

Annual Report 2023-24

vnnati

LEARN | EARN | STAND TALL

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About UNNATI (SUF)

We are a non-profit that runs a vocational training and social transformation program, among other things, which helps underprivileged youth secure stable employment with corporate benefits.

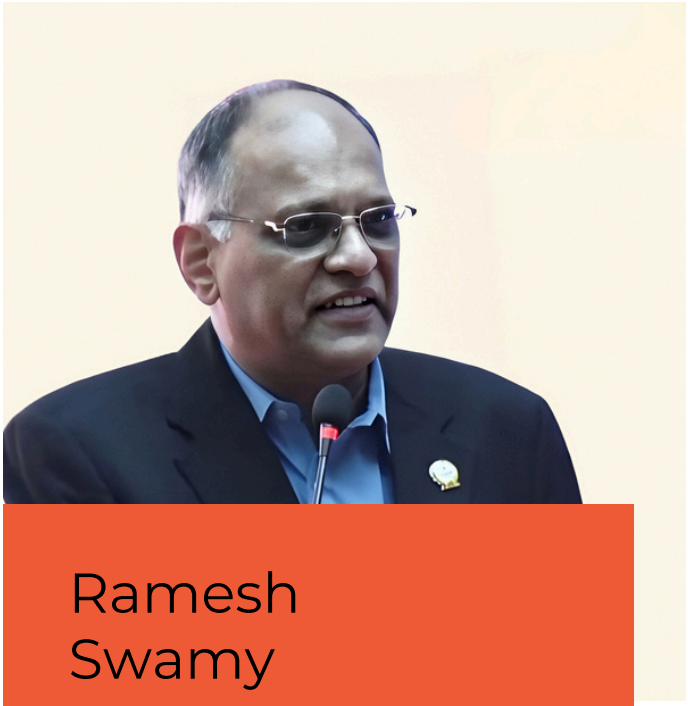
We cherish our simple yet fulfilling vision 'With Society, towards Serenity" and aim to touch different facets of human life to make the society a better place to live.

We were founded in 2011 under the name of **SGBS Unnati Foundation (SUF)** and registered as a not-for-profit organization u/s 8 of the Companies Act.

With Society, towards Serenity



Letter from our CEO



Ramesh Swamy
CEO, UNNATI

It's incredible to look back at this past year at Unnati. We've achieved so much together, and I'm filled with excitement for what's to come.

This year, we made history! Unnati became the first NGO in India to be listed on both the BSE and NSE (Social Stock Exchange). It's a huge honor that reflects our commitment to making a real difference. The listing has put us on the national map, and the publicity has been amazing.

Remember how ambitious we were, aiming to empower 1 lakh youth in a single year? We surpassed that goal! We reached a staggering 1,01,821 young minds through our programs delivered across 1,382 colleges and over 45 centers all over India. And the most exciting part? We achieved this entirely offline – a true national accomplishment.

Unnati's expanding rapidly! We're now present in 12 states across the country. In just 10 months, we signed agreements with state governments from Karnataka and Tamil Nadu all the way to Nagaland and Arunachal Pradesh. These partnerships are a testament to the incredible work we're doing, and they position us for even greater impact in the future.

1,00,000+
youth impacted

1,382
colleges covered

481
Employees

We are today present in 12 States in the country driving our programs. We have signed agreements with the State Government of Karnataka, Tamilnadu, Andhra Pradesh, Nagaland, Arunachal Pradesh, Madhya Pradesh, Uttar Pradesh, Maharashtra, Kerala and Telangana. We are present in Delhi and West Bengal also. It was indeed a herculean task getting these agreements in place in a short period of 10 months. The launch pad for growth is ready with these agreements in place and the proof of the concept demonstrated.

We were around 251 employees at the end of March 2023 and today we are a strength of around 481 people. For an NGO to build a big team is not easy with many challenges like salaries on offer, locations on offer, passion for the work we do, use of technology
as we move towards rural India, not willing to travel to Bangalore for compulsory training etc.

> This year, we made history! Unnati became the first NGO in India to be listed on both the BSE and NSE (Social Stock Exchange).

Our future success will depend on the team and in our ability to retain them for a longer period of time. We crossed the 25 crore mark this year which is a huge jump and the challenge will be to sustain this kind of growth year on year. We remain committed to making a difference in the lives of youth and women across the country. Our funding needs are growing, and we hope to garner support through CSR initiatives in the coming years. We extend our heartfelt thanks to the many companies and individuals who have supported us. Every contribution matters, and we appreciate each one of them. We executed a few socially relevant projects during the year.

We with the support of CSR installed 10 RO plants in villages and schools. We continue to maintain the Metro Median in Whitefield between 382 to 437 pillars. We are thankful to the corporates for trusting us as a 'GOTO' partner for social causes and we as a team always promise our commitment to delivering the best with utmost integrity and transparency. We thank Investors, NSE, BSE, NABARD, Trilegal, Unitus and Bigshare for supporting us.



About Us

Vision

To train and employ 1 million youth across the nation.

Mission

To serve different sections of society and bringing about harmony through focused programs. We do this keeping in mind three basic principles:

- If we train someone they must be given a job.
- They must be part of the inclusive society.
- They must be change agents in the society from where they come.

