, Bengaluru and Jaipur and covered 46 batches.

The skills@school team also piloted the **Dhangyan** batch in 2018-2019, an advance 10-hours digital course given to the Financial Literacy students to enhance their financial knowledge. The programme was implemented in 2019-2020. The goal of Dhangyan is to ensure that the students are able to apply these concepts in their own lives and plan for a better future. This app is developed by TATA Capital and students are given certificates by TATA Capital on completion of the course. Through these advanced sessions, a total 87 students from 5 batches and 3 schools were trained, with an average attendance of 100% and 33% growth from pre-test to post test.

The **Entrepreneurship** module includes themes like 'Identifying Opportunity', 'Budgeting', 'Resource Mobilization', 'Marketing' and 'Scalability' of a business. The entrepreneurship programme has given our skills@school students an opportunity to gain insight on the market situation and explore ideas for setting up a business. For 2019-2020, the entrepreneurship sessions were conducted for 11 batches by interns from NMIMS Mumbai. A total of 216 students got the opportunity to participate. The students showcased a growth of 17% from pre-test to post-test.

The **Conversational English Programme** at SBF (Deployment Partner) is a three-way partnership with Tata Trent (Funding Partner) and King's Learning (Content & Training Partner). The expected target for the programme for 2019-2020 was 20 schools with 700 students (funded by Tata Trent, 60- hours' module conducted by Kings Learning) but the actual number of students finally trained for this year is 740 students (Male:289, Female:451). The students trained were from across Mumbai, Pune and Kolkata with an average attendance of 74%. We used the blended model to conduct the programme in the schools where 70 percent of the training is provided with the English learning application Enguru on a tablet in the presence of an instructor and the remaining 30 percent of training is covered by a language teacher. Through the programme each child was taken through 60 hours (spanning 3 – 4 months) of training receiving communication skills in four main areas - Reading, Writing, Speaking and Listening. The training is mostly activity based with trainers using Audio-Visual techniques as a tool to train the students, and is delivered thrice a week, two hours per class. Each child receives a King's Learning course pack (Curriculum).

Apprenticeships:

For the academic year 2019-2020, one of our Alumni got selected for the Siemens Apprenticeship Programme. Students actively attend this technical programme over a period of two years gaining relevant skills and experience within a formal setup while pursuing their higher studies simultaneously. Students are also provided a stipend as part of the programme.

Scholarships:

10 girls (Mumbai:8 girls, Pune:2 girls) from the skills@school programme qualified for scholarships provided by **Udayan Shalini** by clearing the written test, viva voce and home-visit rounds. These students will receive Rs 9,000 per year for the next 3 years along with a mentor to guide them in their career path. Additionally, a total of 17 students from the skills programme was selected for the **Patang Scholarship** where selected student's tuition fees and college fees are covered.

Starter Kits:

In 2019-2020, as part of the Thermofisher grant, Mobile Repair and Home Appliance Repair 'light starter kits' were distributed to 25 students. These kits were distributed in order to help the 25 recipients continue their training, build entrepreneurship skills and to enable them to earn part-time to support their education. The kits were distributed in a



small ceremony, with parents, a trustee and principal in attendance. As part of the programme, an alumnus shared their experience to motivate the students; while a trainer was invited to share and equip them with marketing strategies and business processes. The skills@school programme has learnt that the 25 students have earned a total of Rs 63,860, with an average earning of Rs 2,554 post receiving the kit.

Creativity & Innovation:

At SBF, we are aware that the Robotics technology influences every aspect of work and home. Robotics has the potential to positively transform lives and work practices and raise efficiency levels. In these industries, robotics already underpins employment. Given this we have introduced a Robotics course to students to fulfil this market demand. Few of the best projects from the Robotics course has been listed below:

- **Hospital Robot Prototype:** Developed by students of Wamanrao Oturkar Vidyalay, Pune. A patient friendly robot prototype using modern technology, transfers medical items from one end of the room to the other, helping patients consume their medicines without dependency on humans.
- **TORO Robot:** Developed by students of Narayanrao Sanas Vidyalay, Pune. Toro, a language translator uses the latest technology of Artificial Intelligence (AI) and Natural Language Processing (NLP) and translates English to 11 Indian and 4 international languages.
- **Line Follower:** Developed by students of Dr. Babasaheb Ambedkar BMC School, Worli, Mumbai. A robot prototype capable of navigating its path on a black background which directs it to the desired checkpoints. Ideal for logistics and supply chain management.
- **Smart Glove For Visually Impaired:** Developed by students of Dr. Babasaheb Ambedkar BMC School, Worli, Mumbai. A set of unique gloves built with ultrasonic sensors, enables the visually impaired individuals to detect obstacles in their way through an increased frequency of beep sound.
- **Water Dispenser:** Developed by students of Pratiksha Nagar School, Sion, Mumbai. With an objective to reduce water wastage, this water dispenser receives signals from its sensors and releases water only when the sensor detects the human hand.

Exhibitions and Exposure Opportunities:

The goal of the projects are to use innovative and engaging learning tools to teach relevant vocational and life skills to the children. As part of our syllabus every batch is expected to make at least one project in any trade so that students get a chance to present these projects across various noted events and exhibitions, enabling them to build their presentation skills, encourage innovative learning; and interact with and even engage in a constructive conversation with professionals from all walks of life. This also results in students becoming confident and acquiring a very positive outlook towards their career after the course. A total of 230 projects have been made across Mumbai, Pune, Kolkata, and Bengaluru & Jaipur till date.

Few other highlights and achievements are mentioned below:

- 10 projects from across the skills@school programme were selected out of 100 projects for the "**Maker Mela Exhibition**" held at Somaiya Vidyavihar campus in Mumbai. The event organized by Somaiya Vidyavihar consists of a fair, in which more than 100 "makers" were invited to participate from all across the globe.
- **National Science Day** is celebrated on February 28 across India to mark the discovery of the "Raman effect" by Indian Physicist sir C.V. Raman in 1928. Deriving inspiration from the great scientist and one of the landmark discoveries of the last millennium, Salaam Bombay Foundation in association with Masoom NGO, flagged off "**The High Tech Express for Young Adolescents**", a unique initiative which displayed projects created by students from BMC schools and PMC schools on two buses. Shri Nawab Malik, Minister of Minority Development & Aukaf and Skill Development & Entrepreneurship, Government of Maharashtra flagged off the buses. Through the Mobile Van we covered 6530 students in 20 schools including Homi Bhabha Research Center and Nehru Science Center. The projects included a number of innovations like a Line Follower; Smart Glove for the visually Impaired, Toto, P 10 board display, Keypad Lock, Water Dispenser, Hospital Robot, 3D printing machine, and IOT based Home Automation System. These event was covered by both print & online media (17 impressions). Additionally, some of our students got the opportunity to participate at the **Nehru Science Centre** and the **Homi Bhabhi Research Center**, exhibiting projects like the Mini Soda Machine, Automatic Street Light and Emergency fan. This opportunity gave students the platform to display their talent as well the skills@school programme got visibility on a large scale.



- For **National Science Day**, the State Education Department, West Bengal organized a Skill Exhibition in Kolkata where 25 Students from our Robotics and Home Appliance Trade has participated. Shri Kartik Manna (Chairman, Sharva Shiksha Abhiyan), Mr. Buddhadeb Guha (Renowned Author) & Padmashree Dr. Shankar Kumar Paul (Scientist) were our esteemed guests for the exhibition.
- 10 students received an opportunity to participate in the **first Lego League** held at Dhirubhai Ambani International School. At this programme, there were 150 students who participated in this competition. Each team received kits and manual robots and had to construct a project complete with installed programming. The students were all facilitated with participation certificates.
- On the occasion of **World Youth Skill Day** on 15th July 2019, a Skills Exhibition by Tomorrow's Foundation was organised in Kolkata. 42 Children from 14 Samagra Shiksha Mission (SSM) Old Schools participated in a Skill Exhibition. Mr. Kartik Manna, Chairman, Samagra Shiksha Mission graced the occasion as the Guest of Honour. The students showcased their skills across trades including Computer Hardware Repairing, Mobile Repairing, Graphic Designing, Robotics & Electronics DIY, Jewellery Designing and Beauty & Wellness. Headmasters of 18 New Schools were also present to encourage the children".
- **Accolades: The Toro (Talking Robot and Translator Robot) project** created by our students won 1st prize of Rs. 3000 and a Trophy out of 127 projects presented at the Shodh Inter- School and college science exhibition. **The Water Level Indicator project** won first prize of Rs. 15000 along with a Trophy at the Young Kalam Science Festival at Baner, Pune.

