

ANNUAL
C S R
REPORT 20
22



Hexaware

Technologies

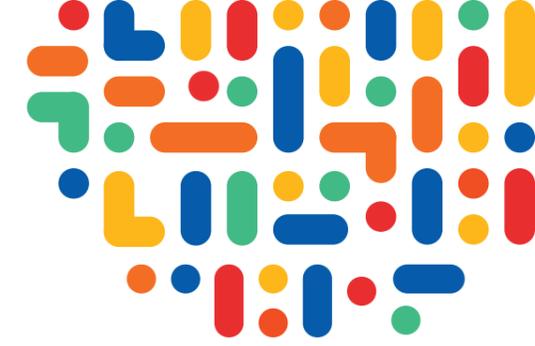


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Heading Towards a
Responsible Tomorrow



LET'S REFLECT ON OUR KEY MILESTONES

In collaboration with our NGO partners, we successfully navigated the following:

- 53k+ lives benefitted through Hexaware CSR activities in 2022
- 6 Water bodies restoration in 2 years
- Sponsored athletes & para-athletes who won Tokyo Olympic Medal
- Successfully launched the AzaadiSAT-2 satellite
- New nerul shelter home for sex worker's girl child for a safer growth environment
- 1000+ Cataract surgeries enabled in 2022

CSR AT A GLANCE

Giving back to the society

10%
YOY increase
in Spending

100%
utilization of
approved
budget



Impact Assessment
Partner - Impact Dash

Partnering for a Cause



25

plus, NGO
Partners

30

plus
projects

Our Focus Areas

Education | Skill Development

Sports Promotion | Health care

Environment | Rural Development

Women empowerment



1.50 mn
USD spend in
2022



1.74 mn
USD budgeted
for 2023

Around 10K employees have been a part of our CSR & growing



Giving
time for
teaching



Running for
a cause
marathon &
hexa run



Saving
life-Blood
donation



Joy of giving
wish tree,
relief
support



For a greener earth
plantation, clean up
drives pond restoration



Monetary contribution
payroll giving,

Over **20K**
beneficiaries
in 2022

Over **80K**
beneficiaries
since 2016

Over **100K**
beneficiaries
targeted in
next 3 years

Empowering through education



More than 52% of our
spend is on education

ABOUT COMPANY

Hexaware Technologies Limited (hereinafter referred to as "Hexaware" or "the company") is a company that enables technology and simplifies processes for businesses globally. Our core mantra is to create smiles through great people and technology. Being a people-first company, we are dedicated to having a conscious and sustainable approach towards growth. We aim to be a part of global digital transformation by innovating relentlessly, which helps us prepare for a better and brighter tomorrow. Our 30k+ strong team of Hexawarians join in on our mission to **BUILD. TRANSFORM. RUN. OPTIMISE.**

