



SEEDS OF CHANGE



A journey that started as a seed five years back is now a plant. We grow to become a tree in achieving our ambition goals of social equity and sustainability.

OFFICE: KOLKATA | DELHI NCR | NAVI MUMBAI

www.impact-360.org.in | info@impact-360.org.in

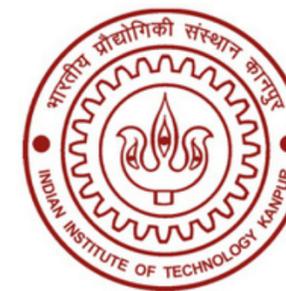


ABOUT US

Impact360 Foundation is a not-for-profit company under Section 8 of Companies Act.

- Headquartered in Kolkata and having a multi-city network.
- We are a mission driven, community-focused, innovative and tech-led organization working with a desire to bring great ideas into fruition.
- Our work is aligned with the UN Sustainable Development Goals as well as integrated to our government's policies & missions of public good.
- We believe in co-creation, collaboration, continuous improvement and close engagement.
- Our team comprises of social scientists, researchers, strategists, field experts and a passionate work force of young impact enthusiasts

PARTNERS





Impact360's Implementaion Areas

Transforming Lives Through Enterprise, Education & Climate Resilience.

Livelihood & Economic Empowerment

Creating sustainable income opportunities, enterprise development, entrepreneurship support, and poverty reduction initiatives, especially for marginalized communities and women.

1



2



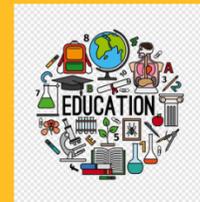
Skill Development & Youth Employment

Providing industry-relevant skill training, soft skills development, placement support, and empowering youth to secure equitable employment.

Quality Education & Holistic Learning

Supporting access to and improvement of education systems aligned with national goals (including gender-positive and inclusive approaches for children and youth).

4



3



Climate Resilience & Sustainable Enterprises

Integrating climate-smart practices into value chains, promoting green enterprises, and building resilience among vulnerable communities.



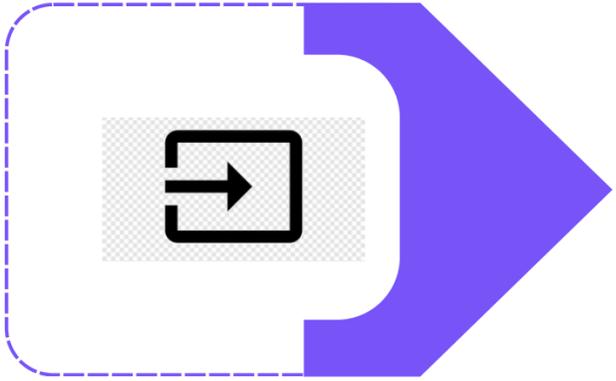
Our Knowledge management vertical:

REFLECT: Research, Evaluation, Feasibility, Learning, Evidence, Consultation, Tracking
(looking back, learning, and moving forward)

IMPACT360 THEORY OF CHANGE

“Transforming systemic barriers into inclusive opportunities through evidence-based and scalable solutions.”

SDGs Alignment

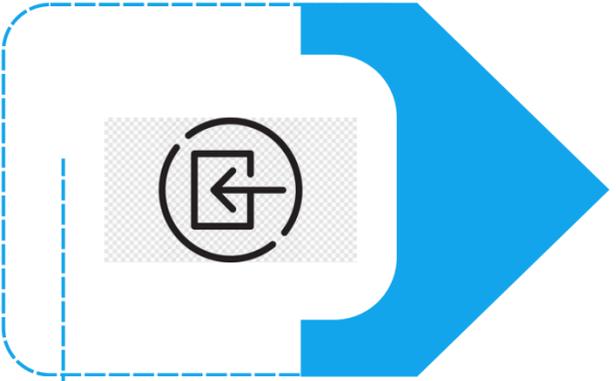


Inputs

- Institutional expertise in development sector programming
- Data, research and analytical tools (feasibility studies, baseline and impact evaluations)
- Partnerships with government, corporates, NGOs, and communities
- Financial and human resources committed to social impact
- Alignment with national development goals and UN Sustainable Development Goals (SDGs)