Employee Engagement Opportunities:

- Students from Mumbai (30 students) schools and Bengaluru (44 students) schools visited the respective **Thermo Fisher Scientific India Private Limited** offices as part of their volunteer engagement program. A small programme for the students was conducted where they focused on teamwork, creativity, explanation and presentation skills. The topics covered were Cleaner and Greener India, To Reduce Pollution and Futuristic School Model. SBF students had to work alongside the Thermo Fisher employees, where their projects were also judged at the end based on the theme. Students also had the opportunity to showcase some of their previous projects made by them like the 'smart dustbin'.
- A team of **Indostar Capital Finance Limited** employees visited the skills@school programme across locations including Mumbai, Pune, Jaipur and Bengaluru. The students projects from Robotics, Mobile Repair, and Home Appliance batches were presented. An exhibition of Jewellery, Fashion Design and Beauty and Wellness trades was also set up by the students to showcase their skills learnt.
- A team from **OnProcess Technologies** and their CEO Mr. Michael Wooden visited the skills@school programme in Kolkata. The students projects from Robotics, Computer Hardware & Networking, and Mobile Repair were presented. An exhibition of Jewellery Design and Beauty and Wellness trades was also set up by the students to showcase their skills learnt.

Donor Partnerships:

The **Rotary Club of Bombay** has provided our students with a workshop called 'Pehachan' to help them understand the transition from school to college, besides conducting various workshops like Gender sensitization and Self-Defence for girl students. Through **Trent Limited**, Empowerment coaching programme for 11 Municipal Corporation School teachers was conducted in Pune.



DreamLab as a continuum model for skills@school

Established in 2018, the outreach for this programme began in July 2019. The objective of the programme is to provide market-based internships to skills@school alumni between 14 – 18 years of age to ensure they develop aspirations, make informed decisions of a sustainable career for themselves, besides seeing value in staying in school and completing their education through the 'Learn, Earn, Grow' Model. Also, an insightful White Paper titled 'Enhancement of Employability for Adolescents through a Continuum model that integrates Secondary Education, Skills Training and Internships' by Salaam Bombay Foundation was released at the official launch of DreamLab. The DreamLab logo has been registered as a trademark since March 2020 and the website launched in November 2019.

Reach:

Through a strict interview and filtering process we shortlisted and selected 212 students out of 477 students who showed interest in the programme. A total of 112 interns were placed across eight different business sectors in 2019-2020. In totality, 4,303 internship days were covered by 112 interns who earned an average stipend of Rs 7,431 (per student).

Industry Partnerships:

These internships across various sectors were offered by a set of 25 partners who collaborated with DreamLab to provide internships in their particular sector. These included Kaya Skin Clinic, Lakme Salons, Beyond Fringes (Beauty & Wellness), Monginis Food Pvt Ltd (Bakery & Confectionary), Future Group Pvt Ltd (Retail), XpressLive, Matrix 3D (IT hardware & networking), Fonecare Repair Xpertise (Mobile Repair), Subway, RD WeldPvt Ltd – Sbarro Pizza (Food & Service), Podar Jumbo Kids (Telecalling). Our interns were also provided with certain event based opportunities with some organizations during Diwali 2019 including Nykaa, Trent limited, Times of India, Indostar Capital Finance Ltd and Aditya Birla Group.

SALAAM BOMBAY SPORTS ACADEMY

At Salaam Bombay Foundation (SBF), training in sports is seen as a medium of change for underprivileged adolescents studying in government schools in the upper primary and secondary levels. The typical Salaam Bombay student is aged between 12 and 17 years. These students live in crowded, infrastructure-challenged, low-income housing colonies defined by tiny shanties and a general lack of physical space. In addition, these students attend infrastructurally poor government run schools which do not have the resources to provide additional mental and physical stimulation. Many are first generation learners who continue to face deterrents to completing high school like abject poverty, uncertain/ fluctuating income of parents, multiple responsibilities at home, lack of motivation and absence of life skills.

We are aware that availability of opportunities to 'play' brings about an attitudinal change towards education within these students, who till then find school to be uninspiring. SBF works towards bridging these gaps through Sports and providing students with a holistic development. Understanding that development is seen as a continuum and sports a key component of this continuum, the in-school Salaam Bombay Sports Academy began with cricket as a three-year programme in 2005. This was followed by hockey in 2009 with a gender equality focus and football in 2017. An overall 1,476 students were part of the Salaam Bombay Sports Academy for the year 2019-20 out of which 530 were girls.



Salaam Bombay Cricket Academy:

- Salaam Bombay Foundation Cricket Academy is introduced through a yearly **Tennis Ball Tournament (TBT)**, which is a model used to develop the culture of sports among students in the school. This is also a feeder programme of the Sports Academy. It supports in creating a culture of cricket among underprivileged students in the under 12 age group from municipal and government aided schools. This tournament also provides students the opportunity to experience a competitive environment and helps to identify talented students and nurture them. For the past 11 years the Sports Academy has been successfully executing this programme and every year more than 1000 students from the Mumbai BMC and government aided schools participate in this tournament. In the academic year of 2019-20, TBT across the 4 locations (Mumbai, Nashik, Pune, Thane) witnessed participation from 430 teams, out of which 153 were girls' teams. To manage such a big reach, we hired location-based partners, who conducted the tournament as per the approved format.
- In the year 2019-20, 701 students from 28 schools were part of the academy's **Basic Cricket Model**. The **Advance Cricket Model**, that selects students from the Basic Cricket batches, is operating in 8 centres, training 350 selected students. Leading experts like Mr Umesh Patwal - Afghanistan Coach, Mr Subramaniam D - MCA Level 2 Coach & Pondicherry Ranji Coach and Ms Surekha Bhandare, Mumbai Women's Selector (MCA) are some of the coaches who have partnered with the Academy. In comparison to last year, this academic year saw an increase in the number of students by 85% in advance cricket. This includes both Thane and Pune cricket centres. HB Sports is our training partner in Mumbai and Thane. Our training partner in Pune, Glory Sports is training 101 students across four municipal schools. To reduce the dropouts in advance cricket and keeping in mind the easy conveyance of the students we have increased the advance cricket centres from 6 to 8 in Mumbai. HB's Sports with its quality training and competitive cost have provided 2 more centres.
- **Little Master Challenge (LMC)** is SBF's flagship event with the grand finale taking place at the iconic Brabourne Stadium in Mumbai. It is a cricket league that is organized to provide a competitive learning environment to all the students who are part of the Basic Cricket batches. This year the event took place in front of 2,300 BMC students and many guests from the cricketing and corporate fraternity. Corporates like Annam, Mapro, Meltis, Radius, Steadtler supported LMC through in-kind donation. In 2019-20, 1050 students, that included 29 Under-17 teams (boys), 15 Under-17 teams (girls) and 31 Under-14 teams participated in the competition.
- Another addition to the Cricket Academy since 2018-19 is the **Corporate Change Maker Tournament** that was created on the sidelines of our flagship LMC event. The winner of the corporate tournament gets the 'Ticket to Brabourne', an opportunity to play against the alumni of the SBF Cricket Academy on the day of the LMC finals at Brabourne Stadium. Some of the corporates participating in the event this year included Trent Limited, IndoStar Capital Finance Ltd, Tata Realty and Kaya Clinic. The funds raised through this tournament is used to train the students selected for the Advance Cricket programme.

Salaam Bombay Hockey Academy:

In the year 2019-20, the number of students in Hockey increased by 25% as compared to last year. This year infrastructure exposure was provided to the students. An AstroTurf ground was booked for the entire year for students training. Ani Sports was on boarded as a new training partner. Our other training partner is Deepak Joshi. An overall 125 students across 4 schools were part of the Hockey Academy for the year 2019-20. Out of the total students trained, 72 were girls.

Salaam Bombay Football Academy:

In 2019-20, the Football Academy saw the on-boarding of two new partners – Footie First and HB Sports, besides Just for Kick and Bayside Sports. An overall 300 students from 8 schools were trained under the Football Academy in Mumbai for the year 2019-20. Out of the total students trained, 158 were girls.