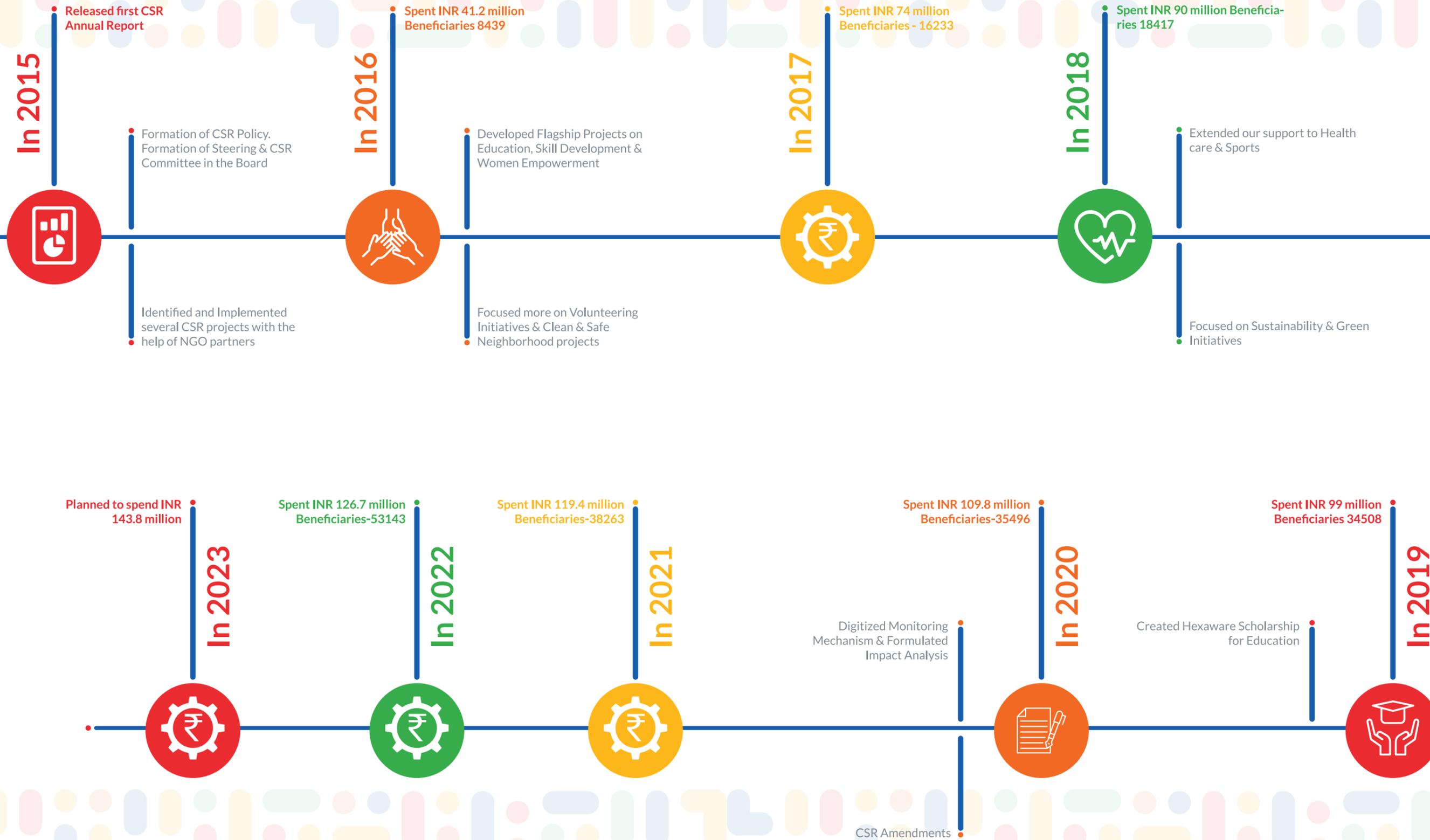
As a value-driven firm, we are dedicated to our CSR activities. We contribute to the world at large in sectors like education, skill development, women empowerment, sports, healthcare and environment. Each of the initiatives within these sectors, we believe, has a direct, tangible impact on a better tomorrow, a brighter future.

We have successfully managed to support the smooth functioning of development centres, of which 16 are in APAC, 15 in Europe and 1 in the United States of America.

The company engages over 200 clients globally and is among the Top 20 Indian I.T. Services organization as per NASSCOM industry rankings.



OUR JOURNEY SO FAR...



CSR AT HEXAWARE

Corporate social responsibility is an initiative that thrives on businesses giving back to society. Every CSR effort addresses a social or environmental issue that requires assistance and impact. As per Section 135 of the Indian Companies Act mandates "CSR spend of 2 per cent of average net profits during the three immediately preceding financial years." Effective from 2013, this rule applies to all the big companies that fall under CSR

Hexaware is dedicated to implementing CSR policies and has formulated a framework that includes policy, vision statement and objectives. These are aligned towards our commitment to society. We direct our efforts towards pressing areas that need development. We believe that sustainable development goals improve the quality of life, dignity and growth of an individual and society at large. Therefore, our energies are aligned towards creating structured initiatives that create a measurable impact.

We consciously undertake projects that fuel inclusive growth in disadvantaged communities. We strongly believe that with our intervention, we can make a distinguishable impact in people's lives and deliver smiles with our work & technology.

Making A Difference

To further our commitment, we are running various programmes in various locations as per the below categorization.

Education

It is the most basic right that must continue to be accessible to everyone in our society. We work relentlessly to ensure no child is snatched from the right of good education that prepares them for the future. Our initiatives encourage children and parents to prioritize education by making it accessible.

Skill Development

Even the most underprivileged and uneducated individuals can turn their lives around completely because of their skills. We work tirelessly to help people improve their income by instilling specialized skills that are in demand. We ensure that these skills and the right exposure to opportunities give everyone the fighting chance they deserve.