Activities

- Livelihood creation and enterprise development
- Industry-relevant skill development for youth and women
- Holistic education support and inclusive learning initiatives
- Climate-resilient sustainable agriculture and green enterprise promotion
- Rigorous monitoring, research, and knowledge generation
- Co-creation of solutions through partnerships and philanthropic platforms

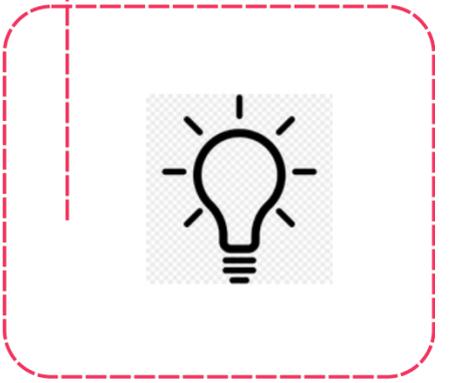


Outputs

- Trained and certified cohorts of youth and women with job-ready skills
- Strengthened local enterprises and diversified income avenues
- Evidence-based insights from studies, assessments and evaluations
- Collaborative platforms linking community, industry and development stakeholders
- Documented best practices and program models ready for replication

Outcomes

- Increased employability and livelihood resilience among target beneficiaries
- Enhanced participation of women and youth in economic activity
- Improved community capacities for sustainable practices
- Better alignment between skills systems and industry demand
- Stronger local and regional ecosystems for inclusive development





