At Anudip Foundation, we believe every young person, irrespective of socio-economic status, deserves a dignified life, quality education, useful skills, and access to opportunities that lead to a bright future. For more than twelve years, Anudip has alleviated inequalities that youth and women from low-income communities face by empowering them through effective knowledge initiatives and technology-driven programs that enable digital inclusion.

After a decade of steady progress, 2018-19 was a year of significant innovation, achievements, partnerships, and pioneering breakthroughs that have been highlights of our journey. We are grateful to our donors, corporate recruiters and supporters, whose support and robust ethos has allowed us to create more aspirational livelihoods in this year. We are pleased to present the Twelfth Annual Report together with the Audited Accounts for the financial year ended 31st March 2019.

Regards,
Dipak Basu
CEO, Anudip
GROWTH, EXPANSION & IMPACT

24% GROWTH IN LIVES IMPACTED

2017-2018
16189

2018-2019
20781

24% GROWTH IN LIVES IMPACTED

Trained  Placed

2017-2018
16189

2018-2019
20781

24 New Skill & Career Development Centres launched in the year 2018-2019

3 NEW GEOGRAPHIES EXPANDED

2007 –13
West Bengal

2013 –14
Odisha, Jharkhand

2014 –15
Bihar, Delhi,

2016 –17
Andhra Pradesh

2017 –18
Maharashtra, Tamil Nadu

2018 –19
Meghalaya, Telangana, Louisiana

GROWTH STATISTICS OVER THE YEARS

2007-2008
2008-2009
2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019

IMPACT SINCE INCEPTION

400,000+ Lives Impacted
85,000+ Trained
90 Skill & Career Development Centres
697 Entrepreneurs Created
35516 Women Impacted
231 Amputees Benefitted

3 NEW GEOGRAPHIES EXPANDED

YEAR AT A GLANCE

Men – Women Participation
70% of the trained candidates successfully placed

footprints of impact

60% Men impacted
40% Women impacted

400,000+ Lives Impacted
85,000+ Trained
90 Skill & Career Development Centres
697 Entrepreneurs Created
35516 Women Impacted
231 Amputees Benefitted

ANNUAL REPORT 2018-19

ANNUAL REPORT 2018-19
In 2007, Anudip was set up after a Reuters Foundation-ActionAid study found that economies of desperately poor people can be positively impacted by increased local employment. Starting as learning prototypes in IT skilling at three locations in the heart of the Sunderbans region of the Sanges delta and growing to 90+ locations across twelve States in India, Anudip is now one of India’s leading social enterprises.

A nonprofit company with operations in India and USA, Anudip has empowered more than 90,000 underserved youth, reaching over 400,000 people from difficult backgrounds since its inception through technology, skilling and livelihood creation. From its inception, Anudip has been a favored implementing agency of world-class organizations helping them execute their CSR objectives, and providing employers with talented professionals.

What is the problem we are solving and why is this important?

Youth and women from low-income family groups, tribal communities, reformed insurgents, people with disabilities, political refugees, victims of trafficking, ethnic and religious minorities historically perform poorly in the human development index, depending mostly on traditional occupations with limited career options, poor education quality and economic instability. This traps them in a vicious lifetime circle of poverty.

Moreover, these marginalized youth are unable to tap into the livelihood opportunities offered by a growing digital economy which cuts across sectors and job roles. Along with the changing business and dynamic job markets in the twenty-first century, these crisis-stricken youth find it difficult to compete with the market demand and are forced to take up jobs which are low-paid. In this pace, Anudip emerges a leader in identifying this gap and focuses on livelihood creation for marginalized communities which empowers them with sustainable income, financial stability and the opportunity to become future leaders.

OUR EMPLOYERS

Employers Speak

Thanks to Anudip’s Corporate Relationship Cell who has been extremely co-operative and willing to walk that extra mile to provide us with career-aspirants who inherit a fine blend of skills and industry-focused competencies. We have recruited for the second year in succession and are delighted to have Anudip as a valued partner.

Puthumai A Nazarene
Team Leader – Affirmative Action, Tata Consultancy Services

It has been a journey of togetherness from the beginning. Anudip and iMerit were hand in hand and the key to achieve goals and grow consistently has always been the warmth and care of the relationship nurtured by all on both sides. We are not only growing together to reach new heights but perhaps we are one of our kind. After all these years, iMerit continues to put their faith and preference in Anudip as their most adored working partner. The sustained effort by all the Anudip trainers, the in-depth understanding of iMerit’s skill requirements and the continuous collaboration makes Anudip an inseparable skilling partner for iMerit for all their future endeavors.