Women Empowerment

These initiatives are an effort to give women the much-deserved platforms to educate and prune themselves for opportunities that lie ahead. It ensures that they get a levelled playing field that empowers them to step up to their full potential and become leaders of the future the world needs.

Sports

Shifting the paradigm and giving everyone equal access to a skilled category such as sports is paramount. Our efforts are aligned to give talented sports men & women the tools and opportunity to shine at their sport of choice. We empower talented individuals to help them achieve optimal success.

Environment

The conversations around leaving a better world for the next generation are more pressing than ever. We take complete responsibility towards our role in making this world a safer, healthier and conducive environment to thrive. We undertake various activities that benefit the environment exponentially in a bid to repair the damage humans have done.

Healthcare

Every human has the right to accessible good quality healthcare. In a world so advanced, we work towards bridging the basic gap between the people who need healthcare and access to it. Every initiative is a conscious effort towards ensuring no individual remains deprived of good healthcare.

Each category covers our flagship programs, programs aligned with the national theme, stakeholder management programs and sustainable employee engagement programs. Hexaware partners with prudent NGOs and partner corporates to meet our social development goals.

CSR PROJECTS



Education

- Digital Literacy & Finance education programs
- Educational Scholarship
- STEM and ART Education

Projects Namely:

AAWC, AIFT, Antar Bharti, Rainbow Home, Space Kidz India, Art1st Education, Katalyst Uplift, Purnkuti



Skill Development

- Vocational Training for:
 - Slum Youth
 - Differently Abled
 - Transgenders
- Job placement
- Volunteer engagement in Personality Development

Projects Namely:

Vexcel Printing & Documentation, Magic Bus, Trrain - Pankh TWEET, Yuva Parivartan



Women Empowerment

- Scholarship for girl child education
- Provision of Quality Education, Shelter and Health & Hygiene for underprivileged girls.

Projects Namely:

AAWC, Antar Bharti, Rainbow Home, Katalyst



Healthcare

- Prevent Blindness due to Cataract
- Early Intervention Program
- Sanitation Projects
- Blood Donation

Projects Namely:

YUVA Unstoppable, Mission for Vision, V-Excel Early Intervention, Dream Runners Foundation



Environment

- Pond restoration
- Tree plantation
- Urban Afforestation
- Farmer Support
- Coastal Cleanup
- Solar Lighting

Projects Namely:

Clean & Safe Neighborhood projects, Environmental Foundation of India Seva Sahayog



Sports

- Financial support for Olympic athletes and for Para-Olympic athletes
- Marathon for social awareness

Projects Namely:

Olympic Gold Quest for Athletes and Para Athletes

THE MODUS OPERANDI

1. Impact Measurement

a. CSR Committee

CSR activities are designed to create maximum impact on society. This is why having a clear assessment program in place is fundamental to the success of our activity. Hexaware's CSR steering committee supports measuring impact throughout the program's life cycle; they review the programs and provide necessary course corrections to step towards predetermined goals. Quarterly reviews by the CSR board members help us to govern our programs. Our robust CSR committee takes proactive measures to approve strategies and review programs and implementation. They are designated to oversee effective fund usage towards a committed goal.

b. Partnership With Give Grants

We have partnered with Give Grants (previously called Goodera), which helps us monitor and evaluate our programs and strategies. They are extensively involved in compliance portal management and outcome measurement. Their constant guidance to CSR compliance and monthly evaluation allows the team to stay on track & accountable.



c. Impact Assessment

Given the new and updated CSR guidelines, an external third party is assigned for impact assessment.

They evaluate the social and environmental impacts of our CSR projects every year.

At Hexaware, CSR activities are a responsibility, a business practice, and a way of functioning. Yet, it is a powerful tool that enables societal change, empowers our employees, and helps make lives better. Year after year, we look forward to assessing what we have achieved in the past and what we need to achieve in the coming year and the years after.

https://hexaware.com/wp-content/uploads/2023/05/Hexaware-SIA-Report_compressed.pdf

2. GRIEVANCE MECHANISM

Traceability & accountability of grievances is a critical part of our CSR plan. We ensure that each project has a sturdy grievance management system where issues are addressed and worked on by our implementation partners. We undertake quarterly reviews to ensure smooth interaction and access to primary impact. Also, the annual impact assessment of all the projects through a third-party agency focuses on the assessment of grievances capturing and resolution by implementation partners.



