Form 1A Annual Self-Disclosures Report

Basedon requirementsof SEBI Circular of September 19, 2022:
C - Annual disclosure by NPOs on SSE which have either raised funds through SSE or areregistered with SSE in terms of Regulation 91C of the LODR Regulations,
D - Disclosure of Annual Impact Report by all Social Enterprises which have registered or raised funds using SSE in terms Regulation 91E of the LODR Regulations and
Annexure I: Guidance notes for listed/ registered NPOs on disclosures of general, governance and finance aspects.
Please refer to the SEBI Circular of Sep 19, 2022 and its Annexure for detailed description of requirements.

Form 1A covers disclosures of general and governance aspects that are not dependant on statutory financial audit.
Form 1B covers disclosures of general, governance and finance aspects that have a reference to audited financial statements and filings with Income Tax, FCRA, Charity Commissioner, Registrar of Societies, Registrar of Companies and other regulators as applicable.

Instructions

All NPOs participating on the SSE (all registered regardless of whether they have currently listed securities or not) will self-report annually in Form 1A Annual Self-Disclosures Report. A copy will be filed with the respective SSE within 60 days of the close of the previous financial year.

Form 1A indicates which fields are mandatory for NPOs based on their annual spending

Annual Spending as per Audited Financial Statements of the previous financial year under review.
S1: Upto Rs1 Cr
S2: >Rs1 Cr

(These slabs may be reviewed by SEBI, periodically as per need.)

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Form1A.1

Self-Reported Annual Disclosures

of <SABUJ SANGHA>

with BSE SSE Registration No: <.....Nil.....>

with NSE SSE Registration No: <..... NSESSENPO00100.....>

for the period from _____4th December 2024_____ to _____31st March 2025_____

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
1a) Name of the organization	Must reply	SABUJ SANGHA

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Registered/Legal name Popular name(s), if any The registered name and also any popular names the organization is known by among stakeholders		
1b) Location of headquarters and location(s) of operations Head Quarters: Complete Address Operating Locations: Location 1: Purpose and Address Location 2: Purpose and Address Location 3: Purpose and Address	Must reply	Central Office (for correspondence): ৩০/৯, Rajdanga Main Road (East), Kolkata Patharpratima Project Office: Vill& P.O.: Herambagopalpur, P.S.: Patharpratima, Dist: South 24 Parganas, Pin: 743383 Sub-Urban Project Office: Aalor Disha, Village & P.O.: Champahati, PS: Baruipur, Dist: South 24 Parganas, Pin: 743330 East Midnapore Project Office: Sherpur Bypass, Contai, District: East Midnapore, West Bengal Sagar Project Office: Vill & P.O: Rudranagar (Chowringhee), P.S: Sagar, Dist: South 24 Parganas, Pin: 743373 Alipurduar Project Office: C/O Bimal Sarker, Netaji Road, Lohar Pole, Alipurduar Dist.: Alipuduar, Pin: 736121 Nadia Project Office:- Atalia Gram Seva Kendra Vill- Atalia, P.O- Madanpur, P.S- Chakdaha, Block- Kalyani, G.P- Shimurali, Pin- 741245. Murshidabad Project Office :- MD Bhavan, Prantik Para, Panchanantala, Post Office-Chaltia, PS- Berhampore, PIN-742107
1c1) Vision Statement	Desirable	

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
(A vision statement should be no more than one sentence. It should not be more than 20-25 words. It should be simple enough for every employee across all levels to express it easily. It is the end result of your organisation's work. If your organisation were to work for 30-35 years, what would you visualise as the final state of affairs? Every time you say the vision, you should be able to visualise the end situation. It is the final picture/ photo of the situation in your chosen theme or area of work in the end! It is a description of the "after" picture you would see as a result of your organisation's work at the end of its lifetime when you believe its purpose is accomplished.)		Our Vision is to secure a society where all people enjoy equal rights and access to equal opportunities.
1c2) Purpose & Mission Why the organization exists and explains why the cause taken up by the organization matters?	Must reply	Mission & Purpose : Our Mission is the sustainable development of marginalised and vulnerable people to improve quality of life through empowerment, education, information, infrastructure development, healthcare

