

## INDEPENDENT AUDITORS' REPORT

To the Members of **CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE-INDIA (Cividep)**

### *Opinion*

We have audited the financial statements of **Civil Initiatives for Development and Peace-India (Foreign Contribution)**, which comprise the Balance Sheet as at March 31, 2025, Income and Expenditure Account and the Receipts & Payments Account for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the entity as at March 31, 2025 and of its financial performance for the year then ended in accordance with the accounting principles generally accepted in India.

### *Basis for Opinion*

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by the Institute of Chartered Accountants of India (ICAI). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the Code of Ethics issued by the ICAI, and we have fulfilled our ethical responsibilities in accordance with these Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the accounting principles generally accepted in India, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity's financial reporting process.



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Simon  
Rodrigues &  
Associates LLP

CHARTERED ACCOUNTANTS

***Auditors' Responsibility for the Audit of the Financial Statements***

Our objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of the auditor's responsibilities for the audit of the financial statements is attached to this report as *Annexure 1*. This description forms part of our auditor's report.

**For Simon Rodrigues and Associates LLP**

Chartered Accountants

Firm Registration No. 007934S/S000065



Mark Anthony Braganza

Partner

ICAI Membership No. 023907

UDIN: 25023907BNGBIV7572



Place: Bangalore

Date: 28-10-2025

**Annexure 1**

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**  
**FOREIGN CONTRIBUTION**  
**Balance Sheet as at March 31, 2025**

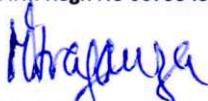
| Particulars |   | Note | Amount in Rs.      |                    |
|-------------|---|------|--------------------|--------------------|
|             |   |      | 31 March 2025      | 31 March 2024      |
| <b>I</b>    | <b>Sources of Funds</b>   | 3    |                    |                    |
| <b>1</b>    | <b>NPO Funds</b>  |      |                    |                    |
| (a)         | Unrestricted Funds  |      | 1,18,31,915        | 2,03,73,476        |
| (b)         | Restricted Funds  |      | -                  | -                  |
| <b>2</b>    | <b>Non-current liabilities</b>  |      | 1,18,31,915        | 2,03,73,476        |
| (a)         | Long-term borrowings  |      | -                  | -                  |
| (b)         | Other long-term liabilities   |      | -                  | -                  |
| (c)         | Long-term provisions  |      | -                  | -                  |
| <b>3</b>    | <b>Current liabilities</b>  |      | -                  | -                  |
| (a)         | Short-term borrowings   |      | -                  | -                  |
| (b)         | Payables  |      | -                  | -                  |
| (c)         | Other current liabilities   | 4    | 9,06,728           | 7,33,868           |
| (d)         | Short-term provisions   |      | -                  | -                  |
|             | <b>Total</b>  |      | 9,06,728           | 7,33,868           |
|             |   |      | <b>1,27,38,643</b> | <b>2,11,07,344</b> |
| <b>II</b>   | <b>Application of Funds</b>   |      |                    |                    |
| <b>1</b>    | <b>Non-current assets</b>   |      |                    |                    |
| (a)         | Property, Plant and Equipment and Intangible assets                     | 5    |                    |                    |
| (i)         | Property, Plant and Equipment   |      | 15,38,859          | 14,22,863          |
| (ii)        | Intangible assets   |      | -                  | -                  |
| (iii)       | Capital work in progress  |      | -                  | -                  |
| (iv)        | Intangible asset under development                                      |      | -                  | -                  |
| (b)         | Non-current investments   |      | -                  | -                  |
| (c)         | Long Term Loans and Advances  | 6    | -                  | -                  |
| (d)         | Other non-current assets  |      | 88,210             | 88,210             |
| <b>2</b>    | <b>Current assets</b>   | 7    |                    |                    |
| (a)         | Current investments   |      |                    |                    |
| (b)         | Inventories   |      | -                  | -                  |
| (c)         | Receivables   |      | -                  | -                  |
| (d)         | Cash and bank balances  |      | 1,01,47,381        | 1,89,13,015        |
| (e)         | Short Term Loans and Advances   |      | 8,04,636           | 3,15,074           |
| (f)         | Other current assets  |      | 1,59,557           | 3,68,182           |
|             | <b>Total</b>  |      | 1,11,11,574        | 1,95,96,271        |
|             |   |      | <b>1,27,38,643</b> | <b>2,11,07,344</b> |
|             | Brief about the Entity  | 1    |                    |                    |
|             | Summary of significant accounting policies                              |      |                    |                    |
|             | The accompanying notes are an integral part of the financial statements | 2    |                    |                    |

As per our report of even date attached

For Simon Rodrigues & Associates LLP

Chartered Accountants

Firm Regn No 007934S/S000065

  
 Mark Anthony Braganza

Partner

Membership No. 023907

Date : 28-10-2025

Place : Bangalore



For Civil Initiatives for Development and Peace India

  
 Lalana Zaveri

Lalana Zaveri  
 President

  
 Deepika Rao

General Secretary



**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**  
**FOREIGN CONTRIBUTION**  
**Income and Expenditure for the year ended March 31, 2025**

Amount in Rs.

| Particulars  | Note | FY 2024-25         |                  |             | FY 2023-24         |                  |               |
|--|------|--------------------|------------------|-------------|--------------------|------------------|---------------|
|  |      | Unrestricted funds | Restricted funds | Total       | Unrestricted funds | Restricted funds | Total         |
| I <b>Income</b>  |      |                    |                  |             |                    |                  |               |
| (a) Donations and Grants   |      | -                  | 5,90,71,514      | 5,90,71,514 | -                  | 6,86,05,471      | 6,86,05,471   |
| (b) Fees from Rendering of Services  |      | -                  | -                | -           | -                  | -                | -             |
| (c) Sale of Goods  |      | -                  | -                | -           | -                  | -                | -             |
| II <b>Other income</b>   |      | -                  | 6,30,264         | 6,30,264    | -                  | 2,88,948         | 2,88,948      |
| III <b>Total Income (I+II)</b>   |      | -                  | 5,97,01,778      | 5,97,01,778 | -                  | 6,88,94,419      | 6,88,94,419   |
| IV <b>Expenses:</b>  |      |                    |                  |             |                    |                  |               |
| (a) Material consumed/distributed  |      | -                  | -                | -           | -                  | -                | -             |
| (b) Donations/contributions paid   |      | -                  | -                | -           | -                  | -                | -             |
| (c) Employee benefits expense  |      | -                  | 3,17,60,712      | 3,17,60,712 | -                  | 2,46,54,396      | 2,46,54,396   |
| (d) Finance costs  |      | -                  | -                | -           | -                  | -                | -             |
| (e) Depreciation and amortization expense  |      | -                  | 5,42,704         | 5,42,704    | -                  | 4,32,674         | 4,32,674      |
| (f) Other expenses   |      | -                  | 42,34,250        | 42,34,250   | -                  | 35,93,144        | 35,93,144     |
| (g) Programme expenses   |      | -                  | 3,14,15,317      | 3,14,15,317 | -                  | 2,50,07,274      | 2,50,07,274   |
| (h) Miscellaneous Expenses   |      | -                  | 2,90,356         | 2,90,356    | -                  | 1,05,075         | 1,05,075      |
| <b>Total expenses</b>  |      | -                  | 6,82,43,339      | 6,82,43,339 | -                  | 5,37,92,563      | 5,37,92,563   |
| V <b>Excess of Expenditure over Income for the year before exceptional and extraordinary items (III- IV)</b> |      | -                  | 85,41,561        | 85,41,561   | -                  | (1,51,01,856)    | (1,51,01,856) |
| VI <b>Exceptional items</b>  |      | -                  | -                | -           | -                  | -                | -             |
| VII <b>Excess of Expenditure over Income for the year before extraordinary items (V-VI)</b>                  |      | -                  | 85,41,561        | 85,41,561   | -                  | (1,51,01,856)    | (1,51,01,856) |
| VIII <b>Extraordinary Items</b>  |      | -                  | -                | -           | -                  | -                | -             |
| IX <b>Excess of Expenditure over Income for the year (VII-VIII)</b>  |      | -                  | 85,41,561        | 85,41,561   | -                  | (1,51,01,856)    | (1,51,01,856) |
| <b>Appropriations Transfer to funds</b>  |      | -                  | -                | -           | -                  | -                | -             |
| <b>Transfer from funds</b>   |      | -                  | -                | -           | -                  | -                | -             |
| <b>Balance transferred to General Fund</b>   |      | -                  | 85,41,561        | 85,41,561   | -                  | (1,51,01,856)    | (1,51,01,856) |
| <b>The accompanying notes are an integral part of the financial statements</b>                               |      | -                  | -                | -           | -                  | -                | -             |

As per our report of even date attached

For Simon Rodrigues & Associates LLP

Chartered Accountants

Firm Regn No 007934S/S000065



Mark Anthony Braganza  
 Partner  
 Membership No. 023907

Date : 28-10-2025

Place : Bangalore

For Civil Initiatives for Development and Peace India



Lalana Zaveri  
 President



Deepika Rao  
 General Secretary



**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**  
**FOREIGN CONTRIBUTION**  
**Receipts & Payments For The Year Ended 31st March 2025**

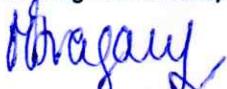
| Particulars          |  | Note | Amount in Rs.      |                    |
|----------------------|--|------|--------------------|--------------------|
|                      |  |      | FY 2024-25         | FY 2023-24         |
| <b>A.</b>            | <b>Opening Balance</b><br>Cash and bank balances | 16   |                    |                    |
|                      |  |      | 1,89,13,015        | 34,92,387          |
| <b>B.</b>            | <b>Income Received During the Year</b>           |      |                    |                    |
| I                    | Donations and Grants                             |      | 5,90,71,514        | 6,86,05,471        |
| II                   | Fees from Rendering of Services                  |      | -                  | -                  |
| III                  | Sale of Goods                                    |      | -                  | -                  |
| IV                   | Other income                                     |      | 6,30,264           | 2,88,948           |
|                      | <b>Total Income Received During the Year</b>     |      | 5,97,01,778        | 6,88,94,419        |
| <b>C.</b>            | <b>Other Receipts</b>                            |      |                    |                    |
|                      | (i). Refund of Rental Deposit                    |      | -                  | -                  |
|                      | (ii). Advance Refunded                           |      | -                  | -                  |
|                      |  |      |                    |                    |
|                      |  |      |                    |                    |
| <b>Total (A+B+C)</b> |  |      | <b>7,86,14,794</b> | <b>7,23,86,806</b> |
| <b>D.</b>            | <b>Expenses Paid During the Year</b>             | 17   |                    |                    |
| I                    | Material Purchased                               |      | -                  | -                  |
| II                   | Donations/contributions paid                     |      | -                  | -                  |
| III                  | Employee benefits expense                        |      | 3,16,35,487        | 2,43,72,250        |
| IV                   | Finance costs                                    |      | -                  | -                  |
| V                    | Fixed Assets Purchased During the Year           |      | 6,68,700           | 6,75,896           |
| VI                   | Other expenses                                   |      | 40,42,850          | 36,71,086          |
| VII                  | Programme expenses                               |      | 3,14,15,317        | 2,46,56,109        |
| VIII                 | Miscellaneous Expenses                           |      | 2,90,356           | 98,450             |
|                      | <b>Total expenses</b>                            |      | 6,80,52,710        | 5,34,73,791        |
| <b>E.</b>            | <b>Other Payments</b>                            | 18   |                    |                    |
|                      | (i). Rental Deposit Paid during the Year         |      | -                  | -                  |
|                      | (ii). Unsettled Advance                          |      | 4,14,703           | -                  |
| <b>F.</b>            | <b>Closing Balance</b>                           | 19   |                    |                    |
|                      | Cash and bank balances                           |      | 4,14,703           | -                  |
|                      |  |      |                    |                    |
|                      |  |      |                    |                    |
|                      |  |      |                    |                    |
| <b>Total (D+E+F)</b> |  |      | <b>7,86,14,794</b> | <b>7,23,86,806</b> |

