

FORM 2.1 Annual Social Impact Report by Social Enterprise

(In terms of Regulation 91E (1) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

[This Impact Report is to be prepared Annually by Social Enterprise for Social Projects/Programs Funded by Security Listed on SSE of NSE]

Assessment for the Financial Year (the year reported upon) **FY 2024-25**

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Solution Implementation Plan (SIP) as per the Logic Model Framework for the preparation and M&E of the project in SSE33

INSTRUCTIONS:

All Social Enterprises with currently Listed Securities on the SSE, will prepare an **Annual Social Impact Report in Form 2.1** for each project funded through a listed security on any SSE, with reference to the details provided in the Final Fund Raising Document (FFRD) at the time of listing and the Solution Implementation Plan (SIP) prepared thereafter to implement the project. This requires one Impact Report per currently listed security to be made annually by a Social Enterprise till the security is listed on the SSE. The Social Impact Assessment will be prepared by the Social Enterprise and it will get it assessed by an external Social Impact Assessor who is empaneled with an SRO specified by SEBI.

Form 2.1 has four Sections

Section A: deals with general information, information of project timeline for needful third party evaluation (if any), identifying the presence of KPIs in the solution implementation plan and knowing in very brief about the baseline situation. This needs to be filled by Social Enterprise, project.

Section B: deals with annual progress report to be filled by Social Enterprise prior to the conduct of Social Impact Assessment. It is important to note that Social Enterprises will make entry of the **annual progress that are contextually relevant** for the KPIs set for that particular year as per the Solution Implementation Plan.

Section C: deals with the statement of primary assessment by Assessors based on the entries made by Social Enterprise in the progress report in **Section B**. Social Impact Assessors will provide specific comments on aspects placed in **Section C** of this form in their Social Impact Assessment Report.

Section D: deals with Confirmation by Social Enterprise

Section E: deals will all the supplementary information to be provided in the form of Annexes

Social Enterprise is required to submit the **Annual Social Impact Assessment Report in Form 3.1** to the respective SSE.

SECTION -A: TO BE FILLED BY SOCIAL ENTERPRISE

1. General Information

	Item	Social Enterprise Response
1.	Listing ID	INSOSSB12013
2.	Name of the organization	Swades Foundation
3.	Name of program	Holistic Sustainable Development of Rural Communities through Access to Sanitation, Education and Livelihood Solutions
4.	Duration	18 months from the date of Allotment (Start date 21 st August 2024 and End date 18 th February 2026)
5.	Program mode: (one time/ ongoing)	Ongoing
6.	Program area - States with Districts [mention aspirational blocks, if any, as covered as per NITI Aayog]	Maharashtra – Raigad & Nashik districts. Covers 1 aspirational block 1. Safe Hygienic Household Sanitation: Nashik 2. Sustainable Livelihoods: Raigad & Nashik 3. Education & Employability: Raigad & Nashik
7.	Beneficiary group(s)/ segment(s)*	Rural communities - General, Tribal & Poorest-of-poor HHs/Families (Including Women, Children, Men & Elderly) 4000+ rural HHs
8.	Thematic Areas as per SSE	1. Water and Sanitation 2. Economic Development 3. Education
9.	SDG Goals Aligned	i. SDG # 6 - Clean Water & Sanitation ii. SDG # 1 - No Poverty iii. SDG # 4 – Education
10.	Alignment with National and State Schemes & priorities	1. Swachh Bharat Abhiyaan 2. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 3. National Rural Livelihood Mission (NRLM) 4. National Skill India Mission 5. National Means-cum- Merit Scholarship Scheme (NMMSS) 6. Post-Matric Scholarship Scheme

**For Environmental and Cultural Programs/Projects- please state the segment(s)*

2. Designated timeline for Mid-term and End-term (if any)*

Phase	Financial Year (From)	Financial Year (To)	Possible month of Review
Pre Project implementation			NA
Phase I: Project Start to mid-term	2024-25	2025-26	NA
Phase II: Midterm to End term	2025-26	2025-26	February 2026

***Depending on the length of the project period, the projects/ programs of 3 year or more duration need mid-term evaluation. The mid-term evaluation of a 3/5-year project will be co-terminus with of 2nd year /3rd year annual evaluation cycle. The end-term evaluation is co-terminus with the annual end year project evaluation cycle, unless found necessary to conduct special evaluation exercise beyond the end year project evaluation cycle.*

3. Solution implementation plan and KPIs:

SI no.	Parameters	Yes/No/partially yes	If yes, give the reference page in SIP
i.	Has the Solution implementation plan (SIP) considered the Guiding framework on Logic Model* for plan preparation?	Yes	Page 33 onwards in this document
ii.	Has timeline based KPIs for outcome, output and activities been delineated in clear qualitative and quantitative terms in the SIP?	Yes	Page 34 onwards
iii.	Have the parameters** of reach, depth and inclusion integrated appropriately in the KPIs in SIP?	Yes	Page 34 onwards
iv.	Are each of the KPIs verifiable?	Yes	Page 34 onwards
v.	Have the means of verification worked out in clear terms for each KPIs?	Yes	Page 36 onwards
vi.	Have the stakeholders been mapped out clearly for consultation and feedback across the timeline of the project?	Yes	Page 39 onwards
*Annex-1 of Guiding Framework on Logic Model {Section III (I)} of USIAF			
** Annex-2 of Guiding Framework on Logic Model {Section III (I)} of USIAF			

4. Baseline and situation analysis

What is the baseline status at the start of the activity, intervention, program or project?

**only a brief description of key baseline points in not more than 5 sentences to be given while cross referring to the relevant pages in Solution Implementation Plan (SIP) where details of the baseline status/situation analysis/context description has been given.*

Basic Amenities: A significant lack of sanitation facilities in rural areas creates health risks and privacy concerns, particularly for women. Sanitation needs require urgent attention.

Income Levels: Many families struggle financially, with a large portion of the population living in poverty. Single income sources make these families vulnerable to economic shocks. Finding well-paying jobs/regular income from self-employment is a challenge, limiting opportunities for financial advancement.

Access to Education: Many students lack basic education, with a substantial number not completing high school/ pursuing higher education due to financial constraints and family pressures further limiting social mobility. Additionally, youth are not equipped with job-ready skills, hindering their employability.

A. Sustainable access to Sanitation: ~60% and 35% of the rural households in our blocks in Nashik & Raigad did not have a sanitation facility.

B. Sustainable Livelihoods: Considerably poorest of poor communities in Nashik & Raigad with almost 80% and 47% HHs respectively, earning <1 lakh p.a.

C. Education & Employability:

1) Scholarships for Grade XI and XII students: 31% of the students in Raigad drop out of school after completing 10th grade, and only 34% of HHs (with children aged 10 years) in Nashik have completed six years of schooling.

2) Scholarship for Graduation course: >70% of these students drop out due to a lack of financial means to fund their education and, most importantly, the cost towards daily commuting to school/ college.

3) Skilling & Employability of rural youth (incl. college grads): Considerably poorest of poor communities in Nashik & Raigad with almost 80% and 47% HHs, respectively, earning <1 lakh p.a.

SECTION -B: TO BE FILLED BY SOCIAL ENTERPRISE

5. Report on Performance and Outcome

5.1. STATED OVERALL OUTCOME AND OVERALL OUTCOME KPIS (TO BE FILLED BY SOCIAL ENTERPRISE)

Stated overall outcome:

Overall Outcome 1 -

1. **Safe Hygienic Household Sanitation:** Creating open defecation free (ODF) communities, ensuring health and hygiene.