Anirban Roychowdhury
Head Human Resource, iMerit Technology Services

TOGETHER WITH US
DIYA, an unique technology-driven skills development program for at-risk youth, is a pathway to digital-age learning experiences and new-economy career opportunities for career aspirants from the socially-excluded geographies. DIYA generates a pool of skilled and technology-friendly career aspirants for employers from the burgeoning e-commerce, logistics, and mobile payments sectors.

**Total Trained:** 20009

**Total Placed:** 14151

---

**The Story of Satish**

In December 2017, Satish lost his parents in a fatal road accident near his hometown in Maharanipeta, located 38 kilometers from the city of Vishakhapatnam in India's Andhra Pradesh state. Life changed for 28-year-old Satish with the sudden financial responsibility. As the eldest child, he became responsible overnight dealing with the pangs of a mortgage, house insurance and his younger sister’s education – all of which Satish vaguely knew about, but had the freedom to overlook when his father was alive. His father’s meagre savings and contributions from friends supported him for the next few months. However, due to increasing debts Satish started providing tuition to kids at home but his earnings could barely fulfil the family needs. He began looking for jobs but found it difficult to get a decent opportunity.

"From then until now, it has been a journey of learning, improving and developing myself thanks to Anudip," Satish recounts. "On completion of my course, I got employed as a Service Engineer in ACT Broad Band Services in Vishakhapatnam city. " Satish now earns INR ₹9,500 (the US $138) per month and pays his family debts and support his sister to continue her studies.

"After my parent’s demise, challenges have been my driving force," Satish adds. "It is because of Anudip, I learned something new and able to lead a more responsible life."

---

**WOMEN**

- **11208**

**MEN**

- **8801**

71% of the trained candidates successfully placed.
SAVE, our exclusive program for people with disabilities offers IT-based vocational skills and mainstream employment access to differently-abled persons, equipping them with "confidence" and "courage" to enter the workforce without discrimination.

Total Trained: 756

Total Placed: 482

The Story of Anjali

19 year-old Anjali Sanwasi lives with her parents in Rourkela, a small city in Odisha state in India. Her father is an auto-rickshaw driver who strived very hard to educate his only daughter. Anjali entered college and aspired for a job to support her father after graduation. Then a catastrophe happened. One day, while returning from college, she was hit by a car. Due to traffic gridlock, rescuers could not take her to hospital in time. Her left leg became infected, leaving no alternative but amputation.

The severity of her injuries forced Anjali to rely on a wheelchair for movement and, due to lack of access facilities, she had to drop out of college. But, challenging the odds against disabled people in India, she refused to give up.

From a local newspaper she learned about Anudip SAVE centres that equip differently-abled youth with high-demand job skills through professional courses and counselling to join the mainstream employment. Anjali enrolled in the Office Automation and Digital Education course at the Anudip centre in Rourkela. Her training focused on information technology fundamentals, workplace English, and communication proficiency. With persistence and grit she completed her training, breaking the prevalent societal fatalism that surrounds people with disabilities in low-income communities.

Today, Anjali works for Reliance Securities as a Customer Care Officer and earns a monthly salary of Rs 8,000 (US $117) which was three times her previous family income. With newly learned digital skills, she has taught GPRS technology to her father in the new smartphone she gifted him, showing him how to navigate road-traffic while driving his auto-rickshaw. She contested stereotypes and affirms "Being abled does not mean enabled and being disabled does not mean less abled."
Aimed at rehabilitating crisis-stricken survivors of human trafficking, women and girls who have faced the stigma of sex trade and travails of bonded labor, discrimination and social taboo, Anudip’s pioneering BEST (Building Entrepreneurs to Stop Trafficking) initiative readies students for viable and respectable professions. The BEST program counsels, mentors and skills groups of women and girls rescued after being trafficked (sometimes multiple times) in Murshidabad district of West Bengal to become digitally literate and develop entrepreneurial proficiencies for crowdsourced tasks in the gig economy.

Our Approach:

The BEST program offers three-months training following which it set the students up with online work to generate income. By employing technology as a skill-force, Anudip directs disadvantaged women and girls join the national mainstream and get a secure and dignified life through entrepreneurship and IT skills training.