Gender parity:

Girls face myriad challenges that prevent them from playing sports, including the burden of household work. SBF with a more positive vision towards promoting girl child in sports also strongly believes in the health benefits to girls in sports. In the year 2019-20 the total number of girl's participation across Basic Cricket, Advance Cricket, Football and Hockey increased by 34% as compared to last year.

Other Events & Exposure Opportunities:

- **National Sports Day** was celebrated by bringing together 100 girl students from the sports programme to participate in fun activities along with their parents. The immaculate execution of the event was ensured by the alumni girl students who were part of the sports programme at Salaam Bombay Foundation. The parents were encouraged to play the lead up games along with the students. The intention was to provide the parents with a feel of sport and provide a platform to interact and spend quality time with their children. The event witnessed the participation of 73 parents. Each one of the parents left the venue satisfied and better informed about the programmes and vision of Salaam Bombay Foundation.
- A first of its kind tournament in Mumbai, the **Hockey Festival 2020** was organized on the lines of LMC for BMC and private schools. The SBF Hockey Academy students played against each other and the best Under-14 boys and girls teams qualified for the finals. Similarly, a pool of outside teams also played, and the best team qualified for the finale. All the matches were played in league format, so the students get a greater number of matches to play and learn in a competitive environment. For the tournament, 6 Under-14 boys' teams and 7 Under-14 girls teams participated. A total of 1,050 students participated in the festival. Indian Olympic star Mr Yuvraj Walmiki and Dronacharya Award 2019, Mr Merzaban Patel were present at the event.
- **The Gold Gym Fitness Certification course** trained students in Fitness Management. The training includes Introduction to the fitness industry, Anatomy, Physiology, Kinesiology, Cardiovascular regulation, energy system, Legs lecture, Demo (Legs), Back lecture, Demo (Back), Chest and Shoulder lecture, Demo (Chest and Shoulder), Abs and Arms lecture, Demo (Abs and Arms), Core training, Heart rate training, Fitness testing and body composition assessment, Functional training, Scheduling, Periodization, Posture analysis and correction technique, Sports injury, prevention and first aid, Special population, Basic nutrition, Supplementation, CPR, and Practical trials. The certificate training programme was conducted by Gold's Gym Fitness Institute (GGFI). 120 hours of practical sessions and 80 hours of theory sessions were mandatory for completion of the certification. Students were also provided the opportunity to have ongoing training in the form of internships with companies like India Bulls. 6 Alumni students from SBF's Sports Academy were selected for this programme.

Exposure Opportunities:

Training under Manchester United Coaches (4 players from the Football academy), participation in tournaments, marathons and competitions including The Sunday League by IDBI Federal Football (2 students awarded best players), Dream Run by Tata Memorial (21 students participated), The JFK League (5 schools participated), the DSO tournament (Football – 6 schools; Hockey – 3 schools), Vasant Patil Premier League for U-12 (a student won best bowler award). Also, the Tendulkar Middlesex Global Academy invited 12 students from Salaam Bombay Foundation's Advanced Cricket Academy for a 4-day summer camp.

Employee Engagement Activities:

Employee engagement activities for corporates like Investec and Goldman Sachs was organised through the year. At Investec, students had the opportunity to play Cricket against the employees while also being given a platform to speak about their goals and aspirations. The motivation provided by the employees, instilled a sense of self belief in each one of the students.

Through the Community Team Works (CTW) projects, employees from Goldman Sachs played a match with students from SBF's Football academy. SBF alumni from the Cricket Academy also had the opportunity to play a 20 over leather ball cricket match with the employees. Goldman Sachs players shared their experiences in the field of Investment Banking.



Recognition received by the Foundation

Every year, more than 8,000 organizations from over 50 countries choose the Great Place to Work® assessment for organizations.

Due to a High-trust, High-performance culture in our organization, we are delighted to inform that Salaam Bombay Foundation has been consistently benchmarked as an organization exhibiting a high Trust Index across various dimensions measured in the Great Place to Work® assessment survey.

Great Place to Work® Institute's methodology is recognized as rigorous and objective and is considered as the gold standard for defining great workplaces across business, academia and government organizations to get Great Place to Work-Certified™.

'India's Best NGOs to Work For' is their endeavor to identify organizations that are dedicated to the betterment of the society and are achieving this feat by building a better workplace experience for their employees. The study helps NGOs by understanding the drivers of employee engagement and thereby, building a motivated workforce to realize India's social growth story.

Organizations that get Great Place to Work-Certified™ become eligible to be considered for recognition amongst Great Place to Work® Institute's Best Workplaces Lists. They studied several NGOs this year and have identified the Top 10. Salaam Bombay Foundation has been recognized among India's Best NGOs to Work For (Top 10 in the country) in 2019, second time in a row.

'The Top 10 NGOs to Work for,' list is published in the alphabetical order in Outlook Business October'19 edition. A special article along with the key highlights of the study findings has been featured in this edition.



MATERIAL CHANGES AND COMMITMENTS, IF ANY, AFFECTING THE FINANCIAL POSITION OF THE COMPANY THAT HAS OCCURRED BETWEEN THE END OF THE FINANCIAL YEAR TO WHICH THESE FINANCIAL STATEMENTS RELATE AND THE DATE OF THE REPORT:

No material changes and commitments affecting the financial position of the Company have occurred between the end of the financial year to which this financial statements relate and the date of this report.

The Novel Coronavirus (COVID-19) is a Global Pandemic and is rapidly spreading throughout the world. This event has significantly affected the social and economic activities worldwide and, as a result, could affect the operations and results of the Company. The Company has taken into cognizance all the possible impact of the known events arising from COVID-19 pandemic, and based on its review, there is no significant impact on its current year financial statements. However, the impact assessment of COVID-19 is a continuous process, given the uncertainties associated with its nature and duration. The impact of global health pandemic might be different from that estimated at the date of approval of these financial statements. The Company will continue to closely monitor any material changes to future economic conditions.

PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS MADE UNDER SECTION 186 OF THE COMPANIES ACT, 2013:

Particulars of Loans given and Investments made by the company under section 186 of the Companies Act, 2013 have been disclosed in Note No. 12 & 14 of the Notes forming part of the Financial Statements of the Company. The Company has not given any Guarantees during the year under review.

PARTICULARS OF CONTRACTS OR ARRANGEMENTS MADE WITH RELATED PARTIES:

There are no materially significant related party transactions/ contract or arrangements entered into by the Company with related parties referred to in sub-section (1) of section 188 of the Companies Act, 2013 during the year under review hence the disclosure showing particulars in Form No. AOC -2 is not required and does not form part to this report.

SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES:

The Company does not have any Subsidiary, Joint venture or Associate Company and hence no further disclosure is required in this regard.

CHANGE IN THE NATURE OF OPERATIONS:

There has been no change in the Nature of Business during the year under review

DEPOSITS:

Your Company has neither accepted / renewed any deposits during the year nor has any outstanding Deposits in terms of Section 73 to 76 of the Companies Act, 2013.

INTERNAL FINANCIAL CONTROLS:

The internal financial controls with reference to the Financial Statements are commensurate with the size and nature of operations of the Company.

DIRECTORS AND KEY MANAGERIAL PERSONNEL AND CHANGES AMONGST THEM:

The constitution of the Board has remained unaffected during the year under review except the following:
Ms. Nandina Biswas Ramchandran (DIN: 01643152) has been appointed as an Additional Director of the Company w.e.f. 13th March, 2019 in her capacity as CEO and Whole Time Director of the company, to hold office till the ensuing Annual General Meeting of the Company. The Members of the Company has confirmed her appointment in the Annual General Meeting dated 27th September, 2019 as Director of the Company.

Since the status of the Company is "Private Limited" and in terms of provisions of the "Article No.6.6" of the Articles of Association of the Company, none of the Directors of the Company are liable to retire by rotation

NUMBER OF BOARD MEETINGS CONDUCTED DURING THE YEAR UNDER REVIEW:

During the financial year under review, the Company had 4 (Four) Board Meetings on 10th June 2019, 27th September 2019, 19th December 2019 and 13th March 2020. The details of attendance of each Director at the Board Meetings are as follows:



Name of Directors	No. of Meeting Attended
Mrs Padmini Somani	4
Mrs. Ritu Nanda	3
Dr. Sultan Pradhan	2
Mr. Suhail Nathani	1
Mr. Balkumar Agarwal	4
Dr. Anjali Chhabaria	1
Ms. Nandina Ramchandran	4
Ms. Ashni Biyani	1

DIRECTORS RESPONSIBILITY STATEMENT:

In accordance with the provisions of Section 134(5) of the Companies Act, 2013 the Board hereby submits its responsibility Statement: —

- (a) In the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures;
- (b) The directors have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the surplus of the company for that period;
- (c) The directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- (d) The directors have prepared the annual accounts on a going concern basis; and
- (e) The directors have devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

DISCLOSURE IN TERMS OF VARIOUS PROVISIONS OF COMPANIES ACT, 2013:

The provisions related to:

- Appointment of Independent Director (Section 149),
 - Formation of Audit Committee (Sec. 177),
 - Formation of Nomination and Remuneration Committee (Section 178),
 - Undertaking formal Annual Evaluation of the Board and that of its committees and the Individual Director,
 - Undertaking Secretarial Audit (Section 204),
 - Vigil Mechanism (Section 177),
 - Corporate Social Responsibility (Section 135)
- are not applicable to the Company and hence no comment is invited in this regard.