Overall Outcome 2 -

2. **Sustainable Livelihoods:** Economic self-reliance for families with very low income via livestock assets (goat-rearing)

Overall Outcome 3 -

3. **Education, Skilling & Employability:**

- 3.1. **Scholarship for grade XI & XII students:** To enable & ensure every child completes a minimal of Class XII

- 3.2. **Scholarship for graduation courses:** Enabling academic excellence students (beyond grade XII) to pursue higher education

- 3.3. **Skilling & Employability of rural youth (incl. college grads):** Vocational & Industry-specific skill development for formal placement or entrepreneurship

Stated overall KPIS:

1. **Safe Hygienic Household Sanitation:**

- 1.1. All family members in the household use the toilet

- 1.2. Create open-defecation-free villages for better health and hygiene in the family/community

2. **Sustainable Livelihoods:**

- 2.1. % of HH active with the program

- 2.2. Average No. of goats surviving per HH

- 2.3. % of beneficiaries (those that have adopted the program) who have created a livestock asset value ranging between 20k and 35k

3. **Education, Skilling & Employability:**

- 3.1. **Scholarship for grade XI & XII students:**

- 3.1.1. % of beneficiaries (those who have received a scholarship) are able to continue education

- 3.1.2. Reduction in dropouts

- 3.2. **Scholarship for graduation courses:**

- 3.2.1. % of beneficiaries (those who have received a scholarship) are pursuing higher studies (Professional degrees)

- 3.3. **Skilling & Employability:**

- 3.3.1. % of beneficiaries (those that have adopted the program) have witnessed an increase in income by at least INR 80,000 annually

- 3.3.2. Average annual income through Job/Self-employment

- 3.3.3. Retention percentage after 1 year

- 3.3.4. No. of college students received placement offers

5.2. ANNUAL PROGRESS IN OUTCOME KPIS VIS-A-VIS OVERALL OUTCOME KPIS FOR THE YEAR REPORTED UPON (PREVIOUS YEAR)

Stated Intermediate Outcome/s of the project and their KPIS	KPIS Applicable* *at different Outcome levels (1,2 and 3) for the year reported upon	What has been accomplished in KPIS mentioned at Col. 2?	What could not be accomplished mentioned in Col. 2? ***	Why it could not be accomplished? Any challenges? ***	Unintended negative outcome, if any
1	2	3	4	5	6
<p>1 Safe Hygienic Household Sanitation:</p> <p>1.1 All family members in the household use toilet</p> <p>1.2 Creating open defecation free (ODF) communities of 1100 rural households</p> <ul style="list-style-type: none"> ~4950 family members of 1100 households (HHs) use toilet <i>Nigrani Samiti/</i> Village Development Committees (VDCs) monitor sanitation status & usage 	<ul style="list-style-type: none"> ~2475 family members of 550 HHs use toilet by Mar'25 	1105 HH toilets	Nil	NA	Nil
<p>2 Sustainable Livelihoods:</p> <p>2.1 % of HH active with the program</p> <ul style="list-style-type: none"> 1401 rural HHs, ~2802 goats, by Dec'25 <p>2.2 Average No. of goats surviving per HH</p> <p>2.3 % of beneficiaries (those that have adopted the program) who have created a livestock asset value ranging between 20k and 35k</p>	<ul style="list-style-type: none"> 700 HH receive Goat 1+1 unit by Mar'25 	<ul style="list-style-type: none"> 530 HH received Goat (1+1) unit 	<ul style="list-style-type: none"> 170 HHs did not receive the Goat rearing (1+1 unit) program 	Due to delayed community demand.	Nil
<p>3 Education, Skilling & Employability:</p> <p>3.1 Scholarship for grade XI & XII students: 500 Scholarship for grade XI & XII students by Jun'25</p> <p>3.2 Scholarship for graduation courses: 143 Scholarship for graduation courses by Jun'25</p> <p>3.3 Skilling & Employability: 1050 Youth (900 youth and 150 college grad students) are trained for skills and employability and placed^ by Dec'25</p> <ul style="list-style-type: none"> No. of college students received placement offers Average annual income through Job/Self-employment Retention percentage after 1 year % of beneficiaries (those that have adopted the program) have witnessed an increase in income by at least INR 80,000 annually 	<p>Scholarship for grade XI & XII students: 500 by Mar'25</p> <p>Scholarship for graduation courses: 143 by Mar'25</p> <p>Skilling & Employability:</p> <ul style="list-style-type: none"> 450 youth trained and placed^ by Mar'25 	<p>Scholarship for grade XI & XII students: 495 by Mar'25</p> <p>Scholarship for graduation courses: 149 by Mar'25</p> <p>Skilling & Employability:</p> <ul style="list-style-type: none"> 752 youth trained and placed^ by Mar'25 	<p>Scholarship for grade XI & XII students:</p> <p>5 Students did not receive the Scholarship for grade XI & XII students program, however 6 additional students received Scholarship for graduation courses</p>	<p>Scholarship for grade XI & XII students:</p> <p>Due to lower demand.</p>	Nil

^ For College students: Placed = received placement offer (ref: FRD pg 33)

*Stated intermediate outcome/s and external KPIS meant for Third party evaluation needs to be mentioned from the fundraising document

**Only timeline based KPI metrics applicable for third party evaluation for the year reported upon needs to be mentioned

***Stated Assumptions and Risks in the fundraising document also need to be taken into consideration in answering what and why

5.3. ANNUAL PROGRESS OF ACTIVITIES AND INPUTS VIS-A-VIS STATED OUTPUT KPIS IN THE YEAR REPORTED UPON (PREVIOUS YEAR)

State overall output KPIS* at each level of outcome Unit**	Overall activity target of the project (unit)	Activity target of the year reported upon		Achievements during the year reported upon		Deviation (if any) for the year reported upon		Reasons for deviation
		Physical (unit**)	Financial (Rs.)	Physical (unit**)	Financial (Rs.)	Physical (unit**)	Financial (Rs.)	Physical and/or Financial
1	2	3	4	5	6	7 (Col 5-3)	8 (Col 6-4)	9
Safe Hygienic Household Sanitation: Creating open defecation free (ODF) communities, ensuring health and hygiene								
No. of HHs with toilets constructed	1100 HH	550 HH	1,13,57,500	1105 HH	2,31,13,065	+568 HH	+1,17,55,565	Due to higher community demand
Sustainable Livelihoods: Economic self-reliance for families with very low income via livestock assets (goat-rearing)								
No. of HH demand fulfilled	1401 HH	700 HH	1,40,00,000	530 HH	1,02,94,216	-170 HH	-37,05,784	Due to delayed community demand. Re-mobilization efforts are on-going to complete the pending distribution by Q2 of 2025.
No. of units distributed	1401 HH	700 HH	0	530 HH		-170 HH		
No. of farmers trained & certified	1401 HH	700 HH		530 HH		-170 HH		
No. of goats tagged	2802 Goats	1400 Goats		1060 Goats		-340 Goats		
Scholarship for grade XI & XII students: To enable & ensure every child completes a minimal of Class XII								
No. of students eligible	500 Scholarship	495 Scholarship	33,75,000	495	44,07,757	-5 Scholarship	10,32,757	Due to lower community demand. The 2 nd instalment for all students has been paid.
No. of scholarships distributed	500 Scholarship	495 Scholarship		Scholarship				
Scholarship for graduation courses: Enabling academic excellence students (beyond grade XII) to pursue higher education								
No. of students eligible	143 Scholarship	149 Scholarship	75,60,000	149	97,37,788	+6 Scholarship	21,77,788	Due to higher community demand. The 2 nd instalment for all students has been paid.
No. of scholarships distributed	143 Scholarship	149 Scholarship		Scholarship				
Skilling & Employability of rural youth (incl. college grads): Vocational & Industry-specific skill development for formal placement or entrepreneurship								
No. of youth enrolled	900 Youth	525 Youth		752 Youth		+227 Youth		Due to higher community demand
No. of youth trained	900 Youth	525 Youth		752 Youth		+227 Youth		
No. of youth placed in job or self-employed	900 Youth	525 Youth	71,60,301	752 Youth	91,19,389	+227 Youth	+19,59,088	30% Advance released against 477 students trained; however, output will be reported upon confirmation of job offered.
No. of college students trained	150 College students		0		11,49,361		+11,49,361	