A story of Parizad Rahman

In the Murshidabad district of West Bengal, Parizad Rahman (name changed for her security) grew up in a family of six. Her father Monimul Rahman (name changed), and two brothers are daily wage laborers. Parizad grew into a chirpy young girl who completed her tenth board examination and was ready to further her education to support her family. But destiny has strange plans. It is then that she met Azhar Ali (name changed) and Azira Bibi (name changed), two new neighbours in their small village. Azira was an elderly woman, a mother-like figure to Azhar, who helped him build a great friendship with Parizad which soon turned into a beautiful courtship. They planned to take marriage vows and elope from their village.

Parizad’s parents helplessly searching for their missing daughter lodged a dairy in the local police station. All suspects grew against the new neighbours who were both missing from the village at the same time. A local NGO helped them investigate that Azhar Ali was a trafficker and Azira Bibi a human-trafficking agent residing in Ghaziabad. Parizad’s parents soon lodged an FIR in the local police station in Ghaziabad against the accused. Delhi police very promptly looked into the matter and took immediate actions to rescue Parizad, who by then was a victim of sex trafficking. She was found in Delhi, then bought back to Murshidabad where the local NGO helped her with high school admissions.

Parizad was successfully rescued from the narrowing experience of sex trafficking but could not escape from the stigma, threat, and persecution of society.

In August 2018, Parizad enrolled at Anudip’s BEST Center in her village and is presently attending her digital literacy and soft skill classes. Anudip is training her on crowdsourced assignments on transforming unstructured text, image, and video data into customized and trained data. She challenged her circumstances. She raised not her voice, but her will. Her will became her skill. She is not the prisoner of her past but the architect of her new future. A determined digital future.
Committed to Secured and Sustained Livelihoods across the Programs

<table>
<thead>
<tr>
<th></th>
<th>Trained</th>
<th>Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIYA</td>
<td>20009</td>
<td>14151</td>
</tr>
<tr>
<td>Total Placed</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>SAVE</td>
<td>756</td>
<td>482</td>
</tr>
<tr>
<td>Total Placed</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td>BEST</td>
<td>16</td>
<td>11</td>
</tr>
<tr>
<td>Total Placed</td>
<td>69%</td>
<td></td>
</tr>
</tbody>
</table>
3D4D - 3D PRINTING FOR DEVELOPMENT

Siddharta Pal, a 8-year-old boy from Uluberia, West Bengal with a Anudip 3D-printed prosthetic arm.

Anudip’s 3D4D initiative offers lightweight, customizable, low-cost prosthetics, tailored to occupational functions of a wide range of arm amputees. In 2018-19, Anudip has developed three lines of prosthetic products:

- A mechanical, muscle-powered arm which has already been deployed in over 200+ patients
- A motorized arm with sensors that drive finger and arm motion, currently in late-stage development
- A myoelectric arm currently with multiple degrees of freedom in research phase in partnership with the Indian Institute of Technology, Kharagpur

231 3D printed prosthetic arms have been successfully deployed to needy amputees in Andhra Pradesh, West Bengal and Nepal.
NEW CHAPTERS UNVEILED

NATIONAL AND INTERNATIONAL EXPANSIONS

In 2018-19, Anudip expanded its operations to serve low-income youth in Telangana and Meghalaya states of India. The company also started its first offshore operation for urban minority students in the state of Louisiana in USA.

LEARNING PARADIGM FOR BUILDING IN-HOUSE KNOWLEDGE ECOSYSTEM

With a focus on investing in developing its employees’ skills and capabilities, Anudip introduced a Learning & Development (L&D) Cell in this fiscal to enhance their efficiency and make them agile to their performance metrics. The L&D function provides mentorship opportunities and apprenticeship programs, delivering a learner-centric end-to-end experience to develop employees as they keep progressing in their roles and functions.

STRATEGIC APPOINTMENTS

To manage Anudip’s rapid growth, Monisha Banerjee, with more than two decades of experience in the area of education management, quality, product, and business development, has been appointed in Anudip as Executive Director. Monisha holds a Master’s Degree in Nuclear Physics from Jadavpur University, Kolkata. She is an alumnus of the Haas Business School, University of California, Berkeley.

Dr. Bikram Sengupta has joined Anudip as its Chief Technology Officer to further the company’s vision to integrate technology into core strategic functions. Prior to Anudip, Bikram served as a Senior Technical Member and Senior Manager at IBM Research Laboratories, India, driving IBM Research’s global programs for transforming education through artificial intelligence. He holds a Ph.D. degree in Computer Science from the State University of New York, Stony Brook, and a B.E. in Computer Science and Engineering from Jadavpur University, Kolkata.

