

APRIL 2020 - MARCH 2021 DIRECTOR'S REPORT

The background of the page features a stylized, abstract graphic. It consists of numerous vertical bars of varying heights, some in a dark grey color and others in a light grey color, creating a textured, bar-chart-like effect. Overlaid on this is a thin, dark line graph with small circular markers at each data point, showing a fluctuating upward trend across the width of the page.

To
The Members,
SALAAM BOMBAY FOUNDATION,
Mumbai.

Your directors have pleasure in submitting the Nineteenth Annual Report of the Company together with the Audited Statements of Accounts for the year ended 31st March, 2021.

FINANCIAL RESULTS:

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

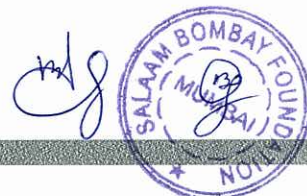
(Amt.Rs.lakhs)

Particulars	Financial Year Ended	
	31/03/2021	31/03/2020
Revenue from Operations	742.93	1,079.14
Other Income	339.93	327.58
Total Income	1,082.86	1,406.72
(Deficit)/ Surplus before Depreciation & Tax	76.80	41.75
Less: Depreciation	37.19	33.34
Less: Provision for Income Tax (including for earlier years)	NIL	NIL
Less: Provision for Deferred Tax	NIL	NIL
(Deficit)/ Surplus After Tax	39.61	8.41
Add: Surplus brought forward from previous year	777.65	769.25
Less: Amount Transferred to General Reserve	NIL	NIL
Surplus carried to Balance Sheet	817.27	777.65

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.



Foundation's Covid 19 Response and Critical Outreach

Immediate Help For The People Of Mumbai

We collaborated with the Municipal Corporation of Mumbai to offer critical food and pandemic relief across the city by arranging transportation vehicles.

Collaborating with a Bollywood Star to help Mumbai's Heroes

We partnered with Diana Penty through the Khaki Project to provide sanitizers and protective eye-wear to 6,675 police personnel across 35 stations.

Happy Minds Calls

Happy Mind Calls were made to ensure emotional wellbeing of our students from BMC and government aided schools while providing opportunities to learn, constructively apply their minds and enhance academic skills. A total of 9,154 students have been reached in Mumbai, Thane and Pune with the help of more than 80 SBF facilitators.

Helping IRCTC's Food Distribution Initiative

SBF supported the Indian Railways Catering and Tourism Corporation with distribution of packaged food like Dal Khichdi/Lentil Rice through volunteers and partner NGOs. A total of 46,800 meals between March 29, 2020 and May 3, 2020 have been distributed directly and indirectly migrant labourers and daily wage earners without income.

Delivering Help Through Zomato

We combined our comprehensive database of food suppliers and resource-poor households, with the app's tracking mechanism to deliver food and supplies. This assisted in tracking the demand supply gap in food distribution of the Municipal Corporation of Greater Mumbai for needy populations across Mumbai effectively on a real time basis through a Zomato platform based Monitoring and Tracking Mobile Application. In total, 8 supplier organisations and 27 NGOs were registered on the App with 2,26,389 cooked meals and 18,763 ration kits distributed across Mumbai.

Spreading The Word With Radio Mirchi (98.3fm)

71 SBF students, daily 2 to 3 children, served as citizen journalists for Radio Mirchi, Gully Gang, initiative, sharing problems faced by them/residents of their localities during lockdown on air during April to May 2020.

Coming Together With Milkar for Mumbai

We were one of the 10 NGOs shortlisted for Milkar for Mumbai – an initiative by the Chief Minister of Maharashtra. The effort was amplified by corporates that increased each donation fivefold. Through this collaboration between BMC, NGOs, Indian Corporates, Citizens, our Foundation distributed 533 dry ration kits to needy families across 6 BMC wards in Mumbai.

Distribution of Grocery Kits

We ensured purchase and distribution of 5,120 grocery kits to needy families in Mumbai out of the grants received from various Donors.



PROJECTS UNDERTAKEN DURING THE YEAR

Preventive Health Programme during COVID19 - Since the Government of India announced countrywide lockdown in March 2020, Salaam Bombay Foundation has found innovative and needful approaches to reach to the Mumbai based communities. We realized that at that moment, for our underprivileged communities, priority would be food security and for our adolescents, their mental well-being. We started giving scripted phone calls to our students; asking them how they are, playing games with them and checking upon them. During this process, we fulfilled ration needs and other medical needs of the communities. These '**happiness calls**' further took shape of sharing accurate COVID19 information and linkages of tobacco consumption. We **curated adolescent-friendly videos** as well as utilized our Tobacco Control session videos; posting them on YouTube and sharing the links via WhatsApp. Around the months of May-June 2020, we started piloting the various ways to reach to adolescents and communities to carry out our work for their maximum benefit and to provide accurate information.

During COVID19 pandemic, we designed a customized approach to reach out to adolescents employing the newer strategies and methodologies such as through the **Health Monitors** from the community who could further disseminate the programme information within their communities. Eventually, we received the **official permission from education department of Municipal Corporation to be part of the online education system** and could broadcast our online sessions through platforms such as Zoom, Google Meet and Microsoft Teams.

We aimed to reach out to maximum students from 7th to 10th standards with various sessions focusing on the accurate COVID19 information, precise data, linkages of tobacco consumption and high chances of COVID 19, immunity and nutrition in the times of COVID 19, following proper hygiene and mental and emotional well-being. We designed the content into three PPT sessions, keeping in mind the smallest details. These sessions were delivered to students along with their teachers by our well-trained facilitators via online platforms.

Alongside the sessions, the identified student Health Monitors who were trained further in various life skills, disseminated the information among their families, neighbours and communities. Our aim was to have around 400 Health Monitors from various communities of Mumbai and we could train and mobilise 434 Health Monitors to take initiatives within their communities.

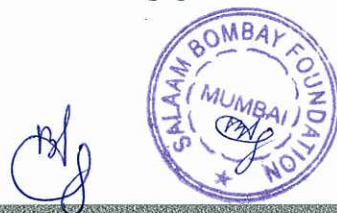
Preventive programme expansion programme was rolled-out in Thane, Pune, Kolkata, Bangalore and Jaipur in 2020-21 either with the help of nodal teachers (in Thane and Pune) or with the help of local partner organizations (in Kolkata, Jaipur and Bengaluru).

The specific objectives of PHP 2020-21 were:

- Reaching to unreached during the COVID-19 Pandemic lockdown.
- Reaching out to the vulnerable children and adolescents (as many as possible) with infotainment to increase their awareness on necessary factors which would equip them to stay safe, healthy and happy in this unprecedented time
- To disseminate knowledge about a verified connection between tobacco consumption, spitting and high chances of COVID- 19.
- To be safe and prevent COVID -19 by boosting immunity through inculcation of healthy dietary behaviours, maintaining hygiene and performing physical activity
- To teach to cope with mental stress and emotional disturbances through easy stress coping techniques and seek professional help for mental and emotional wellbeing

Preventive Health Programme has three main components viz. SUPER ARMY (Tobacco Control), KHANA (Nutrition Awareness) and HAPPY MINDS (Mental Wellbeing) which were implemented together through the facilitators recruited and trained by SBF.

This report has all the details of implementation of 'Preventive Health Programme' in the year 2020-21. It includes outreach through online sessions and activities, webinars and interventions done for the engagement of stakeholders and the studies or surveys conducted.



SUPER ARMY (Tobacco Control)

In the year 2020-21, Super Army reached out to 16,783 students in 294 schools of Mumbai. 434 Health monitors (Bal panchayat leaders) were trained by our facilitators. The online sessions were followed by a series of interesting seminars and activities, through which students, parents and teachers were engaged in a fruitful manner.

313 Health Monitors created awareness through the posters, crafts and the videos in their community on tobacco and COVID-19 related health issues. **9,460** community members were engaged through community level activities conducted by Health Monitors.

A 10-day webinar series on the occasion of Ganpati Festival was the highlight of this year, in which a variety of interesting activities like jewellery making, Ganpati idol making, basic dance skills and theatre skills were organized around 10 days of Ganpati festival. **2,750** people including personnel from Ganesh Mandal authorities and parents from various communities were mobilized via these webinars on tobacco control organized during Ganpati Festival in Mumbai.

Teachers' Day Webinar also caught much attention. The webinar provided a platform for the teachers for to share their experience of online education, challenges and difficulties faced by them through the medium of poems presented by the teachers in the "KAVI SAMMELAN" organized in the webinar. A report of the survey done by research team on challenges and difficulties perceived by the teachers in online education was also released in this webinar. The senior officials from education department were present in this webinar. **1,675** teachers reached through this webinar.

This year, medical officers that are recruited across 27 BEST bus depots in the city were sensitized on importance of tobacco control amid COVID19.

Police officials in Mumbai and Navi Mumbai were also engaged through sensitization sessions on tobacco control, diet and nutrition, preventive measures against COVID19 and role of mental health. A total of 200 Police officers were sensitized.

KHANA (Nutrition Awareness)

Knowledge on Health and Nutrition for Adolescents

Following are the major highlights of KHANA (Knowledge on Health and Nutrition for Adolescents) implemented during the COVID-19 to create awareness on role of nutrition in immunity boosting during COVID19.

KHANA nutrition awareness sessions were conducted with 16,797 students that focussed on role of nutrition and balanced diet in building immunity against COVID19 disease. The session also focussed on planning daily diet, hand hygiene, physical activity and Yoga and Pranayam to boost lung health and introduced the concept of microgreens cultivation to the students. After the sessions, the students were encouraged to grow microgreens at their homes and utilise them in some homemade recipes. The benefits of microgreens' consumption in terms of nutrition were also told to the student during this session. **264** Health Monitors raised awareness of nutrition and microgreens and created their own diet charts. **703** school authorities including school in-charge, principals and teachers were also engaged through sessions and online activities.

The session was followed by interesting webinar series on basics of school kitchen gardening, community kitchen gardening, nutrition and food security, Healthy Ladoos making webinar for mothers presented by mothers and special winter season recipes webinar for mothers organized on the occasion of Poshan Maah and before Diwali. **1,533** participants shared good nutrition tips and healthy recipes through these five Poshan Maah series webinars.