^ For College students: Placed = received placement offer (ref: FRD pg 33)

NOTE: Column no 3,4,5 and 6 should consider only the target and achievement of the year reported upon (previous year)

*Intermediate outcome wise output/outputs KPI targeted.

*The number of outcomes and outputs will differ from project to project based on the fundraising document

**Unit to be set as per the physical activity

5.4. CUMULATIVE DEVIATION IN OUTPUT KPIS UNDER EACH OUTCOME KPI OF THE PREVIOUS YEARS BEFORE THE YEAR REPORTED UPON

Outputs at each level of outcome*	Cumulative KPI target and finance provided in previous years before the year reported upon		Cumulative KPI achievement and finance utilized in previous years before the year reported upon		Cumulative Deviation, if any, in the previous years*		Reasons for Deviation, if any
	KPI (unit*)	Financial (Rs.)	KPI (unit**)	Financial (Rs.)	KPI (unit**)	Financial (Rs.)	KPI and/or Finance
1	2	3	4	5	6	7	8
Outcome 1 KPI	Not Applicable as the year reported upon is itself the 1 st year for the project.						

*For details see year on year physical and financial progress of the organization

**Unit to be set as per the physical activity

5.5. CONVERGENCE AND CONTRIBUTION OF THE YEAR REPORTED UPON (PREVIOUS YEAR) @

Intermediate outcome wise KPIs at each level	Convergence from the outside the project			Contributions rendered voluntarily by target beneficiaries/ community/ entity, if any	
	Contribution items** Units****	Agencies***	Estimated money value of***** contribution (Optional)	Contribution items** Units****	Estimated money value of***** contribution (Optional)
1	2	3	4	5	6
1 Safe Hygienic Household Sanitation: 1.1 All family members in the household use toilet 1.2 Creating open defecation free (ODF) communities of 1100 rural households • ~4950 family members of 1100 households (HHs) use toilet <i>Nigrani Samiti/ Village Development Committees (VDCs) monitor sanitation status & usage</i>	Nil	Nil	Nil	Financial contribution by the household: (by 1105 HH) Shramdaan by community to construct soak pits	5,52,500/-
2 Sustainable Livelihoods: 2.1 % of HH active with the program • 1401 rural HHs, ~2802 goats, by Dec'25 2.2 Average No. of goats surviving per HH % of beneficiaries (those that have adopted the program) who have created a livestock asset value ranging between 20k and 35k	Nil	Nil	Nil	Financial contribution by the household (by 530 HH) Shramdaan by community to construct soak pits	10,91,500/-
3 Education, Skilling & Employability: 3.1 Scholarship for grade XI & XII students: 500 Scholarship for grade XI & XII students by Jun'25	Nil	Nil	Nil	Swades does not support full value of the requirement, approximately 20% cost is borne by the beneficiary	~10,00,000

Intermediate outcome wise KPIs at each level	Convergence from the outside the project			Contributions rendered voluntarily by target beneficiaries/ community/ entity, if any	
	Contribution items** Units****	Agencies***	Estimated money value of***** contribution (Optional)	Contribution items** Units****	Estimated money value of***** contribution (Optional)
1	2	3	4	5	6
3.2 Scholarship for graduation courses: 143 Scholarship for graduation courses by Jun'25	Nil	Nil	Nil	Swades does not support full value of the requirement, approximately 25% cost is borne by the beneficiary	~ 30,00,000/-
3.3 Skilling & Employability: 1050 Youth (900 youth and 150 college grad students) are trained for skills and employability and placed^ by Dec'25 <ul style="list-style-type: none"> • No. of college students received placement offers • Average annual income through Job/Self-employment • Retention percentage after 1 year • % of beneficiaries (those that have adopted the program) have witnessed an increase in income by at least INR 80,000 annually 	Nil	Nil	Nil	Financial contribution by the household has yet to be estimated at the date of reporting	

@the applicability of this format will depend from project to project. Wherever applicable is important to assess through this format. Please refer to Annex-1 Point 8 (Handling convergence, contribution and sustainability by SE) of Guiding Framework on Logic Model for needful guidance.

* Convergence Items consists of assets/expertise/capacities or any other support mobilized through partnerships, networks and influence from the stakeholders within and outside the project.

** Any agreed upon voluntary contribution time, money, materials, or labour to the project (social/environmental/ cultural) activities by the target community/entity, or stake undertaken by the target community/entity to sustain the project with considerations for reach, depth, inclusion.

*** Agencies could be any government or any non-government partner institutions and individuals who has a stake in the project or whose stake need to be developed in the interest of the Project.

**** Unit to be set as per the convergence/contribution item.

***** **Giving this information is optional**, but this will be very useful in creating narrative on stakeholders' participation/contribution in tangible terms. This should be provided only if the organization has a reasonable basis of calculation to provide this information.

5.6. PAST PERFORMANCE TREND

What has been the past performance trend? What are the organization's learnings on what went well and what did not work well?

**Write your inference on key past performance trends on activity, intervention, program using the reference to entries made in Col 6,7 and 8 of table 5.4 (Cumulative deviation in outcome-wise output KPIs till previous years before the year reported upon).*

Not Applicable

as the year reported upon is itself the 1st year for the project (so there is neither any past trend before the year reported upon, nor any cumulative deviation in outcome-wise output KPIs till previous years before the year reported upon).

6. Report on risks and unintended negative outcome

6.1 In the previous year, what have you seen as the biggest risks* to the achievement of the desired impact? How are these being mitigated?