As per our report of even date attached

For Simon Rodrigues & Associates LLP

Chartered Accountants

Firm Regn No 007934S/S000065



Mark Anthony Braganza  
Partner  
Membership No. 023907



For Civil Initiatives for Development and Peace India

  
Lalana Zaveri

President

  
Deepika Rao

General Secretary

Date : 28-10-2025

Place : Bangalore



**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**

**FOREIGN CONTRIBUTION**

**Notes forming part of the Financial Statements for the year ended, 31st March, 2025**

**Note - 1 Brief about the entity**

Civil Initiatives For Development and Peace India is a registered Society with Registration Number 1070/99-20 00 with its registered office at 12,1st Cross Venkatramaiah layout,Banaswadi S.O,Bangalore.The Society was established on 05 January, 2000.

-> **The broad approaches employed across all locations for the programme are:**

- 1 To initiate organized efforts within civil society to address issues of development and peace to enable individuals, groups, communities, organizations and institutions within civil society to associate with each other to contribute meaningfully to development and the establishment of peace.
- 2 To promote programs and activities for the development and welfare of disadvantaged sections of the community. To promote research, education, information service and training in areas related to development, environment, employment, health, rehabilitation and disaster relief.
- 3 To promote education, training, social/culture activities and employment particularly women, other weaker sections, scheduled castes, scheduled tribes and deserving members of civil society.
- 4 To enhance the economic and social status of particularly vulnerable groups such as devedasis, sex workers, physically and mentally challenged children and any other groups that are victims of discrimination.
- 5 To contribute to the health care services of the weaker sections of society through advocacy efforts on the beliefs, influencing policy makers, promoting research studies, establishments and conducting health education programmes.
- 6 To support, organize and conduct training programs, seminar and study circles for the achievement of the objectives.
- 7 To promote professional social work through research, education, publication, established or support of schools, colleges, orphanages, old-age homes, hospitals, libraries, research/information services and web-sites.
- 8 To mobilize and develop human and material resources for the advancement of the objectives of the society and for its projects and programmes.
- 9 To promote protection of common property resources, sustainable agriculture, environmental concern, protection of nature/natural wealth, protection of endangered species and to encourage other projects of national concern.
- 10 To do all such lawful things as are incidental or conducive to attainment of the above objects or any of them.

-> The Society has registration under 01-Sub clause (i) of clause (ac) of sub -section (1) of section 12A"Amended Section 12AB" of the Income Tax Act, 1961, with unique registration number "AAATC3034CE20214" dated 28/5/2021 which is valid from Assessment Year 2022-23 to Assessment Year 2026-27. (Earlier Registration under Section 12A which was valid till Assessment Year 2021-22 is with Reg No.TRUST/718/VOL-I/C-545/2000-01 CIT-II dated 23/03/2001.)

-> The Society also has registration under 11-Clause (i) of first proviso to sub-section (5) of section 80G "Amended Section 80G" of the Income Tax Act, 1961, with unique registration number "AAATC3034CF20214" dated 28/5/2021 which is valid from Assessment Year 2022-23 to Assessment Year 2026-27.(Earlier 80G registration number was DIT(E)B LR/80G/ 207/AAATC3034C /ITO(E)-1/Vol. 2013-2 014 dated 16.09.2013)

The Society has received permission from the Ministry of Home Affairs under the Foreign Contribution (Regulation) Act, 2010 to accept foreign contributions. The organization has been registered for carrying out Social activities in nature with the registration number 094420831 Last Renewed on 20/12/2021.The current FCRA Certificate is valid from 01,January 2022 to 31,December 2026.

-> The Society has Darpan ID KA/2017/0165988 and the registration is effective from 27/11/2017



*Parvez*

*Parvez*

**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**

**FOREIGN CONTRIBUTION**

**Notes forming part of the Financial Statements for the year ended, 31st March, 2025**

**Note - 2 Significant Accounting Policies**

**a. Basis of Preparation of Financial Statements:**

The financial statements have been prepared and presented in accordance with the Technical Guide on Accounting for Not-for-Profit Organisations ( NPOs) issued by the Institute of Chartered Accountants of India. The method of accounting followed is the cash basis of accounting (except in respect of interest income) and the financial statements comply with the accounting standards issued by the Institute of Chartered Accountants of India to the extent applicable. The financial statement are presented in Indian rupees.

**b. Property, Plant and Equipment & Depreciation:**

Property, Plant and Equipment are carried at cost of acquisition or construction less accumulated depreciation. Cost comprises the purchase price and any cost attributable to bring the Property, Plant and Equipment to its working condition for its intended use.

Rate of Depreciation on all Property, Plant and Equipment is taken under the Written Down Value Method As per the Income Tax Act, 1961.

**c. Designated Funds**

In accordance with the Technical Guide on Accounting for Not-for-Profit Entities issued by the Institute of Chartered Accountants of India, the Society has grouped designated funds under Unrestricted funds and Restricted funds.

**d. Contingent Liabilities:**

> TDS defaults appearing in TRACES website for the FY 2024-25 aggregating to Rs. 4,330,for the FY 2023-24 aggregating to Rs. 4,900, for the FY 2020-21 aggregating to Rs.3,930,for the FY 2018-19 aggregating to Rs.760,for the FY 2012-13 aggregating to 3,630,for the FY 2011-12 aggregating to Rs.930,for the FY 2010-11 aggregating to Rs.550 and for the FY 2008-09 aggregating to Rs.3,780 which are being addressed

**e. Taxation:**

The Society is registered under Section 12AB of the Income Tax Act, 1961 and hence is exempt from taxes on income when they are applied for charitable purposes.

**f. Cash and bank balances:**

Cash and bank balances comprises of cash on hand and Balances with banks.

**g. Previous Year figures:**

Based on the Technical Guide on Accounting for NPOs and recommendation of New Financial Statements, for the Current Year and onwards the Trust has adopted such recommendations and accordingly the figures for the previous year have been regrouped/ rearranged wherever considered necessary to conform to the current year classification. All amounts have been mentioned in Indian Rupees.



*Alphonse*



*Wagle*

CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA  
 FOREIGN CONTRIBUTION  
 Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Note - 3 NPOs Funds

| Amount in Rs.             |   |                                |                                       |                           |                                 |
|---------------------------|---|--------------------------------|---------------------------------------|---------------------------|---------------------------------|
| Sr. No.                   | Particulars   | As at 1st April 2024 (Opening) | Funds transferred/received during the | Funds Utilised during the | As at 31st March 2025 (Closing) |
| <b>(A)</b>                | <b>Unrestricted Funds</b>   |                                |                                       |                           |                                 |
| 1                         | Corpus Funds  |                                |                                       |                           |                                 |
| 2                         | General Funds<br>(a). General Funds Other than (b) to (d)<br>(b). Balance Amount of deemed Income being exemption claimed in earlier years on account of deemed application and required to be applied in FY 2023-24 onwards<br><br>(c). Income accumulated under third proviso to clause (23C) of section 10 or section 11(2)<br><br>(d). Income accumulated under clause (2) of Explanation 1 to sub-section (1) of section 11. | 2,03,73,476                    | 5,97,01,778                           | 6,82,43,339               | 1,18,31,915                     |
| 3                         | Designated Funds  |                                |                                       |                           |                                 |
| <b>(B)</b>                | <b>Restricted Funds</b>   |                                |                                       |                           |                                 |
| 1                         | Corpus Funds<br>(a). Corpus out of the donations received for renovation or repair of places notified u/s 80G(2)(b) on or after 01.04.2020<br><br>(b). Other corpus received on or after 01.04.2021<br><br>(c). Corpus other than (a) and (b)   |                                |                                       |                           |                                 |
| 2                         | Designated Funds  |                                |                                       |                           |                                 |
| <b>Total</b>              |   | <b>2,03,73,476</b>             | <b>5,97,01,778</b>                    | <b>6,82,43,339</b>        | <b>1,18,31,915</b>              |
| <b>Previous Year (PY)</b> |   | <b>52,71,620</b>               | <b>6,88,94,419</b>                    | <b>5,37,92,563</b>        | <b>2,03,73,476</b>              |




**CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA**

**FOREIGN CONTRIBUTION**

**Notes forming part of the Financial Statements for the year ended, 31st March, 2025**

**Amount in Rs.**

| <b>4</b>                               | <b>Other current liabilities</b>                | <b>31 March 2025</b> | <b>31 March 2024</b> |
|--|---|----------------------|----------------------|
|  |   |                      |                      |
| (a)                                    | Current maturities of finance lease obligations | -                    | -                    |
| (b)                                    | Interest accrued but not due on borrowings      | -                    | -                    |
| (c)                                    | Interest accrued and due on borrowings          | -                    | -                    |
| (d)                                    | Income received in advance                      | -                    | -                    |
| (e)                                    | Unearned revenue                                | -                    | -                    |
| (f)                                    | Goods and Service tax payable                   | -                    | -                    |
| (g)                                    | TDS payable                                     | 7,53,240             | 4,37,770             |
| (h)                                    | Other payables                                  | 1,53,488             | 2,96,098             |
| <b>Total Other current liabilities</b> |   | <b>9,06,728</b>      | <b>7,33,868</b>      |