3. MONITORING AND EVALUATION

Continual improvement of any project demands periodic monitoring and evaluation. Our strategically planned programs are consistently monitored and improvised. This involves four types of approaches.

- 1. Use of Technologies:** We have a technology platform called P3, which onboards our NGO partners, programs, and us. Through the dashboard, we get real-time, on-field data from the field that ensure prompt tracking and evaluation.
- 2. Helping Hands of Hexaware:** We foster a culture of giving and volunteering through our volunteer engagement initiatives called Helping Hands of Hexaware. We consistently emphasize on the volunteering opportunities in our CSR projects. Their involvement goes above and beyond volunteering; they also help track the program's effectiveness.
- 3. Senior Management Review:** The Senior Management and Board Members review and monitor programs every quarter, and the Steering CSR committee review the program monthly. Timely corrective actions are taken to maintain the effectiveness of the CSR programs.

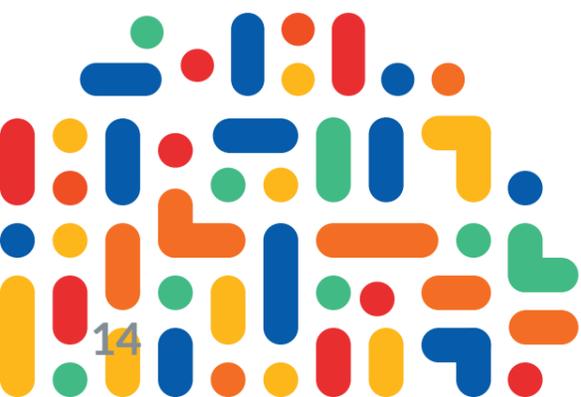
THE 2022 SNAPSHOT

S. No	Name of the Project	Implementation Partner	Location	Summary of the project	Number of beneficiaries
1	Udaan - Empowerment of children of sex workers in the red-light area	Apne Aap Women's Collective (AAWC)	Mumbai	In the world of brothel-based prostitution, AAWC noted that daughters of sex workers were at great risk of entering the cycle of inter-generational prostitution. Lack of positive role models, access to opportunities and proximity to the sex trade promised a bleak future. With Udaan, daughters were provided an opportunity for education and a path to break this cycle.	145 Girl Children
2	Digital and Financial Education	American India Foundation	Chennai and Mumbai	We partnered with AIF. to implement the DAFE and STEM teaching-learning activities in 23 Chennai and Mumbai government schools. The intervention aims to strengthen Digital and Financial Education and STEM teaching-learning activities in government schools, focusing on classes 6 to 8.	4059 Children in 23 Schools
3	Antar Bharti Balgram Yojna - Holistic development of underprivileged children	India Sponsorship Committee	Lonavla	In a bid to promote and support holistic development, our company has developed strategies to help orphans and destitute children. We aim to improve the quality of life of the children of Antar Bharti Balgram.	160 Balgram children
4	Art Education - Art 1st	Art1st Foundation	Lonavla	Focus on art improves creativity and holistic development and skill building. In partnership with ART1st, Hexaware is supporting two initiatives, namely, Art Lab & Cascade	161 students
5	Pond Restoration Projects - Environmental Foundation of India	Environmental Foundation of India	Chennai	Water bodies across the world are in a dire state due to pollution, climate change and more. We support E.F.I. in developing strategies, planning and executing scientific restoration of water bodies.	6 water bodies and 1 urban reforestation project in Chennai
6	Providing Scholarships to 475 underprivileged and meritorious students to support higher studies	Idea Foundation	Chennai, Mumbai and Pune	Supporting education initiatives, in collaboration with IDEA, we provide scholarships to underprivileged and meritorious students to support their current or higher studies.	488 students