HAPPY MINDS (Mental Wellbeing)

Mental well-being amid COVID19 pandemic & lockdown

In 2020-21, looking at the difficult pandemic situation and lockdown imposed as a result of it, everyone including adolescents, parents and teachers went through a mental and emotional turmoil. Realising this, it was decided to include a component on Mental Wellbeing in Preventive Health Programme in 2020-21. Thus, a dedicated component on mental wellbeing was designed, named as 'HAPPY MINDS' and included in PHP 2020-21. Initially, an online session was conducted with 16,630 students of 294 schools. It covered the mental health and wellbeing and its significance for adolescents during COVID19 pandemic and in the long run. The session informed students about common stressors, the effect of these stressors on mental and emotional wellbeing, resilience and its role in coping up with mental stress and emotional disturbances, simple stress relieving



techniques in daily routine and importance of seeking professional help for mental health.

The session was followed by a webinar series organized for the students in association with 'MPOWER Mind Matters', an organization that conducts mental health and wellbeing sessions. Three webinars were organized for the students on topics viz, Creative ways of stress management, Resilience building and Substance Abuse. 4 such webinars focusing on mental health were also organized which engaged **1,608 parents and students**.

PHP 2020-21 Events

City level Inter-School Competition which is popular as **Zonal Event** is one of the major annual events organized by SBF as a part of In-school Preventive Health Programme in which 7th standard students are provided platform to show their skills in various art forms viz. drawing, drama and music through which tobacco control and nutrition awareness information is disseminated creatively. This year, due to pandemic and lockdown, social distancing was the universal rule and it was not possible to organize such a huge city-level event physically. Therefore, team PHP organized the customized event on the virtual platform keeping the objective and quality of the event intact. This time, four categories of competitions were included in zonal event viz. poster presentation, craft presentation and video making for students and innovations in online teaching for the teachers. Before the final zonal event which was conducted over a virtual platform, the students and teachers were invited to send in their entries for the competition in each of the four categories of the competitions mentioned above (3 categories for students and 1 category for the teachers.) 300 students from 120 schools and 40 teachers participated in the competitions. A total of 24 students and teachers were shortlisted as the finalists with 6 finalists in each of the above mentioned categories.

On 4th February 2021, on World Cancer Day, a first virtual **National Level Balparishad** was organized by SBF. This was the first national level Balparishad, as, along with Bal panchayat leaders and Health Monitors of Mumbai schools, those from Kolkata, Jaipur and Bengaluru schools also participated in the event and interacted with the panellists from various government departments. The exceptional contributions by the Health Monitors were shown to the audience and the selected health monitors were felicitated in this Balparishad for their exceptional initiatives within their communities.

Ms. Sanghmitra Tribhuvan, Deputy Director, Education Dept. Maharashtra, Mr. PravinPatil, (I.P.S.) DCP, Maharashtra Police Dept., Dr. Krishna Methekar, Deputy Director, FSSAI, Govt. of India and Ms. Manasi Gokhale, Manager Outreach & Content Empower, mind matters – MPOWER were present in the panel and students asked their queries and received guidance on various topics including tobacco control, nutrition, mental health and status of school opening etc. as per their field of expertise and work.

PHP 2020-21 Expansion Programme in Maharashtra (Thane and Pune)

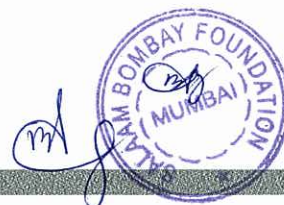
We reached 1,416 students from 19 schools in Thane city and 1,470 students 20 schools in Pune city from 7-10th standards through online sessions on focusing on the accurate COVID 19 information, precise data, linkages of tobacco consumption and immunity and nutrition, mental health in the times of COVID19, following proper hygiene and emotional wellbeing. Assignments were given to these students after the sessions viz. craft making, poster making and video making and students were also encouraged to utilize them to create awareness in communities.

PHP 2020-21 Expansion Programme out of Maharashtra (Kolkata, Jaipur and Bengaluru)

In the year 2020-21, Preventive Health Programme was conducted virtually during the COVID19 pandemic in Kolkata 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. In Jaipur, School Health Annual Report Programme (SHARP) is the implementing partner and Society for People's Action and Development (SPAD) is the project implementation partner in Bengaluru.

In 2020-21, 26 schools and 994 students were reached in Kolkata, 32 schools and 816 students were reached in Jaipur and 10 schools and 223 students reached in Bengaluru (a total of 68 schools and 2,033 adolescents were reached through the expansion programme), along with sessions partners were conducting the two activities with students.



World No Tobacco Day (WNTD) 2020

The theme of World No Tobacco Day 2020 was 'Protecting youth from industry manipulation and preventing them from tobacco and nicotine use'. Due to strict lockdown measures around that time, it was not possible to undertake any public campaign on the streets or any public place. Thus, a social media campaign with #NoTobaccoCovid19Challenge was launched by SBF on Facebook. Through the campaign the participants were asked to post picture making 'X' of the hands and tag at least three people from their friend list to make a chain. The participants were also asked to tag 'Salaam Mumbai Foundation's Facebook page while posting a picture. The campaign was initiated by the SBF staff and it became viral and many people across the age groups and from various fields actively participated in the campaign over a week around 31st May 2020.

CONFERENCES 2020-21

Curtain raiser of 5TH NATIONAL CONFERENCE ON TOBACCO OR HEALTH 2020 was attended by 11 Preventive health programme members on 25th and 26th September 2020. It was conducted online.

RESEARCH

Tobacco consumption during COVID19 pandemic: Cross sectional Survey findings across Mumbai and other cities

Every year, 31st May is observed as 'World No Tobacco Day'. During the time of a global pandemic of COVID19, all the organizations working for tobacco control at the international, regional, national and local levels were committed not only to continue but strengthen the fight against tobacco. Their strategies were targeted towards highlighting the possible potential of tobacco consumption contributing to increased vulnerability towards the corona infection apart from its other lethal consequences of morbidities and mortalities. In order to generate evidence on general public awareness, public perceptions and effect on availability and accessibility of tobacco products after these regulations were enforced by the governments, SBF conceptualised and conducted a cross-sectional study among the general public across the intervention cities and districts of India.

Following are the few highlights of the survey:

- 35% people said that they had access to tobacco products during lockdown
- 16% people had seen Tobacco/Pan masala ads through social media
- 31% people had seen Tobacco/Pan Masala ads through reading mediums viz. news papers
- 78% people opined that smoking is a risk factor in COVID19.
- 89% people opined that chewing tobacco and spitting increase the risk of COVID19 spread

Observation Survey of Communities during COVID restrictions by the Health Monitors in Mumbai Slums

- 305 HMs did community survey and sensitized the vendors too in 22 wards of MCGM
- 18 full day operating shops on an average were present in the communities
- 25% of total operational shops were tobacco found to be tobacco shops
- 11% tobacco shops were selling loose cigarettes
- 64% of total tobacco shops were open for full day
- Only 13% tobacco shops had COTPA 2003 section 6a boards

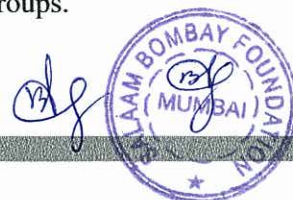
SALAAM BOMBAY ACADEMY OF THE ARTS

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's an effective medium of channelizing adolescents' energy in a positive manner.

Amidst the global crisis, the Salaam Bombay Academy of the Arts is paving a way to keep students engaged during these uncertain times. Students were supported with food supplies during these times and emotional support by initiating happy calls to connect with our students and understand their ground reality.

Happy Calls:

Even during these challenging times, we ensured that the students were engaged, 1640 students were contacted through this initiative. We shared several activities of fun and learning through WhatsApp groups.



This Academic year, we had to adapt to the changing times since we cannot reach the students physically. We developed effective online training modules to ensure the quality is not compromised. We have modified the syllabus to suit the online platform so that many students can be engaged and continue training with the same passion they had for physical trainings.

The Arts Academy had 1211 students from 70 BMC and Government aided schools in Mumbai, 131 students in Rural and 150 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.

This Year Theatre Academy could reach up to 246 students out of 474 from last year. It includes students from 16 school out of total 18 schools. 2 schools from Pune were unable to join the training.

Throughout the year we have excelled in various ways like in online School performances on the special occasions like 15th August, Gurupurnima, Annual days performances. Theatre Play Production Ramayan by collaborating with external Theatre group of Ms. Raell Padmsee's Ace production. Provided various opportunities to participate in online competitions like Rotary club organised monologue online competition. Our 4 students received cash prize and certificates. Students has also participated in online 50 hours film making challenge. We have sent 44 audio stories to Amarchitra katha, we will get an opportunity to collaborate with them. Arts Academy Students created a Rap Song Video- 'Lock Down Chal Re La He Bhai'. The whole process of composition, direction, editing was done by the students themselves and in the whole process they got to learn a lot. They got the opportunity to create awareness among the people during the Corona period via RAP song.

Salaam Bombay Dance Academy

The **Kathak Dance** academy trains the students in Classical dance form 'Kathak' under the guidance of eminent Kathak exponent. This year the Kathak Academy could reach up to 3 Schools, 3 Batch, 3 trainers & Total 72 students. We have 3 Kathak expert trainer Mrs. Rajashree Shirke, Mrs. Samrudhhi Joshi and Mr. Lakshya Sharma to impart online training to students. Through this online training students showcased their dancing talents on Virtual platforms and participated in various online competitions and events held.

Students participated in International Online Fine Arts Competition. This year the Gandharva Examination was organised online however we manage to successfully enrol 14 students from Vileparle West School who gave the Online Gandharva Praveshika Pratham exam at a students place.

Western Dance: This Year Western Dance Academy could reach up to 362 students out of 562 last year. It includes students from 19 schools out of 19 schools last year. None of the school dropped out this year. 9 batches were created out of these 19 schools by merging year wise students of different schools in one training batch. 5 Trainers are handling these 9 batches.

WE Concert- Like every year, the western dance academy students and alumni participated in WE Concert event. This year was the first virtual performances with the help of our trainers.

YouTube Channel - Pranjal Kharat, student from Pune has created her own YouTube channel and uploaded dance videos whenever she learns something new in the class.

Salaam Bombay Music Academy

This Year Music Academy could reach up to 133 students out of 265 of last year. It includes students from 12 schools out of 13 schools last year. One school dropped out due to less number of students. Due to less availability of students, 5 batches made out of these 12 schools by merging year wise students of different schools in one training batch. Three Trainers, Mrs. Pooja Parkhi, Mr. Pramil Iswalkar, Miss. Veda Nerurkar conducted these five training batches.



This year we have created new songs with the students on the Ganpati festival and Gurupurnima. It has been observed that the students of Music academy are doing very well now.