NUMBERS AT A GLANCE

21000+

Lives Impacted

5000+

Women Entrepreneurs

2000+

Youth Skilled

7+

States Covered

10+

Corporate & Institutional Partner

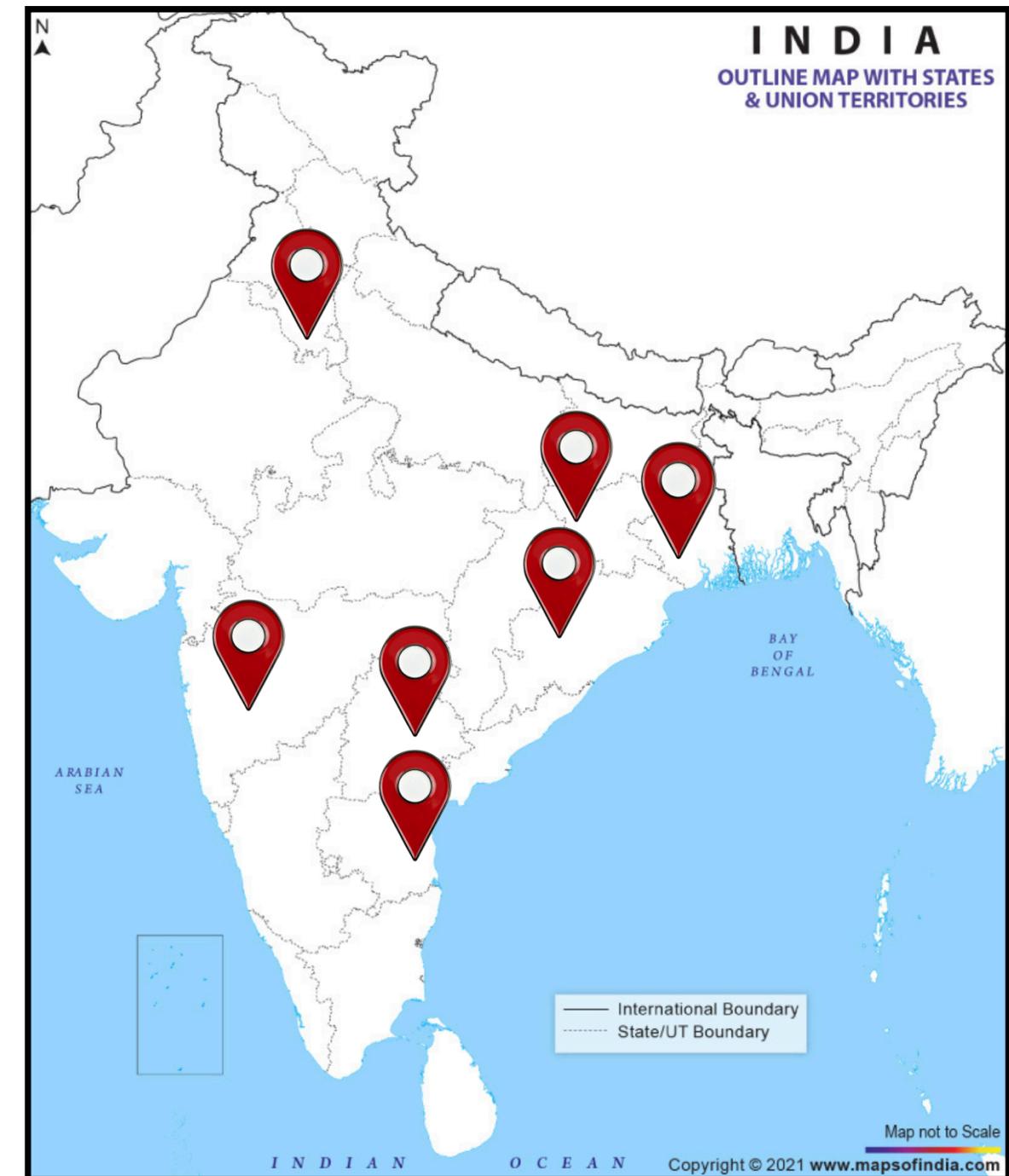


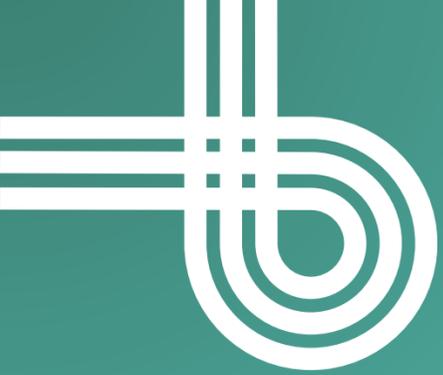
GEOGRAPHIC FOOTPRINT

Operations Across:



- West Bengal
- Delhi NCR
- Maharashtra
- Karnataka
- Telangana
- Jharkhand
- Odisha



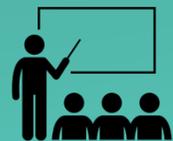


Swabhimaan

Unleashing entrepreneurial potentials
at the bottom of the pyramid



Surveyed: 22,266



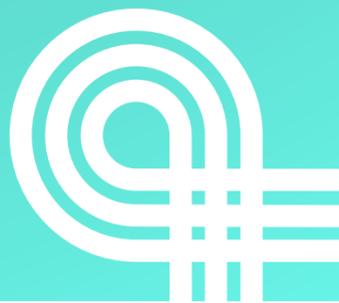
Total Trained: 8,100



Business Plan: 6,300



**Received Funding and
Technical Assistance-
4,100**



FLAGSHIP PROGRAM: SWABHIMAAN

To enable urban poor women to build micro-enterprises
through structured graduation approach.

Swabhimaan is an urban poverty reduction initiative funded by Citi Bank and implemented by Impact 360 in partnership with the Startup Incubation and Innovation Centre, Indian Institute of Technology Kanpur, and Project Concern India. The program promotes livelihoods through micro-enterprise development by providing seed capital, technical assistance, credit facilitation, market linkages, and convergence with government systems to women aged 18-55 across Kolkata Municipal Corporation. Over 6,000 entrepreneurs were selected from surveys covering 20,000+ women under SULM and other credible sources, supported by a comprehensive baseline assessment.





