Naandi Foundation, 502, Trendset Towers
Road No. 2, Banjara Hills, Hyderabad-500034
Telangana, India ☎ +91 40 2355 6491/92
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www.naandi.org

This Memorandum of Understanding (hereinafter referred to as "MoU") is entered on 8th day of December, 2025 by and between:

GOVERNMENT. WOMEN'S POLYTECHNIC, MUZZAFARPUIR (BIHAR)

AND

NAANDI FOUNDATION, HYDERABAD (MAHINDRA PRIDE CLASSROOM PROGRAM) A PUBLIC CHARITABLE TRUST INCORPORATED UNDER THE INDIAN TRUSTS ACT, 1882, HAVING ITS REGISTERED OFFICE AT 502, TREND SET TOWERS, ROAD NO 2, BANJARA HILLS, HYDERABAD – 500 034, TELANGANA

INTRODUCTION

ABOUT NAANDI FOUNDATION

Naandi Foundation is one of India's largest and most prominent social sector organizations, established in 1998 with a mission to eradicate poverty and ensure sustainable development in underserved communities. The foundation works across various sectors to drive change, including education, sustainable livelihoods, safe drinking water, and agriculture.

Key Focus Areas:

1. **Education**:
   - Naandi runs several education programs aimed at providing quality education to underprivileged children. Its flagship **Nanhi Kali** program, in partnership with other stakeholders, supports the education of girls from disadvantaged backgrounds by providing academic and material support.
2. **Sustainable Livelihoods**:
   - Naandi works with farmers, especially tribal and smallholder farmers, through programs like **Araku Coffee**, which promotes sustainable agriculture practices and enables farmers to improve their income by cultivating organic coffee. The Araku Valley in Andhra Pradesh is a key area of focus, and the coffee grown here has gained international recognition.
3. **Water and Sanitation**:
   - The foundation works on providing access to clean and safe drinking water in rural and urban slum areas through its **Naandi Community Water Services**. It creates affordable, community-based water purification systems to tackle the issue of water scarcity and quality.
4. **Nutrition**:
   - Naandi has also contributed to fighting malnutrition in India by running community kitchens and other food programs to ensure that children from low-income families receive nutritious meals.
5. **Research and Social Impact**:
   - Through its **Naandi Centre for Social Innovation**, the foundation focuses on generating data-driven insights and solutions for some of India's pressing social challenges. It conducts research and evaluates the impact of social interventions.

Partnerships and Recognition:

Naandi Foundation collaborates with corporate, government, and international organizations to scale its initiatives. It has also garnered significant recognition for its impact on communities, winning various awards for its innovative approach to solving deep-rooted problems like malnutrition, lack of access to quality education, and livelihood challenges.

Their emphasis on sustainability, scalability, and innovation has made Naandi a leader in India's non-profit sector.

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The **Naandi Foundation** collaborates with the **Mahindra Group** through an initiative known as the **Mahindra Pride Classroom**, which focuses on providing employability skills and vocational training to youth from underprivileged backgrounds. This program is part of Mahindra's broader efforts to promote education and employment opportunities for marginalized communities, especially those from Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC).

Mahindra Pride Classroom Overview:

- **Objective**: The primary aim of the Mahindra Pride Classroom is to equip economically disadvantaged youth with the skills and training necessary to improve their employability in the formal job market. The program seeks to bridge the gap between education and employment by providing soft skills, technical training, and exposure to various career opportunities.
- **Target Audience**: The program is designed for students in government-run industrial training institutes (ITIs), polytechnics, and other vocational training centres, primarily targeting SC, ST, and OBC students in India.

Key Features:

1. **Skill Development**:
   - The Mahindra Pride Classroom focuses on providing **life skills** and **job readiness training**, which includes soft skills like communication, interpersonal skills, and teamwork. This component aims to boost the students' confidence and improve their prospects in job interviews and workplace settings.
2. **Industry-Relevant Training**:
   - Apart from soft skills, the program provides training in **technical skills** specific to various industries like retail, IT, hospitality, and more. This ensures that students acquire the relevant knowledge and expertise needed to enter the job market.
3. **Digital Literacy**:
   - Given the increasing digitalization across industries, digital literacy forms an essential part of the training. Students are introduced to basic IT skills that are crucial for most entry-level positions today.
4. **Job Placement Support**:
   - The program connects students with potential employers by facilitating placements and offering career counseling to guide students on how to navigate their careers post-training.
5. **Inclusion and Social Equity**:
   - The Mahindra Pride Classroom initiative is deeply aligned with the objective of promoting **social equity** by empowering youth from socially and economically marginalized backgrounds, helping them overcome the barriers that prevent them from accessing meaningful employment.