**Risks could be internal risk such as organizational and HR capacity risks or external risk such as unfavorable change in market and/or policy framework conditions. * This needs to be analyzed in the context of assumptions and risks noted for the period reported upon (previous year) as per Fund Raising Document and Solution implementation Plan (SIP) prepared using Guiding Framework on Logic Model {Section III (I)} of USIAF*

Program name	Risk/ Challenge 1	Risk/ Challenge 2	Mitigation strategy/ plan
Safe Hygienic Household Sanitation	Non-usage & maintenance of toilets due to various reasons such as household (HH) migrated, water scarcity, accessibility issues during monsoon	Construction damaged due to natural disasters such as cyclone & floods	Nigrani Samiti (a watch committee through VDC ensures regular usage & maintenance & addresses any internal issue. If there is a concern about water shortage, then our Company team looks into it & finds a solution. Toilets constructed are covered under insurance, in case of damaged toilet due to natural disasters, toilet repair are jointly funded by insurance, beneficiary and funds raised by our Company.
Sustainable Livelihoods	Mortality of goat due to various reasons such as lack of care & maintenance, non-availability of green fodder, lack of vets & para-vets in the block, health facilities, any endemic disease, etc.	Non-continuation of program due to HH migration or self-consumption or all goats sold to others. Lower demand from the community is also a risk.	Our Company has developed a robust process from goat procurement to delivery followed by care & maintenance protocols. The VDC acts as a governing body to ensure HH take good care of the animals, & also a special cadre of 'animal friends' (Pashu sakhi) is created per village who acts as a guide to animal care & growth/reproduction etc. this person is a volunteer trained by our Company to provide regular support services to the animals. As per our policy, Swades supports the most needy and aspirational communities. In case of migration, we refrain from support until the household is certain to return for good and that no facility or service would go unattended or unused. This is done to optimally utilize the donations and impact most needy households. Hence VDC takes prior care to ensure that beneficiary selection is done appropriately to avoid such instances. However, if we come across intentional discontinuance then our Company takes VDC's help to take appropriate action. Developing a Village Development Plan through which the VDC identifies the demand of a program, is a mechanism already in place, to mitigate low demand situation later.
Education & employability	Discontinuation of program due to various reasons such as lack of interest, marriage, family restrictions to join a workplace, etc.	Perceived safety & security at job location	Skill based training and placement – uninterested candidates may drop out during the training, however no fees is charged for such candidates. The payments of training fees are paid with assurance that 70% youth are placed and 80% of them continue the job after 6 months. Dropouts after placement for reasons like family, marriage, location or employer issues are beyond our Company's control. Our Company follows a verification process before a youth is given scholarship, most of the uninterested candidates drop out during this process. However, reasons like marriage, family restriction post verification are beyond control of our Company.

6.2	<p>Describe any potential unintended negative outcome of this project seen in the year reported upon (previous year). How are these being addressed?</p> <p><i>*This needs to be analyzed in the context of potential unintended negative outcome noted in the Solution implementation document for the year reported upon (previous year) prepared as per Fund Raising Document and Solution implementation Plan (SIP) prepared using Guiding Framework on Logic Model {Section III (I)} of USIAF</i></p> <p>NIL</p>
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7. Report on stakeholder consultation

	<p>Has the organization taken into consideration relevant* stakeholders' feedback in the year reported upon? What has been the stakeholder wise feedback? and how they have been used by the organisation?</p> <p><i>*relevant stakeholders mean those mapped out in the SIP for taking feedback during the period reported upon.</i></p> <ul style="list-style-type: none"> • Delivery of vocational training at villages instead of the center at a district or taluka level: Prior to start of the project, beneficiaries expressed the need of conducting the training during evening hours and at the village location so that there is no impact on their current income from daily labour work. This feedback was very well accepted and incorporated prior to the start of the training and helped achieve the target numbers. • Parking the grant disbursement with VDC for faster distribution: During the construction of toilets, some of the beneficiaries expressed the need of processing the grant for payment of grant for mason work. Since the process of validation of construction is long and time consuming, the grants were disbursed to the VDC account so that they can distribute the grant to beneficiaries after all validation. • Special case considerations based on family's circumstances: During the course of the scholarship interviews, some of the beneficiaries' family condition was not seen to be sufficient enough to pay their share of the fees or boarding and lodging. Our company has considered such a request to pay full scholarship amounts to such needed students as a special case.
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8. Report on sustainability of the interventions made as envisaged in the Fund Raising Document

	<p>Has the project recommended a sustainability plan in FRD and SIP?</p> <p>If yes, any measures implemented* from SIP for sustainability of activity/ intervention/ programs or project outcomes during the year reported upon?</p> <p>When the organization will start preparing/ prepared a withdrawal plan for exit?</p> <p><i>* Organisation may state what is being done in stakeholder consultations, convergence initiatives, community contribution and stake development; and in the collaboration & advocacy front for effective handing over and sustainability of the project. Any other needful measures adopted beyond above points may also be mentioned.</i></p> <p>Sustainability Plan has been implemented as follows:</p> <p>1) Community Ownership from the Start:</p> <p>Village Development Committees (VDCs): Established before project initiation, VDCs foster community involvement and ownership. We only operate in hamlets with stable, motivated VDCs. These committees are evaluated annually on factors like transparency and implementation of village development plans. Only villages with highly-functioning ("Green") VDCs are eligible for continued program support.</p> <p>VDC Participation in Selection & Motivation: VDCs are actively involved in program selection, helping identify household needs and encouraging enrolment. This collaborative approach ensures targeted programs with high buy-in.</p> <p>Community Investment: Willingness and interest demonstrated via Shramdaan & investment (donation)</p>
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2) **Capacity Building and Empowerment:**

Swades Social Workers (field staff): Provide on-ground guidance and support at the VDC level, empowering communities to manage projects effectively.

Training & Development: We invest in capacity building through awareness programs, best practice training sessions, and exposure visits. This equips communities with the knowledge and skills needed to maintain project benefits after our exit.

9. Plan for using Social Impact Assessment for Knowledge Management

How the knowledge on Social Impact Assessment has been used by the organization to create a sharper narrative about the Sector works and how such knowledges are being disseminated to the stakeholders for cross learning to the Sector's advantage?

** It could involve publishing the executive summary of the Social Impact Assessment on the Organization's website or discussing on the uniqueness of the organization's impact assessment experience to uncover certain issue-based realms that could be spread for cross-learning to the - Sector's advantage.*

- We plan to publish a short summary of the Social Impact Assessment on the organisation's website.

10. Plans for the next Social Impact Assessment Cycle*

** to be filled by the Social Enterprise after receiving the comments on Annual Impact Report from Assessors at Section C and before the final draft.*

- Sanitation: Although 95% toilet-use is reported, we will continue to identify possible solutions for the households not using toilets even if it is due to water scarcity.
- Skilling: Work with the community where training completion or placement offers are pending due to migration or other factors

11. Photographs conveying before and after impact of the Programme @

@ applicable in the end term evaluation

(a maximum of 3 impact situations may be shared per Programme).