S. No	Name of the Project	Implementation Partner	Location	Summary of the project	Number of beneficiaries
7	Mentorship & Skill Training for Girls	Katalyst India	Mumbai & Pune	Our efforts in supporting Katalyst India to provide skill training and mentoring have enabled 60 underprivileged girls to pursue professional degrees in Engineering, Architecture, Medicine and Chartered Accountant.	60 Girl Students
8	Skill development training for employability	Magic Bus Foundation	Chennai, Mumbai and Pune	Proactive measures have been taken to enable youth(18 - 25 Years) skill development of marginalized sections to gain employment in high-growth sectors from underprivileged backgrounds in Chennai, Mumbai and Lonavala.	600 youths per year
9	Providing prosthetic legs for amputees	Dream Runner Foundation + Freedom Trust	Chennai	We are committed to helping differently-abled individuals in partnership with Dream Runner Foundation and Freedom Trust. As a result, we have empowered amputees with 200 prosthetic legs. In addition, we endorse healthy practices and improve employee awareness by participating in marathons.	200 needy amputees per year
10	Supporting junior women athletes and para-athletes in sports training	Olympic Gold Quest	Mumbai	We take pride in supporting Olympics Gold Quest to provide expert coaching, training, and world-class equipment to 4 junior athletes and 68 para-athletes. The program will also sponsor their Participation in International competitions.	4 Athletes & 68 Para Athletes
11	Comprehensive financial & healthcare support to girls living on the streets	Rainbow Homes	Chennai and Mumbai	Our engagement with Rainbow Homes to financially support Rainbow Foundation India in Mumbai and Chennai helps children in need. The residential program is a long-term, comprehensive care & protection program for street children. It focusses on health, nutrition, holistic education, life skill development and career guidance to enable children to grow into independent individuals.	275 children in Chennai and 75 children in Mumbai
12	Promoting science awareness to develop a scientific temper in high school students	SKI Star Foundation	Chennai	Hexaware Technologies is supporting Space Kidz India to encourage students to opt for scientific studies in the field of Aerospace, Aeronautics, Environment, and Robotics, apart from the regular stream of Engineering and Medicine.	1000+ science-based students

S. No	Name of the Project	Implementation Partner	Location	Summary of the project	Number of beneficiaries
13	Training specially-abled people to seek employment ready in retail space.	TRRAIN	Chennai, Mumbai and Pune	In support of Pankh Program by TRRAIN that trains people with disabilities (PwD) and provides them employment opportunities in the retail industry. This initiative aims to create inclusivity and sustainability in the livelihoods of PwD.	650 PwDs every year
14	Vocational training centre and Support for Persons with Disability	V-Excel Educational Trust	Chennai	We aid V-Excel Trust in providing employment and earning opportunities to young adults with special needs. This is an intensive vocational training program in printing & documentation.	28 children with special need
15	Early intervention Programme	V-Excel Educational Trust	Chennai	We stand by the early intervention centre for the comprehensive development of the children 'at risk' for developmental disabilities in the age group (0-7 years) and remedial program in the age group (8-18 years)	113 children
16	Promoting hygiene and sanitation practices in Government Schools	Yuva Unstoppable	Mumbai & Pune	The program aims to create a child-friendly learning environment in govt. Schools concentrate on infrastructure from Sanitation, Drinking & Dishwashing areas, and digital classrooms.	42 govt. schools
17	Providing shelter and skill development for the Transgender community	Tweet Foundation	Mumbai	Providing safe space and care at Garima Greh to transgender people seeking shelter support for 60 transgender and Providing Skill building training to 150 transgender persons	210 transgender persons
18	Providing Fundamental Education for the under-served children	Purnkuti - Manosakha	Pune	The Manosakha Projects aims to cater to the teaching, counselling, nutrition, and overall well-being of 50 children aged six to fifteen of female sex-workers residing in Pune.	50 children
19	Restoring Sight and Transforming Lives	Mission for Vision	Chennai	The project aims to conduct cataract surgeries in the population aged 50+ from backward and marginalized communities, ensuring visual rehabilitation and enabling individuals to lead dignified lives	1000 old age people
20	Rural Development Project	Seva Sahayog	Mumbai	Transforming the lives of those in dire need by promoting economic growth in the village with development projects. It aims to deliver financial independence and holistic growth across the value chain.	3000+ people

S. No	Name of the Project	Implementation Partner	Location	Summary of the project	Number of beneficiaries
21	Providing Mental Health Support in the Government Schools	Uplift - Better Human Project	Chennai	The intervention is aimed at financial support in ensuring a safe environment for children where they are heard, concerns addressed, and guidance provided.	3000+ children
22	Providing Skills to the underprivileged	Yuva Parivarthan - Skilling	Nagpur	The program aims to improve the socioeconomic status of underprivileged youth from the peri-urban and urban slums of Nagpur through vocational and capacity-building initiatives.	600 youths per year
23	Educational support by participating in the marathon	Tata Mumbai Marathon	Mumbai	Running for an Education cause and supporting 5 NGO partners, namely AAWC, Save the Children, Manav Foundation, TRRAIN and Katalyst Foundation	500+ children
24	Science Competition	Bharatiya Vijnana Mandali	Andhra Pradesh	The program's main objective is to promote the Importance of Indian contributions to science & technology in ancient, medieval, and modern times; these activities foster Patriotism.	200 students
25	Developing Scalable Hyperloop Technologies	Team Aviskar - IIT Madras - Hyperloop	Chennai	In partnership with I.I.T. Madras, Hexaware has been supporting the students of I.I.T. in Hyperloop Technologies.	200 students
26	Nutritional support to pediatric cancer patients	Cuddles Foundation	Mumbai	This project aims to provide nutrition counselling, customized diet planning, and food and nutritional supplements to underprivileged children with Paediatric cancer and support their families	400 children