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
What is your organisation aiming to accomplish? Use the below sentence construction format to state your mission. Clearly and concisely state your intended long-term impact (description with a broad number) for (beneficiary1/ community group/ entity/ segment type) in (geographic area) by (timeframe).		provision and economic self-reliance through convergence of services provided by local self-governments. Sabuj Sangha believes in equal rights for all. The organisation has always been active with the purpose to ensure the basic Rights of marginalised communities through empowerment, education, information, infrastructure development, healthcare provision and economic self-reliance and thereby ensure their convergence with the services provided by local self-government. Focus Areas and Intended Long-term Impact Sabuj Sangha's development initiatives are designed around several core focus areas that collectively aim to achieve sustainable and inclusive community transformation. Over the next ten years, the organisation seeks to create measurable, long-term impact across , through multi-sectoral interventions in , through multi-districts of West Bengal health and nutrition, education and child protection, women empowerment and livelihood, water, sanitation and hygiene, environmental sustainability and disaster response, and integrated rural development.

[1] Beneficiary includes entities such as individual, person, thing, article, unit, body, creature

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		Currently, Sabuj Sangha operates across the following 11 districts of West Bengal and 1 district of Sikkim: South ২৪ Parganas، North ২৪ Parganas، Kolkata، West Bardhaman، East Medinipur، West Medinipur، Nadia، Alipurduar، Darjeeling، Murshidabad، Purulia. Sabuj Sangha aims to expand itsinitiativesbeyond its traditional areas of operation . The organisation envisions reaching alldistrictsofWest Bengalandextending its interventionstootherstatesof India, focusing on vulnerable and marginalized communities 2035 Sabuj Sangha intends to address a health، educational، women empowerment، environmental، and livelihood issues

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
1d) Organisational goals, activities, products and services Overall objectives of the organisation or activity/intervention/programs or projects. It shall also describe the organisation activities, including any products and services which the organisation provides. Clearly and concisely, state your organisation's ultimate goal for intended impact. Examine how your goals for the next three to five years (or an alternate timeframe specified in your answer) fit within your overall plan to contribute to lasting, meaningful change.	Must reply	Sabuj Sangha is driven by the vision of ensuring equality, dignity, and sustainable development for all—particularly for the marginalized and vulnerable populations. The organisation's overarching goal is to promote inclusive growth by empowering individuals and communities through education, health, livelihood enhancement, women's empowerment, and environmental sustainability. Rooted in its belief in equal rights for all, Sabuj Sangha strives to secure the basic rights of underprivileged communities and to ensure their effective convergence with the services and resources provided by local self-governments. Over the years, Sabuj Sangha has evolved through the initiative into a non-profit social development organisation working towards integrated and holistic community transformation. Its strategic framework is structured around five key thematic areas: ১. Health & Nutrition ২. Education & Protection ৩. Water, Sanitation & Hygiene (WASH) ৪. Livelihood & Women Empowerment ৫. Environment & Disaster Response

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		Through these thematic areas, the organisation undertakes a wide range of programs and services aimed at improving living conditions, building resilience, and creating pathways to self-reliance. In the field of Health and Nutrition, Sabuj Sangha promotes preventive and curative healthcare through mobile clinics, awareness drives, and health camps, reaching thousands of rural households. The organisation works closely with local health systems to improve maternal and child health outcomes and enhance nutrition awareness, particularly among adolescent girls and mothers. In Education and Child Protection, Sabuj Sangha supports access to quality education for deprived children by providing academic support, life skills education, and safe learning environments. Its education initiatives have led to a substantial increase in school enrolment and retention rates, with over 5,000 children mainstreamed into formal education. Vocational and skill development programs for adolescents and youth further enable employability and financial independence. The organisation's WASH (Water, Sanitation and Hygiene) initiatives aim to ensure access to safe drinking water, proper sanitation, and hygiene awareness. Community-level interventions, such as installation of tube wells, formation of WATSAN committees, and hygiene sensitisation in schools, have improved health outcomes and reduced water-borne diseases in rural and coastal regions.