Salaam Bombay Creative Academy

This Year Creative Arts Academy could reach up to 363 students out of 437 of last year. It includes students from 23 schools out of 27 schools. Four schools could not join training due to less student count. 12 batches were created out of 23 batches by merging available students. This training is delivered by BMC & Government aided school teachers, we received a lot of support from BMC Art department HOD, Mr. Dinkar Pawar. This year we have printed 500 books and distributed to 214 students who will attempt the Intermedia exam. 194 books were also distributed to the children who attempted the Syllabus Elementary.

Online workshops: - We conducted several online workshops for the students. Mask making, coffee painting, doodle painting, envelope making, Ganpati Making Workshop for Ganpati festival, Toran and Pooja Plate Decoration Workshop, Turmeric Painting, Water Bottle Art, Bubble Painting, Stone Painting, Rakhi Making, Gift Packing etc were conducted.

M-Indicator drawing competition: - M-Indicator a Railway mobile app organised an online drawing competition for 1st to 12th standard students. From our Creative academy, 24 students from 5 schools participated.

The Loksatta and UNICEF online drawing competition: - The competition was organized by Loksatta UNICEF and top 100 entries were to be given certificates. In this competition, from our academy, 62 students from 15 schools participated. In the top 100 students, 2 students from our Academy, Vedanta Guram and Gauri Pataskar, received the Certificate.

The Kala digdarshan Drawing Competition: - The Kala digdarshan organized a drawing competition on the occasion of Maharashtra Day on 1st May. The subject was corona mediation or post-corona Maharashtra. A total of 42 children from 12 schools of the Creative Art Academy participated, a total of 15 children received prizes for consolation and Harsh Parab from R.M. Bhatt School secured first prize, he received Rs.2000 and a certificate.

Diya making: - This year the children of the Creative Art Academy decorated the diyas with the help of their parents. For the great work they have done, a total amount of Rs. 5,970 was given to the children as

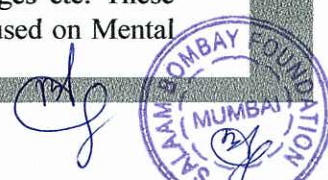
stipend. The stipend received before the Diwali festival helped them to buy various items for themselves. The diyas they made / decorated were sold to receive donations for the Art Academy, with the aim of educating more children in the Arts Academy. A donation amount of Rs.1,02,950 was received by Salaam Bombay Art Academy.

The Mumbai Mayor competition is organized every year by the BMC education department. This year a digital drawing competition was organized. It was held on January 10, 2021. The students uploaded their drawing on the given website which had 1,351 students from 29 schools in total.

Wonder Women Exhibition :- Jolly Art Adda and Era for women celebrated international women's day from 6th March to 12th March 2021. An Exhibition of paintings, jewellery, sculptures, live demonstration and artefacts by women artists was hosted. Creative Art Academy exhibited paintings, candle holders and greetings. It was a great opportunity to present our student's work at an international platform.

Training in specialized courses (Career Trajectories): Apart from the regular training, we understand the need for specific courses related to the Arts. The career trajectories project is a training model that allows students in the 9th grade gain insights into the Industry and train in specialized skills that the Industry demands.

Along with regular trainings, we introduced webinars by Experts from various fields to inspire and motivate students. At such a crucial age, adolescents are generally at a crossroads wondering which direction to take. These webinars introduced them to a mentor, role model and guide. Our students benefited immensely from all the insights they shared by giving them practical knowledge of the industry, sharing challenges etc. These sessions will help them make informed career choices. Along with these webinars, we also focused on Mental health of our students.



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/ movement, Theatre techniques/ elements, Theatre forms, Realistic acting, Basic theatre knowledge/ communication skills and Training for Audition by renowned resource persons from Theatre and Film industry. Currently we have 50 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, filmmaking 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 405 students from 22 BMC and Govt. schools in Mumbai and 3 TMC schools in Thane for the year 2020-21.

1. INITIATIVES DURING LOCKDOWN

During the early stages of the lockdown, the Academy contacted students to understand their ground reality. SBF has supported the students with food supplies during these trying times and emotional support by initiating happy calls to students. The Media Academy conducted following activities during the lockdown with 552 students of the academy.

1. **Happy Calls-** The happy calls to students were intended to know about their challenges during the lockdown and to give a moral support to them that Salaam Bombay Foundation is always with them. This helped to lower down the stress of the pandemic. Through this we also ensured them that we are going to start the training soon and everything will be fine.
2. **Indoor photography practice** – This activity for the students was intended to continue the learning from indoor premises at home. The students of photography batches were given various home assignments, which were easily doable in the home. We focused on product photography, table top photography.
3. **Creative Writing** - During the very stressful period of pandemic, every student was suffering from huge mental, economical and emotional stress. Therefore, it was very essential that they should get a platform to express their emotions. Our creative writing activity, through Pen and papers, helped the students to draw their emotion and to write about whatever passing through their mind. Students wrote many things about the pandemic, their family challenges and their journey during the initial stage of the lockdown. The students of 'Creative Writing' batches were contacted and encouraged to write various creative content, such as screenplays, stories, prose, poems, articles etc. The students have submitted the more than 50 stories, 15 screenplays and other various content.
4. **RJ from home activity** – This was radio based activity conducted with 60 students, where students had to record audios on various given subjects exactly like a radio jockey. The students have created around 50 audios for this activity. Later on, these students got opportunity on the famous radio channel i.e. Radio Mirchi 98.3 FM. This channel initiated a programme called 'Mirchi Gully Gang' where our students were the young citizen journalist for the radio. Our 12 students got this opportunity.

2. 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 405 students from 25 upper primary and secondary schools in Mumbai and Thane. Through this training, 52 articles have been published in the mainstream newspapers.



a. Mapping of the students - During the initial stage of lockdown, the students were facing many challenges that we had to overcome to retain them in our training and their schooling. We surveyed the students by calling them and collected the information about the virtual training tools availability such as smartphones, internet facility, space for learning etc. We spoke with their parent and sensitized them about the importance of continuation of learning of their child and how we are supporting them with equipment and tools.

b. Tab and internet pack distribution - Based on the mapping survey, we provided 78 tabs and internet data packs to the students. It helped the students to attend the training regularly.

c. Virtual training - The academy delivered the online training using virtual tools such as Zoom, MS Teams, Google classroom etc. Looking at the changed situation, we revamped our module with few reductions and additions. During our pilot session, we observed that the students are not comfortable with the regular length of the sessions. Therefore, we reduced our session time to 45 minutes. We concise our module by reducing number of sessions in total. We took less screen time in consideration. Secondly, we have included more audio-visual content in the module to make the training more informative, interesting and interactive.

3. TRAINING OF CAREER TRAJECTORIES

A. Mobile Photography, Videography and Editing

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. We have collaborated with Mr. Prateek Bawkar, Director of Glamzia Studios for this training. We have started this training with two batches of 56 students together. It was 60 hours training for each batch.

B. Creative Writing -

This training was given to 40 students. The trainer of the batch was the very famous screenplay writer Mr. Ashok Mishra. It was a 45 hours' training.

4. ACTIVITIES CONDUCTED DURING THE YEAR

This year the Media Academy organised several activities and competitions on various occasions. We have celebrated the days such as Guru Purnima, Independence Day, Ganesh Chaturthi, Navratri, Shivaji Maharaj Jayanti and Marathi Bhasha Divas etc.

These activities provided platforms to the students to express themselves on the above topics.

Teacher's Day - On the Teachers' Day, the following competitions were organised for the Media Academy students -

- Essay Writing Competition
- Elocution competition
- Video Making

Total 150 students participated in these competitions

Navratri activities - on Navratri, the Media Academy students had celebrated by creating 9 videos on 9 days for 9 themes related to woman.

Our students got an experience of doing an online research and collect the data on the given topic.

Slogan Making Competition - on 2nd October, Mahatma Gandhi and Lal Bahadur Shastri's Anniversary, the slogan making competition was organised.

Total 30 students participated in the competition.

Shiv Jayanti - On Shiv Jayanti, the online elocution competition was organised. The students were given a theme of Shiv-Charitra to prepare a speech. 6 topics were given under this theme. On the day of competition, each student was given 3 minutes to present his or her speech.

Marathi Bhasha Divas - On Marathi Bhasha divas, a poem reading competition was organised by the academy. Each participant prepared a Marathi poem of their favourite poet and read that online. It helped the students to go through our great literature and read about poet, writers.



5. WEBINARS BY THE EXPERTS

The experts of the industry provided the students guidance on seven career related topics such as Story Telling, Voice Modulation, Personality Grooming, Mental Wellness, etc. These webinars were open for students from Arts, Media and our Alumni. After the webinars, the academy trainers had taken the webinar topic forward by covering it in depth through various activities.

a. Story Telling Skill – We began with this first webinar on 1st June 2020. Mr. Mohinder Pratap Sing, the famous screenplay writer & Ms. Priyanka Babbar, the professional storyteller delivered this webinar. Mr. Mohinder guided the student on story writing and shared his expertise on it whereas; Ms. Priyanka explored the small technics of storytelling.

It was a very interactive webinar and students expressed their interest for such workshops. 301 students from both academies (Media & Arts) attended this workshop.

b. Voice Modulation Skill - On 15 June 2020, Meghana Erande Joshi, the famous voice over artist and Hetal Varia- Voice, Dialect and accent coach presented this workshop. The workshop helped the students to understand about the importance of voice modulation and the career options in it. 250 students attended the workshop.

c. Grooming and personality development - For this workshop, in July 2020, Sakshi Chandrakar presented on this topic. This workshop has thrown light on self-realization and best personality development practices. 110 students attended this workshop.

d. Mental Wellness - This session was conducted to help the child to cope with their stress and give them support to strengthen their mental health and wellness. This session was organized for Arts and Media academy students together. Total 60 students from the academy were benefited through this session. Students expressed themselves in the session and shared their worries and challenges.

6. EVENTS

1. World Photography Day – 19th & 20th August, 2020

Since last year, the World Photography Day (19th August) celebration has become an annual property of Media Academy. This year the celebration was conducted virtually in collaboration with five masters of photography. The masters were Ms. Hridgandha Mistry, Mr. Jaideep Oberoi, Mr. Vicky Roy, Mr. Julian Colston and Mr. Fabiano Rodrigues.

All the experts mentored a group of photography children from Media Academy. They worked around a particular theme and encouraged the students to click the photos accordingly. After that, the experts shared their journey and provided guidance during the live masterclass discussion.