Our Programs

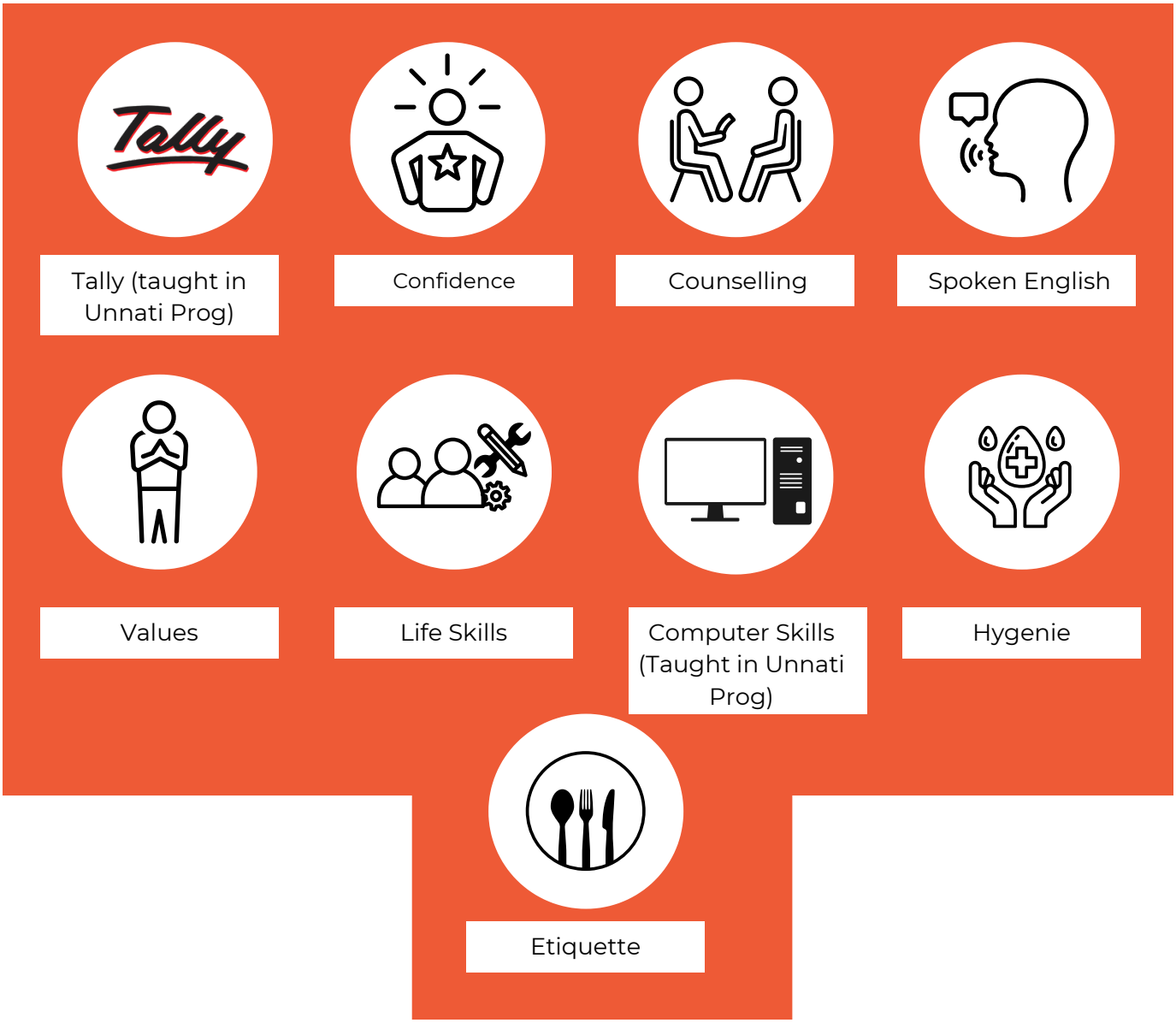
UNNATI

It is a **35-day skill development program** covering over 300 hours of training including blended learning via mobile app, with **guaranteed job at the end of the training.**

UNXT

UNXT is a 200 hour (33 days) **job-oriented training program,** including blended learning via mobile app , provided free of cost to the youth in final year graduation, **in government colleges.**

Below are the courses we offer as part of the programs:



UNNATI Training Centers

ALL UNNATI CENTRES PAN-INDIA FY 2023-24.		
SL.NO.	**State**	**No of Centres**
1.	KARNATAKA	21
2.	ANDRA PRADESH	1
3.	MAHARASHTRA	16
4.	ARUNACHALPRADESH	1
5.	DELHI	5
6.	GUJARAT	1
8.	KERALA	1
9.	NAGALAND	1
10.	TAMILNADU	2
11.	TELANGANA	4

NEW UNNATI CENTRES IN FY 2023-2024.	
CHIKKODI	SATARA
BALLARI – 2	NERUL
ALWAL	PIMPRI CHINCHWAD
LATUR	KALABURAGI - SARAGBAZAR
KALYAN	KALABURAGI - KUSNOOR
JALNA	WAYANAD
AHMEDNAGAR	PUNE
VADODARA	NAGPUR
KURLA	AURANGABAD
PEN, RAIGAD	BAGALKOT
NASHIK	

UNXT Training Coverage

We covered 1,382 college across India with this program..

And completed 2,953 batches through the year 2023-24

LIST OF COLLEGES UNXT PROGRAM IS CONDUCTED STATEWISE IN FY 2023-2024		
State	**No of Colleges**	**No of Batches**
Andhra Pradesh	349	774
Arunachal Pradesh	3	8
Karnataka	480	861
Kerala	31	49
Maharashtra	40	68
Madhya Pradesh	164	381
Nagaland	12	37
Tamil Nadu	142	445
Telangana State	15	32
Uttar Pradesh	141	284
West Bengal	5	14



Our Programs

SUGAM



SUGAM empowers rural women in India by providing a **seven-day residential entrepreneurship training course.**

The program equips participants with business and life skills to help them develop successful businesses. Across five batches, **85 women entrepreneurs** from Karnataka, Tamil Nadu, Andhra Pradesh, and Maharashtra have participated and benefitted.

Our collaborations with National Rural Livelihood Mission (NRLM), Ubuntu Consortia & Being Volunteer have been instrumental to the program's success.

Women from diverse backgrounds (age 21-68) representing businesses like pickle and papad making, operating canteens, hotels, messes
and offering tailoring, and beauty services have benefited from the program.

What women learn

- Marketing Strategies
- Financial Management
- Computer skills
- Leadership Development
- Communication skills.

Our Impact

Youth Trained

1,01,821

ChangeMakers Added

610

Avg Monthly Salary for youth

Rs 15,000 to Rs 20,000

Our programs Unnati and UNXT put together breached the 1,00,000 mark in training youth across the country.

Unnati is a 35-day vocational training to unemployed, underprivileged youth - 5763 youths completed the program at various centres, with 44% being male and 55.7% female, spanning from 5th grade to postgraduate levels of education.

UNXT is a 33-day employability skills program. It is offered free of cost to Govt college and Govt. ITI students.

Through the year, we also inducted and trained 610 changemakers to help us take our vision forward

5,763
completed Unnati Program

95,448
completed UNXT Program

21
new Training Centers added

1,382
colleges reached

Our Impact





From Trainings..