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		In the area of Livelihood and Women Empowerment, Sabuj Sangha promotes women's self-reliance through the formation and strengthening of self-help groups (SHGs), skill training, and entrepreneurship development. Training in bakery management, organic farming, poultry, goatery, and fishery has empowered hundreds of women and farmers to restore and expand their livelihoods. Financial literacy, digital inclusion, and access to micro-credit facilities have further enabled community members to become active economic contributors. The organisation has also emerged as a leader in Environmental Sustainability and Climate Justice, with more than four decades of active engagement in conservation and disaster resilience. Through extensive mangrove restoration, afforestation, and sustainable resource management initiatives, Sabuj Sangha has revitalised the coastal ecosystem and strengthened community preparedness against climate risks. Over the years, it has planted more than 5,00,000 trees and rejuvenated over 10,00,000 mangroves, contributing significantly to the preservation of biodiversity in the Sundarbans region. In partnership with government departments, corporate partners, and international agencies, Sabuj Sangha delivers these programs across eight districts of West Bengal, with plans to expand across all districts of the state and to other parts of India. The organisation's approach

1) Disclosures on General aspects		
Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		integrates service delivery, capacity building, and policy advocacy to ensure long-term impact and sustainability. Over the next three to five years, Sabuj Sangha aims to: • Strengthen access to quality healthcare and nutrition services for 2 lakhs rural and marginalised populations. • Expand education and skill-building programs to reach 1 lakh children and youth. • Empower 2 lakhs women through SHG-led enterprises and livelihood enhancement. • Promote climate-resilient practices and green infrastructure in disaster-prone areas. • Deepen community participation and institutional linkages for sustainable, self-reliant village development. Through these concerted efforts, Sabuj Sangha envisions creating lasting, meaningful change by fostering social inclusion, gender equity, environmental sustainability, and economic resilience

2) Disclosures on Governance aspects

Item	S1: Up to Rs1 Cr	S2: More than Rs1 Cr
2a) Ownership and legal form Legal Form: (Trust / Society / Sec 8 Company / Others) Ownership (as per table below) The organization shall explain the nature of ownership and the legal form on the entity specific to its India operations.	Must Reply	Registered under the West Bengal Societies Registration Act, 1961, Non-Profit Organization

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
2b) Governance Structure (outlines boardandmanagement committee structures, mandates, membership, charters, policies and internal controls) The governance structure will start from the governance body, the committees / subcommittees (standing/ad hoc) under the governance body and the organization hierarchy for decision making. It outlines board and management committee structures, mandates, membership, charters, policies and internal controls	Must Reply	Must Reply

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
2c1) The role of the governance body	Must Reply	Must Reply
a. Governing Board / Board of Directors : Yes / No		Yes
b. Number of members in Governing Body :		Nine (9) out of which three members are female, and six members are male
c. Names of Committees and number of members i. ii. iii. iv.		i) POSH Committee-4 members ii) Child Protection Committee-15 members iii) Grievance Redressal Committee-3 members
d. Key Policy Documents of the Social Enterprise in relation to Finance, Operations, Internal Controls and Governance i. ii. iii. iv.		i. Safeguarding children and young person's policy Child protection policy Policy on Sexual Harassment of women in workplace Conflict of interest policy HIV-AIDS policy HR policy Policy of data protection Policy of sub-committee Whistleblower policy Financial rules and regulations

2c2) List of current Governing Body/ Board Members/ Trustees and their details

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	1. SIBASANKARGIRI (PRESIDENT) 2. ANSUMANDAS (DIRECTOR/SECRETARY) 3. SARADINDUBANERJEE (VICE PRESIDENT) 4. ALOK RANIBHUNIA (ASST SECRETARY) 5. BHABESHCHANDRA MONDAL (TREASURER) 6. DEBI RANIJANA (MEMBER) PALAN 7. CHANDRA PAIK (MEMBER) SHYAMA 8. PRASAD SINHA ROY (MEMBER) 9. SARASWATI DOLUI (MEMBER)