Not Applicable

12. List of Annexures

	Item	NA	If applicable	
			Yes	No
1	Blank copy of any questionnaire or survey forms used			✓
2	Summary analysis of surveys undertaken			✓
3	Copies of other consultation details (such as focus group write-ups, workshop notes, etc.)			✓
4	Copies of evidence summarised or quoted in the social impact report https://swadesfoundation.org/impact/		✓	
5	Notes of the previous social impact assessment meetings (when applicable)	NA		
6	Past Social Impact Assessment Statements for the projects funded by the Listed Security (when applicable)	NA		
7	Completion certificate of SEBI approved mandatory capacity building workshops	NA		
8	Case Studies/ Stakeholder Testimonials https://swadesfoundation.org/swades-stories/		✓	
9	All stand-alone reports and that have contributed to the organisation's impact reporting for this period			✓
A.	Solution Implementation Plans as per the Logic Model Framework for the preparation and for M&E of projects in SSE		✓ 33	

SECTION - C: To be filled by Assessors for facilitating assessment with respect to the entry made by Social Enterprise at Section A and B

1.0 Analysis of Solution Implementation Plan (SIP) and Key Performance Indicators

1.1 Solution Implementation Plan

The Solution Implementation Plan (SIP) prepared is well structured and largely aligns with the Guiding Framework on Logic Model in terms of establishing impact relation from inputs to outcomes. The SIP/Program notes outlines clear inputs for activities, outputs, intermediate outcomes, and overall impact in a logical sequence, ensuring traceability across the project lifecycle

Strengths in Alignment of SIP to the Guiding Framework on Logic Model:

- **Clearly Defined Inputs & Activities**– The SIP provides a detailed breakdown of resource inputs, funding, training programs, and infrastructure investments.
- **Direct Linkage Between Activities & Outputs**– The document effectively maps training sessions, financial assistance, and infrastructure development to immediate outputs.
- **Logical Outcome Mapping**– The expected outcomes, such as increased income, job creation, and skill enhancement, follow a structured path from program activities.

1.2 Key performance indicators for reporting

Assessment of KPIs for Reach, Depth, and Inclusion

Parameter	Comment on KPIs in SIP
Reach (Extent of beneficiary coverage)	SIP well captured total no. of beneficiaries
Depth (Impact on Beneficiaries)	The SIP shows good depth by clearly linking activities to meaningful outcomes, not just outputs. It includes measurable indicators that track long-term changes linked through a Multi Dimension Poverty Index which exhibits overall improvement in lifestyle
Inclusion (Participation of Marginalized Groups)	SIP addresses inclusion broadly also differentiated impact on tribal communities, women or other disadvantageous group for specific progression in livelihood development is well addressed.

1.3 Assessment or Risk Implications for Objectivity & Verifiability-Means of Verification of KPIs :

Means of verification of KPIs are based on Questionnaire-based survey of sample beneficiary for intermediate outcome KPIs which is ideally supplemented by objective evidence such as official documents, third-party verification, or transactional records.

Recommendations :

- Expand Inclusion Metrics– Introduce disaggregated KPIs to explicitly track the impact on beneficiaries categorization women, differently-abled individuals, skill less, poor health impacting diseases, and ultra-poor households.
- Implement technology driven data collection tools to track and improve KPI objectivity.

2.0 There are no Previous Social Impact Assessments for this project covering Aug 2024-March 2025.

3.0 Report on Performance (Aug 2024–March 2025 Assessment)

3.1 Performance on outcome

The Project is in its execution phase had successfully completed output activities and had direct intermediate socio-economic impact during the year ended 31st March 2025.

- Beneficiary Selection: 1380 Tribal families,924 Poorest of Poor Households, 78 Women headed Families and 982 general families were identified across 11 blocks, following a structured community led selection process .
- Formation of Governance Structures includes : Total 471 Village development committee (VDC) with 5-11 community members each are formed to oversee baseline assessment and project execution
- Survey by Internal team : On receipt of information from VDCs a survey was conducted by internal team in 11 blocks to verify the situation, gather insights, opinions & needs from different segment of the population.

- Projects Executed : Over the period, a total of 1105 toilets were constructed, 752 beneficiaries were trained for employability, 642 students were offered scholarship for completing 12th standard or pursuing higher studies and 530 beneficiaries were provided with goats to increase their livelihood.

Success factors : Strong community involvement in planning and monitoring, successful beneficiary selection & execution of the project as stated in FRD shows highly positive impact on long term sustainable achievement of KPIs.

Challenges Faced or felt : Key gaps remain in ensuring that all beneficiaries receive the intended financial support and that the system captures beneficiary only on completion of project.

3.2 Analysis and interpretation of the outputs

Project /intervention	Planned Outputs (SIP Targets)	Actual Outputs Achieved	Achievement rate (%)	Comments
Safe Hygienic Household Sanitation	<ul style="list-style-type: none"> • 550 Toilets to be constructed 	1105 toilets constructed	200%	Completed within the expected time frame
Sustainable Livelihoods-Goat rearing	<ul style="list-style-type: none"> • 700 HHs demands to be fulfilled • 700 HHs goats to be tagged • 700 No. of goats to be distributed 	<ul style="list-style-type: none"> • 530 beneficiaries demand fulfilled & goats tagged as well as provided 	75.71%	A higher rate to be achieved in the next phase

<p>Scholarships to Grade XI & XII</p>	<ul style="list-style-type: none"> • 500 students to be awarded scholarship 	<ul style="list-style-type: none"> • 495 students were provided mass scholarship 	<p>99%</p>	<p>Only the given actual students passed the eligibility test</p>
<p>Scholarships for graduation courses</p>	<ul style="list-style-type: none"> • 143 students to be provided excellence scholarship 	<ul style="list-style-type: none"> • 149 students were provided scholarship 	<p>104%</p>	<p>More than expected targets achieved</p>

<ul style="list-style-type: none"> • Vocational Skilling of Youth • Skilling of graduates 	<ul style="list-style-type: none"> • 450 youth to be enrolled • 450 students to be trained • 450 students to be provided placement 	<ul style="list-style-type: none"> • 715 students trained 	<p>136%</p>	<ul style="list-style-type: none"> • Placement data cannot be traced
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3.3 Analysis and interpretation of the outcomes

Project/intervention	Planned Outcome(SIP Target)	Current Status (Aug 2024-March 2025)	Interpretation
<ul style="list-style-type: none"> • Safe Hygienic Household Sanitation 	<ul style="list-style-type: none"> • All family members in the household use toilet • Create open-defecation-free villages 	<ul style="list-style-type: none"> • 99% of HHs reported having a functional toilet at home. • 95% of HHs confirmed no longer practicing open defecation. 	<ul style="list-style-type: none"> •

<ul style="list-style-type: none"> • Sustainable Livelihoods 	<ul style="list-style-type: none"> • HH active with the program • Average No. of goats surviving per HH • beneficiaries satisfied with the training provided 	<ul style="list-style-type: none"> • 96% of HHs are actively engaged in the program. • 2.8 is the average no. of goat surviving per HH • 100% of HHs have received trained in the goat rearing program • 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Scholarships to Grade XI & XII 	<ul style="list-style-type: none"> • Beneficiaries (those who have received scholarship) are able to continue education. 	<ul style="list-style-type: none"> • 100% of participants who received scholarships have either completed H.S.C or are currently pursuing studies 	<ul style="list-style-type: none"> •

<ul style="list-style-type: none">• Scholarships for graduation courses	<ul style="list-style-type: none">• Beneficiaries (those who have received scholarship) are pursuing higher studies (Professional degrees)	<ul style="list-style-type: none">• 100% of participants who received scholarships are currently pursuing higher studies.	<ul style="list-style-type: none">•
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<ul style="list-style-type: none"> • Vocational Skilling of Youth & Skilling of Graduate Students 	<ul style="list-style-type: none"> • Beneficiaries (those that have adopted the program) have witnessed increase in income by at least INR 80,000 annually. • Beneficiaries Placed after training. • # beneficiaries satisfied with the training provided • No. of college students received placement offers 	<ul style="list-style-type: none"> • ₹1.28 Lakhs is the average annual income of employed participants. • 96% of qualified participants are currently employed, with 15% working in the formal sector and 81% engaged in self employment • 	<ul style="list-style-type: none"> •
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3.4 Interpreting and explaining the impact

The project has contributed meaningfully to improving the livelihoods and skills of targeted beneficiaries, with training programs reaching a wide cross-section, including marginalized groups. There is evidence of increased awareness, improved job readiness, and enhanced access to opportunities among participants.