CREATING CUSTOMIZED WORKFORCE FOR THE INDUSTRY

Employer-to-Training (E2T) is Anudip’s exclusive model focused on identification and customization of talents as per job role needs of the employer. This model is designed in collaboration with partner-employer, who customizes the curriculum and training methodology to get the desired human capital for their operations. This employer-endorsed-model enables us to gain real-time insights on market and integrate industry intelligence in our training ecosystem.

SOME OF OUR E2T CLIENTS

CORPORATE TRAINING PARTNERSHIPS

Kanoria Foundation, a conglomerate of SREI Infrastructure Finance Limited and all its verticals, partners with Anudip to enhance their workforce development practices and bolster their investment in frontline employee skills training. Eighty hours of technology-driven training in basic IT, digital and financial literacy, English comprehension and workplace behavior was imparted to support staff from the Kanoria Group including drivers, security guards, electricians, gardeners, administration, housekeeping and others.

PRODUCT EXTENSION – ADVANCE PROGRAMS

Designed to impart new-age workforce proficiency, Anudip’s career progression curriculum launched advanced courses like Chip Level Engineering and Cyber Security in its skilling centres for access-limited job-aspirants. The courses are designed by the in-house curriculum team with insights and feedback from industry leaders.

YEAR WITH A GLOBAL PERSPECTIVE

The Aspen Institute and partners Prudential Financial, YouthBuild International, and the Global Development Incubator hosted its inaugural Global Opportunity Youth Convening from December 3-7, 2018 at The Hive at in Philadelphia, USA. This week-long event brought together 24 young leaders from twelve countries to represent youth employability challenges in their nations. Anudip and its sister concern iMerit were invited to represent India and share their experiences of work and leadership to the global audience on how their innovative model has been instrumental in creating aspirational livelihoods through digital technology.
AWARD & ACCOLADES

Outstanding Employer Initiative Award at the 9th Annual Indian Education Awards

Employmability Enhancing Vocational Skills Award from The Indian Chamber of Commerce

SKOCH Order of Merit Award as one of the top skill development projects in India

NSDC Jury Award for honoring excellence and innovation in Business Model from Skill India and The National Skill Development Corporation of India

Citi Foundation • Impart digital skills training to high-need communities in Pune and Thane, Maharashtra to provide placement opportunities

HSBC Skills for Life • Upskill unemployed youth aged 18-25 years from Kurnool and Vizianagram, Andhra Pradesh in professional skills training and facilitate employment opportunities

NVIDIA Foundation • Deploy young women from disadvantaged communities in Hyderabad, in financial and digital literacy training and place them in new economy jobs

Tech Mahindra Foundation • Engage marginalized youth from Odisha with new skills and advanced courses and provide job support

Cognizant Foundation • Enable at-risk youth from West Bengal with career-development profilestics for employment in IT & ITeS sector

ITC Ltd. • Skill marginalized youth and women across West Bengal with industry aligned digital and IT skills

Accenture Services Pvt. Ltd. • Support career-aspirants from low-income family groups across India through Anudip’s DIYA and SAVE programs to help them secure employment

ICRA Limited • Equip access-limited youth in rural West Bengal with professional skills training and employment support

Michael & Susan Dell Foundation • Prepare underprivileged young men and women nationwide with an array of skills from basic IT to website development, Cisco and Microsoft certification, programming languages, etc.

American India Foundation and Capgemini • Train youth in new economy skill sets and provide employment opportunities in digital and IT services

NetHope and Google • Deploy latest IT and networking devices and equipment for state-of-art learning technology

Cisco • Set up skill and career development centres in New Orleans, USA

Support Anudip’s 3D4D to create 3D-Printed prosthetic limbs for needy amputees

Kanoria Foundation • Upskill frontline workers in Digital and Financial Literacy

mJunction • Hone opportunity-limited youth in rural West Bengal with employability skills training and placement support

OUR PARTNERS IN CHANGE

We acknowledge the support provided by all our donors whose ages help us to further our work and transform lives.