The details of the masters is as follow –

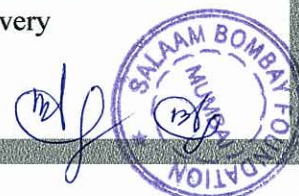
Sr. No.	Name of the masters	Students mentored	Themes	No of sessions conducted
1	Mr. Jaideep Oberoi	5	Self Portrait	4
2	Mr. Julian Colston	5	Portraits with focus on basic lighting	3
3	Ms. Hridgandha Mistry	5	Photo stories	3
4	Mr. Vicky Roy	8	Photo Stories	3
5	Mr. Fabiano Rodrigues	4	Story telling trough camera	3

Mr. Mahesh Palkar, EO was a panelist for our first live masterclass discussion with Mr. Vicky Roy. Mr. Vinod Krishnan, a famous Photographer was the moderator of this masterclass.

Collaboration with Jahangir Nicholson Arts Foundation, Museum, Mumbai (JNAF)

After the successful celebration of the World Photography Day, Jahangir Nicholson Art Foundation wished to collaborate with our Foundation. They proposed two days' workshop with the students of photography and creative academy.

They conducted first workshop on 10th September 2020 for our 30 students, where the team of JNAF had conducted virtual walk to the famous places and buildings of Mumbai. They explained the children about the heritage of Mumbai which was captured in camera by Mr. Foy Nicholson. The workshop was very



interactive and knowledge enhancing. After the virtual walk, the students were given an assignment to recreate famous places shown in the workshops.

In the second workshop, the students presented their work and explained. The team of JNAF was very happy after seeing the beautiful paintings done by the students. They appreciated the students. They published this work on the website of JNAF.

To see the work done by the students, please log on to –

<http://jnaf.org/event/foys-fort-on-foot-2/>

2. The Virtual Exhibition: #EducationBeyondBooks on 24 & 25 January 2021

As like last year, we continued with our annual exhibition #EducationBeyondBooks this year with the theme: 'E-Learning – A Catalytic Transition'. As this was happening virtually, the exhibition was open for everyone.

The initiative was aiming at motivating young students to explore career options in fields like media that are not only exciting but offer lucrative opportunities as well. For students in both private and government schools, knowledge about the Media field is limited. They have seen journalists on television and read newspapers. However, they have not considered studying media or pursuing a career in the field themselves and the initiative was aiming to change their perception completely. It is an interactive learning experience to help them understand and acknowledge the power of media and make informed career choices. "#Education Beyond Books" was focused on encouraging students from different strata of the society – those from private educational institutions as well as government schools – to broaden their horizons towards arenas like media.

The event coincided with the International Day of Education, January 24 & 25, 2021. It evolved into a virtual format, using online technology to share information on Media studies, Media career opportunities, etc. Like last year, St. Xavier's College was our partner again. 27 students from Xavier's college were involved. Masters from the industry mentored each group of the students. The live sessions of the exhibition were the major highlight of the event. 11 masters guided the visitors on different career fields and skills. The event received 30 media coverages in total.

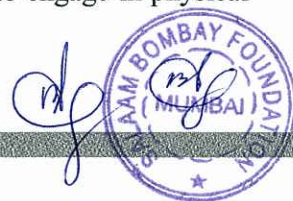
SALAAM BOMBAY SPORTS ACADEMY

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 650 students were part of the Salaam Bombay Sports Academy for the year 2020-21 out of which 237 were girls.*

During Covid:

The global outbreak of COVID-19 resulted in closure of gyms, stadiums, pools, fitness studios, parks and even playgrounds. Many students were unable to actively participate in their regular individual or group sporting or physical activities outside of their homes. Under such conditions, many students would be less physically active, have longer screen time, irregular sleep patterns as well as worse diets, resulting in weight gain and loss of physical fitness. Low-income families are especially vulnerable to negative effects of stay at home rules as they tend to have sub-standard accommodations and more confined spaces, making it difficult to engage in physical exercise.



In this context of the pandemic, SBF was concerned about the lack of access to regular sporting or exercise routines, resulting in challenges to the immune system, physical health, and leading to commencement of existing diseases that have their roots in a sedentary lifestyle.

SBF's Sports vertical believed exercising at home without any equipment and limited space can still be possible. During these times, students have options to be more active during the day, for example, by stretching, doing housework, climbing stairs and exercising. In addition, particularly for those who have internet access, online fitness classes are the best to stay active during the pandemic. Physical fitness games, for example, can be appealing to students and can be used in small spaces. Another important aspect of maintaining physical fitness is strength training, which does not require large spaces, but helps maintain muscle strength, which is important for all the age groups.

Virtual Playground – A New Normal

The Sports Vertical modified the teaching methodology without altering the learning objectives for both the trainers as well as the students. Devices like mobile phones and software like Zoom, MS Teams were the new 'virtual playground' and platforms for teaching and learning. It was entirely a new project and a transformation from playground to virtual. The initial round of survey, conducted with parents and students gave us the foundation for planning the programme. We conducted the survey to understand the availability of android devices, space at home, equipment and internet connectivity.

We believed that to fight against Covid-19, physical fitness, mental strength and life skills are important for students. The module for sports was revised to meet these aspects. Basic sports skills, yoga, physical fitness, life skills, assessment and guest lectures were the core strands of sports training this year. We adopted various teaching aids like presentations, activities, worksheets, and app-based learning to create interest. As a new project, we wanted to plan it systematically. We divided the year in to two as follows:

- **Sports Specific Skills and Fitness Programme (July to November 2020)**

The training programme was developed around basic sports skills and fitness related to sports. We modified the programme and adapted to the Covid-19 situation, keeping the core objectives of Hockey, Football and Cricket. We selected 10 training partners for all academies (cricket, football and hockey). To facilitate the training; internet facilities, training equipment, were provided to the students. Equipment was couriered to those students who were not in town. 40 hours of sports training plan was developed, out of which external trainers conducted 34 hours and SBF facilitators conducted 6 hours.

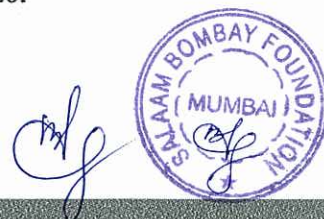
- **Advance Fitness Programme (December 2020 to April 2021)**

As we progressed through the year, the need for physical fitness among students evolved due to inactive lifestyle during the pandemic. The academy further modified the programme and concentrated more on student healthy lifestyles and mental fitness.

Adaptability is the key to success of any programme. During the tough times, we created a lean model by training SBF facilitators to train the students in fitness activities. This model also provided an opportunity to SBF facilitators to utilize their skills. As compared to the programme between July to November, out of 40 hours, SBF facilitators conducted 31 hours of training. We provided students with skipping ropes and yoga mats. Internet facilities to all 200 students and 50 tablets were provided to the students.

Gender Parity:

Pre-pandemic, girls faced myriad challenges that prevented them from playing sports, including the burden of household work. Recognising that these challenges could have further escalated during the pandemic in 2020-21, SBF actively built on its vision towards promoting girl child in sports besides promoting the health benefits of sports participation amongst this demography. In the year 2020-21, the academy has been able to maintain participation levels of female students at 36.46%, as compared to 35.90% in 2019-2020.



Events & Exposure Opportunities:

• International Yoga Day

We organised the first virtual event of 2020-21, celebrating International Day of Yoga on 21st June 2020. 100 Students along with their parents participated in the virtual event. The vital objective was to develop a culture of Yoga among students. It was also to highlight the importance of practicing yoga every day for a better lifestyle. SBF facilitators conducted the event following online Yoga Day protocol and demonstration videos.

• Virtual Sports Quiz Competition

Salaam Bombay Foundation, Aarya Studio and PEFI (Physical Education Foundation of India), jointly organized Online Sports Quiz Competition for students. More than 500 students from Municipal and Government aided schools participated in the quiz. All participating students received E-certificates and top 20 Students (10 girls and 10 boys) were awarded with sports kits. The quiz was covered in The Times of India, The Tribune, India Education Diary, Navabharat, Arthniti, Navshakti, Punya Nagari and Bullet Daily News.

• Fitness Matters – A Corporate Level Fitness Competition

We organized Fitness Matters, a virtual corporate level Fitness Challenge that brought together the five best employees in a firm to compete on fixed exercises with the best five from other organizations. The exercises were monitored and evaluated by our fitness partner Gold's Gym. Through this challenge, we wanted to present Corporates as role models to our students who through their actions would encourage students to improve health, fitness and quality of life through physical activity.

A total of 20 teams from **nine corporate organisations** participated in the challenge. Standard Chattered, Trent Limited, Kaya Limited, Randstad India, Lodestar UM, TBZ – the Original, CLP India, IndoStar and Team Global Logistics employees shared videos on a google link provided to them. 100 participants from different parts of the country participated including from Delhi, Kolkata, Maharashtra, Surat, Bangalore, Coimbatore, Indore, Chennai, Ahmedabad, Vapi etc. Mr Rohan Joshi, International Athlete & Fitness Consultant and Dr. Kinjal Suratwala, Sports Doctor for Mumbai Cricket Association were the guests for the event. The winners and runners-up were awarded with Decathlon gift vouchers and one-month free membership at their nearest Gold's Gym centre.

SALAAM BOMBAY SKILLS@SCHOOL

Founded in 2014, the skills@school programme's objective is to *"Provide adolescents studying 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."*

For the **in-school programme**, trainings are conducted within the school premises before or after school hours. Each course is conducted for 2 hours per day with trainings occurring anywhere between 3 – 6 days a week. Duration for each course is between 60 – 100 hours depending on the trade. Each adolescent enrolled in the 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, the in-school programme 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).

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 pursue earning opportunities, but it has also helped them cultivate their creativity and innovation skills. Besides participating in competitions, students trained in various skills have also contributed to their own education as well as financial situation at home through countless earning opportunities.

Based on our experience and learnings, we have developed a module where courses are short in duration, are cost effective, sustainable and scalable. Government officials including the Ministry of Skill Development, Maharashtra have taken special note of this significant initiative and have acknowledged the skills@school programme on its various online platforms



During Covid:

During the initial phases of lockdown, our team engaged with students on a daily basis through **Happy Calls**. These 'agenda-less calls' were designed to ensure the emotional wellbeing of our students. The main objective of these calls was to bring some happiness to our students during trying times, while providing them with the opportunity to learn and constructively apply their minds.

As the lockdown continued, and schools remained shut, the immediate solution to counter this was to shift to online training. The lockdown resulted in many challenges including no or reduced income amongst households of our students and access to technology becoming an even larger disparity. We understood that this would pose an immense risk of isolating students further resulting in them becoming disinterested in their academics and eventually dropping out from the school process. By the time the lockdown is lifted the adolescent would have channelised their energies and talents into less stimulating or hazardous opportunities including crime, irrelevant to accessing an economically fruitful future.