Didis' Meal Box

Enabling women's agency by nurturing skills and inspiring dreams

IMPACT

- 800+** SHG women engaged
- 25** Cloud kitchens operational
- B2B & B2C** Digital delivery model
- Licence** FSSAI & food compliance ensured
- Training** Culinary & hygiene skill upgradation

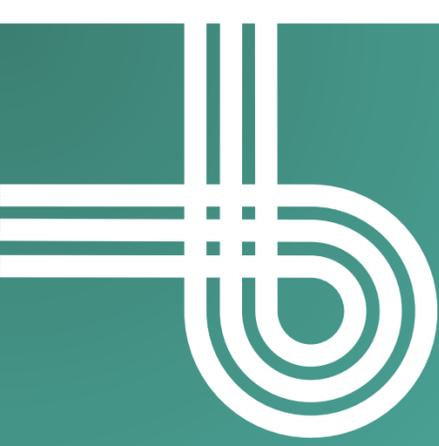


DIDIS' MEAL BOX

Women-led Cloud Kitchen Enterprise Model

Didi's Meal Box is an innovative cloud kitchen initiative creating sustainable livelihoods for women in urban slums. Funded by HSBC, the project enables SHG women to own and operate food enterprises serving B2C and B2B customers through app-based services. The initiative includes market assessments across three cities, culinary and hygiene training, FSSAI/FOSTAC compliance, and strong convergence with SHG institutions, NULM departments, and local bodies.





HESHEL

Building skill based collective enterprise
and leveraging modern marketplace.

Numbers at a glance



SHG Women: 100



Number of Kitchens- 04



Restaurant cum Outlet-
04



Online Platform- 03

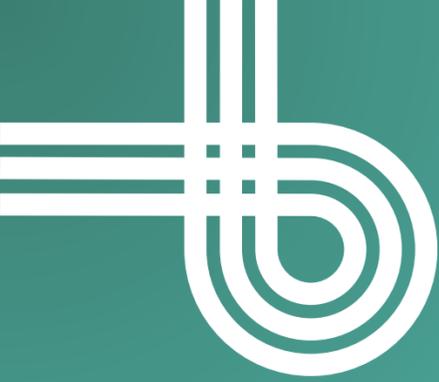


HESHEL: WOMEN-OWNED RESTAURANT BRAND

Community-Owned Collective Enterprise

The cloud kitchen, branded as HESHEL, offers online meal ordering, delivery, catering, takeaway, and dine-in services. Owned and operated by women, the enterprise is supported by Impact360 through mobilization, group formation, training, unit setup, and marketing. Implemented with PCI India and supported by HSBC, four kitchen-cum-restaurants are currently operational, with one more opening shortly.





Skill Development Program

COURSES OFFERED



Information Technology Enabled Services (ITES)

Training in computer applications, data entry operations, customer support, and back-office processes aligned with digital service industries.



Sales & Marketing Management

Practical training in retail sales, customer relationship management, communication skills, and field marketing operations



Digital Marketing & E-Commerce Operations

Hands-on exposure to social media marketing, online branding, content creation, and digital campaign management for modern businesses.



Tourism & Hospitality Management

Skill development in front-office operations, guest handling, service excellence, and hospitality industry standards.



Industrial Sewing & Garment Designing

Hands-on training in industrial garment construction, pattern development, advanced stitching techniques, quality control, and entrepreneurship in apparel production



Warehouse & Logistics Management

Operational training in inventory control, supply chain processes, packaging, dispatch management, and logistics coordination.

Phase 1 (2024-26) 120 Students

Phase 2 (2025-27) 1000 Students

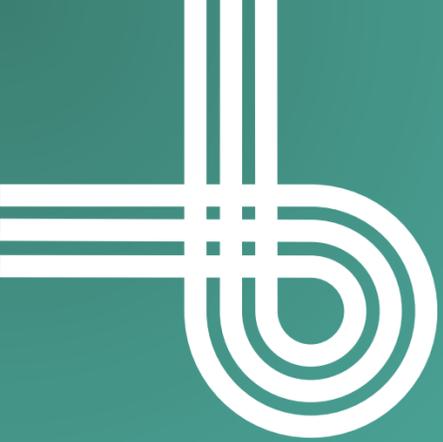


SKILL DEVELOPMENT & KAUSHAL VIKAS KENDRA

Industry-Aligned, Placement-Focused Programs

The Skill Development for Young Adult Girls program, commenced in December 2024, aims to empower young women aged 18–30 years from urban poor communities in and around Faridabad slums through structured, demand-driven skill training with placement-linked support. Supported by Goodyear India Ltd. and in partnership with KPMG, the initiative focuses on beneficiary mobilization, high-demand sector training, industry linkages, and post-placement career guidance. In Phase 1, 120 students completed training with 90 successfully placed, while Phase 2 has mobilized 1,000 candidates for domain-specific courses, enabling sustainable livelihoods and long-term career progression.