<table>
<thead>
<tr>
<th>DONORS</th>
<th>TARGETED IMPACT</th>
</tr>
</thead>
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<tr>
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<td>Hone opportunity-limited youth in rural West Bengal with employability skills training and placement support</td>
</tr>
</tbody>
</table>
## ANNUAL REPORT 2018-19

### FINANCIALS

#### BALANCE SHEET AS AT 31ST MARCH 2019

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Rs</th>
<th>Rs</th>
<th>Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>1,18,665,415</td>
<td>184,832,190</td>
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</tbody>
</table>

#### ASSETS:

<table>
<thead>
<tr>
<th>Sub-Particulars</th>
<th>Rs</th>
<th>Rs</th>
<th>Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Non-curr. assets</strong></td>
<td>18,94,040</td>
<td>1,095,714</td>
<td></td>
</tr>
<tr>
<td><strong>Fixed Assets</strong></td>
<td>5,60,112</td>
<td>30,09,183</td>
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<tr>
<td><strong>Current assets</strong></td>
<td>11,12,321,244</td>
<td>83,32,710</td>
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</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td>14,40,404</td>
<td>8,63,948</td>
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<tr>
<td><strong>Current liabilities</strong></td>
<td>3,95,344,500</td>
<td>35,06,510</td>
<td></td>
</tr>
<tr>
<td><strong>Non-current liabilities</strong></td>
<td>21,42,738,100</td>
<td>17,04,638,950</td>
<td></td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>32,37,353,600</td>
<td>26,52,179,050</td>
<td></td>
</tr>
</tbody>
</table>

In terms of our report of even date,

For [Kumar Muniyappa & Associates], Chartered Accountants.

I.R.N: 341412691

K. Muniyappa
Partner

Main Office: No 51442, Maker Bazaar, Since 30th August, 2019

**ANURUP FOUNDATION FOR SOCIAL WELFARE**

### STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH, 2018

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Rs</th>
<th>Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue from Operations</strong></td>
<td>1,183,033,862</td>
<td>1,183,033,862</td>
</tr>
<tr>
<td><strong>Other Income</strong></td>
<td>3,04,210</td>
<td>3,04,210</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,186,078,072</td>
<td>1,186,078,072</td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Sub-Particulars</th>
<th>Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Depreciation</strong></td>
<td>6,764,183</td>
</tr>
<tr>
<td><strong>Other Expenses</strong></td>
<td>18,52,034</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>25,50,046,163</td>
</tr>
</tbody>
</table>

**Net Profit for the year**

<table>
<thead>
<tr>
<th>Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,186,078,072</td>
</tr>
</tbody>
</table>

In terms of our report of even date,

For [Kumar Muniyappa & Associates], Chartered Accountants.

I.R.N: 341412691

K. Muniyappa
Partner

Main Office: No 51442, Maker Bazaar, Since 30th August, 2019

**ANURUP FOUNDATION FOR SOCIAL WELFARE**

### ANNUAL REPORT 2019-20

**ANNUAL REPORT 2018-19**
BOARD OF DIRECTORS

Your Company records its deep appreciation for dedicated service over ten years of one of its founding Directors, Dr. Pradeep Kakkar, who stepped down from the Board at the end of the year. The following was the Board membership at the end of the financial year:

- Mr. Dipak Basu (Chairman & CEO)
- Mr. Arup Das
- Mr. Abhijit Sen
- Mr. Jai Natarajan
- Mr. Sumantra Banerjee

PARTICULARS OF EMPLOYEES

As required under section 217(2A) of the Companies Act, 1956, and the Rules framed thereunder, the Directors state that there have been no employees applicable to this Rule during the period under consideration, and so no comment is necessary in this matter.

DIRECTOR’S RESPONSIBILITY STATEMENT

As required under Section 217(2AA) of the Companies Act, 1956, the Directors state as follows:

i) that in the preparation of the Annual Accounts for the year ended 31st March, 2019, the applicable accounting standards have been followed along with proper explanation relating to material departures.

ii) that the Directors have selected such accounting policies to the extent deemed applicable and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company at the end of the year ended 31st March 2019 and of the surplus of the Company for the year.

iii) that the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with provisions of this Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities.

iv) that the Annual Accounts for the year ended 31st March, 2019 have been prepared on a going concern basis.

ACKNOWLEDGMENTS

The auditors of the Company, M/s Konar Mustaphi & Associates, Chartered Accountants, will hold office until the conclusion of the Annual General Meeting. Your Directors convey their sincere thanks to the Company’s employees for their outstanding work and to all bodies and authorities who have extended their support and financial assistance through the year.

Chairman & CEO
Our Presence:
India: Andhra Pradesh | Bihar | Delhi | Jharkhand | Maharashtra
Meghalaya | Odisha | Tamil Nadu | Telangana | West Bengal
U.S.A: Louisiana

Write to publicrelations@anudip.org to support us in touching more lives.