Impact:

Since its inception, the Mahindra Pride Classroom has trained tens of thousands of students across India. The program has positively impacted the lives of young people by providing them with skills that lead to better job opportunities, thus contributing to their financial independence and improving their socio-economic status.

Partnership with Naandi Foundation:

Naandi Foundation plays a significant role in executing the Mahindra Pride Classroom initiative. With its experience and deep community engagement, Naandi ensures that the program reaches the intended beneficiaries effectively, implements high-quality training modules, and tracks the program's impact in real-time. This collaboration between Naandi and the Mahindra Group represents a powerful model of public-private partnership focused on addressing unemployment and skill gaps among underprivileged youth in India.

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Government Women's Polytechnic, Muzaffarpur, Bihar

Government Women's Polytechnic, Muzaffarpur was established in the year 1856 by the unique efforts from state government for the educational welfare of women. College is re estabished in 2015 in Bela Industrial area, Phase

II, Muzaffarpur College is recognized by the department of science and technology, government of Bihar. College has approved by AICTE- All India Council of Technical Education, New Delhi.

Govt. Women's Polytechnic starts with an objective to train the students in engineering and technology in order to handle engineering and development programme in the state of Bihar. The vision of college is to impart the sound technical engineering skills to the students and make them a professional model on the platform of global employment. College is striving hardly to equip the women community of state with the educational power, technical skills, creativity, problem solving skills and develop their personality by utilizing the curricular activities commences in the institute.

Validity of the Programme
This collaboration is effective from 8th december and shall remain in force till 31st March 2027.

Terms and Conditions of the Programme

1. The beneficiaries shall be from underprivileged sections of society without distinction of caste, creed or religion etc.
2. The program shall be for a duration of 36 hours to 120 hours or as mutually decided by Naandi Foundation and the Institute or twice a year.
3. The program shall include New Age skills, Soft-Skills, Communication Skills, Life Skill and Interview Preparation and Digital Literacy for the beneficiaries under the employability skill development program.
4. Beneficiaries will be Girls students of final year courses of Under Graduate and Post Graduate programme at the institution.
5. The Institute will ensure that necessary infrastructure such as well-equipped classrooms and computer labs as per course requirements is available at the program's location.
6. The institute will ensure that basic training requirements like black/white board, chalk/markers, A4 sheets, projector and screen are available during the training.
7. The institute will ensure to identify a resource person (henceforth referred to as POC – Point of Contact) from their faculty group to coordinate between the beneficiary, institute management and Naandi Foundation.
8. Institutes should ensure that all beneficiaries are given an orientation on the importance and facilitation of joining employment skills training programs prior to training and encourage them to register for the said programs.
9. The POC will monitor trainee attendance daily and ensure 70% attendance.
10. The Institute will share the placement details of MPC-trained students with Naandi staff as required. Naandi Foundation will also support MPC-trained students in placements by organizing Job Utsavs or through other suitable means. Additionally, Naandi Foundation hires freelance Soft Skills trainers, and students from Srinath College of Education will be considered for these trainer roles.
11. Naandi Foundation will impart employability skill training to socially and economically disadvantaged students and youth, helping to improve their livelihoods and economic security.
12. Naandi Foundation will prepare content that will be most effective in training the beneficiaries/students, Naandi Foundation welcomes suggestions and feedbacks to improve their content.
13. Naandi Foundation will share a detailed Course Schedule and Framework.

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14. Naandi Foundation ensure that well-trained trainers are identified and deployed to ensure overall success of the Program.
15. Naandi Foundation will monitor the program by conducting periodic assessments for the students.
16. Naandi Foundation shall not charge any fees on whatsoever account/name from the beneficiaries for the Employability Skill Training Program as it is a part of Mahindra and Mahindra CSR initiative.
17. Students will be certified by Naandi Foundation upon successful completion of the training, with attendance above 70% and passing all assessments.

We look forward to a long-term collaboration with you and your Institute.

For Naandi Foundation

Mritunjay Kr 8/12/2025

Authorised Signatory

Government Women's Polytechnic, Muzaffarpur

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Authorised Signatory

08/12/25 Principal

Govt. Women's Polytechn.
Muzaffarpur