Entrepreneurship Development Program

Enabling Livelihoods, Enhancing Opportunities!

In partnership with:

- Goodyear India Ltd.
- KPMG

Geographical Coverage:
Delhi, NCR

Phase 1 (2024-26)

130 Beneficiary successfully running business

Phase 2 (2025-27)

300 Beneficiary mobilized



ENTREPRENEURSHIP DEVELOPMENT PROGRAM

Approach: Urban Poor Graduation Plus Model

IMPLEMENTATION STRATEGY



Selection & Enterprise Development Training

Capacity building on business fundamentals, market understanding, and entrepreneurial mindset.



Business Plan Development & Screening

Structured preparation, evaluation, and viability assessment of enterprise proposals.



Asset Transfer for Business Initiation

Provision of productive assets and seed capital to kick-start income-generating activities.



Continuous Handholding & Mentorship

Regular mentoring, coaching, and performance monitoring for enterprise sustainability.



Business Accounting & Business Health Check-ups

Financial literacy, bookkeeping training, and periodic business performance assessments.



Credit Linkage & Government Convergence

Facilitating access to formal banking systems, credit schemes, and relevant government programs.

OUTCOMES

Sustainable income generation

Enhanced financial inclusion

Increased business survival rates

Improved household economic stability





SPORTS & PHILANTHROPY PLATFORM

Philanthropy Partner for: Tata Steel World 25K Kolkata

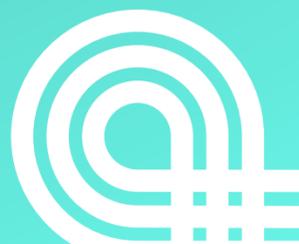
TATA STEEL WORLD 25K MARATHON

The marathon is not about the race, it's about the journey

IMPACT:

- 25,000+ runners
- 40+ NGO partners
- 10+ Corporate fundraising ecosystem
- Structured donation management
- Transparent CSR fund flow

Impact360 acts as bridge between NGOs and Corporates.



Tata Steel World 25K Kolkata (TSW25K) is an annual sporting festival and a powerful agent of change, promoted by Procam International, offering inclusive race categories for participants of all ages and abilities. Celebrating its 10th edition in 2025, the event holds World Athletics Gold Label status and has redefined health, inclusion, sustainability, and giving in West Bengal. Impact360 Foundation, as the philanthropy partner, enables NGOs every year to raise funds through its philanthropy platform, with 40+ NGOs showcasing their programs and mobilizing resources to scale social impact across sectors.



The Telegraph City marathon raises ₹45.68 lakh for charity

DEBRAJ MITRA

Calcutta: A race that has put Calcutta on the international running map is also changing the lives of some people in dire need.

The 10th edition of Tata Steel World 25K Kolkata, partnered by The Telegraph, raised ₹45.68 lakh in charity.

Fundraising for this edition ended on January 10.

Since its inception, the philanthropy corpus now stands at ₹5.16 crore, organisers said.

Every year, the race brings together NGOs working in diverse segments, including education, health, disability, and protection against human trafficking, corporate and individual fundraisers who care to make a difference in someone else's life.

While institutional support has always been strong, the exemplary individual efforts make the race a driver of social change.

On February 19, the gathering responded with resounding applause as a teenager finished her small but powerful acceptance speech.

Sarah Tabish, in Class XI of Modern High School for Girls, raised over ₹50,000 for survivors of child sexual abuse. A resident of Topsia, Sarah went about knocking on her neighbours' doors at the housing complex to raise money.

"Child abuse cases are massively under-reported. I come from privilege. That privilege, if unused, means a responsibility unmet. This was my way of acting, as a student who chose not to look away," Sarah said



Some of the top fundraisers at the programme

from the stage.