Form 1A - Annual Self-Disclosures Report for NPOs

Serial No.	Name	Identification2	Age in years	Gender	Occupation	Relation to other Members by blood/ marriage3 7	Date of Appointment on the Board (dd-mmm-yyyy)	Tenure/ Date of completion of term (dd-mmm-yyyy)	Past Tenure details (if any)	Position on the Board	Provide details of any remuneration and reimbursement paid
1	2	3	4	5	6		8	9	10	11	12
Explanation	Name as in PAN for Indian citizens and as per passport for foreign nationals	PAN Aadhaar & DIN (if available)	Age as on 31/3 of FY	Male/ Female/ Other	Source of Livelihood and area of competence	Mention not related OR related to who & how	Date of appointment of Current Tenure	Date when tenure got over during the FY or when would current term be over	Provide details of all past tenures (from dd-mmm-yyyy to dd-mmm-yyyy format); position on board/designation even if it's the same position as the current one.	Titles such as Managing Trustee, Treasurer, Secretary	Provide amount paid in the FY, whether remuneration or reimbursement in what capacity
1	SIBASANKAR GIRI		76 Years	MALE	Retired principal of Govt High School	Not related	1st April 2025	31st March 2026	30/12/1991 to 31/3/225	President	

[2] If the person is not of Indian Nationality, please provide passport details

[3] Relation as defined under the Income Tax Act/ Companies Act

Form 1A - Annual Self-Disclosures Report for NPOs

Serial No.	Name	Identification2	Age in years	Gender	Occupation	Relation to other Members by blood/ marriage3 7	Date of Appointment on the Board (dd-mmm-yyyy)	Tenure/ Date of completion of term (dd-mmm-yyyy)	Past Tenure details (if any)	Position on the Board	Provide details of any remuneration and reimbursement paid
1	2	3	4	5	6		8	9	10	11	12
2	ANSUMAN DAS		56 Years	MALE	Chief Functionary/ Director at Sabuj Sangha (Non-Profit Organization)	Not related	1st April 2025	31st March 2026	30/12/1991 to 31/3/225	Secretary / Director	
3	SARADINDU BANERJEE		76 Years	MALE	Founder Director of SAHAY, a non-profit organisation &Senior Social Development Professional	Not related	1st April 2025	31st March 2026	19/12/2014 to 31/3/225	Vice President	
4	ALOK RANI BHUNIA		67 Years	FEMALE	Social Worker	Not related	1st April 2025	31st March 2026	06/03/1995 to 31/3/225	Assistant Secretary	
5	BHABESH CHANDRA MONDAL		77 Years	MALE	Retired Govt. School Teacher	Not related	1st April 2025	31st March 2026	30/12/1991 to 31/3/225	Treasurer	

Serial No.	Name	Identification2	Age in years	Gender	Occupation	Relation to other Members by blood/ marriage3	Date of Appointment on the Board (dd-mmm-yyyy)	Tenure/ Date of completion of term (dd-mmm-yyyy)	Past Tenure details (if any)	Position on the Board	Provide details of any remuneration and reimbursement paid
1	2	3	4	5	6	7	8	9	10	11	12
6	DEBI RANI JANA	64		FEMALE	Social Worker (Women's Empowerment Focus)	Not related	1st April 2025	31st March 2026	26/09/1996 to 31/3/225	Member	
7	PALAN CHANDRA PAIK	58		MALE	Social Worker	Not related	1st April 2025	31st March 2026	19/4/2017 to 31/3/225	Member	
8	DR. SHYAMA PRASAD SINHA ROY	82		MALE	Retired Govt. Employee & Hydrogeology and Environmental Consultant	Not related	1st April 2025	31st March 2026	28/08/2011 to 31/3/225	Member	
9	SARASWATI DOLUI	45		FEMALE	Social Worker (Women's Empowerment Focus)	Not related	1st April 2025	31st March 2026	14/12/2020 to 31/3/225	Member	

Add more rows, for additional names

2c3) Name and designation of the senior most decision maker (Chief Functionary)

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	Mr. Ansuman Das (Secretary/Director)

Name of the Chief Functionary (CEO/ Head of Management)	PAN number and Address	DIN, if available	Designation/ Role	From Date	To Date
Mr. Ansuman Das	AKTPD3345E	6834 5847 8043	Secretary/Director	30/12/1991	Present
(Provide names and tenure of all persons who have served as Chief functionaries)					