STATEMENT CONCERNING DEVELOPMENT AND IMPLEMENTATION OF RISK MANAGEMENT POLICY OF THE COMPANY:

The Company has in place a mechanism to identify, assess, evaluate, monitor and mitigate various risks to key operations objectives. Major risks identified by the businesses and functions are systematically addressed through mitigating actions on a continuing basis.

STATUTORY AUDITORS:

Pursuant to the provisions of Section 139 of the Companies Act, 2013 and the Companies (Audit and Auditors) Rules, 2014, M/s S R B C & Co. LLP, Chartered Accountants, Mumbai (FRN - 324982E / E300003), the Statutory Auditors of the Company, hold office up to the conclusion of the 6th Annual General Meeting i.e. Year 2023-24.

The Provision for ratification of Statutory Auditors at every general meeting is omitted by the Companies (Amendment) Act, 2017 with effect from 7th May 2018. Accordingly, ratification of appointment of M/s S R B C & Co. LLP, Chartered Accountants, Mumbai (FRN - 324982E / E300003) as the Statutory Auditors of the Company is not required. The Members may take note of the term of the said Statutory Auditor.

EXPLANATION OR COMMENTS ON QUALIFICATIONS, RESERVATIONS OR ADVERSE REMARKS OR DISCLAIMERS MADE BY THE AUDITORS:

There were no qualifications, reservations or adverse remarks made by the Auditors in their report. The comments by the auditors in their report read along with information and explanation given in notes to accounts are self-explanatory and do not call for further explanation



CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO:

(A) CONSERVATION OF ENERGY AND TECHNOLOGY ABSORPTION:

The Company is taking every possible step to conserve energy wherever possible and also organize regular training of employees to achieve the same. Several environment friendly measures were adopted by the Company to conserve energy. The Company increases usage of technology to provide better service to the stake holders. The Company strives to improve, optimize and manage costs through usage of technology as per its needs.

DETAILS OF SIGNIFICANT AND MATERIAL ORDERS PASSED BY THE REGULATORY AUTHORITIES OR COURTS OR TRIBUNALS IMPACTING THE GOING CONCERN STATUS AND COMPANY'S OPERATIONS IN FUTURE:

There were no material orders passed by the judicial or quasi-Judicial Authority which affects the Going Concern Status of the Company during the year under review.

ANNUAL RETURN:

The extracts of Annual Return pursuant to the provisions of Section 92 read with Rule 12 of the Companies (Management and Administration) Rules, 2014 is furnished in **Annexure I** and is attached to this Report.

(B) FOREIGN EXCHANGE EARNINGS AND OUTGO:

Foreign Exchange Earnings: Rs. 3,24,29,994/- (represents receipts in foreign exchange)

Foreign Exchange Outgo: Rs. 69,472/- (represents payments in foreign exchange)

COST AUDITORS:

The provision of section 148 of the Companies Act, 2013 read with Rules made there under pertaining to appointment of Cost Auditor are not applicable to the Company.

DISCLOSURES AS PER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013:

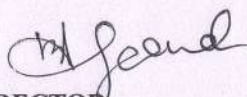
There were no instances / complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Company has constituted the Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and complied with the provisions of the said law to the extent applicable.

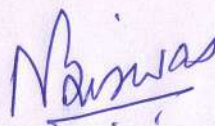
ACKNOWLEDGEMENTS:

Your Directors place on record their sincere thanks to bankers, business associates, consultants, and various Government Authorities for their continued support extended to your Company's activities during the year under review. Your Directors deeply appreciate the committed efforts put in by employees at all levels, whose continued commitment and dedication contributed greatly to achieving the goals set by your Company. Your Directors also acknowledge gratefully all the members for their support and confidence reposed in your Company.

**FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
SALAAM BOMBAY FOUNDATION**



**DIRECTOR
BALKUMAR AGARWAL
DIN: 00001085**



**DIRECTOR
NANDINA BISWAS RAMCHANDRAN
DIN: 016431552**



**DATE: 26th October 2020
PLACE: MUMBAI**

Annexure I

Form No. MGT-9

EXTRACT OF ANNUAL RETURN

as on the financial year ended on March 31, 2020

[Pursuant to section 92(3) of the Companies Act, 2013 and rule 12(1) of the Companies (Management and Administration) Rules, 2014]

I. REGISTRATION AND OTHER DETAILS	Annexure – A
II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY	
All Business activities of the Company contributing 10% or more of the total Turnover of the Company.	Annexure – B
III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES	Not Applicable
IV. SHARE HOLDING PATTERN (EQUITY SHARE CAPITAL BREAKUP AS PERCENTAGE OF TOTAL EQUITY)	
i) Category wise Share Holding	Not Applicable
ii) Share Holding of Promoters	Not Applicable
iii) Change in Promoters Shareholding	Not Applicable
iv) Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs)	Not Applicable
v) Shareholding of Directors and Key Managerial Personnel	Not Applicable
V. INDEBTEDNESS	Not Applicable
VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL	
i) Remuneration to Whole-time Director: Ms. Nandina Ramchandran – Gross Salary	Rs. 46,26,684/-
ii) Remuneration to other directors	Not Applicable
iii) Remuneration to Key Managerial Personnel Other Than MD / Manager / WTD	Not Applicable
VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES	Not Applicable



Annexure – A**I. REGISTRATION AND OTHER DETAILS:**

i)	CIN	U85300MH2002NPL136390
ii)	Registration Date	02.07.2002
iii)	Name of the Company	SALAAM BOMBAY FOUNDATION
iv)	Category / Sub-Category of the Company	Private Limited Company Registered under Section 8
v)	Address of the Registered office and contact details	1 st Floor, Plot 241/242, Nirmal Building, Barrister Rajani Patel Marg, Nariman Point, Mumbai - 400021 Phone: 022 6149 1900 Email ID: asha.monteiro@salaambombay.org
vi)	Whether listed company	No
vii)	Name, Address and Contact details of Registrar and Transfer Agent, if any	N.A.


Annexure – B**II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY**

(All the business activities contributing 10 % or more of the total turnover of the company shall be stated)

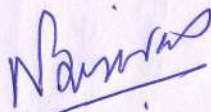
Sr. No.	Name and Description of main products / services	NIC Code of the Product/service	% to total turnover of the company
1	Philanthropic and Charitable activities for the welfare of the Society	91990	100%

III	PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES	Not Applicable
IV	SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)	Not Applicable
V	INDEBTEDNESS	Not Applicable
VI	REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL	Not Applicable
VII	PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES	Not Applicable

**FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
SALAAM BOMBAY FOUNDATION**



**DIRECTOR
BALKUMAR AGARWAL
DIN: 00001085**



**DIRECTOR
NANDINA BISWAS RAMCHANDRAN
DIN: 016431552**



**DATE: 26th October 2020
PLACE: MUMBAI**

INDEPENDENT AUDITOR'S REPORT

To the Members of Salaam Bombay Foundation

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Salaam Bombay Foundation ("the Company"), which comprise the Balance Sheet as at March 31 2020, the Statement of Income and Expenditure and the Cash Flow Statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013, as amended ("the Act") in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2020, its surplus and its cash flows for the year ended on that date.