During lockdown, SBF actively scanned the impacted job market situation and skilling ecosystem. Through this process SBF identified that the evolution of jobs in the post Covid era and the skills needed to meet the necessary requirements to access these jobs can be classified into three main areas – Evergreen Skilling Opportunities, Emerging Skilling Opportunities and Hi-Tech Skilling Opportunities.

To counter the many challenges brought upon by Covid, and keeping with the current market requirements, SBF has designed and is delivering an ***online skills training programme for current class 9 students***, while also delivering an ***advance online skills training programme for our alumni***, through a Zoom/Google/Microsoft based platform. For alumni in particular, this programme was designed to enhance employability while acting as a bridge between the skill learnt and relevant income generation opportunities.

For the online programme students are in the age group of 14-16 years and each batch consists of 15-20 students to ensure the effective delivery of the training. To ensure the seamless functioning of the programme, students who have access to smartphones have been provided with data packs, while students who do not have access to smartphones have been provided with tablets on a rotational basis (As per SBF's internal research approximately 40-45% of our students have access to smartphones). The students have also been provided with home-based training kits which are being delivered to their homes.

Salaam Bombay Foundation continues to anchor the entire programme through its strong relationship built over the years with principals, teachers, parents and students in the schools and brings in a network of technical experts and training partners like Kohinoor Technical Institute, LabourNet, Funfirst Global Skillers, Turtle SPA & Saloon academy etc for ensuring high quality training. Given the success of the online pilot (implemented online training for 250 students across 24 batches in Mumbai and Pune), since July 2020 we have been able to implement the online programme in full scale.

Our online training programmes have created quite an excitement amongst our student bases. We learnt that some parents have been inspired watching their children receive training at home and have willingly purchased 2nd hand mobile phones for the sole purpose of the training and so that their child can access the training without any external disturbances. In some cases, we also witnessed the upskilling of parents, siblings and other family members by means of them attending sessions with the adolescents.

Additionally, in the case of reverse migration during the lockdown where many of our students had gone back to their villages/hometowns, approximately 108 students joined the sessions from wherever they were - including Uttar Pradesh, Bihar, Maharashtra, Tamil Nadu, Rajasthan, Gujarat, West Bengal and Telangana.

Objectives of Delivering the Online Skill Training Programme:

- To provide adolescents a continuum of constructive learning with effective skill building and market orientation while away from school.
- The online training will ensure there are no stop gaps in learning and encourage students to continue thinking about progressive career paths.
- This will also ensure that these adolescents and their parents continue to see value in their education resulting in a smoother transition once the schools re-open.



Reach:

Since inception (till end of March 2020), the *in-school programme* has effectively trained 19,397 students across more than 150 government and government-aided schools in the cities of Mumbai, Pune, Kolkata, Bengaluru & Jaipur.

Since May 2020, when the *online skills training programme* was launched till date, approximately 3308 students have been effectively trained in the cities of Mumbai, Pune, Kolkata and Jaipur. Out of the 3308 students trained, a total of 1985 female students have been trained. In this academic year of 2020-2021, 60% of female students completed training as compared to 54% in the academic year of 2019-2020. The students had an average attendance of 88%. The students have been trained in trades like Beauty & Wellness, Bakery & Confectionary, Jewelry Design, Fashion Design, Home Appliances Repair, Mobile Repair, Robotics, Financial Literacy and Conversational English. The online programme witnessed a dropout rate of 3%.

Partnerships with Training Institutes:

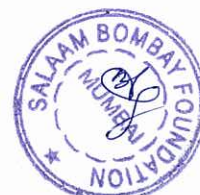
While the programme in Pune and Mumbai continues as a direct intervention, the programme's online implementation in other cities including Kolkata and Jaipur are done through third party interventions. These include Tomorrow's Foundation (Kolkata) and SHARP (Jaipur) respectively. For FY 2020-21, we tied up with 24 Professional training partners including Kohinoor Technical Institute, Labournet, Beyond Fringes, Masoom, Galaxy Cloud Kitchen of Future Group, Kings learning, 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.

Students Trained in Relevant Skills:

- **Conversational English:** While this course was offered in-school pre-Covid, the skills programme has been conducting a part of the Conversational English course online since before the lockdown. The Conversational English programme is being delivered through the '**Enguru**' app (King's Learning). Through Enguru students have the opportunity to learn to speak English more fluently directly impacting their conversational skills, interpersonal skills, confidence and self-esteem. English is also a required career building skill making the students job ready for the future. The Enguru programme is designed in a way to make learning to speak English fun for children while learning about the world around them. For FY 2020-2021, 42 students (Mumbai and Pune) have completed 90 sessions live with 120 reviews. In total, 370 students attended live sessions and 302 students attempted reviews. 185 students attended live sessions for more than a month.
- **Financial Literacy:** While this course was offered in-school pre-Covid, the skills programme has been conducting a part of the Financial Literacy course online since before the lockdown. The Financial Literacy programme is being delivered online via the '**Dhangyan**' App (Tata Capital). This year we completed Financial Literacy with 1897 students recording an average attendance of 68% across Mumbai, Pune, Kolkata and Jaipur. In the academic year 2020-2021, our skills facilitators trained 808 students from Mumbai and Pune. Even during the pandemic, 21 interns from the Narsee Monjee Institute of Management Studies (NMIMS) have taken the initiative to train 1089 students across four cities through the online sessions. This year we have also trained 48 students from other academies as well including Sports (26 students), Arts (10 students) and Media (12 students) by NMIMS interns in Mumbai. On the occasion of International Women's Day we organised a financial literacy session for Parents. Across Mumbai, Pune and Kolkata, a total of 167 parents attended the training.

Scholarships:

3 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 9000 per year for the next 3 years along with a mentor to guide them in their career path. Additionally, a total of 7 students from the skills programme was selected for the **Patang Scholarship** where selected student's tuition fees and college fees are covered.



Creativity & Innovation:

A Total 130 projects were made by students (Mumbai and Pune) during the course of the programme. The goal of the projects are to use innovative and engaging learning tools to teach relevant vocational and life skills to the children. Some of the outstanding projects by the students include the Mobile Projector, Water Fountain, Vacuum Cleaner and Homemade Beauty Scrub.

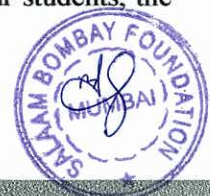
Exhibitions and Workshops:

These events enable students to build their presentation skills, encouraging innovative learning; while providing them the opportunity to interact with and even engage in a constructive conversation with professionals from all walks of life. This results in students becoming confident and acquiring a wider and more positive outlook towards their careers.

- **Cook A Dream Workshop & Competition:** Inspired by the 'Local to Global' mantra, The Chefs Arena organised 'Cook a Dream - A Local to Global Culinary Challenge' for students from classes 8 to 12, or in the age group of 12-18 years. The whole journey was interspersed with several workshops, skills development and mentoring sessions from experts. The event introduced participants to the culinary world and the potential career options available in the industry. A workshop for 10 students interested in pursuing a career in food was conducted. The topics included 'Plate a Dream', 'Safe and Responsible Food Consumption', 'Cooking Dream & Beyond', 'Culinary Skills You Need', 'The Culinary Launchpad'. 4 students from skills@school and 19 students from the Preventive Health Programme participated and have successfully cleared all rounds and won prizes.
- **STEMahila Career Guidance Workshop:** This opportunity was organised by Team STEMahila Success from Dhirubhai Ambani International School, Mumbai. Their aim was to promote STEM (Science, Technology, Engineering and Mathematics) as a potential career path for girls (classes 7-9) through interactive online sessions. This workshop was done very creatively with two segments - Open forum and breakout rooms. They have filled survey forms from students before and after the session. Total 15 students attended this session. STEMahila interacted with girls in open forum regarding education in STEM and they have taken 3 to 4 students in breakout rooms for more understanding in particular subjects with the help of creative activity.

Highlights and Major Achievements:

- **Tablets Distribution to Students (supported by Rotary and Amazon):** SBF has been providing tablets to students who do not have access to smart phones to bridge the digital gap. Through this, 286 students have successfully attended the online training through tablets distributed. The average attendance of these students is 98%. As a result of the tablets being distributed to students, during this lockdown period, 7 students are earning on average approximately Rs 40 to Rs 3140.
- **Home-based training kits:** Pre-Covid, training was conducted within the school premises in the presence of trainers. Practicals too were conducted in front of the trainers. But in the current scenario of lockdown and without materials, the practical session would be difficult to conduct – also without these sessions students would not be able to understand the basics of either of the trades. To counter this, students are being provided with specialised home-based training kits to bridge any possible gaps in the practical learning process. Till date, 2155 training kits have been provided to beneficiaries. Additionally, we also transferred 25 training kits to students (Mumbai & Pune batches) who attended training from Usmanabad, Latur, Sangli, Yavatmal, Beed, Hingoli, Kolhapur and Buldhana.
- **Digital Inclusion:** We have provided data packs to 969 students across Mumbai and Pune. The target demographic that makes up SBF's benefactors belong to low income populations living in urban slums. A large gap to access relevant technology exists within this income group. The families of these adolescents have average incomes. Keeping this in mind SBF decided to recharge their mobile internet pack so that they can attend online training successfully. We had to recharge data packs for 43% of our students, the remaining 57% already had data packs on their parent's mobile.