..to Placements

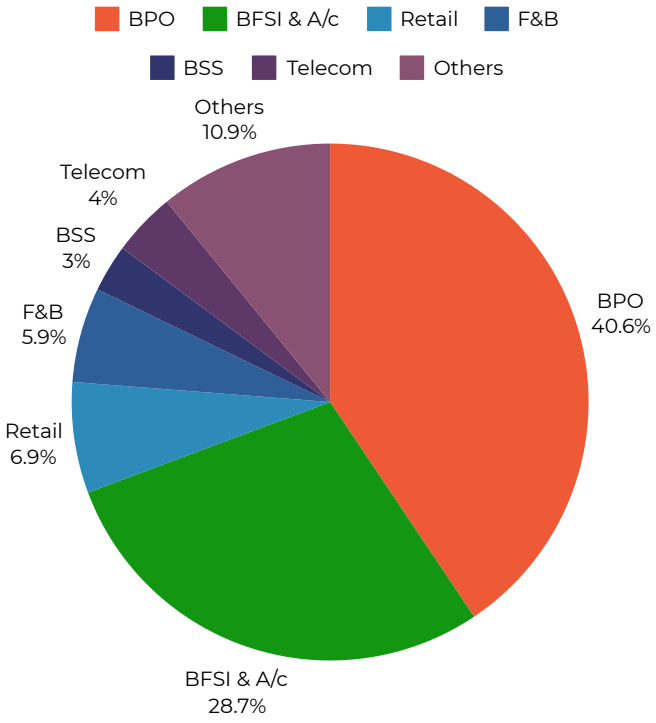
Unnati program offers **100% placement** at the end of the training. All youth who completed training through the Unnati program were offered placements in various sectors aligned with their skills and interests.

Youth have been placed with the salary range of **Rs 15,000/- to Rs 20,000/- per month**. While everyone is offered placement some choose entrepreneurial ventures or deferred career plans for higher education etc.

In UNXT - Unnati facilitates job placements for youth who have completed their graduation if they reach out to Unnati.

We have also provided the youth with a portal called **Udhyogam** which has the facility to fill up their resume and video resume. This is being circulated among employers who can directly also hire these youth based on their CV and video recordings.

The chart shows the % of jobs offered in different domains.



Our Placement Partners

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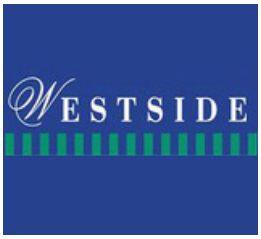






























Our Placement Partners

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TeamLease®
Putting India to Work

Aster PHARMACY
We'll Treat You Well

fabindia
CELEBRATE INDIA

Tandem
Accounting Solutions

AdUpon

CorpOne BPO
A Natsoft Company

STARTEK

ALLSEC TECHNOLOGIESLIMITED

EBIX CASH

QUESS
DELIVERING GROWTH

1POINT
BUSINESS PROCESS PARTNERS

coll-man
ISO 9001 : 2008

sagility

COMPASS GROUP

Hatti Kaapi

SMARTQ
A COMPASS GROUP COMPANY

integrated finance solutions
realises entrepreneurial ambitions

HOTEL BLUEMOON

integrated finance solutions
realises entrepreneurial ambitions

ICCS

Success Stories



- A determined graduate and a married woman, Kavya sought a brighter future and was exploring various opportunities to secure a good career.
- She enrolled in a 35-day training program at Unnati Bangalore. She strived ahead with dedication and positive attitude, and became a top performer, earning recognition and a job offer (Rs. 25,000) at Compass Group (SmartQ).

KAVYA D

BATCH 128
UNNATI HO, BANGALORE

NOW EARNS

Rs 25,000/month



- Mukesh, a hesitant young man, struggled with self-doubt and communication. Nervousness and a lack of social skills held him back from expressing himself. He yearned for confidence
- At Unnati, Mukesh honed communication skills, overcame his fear of talking to others and transformed from a shy young man into a confident one. Now, he empowers others to believe in themselves and seek help.

MUKESH

BATCH 159
UNNATI HO, BANGALORE

WAS UNDER-CONFIDENT

Now empowers those around him

In the Press

THE TIMES OF INDIA

Business Line

THE ECONOMIC TIMES

Business Standard

ZEE BUSINESS

NDTV Profit

msn

moneycontrol



Looking ahead into 2024-25

As we look forward to the next financial year, we see it as a year of **consolidation**. We want to increase efficiency and improve upon our quality of delivery and offerings. We have embarked upon a few defining **tech implementations**. This will further help enhance our offerings and improve monitoring and create more predictable impacts.

We are undoubtedly the most **efficient cost models** in the country when you compare apples to apples. We will explore further possibilities to improve in this area.

Consolidation
+
Operational Efficiency
=
Impact a **MILLION** lives



We are building a strong base to scale our operations further in the coming years. We aspire to impact a million lives in the next four years. We are uncertain about where the necessary resources will come from. However, we firmly believe in the power of goodness and the Almighty to make things happen.

We would like to express our heartfelt gratitude to our entire team at Unnati including the wonderful volunteers for their unwavering dedication in helping us achieve our goals. Their commitment to the youth, the future, our communities, and our nation truly embodies the essence of our organization. We are continuously striving to cultivate a team whose passion for our cause is at the forefront, empowering them to remain self-motivated in tackling diverse challenges while consistently delivering results.

Our Milestones

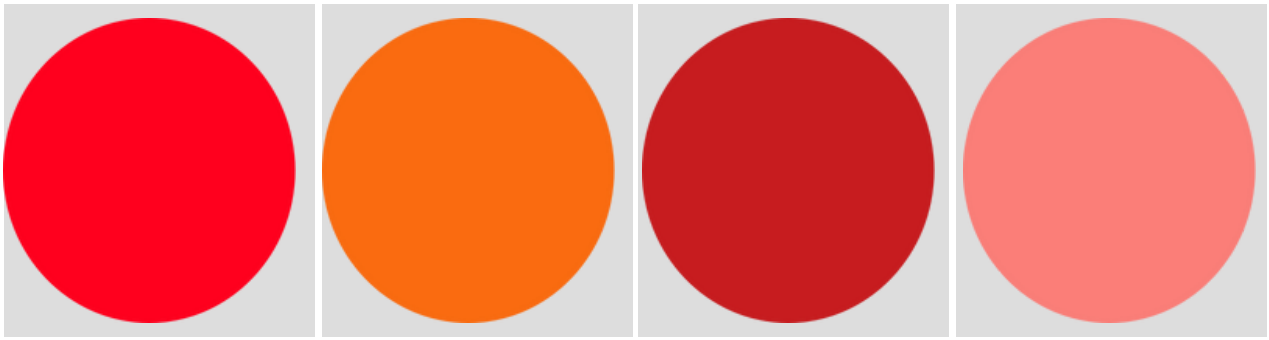
This year has been a standout year for us in terms the milestones we achieved. Here's a small snapshot of it all.

First ever NGO to list on Social Stock Exchange

1,00,000+ youth trained

Critical MOUs signed with 7 states

New program innovations



First-ever NGO to list on Social Stock Exchange



We created history on December 13, 2023 by becoming the first NGO to list on the Social Stock Exchange (SSE).

We express sincere gratitude to our investors: Mr. Ashish Kacholia, Mr. Govind Vaidiram Iyer, M/s. Zerodha Broking Ltd, and M/s. National Bank for Agriculture & Rural Development.