Basis for Opinion

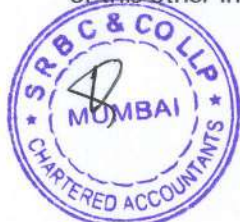
We conducted our audit of the financial statements in accordance with the Standards on Auditing (SAs), as specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of our report. We are independent of the Company in accordance with the 'Code of Ethics' issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

Other Information

The Company's Board of Directors is responsible for the other information. The other information comprises the information included in the Directors report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether such other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



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Chartered Accountants

Salaam Bombay Foundation

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Responsibility of Management for the Financial Statements

The Company's Board of Directors is responsible for the matters stated in section 134(5) of the Act with respect to the preparation of these financial statements that give a true and fair view of the financial position and financial performance including cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Companies (Accounting Standards) Rules, 2006 (as amended) specified under section 133 of the Act, read with the Companies (Accounts) Rules, 2014. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is also responsible for overseeing the Company's financial reporting process.

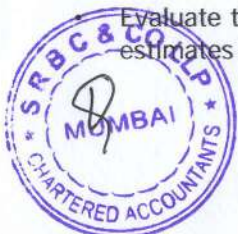
Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



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Chartered Accountants

Salaam Bombay Foundation

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- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

1. As required by the Companies (Auditor's Report) Order, 2016 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of section 143 of the Act in our opinion and according to information and explanation given to us, the said Order is not applicable to the Company.
2. As required by Section 143(3) of the Act, we report that:
 - (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
 - (b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books.;
 - (c) The Balance Sheet, the Statement of Income and Expenditure and the Cash Flow Statement dealt with by this Report are in agreement with the books of account;
 - (d) In our opinion, the aforesaid financial statements comply with the Companies (Accounting Standards) Rules, 2006 (as amended) specified under section 133 of the Act, read with the Companies (Accounts) Rules, 2014;
 - (e) On the basis of the written representations received from the directors as on March 31, 2020 taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2020 from being appointed as a director in terms of Section 164 (2) of the Act;
 - (f) With respect to the adequacy of the internal financial controls over financial reporting of the Company with reference to these financial statements and the operating effectiveness of such controls, refer to our separate Report in "Annexure 1" to this report;
 - (g) The provisions of section 197 read with Schedule V of the Act are not applicable to the Company for the year ended March 31, 2020;



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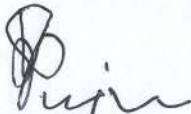
Chartered Accountants

Salaam Bombay Foundation

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- (h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, as amended in our opinion and to the best of our information and according to the explanations given to us:
- i. The Company does not have any pending litigations which would impact its financial position;
 - ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses;
 - iii. There were no amounts which were required to be transferred to the Investor Education and Protection Fund by the Company

For SRBC & CO LLP
Chartered Accountants
ICAI Firm Registration Number: 324982E/E300003



per Vinayak Pujare
Partner

Membership Number: 101143



UDIN: 20101143AAAADY5209

Place of Signature: Mumbai

Date: 26 October 2020

SRBC & COLLP

Chartered Accountants

Salaam Bombay Foundation

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ANNEXURE I TO THE INDEPENDENT AUDITOR'S REPORT OF EVEN DATE ON THE FINANCIAL STATEMENTS OF SALAAM BOMBAY FOUNDATION

Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

We have audited the internal financial controls over financial reporting of Salaam Bombay Foundation ("the Company") as of March 31, 2020 in conjunction with our audit of the financial statements of the Company for the year ended on that date.

Management's Responsibility for Internal Financial Controls

The Company's Management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India. These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

Auditor's Responsibility

Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting with reference to these financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing as specified under section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls and, both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting with reference to these financial statements was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls over financial reporting with reference to these financial statements and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting with reference to these financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the internal financial controls over financial reporting with reference to these financial statements.



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Chartered Accountants

Salaam Bombay Foundation

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Meaning of Internal Financial Controls Over Financial Reporting With Reference to these Financial Statements

A company's internal financial control over financial reporting with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting with reference to these financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

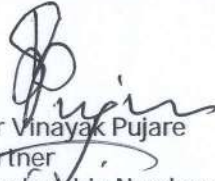
Inherent Limitations of Internal Financial Controls Over Financial Reporting With Reference to these Financial Statements

Because of the inherent limitations of internal financial controls over financial reporting with reference to these financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting with reference to these financial statements to future periods are subject to the risk that the internal financial control over financial reporting with reference to these financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

In our opinion, the Company has, in all material respects, adequate internal financial controls over financial reporting with reference to these financial statements and such internal financial controls over financial reporting with reference to these financial statements were operating effectively as at March 31, 2020, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India.

For SRBC & CO LLP
Chartered Accountants
ICAI Firm Registration Number: 324982E/E300003


per Vinayak Pujare
Partner
Membership Number: 101143



UDIN: 20101143AAAADY5209

Place of Signature: Mumbai
Date: 26 October 2020

SALAAM BOMBAY FOUNDATION
CIN No.: U85300MH2002NPL136390
BALANCE SHEET AS AT 31 MARCH 2020

	Notes	As at 31 March 2020 Rupees	As at 31 March 2019 Rupees
CORPUS FUND AND LIABILITIES			
Corpus Fund	3	30,48,24,554	30,48,23,554
Reserves and Surplus	4	7,77,65,474	7,69,24,554
		38,25,90,028	38,17,48,108
Non-current liabilities			
Long-term provisions	5	53,73,782	34,65,933
		53,73,782	34,65,933
Current liabilities			
Trade payables	6		
- Total outstanding dues of Micro enterprises and small enterprises		-	-
-Total outstanding dues of Creditors other than Micro enterprises and small enterprises		40,84,308	53,95,694
Other current liabilities	7	5,48,73,446	8,06,30,184
Short-term provisions	8	52,51,283	52,05,816
		6,42,09,037	9,12,31,694
TOTAL		45,21,72,847	47,64,45,735
ASSETS			
Non-current assets			
Fixed Assets			
Property, Plant & Equipment	9	2,62,37,690	2,84,29,514
Intangible assets		9,41,027	4,04,759
		2,71,78,717	2,88,34,273
Loans and advances	10	28,52,992	21,98,180
Other Non-Current Assets	11	33,09,48,600	31,03,48,600
		33,38,01,592	31,25,46,780
		36,09,80,309	34,13,81,053
Current assets			
Current investments	12	3,96,83,985	5,72,47,914
Cash and bank balances	13	4,89,17,238	7,27,96,507
Loans and advances	14	11,53,299	17,17,491
Other current assets	15	14,38,016	33,02,770
		9,11,92,538	13,50,64,682
TOTAL		45,21,72,847	47,64,45,735

Summary of Significant Accounting Policies

The accompanying notes are an integral part of the financial statements.

1 & 2

As per our report of even date

For S R B C & CO LLP
Chartered Accountants
ICAI Firm Registration No. 324982E/ E300003

per Vinayak Rajare
Partner
Membership No. 101143

Place : Mumbai
Date : 26th October 2020



For and on behalf of the Board of Directors
of Salaam Bombay Foundation

Balkumar Agarwal
Director
DIN: 00001085

Nandina Ramchandran
Director
DIN: 016431552

Place : Mumbai
Date : 26th October 2020



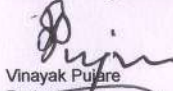
STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 MARCH 2020

	Notes	For the year ended	For the year ended
		31 March 2020	31 March 2019
		Rupees	Rupees
Revenue			
Revenue from operations	16	10,79,13,570	9,22,94,157
Other income	17	3,27,58,160	2,96,85,794
Total Revenue		14,06,71,730	12,19,79,951
Expenses			
Employee benefits expense	18	5,45,85,221	4,75,27,980
Depreciation and Amortization expense	9	33,34,492	31,23,327
Other expenses	19	8,19,11,098	6,69,43,359
Total Expenses		13,98,30,811	11,75,94,666
Surplus / (Deficit) for the year		8,40,919	43,85,285

Summary of Significant Accounting Policies 1 & 2
The accompanying notes are an integral part of the financial statements.

As per our report of even date

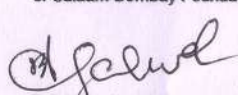
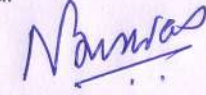
For S R B C & CO LLP
Chartered Accountants
ICAI Firm Registration No. 324982E/ E300003


Vinayak Pujare
Partner
Membership No. 101143

Place : Mumbai
Date : 26th October 2020



For and on behalf of the Board of Directors
of Salaam Bombay Foundation

 
Balkumar Agarwal Nandina Ramchandran
Director Director
DIN: 00001085 DIN: 016431552

Place : Mumbai
Date : 26th October 2020.