Empowering With Education

UN SDGs IMPACTED:



1.1. Antar Bharati Balgram Yojana - India Sponsorship Committee

1.1.1. Program Overview

Hexaware has been a committed CSR partner through its support that began with 3 sadans. We aimed to help propagate SSEEPF and the holistic development of those involved. In addition, in-kind donations of laptops and activity kits were made to inculcate meaningful activity and build curiosity. It promoted a technological bent of mind and improved engagement. The mobile van support in Pune has immensely contributed to improved reading levels in children from remote locations. The program aims to give orphaned and destitute children an opportunity to develop into responsible and good citizens of India owing to quality education, nutrition and inculcating moral values in them. The score is calculated basis of the performance of girls in five major areas - Academic performance, training attendance, mentor interactions, leadership skill, and volunteering initiatives. From the moment the children are admitted to Balgram, the primary responsibility is to provide children with holistic care and development. The nutrition and health care services provided to these children are age-appropriate and consistent with the guidelines of C.W.C. Sponsorship enables good nutrition, health, education, care and protection and counselling support on a case-by-case basis in a family-based environment in the respective sadans. From 2021, we have started supporting all the 10 sadans in Antar Bharti Balgram.

1.1.2. Program Activities

We have ensured the upliftment of the quality of life for these children by supporting the following:

- A medical checkup camp for all Balgram children was organized for overall health assessment and pathological testing; per government norms, children above 13 years got vaccinated.
- Physical classes for improved health and development.
- Celebrated 10th class graduation of students successfully.
- Opened opportunities for the personality development of children and focused on awareness and knowledge building.
- Under the life skill training program, the life skill trainer-teacher teaches various skills

to our children, like stitching, embroidery, artwork, beauty parlour, etc. This equips them with skills that ensure a better quality of life.

- Training on the Right to Education Act and National Education Policy for improved awareness
- Computer & fire safety training.
- Session on child sexual abuse and love attraction and friendship.
- Children committee, staff meetings, and college students' meetings for improved communication
- Cultural programs to boost productivity and the spirit of education & art
- Annual sports day for encouraging sports talent.



1.1.3. The Major outcome of this year are:

1. 100% compliance with S.O.S. guidelines and foster care norms
2. 100% compliance with C.W.C. and other government laws
3. Improved Participation in all social and group activities
4. 24x7 access to the counsellor on the campus
5. 100 % compliance with S.O.S. and Govt laws, 100% enrollment of Sadan Children into school.
6. .An average of 97% attendance in school.
7. Improvement in reading levels and scholastic scores every year.
8. Zero dropouts from school.
9. Enrolment of new children into Bridge courses for attaining age-appropriate learning levels.
10. All sadan children take career guidance tests in 9th grade.



1.2.Purnkuti

1.2.1.Program Overview

Purnkuti started working with mothers and children in the Budhwar Peth community in 2021. During the Pandemic, Hexaware and Purnkuti supplied 500 ration kits as part of humanitarian aid in Lohegaon and Tadiwala Road. Children who missed two years of regular schooling because of the epidemic showed lapses in reading, writing, and math skill. In order for them to stay up-to-date with their Curriculum, Purnkuti provided academic support for children

From April 1, 2022, Hexaware supported Purnkuti's efforts and provided funding for the Manosakha project to improve children's academics and lives. The "Manosakha Project" was initiated by the Purnkuti Organization. This is a learning Centre for children from 6 to 15 years old from low-income families. Purnkuti has two learning Centres in Pune (Vadgaon Sheri and Budhwar Peth). The Budhwar Peth Centre served as the project's first launch facility. Children of female sex workers are especially prone and exposed to mental, physical, social, and financial abuse. They don't have a secure environment, and most of the time, children are playing in the streets, speaking in slang, dressing inappropriately, and not being age-appropriate, given their circumstances.