*Leanne* *Chiruka*



5. Property, Plant and Equipment and Intangible Assets (owned assets)

| Particulars / Assets     | TANGIBLE ASSETS    |                 |                          |                        |                            | Other-Plant and machinery @ 15% | Total     |
|--------------------------|--------------------|-----------------|--------------------------|------------------------|----------------------------|---------------------------------|-----------|
|                          | Freehold land @ 0% | Buildings @ 10% | Computers & Others @ 40% | Office equipment @ 15% | Furniture & Fixtures @ 10% |                                 |           |
| <b>Gross Block*</b>      |                    |                 |                          |                        |                            |                                 |           |
| As at 1st April 2024     | -                  | -               | 14,01,916                | -                      | 6,71,087                   | -                               | 22,82,013 |
| Additions                | -                  | -               | 2,74,120                 | -                      | 22,595                     | -                               | 2,96,715  |
| 1st Half                 | -                  | -               | 3,42,904                 | -                      | 22,581                     | -                               | 3,71,985  |
| 2nd Half                 | -                  | -               | 10,000                   | -                      | -                          | 6,500                           | 10,000    |
| Deductions/Adjustments   | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 1st April 2023     | -                  | -               | 9,18,221                 | -                      | 5,37,108                   | -                               | 16,06,117 |
| Additions                | -                  | -               | 1,16,420                 | -                      | 93,873                     | -                               | 50,050    |
| 1st Half                 | -                  | -               | 3,67,275                 | -                      | 40,106                     | -                               | 2,60,343  |
| 2nd Half                 | -                  | -               | -                        | -                      | -                          | 8,172                           | 4,15,553  |
| Deductions/Adjustments   | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 31 March 2025      | -                  | -               | 20,08,940                | -                      | 7,16,263                   | -                               | 29,40,713 |
| As at 31 March 2024      | -                  | -               | 14,01,916                | -                      | 6,71,087                   | -                               | 22,82,013 |
| Depreciation/Adjustments | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 1st April 2024     | -                  | -               | 7,00,714                 | -                      | 1,08,473                   | -                               | 8,59,150  |
| Additions                | -                  | -               | 4,58,710                 | -                      | 59,650                     | -                               | 5,42,704  |
| Deductions/Adjustments   | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 1st April 2023     | -                  | -               | 3,55,670                 | -                      | 48,188                     | -                               | 22,618    |
| Additions                | -                  | -               | 3,45,043                 | -                      | 60,285                     | -                               | 4,32,674  |
| Deductions/Adjustments   | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 31 March 2025      | -                  | -               | 11,59,424                | -                      | 1,68,123                   | -                               | 14,01,854 |
| As at 31 March 2024      | -                  | -               | 7,00,714                 | -                      | 1,08,473                   | -                               | 8,59,150  |
| Net Block                | -                  | -               | -                        | -                      | -                          | -                               | -         |
| As at 31 March 2025      | -                  | -               | 8,49,517                 | -                      | 5,48,140                   | -                               | 15,38,859 |
| As at 31 March 2024      | -                  | -               | 7,01,203                 | -                      | 5,62,614                   | -                               | 14,22,863 |

\* FY 20-21 WDV is considered as Opening Gross Block



*[Signature]*



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

|          |  | Long Term     |               | Short Term    |               |
|----------|--|---------------|---------------|---------------|---------------|
|          |  | 31 March 2025 | 31 March 2024 | 31 March 2025 | 31 March 2024 |
| <b>6</b> | <b>Loans and advances</b>                          |               |               |               |               |
| <b>A</b> | <b>(Secured)</b>                                   |               |               |               |               |
| (a)      | <b>Capital advances</b>                            |               |               |               |               |
| (i)      | Considered good                                    | -             | -             | -             | -             |
| (ii)     | Doubtful   | -             | -             | -             | -             |
|          | Less: Provision for doubtful advances              | -             | -             | -             | -             |
| (b)      | Loans advances to partners or relative of partners | -             | -             | -             | -             |
| (c)      | Other loans and advances                           | -             | -             | -             | -             |
| (i)      | Prepaid expenses                                   | -             | -             | -             | -             |
| (ii)     | CENVAT credit receivable                           | -             | -             | -             | -             |
| (iii)    | VAT credit receivable                              | -             | -             | -             | -             |
| (iv)     | Service tax credit receivable                      | -             | -             | -             | -             |
| (v)      | GST input credit receivable                        | -             | -             | -             | -             |
| (v)      | Security Deposits                                  | -             | -             | -             | -             |
| (vi)     | Balance with government authorities                | -             | -             | -             | -             |
|          | <b>Sub-Total(A) = (a)+(b)</b>                      |               |               |               |               |
| <b>B</b> | <b>Loans and advances</b>                          |               |               |               |               |
|          | <b>(Unsecured)</b>                                 |               |               |               |               |
| (a)      | <b>Capital advances</b>                            |               |               |               |               |
| (i)      | Considered good                                    | -             | -             | -             | -             |
| (ii)     | Doubtful   | -             | -             | -             | -             |
|          | Less: Provision for doubtful advances              | -             | -             | -             | -             |
| (b)      | Loans advances to partners or relative of partners | -             | -             | -             | -             |
| (c)      | Other loans and advances                           | -             | -             | 8,04,636      | 3,15,074      |
| (i)      | Prepaid expenses                                   | -             | -             | -             | -             |
| (ii)     | CENVAT credit receivable                           | -             | -             | -             | -             |
| (iii)    | VAT credit receivable                              | -             | -             | -             | -             |
| (iv)     | Service tax credit receivable                      | -             | -             | -             | -             |
| (v)      | GST input credit receivable                        | -             | -             | -             | -             |
| (v)      | Security Deposits                                  | -             | -             | -             | -             |
| (vi)     | Balance with government authorities                | -             | -             | -             | -             |
|          | <b>Sub-Total(B) = (a)+(b)</b>                      |               |               | 8,04,636      | 3,15,074      |
|          | <b>Total (A + B)</b>                               |               |               | 8,04,636      | 3,15,074      |



*John James*

*Supriya*



|   |  | 31 March 2025      | 31 March 2024      |
|---|--|--------------------|--------------------|
| <b>7</b>  | <b>Other non-current assets</b>  |                    |                    |
| (a)   | Security Deposits  | -                  | -                  |
| (b)   | Prepaid expenses   | 85,290             | 85,290             |
| (c)   | Rental Deposit   | 2,920              | 2,920              |
| (d)   | Gas Cylinder Deposit   | -                  | -                  |
| (e)   | Telephone Deposit  | -                  | -                  |
| (f)   | Water Deposit  | -                  | -                  |
| (g)   | Electricity Deposit  | -                  | -                  |
| (h)   | Lease Deposit (Refundable)   | -                  | -                  |
|   | <b>Total other non-current other assets</b>  | <b>88,210</b>      | <b>88,210</b>      |
| <b>8</b>  | <b>Cash and Bank Balances</b>  |                    |                    |
| <b>A</b>  | <b>Cash and cash equivalents</b>   |                    |                    |
| (a)   | On current accounts  | -                  | -                  |
| (b)   | Cash credit account (Debit balance)  | -                  | -                  |
| (c)   | <b>Fixed Deposits</b>  |                    |                    |
| ->  | Deposits with original maturity of less than three months  | -                  | -                  |
| (d)   | Cheques, drafts on hand  | -                  | -                  |
| (e)   | Cash on hand   | 4,896              | 11,610             |
|   | <b>Total</b>   | <b>4,896</b>       | <b>11,610</b>      |
| <b>B</b>  | <b>Other bank balances</b>   |                    |                    |
| (i)   | Bank Deposits  | -                  | -                  |
| ->  | Earmarked Bank Deposits  | -                  | -                  |
| ->  | Deposits with original maturity for more than 3 months but less than 12 months from reporting date | -                  | -                  |
| ->  | Margin money or deposits under lien  | -                  | -                  |
| (ii)  | Balances with banks  | 1,01,42,485        | 1,89,01,405        |
| (iii)   | Others   | -                  | -                  |
|   | <b>Total other bank balances</b>   | <b>1,01,42,485</b> | <b>1,89,01,405</b> |
|   | <b>Total Cash and bank balances</b>  | <b>1,01,47,381</b> | <b>1,89,13,015</b> |
| <i>Breakup of the above Note is as follows:-</i>  |  |                    |                    |
| <b>FOREIGN CONTRIBUTION</b>   |  |                    |                    |
| (i).  | Cash on Hand   | 4,896              | 11,610             |
| (ii).   | Bank Balances  | -                  | -                  |
| <b>Money invested or deposited in the forms and modes specified in sub-section (5) of section 11 of the Act</b> |  |                    |                    |
| 1   | Kotak Mahindra Bank-187010014552   | 1,01,42,024        | 34,06,597          |
| 2   | State Bank of India FCRA-40024955637   | 461                | 1,54,94,808        |
| <b>Others</b>   |  |                    |                    |
|   | <b>Total</b>   | <b>1,01,47,381</b> | <b>1,89,13,016</b> |
| <b>9</b>  | <b>Other current assets</b>  |                    |                    |
| (a)   | Interest accrued but not due on deposits   | -                  | -                  |
| (b)   | Interest accrued and due on deposits   | -                  | -                  |
| (c)   | Interest accrued on SB Account   | -                  | -                  |
| (d)   | TDS Receivable FY 2024-25 (AY 2025-26)   | -                  | -                  |
| (e)   | TDS Receivable Earlier Years   | 1,24,557           | 1,24,557           |
| (f)   | Others   | 35,000             | 2,43,625           |
|   | <b>Total</b>   | <b>1,59,557</b>    | <b>3,68,182</b>    |




CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

|         |   | FY 2024-25         |                  |             | FY 2023-24         |                  |             |
|---------|---|--------------------|------------------|-------------|--------------------|------------------|-------------|
|         |   | Unrestricted funds | Restricted funds | Total       | Unrestricted funds | Restricted funds | Total       |
| 10      | <b>Other income</b>   |                    |                  |             |                    |                  |             |
| (a)     | SB Interest income  | -                  | 6,16,664         | 6,16,664    | -                  | 2,88,948         | 2,88,948    |
| (b)     | FD Interest income  | -                  | -                | -           | -                  | -                | -           |
| (c)     | Dividend income   | -                  | -                | -           | -                  | -                | -           |
| (d)     | Net gain on sale of investments                                 | -                  | -                | -           | -                  | -                | -           |
| (e)     | Profit on Sale of Fixed Assets                                  | -                  | -                | -           | -                  | -                | -           |
| (f)     | Donation-in-Kind  | -                  | -                | -           | -                  | -                | -           |
| (g)     | Interest Income on Income Tax Refund                            | -                  | -                | -           | -                  | -                | -           |
| (h)     | Other non-operating income                                      | -                  | 13,600           | 13,600      | -                  | -                | -           |
|         | <b>Total other income</b>                                       | -                  | 6,30,264         | 6,30,264    | -                  | 2,88,948         | 2,88,948    |
| 11      | <b>Employee benefits expense</b><br>(Including contract labour) |                    |                  |             |                    |                  |             |
| (a)     | Salaries, wages, bonus and other allowances                     | -                  | 3,00,22,176      | 3,00,22,176 | -                  | 2,40,29,951      | 2,40,29,951 |
| (b)     | Contribution to provident and other funds                       | -                  | 5,25,836         | 5,25,836    | -                  | 4,03,934         | 4,03,934    |
| (c)     | Gratuity expenses   | -                  | 10,00,000        | 10,00,000   | -                  | -                | -           |
| (d)     | Staff Insurance, welfare and Training expenses                  | -                  | 2,12,700         | 2,12,700    | -                  | 2,20,511         | 2,20,511    |
|         | <b>Total Employee benefits expense</b>                          | -                  | 3,17,60,712      | 3,17,60,712 | -                  | 2,46,54,396      | 2,46,54,396 |
| 12      | <b>Depreciation and amortization expense</b>                    |                    |                  |             |                    |                  |             |
| (a)     | on tangible assets  | -                  | 5,42,704         | 5,42,704    | -                  | 4,32,674         | 4,32,674    |
| (b)     | on intangible assets  | -                  | -                | -           | -                  | -                | -           |
|         | <b>Total Depreciation and amortization expense</b>              | -                  | 5,42,704         | 5,42,704    | -                  | 4,32,674         | 4,32,674    |
| 13      | <b>Other Expenses</b>   |                    |                  |             |                    |                  |             |
| (i)     | Consumption of stores and spare parts                           | -                  | -                | -           | -                  | -                | -           |
| (ii)    | Electricity, Water, Power and fuel                              | -                  | 44,299           | 44,299      | -                  | 43,283           | 43,283      |
| (iii)   | Volunteer Charges   | -                  | -                | -           | -                  | -                | -           |
| (iv)    | Repairs and maintenance - Program                               | -                  | -                | -           | -                  | -                | -           |
| (v)     | Repairs and maintenance - Others                                | -                  | 2,70,694         | 2,70,694    | -                  | 1,80,142         | 1,80,142    |
| (vi)    | Insurance   | -                  | 1,213            | 1,213       | -                  | 9,174            | 9,174       |
| (vii)   | Rent, Rates and taxes, excluding, taxes on income               | -                  | 6,53,282         | 6,53,282    | -                  | 7,96,772         | 7,96,772    |
| (viii)  | Labour charges  | -                  | -                | -           | -                  | -                | -           |
| (ix)    | Travelling expenses   | -                  | 4,91,321         | 4,91,321    | -                  | 1,98,532         | 1,98,532    |
| (x)     | Auditor's remuneration  | -                  | 4,76,784         | 4,76,784    | -                  | 2,99,130         | 2,99,130    |
| (xi)    | Printing and stationery   | -                  | 1,70,138         | 1,70,138    | -                  | 26,136           | 26,136      |
| (xii)   | Fund Raising and/or Communication expenses                      | -                  | -                | -           | -                  | 18,560           | 18,560      |
| (xiii)  | Legal and/or professional charges                               | -                  | 5,11,644         | 5,11,644    | -                  | 15,74,471        | 15,74,471   |
| (xiv)   | Advertisement and/or publicity                                  | -                  | -                | -           | -                  | -                | -           |
| (xv)    | Promotion expenses  | -                  | -                | -           | -                  | -                | -           |
| (xvi)   | Commission  | -                  | -                | -           | -                  | -                | -           |
| (xvii)  | Telephone and Internet Charges                                  | -                  | 1,62,535         | 1,62,535    | -                  | 1,42,518         | 1,42,518    |
| (xviii) | Registration and Renewal Fees/Charges                           | -                  | 1,99,367         | 1,99,367    | -                  | 37,488           | 37,488      |
| (xix)   | Hospitality Expenses other than for programme and/or staff      | -                  | 4,722            | 4,722       | -                  | 1,155            | 1,155       |
| (xx)    | Postage and Courier Charges/Expenses                            | -                  | 13,739           | 13,739      | -                  | 16,554           | 16,554      |
| (xxi)   | Office Maintenance, Meetings & Administrative expenses          | -                  | 12,34,512        | 12,34,512   | -                  | 2,49,229         | 2,49,229    |
|         | <b>Total</b>  | -                  | 42,34,250        | 42,34,250   | -                  | 35,93,144        | 35,93,144   |



*Al Lerner*

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CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA  
FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

| 14  | Programme expenses   | FY 2024-25         |                  |           | FY 2023-24         |                  |           | Amount in Rs. |
|-----|--|--------------------|------------------|-----------|--------------------|------------------|-----------|---------------|
|     |  | Unrestricted funds | Restricted funds | Total     | Unrestricted funds | Restricted funds | Total     |               |
|     |  |                    |                  |           |                    |                  |           |               |
| (A) | WORKER ENGAGEMENT-OUTREACH (Encouraged workers' participation through: )   |                    |                  |           |                    |                  |           |               |
| 1   | Workers Resource Center (WRC)  | -                  | 13,79,277        | 13,79,277 | -                  | 7,27,149         | 7,27,149  |               |
| 2   | Psychological Training Honorarium  | -                  | 1,05,000         | 1,05,000  | -                  | -                | -         |               |
| 3   | Village visits   | -                  | 78,676           | 78,676    | -                  | 98,257           | 98,257    |               |
| 4   | Exposure Visits  | -                  | 51,139           | 51,139    | -                  | 19,111           | 19,111    |               |
| 5   | Factory gate visits  | -                  | -                | -         | -                  | 49,190           | 49,190    |               |
| 6   | Community visits   | -                  | -                | -         | -                  | 44,904           | 44,904    |               |
| 7   | Puppet shows   | -                  | -                | -         | -                  | -                | -         |               |
| 8   | Clean Clothes Campaign   | -                  | -                | -         | -                  | 13,156           | 13,156    |               |
| 9   | Honorarium paid to Field Officer-Clean Clothes Campaign  | -                  | -                | -         | -                  | 1,32,000         | 1,32,000  |               |
| 10  | Honorarium paid to Project Coordinator-Clean Clothes Campaign  | -                  | -                | -         | -                  | 2,64,000         | 2,64,000  |               |
| 11  | Host Learning Visit  | -                  | -                | -         | -                  | 2,77,859         | 2,77,859  |               |
| 12  | Honorarium paid to Field worker  | -                  | -                | -         | -                  | -                | -         |               |
| 13  | Honorarium paid to Field Coordinator   | -                  | -                | -         | -                  | -                | -         |               |
|     | Sub-Total (A)  | -                  | 16,14,092        | 16,14,092 | -                  | 16,25,626        | 16,25,626 |               |
| (B) | WORKER ENGAGEMENT-STUDY CIRCLES/Camps (Greater awareness through sessions on: )  |                    |                  |           |                    |                  |           |               |
| 1   | Health & Well-Being  | -                  | 46,08,732        | 46,08,732 | -                  | 2,73,779         | 2,73,779  |               |
| 2   | Workers training   | -                  | 1,61,033         | 1,61,033  | -                  | 2,59,032         | 2,59,032  |               |
| 3   | Working conditions   | -                  | 1,18,200         | 1,18,200  | -                  | 1,39,745         | 1,39,745  |               |
| 4   | Social Security  | -                  | 88,302           | 88,302    | -                  | 24,835           | 24,835    |               |
| 5   | Gender   | -                  | -                | -         | -                  | 20,798           | 20,798    |               |
| 6   | Overheads on Workers Engagement-Study Circles  | -                  | -                | -         | -                  | 1,20,382         | 1,20,382  |               |
|     | Sub-Total (B)  | -                  | 49,76,267        | 49,76,267 | -                  | 8,38,571         | 8,38,571  |               |
| (C) | WORKER ENGAGEMENT-TRAINING SESSIONS (Training for workers facilitated by external experts, including legal and medical professionals and government officials) |                    |                  |           |                    |                  |           |               |
| 1   | Workers Training Expenses  | -                  | 6,86,602         | 6,86,602  | -                  | 1,46,520         | 1,46,520  |               |
| 2   | Honorarium for Resource Person   | -                  | 89,156           | 89,156    | -                  | 1,25,000         | 1,25,000  |               |
| 3   | Travel and communication (including Hospitality)   | -                  | 51,265           | 51,265    | -                  | 2,932            | 2,932     |               |
|     | Sub-Total (C)  | -                  | 8,27,023         | 8,27,023  | -                  | 2,74,452         | 2,74,452  |               |
| (D) | WORKER ENGAGEMENT-LEADERSHIP DEVELOPMENT   |                    |                  |           |                    |                  |           |               |
| 1   | Leadership & communication   | -                  | 18,97,754        | 18,97,754 | -                  | 16,60,816        | 16,60,816 |               |
| 2   | Honorarium for Resource Person   | -                  | -                | -         | -                  | -                | -         |               |
| 3   | Honorarium for Resource Person- Worker Leader Trg  | -                  | -                | -         | -                  | -                | -         |               |
|     | Sub-Total (D)  | -                  | 18,97,754        | 18,97,754 | -                  | 16,60,816        | 16,60,816 |               |



*Deben*

*Chupile*

|     |   |   |          |                 |   |          |                 |
|-----|---|---|----------|-----------------|---|----------|-----------------|
| (E) | WORKER ENGAGEMENT-WORKER SUPPORT  |   |          |                 |   |          |                 |
| 1   | Relief Support, Grievance resolution/Mediation for wage theft, social security & accident claims, unfair work | - | 6,46,116 | <b>6,46,116</b> | - | 4,80,383 | <b>4,80,383</b> |
| 2   | Mental health & counselling support for garment workers   | - | 1,40,720 | <b>1,40,720</b> | - | 1,24,216 | <b>1,24,216</b> |
| 3   | Setting up Area Committee   | - | 2,760    | <b>2,760</b>    | - | 13,720   | <b>13,720</b>   |
| 4   | Quarterly Handhold Support Meetings   | - | -        | -               | - | 12,714   | <b>12,714</b>   |
|     | Sub-Total (E)   | - | 7,89,596 | <b>7,89,596</b> | - | 6,31,033 | <b>6,31,033</b> |
| (F) | Field Office Expenses-GLU, Munnade, Sadhana and Sāmrudhi  |   |          |                 |   |          |                 |
| 1   | Honorarium Paid to Field Officers   | - | -        | -               | - | -        | -               |
| 2   | Field Office Rent   | - | -        | -               | - | -        | -               |
| 3   | Travel and communication (including Hospitality)  | - | -        | -               | - | -        | -               |
| 4   | Assets Assitance for Field Office   | - | -        | -               | - | -        | -               |
| 5   | Overheads of Field Office   | - | -        | -               | - | -        | -               |
| 6   | Honorarium Paid to fellow officer   | - | -        | -               | - | -        | -               |
| 7   | Honorarium Paid to Councillors  | - | -        | -               | - | -        | -               |
| 8   | Honorarium Paid to Capacity Building Facilitator  | - | -        | -               | - | -        | -               |
|     | Sub-Total (F)   | - | -        | -               | - | -        | -               |
| (G) | State Facilitation Centre (SFC)   |   |          |                 |   |          |                 |
| 1   | SFC'S Rent, Utilities & General Admin   | - | -        | -               | - | -        | -               |
| 2   | Travel for SFC for Networking & Outreach  | - | -        | -               | - | -        | -               |
| 3   | Legal Defense Fund-India Labour Line (ILL)  | - | -        | -               | - | -        | -               |
| 4   | Promotional Campaign,Awareness, Outreach & Publicity-India Labour Line (ILL)                                  | - | -        | -               | - | -        | -               |
|     | Sub-Total (G)   | - | -        | -               | - | -        | -               |
| (H) | International Labour Organisation(ILO) Project  |   |          |                 |   |          |                 |
| 1   | Honorarium for Research   | - | -        | -               | - | -        | -               |
| 2   | ILO: Rent, Utilities & General Admin  | - | -        | -               | - | -        | -               |
|     | Sub-Total (H)   | - | -        | -               | - | -        | -               |
| (I) | UNDP Project  |   |          |                 |   |          |                 |
| 1   | Business & Human Rights (BHR)-Karnataka   | - | -        | -               | - | -        | -               |
| 2   | Business & Human Rights (BHR)-Tamil Nadu  | - | -        | -               | - | -        | -               |
| 3   | Honorarium for Trainers/Experts   | - | -        | -               | - | -        | -               |
| 4   | Honorarium for Translators  | - | -        | -               | - | -        | -               |
| 5   | Residential Workshop for CSOs   | - | -        | -               | - | -        | -               |
| 6   | Honorarium for development of Handbook  | - | -        | -               | - | -        | -               |
| 7   | Handbook Printing   | - | -        | -               | - | -        | -               |
| 8   | Honorarium for Project Lead   | - | -        | -               | - | -        | -               |
| 9   | UNDP Workshop   | - | -        | -               | - | -        | -               |
| 10  | SIACS Workshop  | - | -        | -               | - | -        | -               |
|     | Sub-Total (I)   | - | -        | -               | - | -        | -               |
| (J) | Arisa : For Improved Social Dialogue within garment factories in Bangalore                                    |   |          |                 |   |          |                 |
| 1   | Honorarium for Project Facilitator  | - | -        | -               | - | 1,70,000 | <b>1,70,000</b> |
| 2   | Honorarium for Curriculum Development   | - | -        | -               | - | 1,50,000 | <b>1,50,000</b> |
| 3   | Honorarium for External Resource  | - | -        | -               | - | 1,20,000 | <b>1,20,000</b> |
| 4   | Honorarium for Resource Person  | - | -        | -               | - | 1,41,000 | <b>1,41,000</b> |
| 5   | Travel,Accomodation and Hospitality Expenses for Factory Visits and for Meetings                              | - | -        | -               | - | 80,863   | <b>80,863</b>   |
| 6   | Exposure Visit Expenses   | - | -        | -               | - | 21,519   | <b>21,519</b>   |
|     | Sub-Total (J)   | - | -        | -               | - | 6,83,382 | <b>6,83,382</b> |



*L. L. L. L. L.*

*Surajit*

CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 14  | Programme expenses  | FY 2024-25         |                  |          | FY 2023-24         |                  |          |
|-----|---|--------------------|------------------|----------|--------------------|------------------|----------|
|     |   | Unrestricted funds | Restricted funds | Total    | Unrestricted funds | Restricted funds | Total    |
| (K) | WORKER-CENTRIC KNOWLEDGE CREATION-OPERATIONALISING LABOUR RIGHTS                                |                    |                  |          |                    |                  |          |
| 1   | Honorarium  | -                  | -                | -        | -                  | -                | -        |
| 2   | ERP Next  | -                  | -                | -        | -                  | -                | -        |
| 3   | Information Material Awareness Raising  | -                  | -                | -        | -                  | -                | -        |
| 4   | Data Collection   | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (K)   | -                  | -                | -        | -                  | -                | -        |
| (L) | WORKER-CENTRIC KNOWLEDGE CREATION-LOOKING THROUGH THE GENDER LENS                               |                    |                  |          |                    |                  |          |
| 1   | Honorarium for attending the International Gender Forum   | -                  | -                | -        | -                  | 5,431            | 5,431    |
| 2   | Health Initiatives and support preparations of Gender focused Health and Safety Guidelines      | -                  | 2,23,865         | 2,23,865 | -                  | 1,40,000         | 1,40,000 |
| 3   | Working on Labour Laws and Gender   | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (L)   | -                  | 2,23,865         | 2,23,865 | -                  | 1,45,431         | 1,45,431 |
| (M) | WORKER-CENTRIC KNOWLEDGE CREATION-MAPPING HUMAN RIGHTS RISKS                                    |                    |                  |          |                    |                  |          |
| 1   | Workers research Centre (WRC)   | -                  | -                | -        | -                  | -                | -        |
| 2   | Analysis of Grievance Mechanism in India  | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (M)   | -                  | -                | -        | -                  | -                | -        |
| (N) | WORKER-CENTRIC KNOWLEDGE CREATION-DEEP DIVING INTO WOMEN'S HEALTH & Women's rights at workplace |                    |                  |          |                    |                  |          |
| 1   | Women Rights at the Work Place  | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (N)   | -                  | -                | -        | -                  | -                | -        |



*Sanjeev* *Chiranjeevi*



|     |   |   |           |           |   |             |
|-----|---|---|-----------|-----------|---|-------------|
| (O) | WORKER-CENTRIC KNOWLEDGE CREATION-EXAMINING<br>LABOUR BEHIND LEATHER  |   |           |           |   |             |
| 1   | Videodocumentary Situation of Workers   | - | -         | -         | - | -           |
| 2   | Honorarium  | - | -         | -         | - | -           |
| 3   | Local Research  | - | -         | -         | - | -           |
| 4   | Lobbying & Advocacy Meetings  | - | 2,427     | 2,427     | - | -           |
| 5   | Publications  | - | -         | -         | - | -           |
| 6   | Trainings in India  | - | -         | -         | - | -           |
|     | Sub-Total (O)   | - | 2,427     | 2,427     | - | -           |
| (P) | STITCH (Sustainable Textile Initiative: Together for Change<br>Programme)   |   |           |           |   |             |
| 1   | Consultant & Advisers   | - | 49,54,095 | 49,54,095 | - | 40,93,817   |
| 2   | Mandatory Human Rights Due Diligence  | - | 14,57,911 | 14,57,911 | - | 28,03,323   |
| 3   | Labour Law Tracking   | - | 12,26,938 | 12,26,938 | - | 2,09,623    |
| 4   | Activity Related Travel Expenses  | - | 8,06,635  | 8,06,635  | - | 12,06,111   |
| 5   | Covid Observatory Activity  | - | 6,34,359  | 6,34,359  | - | 3,64,109    |
| 6   | Strategic Planning Meeting  | - | -         | -         | - | 28,098      |
| 7   | Honorarium  | - | -         | -         | - | 13,78,376   |
| 8   | Gender & ER   | - | -         | -         | - | 63,094      |
| 9   | Travel and Accommodation  | - | -         | -         | - | 72,603      |
| 10  | One to One Interviews with Workers  | - | -         | -         | - | -           |
| 11  | Creating Close Group Database   | - | -         | -         | - | -           |
| 12  | Organise Webinars Publish Material  | - | -         | -         | - | -           |
|     | Sub-Total (P)   | - | 90,79,938 | 90,79,938 | - | 1,02,19,155 |
| (Q) | Electronics Watch: To conduct ongoing monitoring<br>activities within the Electronics Watch model, and to<br>develop and improve the monitoring methodology and<br>systems to drive improvements in electronics factories in<br>India |   |           |           |   |             |
| 1   | Travel for attending Conference   | - | 1,58,616  | 1,58,616  | - | 51,414      |
| 2   | Travel & Food for Occupation Health Safety (OHS)<br>Workshop for Electronics Workers  | - | 22,297    | 22,297    | - | 81,447      |
| 3   | Honorarium for Researcher   | - | -         | -         | - | 4,000       |
| 4   | Honorarium for Field Assistant  | - | -         | -         | - | 32,000      |
| 5   | Accommodation & Food  | - | -         | -         | - | 2,348       |
| 6   | Overheads   | - | -         | -         | - | 1,30,430    |
| 7   | Medical Technology  | - | -         | -         | - | -           |
|     | Sub-Total (Q)   | - | 1,80,913  | 1,80,913  | - | 3,01,639    |
|     |   | - | -         | -         | - | 3,01,639    |



*Devaraj* *Reprise*



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 14  | Programme expenses  | FY 2024-25         |                  |             | FY 2023-24         |                  |             |
|-----|---|--------------------|------------------|-------------|--------------------|------------------|-------------|
|     |   | Unrestricted funds | Restricted funds | Total       | Unrestricted funds | Restricted funds | Total       |
| (R) | STRATEGIC COMMUNICATION-CIVIL SOCIETY SOLIDARITY BUILDING         |                    |                  |             |                    |                  |             |
| 1   | Development of Guidelines -Zero Tolerance Policy                  |                    | 4,41,800         | 4,41,800    |                    | 90,000           | 90,000      |
| 2   | Database Cost   |                    | 21,750           | 21,750      |                    | 37,454           | 37,454      |
| 3   | Core Group Meeting  |                    | 10,367           | 10,367      |                    | 3,01,387         | 3,01,387    |
| 4   | Consultation  |                    | 2,500            | 2,500       |                    | 39,778           | 39,778      |
| 5   | Regional Meeting  |                    |                  |             |                    | 3,95,440         | 3,95,440    |
| 6   | Regional Stake Holders Dialogue Forum                             |                    |                  |             |                    | 3,61,949         | 3,61,949    |
| 7   | Workshop with Local Partners                                      |                    |                  |             |                    | -                | -           |
| 8   | Workshop Attended by Small Group of NGOs                          |                    |                  |             |                    | -                | -           |
| 9   | Workshop to Receive Inputs From NGO                               |                    |                  |             |                    | -                | -           |
| 10  | Strategic Planning  |                    |                  |             |                    | -                | -           |
|     | Sub-Total (R)   |                    | 4,76,417         | 4,76,417    |                    | 12,26,008        | 12,26,008   |
| (S) | STRATEGIC COMMUNICATION-STAKEHOLDER DIALOGUE                      |                    |                  |             |                    |                  |             |
| 1   | Honorarium paid to Stake Holder Engagement Person                 |                    | 54,40,247        | 54,40,247   |                    | 54,000           | 54,000      |
| 2   | Honorarium paid for Researcher                                    |                    | 31,05,960        | 31,05,960   |                    | 12,33,916        | 12,33,916   |
| 3   | Travel Expense-Study Research                                     |                    | 14,63,156        | 14,63,156   |                    | 2,40,373         | 2,40,373    |
| 4   | Hospitality Expenses  |                    | 8,27,660         | 8,27,660    |                    | 340              | 340         |
| 5   | Travel Expense-Germany  |                    | 1,93,458         | 1,93,458    |                    | -                | -           |
| 6   | Travel Expenses-Meetings  |                    | 90,084           | 90,084      |                    | 15,10,000        | 15,10,000   |
| 7   | Networking Liasoning with Stake Holders                           |                    |                  |             |                    | 35,22,479        | 35,22,479   |
| 8   | Operational Labour rights(OLR)- International Conference Srilanka |                    |                  |             |                    | 68,614           | 68,614      |
| 9   | FLA Meeting in US & Europe  |                    |                  |             |                    | 2,59,574         | 2,59,574    |
| 10  | Travel Cost for Symposium   |                    |                  |             |                    | 32,865           | 32,865      |
| 11  | Travel for Anroev Meeting Bangkok                                 |                    |                  |             |                    | -                | -           |
| 12  | Travel Expenses-Netherlands                                       |                    |                  |             |                    | -                | -           |
| 13  | Travel Expenses-Brazil  |                    |                  |             |                    | -                | -           |
| 14  | Travel Expense-Amsterdam  |                    |                  |             |                    | -                | -           |
| 15  | Travel Expense to Indonesia                                       |                    |                  |             |                    | -                | -           |
| 16  | Travel Expense to Washington DC                                   |                    |                  |             |                    | -                | -           |
|     | Sub-Total (S)   |                    | 1,11,20,565      | 1,11,20,565 |                    | 69,22,161        | 69,22,161   |
| (T) | STRATEGIC COMMUNICATION-SUPPORTING HUMAN RIGHTS NETWORKS          |                    |                  |             |                    |                  |             |
| >   | Honorarium External Consulting                                    |                    | 1,82,900         | 1,82,900    |                    | 1,25,000         | 1,25,000    |
|     | Sub-Total (T)   |                    | 1,82,900         | 1,82,900    |                    | 1,25,000         | 1,25,000    |
| (U) | STRATEGIC COMMUNICATION-MEDIA OUTREACH AND ADVOCACY               |                    |                  |             |                    |                  |             |
| >   | Video for General Public  |                    |                  |             |                    | 3,54,000         | 3,54,000    |
| >   | Pamphlets   |                    |                  |             |                    | -                | -           |
|     | Sub-Total (U)   |                    | -                | -           |                    | 3,54,000         | 3,54,000    |
| (V) | URGENT APPEALS  |                    |                  |             |                    |                  |             |
| 1   | Full Day Packages Hybrid Mode                                     |                    | 5,223            | 5,223       |                    | -                | -           |
| 2   | Transport Local   |                    | 10,114           | 10,114      |                    | -                | -           |
| 3   | Materials/ Kits   |                    | 28,223           | 28,223      |                    | -                | -           |
|     | Sub-Total (V)   |                    | 43,560           | 43,560      |                    | -                | -           |
|     | Total Programme expenses  |                    | 3,14,15,317      | 3,14,15,317 |                    | 2,50,07,274      | 2,50,07,274 |



*Alamini* *Divine*

CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 15                                  | Miscellaneous Expenses                        | FY 2024-25         |                  |                 | FY 2023-24         |                  |                 |
|-------------------------------------|---|--------------------|------------------|-----------------|--------------------|------------------|-----------------|
|                                     |   | Unrestricted funds | Restricted funds | Total           | Unrestricted funds | Restricted funds | Total           |
| 1                                   | T D S Written Off                             | -                  | -                | 14,070          | -                  | 6,625            | 6,625           |
| 2                                   | Interest on TDS                               | -                  | -                | -               | -                  | 26,130           | 26,130          |
| 3                                   | Bad Debts Written Off                         | -                  | -                | -               | -                  | -                | -               |
| 4                                   | Settlement at Labour Court                    | -                  | -                | -               | -                  | -                | -               |
| 5                                   | Assets Written Off                            | -                  | -                | -               | -                  | -                | -               |
| 6                                   | PT Renewal                                    | -                  | 2,500            | 2,500           | -                  | 2,500            | 2,500           |
| 7                                   | Office shifting Expenses                      | -                  | -                | -               | -                  | 69,820           | 69,820          |
| 8                                   | Website Domain Renewal & Maintenance Expenses | -                  | 2,73,786         | 2,73,786        | -                  | -                | -               |
| <b>Total Miscellaneous Expenses</b> |   | -                  | <b>2,90,356</b>  | <b>2,90,356</b> | -                  | <b>1,05,075</b>  | <b>1,05,075</b> |



*S. M. RODRIGUES & ASSOCIATES LLP*



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

|         |  | FY 2024-25         |                  |             | FY 2023-24         |                  |             |
|---------|--|--------------------|------------------|-------------|--------------------|------------------|-------------|
|         |  | Unrestricted funds | Restricted funds | Total       | Unrestricted funds | Restricted funds | Total       |
| 16      | <b>Other income</b>  |                    |                  |             |                    |                  |             |
| (a)     | SB Interest income   |                    | 6,16,664         | 6,16,664    |                    | 2,88,948         | 2,88,948    |
| (b)     | FD Interest income   |                    | -                | -           |                    | -                | -           |
| (c)     | Dividend income  |                    | -                | -           |                    | -                | -           |
| (d)     | Net gain on sale of investments                            |                    | -                | -           |                    | -                | -           |
| (e)     | Profit on Sale of Fixed Assets                             |                    | -                | -           |                    | -                | -           |
| (f)     | Donation-in-Kind   |                    | -                | -           |                    | -                | -           |
| (g)     | Interest Income on Income Tax Refund                       |                    | -                | -           |                    | -                | -           |
| (h)     | Other non-operating income                                 |                    | 13,600           | 13,600      |                    | -                | -           |
|         | <b>Total other income</b>                                  |                    | 6,30,264         | 6,30,264    |                    | 2,88,948         | 2,88,948    |
| 17      | <b>Employee benefits expense</b>                           |                    |                  |             |                    |                  |             |
|         | (Including contract labour)                                |                    |                  |             |                    |                  |             |
| (a)     | Salaries, wages, bonus and other allowances                |                    | 2,98,96,951      | 2,98,96,951 |                    | 2,37,47,805      | 2,37,47,805 |
| (b)     | Contribution to provident and other funds                  |                    | 5,25,836         | 5,25,836    |                    | 4,03,934         | 4,03,934    |
| (c)     | Gratuity expenses  |                    | 10,00,000        | 10,00,000   |                    | -                | -           |
| (d)     | Staff Insurance, welfare and Training expenses             |                    | 2,12,700         | 2,12,700    |                    | 2,20,511         | 2,20,511    |
|         | <b>Total Employee benefits expense</b>                     |                    | 3,16,35,487      | 3,16,35,487 |                    | 2,43,72,250      | 2,43,72,250 |
| 18      | <b>Other Expenses</b>                                      |                    |                  |             |                    |                  |             |
|         |  |                    |                  |             |                    |                  |             |
| (i)     | Consumption of stores and spare parts                      |                    |                  |             |                    |                  |             |
| (ii)    | Electricity, Water, Power and fuel                         |                    | 44,299           | 44,299      |                    | 43,283           | 43,283      |
| (iii)   | Volunteer Charges  |                    | -                | -           |                    | -                | -           |
| (iv)    | Repairs and maintenance - Program                          |                    |                  |             |                    |                  |             |
| (v)     | Repairs and maintenance - Others                           |                    | 2,70,694         | 2,70,694    |                    | 1,80,142         | 1,80,142    |
| (vi)    | Insurance  |                    | 1,213            | 1,213       |                    | 9,174            | 9,174       |
| (vii)   | Rent, Rates and taxes, excluding, taxes on income          |                    | 6,51,322         | 6,51,322    |                    | 7,42,062         | 7,42,062    |
| (viii)  | Labour charges   |                    | -                | -           |                    | -                | -           |
| (ix)    | Travelling expenses  |                    | 4,91,321         | 4,91,321    |                    | 3,37,172         | 3,37,172    |
| (x)     | Auditor's remuneration                                     |                    | 4,76,784         | 4,76,784    |                    | 2,99,130         | 2,99,130    |
| (xi)    | Printing and stationery                                    |                    | 1,70,138         | 1,70,138    |                    | 26,136           | 26,136      |
| (xii)   | Fund Raising and/or Communication expenses                 |                    | -                | -           |                    | 18,560           | 18,560      |
| (xiii)  | Legal and/or professional charges                          |                    | 3,22,204         | 3,22,204    |                    | 15,76,153        | 15,76,153   |
| (xiv)   | Advertisement and/or publicity                             |                    | -                | -           |                    | -                | -           |
| (xv)    | Promotion expenses   |                    | -                | -           |                    | -                | -           |
| (xvi)   | Commission   |                    | -                | -           |                    | -                | -           |
| (xvii)  | Telephone and Internet Charges                             |                    | 1,62,535         | 1,62,535    |                    | 1,42,518         | 1,42,518    |
| (xviii) | Registration and Renewal Fees/Charges                      |                    | 1,99,367         | 1,99,367    |                    | 37,488           | 37,488      |
| (xix)   | Hospitality Expenses other than for programme and/or staff |                    | 4,722            | 4,722       |                    | 1,155            | 1,155       |
| (xx)    | Postage and Courier Charges/Expenses                       |                    | 13,739           | 13,739      |                    | 16,554           | 16,554      |
| (xxi)   | Office Maintenance, Meetings & Administrative expenses     |                    | 12,34,512        | 12,34,512   |                    | 2,41,559         | 2,41,559    |
|         | <b>Total</b>   |                    | 40,42,850        | 40,42,850   |                    | 36,71,086        | 36,71,086   |



*James*

*Chirupi*



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

## FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

**Amount in Rs.**

| 19  | Programme expenses   | FY 2024-25         |                  |           | FY 2023-24         |                  |           |
|-----|--|--------------------|------------------|-----------|--------------------|------------------|-----------|
|     |  | Unrestricted funds | Restricted funds | Total     | Unrestricted funds | Restricted funds | Total     |
| (A) | WORKER ENGAGEMENT-OUTREACH (Encouraged workers' participation through: )   |                    |                  |           |                    |                  |           |
| 1   | Workers Resource Center (WRC)  | -                  | 13,79,277        | 13,79,277 | -                  | 7,27,749         | 7,27,749  |
| 2   | Psychological Training Honorarium  | -                  | 1,05,000         | 1,05,000  | -                  | 13,200           | 13,200    |
| 3   | Village visits   | -                  | 78,676           | 78,676    | -                  | 98,257           | 98,257    |
| 4   | Exposure Visits  | -                  | 51,139           | 51,139    | -                  | 19,111           | 19,111    |
| 5   | Factory gate visits  | -                  | -                | -         | -                  | 49,190           | 49,190    |
| 6   | Community visits   | -                  | -                | -         | -                  | 44,904           | 44,904    |
| 7   | Puppet shows   | -                  | -                | -         | -                  | -                | -         |
| 8   | Clean Clothes Campaign   | -                  | -                | -         | -                  | 13,156           | 13,156    |
| 9   | Honorarium paid to Field Officer-Clean Clothes Campaign  | -                  | -                | -         | -                  | 1,38,600         | 1,38,600  |
| 10  | Honorarium paid to Project Coordinator-Clean Clothes Campaign  | -                  | -                | -         | -                  | 2,64,000         | 2,64,000  |
| 11  | Host Learning Visit  | -                  | -                | -         | -                  | 2,77,859         | 2,77,859  |
| 12  | Honorarium paid to Field worker  | -                  | -                | -         | -                  | 4,400            | 4,400     |
| 13  | Honorarium paid to Field Coordinator   | -                  | -                | -         | -                  | -                | -         |
|     | Sub-Total (A)  | -                  | 16,14,092        | 16,14,092 | -                  | 16,50,426        | 16,50,426 |
| (B) | WORKER ENGAGEMENT-STUDY CIRCLES/Camps (Greater awareness through sessions on: )  |                    |                  |           |                    |                  |           |
| 1   | Health & Well-Being  | -                  | 1,61,033         | 1,61,033  | -                  | 2,59,032         | 2,59,032  |
| 2   | Workers training   | -                  | 88,302           | 88,302    | -                  | 24,835           | 24,835    |
| 3   | Working conditions   | -                  | 46,08,732        | 46,08,732 | -                  | 2,50,779         | 2,50,779  |
| 4   | Social Security  | -                  | -                | -         | -                  | 20,798           | 20,798    |
| 5   | Gender   | -                  | 1,18,200         | 1,18,200  | -                  | 1,39,745         | 1,39,745  |
| 6   | Overheads on Workers Engagement-Study Circles  | -                  | -                | -         | -                  | 1,73,378         | 1,73,378  |
|     | Sub-Total (B)  | -                  | 49,76,267        | 49,76,267 | -                  | 8,68,567         | 8,68,567  |
| (C) | WORKER ENGAGEMENT-TRAINING SESSIONS (Training for workers facilitated by external experts, including legal and medical professionals and government officials) |                    |                  |           |                    |                  |           |
| 1   | Workers Training Expenses  | -                  | 6,86,602         | 6,86,602  | -                  | 86,416           | 86,416    |
| 2   | Honorarium for Resource Person   | -                  | 89,156           | 89,156    | -                  | 1,25,000         | 1,25,000  |
| 3   | Travel and communication (including Hospitality)   | -                  | 51,265           | 51,265    | -                  | 2,932            | 2,932     |
| 4   | Material Expenses  | -                  | -                | -         | -                  | -                | -         |
|     | Sub-Total (C)  | -                  | 8,27,023         | 8,27,023  | -                  | 2,14,348         | 2,14,348  |
| (D) | WORKER ENGAGEMENT-LEADERSHIP DEVELOPMENT   |                    |                  |           |                    |                  |           |
| 1   | Leadership & communication   | -                  | 18,97,754        | 18,97,754 | -                  | 16,25,606        | 16,25,606 |
| 2   | Honorarium for Resource Person- Worker Leader Trg  | -                  | -                | -         | -                  | -                | -         |
|     | Sub-Total (D)  | -                  | 18,97,754        | 18,97,754 | -                  | 16,25,606        | 16,25,606 |



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16,23,606

|     |   |   |          |                 |   |                  |
|-----|---|---|----------|-----------------|---|------------------|
| (E) | WORKER ENGAGEMENT-WORKER SUPPORT  |   |          |                 |   |                  |
| 1   | Relief Support, Grievance resolution/Mediation for wage theft, social security & accident claims, unfair work | - | 6,46,116 | <b>6,46,116</b> | - | 4,82,683         |
| 2   | Mental health & counselling support for garment workers   | - | 1,40,720 | <b>1,40,720</b> | - | 1,25,016         |
| 3   | Setting up Area Committee   | - | 2,760    | <b>2,760</b>    | - | 13,720           |
| 4   | Quarterly Handhold Support Meetings   | - | -        | -               | - | 12,714           |
|     | Sub-Total (E)   | - | 7,89,596 | <b>7,89,596</b> | - | <b>12,714</b>    |
| (F) | Field Office Expenses-GLU, Munnade, Sadhana and Samrudhi  |   |          |                 |   |                  |
| 1   | Honorarium Paid to Field Officers   | - | -        | -               | - | -                |
| 2   | Field Office Rent   | - | -        | -               | - | -                |
| 3   | Travel and communication (including Hospitality)  | - | -        | -               | - | -                |
| 4   | Assets Assitance for Field Office   | - | -        | -               | - | -                |
| 5   | Overheads of Field Office   | - | -        | -               | - | -                |
| 6   | Honorarium Paid to fellow officer   | - | -        | -               | - | -                |
| 7   | Honorarium Paid to Councillors  | - | -        | -               | - | -                |
| 8   | Honorarium Paid to Capacity Building Facilitator  | - | -        | -               | - | -                |
|     | Sub-Total (F)   | - | -        | -               | - | -                |
| (G) | State Facilitation Centre (SFC)   |   |          |                 |   |                  |
| 1   | SFC'S Rent, Utilities & General Admin   | - | -        | -               | - | -                |
| 2   | Travel for SFC for Networking & Outreach  | - | -        | -               | - | -                |
| 3   | Legal Defense Fund-India Labour Line (ILL)  | - | -        | -               | - | -                |
| 4   | Promotional Campaign,Awareness, Outreach & Publicity-India Labour Line (ILL)                                  | - | -        | -               | - | -                |
|     | Sub-Total (G)   | - | -        | -               | - | -                |
| (H) | International Labour Organisation(ILO) Project  |   |          |                 |   |                  |
| 1   | Honorarium for Research   | - | -        | -               | - | -                |
| 2   | ILO: Rent, Utilities & General Admin  | - | -        | -               | - | -                |
|     | Sub-Total (H)   | - | -        | -               | - | -                |
| (I) | UNDP Project  |   |          |                 |   |                  |
| 1   | Business & Human Rights (BHR)-Karnataka   | - | -        | -               | - | -                |
| 2   | Business & Human Rights (BHR)-Tamil Nadu  | - | -        | -               | - | -                |
| 3   | Honorarium for Trainers/Experts   | - | -        | -               | - | -                |
| 4   | Honorarium for Translators  | - | -        | -               | - | -                |
| 5   | Residential Workshop for CSOs   | - | -        | -               | - | -                |
| 6   | Honorarium for development of Handbook  | - | -        | -               | - | -                |
| 7   | Handbook Printing   | - | -        | -               | - | -                |
| 8   | Honorarium for Project Lead   | - | -        | -               | - | -                |
| 9   | UNDP Workshop   | - | -        | -               | - | -                |
| 10  | SIACS Workshop  | - | -        | -               | - | -                |
|     | Sub-Total (I)   | - | -        | -               | - | -                |
| (J) | Arisa : For Improved Social Dialogue within garment factories in Bangalore                                    |   |          |                 |   |                  |
| 1   | Honorarium for Project Facilitator  | - | -        | -               | - | 1,70,000         |
| 2   | Honorarium for Curriculum Development   | - | -        | -               | - | 1,50,000         |
| 3   | Honorarium for External Resource  | - | -        | -               | - | 1,20,000         |
| 4   | Honorarium for Resource Person  | - | -        | -               | - | 1,41,000         |
| 5   | Travel,Accomodation and Hospitality Expenses for Factory Visits and for Meetings                              | - | -        | -               | - | 80,863           |
| 6   | Exposure Visit Expenses   | - | -        | -               | - | 21,519           |
|     | Sub-Total (J)   | - | -        | -               | - | <b>21,519</b>    |
|     | <b>Total Programme expenses</b>   |   |          |                 |   | <b>6,83,382</b>  |
|     |   |   |          |                 |   | <b>6,83,382</b>  |
|     |   |   |          |                 |   | <b>56,76,462</b> |
|     |   |   |          |                 |   | <b>56,76,462</b> |



*Alam*

*Biju*



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 19  | Programme expenses  | FY 2024-25         |                  |          | FY 2023-24         |                  |          |
|-----|---|--------------------|------------------|----------|--------------------|------------------|----------|
|     |   | Unrestricted funds | Restricted funds | Total    | Unrestricted funds | Restricted funds | Total    |
| (K) | WORKER-CENTRIC KNOWLEDGE CREATION-OPERATIONALISING LABOUR RIGHTS                                |                    |                  |          |                    |                  |          |
| 1   | Honorarium  | -                  | -                | -        | -                  | -                | -        |
| 2   | ERP Next  | -                  | -                | -        | -                  | -                | -        |
| 3   | Information Material Awareness Raising  | -                  | -                | -        | -                  | -                | -        |
| 4   | Data Collection   | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (K)   | -                  | -                | -        | -                  | -                | -        |
| (L) | WORKER-CENTRIC KNOWLEDGE CREATION-LOOKING THROUGH THE GENDER LENS                               |                    |                  |          |                    |                  |          |
| 1   | Honorarium for attending the International Gender Forum   | -                  | -                | -        | -                  | 5,431            | 5,431    |
| 2   | Health Initiatives and support preparations of Gender focused Health and Safety Guidelines      | -                  | 2,23,865         | 2,23,865 | -                  | 1,40,000         | 1,40,000 |
| 3   | Working on Labour Laws and Gender   | -                  | -                | -        | -                  | -                | -        |
|     | Sub-Total (L)   | -                  | 2,23,865         | 2,23,865 | -                  | 1,45,431         | 1,45,431 |
| (M) | WORKER-CENTRIC KNOWLEDGE CREATION-MAPPING HUMAN RIGHTS RISKS                                    |                    |                  |          |                    |                  |          |
| 1   | Workers Research Centre (WRC)   | -                  | -                | -        | -                  | -                | -        |
| 2   | Analysis of Grievance Mechanism in India  | -                  | -                | -        | -                  | -                | -        |
| 0   | Sub-Total (M)   | -                  | -                | -        | -                  | -                | -        |
| (N) | WORKER-CENTRIC KNOWLEDGE CREATION-DEEP DIVING INTO WOMEN'S HEALTH & Women's rights at workplace |                    |                  |          |                    |                  |          |
| 1   | Women Rights at the Work Place  | -                  | -                | -        | -                  | -                | -        |
| 0   | Sub-Total (N)   | -                  | -                | -        | -                  | -                | -        |



*Alvaro*

*Chitra*



|               |   |   |           |           |        |             |
|---------------|---|---|-----------|-----------|--------|-------------|
| (O)           | WORKER-CENTRIC KNOWLEDGE CREATION-EXAMINING<br>LABOUR BEHIND LEATHER  |   |           |           |        |             |
|               | 1 Videodocumentary Situation of Workers   | - | -         | -         | -      | -           |
|               | 2 Honorarium  | - | -         | -         | -      | -           |
|               | 3 Local Research  | - | 2,427     | 2,427     | -      | -           |
|               | 4 Lobbying & Advocacy Meetings  | - | -         | -         | -      | -           |
|               | 5 Publications  | - | -         | -         | 50,807 | 50,807      |
|               | 6 Trainings in India  | - | -         | -         | -      | -           |
| Sub-Total (O) |   | - | 2,427     | 2,427     | -      | 50,807      |
| (P)           | STITCH (Sustainable Textile Initiative: Together for Change<br>Programme)   |   |           |           |        |             |
|               | 1 Consultant & Advisers   | - | 49,54,095 | 49,54,095 | -      | 41,05,633   |
|               | 2 Mandatory Human Rights Due Deligence  | - | 14,57,911 | 14,57,911 | -      | 27,30,635   |
|               | 3 Labour Law Tracking   | - | 12,26,938 | 12,26,938 | -      | 2,07,123    |
|               | 4 Activity Related Travel Expenses  | - | 8,06,635  | 8,06,635  | -      | 11,06,871   |
|               | 5 Covid Observatory Activity  | - | 6,34,359  | 6,34,359  | -      | 3,21,051    |
|               | 6 Strategic Planning Meeting  | - | -         | -         | -      | 28,098      |
|               | 7 Honorarium  | - | -         | -         | -      | 13,78,376   |
|               | 8 Gender & ER   | - | -         | -         | -      | 58,780      |
|               | 9 Travel and Accomodation   | - | -         | -         | -      | 72,603      |
|               | 10 One to One Interviews with Workers   | - | -         | -         | -      | -           |
|               | 11 Creating Close Group Database  | - | -         | -         | -      | -           |
|               | 12 Organise Webinars Publish Material   | - | -         | -         | -      | -           |
| Sub-Total (P) |   | - | 90,79,938 | 90,79,938 | -      | 1,00,09,170 |
| (Q)           | Electronics Watch: To conduct ongoing monitoring<br>activities within the Electronics Watch model, and to<br>develop and improve the monitoring methodology and<br>systems to drive improvements in electronics factories in<br>India |   |           |           |        |             |
|               | 1 Travel for attending Conference   | - | 1,58,616  | 1,58,616  | -      | 50,513      |
|               | 2 Travel & Food for Occupation Health Safety (OHS)  | - | 22,297    | 22,297    | -      | 81,447      |
|               | Workshop for Electronics Workers  | - | -         | -         | -      | 4,000       |
|               | 3 Honorarium for Researcher   | - | -         | -         | -      | 34,300      |
|               | 4 Honorarium for Field Assistant  | - | -         | -         | -      | 2,348       |
|               | 5 Accomodation & Food   | - | -         | -         | -      | 98,787      |
|               | 6 Overheads   | - | -         | -         | -      | -           |
|               | 7 Medical Technology  | - | -         | -         | -      | -           |
|               | Sub-Total (Q)   | - | 1,80,913  | 1,80,913  | -      | 2,71,395    |



*Devaraj* *Divya*



## CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

## FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 19                       | Programme expenses  | FY 2024-25         |                  |             | FY 2023-24         |                  |             |
|--------------------------|---|--------------------|------------------|-------------|--------------------|------------------|-------------|
|                          |   | Unrestricted funds | Restricted funds | Total       | Unrestricted funds | Restricted funds | Total       |
| (R)                      | STRATEGIC COMMUNICATION-CIVIL SOCIETY SOLIDARITY BUILDING         |                    |                  |             |                    |                  |             |
| 1                        | Development of Guidelines -Zero Tolerance Policy                  | -                  | 4,41,800         | 4,41,800    | -                  | 90,000           | 90,000      |
| 2                        | Database Cost   | -                  | 21,750           | 21,750      | -                  | 37,454           | 37,454      |
| 3                        | Core Group Meeting  | -                  | 10,367           | 10,367      | -                  | 2,62,658         | 2,62,658    |
| 4                        | Consultation  | -                  | 2,500            | 2,500       | -                  | 39,778           | 39,778      |
| 5                        | Regional Meeting  | -                  | -                | -           | -                  | 3,80,482         | 3,80,482    |
| 6                        | Regional Stake Holders Dialogue Forum                             | -                  | -                | -           | -                  | 4,63,342         | 4,63,342    |
| 7                        | Workshop with Local Partners                                      | -                  | -                | -           | -                  | -                | -           |
| 8                        | Workshop Attended by Small Group of NGOs                          | -                  | -                | -           | -                  | -                | -           |
| 9                        | Workshop to Receive Inputs From NGO                               | -                  | -                | -           | -                  | -                | -           |
| 10                       | Strategic Planning  | -                  | -                | -           | -                  | -                | -           |
|                          | Sub-Total (R)   | -                  | 4,76,417         | 4,76,417    | -                  | 12,73,714        | 12,73,714   |
| (S)                      | STRATEGIC COMMUNICATION-STAKEHOLDER DIALOGUE                      |                    |                  |             |                    |                  |             |
| 1                        | Honorarium paid to Stake Holder Engagement Person                 | -                  | 54,40,247        | 54,40,247   | -                  | 54,000           | 54,000      |
| 2                        | Honorarium paid for Researcher                                    | -                  | 31,05,960        | 31,05,960   | -                  | 12,23,078        | 12,23,078   |
| 3                        | Travel Expense-Study Research                                     | -                  | 14,63,156        | 14,63,156   | -                  | 1,65,633         | 1,65,633    |
| 4                        | Hospitality Expenses  | -                  | 8,27,660         | 8,27,660    | -                  | 340              | 340         |
| 5                        | Travel Expense-Germany  | -                  | 1,93,458         | 1,93,458    | -                  | -                | -           |
| 6                        | Travel Expenses-Meetings  | -                  | 90,084           | 90,084      | -                  | 14,96,000        | 14,96,000   |
| 7                        | Networking Liasoning with Stake Holders                           | -                  | -                | -           | -                  | 35,18,639        | 35,18,639   |
| 8                        | Operational Labour rights(OLR)- International Conference Srilanka | -                  | -                | -           | -                  | -                | -           |
| 9                        | FLA Meeting in US & Europe  | -                  | -                | -           | -                  | 2,59,574         | 2,59,574    |
| 10                       | Travel Cost for Symposium   | -                  | -                | -           | -                  | 32,865           | 32,865      |
| 11                       | Travel for Anroev Meeting Bangkok                                 | -                  | -                | -           | -                  | -                | -           |
| 12                       | Travel Expenses-Netherlands                                       | -                  | -                | -           | -                  | -                | -           |
| 13                       | Travel Expenses-Brazil  | -                  | -                | -           | -                  | -                | -           |
| 14                       | Travel Expense-Amsterdam  | -                  | -                | -           | -                  | -                | -           |
| 15                       | Travel Expense to Indonesia                                       | -                  | -                | -           | -                  | -                | -           |
| 16                       | Travel Expense to Washington DC                                   | -                  | -                | -           | -                  | -                | -           |
|                          | Sub-Total (S)   | -                  | 1,11,20,565      | 1,11,20,565 | -                  | 67,50,129        | 67,50,129   |
| (T)                      | STRATEGIC COMMUNICATION-SUPPORTING HUMAN RIGHTS NETWORKS          |                    |                  |             |                    |                  |             |
| >                        | Honorarium External Consulting                                    | -                  | 1,82,900         | 1,82,900    | -                  | 1,25,000         | 1,25,000    |
|                          | Sub-Total (T)   | -                  | 1,82,900         | 1,82,900    | -                  | 1,25,000         | 1,25,000    |
| (U)                      | STRATEGIC COMMUNICATION-MEDIA OUTREACH AND ADVOCACY               |                    |                  |             |                    |                  |             |
| >                        | Video for General Public  | -                  | -                | -           | -                  | 3,54,000         | 3,54,000    |
| >                        | Pamphlets   | -                  | -                | -           | -                  | -                | -           |
|                          | Sub-Total (U)   | -                  | -                | -           | -                  | 3,54,000         | 3,54,000    |
| (V)                      | URGENT APPEALS  |                    |                  |             |                    |                  |             |
| 1                        | Full Day Packages Hybrid Mode                                     | -                  | 5,223            | 5,223       | -                  | -                | -           |
| 2                        | Transport Local   | -                  | 10,114           | 10,114      | -                  | -                | -           |
| 3                        | Materials/ Kits   | -                  | 28,223           | 28,223      | -                  | -                | -           |
|                          | Sub-Total (V)   | -                  | 43,560           | 43,560      | -                  | -                | -           |
| Total Programme expenses |   | No 76              | 3,14,15,317      | 3,14,15,317 | -                  | 2,46,56,109      | 2,46,56,109 |



CIVIL INITIATIVES FOR DEVELOPMENT AND PEACE INDIA

FOREIGN CONTRIBUTION

Notes forming part of the Financial Statements for the year ended, 31st March, 2025

Amount in Rs.

| 20                                  | Miscellaneous Expenses                        | FY 2024-25         |                  |                 | FY 2023-24         |                  |               |
|-------------------------------------|---|--------------------|------------------|-----------------|--------------------|------------------|---------------|
|                                     |   | Unrestricted funds | Restricted funds | Total           | Unrestricted funds | Restricted funds | Total         |
| 1                                   | T D S Written Off                             | -                  | 14,070           | 14,070          | -                  | 26,130           | 26,130        |
| 2                                   | Interest on TDS                               | -                  | -                | -               | -                  | -                | -             |
| 3                                   | Bad Debts Written Off                         | -                  | -                | -               | -                  | -                | -             |
| 4                                   | Settlement at Labour Court                    | -                  | -                | -               | -                  | -                | -             |
| 5                                   | Assets Written Off                            | -                  | -                | -               | -                  | -                | -             |
| 6                                   | PT Renewal                                    | -                  | 2,500            | 2,500           | -                  | 2,500            | 2,500         |
| 7                                   | Office shifting Expenses                      | -                  | -                | -               | -                  | 69,820           | 69,820        |
| 8                                   | Website Domain Renewal & Maintenance Expenses | -                  | 2,73,786         | 2,73,786        | -                  | -                | -             |
| <b>Total Miscellaneous Expenses</b> |   | -                  | <b>2,90,356</b>  | <b>2,90,356</b> | -                  | <b>98,450</b>    | <b>98,450</b> |



*Shivaji* *Chaphekar*