SALAAM BOMBAY FOUNDATION
CIN No.: U85300MH2002NPL136390

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2020

	For the year ended 31 March 2020 Rupees	For the year ended 31 March 2019 Rupees
Cash flows from operating activities		
Surplus /(Deficit)	8,40,919	43,85,285
Adjustments to reconcile Surplus /(Deficit) before tax due to Net cash flows		
Non Cash Items		
Depreciation & Amortization	33,34,492	31,23,327
Interest Income	(2,87,72,766)	(2,78,65,407)
Loss on sale of property, plant and equipment	8,518	(17,126)
Net gain on sale of current investments	(39,36,071)	(16,72,512)
Gratuity expenses	13,48,619	14,56,626
Operating profit before working capital changes	(2,71,76,289)	(2,05,89,807)
Movements in Working Capital		
Increase / (Decrease) in Trade Payables	(13,11,386)	(12,06,248)
Increase / (Decrease) in Provisions	6,04,697	8,99,739
Increase / (Decrease) in Non current liability		
Increase / (Decrease) in Other current liability	(2,57,56,738)	67,85,188
Decrease / (Increase) in Short term loans & advances	1,82,660	(4,76,149)
Decrease / (Increase) in Long term loans & advances	1	60,001
Decrease / (Increase) in Other current assets	24,72,633	(20,60,758)
Cash generated from operation	(5,09,84,422)	(1,65,88,036)
Income taxes (paid)/refunded	(2,73,280)	6,02,513
Net cash flow from/ (used in) operating activities (A)	(5,12,57,702)	(1,59,85,523)
Cash flows from investing activities		
Interest Received	2,81,64,887	2,88,63,159
Proceeds from sale of current investment	5,00,00,000	4,25,59,326
(Purchase) of current investment	(2,85,00,000)	(5,49,00,000)
Purchase of fixed asset	(16,96,455)	(26,89,139)
Investments in bank deposits (having original maturity of more than three months)	(6,61,56,458)	(15,03,00,000)
Redemption/ maturity of bank deposits (having original maturity of more than three months)	3,75,41,404	16,33,00,000
Proceeds from sale of fixed asset	9,001	53,726
Net cash flow from investing activities (B)	1,93,62,379	2,68,87,072
Cash flows from financing activities		
Corpus Donation Received	1,000	-
Net cash flow from financing activities (C)	1,000	-
Net increase in cash and cash equivalents (A) + (B) + (C)	(3,18,94,323)	1,09,01,548
Cash and cash equivalents at the beginning of the year (Refer Note 13)	7,27,96,507	6,18,94,958
Cash and cash equivalents at the end of the year	4,09,02,184	7,27,96,507
Components of Cash and Cash Equivalents at the end of the year (Refer Note 13)		
Cash on hand	30,891	50,179
On savings accounts	3,72,83,840	6,86,76,417
On current accounts	5,56,717	40,69,911
Deposits with original maturity of less than three months	30,30,736	-
Total	4,09,02,184	7,27,96,507

Summary of Significant Accounting Policies - Refer Note 1 & 2

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For S R B C & CO LLP
Chartered Accountants
ICAI Firm Registration No. 324982E/ E300003

per Vinayak Pujare
Partner
Membership No. 101143



Place : Mumbai
Date : 26th October 2020

For and on behalf of the Board of Directors
of Salaam Bombay Foundation

Balkumar Agarwal
Director
DIN: 00001085

Nandini Ramchandran
Director
DIN: 016431552

Place : Mumbai
Date : 26th October 2020



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2020

1.1 CORPORATE INFORMATION

Salaam Bombay Foundation works with underprivileged children, aged 12 to 17, growing up in Mumbai's slums. Salaam Bombay Foundation supports these 'at risk' children in programs that engage them through in-school Leadership and after-school Sports and Arts programs. These programs also train children in 21st century employment relevant vocational and trade skills and include tobacco control and awareness about the ill effects of tobacco, amongst others. These programs help build their confidence and self-esteem and prepare them for sustainable careers in the future while staying in school.

Salaam Bombay Foundation is incorporated under section 25 of the Companies Act, 1956 on July 2, 2002 as a company limited by guarantee and not having a share capital. The Company is registered under section 12A of the Income Tax Act, 1961 vide registration no. TR/36855 dt. 28/11/2002.

1.2 BASIS OF PREPARATION

The financial statements of the company have been prepared in accordance with the generally accepted accounting principles in India (Indian GAAP). The Company has prepared these financial statements to comply in all material respects with the Accounting Standards Notified under section 133 of the Companies Act 2013, read together with paragraph 7 of the Companies (Accounts) Rules, 2014 and Companies (Accounting Standards) Amendments Rules, 2016. The financial statements have been prepared on an accrual basis and under the historical cost convention.

The accounting policies adopted in the preparation of financial statements are consistent with those of previous year.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

2.1 USE OF ESTIMATES

The preparation of financial statements in conformity with Indian GAAP requires the management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities and the disclosure of contingent liabilities, at the end of the reporting period. Although these estimates are based on the management's best knowledge of current events and actions, uncertainty about these assumptions and estimates could result in the outcomes requiring a material adjustment to the carrying amounts of assets or liabilities in future periods.

2.2 PROPERTY, PLANT & EQUIPMENT

Property, plant & equipment are stated at cost less accumulated depreciation and impairment losses, if any. Cost comprises the purchase price and any directly attributable cost of bringing the asset to its working condition for its intended use.

2.3 DEPRECIATION ON PROPERTY, PLANT & EQUIPMENT

Depreciation is calculated on a straight-line basis on Buildings. Depreciation on other Property, Plant & Equipment is calculated on Written Down Value method using the rates arrived at based on the useful lives estimated by the management. The company has used the following rates to provide depreciation on its property, plant and equipment.



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2020

Assets	Useful lives estimated by the management (years)
Buildings	20
Computers and Servers	3 – 6
Furniture and fixtures	10
Electrical Installation	10
Office equipment	5
Vehicles	8

The management has estimated, supported by independent assessment by professionals, the useful lives of the above classes of assets.

- Building is depreciated over the estimated useful lives of 20 years, which is lower than that indicated in schedule II.

The residual values, useful lives and methods of depreciation of property, plant & equipment are reviewed at each financial year end and adjusted prospectively, if appropriate

2.4 INTANGIBLE ASSETS

Computer Software acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less accumulated amortization. Intangible assets are amortized on a straight line basis over the estimated useful economic life which is estimated as 5 years. by the Management.

2.5 RECOGNITION OF INCOME

- a. Donations / grants, Delegate Registration Fees and Sponsorship Fees are recognized on accrual basis upon compliance with the significant conditions, if any, and where it is reasonable to expect ultimate collection. Conditional project specific grant received is recognized as income to the extent of expenditure incurred in that financial year, while unspent balances are carried forward as liability for future utilization and disclosed as "Unspent Funds for Assisted Projects" under Other Liabilities in the Balance Sheet.

Amounts received with a specific direction from donors that those amounts shall form part of the Corpus of the Foundation, are credited to the Corpus Fund.

- b. Dividend income is recognised when the Company's right to receive dividend is established by the reporting date.
- c. Interest income is recognised on a time proportion basis taking into account the amount outstanding and the applicable interest rate. Interest income is included under the head "Other Income" in the statement of income and expenditure.

2.6 GOVERNMENT GRANTS & SUBSIDIES

Grants and subsidies from the Government are recognized when there is reasonable assurance that the grant /subsidy will be received and all attaching conditions will be complied with.

When the grant or subsidy relates to a revenue item, it is recognized as income over the periods necessary to match them on a systematic basis to the costs, which they are intended to compensate.

Where the grant or subsidy relates to an asset, its value is deducted in arriving at the carrying amount of the related asset.



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2020

2.7 INVESTMENTS

Investments which are readily realizable and intended to be held for not more than one year from the date of acquisition, are classified as current investments. All other investments are classified as long-term investments. On initial recognition, all investments are measured at cost. The cost comprises purchase price and directly attributable acquisition charges such as brokerage, fees and duties. Current investments are carried at lower of cost and fair value determined on an individual investment basis. Long-term investments are carried at cost; however, provision for diminution in value is made to recognise a decline other than temporary in the value of the investments.

On disposal of an investment, the difference between its carrying amount and net disposal proceeds is charged or credited to the statement of income and expenditure.