- **Students attending online training from their hometowns:** 108 alumni students attended online training from their hometowns across Uttar Pradesh, Bihar, Maharashtra, Tamil Nadu, Rajasthan, Gujarat, West Bengal and Telangana.
- **The Futures Project's Innovators for the Future 2020:** Shortlisted as one of the Top 75 semi-finalists (UN75 Global Conversation Initiative).
- **The Robotics Programme:** The team has worked with the training partner to deliver this programme online. The IDE App which is available on the play store can be downloaded for free on the tablet or smartphone. The tablet is then connected to the Arduino circuit board (charged by a power bank or mobile charge adapter) via an OTG cable. The Arduino program can now be written on the tablet and the project can be run. Specialised Home-based kits are being provided to students along with the tablets to ensure students can successfully access the programme from their homes. Selection of students for this programme involves using Robotic Psychometric Tests to ensure students shortlisted for this programme have the desired interest and aptitude. A total of 22 students have been trained in Robotics across Mumbai and Pune with 91% average attendance.
- **World Youth Skill Day:** Salaam Bombay Foundation (SBF) organized a virtual event on Wednesday, July 15, 2020 attended by Shri Nawab Malik, Hon'ble Minister for Minority Development, Aukaf and Skill Development & Entrepreneurship for Maharashtra, Shri Deependra Singh Kushwah, IAS, CEO, Maharashtra State Innovation Society & Maharashtra State Skill Development Society, Commissioner - DSDEE & Director, DVET, Govt of Maharashtra and senior members of the Rotary Club of Bombay. A few alumni of the skills@school programme shared their experiences of the online training during the event. Additionally, Shri Nawab Malik also shared Glimpses of the virtual event through his official social handle across platforms.
- **Model school concept (National Science Day): 'Grassroot Technovation for Resource-Challenged Youth':** In the spirit of National Science Day (February 28) 17 of our bright young innovators from Robotics, Home Appliance Repair and Mobile Repair trades have developed simple technologies to minimise the risk of transmission of the Covid-19 virus within the school premises once the schools re-open. This model school concept is developed in collaboration with Funfirst Global Skillers, **our active and long standing training partner**. Some of the technology solutions that have been developed and installed by the students at Khernagar Municipal school at Bandra include: Automatic Hand Sanitiser Dispenser using IR Sensor Technology, Automatic Drinking Water Dispenser using IR Sensor Technology, Classroom Automation Motion with LDR (Light Dependent Resistor) and PIR (Passive Infrared) Sensor and IOT (Internet of Things) based Classroom Automation. **Mr. Sobins Kuriakose, NSDC Head - State Government & Citizen Engagement (South) and Mr. Mangesh Mithe, Regional Manager West at Electronics Sectors Skills Council of India visited the Khernagar School and interacted with students.**

Their innovations were also presented through a webinar to **Shri. Nawab Malik, Minister of Minority Development, Aukaf, Skill Development and Entrepreneurship development, Government of Maharashtra** and **Shri. Dinkar Temkar, Director, State Council of Education, Research and Training Maharashtra**. Additionally, Shri Nawab Malik also shared glimpses of the webinar event through his official social media handles across platforms. This event received coverage in Times of India, Indian Express, Maharashtra Times, Loksatta, TV 9 Bharatvarsh LIVE and ABP Maza news channels.

National Science Day and Beyond:

- We approached the Office of the Principle Scientific Adviser (PSA), Government of India to showcase the model school concept. The PSA's team was so inspired by the concept that they organised a national level knowledge Session **Meet A Scientist_Innovation&Science@Bharat** for the 17 students along with Professor Leena Vachhani (IIT Bombay) on March 31, 2021. This event was streamed live on YouTube garnering over 7000 views as of that day. The idea was to inspire more students to take these innovations forward in their own schools.



- These students have also registered for the “World Skills Competition”. The students are registered for the India skills competitions.
- Sir Nawab Malik is keen to organise a pilot for these projects. A meeting is scheduled with their Innovation Department.

Employee Engagement Opportunities:

- **Thermofisher Employee Engagement Programme:** This year also our students got the opportunity to participate in the Thermofisher Employee Engagement Programme. 26 alumni students from the technical trade batches participated. 6 science experiments were demonstrated for. e.g Invisible Ink, Floating egg, Bouncy egg, Lava Lamp, Turmeric as PH indicator, Water walking etc. All these experiments were done using materials found at home. This experiment helped students to understand technical norms about each experiment. The Thermofisher team explained all experiments in detail.

Donor Partnerships:

The Rotary Club of Bombay and Amazon have played a vital role in making Salaam Bombay Foundation's online skills training programme a success by donating 160 tablets and 76 tablets respectively.

SALAAM BOMBAY 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. The DreamLab logo has been registered as a trademark since March 2020 and the website launched in November 2019.

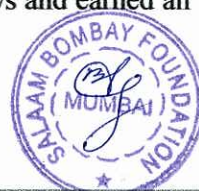
During Covid:

During lockdown, all sectors were closed. There were no jobs and people were not allowed to step outside their homes. Reverse migration had also resulted in many of our students having to move back to their villages and hometowns. As a project, we were unsure of how we were going to source internship opportunities for our students. This resulted in us studying the impacted job market situation. Through this process our focus shifted to providing alumni with internship opportunities that allowed ‘work from home’. In light of this, Customer Relation Management (CRM) /Customer Service, Food Delivery and Services, Beauty and Wellness, Pest Control and Sanitation Services were some of the sectors that we began exploring for internship opportunities. *These sectors have been discussed in detail below.* We also learnt that many educational institutes were opting for e-learning. Our team adapted and started providing our students with online training opportunities.

During lockdown along with providing opportunities in various sectors, we also conducted online training in ‘Customer Relation Manager’ (CRM) for our students that was provided by Ambuja Cement Foundation. Three students completed the CRM course (100 days). We were able to provide a part-time job opportunity

to one alumni in Reliance Retail as a Assistant Customer Service Executive. For FY 2020-2021, a total of 20 interns were placed across 5 different business sectors. In total, 875 internship days were covered. Our interns have earned an average stipend of Rs 2,17,770. Since inception in 2019, a total of 163 interns were placed across 8 different business sectors, completing a total of 5499 internship days and having earned an average stipend of Rs 13,21,749.

- **Tele-callers:** We mobilised 11 girls and prepared them for an online interview with two educational institutes. The students were trained on how to pitch to potential students. 4 girls were finally selected by both educational institutions (2 each). They completed their internship of 143 days and earned an average stipend of Rs.12,600.



- **Food and Services Sector:** As lockdown norms were relaxed, essential sectors like food services were started across the city. We approached Burger King assuming that due to the impact of reverse migration, they would be in need of staff. Burger King offered our students internships in 4 of their outlets including InOrbit Mall (Malad) and Oberoi Mall (Goregaon), Dadar Mall and Westside Metro Station store. Students were hired as part time interns with a stipend of Rs.6000/- per month for 6 hours a day. In all, we mobilised 14 students out of which 8 were selected. These interns completed 133 days of internship and earned on average Rs.23,880/- as stipend. Even during lockdown the parents signed agreements for interns who were below 18 years of age. Our team personally met and sensitised all parents.
- **Beauty and Wellness:** 2 of our interns Bushra Khan and Priyanka Purabiya have been continuing their internships for the last 15 months. They have been paid a stipend (30-50%) even during lockdown. Needa Khan, another intern was successful in getting a 30-day internship in Enrich Salon. She found the opportunity on her own, inspired by the confidence she gathered from Salaam Bombay Foundation during the corporate mehendi event in 2019. During lockdown all 3 Beauty and Wellness interns completed 592 days of internship with a total average stipend of Rs.1,70,100.
- **Mehendi:** We were able to source a few Mehendi wedding orders from SBF staff itself. These lockdown weddings came as a welcome opportunity for our Mehendi girls. They too were passionate about coming out of the house and earning a livelihood. In all 6 Mehendi girls earned an average stipend of Rs.11,190.
- **Retail:** During lockdown along with providing opportunities in various sectors, we also conducted online training in 'Customer Relation Manager' (CRM) for our students that was provided by Ambuja Cement Foundation. Three students completed the CRM course (100 days). We were able to provide a parttime job opportunity to one alumni in Reliance Retail as a Assistant Customer Service Executive.

Industry Partnerships:

We were able to retain recruiting partners from the last academic year including Burger King in Food and Services sector and Kaya Skin Clinic in Beauty and Wellness sector. We also registered new recruiting partners like Shree Tutorials and Aashirwad classes in the Education sector, along with Reliance Retail chain in the Retail sector.

Entrepreneurship:

Beginning of this year, SBF began delivering an Entrepreneurship programme for its alumni aged 16-20 years. This was a pilot and the alumni selected had already been trained via the skills@school programme and the advance online skill training programme. The module was conducted in the late evenings once the alumni had completed college and their internships or part time work opportunities. This timing of the programme gave alumni the opportunity to access critical learning despite their busy schedules.

SBF has identified a senior industry professional to conduct the sessions. The module has been designed to cover 17 topics across a 15-day workshop. Out of the 17 topics, 12 are directly related to the Entrepreneurship Development Programme (EDP) and the remainder of the topics to 'Life Skills' or 'Jeevan Kaushalya'. The entire program has been designed and developed to cater to youth hailing from underprivileged backgrounds for relativity and easy comprehension. In addition to the intensive 15 day workshop focussing on Entrepreneurship, alumni enrolled into the programme are also introduced to 'Digital Marketing' - a key skill that is critical to the survival of the new age entrepreneur and their business.

Given the pandemic, there were limited internship opportunities for our students in the last year. This challenge led us to evaluate Entrepreneurship as this would empower students to still earn part time even in the time of an emergency like Covid-19 or a market recession. The lockdown also witnessed a large number of college dropouts across the country. SBF understands that the economic pressure in the household will result in the adolescent dropping out of school, therefore a training in Entrepreneurship will ensure these students have the necessary tools to pursue lucrative earning opportunities.



Recognition received by the Foundation

Every year, more than 10,000 organizations from over 60 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 endeavour 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 2020, third time in a row.

'The Top 10 NGOs to Work for,' list is published in the alphabetical order in Outlook Business October'20 edition. A special article along with the key highlights of the study findings has been featured in this edition.

This year **Salaam Bombay Foundation** was also recognized among: **'India's 100 Best Workplaces for Women 2020 – Top 50', we were the only NGO in the top 100 list.**

852 organizations across all sectors were evaluated for consideration in this list and 516 organizations met the eligibility criteria of:

1. Having at least 10% women employees on their payroll and
2. A minimum of 70% positive feedback on the Trust Index© employee survey from women employees in the organization.

Organizations were then studied on Gender Parity & Representation of women across levels to arrive at India's Best.

Great Place to Work institute, through a virtual awards ceremony on 24th September 2020 felicitating the India's 100 Best Workplaces for Women 2020. The Top 10 Best Workplaces for Women were published in alphabetical order.

Salaam Bombay Foundation participated in the rain maker survey of Safe places to work and we were recognised as a Safe place to work.



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:

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.

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

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 which attracts provisions of Section 186 of the Companies Act, 2013..

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: 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.

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 3 (Three) Board Meetings on 30th September 2020, 26th October 2020, 11th March, 2021. The details of attendance of each Director at the Board Meetings are as follows:

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

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 Annual General Meeting to be held in the year 2024 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

DETAILS OF FRAUD REPORTED BY AUDITORS:

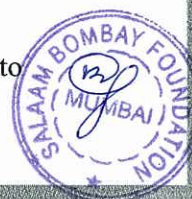
There were no frauds which are reported to have been committed by employees or officers of the Company.