2d) Executives with key responsibilities

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	Must Reply

Sr. Number	Name of the Executive	Designation / Title	Functions in-charge of
1	SIBASANKAR GIRI	President	Overall governance, strategic direction, external liaison, Head Office, Nandakumarpur, South 24 Pgs., WB
2	ANSUMAN DAS	Secretary/Director	Overseeing the overall governance, strategic planning, and policy direction of the organisation. They ensure effective coordination among the board, management, and programme teams, while guiding organisational decision-making, compliance, and long-term development initiatives, Central Office, Kolkata.
3	ARUNABHA DAS	Head of Programme Development, Partnership & Lead Programme Operations	Oversees the strategic planning, design, and implementation of all development programs, ensuring quality, impact, and alignment with the organisation's mission. The role also leads partnership development, donor engagement, and operational coordination to strengthen programmatic growth and sustainable community outcomes, Central Office, Kolkata.
4	SOUMITRA JANA	Chief Finance & Compliance Officer	Overseeing the organisation's financial management, budgeting, accounting, and reporting processes to ensure accuracy and transparency. The role also ensures compliance with statutory regulations, internal policies, and donor requirements, while providing strategic financial guidance to support sustainable organisational growth, Central Office, Kolkata.
5	ASOK BHATTACHARYA	Regional Manager (Rural) (South 24 Pgs., WB)	Responsible for overseeing the planning, implementation, and monitoring of all development programs in the rural areas of South 24 Parganas. The role includes

			supervising field teams, coordinating with local stakeholders, ensuring programme quality and compliance, and reporting on outcomes and impact within the region, Head Office, Nandakumarpur, South 24 Pgs., WB
6	SOMA MAITY	Regional Manager (Peri-Urban)	Urban and peri-urban program management, POSH committee member and Focal person of Child safeguarding Committee, Central Office, Kolkata
7	MANTU MANDAL	Regional Manager (North Bengal)	Responsible for managing and overseeing the planning, implementation, and monitoring of all development programs in the North Bengal region. This role includes supervising field teams, coordinating with local stakeholders, ensuring programme quality and compliance, and reporting on regional progress and impact, Alipurduar Project Office, WB
8	GANESH DAS	Unit In charge (Sagar Island, South 24 Pgs., WB)	Local project implementation and community engagement, Sagar Project Office, South 24 Pgs., WB
9	SHIVNATH KARMAKAR	Head of Communications & Lead Programme Operations	Responsible for managing the organisation's internal and external communications, branding, and public relations while ensuring effective implementation and coordination of field programs. The role focuses on strengthening organisational visibility, stakeholder engagement, and operational efficiency to enhance the overall impact of development initiatives.
10	AVIJIT BOSE	Programme Manager, Nadia	Responsible for planning, implementing, and monitoring development programs within the Nadia district, ensuring alignment with the organisation's objectives and quality standards. The role also involves coordinating with local stakeholders, supervising field teams, and reporting on programme progress and impact.
11	SWAGATA SINHA	HR & Administrative Manager	Responsible for managing all human resource functions, including recruitment, employee relations, performance management, and staff development, while ensuring compliance with organizational policies and labour laws. The role also oversees administrative operations, office management, and logistical support to ensure smooth and efficient functioning of the organisation.

Disclosures on Governance aspects (continued)

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
2e) Number of meetings by governing body and other committees formed by them along with attendance and the process of performance review	Must reply all points and desirable is process of performance review	5 per year

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
2f) Organisation level potential risks and mitigation plan	Desirable	• Financial Risks: Dependence on limited donors or delays in fund disbursement are mitigated through diversified funding, strict financial controls, audits, reserve funds, and transparent reporting. Programmatic Risks: Risks of unmet objectives or • low community engagement are addressed via robust M&E systems, participatory planning, regular reviews, and staff capacity building. • Human Resource Risks: Staff attrition, skill gaps, or reliance on key personnel are managed through succession planning, training, healthy organisational culture, and documented SOPs. • Compliance & Regulatory Risks: Non-compliance or legal liabilities are mitigated by updated policies, compliance officers, and proper documentation for audits. • Operational & Environmental Risks: Natural disasters, technology failures, or emergencies are managed with health disaster preparedness, data backups, digital security, and health & safety protocols. • Stakeholder Engagement & Internal Checks: Strong relationships with stakeholders and government departments, participatory planning, regular team reviews, and internal verifications help minimise risks and ensure accountability.