Another reason is the reading, writing, and math skills of children who have missed two years of regular instruction due to the pandemic have deteriorated. Hexaware assisted Purnkuti in constructing a learning facility to assist those children in addressing these issues. The project started on April 1 2022. In April 2022, Purnkuti started the Budhwar Peth Centre with 40 children. The children were regular until June 2022, but their mothers admitted a large number of children to the hostels so that they may live in a secure atmosphere. Some children could not attend the Centre since they had daytime school and were arriving home late. These circumstances caused the number to decrease rapidly. Purnkuti suggested Hexaware take over the other pre-existing Manosakha Centre at Vadgaon Sheri, which had 27 children studying from the first to the eighth standard at Marathi, Semi-English, Hindi, and English medium schools. These children come from underprivileged homes, many of which are migrant worker households. Hexaware approved the suggestion and gave the go-ahead for the alterations. As of December 2022, this project, which aims to serve 40 children, now includes 13 children from the Budhwar Peth Centre and 27 children from the Manosakha Vadgaon Sheri Centre.

1.2.2.Program Activities

- Running learning centres for children 6 to 15 years old Providing nutrition, life skill sessions, and Family counselling sessions.
- Art & craft activities.



1.2.3.The Major outcome of this year are:

- Better reading, writing, and numeric abilities have improved their academic performance. The children who drop out will be readmitted to the school and given extra attention to cope well with their studies. The children who need a safe place to stay will be placed in a shelter home through C.W.C.
- Better interpersonal and self-management skills will develop critical thinking skills and emotional management skills. In addition, children will have better health with awareness sessions, nutrition, and exercise.
- Need-based vocational training will help women generate employment upon completing the training.
- The women would develop a greater level of awareness of various social issues, different policies and laws regarding women and children, issues on health and hygiene, financial literacy and more. This will also help them better understand their rights, enabling them to manage their lives better.



1.2.4.Story of Change

Ansh Ramchandra Chavan, an 8-year-old boy living in the Budhwar Peth area. His mother and grandmother belonged to the Solapur district. He lived with his parents in the Budhwar Peth area. His mother & grandmother were both alcohol addicts; they lost the rental home due to their inability to pay rent. They often drifted between street living or living at relatives' homes while neglecting Ansh's needs. Ansh never attended school; his grandmom wanted to put him in a hostel, but his mother refused due to a lack of funds. She often sent him to NGOs without acknowledging the merit and need for proper schooling. Due to his environment, he was shy and lived hand to mouth. He skipped bath and had a poor lifestyle. When we came across his case, we urged the mother & grandmom to get him into the Manosakha project. After an extensive conversation, we persuaded his mother and grandmother to approve of his school enrollment. Following that, we went to the Nutan Bharat Vidyalaya and enrolled him in second grade. He is now consistently going to school. In addition to not charging him tuition, the school provides him with a free uniform set. Because putting him in school did not place a financial burden on the family, so it has benefited his mother. He now bathes every day and does not ask his mother for money. His enrollment in school makes both his mother and grandmother pleased.

Rakhi's parents migrated to Pune in March 2022 for better work opportunities. They have a family of five, which includes her parents, two brothers, and herself. Her father is a daily wage laborer and a mason, and they live in a small tin-shade apartment. Her mother is a housekeeper. Rakhi was admitted to the Manosakha project in August 2022. She could not get a school admission as they had migrated hastily and had not acquired proper school-leaving documents. Manosakha's teacher and coordinator visited various schools for her admission. Finally, she was admitted to the government school Anand Rushiji School in Wadgaon Sheri under the Right to Education (R.T.E.) Act thanks to the efforts of the Manosakha team. Rakhi's mother tongue is Hindi, and she has been having trouble learning Marathi and English. With regular efforts from her teacher and focused learning, she started to learn Marathi by writing, reading, and trying to converse. She has also started to learn English, and now she recognizes capital and small alphabets. She is enthusiastic about learning something new every day and has developed a keen interest in studying. Besides studies, she loves art and craft activities.



1.3. Providing complete care program- Rainbow Homes

1.3.1. Program Overview

The Rainbow Homes program is a residential, long-term, comprehensive care program providing care and protection to needy children. The comprehensive care focusses on health, nutrition, holistic education, life skill development and career guidance to enable children to grow into independent individuals. