

MINUTES OF THE BOARD OF TRUSTEES MEETING OF ENABLE INDIA HELD ON MONDAY, AUGUST 19, 2024 AT 10.00AM AT THE ENABLE INDIA OFFICE AND THROUGH AUDIO-VISUAL MEANS VIA ZOOM.

Members attended from the venue of the Meeting:

1. Mr. Pran Nath Nagri - Trustee
2. Ms. Shanti Raghavan - Managing Trustee
3. Mr. Dipesh Sutariya - Trustee
4. Mr. Sarbajit Ghose - Trustee
5. Mr. C Babu Joseph - Trustee
6. Mr. Moses Chowdari - Trustee

Invitees who attended:

1. Ms. Nayantara Janardhan – Chief of Staff, EnAble India

Agenda for the Meeting

1. Appointment of the Chair
2. Confirmation of Minutes of last meeting
3. Update on New Building and Relocation Plans of office
4. Re-constitution of POSH Committee
5. Organizational Structure and Future Plans
6. Purple Economy and Future Vision
7. Organization Updates
8. Any other points with the permission of the Chair

MINUTES OF THE PROCEEDINGS:

1. By unanimous consent **Mrs. Shanti Raghavan** took the Chair and with the required quorum being present, the Chairperson commenced the proceedings.
2. Ms. Pratibha Nakil had expressed her inability to attend the meeting and was granted leave of absence.
3. Minutes of the previous board meeting held on May 09, 2024, were read out by Ms. Nayantara and were taken note of. Mr. Pranesh Nagri suggested to print the minutes and maintain a physical minutes book. Ms. Nayantara also clarified the consided format of minutes are also uploaded on the organization's website as a part of Guidestar requirement.
4. **UPDATE ON NEW BUILDING AND RELOCATION PLANS OF OFFICE**

PURCHASE OF A CONSTRUCTED SPACE

In the previous Board meeting Mr. Dipesh had informed the Board that the tenure of the Rental Agreement of the existing office space was ending in November 2024 and the organization had decided to move to a self-owned office space. Accordingly, the organization had identified for purchase of an unfurnished office space measuring square feet in a bare shell condition with the super built up area with the super built up area which may include common areas such as staircase, lift area, lobby, parking space etc, located at "Purva Gainz," Second Floor, Survey No. 9, situated at Beretana Agrahara Village, Begur Hobli, Bangalore South Taluk, Bangalore- 560100.

In view of the same, approval of the Board of Trustees is sought for the purchase of the immovable property, and authorizing Ms. Shanti Raghavan, Founder & Managing Trustee and/or Mr. Dipesh Sutariya, Co-founder & Trustee for finalizing and executing and registering the necessary documents

including agreements, deeds, agreement for purchase, powers of attorney, etc. and such other documents as the case may be in the best interest of the Trust. It is further confirmed that none of the Trustees, Managerial Personnel, or Employees of EnAble India are in any way concerned or interested, financially or otherwise in this resolution. The Board discussed the matter and after due deliberations, passed the following resolution according to the board's unanimous approval:

"RESOLVED THAT pursuant to the provisions of the Trust Deed of the organization and other applicable provisions, if any, consent of the Board of Trustees be and is hereby accorded to purchase the immovable property, in particular, the unfurnished office space measuring in a bare shell condition with the super built up area with the super built up area which may include common areas such as staircase, lift area, lobby, parking space etc, located at "Purva Gainz," Second Floor, Survey No. 9, situated at Beretana Agrahara Village, Begur Hobli, Bangalore South Taluk, Bangalore- 560100 with a clear and marketable title, free from all encumbrances and claims ("the property") for a market consideration of

RESOLVED FURTHER THAT Ms. Shanti Raghavan, Founder & Managing Trustee and/or Mr. Dipesh Sutariya, Co-founder & Trustee be and is hereby authorized to do and perform all such acts, matters deeds and things as may be necessary, including finalizing the terms and conditions, methods and modes of disbursement of amount, executing and registering the necessary documents including agreements, deeds, powers of attorney etc. and such other document(s) as may be necessary or expedient in its discretion and in the best interest of the Trust, to give effect to this resolution.

RESOLVED FURTHER THAT the Board be and is hereby authorized to do all such acts, deeds and things, to execute all such documents, instruments, and writings as may be required to give effect to this Resolution."

SALE OF OFFICE PROPERTY IN BEGUR

The Chairperson informed the Board that the organization had purchased a land parcel measuring square feet at

,Chikabegur Extension Begur Village, Begur Hobli Bangalore (South Taluk) Begur, Bengaluru, ("property") in the year 2021 for a consideration of Rs. /- with the intention to construct an office space for the organization. Due to certain challenges with the regularization of the property now the organization intends to dispose off this non-core asset, to enable the organization to acquire a more suitable space for the construction of the office space. Accordingly, it is now sought to lease/ sell/ transfer/ convey/ assign or otherwise dispose of this immovable property being all that piece and parcel of land in the said property with a clear and marketable title, free from all encumbrances and claims. The consideration to be received on said lease and/or sale, transfer, conveyance, or assignment of the above property is intended to be utilized in purchasing new space for EnAble India. This arrangement will enable the organization to reduce the burden of cost which would likely be incurred for the purchase of the new space. Further, the organization is already in the process of identifying and negotiating with the potential purchaser(s) for the said property.

In view of the same, approval of the Board of Trustees is sought for disposal of the property, finalization of the suitable lessee(s) /purchaser(s)/ assignee(s)/ counterparty(ies) as the case may be, modes of disposal, and severally authorizing Ms. Shanti Raghavan, Founder & Managing Trustee and/or Mr. Dipesh Sutariya, Co-founder & Trustee for finalizing and executing and registering the necessary documents including agreements, lease deeds, sale deed, agreement for sale, powers of attorney etc. and such other documents as the case may be in the best interest of the Trust. It is

further confirmed that none of the Trustees, Managerial Personnel, or Employees of EnAble India are in any way concerned or interested, financially or otherwise in this resolution. The Board discussed the matter and after due deliberations, passed the following resolution according to their unanimous approval:

“RESOLVED THAT pursuant to the provisions of the Trust Deed of the organization and other applicable provisions, if any, consent of the Board of Trustees be and is hereby accorded, to lease, sell, transfer, convey, assign or otherwise dispose of the Trust's immovable property, in particular, the piece and parcel of land admeasuring sq. feet in Begur with a clear and marketable title, free from all encumbrances and claims (“the property”) to any person(s) and /or entity(ies) as may be determined, for such consideration and on such terms and conditions as the Board may deem fit in the best interest of the Trust.

RESOLVED FURTHER THAT Ms. Shanti Raghavan, Founder & Managing Trustee and/or Mr. Dipesh Sutariya, Co-founder & Trustee be and are hereby severally authorized to do and perform all such acts, matters deeds, and things as may be necessary, including finalizing the suitable lessee(s)/purchaser(s)/ assignee(s), developer as the case may be, of the said property, the terms and conditions, methods and modes in respect thereof, determining the exact effective date, and finalizing and executing and registering the necessary documents including agreements, lease deeds, sale deed, agreement for sale, deeds of conveyance and powers of attorney etc. and such other document(s) as may be necessary or expedient in its discretion and in the best interest of the Trust, to give effect to this resolution.

RESOLVED FURTHER THAT the Board be and is hereby authorized to do all such acts, deeds and things, to execute all such documents, instruments and writings as may be required to give effect to this Resolution.”

APPROVAL FOR AVAILING LOAN/ OVERDRAFT FACILITY AGAINST THE TRUST’S FIXED DEPOSITS

The Chairman informed the Board that in view of the financial requirements for purchase of the new office space, the organization intends to avail financial assistance from the State Bank of India (SBI), Bangalore Branch in the form of Loan/ Overdraft (OD) facility against the funds amounting to Rs. /- placed as fixed deposits with (SBI) Bangalore branch, which are due to mature in November/ December 2024. After due discussions, the Board passed the following resolution according to their unanimous approval:

“RESOLVED THAT the approval of the Board be and is hereby given to the Trust to avail financial assistance from State Bank of India, Bangalore Branch (“SBI”) in the form of Loan/ Overdraft facility for the amount not exceeding Rs. /- (Rupees only) against the security of the Fixed Deposit amount placed by EnAble India with SBI and that are due to mature in November/ December 2024.

RESOLVED FURTHER THAT the Board confirmed that this facility need not be adjusted on maturity but can be paid before maturity of the said facility depending on the fund availability in the organization’s Account.

RESOLVED FURTHER THAT Ms. Shanti Raghavan, Founder & Managing Trustee, Mr. Dipesh Sutariya, Co-founder & Trustee, Mr. Pran Nath Nagri, Honorary Director & Trustee, be and are hereby severally authorized to sign, execute and deliver all the documents as may be necessary for availing of the said facility as may be required by the Bank in matters related hereto and further to do all such acts and deeds as may be necessary for the availing the said financial facility including delegating the powers to execute documents by way of a Power of Attorney, if necessary.”

5. RE-CONSTITUTION OF POSH COMMITTEE

The Chairman informed the Board that consequent to the resignation of Major Rajendra, the Chief Administrative Officer and a member of PoSH Internal Committee of EnAble India, it was required to re-constitute the PoSH Internal Committee to induct a new member. Accordingly, the organization has identified Mr. Guru Prasad as the new member for the Committee. He further added that Mr. Guru Prasad comes joined EnAble India in the year 2021 and currently holds the position of Director working with the Rural Livelihood Mission. The Board discussed the matter and passed the following resolution:

“Resolved that pursuant to Section 4 of The Sexual Harassment of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013, approval of the Board be and is hereby accorded to the re-constitution of the “Internal Committee” for Prevention of Sexual Harassment of women at workplace at EnAble India consisting of following members:

1. Ms. Roopa Reddy – Presiding Officer
2. Ms. Jyoti Achari - Member
3. Mr. Guru Prasad – Member
4. Ms. Ashwini Rao- Member
5. Dr. B S Anuradha- External Member (3rd Party).

6. ORGANIZATIONAL UPDATES

ORGANIZATIONAL STRUCTURE REVIVAL AND FUTURE PLANS

Mr. Dipesh updated the board on the plans to revive the structure of the organization. In addition to the Human Capital and financial capital now the organization intends to segregate the functions into technology and operations. Accordingly, Mr. Vikas Dwivedi has been appointed as the Chief Technology Officer of EnAble India to head the Tech team. The technology team is working on various initiatives, including digital literacy, innovative solutions hub, and IT operations and is supported by a team of developers and architects, with a focus on scalability and innovation.

Further Mr. Dipesh explained the operations structure, including state heads and local NGOs for implementation. The organization aims to replicate successful models in different states and manage functional teams nationally. The operations team will focus on wage employment, data centers, and other initiatives to support the disability sector.

The entire matrix structure of the new organizational structure was presented and explained to the Board. The new operations structure now consisted teams divided under the head Platforms and Collectives. A new Operations Management team has been formed composed of senior managers and directors to drive the Operations. The Management team will now drive the organization's performance and decision-making processes. This team will work closely with the CMD and other senior leaders to ensure the organization's success. The Operations Management team comprises of the following leads:

1. Mr. Guru Prasad
2. Ms. Roopa Reddy
3. Ms. Samaara Thekkan
4. Mr. Tanmoy Chakraborty
5. Ms. Rituparna Sarangi

Ms. Preeti Lobo and Mr. Sandesh were identified as substitutes to support this team should any of the five exit.

PURPLE ECONOMY AND FUTURE VISION

Ms. Shanti Raghavan presented to the board the idea of Purple economy and its conceptualization which started since May, 2021 with the study of economics for Pwd sector. Further this concept was discussed with various meeting with different Bureaucrats in the course of time since then and also presented during the Purple Fest, 2023 and Davos which was well received. The purple economy focuses on the economic potential of the disability sector, including employment, healthcare, and consumer power. As a pilot project this concept was experimented with ONDC and implemented in Namma Yatri, a commute service operated in Bangalore. Likewise it was proposed to connect with many open networks. A policy paper was submitted to Department of Social Justice for presenting in the Parliament. The Future vision for this project is to set up a Foundation for Purple Economy and Global Digital Public Infrastructure.

She further highlighted the importance of understanding the economic impact of disability and integrating it into the organization's vision. The organization aims to promote the purple economy through various initiatives and partnerships.

7. PROGRAM UPDATES

Mr. Moses updated the Board on various requests for funding from Corporates. He added that overall operations and funding was secured. Other updates were as follows:

- Continuous updation of the Employability Training manual
- Train the Trainers workshops with Government to train the People with Disabilities on the Employability skills.
- 2nd training scheduled in Gujrat and later in Patna etc. The team has set a target to train 100 trainers in the coming year.
- Deaf interpretation course for Deaf and hearing interpreters was conducted in Delhi in association with Ms. Anitha
- ISLRTC Application for ISL Dictionary is in process with the Department and EnAble India is supporting this project
- Rise A Million, a new vertical has been kick started

Mr. Dipesh informed on the following updates:

- visit of the Workability Asia Board members to EnAble India office and the launch of coffee table book of EnAble Vaani project was released during this time.
- Mr. Pratap T P, co-founder of Qwiksilver has joined the organization as a Volunteer and will be mentoring the Rural Livelihood Program
- Francis Lohrui, who was a part of Media team has been moved to Rural Livelihood Team and will be managing the state operations North East
- Commissioner of Meghalaya and Nagaland visited the EnAble India office
- Mr. Gerald Manoharan, lawyer and partner at J Sagar and Associates has been appointed as a member on the Advisory Board

Mr. Sarbajit suggested on relooking selection on the constitution of Advisory Board and come up with a criteria on selection of members.

There being no other item for discussion, the meeting ended with a vote of thanks to the chair.

BENGALURU
AUGUST 19, 2024

SHANTI RAGHAVAN
CHAIRPERSON