3.5 Gaps & Challenges Identified

There are no major gaps identified in the project

4.0 Stakeholders Feedback

During the initial phase, the project actively engaged with key stakeholders to gather inputs and feedback to shape early project decisions. The focus was on community participation, local governance collaboration, and beneficiary alignment with project objectives.

4.1 Contributions from Community Support & Mobilization

During the project's initial phase, there was strong voluntary participation from community members, particularly in the areas of beneficiary selection, governance formation, and village-level consultations. However, financial or in-kind contributions were limited, as most community members are economically weak.

4.2 Key Contributions from Stakeholders :

Stakeholder	Type of Contribution	Impact on the Project
Village Development Committee	<ul style="list-style-type: none"> • Assisted in identifying eligible households for participation • Helped in local data collection for baseline surveys • Provided input on training needs and vocational preferences 	Selection of eligible beneficiaries and identifying community needs at an early stage.
Nigrani Samittee	<ul style="list-style-type: none"> • Ensures regular usage & maintenance of toilets & addresses any internal issue. 	Post implementation sustainability improvement
Beneficiaries	<ul style="list-style-type: none"> • Self construction of toilets (Shramdaan) • Financial contribution for skilling at subsidised rates 	The community contribution helps attract the right beneficiaries which results in desirable outcomes for the program.

4.3 Knowledge management and advocacy

Following diagram shows how the **feedback loop works** under Logic Model:*



4.4 Sustainability Measures & Future Recommendations :

At this stage, sustainability efforts have focused on building governance structures and aligning with existing government schemes.

5.0 Issues for Key Achievements

Overall, the first phase has been marked by strong governance formation and stakeholder participation, ensuring transparency and inclusivity, except in case of Goat Livestock program where community demand was delayed in the assessment year and organisation is taking steps towards covering the delay.

SECTION - D CONFIRMATION BY SOCIAL ENTERPRISE

I, Amit Gupta on behalf of Swades Foundation confirm that the social impact assessment process was carried out as per the terms of reference of the engagement and the draft report was shared with us and our responses heard. The minutes of the Social Impact Assessment Meetings capture our responses and the points for action. These minutes are maintained in our records. Feedback as appropriate will be incorporated for review in the next social impact assessment cycle.

Remarks, (if any):

Authorised Representative of Swades Foundation

Name: Amit Gupta



Signed: Compliance Officer

Date: 30th June 2025

Place: Mumbai



Seal of the Social Enterprise

SECTION E: SUPPLEMENTARY INFORMATION IN THE FORM OF ANNEXES

Solution Implementation Plan (SIP) as per the Logic Model Framework for the preparation and M&E of the project in SSE

1. Name of Social Enterprise: **Swades Foundation**
2. Project Title: **Holistic Sustainable Development of Rural Communities through Access to Sanitation, Education and Livelihood Solutions**
3. Key challenge identified in brief:
4. Project timeline in years: **2024 to 2026 (18 months: from 21st Aug 2024 to 18th Feb 2026)**
5. Expected mid-term evaluation: NA
6. Expected end-term evaluation: **Feb 2026**

(NOTE:

Consider project pre-implementation stage starts in 0 year.

The design has to start from impact and not from inputs).

1. Solution Implementation Plan

The KPIs of each project are designed carefully to include the reach, depth and inclusion of the community. Following indicators are used to ensure desired coverage of reach, depth, inclusion and coverage in the logical framework model:

Reach:

- # of District (names of district) and # of talukas (Names of Talukas) covered in the project
- # of HH/Students/beneficiaries impacted

Depth:

- # beneficiaries satisfied with the training provided
- Women Saw improvement in self-respect and dignity
- Improvement in standard of living (Multi Dimension poverty index of overall block of a district)

Inclusion:

- Beneficiaries (those that have adopted the program) who have created a livestock asset value
- Beneficiaries (those that have adopted the program) have witnessed increase in income

..... <- End term < Mid-term < Project starts β Planning							
SI No	Goal/ Impact Long-term impact:	Objective/ Overall Outcome Outcome that is expected at the end of the project	Intermediate outcomes that lead to Overall outcome	Outputs for each intermediary outcome	Activities for each output	Inputs for each activity	Pre-project implementation
	1	2	3	4	5	6	7
1-4. Solution Implementation Plan – Statements and KPIs for Impact/Goal, Overall Outcomes/Objectives, Intermediate Outcomes, Outputs, Activities, Inputs, Pre-project implementation							
1	An empowered and poverty-free rural India where communities are capable of transforming their own lives through holistic development across Health, Education, Water & Sanitation and Economic Development by creating a scalable, replicable and community-centric model of sustainable development. Measured through Improvement in standard of living (Multi Dimension poverty index of overall block of a district)	Safe Hygienic Household Sanitation:					Before entering a new village , our company establish a Village Development Committee (VDC). This committee consists of 5-11 community members (men, women, youth, seniors, ASHA workers) chosen by the villagers themselves. Roles of the VDC: <ul style="list-style-type: none"> • Conduct Participatory Rural Appraisals (PRAs) with our Company's support to identify local resources. • Create various planning tools like social maps, resource maps, and seasonal maps to understand the community's needs and assets. • Develop a Village Development Plan (VDP) with a holistic focus on village and household development. This plan includes a budget and leverages available government schemes. • Identify areas where <ul style="list-style-type: none"> a) Our Company support is needed (water, sanitation, livelihoods, education, health). b) Community level activities can carried out with limited
2		Sustainable Livelihoods:					
3		Education & Employability:					
		3.1 Scholarships to Grade XI & XII					
		<ul style="list-style-type: none"> • All family members in the household use toilet • Create open-defecation-free villages for better health and hygiene in family/community. • Women Saw improvement in self-respect and dignity 	<ul style="list-style-type: none"> • All family members in the household use toilet • Create open-defecation-free villages for better health and hygiene in family/ community 	<ul style="list-style-type: none"> • No. of HHs with toilets constructed. • # of District (names of district) and # of talukas (Names of Talukas) covered in the project 	<ul style="list-style-type: none"> • Community Mobilization and Demand Confirmation • Training on Construction process • Completion of Construction work • Handover of toilets 	<ul style="list-style-type: none"> • Provide Material (bricks, WC, tiles, door, etc.) • Grant amount to beneficiaries for construction of toilets • Training and verification 	
		<ul style="list-style-type: none"> • Beneficiaries (those that have adopted the program) who have created a livestock asset value ranging between 20k to 35k 	<ul style="list-style-type: none"> • HH active with the program • Average No. of goats surviving per HH • # beneficiaries satisfied with the training provided 	<ul style="list-style-type: none"> • No. of HH demand fulfilled • # of District (names of district) and # of talukas (Names of Talukas) covered in the project • No. of farmers trained & certified • No. of units distributed. • No. of goats tagged 	<ul style="list-style-type: none"> • Community Mobilization, Demand Generation and Demand Confirmation • Training and Verification of Shed • Animal Procurement, Tagging & Distribution • Feed distribution for the Goat 	<ul style="list-style-type: none"> • Awareness meetings at VDC level • Training of beneficiary • Animal Selection 	
		<ul style="list-style-type: none"> • Beneficiaries (those who have received scholarship) are able to continue education. • Reduction in dropouts 	<ul style="list-style-type: none"> • Beneficiaries (those who have received scholarship) are able to continue education. 	<ul style="list-style-type: none"> • No. of students eligible • No. of scholarships distributed. 	<ul style="list-style-type: none"> • Program Orientation with VDCs and Collection of Students list, 	<ul style="list-style-type: none"> • Awareness through WhatsApp and VDC meetings for 	