Roshni Guhathakurta, marathoner and mother, raised ₹51,552 for Child Rights & You (CRY). Born with club-foot and unable to walk until age four, she went on to complete multiple full and ultra-marathons. She was also a pacer — who sets a steady pace throughout the course and leads a group of runners from the start to the finish at the predetermined time — in the race.

Jhilum Sarkar, yoga instructor, endurance runner, cancer survivor, and mother of two, raised ₹1,13,001 for Tata Medical Center. Also a pacer, Sarkar has turned her personal experience into purpose, choosing to run to raise awareness and funds for cancer treatment.

The three, and several such individuals and organisations, were felicitated last week.

"As we look back on the 10th edition of the Tata Steel World 25K Kolkata, our heart is full of gratitude and pride. This milestone is more than just a number. It is a celebra-

tion of a journey, a community, and a city that has truly made this race its own. What began as a vision to bring a world-class running experience has also evolved into a powerful platform for social change," said Vivek Singh, joint managing director, Procam International, organisers of the race.

The 10th edition brought together over 23,000 runners to the Red Road on December 21 last year.

"Thirty-nine NGOs, more than 25 individual fundraisers, nine corporate partners, alongside thousands of generous donors, came together as the 10th edition raised ₹45.68 lakh for diverse social causes. The fundraising campaigns concluded on January 10 this year," said a spokesperson.

Cause-neutrality has always been central to the race's philanthropy. "Fundraising is a collaborative effort. It should not be seen in silos," said Debashish Ray Choudhary, CEO Impact360 Foundation, the philanthropy partner of the race.



RESEARCH & ADVISORY VERTICAL

Impact Assessment & Strategic Advisory Services



**West Bengal
Jharkhand
Maharashtra
Karnataka
Telengana
Odisha
Delhi NCR**



1 **Tata Metaliks Ltd**

Engaged us to conduct an independent Impact Assessment of CSR interventions across Education, WASH, Employability, Entrepreneurship, and Environment. The study evaluated program outcomes and provided strategic recommendations to enhance effectiveness and align with evolving excellence benchmarks.

2 **Terre des Hommes Germany**

Commissioned a multi-city feasibility study (Kolkata, Ranchi, Bhubaneswar) to assess the need for safe urban spaces for youth, women, and LGBTQ+ communities. The study mapped access, dignity, and opportunity gaps to guide inclusive urban programming strategies.

3 **Neevivan Foundation with Amazon Global**

i360 is delivering end-to-end technical assistance for sugarcane-based community livelihoods in Latur, Maharashtra, encompassing capacity building, implementation support, monitoring and evaluation, and knowledge management to ensure quality, scalability, measurable social impact, and financially viable community enterprises, in partnership with Neevivan Foundation.

4 **IKEA Foundation (with Tata Trust-supported CINI Initiative)**

Led a comprehensive scoping study across five vulnerable blocks of the Sundarbans to design sustainable agri-fishery value chains. The study focused on production systems, supply chains, carbon reduction, credit linkage, market integration, and institutional convergence.

5 **Ashoka University**

Impact360 is conducting a three-phase impact assessment of the Rajhara Trans-Mine Field Site under the Ashoka Centre for a People-Centric Energy Transition at Ashoka University, evaluating socio-economic, institutional, and energy transition outcomes of solar irrigation, FPO strengthening, and clean cooking interventions in mining-affected communities using mixed-methods and sustainability frameworks.

6 **HSBC Bank**

Conducted detailed market research and feasibility studies for women-led cloud kitchen enterprises in Gurugram, Bangalore, and Hyderabad. The study evaluated demand potential, operational viability, and market positioning to design scalable urban food enterprise models.



OTHER KEY INITIATIVES OF IMPACT360

Impact360 Foundation is launching a Skill Development Programme in Aurangabad, Maharashtra, commencing March 2026, aimed at empowering 600 urban poor youth. The programme will be delivered through six industry-aligned domain standards and anchored at Kaushal Vikas Kendra-2, a Model Centre of Excellence equipped with end-to-end digital learning infrastructure. The initiative focuses on job-ready competencies, certification, career counselling, and structured placement pathways aligned with local and regional industry demand.