ANNUAL RETURN:

Pursuant to Section 92(3) read with Section 134(3)(a) of the Act, the Annual Return as on March 31, 2021 will be available on the Company's website at <https://www.salaambombay.org/>.

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.



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.

(B) FOREIGN EXCHANGE EARNINGS AND OUTGO:

Foreign Exchange Earnings: Rs. 1,88,38,941/- (represents receipts in foreign exchange)

Foreign Exchange Outgo: Rs. 50,672/- (represents payments in foreign exchange)

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.

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.

APPLICATIONS UNDER THE INSOLVENCY AND BANKRUPTCY CODE, 2016:

There were no applications made by the Company or upon the Company under the Insolvency and Bankruptcy Code, 2016 during the year under review. There are no proceedings pending under the Insolvency and Bankruptcy Code, 2016 by / against the Company as on March 31, 2021.

THE DETAILS OF DIFFERENCE BETWEEN AMOUNTS OF THE VALUATION:

During the year under review, there were no settlements made by the Company for any loan / borrowing taken from the Banks or Financial Institutions and hence no comment with regard to the details of difference between amount of the valuation done at the time of one-time settlement and the valuation done while taking loan from the Banks or Financial Institutions along with the reasons thereof.



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
DATE: 23 September 2021
PLACE: MUMBAI**



**DIRECTOR
RITU NANDA
DIN: 01382838**

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 2021, 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, 2021, 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.



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.



- ▶ 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, 2021 taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2021 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;



S R B C & CO LLP

Chartered Accountants

Salaam Bombay Foundation

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- (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, 2021;
- (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 S R B C & CO LLP

Chartered Accountants

ICAI Firm Registration Number: 324982E/E300003


per Vinayak Bujare
Partner

Membership Number: 101143

UDIN: 21101143AAAADI3049



Place of Signature: Mumbai

Date: September 23, 2021

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 with reference to financial statements of Salaam Bombay Foundation ("the Company") as of March 31, 2021 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 ("ICAI"). 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 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, both issued by ICAI. 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 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 with reference to these financial statements and their operating effectiveness. Our audit of internal financial controls with reference to these financial statements included obtaining an understanding of internal financial controls 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 with reference to these financial statements.



Salaam Bombay Foundation

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Meaning of Internal Financial Controls With Reference to these Financial Statements

A Company's internal financial control with reference to these 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 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 With Reference to these Financial Statements

Because of the inherent limitations of internal financial controls 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 with reference to these financial statements to future periods are subject to the risk that the internal financial control 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.

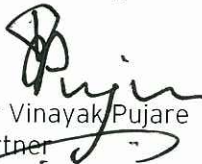
Opinion

In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to these financial statements and such internal financial controls with reference to these financial statements were operating effectively as at March 31, 2021, 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 issued by the ICAI.

For S R B C & CO LLP

Chartered Accountants

ICAI Firm Registration Number: 324982E/E300003


per Vinayak Pujare
Partner

Membership Number: 101143

UDIN: 21101143AAAADI3049



Place of Signature: Mumbai


Date: September 23, 2021

SALAAM BOMBAY FOUNDATION
CIN No.: U85300MH2002NPL136390
BALANCE SHEET AS AT 31 MARCH 2021

	Notes	As at 31 March 2021 Rupees	As at 31 March 2020 Rupees
CORPUS FUND AND LIABILITIES			
Corpus Fund	3	30,48,24,554	30,48,24,554
Reserves and surplus	4	8,17,26,836	7,77,65,474
		38,65,51,390	38,25,90,028
Non-current liabilities			
Long-term provisions	5	71,24,831	53,73,782
		71,24,831	53,73,782
Current liabilities			
Trade payables	6		
- Total outstanding dues of Micro enterprises and small enterprises		6,76,260	-
-Total outstanding dues of creditors other than Micro enterprises and small enterprises		60,90,334	40,84,308
Other current liabilities	7	4,88,90,219	5,48,73,446
Short-term provisions	8	60,41,948	52,51,283
		6,16,98,761	6,42,09,037
TOTAL		45,53,74,982	45,21,72,847
ASSETS			
Non-current assets			
Fixed assets	9		
Property, plant and equipment		2,60,31,591	2,62,37,690
Intangible assets		7,04,119	9,41,027
		2,67,35,710	2,71,78,717
Loans and advances	10	15,06,335	28,52,992
Other non-current assets	11	31,02,25,000	33,09,48,600
		31,17,31,335	33,38,01,592
		33,84,67,045	36,09,80,309
Current assets			
Current investments	12	3,89,98,559	3,96,83,985
Cash and bank balances	13	7,37,13,646	4,89,17,238
Loans and advances	14	32,23,485	11,53,299
Other current assets	15	9,72,247	14,38,016
		11,69,07,937	9,11,92,538
TOTAL		45,53,74,982	45,21,72,847
Summary of Significant Accounting Policies			
The accompanying notes are an integral part of the financial statements.	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 Pujare
Partner
Membership No. 101143



Place : Mumbai
Date : 23 September 2021



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


Balkumar Agarwal
Director
DIN: 00001085


Ritu Nanda
Director
DIN: 01382838

Place : Mumbai
Date : 23 September 2021

SALAAM BOMBAY FOUNDATION
CIN No.: U85300MH2002NPL136390

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 MARCH 2021

	Notes	For the year ended 31 March 2021 Rupees	For the year ended 31 March 2020 Rupees
Income			
Revenue from operations	16	7,42,92,873	10,79,13,570
Other income	17	3,39,92,630	3,27,58,160
Total Income		10,82,85,503	14,06,71,730
Expenses			
Employee benefits expense	18	5,74,48,597	5,45,85,221
Depreciation and amortization expense	9	37,18,618	33,34,492
Other expenses	19	4,31,56,926	8,19,11,098
Total Expenses		10,43,24,141	13,98,30,811
Surplus for the year		39,61,362	8,40,919

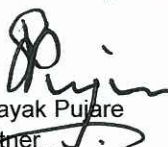
Summary of Significant Accounting Policies

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 : 23 September 2021



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


Balkumar Agarwal
Director
DIN: 00001085


Ritu Nanda
Director
DIN: 01382838

Place : Mumbai
Date : 23 September 2021

SALAAM BOMBAY FOUNDATION
CIN No.: U85300MH2002NPL136390

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2021

	For the year ended 31 March 2021 Rupees	For the year ended 31 March 2020 Rupees
Cash flows from operating activities		
Surplus as per statement of income and expenditure	39,61,362	8,40,919
Adjustments to reconcile surplus as per statement of income and expenditure to net cash flows		
Depreciation and amortization expenses	37,18,618	33,34,492
Interest income	(2,72,68,752)	(2,87,72,766)
Loss on sale of property, plant and equipment	-	8,518
Net gain on sale of current investments	(65,25,272)	(39,36,071)
Gratuity expenses	-	13,48,619
Deficit before working capital changes	(2,61,14,044)	(2,71,76,289)
Movements in working capital		
Increase / (decrease) in trade payables	26,82,286	(13,11,386)
Increase in provisions	25,41,714	6,04,697
(Decrease) in other current liability	(59,83,227)	(2,57,56,738)
(Increase)/ decrease in short term loans and advances	(19,62,254)	1,82,660
Decrease in long term loans and advances	73,055	1
Decrease in other current assets	1,28,002	24,72,633
Cash used in operations	(2,86,34,468)	(5,09,84,422)
Income taxes (paid)/refunded (net)	11,65,670	(2,73,280)
Net cash flow used in operating activities (A)	(2,74,68,798)	(5,12,57,702)
Cash flows from investing activities		
Interest received	2,76,06,520	2,81,64,887
Proceeds from sale of current investment	3,60,20,245	5,00,00,000
Purchase of current investment	(2,88,09,547)	(2,85,00,000)
Purchase of property, plant and equipment	(32,75,612)	(16,96,455)
Investments in bank deposits (having original maturity of more than three months)	(34,71,14,040)	(6,61,56,458)
Redemption/ maturity of bank deposits (having original maturity of more than three months)	34,89,04,383	3,75,41,404
Proceeds from sale of property, plant and equipment	-	9,001
Net cash flow from investing activities (B)	3,33,31,949	1,93,62,379
Cash flows from financing activities		
Corpus donation received	-	1,000
Net cash flow from financing activities (C)	-	1,000
Net increase/(decrease) in cash and cash equivalents (A+B+C)	58,63,151	(3,18,94,323)
Cash and cash equivalents at the beginning of the year	4,09,02,184	7,27,96,507
Cash and cash equivalents at the end of the year	4,67,65,335	4,09,02,184
Cash and cash equivalents includes (Refer note 13)		
Cash on hand	42,907	30,891
Balance with banks in saving account	4,21,03,796	3,72,83,840
Balance with banks in current account	46,18,632	5,56,717
Fixed deposits with banks	-	30,30,736
Total	4,67,65,335	4,09,02,184

Summary of Significant Accounting Policies - Refer Note 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/ E300006

per Vinayak Pujare
Partner
Membership No. 101143



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

Balkumar Agarwal

Balkumar Agarwal
Director
DIN: 00001085

Ritu Nanda

Ritu Nanda
Director
DIN: 01382838

Place : Mumbai

Date : 23 September 2021

Place: Mumbai

Date : 23 September 2021

SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2021

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.

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.



SALAAM BOMBAY FOUNDATION

CIN No.: U85300MH2002NPL136390

Notes to financial statement for the year ended 31 March 2021

Donations received in Kind in the form of Fixed Assets are accounted at a Notional Value of Rupee One with corresponding Donation Income in the Statement of Income and Expenditure. The fair value of the Fixed Asset is separately disclosed in the Notes to Accounts.

- 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.

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.



SALAAM BOMBAY FOUNDATION**CIN No.: U85300MH2002NPL136390****Notes to financial statement for the year ended 31 March 2021**

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.