Their unwavering support has been instrumental for us. We also want to thank NSE, BSE, Nabard, Trilegal, Unitus, and Bigshare.



Over 1 Lakh Youth Trained!



This was another memorable milestone! We went beyond the 1,00,000 mark we set for ourselves at the beginning of the year. To be precise, we trained 1,01,821 youth through our UNXT and Unnati Program

Critical MOUs signed with 7 states



We, at SGBS Unnati Foundation (SUF), are actively expanding our skill development initiatives across India through strategic partnerships.

Here's a look at some of our recent Memorandum of Understanding (MOU):

Madhya Pradesh: We signed an MOU with the Madhya Pradesh State Skill Development and Employment Generation Board (MPSSDEGB) to deliver our UNXT program to final year students in government ITIs, polytechnics, and engineering colleges.

Maharashtra: An MOU signed on August 12th, 2023, by our Director Ramesh Swamy paves the way for a statewide launch of the UNXT program on September 13th, 2023. This collaboration is a significant step towards transforming education and empowering Maharashtra's youth

Uttar Pradesh: We launched a partnership on August 9th, 2023, to revolutionize skill training for final year students in government colleges through the UNXT program. Additionally, on March 14, we signed an MOU with Department of Technical Education of Uttar Pradesh.

Kerala: Furthering our mission, we signed an MOU with the Kerala Academy for Skills Excellence in November 2024. This collaboration will empower the youth of Kerala through education transformation.









Arunachal Pradesh: In collaboration with the Department of Higher & Technical Education (DH & TE), we will establish an Unnati Skill Centre with Boeing's sponsorship. This center will empower rural unemployed youth with training and job opportunities.

Andhra Pradesh: Following successful training of over 25,000 youth in the 2023-24 fiscal year, we signed an MOU with the Andhra Pradesh State Skill Development Corporation on March 13th, 2024. This partnership aims to develop a more strategic approach to reach even more individuals in the coming year.

New Program Innovations!

Banking Training For Youth Program: Designed in collaboration with BYGC training experts, this program provides a distinctive avenue for young talents to explore banking careers.

Tailored for graduates and post-graduates (especially BCom graduates), the initiative commenced in December 2023.

By March 2024, we've effectively trained 40 youth. Graduates emerge prepared for opportunities in esteemed Banks like HDFC, DCB, IDFC, Fincare, Axis Bank, Yes Bank, ESAF, CSB, among others.

Dec 2023

Program started

40

Youth trained

Internship Program: Unnati introduced a new initiative to empower women graduates in Hyderabad and Bangalore through tailored internships and support. Partnering with Broadridge, our 11.5-month internship program provides invaluable experience.

Ensuring job placement post-internship, we're proud to report training and placing 21 interns in 2023-24 ensuring job placements with a salary range of Rs 4-5 Lakhs per annum post- internship.

21

Women trained

Rs 3-4 lpa

Salary after internship

Financial Report for FY 2023-2024

Donations & Grants Received **Rs 2,156.68 lacs**	**Other Income** **Rs 173.26 lacs**
Total Income **Rs 2,329.94 lacs**	**Total Expenditure** **Rs 2,329.94 lacs**

	Particulars	Year ended 31 March 2024 Rs in Lacs	Year ended 31 March 2023 Rs in Lacs
I	**OWN FUNDS AND LIABILITIES**		
	Share Capital	1.00	1.00
1	Reserves & Earmarked Funds	1,481.83	1,445.81
2	Current Liabilities	1,318.24	1,026.99
	TOTAL	**2,801.07**	**2,473.80**
II	**ASSETS**		
1	Fixed Assets	203.88	219.62
	Non Current Assets (Fixed Deposits maturing after 12 Months)	102.99	739.47
2	Current Assets		
	(i) Cash & Bank Balances	1,028.76	1,093.90
	(ii) Fixed Deposits maturing within 3 to 12 months	1,439.16	403.11
	(iii) Other current assets	26.28	17.70
	TOTAL	**2,801.07**	**2,473.80**

For Ramnarain & Co.
Chartered Accountants
CA Sneha Kini
Partner

Place : Bangalore
Date : 18th May, 2024

For and on behalf of the Board of Directors
SGBS Unnati Foundation

I A Padmanabhan
Director
DIN: 03039530

Dr. Randhir Mishra
Director
DIN: 00282404 "

Statement of Income & Expenditure

	Particulars	Year ended 31 March 2024	Year ended 31 March 2023
		Rs in Lacs	
I	**INCOME**		
1	Donations & Grants	2,156.68	1,076.33
2	Other Income	173.26	117.76
	TOTAL	**2,329.94**	**1,194.09**
II	**EXPENDITURE**		
1	Salaries, Allowances & Benefits	1,441.66	400.83
2	Program Expenses	738.59	346.17
3	Social Service Project Expenses	74.46	100.91
4	General Expenses	11.23	6.71
5	Depreciation	16.37	14.42
	TOTAL	**2,282.31**	**869.04**
	SURPLUS / (DEFICIT) FOR THE YEAR	**47.63**	**325.05**

For Ramnarain & Co.
Chartered Accountants
CA Sneha Kini
Partner

Place : Bangalore
Date : 18th May, 2024

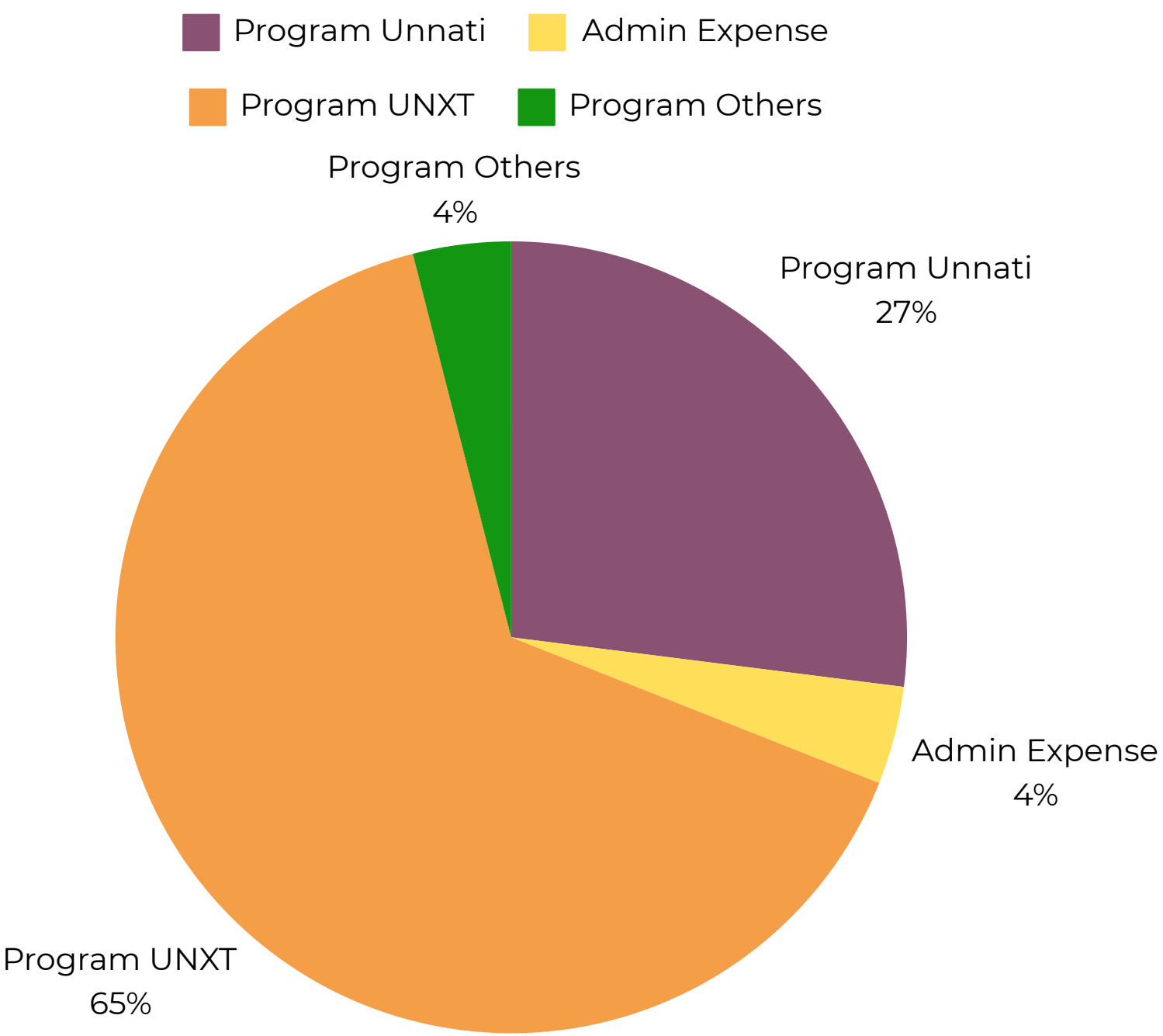
For and on behalf of the Board of Directors
SGBS Unnati Foundation

I A Padmanabhan
Director
DIN: 03039530

Dr. Randhir Mishra
Director
DIN: 00282404 "

Statement of Income & Expenditure

The chart displays the breakdown of total expenses for FY 2023-2024, categorized by program and administration costs.



The admin expenses incurred is less than 4%

Recognition for our work

Finalist for Namma Bengalurean of the Year



Our esteemed Director, Mr. Ramesh Swamy was selected as one of the 5 finalists for the prestigious “Namma Bengalurean of the Year” award 2023.

Mr. Ramesh Swamy’s tireless efforts and visionary leadership have left an indelible mark on the city, making him a deserving finalist for this esteemed accolade.

Our Community Projects









1

Installation of Ro - Plant in Karnataka: We installed over 8 new plants across locations such as Mallur, Doddaballapur etc. where more than 1,000 villagers were benefited. We have also ensured that all the earlier plants installed were maintained during the year. We thank ExxonMobil for supporting us in this.

2

Metro Rail Median Project: Maintenance of the Landscape - We are proud to announce that our median Between 382 to 437 remains the best median in Bangalore. We could achieve this because of the continued support from your side.

3

Installation of RO water purifiers in Govt Schools: We installed RO along with AMC for 3 years at two Government Schools: Govt Higher Primary School and Govt Lower Primary School in Nagenahalli Colony & Kyalasanahalli, Bengaluru.

4

Scholarships awarded: for talented tennis players and powerlifting athletes.

Details of SSE Listing

SSE LISTING · SGBS Unnati Foundation has been registered as Not for Profit Organization on NSE Exchange under the registration number NSE/LIST/CD/2023/0045 w.e.f. April 03 2023· SGBS Unnati Foundation has been registered as Not-for-Profit Organization on BSE Exchange under the registration number LO/SSE/REG/SC/400/2022-23 w.e.f. March 17,2023

Total Allotted Zero Coupon Zero Principal instrument – 18000000

LIST OF ALLOTTEES - SGBS UNNATI

NAME OF INVESTORS	ZCZP INSTRUMENTAPPLIED/ALLOTED	AMOUNT PAID(Rs in Lakhs)
Mr. ASHISH KACHOLIA	30,00,000	30
Mr. GOVIND VAIDIRAM IYER	20,00,000	20
M/s. NATIONAL BANK FOR AGRI CULTUREAND RURAL DEVELOPMENT	30,00,000	30
M/s. ZERODHA BROKING LIMITED-PROP	1,00,00,000	100

Constitution of SUF

Corporate Identity Number	U80102KA2011NPL061201
PAN No	AAQCS5858M
Section 12A of Income Tax Act	AAQCS5858ME20214 (Valid till 31st March'26)
Section 80G of Income Tax Act	AAQCS5858MF20214 (Valid till 31st March'26)
FCRA	094421605 (Valid till – 16th Sep'25)
GSTN	29AAQCS5858M1Z7
CSR activities Registration number	CSR00001571
Niti Ayog (DARPAN ID)	KA/2017/0158465

Note: All the above documents are available in https://www.unnatiblr.org/Statutory-Documents

Board of Directors



Ramesh Swamy

Ramesh Swamy alias IA Padmanabhan is the CEO of the Swamy Group of Companies. He joined his father's business immediately on completion of his bachelor's degree in BE (Mech) from MACT, Regional Engineering College, Bhopal. He today handles the logistics for many MNCs and Indian companies for the state of Karnataka.

Ramesh Swamy is involved in the day-to-day operations of Unnati. With an inspiring attitude and unbounded energy, he is among the select few, who have touched many lives in and around Bangalore.



Narayan AS

Narayanan A.S., also known as Ramdas, is the son of Sri S. Anantharaman. A distinguished graduate in Printing Technology, he founded a Flexible Packaging Plant named MILAN PACKAGING in 1984. After successfully leading the company for over 30 years, he transitioned out of the business in 2017. Currently, he generously dedicates his time volunteering at Unnati.

At Unnati, Narayanan plays a key role in equipping young people with essential life skills and value education. He is also actively involved in the organization's administrative functions.



Dr Susheela Venkatraman

Dr.Susheela Venkatraman is an erstwhile Trustee of SUFT. She was till recently Principal Director, Information Technology at Asian Development Bank, Manila.
She has completed her assignment and relocated to Bangalore.



Dr Randhir Mishra

Dr.Randhir Mishra is a Management Faculty at various B Schools in India. He has been advisor to the Board of SUF.

A WORD ABOUT OUR DIRECTORS:

Our Directors strongly believe in philanthropy true to the spirit of “not for profit”. They do not benefit themselves through any form of remuneration or perquisites. Their contribution is in the form of time and expertise.

The Directors operate without prejudice. In the realm of Unnati, they are driven by collective wisdom, compassion, and a desire to serve.
The Directors meet regularly, and all policy decisions are planned and finalized unanimously.

REMUNERATION TO OUR DIRECTORS

None of the Directors are paid any remuneration, sitting fee or monetary reward.

REIMBURSEMENTS TO DIRECTORS

Directors are reimbursed expenses incurred by them for outstation travel in connection with the business of the organisation.
Details about the Core Team and their roles can be found in https://www.unnatiblr.org/Teams

Governance Structure

STATUTORY EXTERNAL AUDITORS	SUF COMPANY SECRETARY
RAMNARAIN & Co. Charted Accountant Head Office : 373, ground floor, Ishavasya, 5th main road, Branch office : No.28/1, Ulsoor Road Bengaluru 560042 Contact Details: Mr. R Ravi Ph: 9845318140 Email : raviramca@hotmail.com	VINAY B L AND CO. COMPANY SECRETARIES#104, 1st Floor, Sarvaboumanagara, Chikkalasandra II Main, Chikkalasandra, Bangalore-560061 Contact Details Mr. Vinay B LMob: +91-9738108249/ Office: +91- 9844643929 Email: vinay@vinaybl.com Ms. Kavita Sharma Mob: 9844643929 Ph: 080 - 41105366 Email : compliance@vinaybl.com

The Governance Structure of SUF is the fundamental pillar which defines and oversees processes related to various aspects. Various subgroups within the Governance structure focus on different compliance requirements all with a common principle of driving the highest levels of transparency.

Our Board of Directors and Key managerial staff review the compliance of all applicable laws periodically to ensure that our Company and our programmes are not in breach of any applicable law.

Apart from the statutory compliance requirements of having Statutory Auditor and Company Secretary, there is a strong internal compliance tracking process built around lots of IT tracking tools and the respective vertical heads manage that.

CFO is also performing the role of internal compliance officer to monitor various compliance parameters on an ongoing basis.

Name: Manjeri Ramanathan Subramanian Designation: CFO & Compliance Officer Email id: ramani@unnatiblr.org

We fully adhere to all the statutory compliance requirements and filing all the data with the respective authorities within the prescribed timeline.

Policy Framework

The organization has a strong policy framework for various operational aspects as well as governance. Various policies related to governance and transparency are:

- No Conflict-of-Interest Policy
- Whistle-Blower Protection Policy
- Anti-Fraud, Corruption and Bribery Policy
- Prevention of Sexual Harassment Policy
- Grievance Redressal Policy

The escalation mechanism for various policies is well defined and senior staff members and board members and wherever necessary members from the outside organization are part of the escalation hierarchy. All the staff members are briefed properly about the policies as part of their induction process.

Soft copies of the policies can be found on our website below :
https://www.unnatiblr.org/Organization- Policies

Statutory Filing

SUF operations are audited regularly by our external auditors as well as auditors appointed by the CSR partners. SUF has been promptly fulfilling the obligations under different statutes:

- FCRA
- Income Tax Returns
- GST Filings
- Labour Law Returns
- RoC Returns
- Reports to Donors
- Annual Reports

Board Meetings

Board members periodically review the operations and take stock of various initiatives. In FY 2023-24 the board members met 11 times

DETAILS OF PROGRAMS UNDER SSE IN DISCLOSURE PERIOD - LIST OF TOP 5 ACTIVITIES/INTERVENTION/PROGRAMS/PROJECT (BUDGET WISE)	
Program	UNXT PROG
Geography	Across Ten States
Expenditure	1,80,00,000
Total outreach (Direct)	11,376 youth
Donors/Investors	Zerodha, Nabard, Ashish Kacholia, Govind Vaidiram Iyer
Aligns with national/state schemes orpriority	YES

LIST OF TOP 5 DONORS OR INVESTORS (BUDGET WISE)					
Sl.No.	**Donor or Investor**	**Geography**	**Expenditure in current year (INR)**	**Total outreach (Direct)**	**Alignment with national/ state schemes or priority**
1	Infosys Foundation	Across Ten States	9,88,28,327	64,428	YES
2	SSE-ZCZPInstrument	Across Ten States	1,80,00,000	11,376	YES
3	MUFG Bank Ltd	Karnataka, Maharashtra, Tamil Nadu, Delhi	1,70,31,266.15	1,953	YES
4	Exxon Mobil	Karnataka, Maharashtra	1,69,70,000	7,290	YES
5	Omega Healthcare Management Services Ltd	Tamil Nadu, Telangana	71,90,396	680	YES

Staff

Our Staff team is the backbone of our organization, and they dedicate their professional skills in transferring our mission to reality.

The details of the Number of staff as on 31st March 2024 is as below. The highest salary paid to any single individual was Rs.12,60,000/- per annum and the lowest paid to any single individual is Rs.96,000/- per annum

DISTRIBUTION OF STAFF AS PER SALARY			
Slab of Gross Salary per month (in Rs)	**Male Staff**	**Female Staff**	**Total Staff**
Less than 5,000	0	0	0
5,000-10,000	3	1	4
10,001-25,000	263	201	464
Greater than 25000	7	6	13

DEPARTMENT-WISE DETAILS OF STAFF		
Department	**Full Time Staff as on 31.03.2024**	**UNXT Consultants as on 31.03.2024**
Training	416	90
Outreach& Field work	9	1
Admin, Finance, HR	56	5
Total	481	96

REMUNERATION AND OTHER BENEFITS TO THE EMPLOYEES

The HR works along with the Senior Management closely and decisions are taken based on the conditions (includes Geographical location) and needs. This includes salary and other incentive components. Annual appraisals are done for all the employees.

STAFF TRAINING AND WORKSHOPS

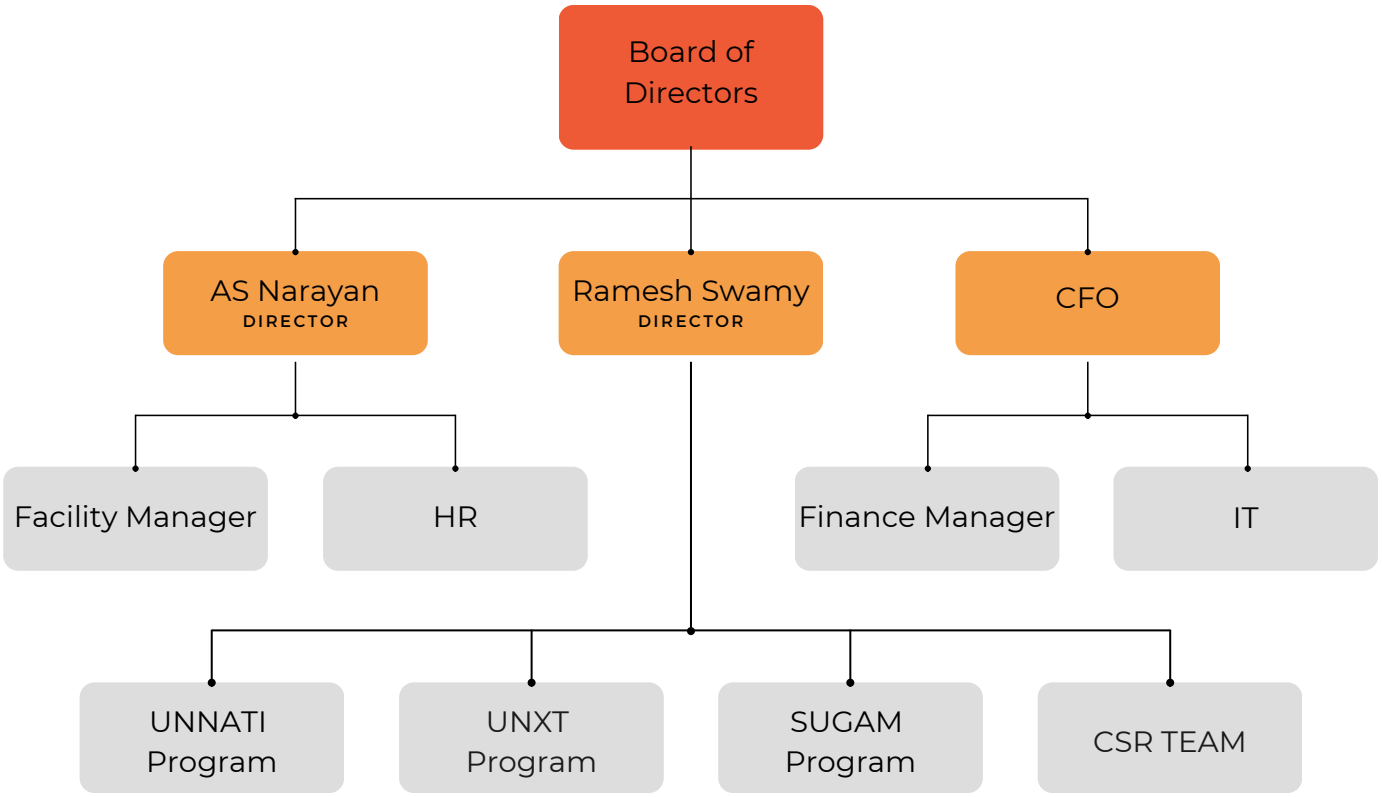
To meet up the scaling demand, During the FY 2023-24, 14 batches of “Be a Change Maker” program covered 610 change makers who will the person bringing the change to the students through our programs.

ABOUT THIS REPORT:

This report was made possible thanks to the efforts of our staff: Neethashree, Archana and the entire team.

We also would like to thank Krithika Krishnamurthy for helping us put this report together.

Organizational Chart



LIST OF KEY EXECUTIVE POSITIONS AND THEIR ROLE IN THE ORGANIZATION.	
Full Name	**Designation**
Mr. Iyer Anantha Padmanabhan Alias Ramesh Swamy	Director
Mr Anantraman Surya Narayanan	Director
Dr Randhir Mishra	Director
Dr. Susheela Venkataraman	Director
Mr. Manjeri Ramanathan Subramanian	CFO
Mrs. Sandhya Ananthanarayanan	Finance Manager
Mr. Venu Gopalan	Human Resources
Ms. Kalaivani	CSR
Mrs. Geetha Menon	Unnati Program
Mr. Gopikrishnan Kovili	Unnati Program
Mr. Anand Premkumar	UNXT Progam
Ms. Neetha	Sugam Program

Risks and Mitigation

RISKS

Funding

We rely on donations and grants, so changes in funding could affect our work.

Regulations

New laws or changes in government regulations could impact how we operate.

Govt Partnerships

Delays or cancellations from our government partnerships could hinder our programs, as we work with them on the basis of our MoU.

Operational risks

We face risks like fraud and misconduct by employees or outsiders.

MITIGATION

Diversified Funding Strategy

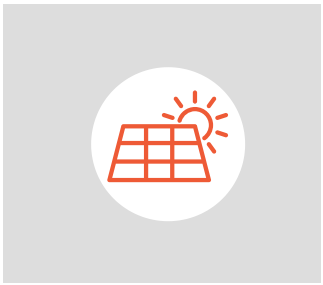
We secure funding from a variety of sources, including individual donors and grants. This allows us to plan and execute programs based on realistic financial commitments while continuously seeking new partnerships across regions.

Strong Risk Management

We have strong internal compliance process and monitoring mechanisms to minimize the operational risks.

Environmental Responsibility

SUF is fully aware of the fact that any business and operational practices should be sustainable, and nothing can be done at the cost of environmental impact. We have initiated to put in place effective practices in our day-to-day operations in this regard. Given below are references to some GREEN practices initiatives.



Carbon Neutrality: Our Head Office, Boys Hostel and Girls Hostel in Bangalore are fitted with Roof Top Solar Power Generation units. 50 % of our energy consumption is through solar in the last financial year. Solar panels have been installed for the last 8+ years.



Effective Water Usage: We maintain greenery on the Bangalore Metro median along the stretch between kilometers 382 and 437. We utilize 7,50,000 liters of RO discharged water every month for garden upkeep and cleaning purposes.



Green Building: This building is designed to be energy efficient. The architecture maximizes natural light and ventilation, reducing daytime reliance on lights and fans by 60% compared to a typical building. The rooftop coating reflects heat, lowering indoor temperatures by 5°C and further reducing the need for air conditioning. Water-saving aerators are installed on all taps. These sustainable design features have been in place for over 15 years.



Alignment to UN's Sustainable Development Goals:
All the programs of SUF are focused on imparting skills to youth in a systematic manner which enables them to engage in a meaningful livelihood thereby uplifting their immediate circle of family to get better education and quality of life.

Corporate Visits

Boeing

18th July & 29th Aug, 29th Sept, 30th Sept, 3rd Oct 2023 - Career Growth and Skill Development Session.

Boeing volunteers visited our Unnati HO & Whitefield Centres. They played a pivotal role in conducting engaging sessions on stress management, led by Swetha H., and workplace ethics, presented by Yamuna. The engaging interaction with Boeing Volunteers imparted valuable insights, fostering a dynamic exchange of knowledge.

National Rural Livelihood Mission

7th March 2024 – Visit By Chief Operating Officer Ms. Apeksha Sathish Pawar

Ms. Apeksha interacted with the participants who attended the SUGAM training program. It not only inspired us but also deeply impacted the women entrepreneurs participating in our SUGAM training program.

Omega Healthcare

11th May 2023 – Visit By Mrs. Hema, the Program Manager (CSR) from Omega Healthcare

Mrs. Hema graced our centre with her presence. Her appreciation for our service to society served as a testament to the dedication and impact of our efforts.

Societe Generale

1st March 2023, 27th April, 1st March 2023

This prominent financial services company conducted a highly beneficial mock interview session at Unnati Bangalore HO for batch 128 on 1st March.
Additionally, a dedicated team of Societe Generale volunteers visited our Bangalore HO, engaging with the enthusiastic participants of the 128th batch on the aforementioned dates.

State Street Corporation

5th May, 1st July & 5th Sep 2023

State Street Corporation, a distinguished financial service in Bangalore, conducted a valuable session at Unnati HO, guiding the youth. The team offered essential advice on interview parameters, future prospects, and emphasized the significance of effective communication, thorough research, resume preparation, facial expressions, body language, and continuous practice. Their engaging sessions and interactions with the youth have been invaluable.

UBUNTU Consortium

7th March 2024

K. Ratna Prabha IAS (Retd), former Chief Secretary of Karnataka and Founder-President of the UBUNTU Consortium, a Global Platform for Women Entrepreneurs Associations, graced our Bangalore HO.

HDB Financial Services

21st Feb 2024

The team of HDB Financial Services visited our Bangalore-HO Unnati.

Tata Consultancy Services (TCS)

22nd Feb 2024

Visit by Tata Consultancy Services (TCS) CSR team in our Bangalore HO.

Sattva (MUFG)

16th Dec 2023

Ms. Anupama from Sattva (MUFG) visited our Bangalore-HO.

New Horizon School

2nd Feb 2024

New Horizon School Students Visit Our Bangalore - HO, The Students Interacted with our youth and session was handed over by Rathis Ramanathan.

Our Happy memories from last year

Unnati Activities

















Valediction at Unnati Headquarters:







Unnati - Valediction from Centres Across India








LAB 1









Placements in progress:











Sugam Activities















UNXT in Action









BAC (Be a Changemaker) Volunteers



These are our changemakers who help us in our vision of training 1 million youth to reality





Visits from Corporates





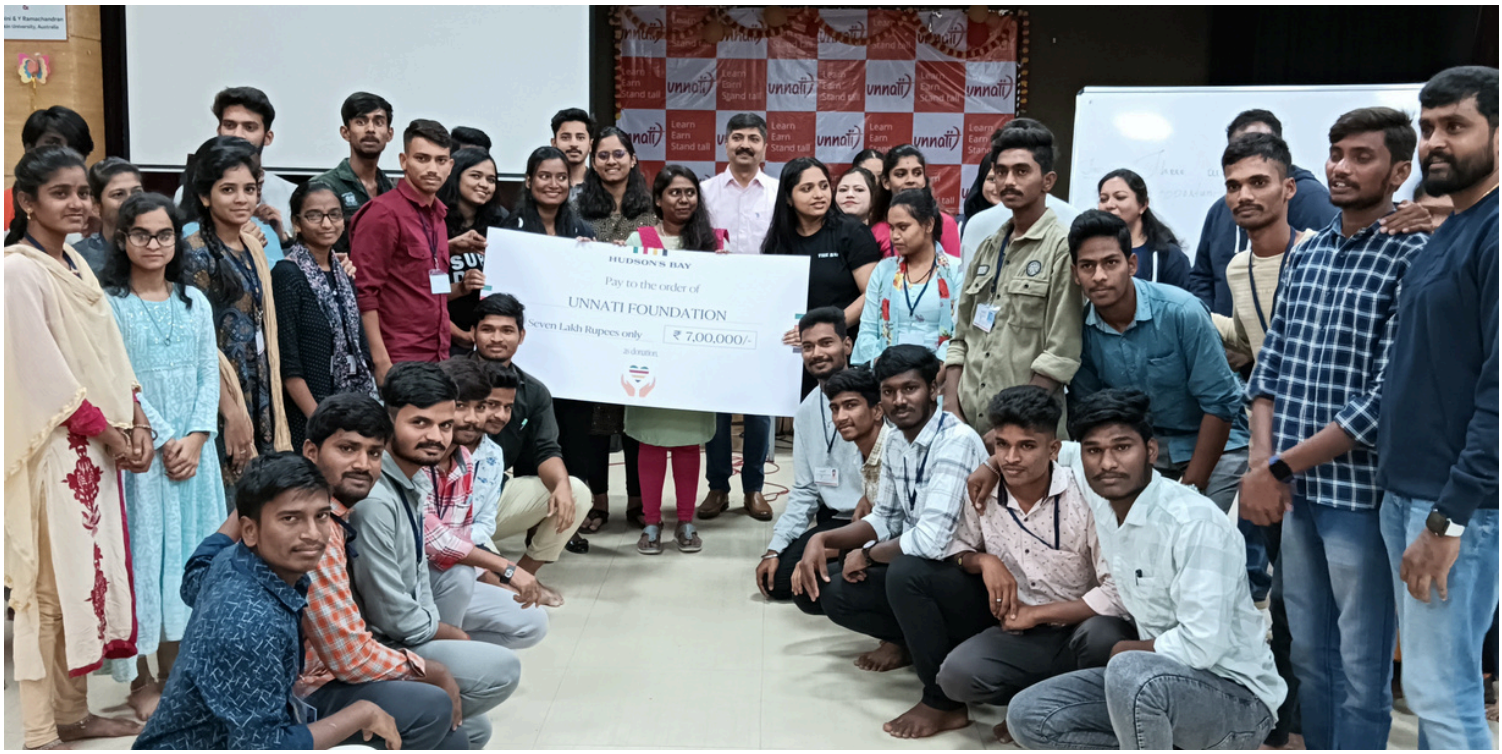











HUDSON'S BAY
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UNNATI FOUNDATION
Seven Lakh Rupees only
₹ 7,00,000/-


Volunteers


MOMENTIVE

Get involved!

UNNATI (SUF)

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Ramesh Swamy : +919844085864

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contactus@unnatiblr.org

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