In Kolkata, Impact360 is initiating NSDC-linked Digital Marketing courses through its dedicated training centre, reaching 100 students from diverse socio-economic backgrounds, in collaboration with Lady Brabourne College, Kolkata. The programme integrates industry-standard curriculum, live project exposure, mentorship from practitioners, and placement-linked outcomes, ensuring learners transition seamlessly from training to employment in the digital economy.

Additionally, Impact360 is expanding its women-led livelihood initiatives through the opening of a new Eatery Outlet in South Kolkata, operated by trained women entrepreneurs. This initiative promotes sustainable enterprise development, collective ownership, dignified employment, and long-term income security, while strengthening local value chains and advancing inclusive urban livelihoods.



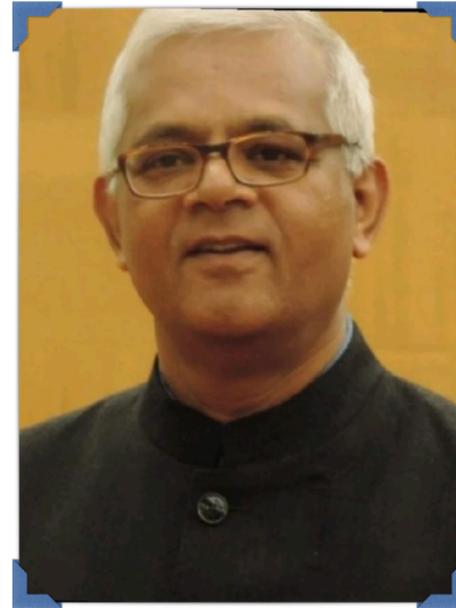
MANAGEMENT TEAM

SUNIRMAL RAY
DIRECTOR



Development expert with 30+ years' experience in MSME development, women's entrepreneurship, value chains, and international livelihoods programmes across South Asia and global markets.

ARIJIT DUTTA
DIRECTOR



Strategic leader with 30+ years of experience and expertise in program management, partnerships, and systems strengthening, contributing to scalable social impact initiatives across livelihoods, skills, and community development.

PRATIM ROBA
DIRECTOR



Development professional, with 18+ years of experience in livelihoods, skill development, women's empowerment, technical assistance, impact assessments, program design, implementation, and multi-stakeholder partnerships across India.

DEBASISH RAY CHOUDHURI
CHIEF EXECUTIVE OFFICER

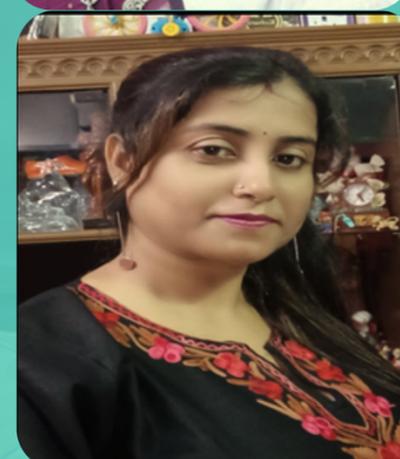


Senior development professional with 35+ years' experience in enterprise development, incubation, fair-trade value chains, program design, scaling innovations, and large-scale women and youth empowerment initiatives.

GOVERNANCE & COMPLIANCE

- MCA
- CSR-1
- REGISTERED
- NITI AAYOG
- REGISTERED
- SECTION 8
- CMPANY

Happy Faces, Successful Entrepreneurs: Building Dreams, Creating Futures!





THANK YOU

Visit us: www.impact-360.org.in

Reach us: +91 6290691280/ +91 33 35446631/32

Write us: info@impact-360.org.in



Contact Us

HEAD OFFICE

FE 68, SECTOR III, SALT LAKE CITY,
KOLKATA, WEST BENGAL - 700106

NAVI MUMBAI

AURAM Q PARC 3, FLOOR 8, RELIANCE
CORPORATE PARK, GHANSOLI, NAVI MUMBAI,
MAHARASHTRA 400 701

DELHI NCR

1A - 231, NEELAM BATA ROAD, BLOCK A,
FLOOR 2, NEW INDUSTRIAL TOWNSHIP
FARIDABAD, HARYANA - 121 001