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 2021 Rupees	As at 31 March 2020 Rupees
3. Corpus fund		
Balance as per last financial statements	30,48,24,554	30,48,23,554
Add: received during the year	-	1,000
TOTAL	30,48,24,554	30,48,24,554
4. Reserves and surplus		
Balance as per last financial statements	7,77,65,474	7,69,24,554
Add: surplus for the year	39,61,362	8,40,920
TOTAL	8,17,26,836	7,77,65,474
5. Long-term provisions		
Provision for employee benefits		
Provision for gratuity (Refer note 24)	71,24,831	53,73,782
TOTAL	71,24,831	53,73,782
6. Trade payables		
Total outstanding dues of Micro enterprises and small enterprises	6,76,260	-
Total outstanding dues of creditors other than Micro enterprises and small enterprises	60,90,334	40,84,308
TOTAL	67,66,594	40,84,308
7. Other current liabilities		
Statutory dues payable	14,20,679	21,15,332
Unspent funds for assisted projects	4,74,69,540	5,27,58,114
TOTAL	4,88,90,219	5,48,73,446
8. Short-term provisions		
Provision for employee benefits		
Provision for gratuity (Refer note 24)	7,13,810	8,01,043
Provision for leave encashment	53,28,138	44,50,240
TOTAL	60,41,948	52,51,283



SALAAM BOMBAY FOUNDATION

Notes to financial statements for the year ended 31 March 2021

9. Property, Plant and Equipment

Particulars	Building	Computers	Furniture & Fixture	Electrical Installation	Office Equipment	Property, Plant & Equipment (A)	Intangible Assets (B)	Grand Total (A+B)
Gross block								
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
Additions	-	29,76,012	-	-	2,99,600	32,75,612	-	32,75,612
Deductions	-	-	-	-	-	-	-	-
At 31 March 2021	3,23,85,258	73,66,195	21,42,123	8,68,072	29,48,227	4,57,09,875	18,93,991	4,76,03,866

Depreciation/Amortization

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
Charge for the year	14,88,799	15,76,055	1,73,166	48,249	1,95,441	34,81,710	2,36,908	37,18,618
Deductions	-	-	-	-	-	-	-	-
At 31 March 2021	99,23,433	50,25,910	16,46,434	7,30,361	23,52,146	1,96,78,284	11,89,872	2,08,68,156
Net block								
At 31 March 2020	2,39,50,624	9,40,328	6,68,855	1,85,960	4,91,922	2,62,37,689	9,41,027	2,71,78,716
At 31 March 2021	2,24,61,825	23,40,285	4,95,689	1,37,711	5,96,081	2,60,31,591	7,04,119	2,67,35,710

* Note: Building includes cost of shares in Shree Nirmal Commercial Ltd. Rs. 10,500/- (31 March 2020 Rs. 10,500/-)



		As at 31 March 2021 Rupees	As at 31 March 2020 Rupees
10. Loans and advances (Unsecured, considered good)			
Security deposits		6,34,095	7,07,150
Tax deducted at source		8,72,240	21,45,842
TOTAL		15,06,335	28,52,992
11. Other non-current assets			
Deposits with original maturity for more than 12 months (Refer Note 13)		31,02,25,000	33,09,48,600
TOTAL		31,02,25,000	33,09,48,600
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) (9,62,809.566 units; 31 March 2020: 10,98,983.729 units)		1,89,99,559	1,90,00,000
ICICI Prudential Corporate Bond Fund - Growth (previously known as ICICI Prudential Ultra Short Term Plan) (8,83,149.116 units; 31 March 2020: 10,65,754.93 units)		1,99,99,000	2,06,83,985
TOTAL		3,89,98,559	3,96,83,985

Aggregate amount of unquoted investments	As at 31 March 2021	As at 31 March 2020
ICICI Prudential Credit Risk Fund - Growth		
At cost	1,89,99,559	1,90,00,000
Net asset value	2,27,14,026	2,39,00,478
ICICI Prudential Corporate Bond Fund - Growth		
At cost	1,99,99,000	2,06,83,985
Net asset value	2,00,36,887	2,21,95,412

			31 March 2021 Rupees	31 March 2020 Rupees
13. Cash and bank balances				
Cash and cash equivalents				
Balances with banks:				
- On savings accounts			4,21,03,796	3,72,83,840
- On current accounts			46,18,632	5,56,717
- Deposits with original maturity of less than three months			-	30,30,736
Cash on hand			42,907	30,891
			4,67,65,335	4,09,02,184
Other bank balances				
- Deposits with original maturity for more than 12 months	31,02,25,000	33,09,48,600	-	-
- Deposits with original maturity for more than 3 months but less than 12 months*		-	2,69,48,311	80,15,054
	31,02,25,000	33,09,48,600	2,69,48,311	80,15,054
Amount disclosed under non-current assets (Refer note 11)	(31,02,25,000)	(33,09,48,600)	-	-
TOTAL	-	-	7,37,13,646	4,89,17,238

* Rs. 300,000 (31 March 2020 - Rs.300,000) under lien in respect of corporate credit card.

14. Loans and advances (Unsecured, considered good)				
Prepaid expenses			19,09,127	3,37,378
Security deposits			-	2,27,712
Staff advances			5,21,538	3,21,800
Tax deducted at source			2,78,474	1,70,542
Other advances			5,14,346	95,867
TOTAL			32,23,485	11,53,299
15. Other current assets				
Interest accrued on fixed deposits with banks			9,72,247	13,10,014
Donations / grants receivable			-	1,28,002
TOTAL			9,72,247	14,38,016



		For the year ended 31 March 2021	For the year ended 31 March 2020
16. Revenue from operations			
Donation and Grants		7,41,77,053	10,75,64,145
Registration and Sponsorship Fees		1,13,980	3,48,465
Entrance and subscription fees received		1,840	960
TOTAL		7,42,92,873	10,79,13,570
17. Other income			
Net Gain on Sale of Current Investments		65,25,272	39,36,071
Interest on Corpus Funds/FD/Savings		2,72,68,752	2,87,72,766
Interest on IT Refund		1,82,616	-
Other Income		15,990	49,323
TOTAL		3,39,92,630	3,27,58,160
18. Employee benefit expenses			
Salaries & Allowances		4,98,41,558	4,77,00,138
Contribution PF		31,70,877	30,29,706
Staff Welfare & Exp		12,87,260	10,62,860
Gratuity and Leave Encashment		31,48,902	27,92,517
TOTAL		5,74,48,597	5,45,85,221
18.1 Employee benefit expenses			
Particulars	2020-21	2019-20	
For projects and activities	3,81,88,282	3,65,57,110	
For administration	1,92,60,315	1,80,28,111	
TOTAL	5,74,48,597	5,45,85,221	
19. Other expenses			
Expenses for projects and activities			
Donation & Grants Paid		22,70,650	1,23,45,074
Catering & Food Exp		64,827	14,89,418
Rent		5,79,731	5,34,716
Professional fees		2,33,75,526	4,79,91,524
Hiring Charges		1,72,684	19,20,868
Material for projects		74,12,824	45,17,172
Travelling Exp		3,83,419	23,29,064
Communication Exp		20,13,547	6,67,179
Repairs & Maintenance		2,62,050	1,73,022
Electricity Exp		1,78,770	5,24,619
Registration Fees		7,522	2,39,425
Website Expenses		7,69,001	5,95,626
Other expenses		9,46,612	16,31,104
		3,84,37,163	7,49,58,811
Administration and other expenses			
Travelling Exp		83,698	10,13,253
Communication Exp		1,22,859	1,29,504
Printing & Stationary Exp		67,794	1,69,545
Professional Fees		24,81,556	21,23,748
Auditor's Remuneration			
Audit Fees		4,13,000	6,15,916
Certification		1,77,000	1,77,000
Out of Pocket Exp		14,116	2,392
Bank charges		5,480	15,419
Repairs & Maintenance			
Others		7,91,611	13,27,490
Insurance		4,40,809	2,56,315
Hiring charges		4,150	36,246
Loss on sale		-	8,518
Miscellaneous expenses		1,17,690	10,76,941
		47,19,763	69,52,287
TOTAL		4,31,56,926	8,19,11,098
20. Expenditure in foreign currency:			
Communication Expenses, Travelling expenses for conference & exhibition		50,672	97,999
TOTAL		50,672	97,999
21. Earnings in foreign currency:			
Grants received		1,88,38,941	3,24,29,994
TOTAL		1,88,38,941	3,24,29,994



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 31 March 2021 is Rs.46,26,684 (31 March 2020: Rs. 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 2021	31 March 2020
a) Changes in present value of obligations		
Present value of obligations at beginning of period	61,74,825	48,26,206
Interest cost	4,04,451	3,35,904
Current service cost	13,02,009	12,17,531
Benefits paid	-	-
Actuarial (gain) on obligation	(42,644)	(2,04,816)
Present value of obligations at end of period	78,38,641	61,74,825
b) Amounts to be recognized in the Balance Sheet		
Present value of obligations at end of period	78,38,641	61,74,825
Fair value of plan assets at end of period	-	-
Present value of obligations at end of period (net)	(78,38,641)	(61,74,825)
Unrecognised actuarial gain/(loss)	-	-
Net asset/(liability) recognized in the balance sheet	(78,38,641)	(61,74,825)
c) Net employee benefit expense recognised in the employee cost		
Current service cost	13,02,009	12,17,531
Interest cost on benefit obligation	4,04,451	3,35,904
Expected return on plan assets	-	-
Net actuarial (gain) recognized in the year	(42,644)	(2,04,816)
Expense recognized in the statement of Income and Expenditure	16,63,816	13,48,619
d) Movements in the liability recognized in Balance Sheet		
Opening net liability	61,74,825	48,26,206
Expenses as above	16,63,816	13,48,619
Contribution paid	-	-
Closing net liability	78,38,641	61,74,825
e) Actuarial assumptions		
Mortality	Indian Assured Life Mortality (2012-14) Ultimate	Indian Assured Life Mortality (2006-08) Ultimate
Discount rate	6.32%	6.55%
Salary escalation rate	8%	8%
Attrition rate	8%	12%
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 March 2021	As at 31 March 2020	As at 31 March 2019	As at 31 March 2018	As at 31 March 2017
Gratuity Non- funded					
Present value of obligations at the end of the year	78,38,641	61,74,825	48,26,206	34,79,018	38,19,959
Deficit	(78,38,641)	(61,74,825)	(48,26,206)	(34,79,018)	(38,19,959)
Experience adjustments on plan liabilities	(42,644)	(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. 31,70,877/- (31 March 2020 - Rs. 30,29,706/-)



25. The fair value of the non-monetary donation received in the current year is Rs. 39,03,124 (31 March 2020: Rs. NIL)


Consequent to the nationwide lockdown announced with effect from 24 March, 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 31 March 2021. The Foundation continues to enjoy sufficient liquidity to meet its needs.

26. 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 Vinayak Pujare
Partner
Membership No. 101143

Place : Mumbai
Date : 23 September 2021



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


Balkumar Agarwal
Director
DIN: 00001085

Place : Mumbai
Date : 23 September 2021


Ritu Nanda
Director
DIN: 01382838