2g) Mechanisms for advice and concerns about ethics, along with conflict of interest and communicating other critical concerns Does the organisation have code of ethics pertaining to above issues: Yes/ No Please provide a description of the organization's internal and external mechanisms for seeking inputs about ethical and lawful behaviour and organisation's integrity.	Must have	Yes 1. Internal Mechanisms: Code of Conduct and Organizational Policies: Sabuj Sangha has established a clear Code of Conduct, which outlines expected ethical behaviour, compliance with laws, and professional standards for all staff and volunteers. Policies include anti-corruption, anti-discrimination, and conflict of interest guidelines. Whistleblower and Grievance Redressal Systems: Internal channels allow staff, volunteers, and stakeholders to report unethical practices or violations anonymously and without fear of retaliation. Grievances are reviewed by a designated committee to ensure timely and fair resolution. Training and Capacity Building: Staff and volunteers undergo regular training on ethics, compliance, and organizational policies, ensuring awareness of legal requirements, accountability, and ethical decision-making. Monitoring and Internal Audit: Internal monitoring, audits, and regular program reviews ensure adherence to organizational policies, legal requirements, and ethical standards in project implementation and financial management. 2. External Mechanisms:

		Stakeholder Feedback Systems: Beneficiaries, partners, and community members are encouraged to provide feedback on Sabuj Sangha's programmes and conduct. Surveys, participatory assessments, and community meetings serve as platforms for raising concerns. Transparency and Reporting: Sabuj Sangha maintains transparency through public disclosure of reports, audits, and project outcomes, demonstrating accountability and integrity to donors, partners, and the community. External Audits and Compliance Checks: Periodic audits by independent external agencies and compliance checks with statutory bodies ensure adherence to legal, financial, and ethical standards. Partnerships and Networking: Collaboration with government agencies, donor organizations, and civil society networks strengthens accountability and ethical practice through peer review and shared standards. 3. Organizational Integrity Focus: Sabuj Sangha's integrity is grounded in principled governance, transparency, and accountability. Decision-making is guided by fairness, respect for human rights, and commitment to the welfare of communities. By combining robust internal systems with active engagement with external stakeholders, Sabuj Sangha fosters a culture of ethical conduct and lawful behaviour throughout its operations.

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Mention name and title of who in the organization is assigned the responsibility for this mechanism. If there were concerns related to any conflict of interest and other concerns raised by the mechanism, disclose these along with the actions the organization has taken in the previous year.		SARADINDU BANERJEE (VICE PRESIDENT) No significant conflicts of interest were reported by staff, volunteers, or external stakeholders during the year. All potential conflicts identified during routine project planning and procurement processes were duly documented and reviewed. Moving forward, any conflicts of interest or ethical concerns reported will be addressed and mitigated by the organization's Grievance Redressal Committee, ensuring timely and appropriate resolution in accordance with Sabuj Sangha's policies.

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
2h) Remuneration Policies Remuneration policiesfor the governing body and the senior executives of the organization shall be reported. This shall include all kinds of fixed pay, variable pay and performance linked payments. It can also include any termination payments and claw backs. It is also important to bring out how performance of the organization is linked to remuneration.	Desirable	Sabuj Sangha has a structured remuneration policy for its governing body and senior executives, designed to ensure fairness, transparency, and alignment with organizational performance. The policy covers fixed pay, variable pay, and performance-linked incentives, reflecting both individual contributions and overall organizational outcomes. In addition, any termination payments or clawback provisions are governed by clearly defined rules. Performance appraisal of the organization and its senior management form a key component in determining performance-linked remuneration, ensuring that incentives are aligned with the achievement of programmatic objectives, financial sustainability, and stakeholder satisfaction.
2i) Stakeholder grievance, process of grievance redressal and number of grievance received and resolved Does the organisation have a mechanism in place to confidentially receive and handle reports of abuse, fraud, bribery, or other wrongdoing from both external and internal parties? Number of grievance received: Number of grievance resolved:	Desirable	Sabuj Sangha has established multiple mechanisms toensure ethical conduct and safeguard all stakeholders. Grievances related to organizational processes, staff conduct, workplace harassment, or child protection are addressed through the Grievance Redressal Committee POSH, ChildProtectionCommittee, andChild Safeguarding Committee. Complaints can be submitted confidentially, are promptly acknowledged, and investigated impartially. Appropriate corrective and preventive actions are implemented, with follow-ups to ensure effectiveness. During the last financial year, no grievances were received or resolved, reflecting the organization's ongoing commitment to transparency, integrity, and the safety of all stakeholders.
2j) Organisation registration certificate and other licenses and certifications	Must Have	