2.8 FOREIGN CURRENCY TRANSLATION

a. Initial Recognition-

Foreign currency transactions are recorded in Rupees, by applying to the foreign currency amount, the exchange rate between the Indian Rupee and the foreign currency at the date of transaction.

b. Conversion-

Foreign currency monetary items are reported using closing foreign exchange rate. Non-monetary items, which are carried in terms of historical cost denominated in a foreign currency, are reported using the exchange rate at the date of transaction.

c. Exchange Differences-

Exchange differences arising on the settlement of monetary items or on reporting company's monetary items at rates different from those at which they were initially recorded during the year, or reported in previous financial statements, are recognised as income or as expenses in the year in which they arise.

2.9 RETIREMENT & OTHER EMPLOYEE BENEFITS

a. Defined Contribution plan

Retirement benefit in the form of Provident Fund is a defined contribution scheme and the contributions are charged to the Statement of Income and Expenditure for the year when the contributions in the respective funds are due. The Company recognizes contribution payable to provident fund scheme as expenditure when an employee renders service. There are no other obligations other than the contribution payable by the Foundation.

b. Defined Benefit Plan

i. Gratuity liability is a defined benefit obligation and is provided for on the basis of an actuarial valuation based on projected unit credit method made at the end of each financial year.

ii. Short -term accumulated leave balances are provided for based on actuarial valuation. The actuarial valuation is as of the balance sheet date and based on the projected unit credit method

iii. Actuarial gains/losses are immediately taken to the Statement of Income and Expenditure and are not deferred.

2.10 PROVISIONS

A provision is recognised when the Company has a present obligation as a result of past event and; it is probable that an outflow of resources will be required to settle the obligation, in respect of which a reliable estimate can be made. Provisions are not discounted to their present value and are determined based on the best estimate required to settle the obligation at the reporting date. These estimates are reviewed at each reporting date and adjusted to reflect the current best estimates.



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2020

2.11 INCOME TAXES

Provisions for taxation has not been made in the books of accounts in view of the exemption of income of the Foundation u/s 11 read with section 2(15) of the Income Tax Act, 1961.

2.12 CASH AND CASH EQUIVALENTS

Cash and cash equivalents for the purposes of cash flow statement comprise cash at bank and in hand and short-term investments with an original maturity of three months or less.



	As at 31 March 2020 Rupees	As at 31 March 2019 Rupees
3. Corpus fund		
Balance as per last financial statements	30,48,23,554	30,48,23,554
Add: Received during the year	1,000	-
TOTAL	30,48,24,554	30,48,23,554
4. Reserves and surplus		
Excess of expenditure over income		
Balance as per last financial statements	7,69,24,554	7,25,39,270
Add/(Less): Surplus/(Deficit) for the year	8,40,920	43,85,285
TOTAL	7,77,65,474	7,69,24,554
5. Long-term provisions		
Provision for employee benefits		
Provision for gratuity (Refer note 23)	53,73,782	34,65,933
TOTAL	53,73,782	34,65,933
6. Trade payables		
Total outstanding dues of Micro enterprises and small enterprises		
Total outstanding dues of Creditors other than Micro enterprises and small enterprises	40,84,308	53,95,694
TOTAL	40,84,308	53,95,694
7. Other current liabilities		
Statutory Dues payable	21,15,332	18,72,014
Unspent funds for assisted projects	5,27,58,114	7,87,58,170
TOTAL	5,48,73,446	8,06,30,184
8. Short-term provisions		
Provision for employee benefits		
Provision for gratuity (Refer note 23)	8,01,043	13,60,273
Provision for leave encashment	44,50,240	38,45,543
TOTAL	52,51,283	52,05,816



SALAAM BOMBAY FOUNDATION

Notes to financial statements for the year ended 31 March 2020

9. Property, Plant and Equipment

Particulars	Building	Computers	Furniture & Fixture	Electrical Installation	Office Equipment	Vehicle	Property, Plant & Equipment	Intangible Assets	Grand Total (A+B)
Gross block									
At 1 April 2018	3,23,85,258	27,25,418	17,42,372	8,68,072	18,86,351	-	3,96,07,471	10,81,650	4,06,89,121
Additions	-	14,58,552	3,59,030	-	7,32,655	-	25,50,237	1,38,903	26,89,140
Deductions	-	3,96,081	-	-	-	-	3,96,081	-	3,96,081
At 31 March 2019	3,23,85,258	37,87,889	21,01,402	8,68,072	26,19,006	-	4,17,61,627	12,20,553	4,29,82,180
Additions	-	9,52,673	40,721	-	29,621	-	10,23,015	6,73,438	16,96,453
Deductions	-	3,50,379	-	-	-	-	3,50,379	-	3,50,379
At 31 March 2020	3,23,85,258	43,90,183	21,42,123	8,68,072	26,48,627	-	4,24,34,263	18,93,991	4,43,28,254

Depreciation/Amortization

At 1 April 2018	54,57,036	20,26,841	10,64,286	5,29,090	15,82,786	-	1,06,60,039	7,24,021	1,13,84,060
Charge for the year	14,88,799	10,51,623	1,87,659	87,910	2,15,563	-	30,31,564	91,773	31,23,327
Deductions	-	3,59,480	-	-	-	-	3,59,480	-	3,59,480
At 31 March 2019	69,45,835	27,18,984	12,51,945	6,17,000	17,98,349	-	1,33,32,113	8,15,794	1,41,47,907
Charge for the year	14,88,799	10,63,732	2,21,323	65,112	3,58,356	-	31,97,322	1,37,170	33,34,492
Deductions	-	3,32,861	-	-	-	-	3,32,861	-	3,32,861
At 31 March 2020	84,34,634	34,49,855	14,73,268	6,82,112	21,56,705	-	1,61,96,574	9,52,964	1,71,49,538
Net block									
At 31 March 2019	2,54,39,423	10,68,905	8,49,458	2,51,072	8,20,658	-	2,84,29,514	4,04,759	2,88,34,273
At 31 March 2020	2,39,50,624	9,40,328	6,68,856	1,85,960	4,91,923	-	2,62,37,690	9,41,027	2,71,78,716

* Note:-Building includes cost of shares in Shree Nimal Commercial Ltd. Rs. 10,500/- (previous year Rs. 10,500/-)



		As at 31 March 2020 Rupees	As at 31 March 2019 Rupees
10. Loans and advances			
(Unsecured, considered good)			
Security Deposits		7,07,150	7,07,150
Income Tax Refund receivable		-	77,133
Tax deducted at source		21,45,842	14,13,897
TOTAL		28,52,992	21,98,180
11. Other Non-current assets			
Deposits with original maturity for more than 12 months (Refer Note 13)		33,09,48,600	31,03,48,600
TOTAL		33,09,48,600	31,03,48,600
12. Current investments			
Unquoted, Fully Paid up			
Investment in Mutual Fund			
ICICI Prudential Credit Risk Fund - Growth (Previously known as ICICI Prudential Regular Saving Fund) (10,98,983.729 units; Previous year: 10,98,983.729 units)		1,90,00,000	1,90,00,000
ICICI Prudential Corporate Bond Fund - Growth (previously known as ICICI Prudential Ultra Short Term Plan) (10,65,754.93 units; Previous year: 21,10,308.636 units)		2,06,83,985	3,82,47,914
TOTAL		3,96,83,985	5,72,47,914
Aggregate amount of unquoted investments			
		As at 31 March 2020	As at 31 March 2019
ICICI Prudential Credit Risk Fund - Growth			
At Cost		1,90,00,000	1,90,00,000
Net Asset Value		2,39,00,478	2,18,35,158
ICICI Prudential Corporate Bond Fund - Growth			
At Cost		2,06,83,985	3,82,47,914
Net Asset Value		2,21,95,412	4,03,07,528
		31 March 2020 Rupees	31 March 2019 Rupees
13. Cash and bank balances			
Cash and cash equivalents			
Balances with banks:			
- On savings accounts		3,72,83,840	6,86,76,417
- On current accounts		5,56,717	40,69,911
- Deposits with original maturity of less than three months		30,30,736	-
Cash on hand		30,891	50,179
		4,09,02,184	7,27,96,507
Other bank balances			
- Deposits with original maturity for more than 12 months	33,09,48,600	31,03,48,600	
- Deposits with original maturity for more than 3 months but less than 12 months*		80,15,054	-
	33,09,48,600	31,03,48,600	80,15,054
Amount disclosed under non-current assets (Refer note 11)	(33,09,48,600)	(31,03,48,600)	-
TOTAL		4,89,17,238	7,27,96,507
* Rs. 300,000 (Previous Year - Rs.300,000) under lien in respect of corporate credit card			
14. Loans and advances (Unsecured, considered good)			
Prepaid expenses		3,37,378	7,85,044
Security deposits		2,27,712	2,92,723
Staff advances		3,21,800	54,726
Tax deducted at source		1,70,542	5,52,074
Other Advances		95,867	32,924
TOTAL		11,53,299	17,17,491
15. Other current assets			
Interest accrued on fixed deposits with banks		13,10,014	7,02,135
Donations / Grants receivable		1,28,002	26,00,635
TOTAL		14,38,016	33,02,770