..... <- End term < Mid-term < Project starts β Planning							
SI N o	Goal/ Impact Long-term impact:	Objective/ Overall Outcome Outcome that is expected at the end of the project	Intermediate outcomes that lead to Overall outcome	Outputs for each intermediary outcome	Activities for each output	Inputs for each activity	Pre-project implementation
	1	2	3	4	5	6	7
				<ul style="list-style-type: none"> # of District (names of district) and # of talukas (Names of Talukas) covered in the project 	<ul style="list-style-type: none"> Assessment via home visits on a 9 point checklist Cluster meeting to invite parents and students and final student list preparation 	<ul style="list-style-type: none"> scholarship application Home visits for verification of students and family 	<ul style="list-style-type: none"> financial but extensive labor, behavioral practices can be adopted c) Convergent bodies like Government support or schemes can be availed Our Company equips Village Development Committees (VDCs) with the skills needed to mobilize action at the village and household level through comprehensive training.
	3.2 Scholarships for graduation courses						
	<ul style="list-style-type: none"> Beneficiaries (those who have received scholarship) are pursuing higher studies (Professional degrees) 	<ul style="list-style-type: none"> Beneficiaries (those who have received scholarship) are pursuing higher studies (Professional degrees) 	<ul style="list-style-type: none"> No. of students eligible No. of scholarships distributed # of District (names of district) and # of talukas (Names of Talukas) covered in the project 	<ul style="list-style-type: none"> Application from students with 60% or more marks and interested in pursuing higher studies. Interview to understand their goals & aspiration level. Student list finalized and approved for disbursement 	<ul style="list-style-type: none"> Awareness through WhatsApp and meeting with Junior colleges principals, Alumnus and VDC. 	<ul style="list-style-type: none"> Interest & Demand Generation: <ul style="list-style-type: none"> a) VDC generates awareness about our Company's programs and Govt Schemes among households, mapping their interests to suitable programs. b) Ensures demand registration, program explanation, and eligibility verification. 	
	3.3. Vocational Skilling of Youth						
	<ul style="list-style-type: none"> Beneficiaries (those that have adopted the program) have witnessed increase in income by at least INR 80,000 annually. Retention percentage after 1 year 	<ul style="list-style-type: none"> Beneficiaries (those that have adopted the program) have witnessed increase in income by at least INR 80,000 annually. Beneficiaries Placed after training. 	<ul style="list-style-type: none"> No. of youth enrolled. No. of youth trained. No. of youth placed in job. No. of youth self-employed # of District (names of district) and # of talukas (Names of 	<ul style="list-style-type: none"> Classroom or in village training ~80 hrs depending upon course type. Placement Drive for candidates who completed the trainings 	<ul style="list-style-type: none"> Training completion of eligible students and certification Placement/ Self-employment Post placement handholding 	<ul style="list-style-type: none"> c) Collection of community contributions from selected beneficiaries and submit them to our Company confirming program participation, or registration/application is done for the Govt schemes. d) Implementation & Monitoring: Selected beneficiaries receive training and certification for their chosen programs. The 	

..... <- End term < Mid-term < Project starts β Planning								
SI N o	Goal/ Impact Long-term impact:	Objective/ Overall Outcome Outcome that is expected at the end of the project	Intermediate outcomes that lead to Overall outcome	Outputs for each intermediary outcome	Activities for each output	Inputs for each activity	Pre-project implementation	
	1	2	3	4	5	6	7	
			<ul style="list-style-type: none"> # beneficiaries satisfied with the training provided 	Talukas) covered in the project			VDC, along with our Company's 360° team and program-specific teams, implement the program.	
		3.4 Skilling of Graduate Students						Progress is monitored and documented monthly using a Green-Yellow-Red rating system. This system helps our Company to ensure villages are on track to achieve intended Impact and outcomes.
		<ul style="list-style-type: none"> No. of college students received placement offers 	<ul style="list-style-type: none"> No. of college students received placement offers # of students satisfied with the training provided 	<ul style="list-style-type: none"> No. of college students trained # of District (names of district) and # of talukas (Names of Talukas) covered in the project 	<ul style="list-style-type: none"> Classroom training on life skills ~45 hrs 	<ul style="list-style-type: none"> Classroom training on life skills ~45 hrs 		
5	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Impact Study to be done every 5 years through Questionnaire-based survey of sample beneficiary FGD with various stakeholders like VDC members, Beneficiaries (men and Women), Asha Worker, Teachers, Sarpanch and Gram Sevak. 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Annual Outcome Assessment Study through questionnaire-based survey of sample beneficiary 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Annual Outcome Assessment Study through questionnaire-based survey of sample beneficiary 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Data reported by Field team (inhouse or partner) for each indicator of Output 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Data reported by Field team (inhouse or partner) for each activity 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> Data reported by Field team (inhouse or partner) for each Input 	<p>Means of verification of KPIs: Measurable and non-measurable</p> <ul style="list-style-type: none"> VDC formation data 	

6. Review to be done by SE on Assumptions/ limitations/ Risks across the timeline of the project

6.1. Assumptions/ limitations/ Risks impacting Goal/Impact (Long term) of the project

Risk	Mitigation strategy/ plan
Construction damaged due to natural disasters such as cyclone & floods	Toilets constructed are covered under insurance, in case of damaged toilet due to natural disasters, toilet repair are jointly funded by insurance, beneficiary and funds raised by our Company.
External Economic factors like industry displacement, advancement of technology etc leading to change in interest of community to continue the livelihood program and employment.	Company has started forming larger community groups forums like "Farmer Produce Companies" called FPC and Cluster level Committees called CDC to create a larger level group which are connected to markets and regular interaction with the experts. While they may not address global issues however any local level changes are assessed by these groups, and they share learning of best practices with each other.

6.2. Assumptions/ limitations/ Risks impacting Overall Outcome as well as intermediate outcome of the project

Program name	Risk	Mitigation strategy/ plan
Safe Hygienic Household Sanitation	Non-usage & maintenance of toilets due to various reasons such as household (HH) migrated, water scarcity, accessibility issues during monsoon	Nigrani Samiti (a watch committee through VDC ensures regular usage & maintenance & addresses any internal issue. If there is a concern about water shortage, then our Company team looks into it & finds a solution.
	Construction damaged due to natural disasters such as cyclone & floods	Toilets constructed are covered under insurance, in case of damaged toilet due to natural disasters, toilet repair are jointly funded by insurance, beneficiary and funds raised by our Company.
Sustainable Livelihoods	Mortality of goat due to various reasons such as lack of care & maintenance, non-availability of green fodder, lack of vets & para-vets in the block, health facilities, any endemic disease, etc.	Our Company has developed a robust process from goat procurement to delivery followed by care & maintenance protocols. The VDC acts as a governing body to ensure HH take good care of the animals, & also a special cadre of 'animal friends' (Pashu sakhi) is created per village who acts as a guide to animal care & growth/reproduction etc. this person is a volunteer trained by our Company to provide regular support services to the animals.
	Non-continuation of program due to HH migration or self-consumption or all goats sold to others.	Whenever HH migrates, our Company does not support them for any other program in future & the village also gets highlighted. Hence VDC takes prior care to ensure that beneficiary selection is done appropriately to avoid such instances. Self-consumption is not appreciated & the same is mentioned in village-level trainings. However, if we come across intentional discontinuance then our Company takes VDC's help to take appropriate action.
Education & Employability	Discontinuation of program due to various reasons such as lack of interest,	Scholarship - A verification process through Home visit, cluster meetings with parents is done before a youth is given scholarship, most of the uninterested candidates drop out during this process Skill based training and placement – uninterested candidates may drop out during the training, however no fees is charged for such candidates. The payments of training fees are paid with assurance that 70% youth are placed and 80% of them continue the job after 6 months.

Program name	Risk	Mitigation strategy/ plan
	Discontinuation of program due to marriage, family restrictions to join a workplace, etc.	Dropouts after placement for reasons like family, marriage, location or employer issues are beyond our Company's control.
	Perceived safety & security at job location	Sessions through employers and trainers are done during orientation to make students aware about the possible income as well as placement locations, some candidates generally drop during stage as well.

6.3. Assumptions/ limitations/ Risks impacting Output, Activities and Inputs of the project

Program name	Limitations/Risk	Mitigation strategy/ plan
Safe Hygienic Household Sanitation	Challenges in identifying and deploying vendors for construction, especially in remote areas, have led to project delays	Swades transitioned to the Community-Led Sanitation Project (CLSP) model, where households construct their own toilets using & under the supervision of locally available masons or trained community members. This shift has improved community ownership and significantly accelerated the construction process.
	Increase rates of the material	Supply of any material is done within 1st year month of project conception to minimize the long term changes in rates and any short term supply chain constraint is managed by temporary hold of the supplies.
Sustainable Livelihoods	Season changes impact health of the animals and supply hindrances of quality animals	Monsoon season impacts the health of all living beings due to sudden drops in temperatures. The supply of Animals is avoided in the monsoon period to reduce the impact on A Medical kit is also provided along with supplies of animals as well as beneficiaries are pre trained on symptoms and treatment of wheather related health concerns of the animals
All Programs	Availability of trained resources	The scale of the operations allows Swades and its partners maintain a pool of resources and reduce dependency on the single resource for training of the beneficiaries.
	Low demand from the community for the program	VDCs being the body formed by local community are generally trained and entrusted with the responsibility of generated demand for all programs from the intended beneficiaries, however due to various factors these members may struggle to communicate effectively the benefits of the program. Monthly tracking of the demand at village level helps in identifying the intended vs actual demand of the community and Swades's staff are activated to do re-mobilization as well awareness sessions in the community group to address concerns and doubts leading to low level demands.

6.4. Assumptions/ limitations/ Risks impacting Pre-project implementation phase of project

Risk	Mitigation strategy/ plan
Construction damaged due to natural disasters such as cyclone & floods	Toilets constructed are covered under insurance, in case of damaged toilet due to natural disasters, toilet repair are jointly funded by insurance, beneficiary and funds raised by our Company.
External Economic factors like industry displacement, advancement of technology etc leading to change in interest of community to continue the program.	Company has started forming larger community groups forums like "Farmer Produce Companies" called FPC and Cluster level Committees called CDC to create a larger level group which are connected to markets and regular interaction with the experts. While they may not address global issues however any local level changes are assessed by these groups, and they share learning of best practices with each other.

7. Review to be done by SE on Potential Unintended Negative Outcome (PUNO) across the timeline of the project

Potential negative outcome	Mitigation strategy/ plan
Economic Displacement: New businesses supported by the program might inadvertently harm existing local businesses.	During the process of geography identification, a deprivation analysis is done on multi dimension poverty index and since the choice is done on medium to high deprivation areas the potential conflict of local business is addressed. Based on historical experience our impacted impact livelihood beneficiary are less than 50% in a village and less than 35% villages of a taluka are served by our company, therefore the possibility of significant impact becomes lower.
Overdependence: Beneficiaries might become overly reliant on the support provided, hindering long-term self-sufficiency.	Since the process of formation of VDC and VDP involves inclusion of Govt convergence as well as community contribution ensure community is not completely dependent on our company.
Societal Tensions: Standardized programs in these districts will bring more women in the workforce and male dominated enterprises. This might overlook local cultural nuances and lead to intra-family and gender-based conflicts	Our company ensure the programs are designed keeping in mind the local contexts and involving Women Self-help Group (SHG) as well as male Farmer Interest Groups (FIG) in the planning and implementation process.

8. Handling convergence, contribution, and sustainability by SE

8.1. Sustainability Focus

Before entering a new village , establish a Village Development Committee (VDC). This committee consists of 5-11 community members (men, women, youth, seniors, ASHA workers) chosen by the villagers themselves. The purpose of forming the VDCs are:

- Community institutions like VDC ensure buy-in of the village as a collective. The VDC plays a crucial role in driving accountability, ensuring that every household is involved and accounted for, and that the implemented programs are maintained and sustained by the community itself.
- Furthermore, by integrating the projects with government schemes and support systems, the foundation ensures that communities have access to public resources and assistance even after the funding period ends.
- Community members benefiting from any of the interventions, also put-in part of the cost (donation), which ensures the interventions remain real intent and demand-driven.

Roles of the VDC:

- Conduct Participatory Rural Appraisals (PRAs) with our Company's support to identify local resources.
- Create various planning tools like social maps, resource maps, and seasonal maps to understand the community's needs and assets.
- Develop a Village Development Plan (VDP) with a holistic focus on village and household development. This plan includes a budget and leverages available government schemes.
- Identify areas where
 - a) Our Company support is needed (water, sanitation, livelihoods, education, health).
 - b) Community level activities can carried out with limited financial but extensive labor, behavioral practices can be adopted
 - c) Convergent bodies like Government support or schemes can be availed
- Our Company equips Village Development Committees (VDCs) with the skills needed to mobilize action at the village and household level through comprehensive training.
- Interest & Demand Generation:
 - a) VDC generates awareness about our Company's programs and Govt Schemes among households, mapping their interests to suitable programs.
 - b) Ensures demand registration, program explanation, and eligibility verification.

- c) Collection of community contributions from selected beneficiaries and submit them to our Company confirming program participation, or registration/application is done for the Govt schemes.
- d) Implementation: Selected beneficiaries receive training and certification for their chosen programs. The VDC, along with our Company's 360° team and program-specific teams, implement the program.
- Monitoring - Progress is monitored and documented monthly using a Green-Yellow-Red rating system. This system helps our Company to ensure villages are on track to achieve intended Impact and outcomes.

8.2. Convergence of Government Schemes and Community participation.

- To minimize overlap of resources and maximize access for rural communities: We engage with certain departments of the Government during the course of our program implementation, and we have their support in executing the projects on ground. The possible convergence are included in each Village Development Plan (VDP)
- Community contribution including Shramdaan (or Sweat Equity) to confirm their interest & need for the project: In line with our philosophy of shared ownership, we request a small contribution, over & above the issue proceeds from participants for their capacity building.