Form 1A - Annual Self-Disclosures Report for NPOs

Item	S1: Upto Rs1Cr	S2: More than Rs1 Cr
NPO Registration as: (Trust/ Society/ Section25 or Section 8 Company) Registration Number and Date: Valid till (if any): State of Registration as NPO:		Registered under the West Bengal Societies Registration Act, 1961, Registration No. is S/16979 of 1975-1976 Dated: 12th December 1975 Kolkata, West Bengal
Income Tax Permanent Account No. (Must Have):		AACTS8436Q
12A/ 12AA /12AB/ 10 (23C) Number (Must Have) 12A/ 12AA /12AB/ 10 (23C) Valid till:		AACTS8436QE20214 27-05-2026
80G Number (if you have)l: 80G Valid till:		AACTS8436QF20214 27-05-2026
GST (if you have):		NA
Darpan ID:		WB/2009/0000717
FCRA Number (if you have): FCRA Valid till:		147110293 31st March 2027

Item	S1: Upto Rs1Cr	S2: More than Rs1 Cr
CSR Registration with MCA:		CSR00000299 Dt. 03-042021
Third Party Certification/ Accreditations:		
GuideStar Number (GSN):		GSN 1226
GuideStar India Certification Level and valid till:		
Other Certifications, if any:		Empanelled with NCSR-Hub, TISS: A/1/12/08/066

2k) List of documents to be attached

Sl. No.	Item	NA	Yes	No
1.	Copy of any amendments toGoverning Documents (MoA & AoA, Trust Deed, Constitution)		Yes	
2.	Copies of change reports filed during the FY with statutory authorities		Yes	
3.	NPO Registration Certificateas: (Trust/ Society/ Section 25 or 8 Company)		Yes	

4.	Income Tax Permanent Account Copy		Yes	
5.	12A/ 12AA /12AB/ 10 (23C)Registration		Yes	
6.	80G Registration		Yes	
7.	GST Registration			No
8.	Darpan Profile		Yes	
9.	FCRA Registration		Yes	
10.	CSR Registration with MCA		Yes	
11.	Third Party Certification/ Accreditations			No
12.	Completion certificate of CBFsupported capacity building workshops			No

SSE may specify additional parameters that may be required to be disclosed by NPO on an annual basis.

Form 1A.2 Capacity Building

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	Must Reply

Details of capacity building workshops (supported by the Capacity Building Fund- CBF) attended by the organisation

Category of Workshop 1. Self-Disclosures by NPO 2. Social Impact Assessment by the NPO 3. External Social Assessment 4. Learning Loops	Name of Capacity Building Workshop	Organiser Name	Date(s) of workshop	Name and designation of person (s) who attended the workshop	Number of Certificates Attached #/No/ NA	Comments, if any
1. Learning Loops	Training on Poverty Free and Enhanced Livelihood Village for District and Block PRI Officials and Elected Representatives of PS & ZP	SIRD, West Bengal	21st August 2025 to 22nd August 2025	Ansuman Das, Secretary & Director	1	NA
2.						
3.						

Total Number of completion certificates attached as an appendix: ____1_____

Form 1A.3 Declaration

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	I confirm that the information provided by me, on behalf of my organisation is true to the best of my knowledge. I take full responsibility for the information provided and accept that my organisation may be disqualified from applying to SSE, if any of the information provided above is found to be false or misleading on subsequent verification by SSE. Name of Signatory : ANSUMAN DAS Designation : SECRETARY & DIRECTOR Note : The signatory of this declaration will serve as the contact point for any application related queries. Contact Point Mobile No. : +٩١ ٩٨٣١٠٠١٦٥٥ Contact Point Email Address : director@sabujsangha.org

I hereby certify that all the information provided in this report are correct and that all documents submitted by our organisation are true copies.

Authorised Representative of Sabuj Sangha NPO > Name: ANSUMAN DAS

Signed with Seal of NPO:



Date:……26.10.25…… Place:……Kolkata…….