		For the year ended 31 March 2020	For the year ended 31 March 2019
16. Revenue from operations			
Donation and Grants		10,75,64,145	9,11,68,903
Registration and Sponsorship Fees		3,48,465	11,24,294
Subscription Fees received		960	960
TOTAL		10,79,13,570	9,22,94,157
17. Other income			
Net Gain on Sale of Current Investments		39,36,071	16,72,512
Interest on Corpus Funds/FD/Savings		2,87,72,766	2,76,82,746
Interest on IT Refund		-	1,82,661
Sale of Fixed Assets		-	17,126
Other Income		49,323	1,30,749
TOTAL		3,27,58,160	2,96,85,794
18. Employee benefit expenses			
Salaries & Allowances		4,77,00,138	4,07,55,003
Contribution PF		30,29,706	24,49,759
Staff Welfare & Exp		10,62,860	13,21,483
Gratuity and Leave Encashment		27,92,517	30,01,735
TOTAL		5,45,85,221	4,75,27,980
18.1 Employee benefit expenses			
Particulars	2019-20	2018-19	
For Projects And Activities	3,65,57,110	3,11,57,844	
For Administration	1,80,28,111	1,63,70,136	
TOTAL	5,45,85,221	4,75,27,980	
19. Other expenses			
Expenses For Projects And Activities			
Donation & Grants Paid		1,23,45,074	53,29,964
Catering & Food Exp		14,89,418	22,21,160
Rent		5,34,716	7,32,632
Professional fees		4,79,91,524	3,86,45,483
Hiring Charges		19,20,868	13,18,220
Material for projects		45,17,172	52,45,092
Travelling Exp		23,29,064	53,29,892
Communication Exp		6,67,179	6,31,948
Repairs & Maintenance		1,73,022	1,63,082
Electricity Exp		5,24,619	3,96,241
Registration Fees		2,39,425	1,95,322
Website Expenses		5,95,626	5,68,950
Other expenses		16,31,104	9,52,169
		7,49,58,811	6,17,30,155
Administration And Other Expenses			
Travelling Exp		10,13,253	10,02,634
Communication Exp		1,29,504	1,32,799
Printing & Stationary Exp		1,69,545	1,89,599
Professional Fees		21,23,748	16,95,091
Rent		-	36,506
Auditor's Remuneration			
Audit Fees		6,15,916	2,90,622
Certification		1,77,000	1,18,000
Out of Pocket Exp		2,392	26,301
Bank charges		15,419	30,343
Repairs & Maintenance			
Others		13,27,490	9,10,069
Insurance		2,56,315	2,47,800
Hiring Charges		36,246	72,669
Loss on Sale		8,518	-
Miscellaneous expenses		10,76,941	4,60,771
		69,52,287	52,13,204
TOTAL		8,19,11,098	6,69,43,359
20. Expenditure in Foreign Currency:			
Travelling expenses for conference & exhibition		97,999	1,01,834
TOTAL		97,999	1,01,834
21. Earnings in Foreign Currency:			
Grants received		3,24,29,994	1,52,55,896
TOTAL		3,24,29,994	1,52,55,896



22. There are no segments in the company and hence segment disclosure is not applicable.

23. Related Party Disclosures:

Details of related party transactions with Whole Time Director is as under:

Gross Salary paid to Ms.Nandina Ramchandran for the year ended 31st March 2020 is INR 46,26,684/-

24. Disclosure in accordance with Accounting Standard (AS 15) on Employee Benefits :

(A) Defined Benefit Plan

The Company has a defined benefit gratuity scheme. Every employee who has completed five years or more of service is entitled to a gratuity on departure of amount equivalent to 15 days basic salary (last drawn basic salary) for each completed year of service or part thereof in excess of 6 months. The scheme is unfunded.

	31 March 2020	31 March 2019
a) Changes in present value of obligations		
PVO at beginning of period	48,26,206	34,79,018
Interest cost	3,35,904	2,45,522
Current Service Cost	12,17,531	8,41,938
Benefits Paid	-	(1,09,438)
Actuarial (gain) on obligation	(2,04,816)	3,69,166
PVO at end of period	61,74,825	48,26,206
b) Amounts to be recognized in the Balance Sheet		
PVO at end of period	61,74,825	48,26,206
Fair Value of Plan Assets at end of period	-	-
Funded Status	(61,74,825)	(48,26,206)
Unrecognised Actuarial Gain/(Loss)	-	-
Net Asset/(Liability) recognized in the balance sheet	(61,74,825)	(48,26,206)
c) Net employee benefit expense recognised in the employee cost		
Current Service Cost	12,17,531	8,41,938
Interest cost on benefit obligation	3,35,904	2,45,522
Expected Return on Plan Assets	-	-
Net Actuarial (Gain) recognized in the year	(2,04,816)	3,69,166
Expense recognized in the statement of Income and Expenditure	13,48,619	14,56,626
d) Movements in the Liability recognized in Balance Sheet		
Opening Net Liability	48,26,206	34,79,018
Expenses as above	13,48,619	14,56,626
Contribution paid	-	(1,09,438)
Closing Net Liability	61,74,825	48,26,206
e) Actuarial Assumptions		
Mortality	Indian Assured Life Mortality (2006-08) Ultimate	Indian Assured Life Mortality (2006-08) Ultimate
Discount Rate	6.55%	6.96%
Salary Escalation	8%	12%
Attrition Rate	12%	25%
Retirement age	58 Years	58 Years

The estimates of future salary increases considered in actuarial valuation, take account of inflation, seniority, promotion and other relevant factors, such as supply and demand in the employment market.

(B) Amount for the current and previous years are as follows:

	As at 31.03.2020	As at 31.03.2019	As at 31.03.2018	As at 31.03.2017
Gratuity Non- funded				
PVO at the end of the year	61,74,825	48,26,206	34,79,018	38,19,959
Surplus/ (deficit)	(61,74,825)	(48,26,206)	(34,79,018)	(38,19,959)
Experience adjustments on plan liabilities	(2,04,816)	3,69,166	(4,29,900)	(2,83,447)

(C) Defined contribution plan

Amount recognized as an expense and included in the Note 18- "Contribution to Provident fund" of Statement of Income and Expenditure Rs. 30,29,706/- (Previous Year - Rs.24,49,759/-)



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statements for the year ended 31 March 2020


25. The fair value of the non-monetary donation received in the current year is Rs. NIL (Previous Year Rs. NIL)

Consequent to the nationwide lockdown announced with effect from March 24, 2020, to help protect its employees, the Foundation has implemented work from home policy and strict travel restrictions. The Foundation has evaluated impact of this pandemic on its activities and its financial position, and based on its review of current indicators of future economic conditions, there is no significant impact on its financial statements as at March 31, 2020. The Foundation continues to enjoy sufficient liquidity to meet its needs. However, the impact assessment of COVID-19 is a continuing process given the uncertainties associated with its nature and duration and accordingly the impact may be different from that estimated as at the date of approval of these financial statements. The Foundation will continue to monitor any material changes to future economic conditions.

27. Previous year's figures have been regrouped where necessary to confirm to this year's classification.

As per our report of even date

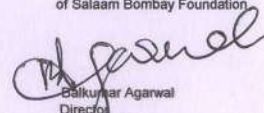
For S R B C & CO LLP
Chartered Accountants
ICAI Firm Registration No. 324982E/ E300003

per 
Partner
Membership No. 101143

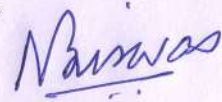
Place : Mumbai
Date : 26th October 2020



For and on behalf of the Board of Directors
of Salaam Bombay Foundation


Balkumar Agarwal
Director
DIN: 00001085

Place : Mumbai
Date : 26th October 2020



Nandina Ramchandran
Director
DIN: 016431552

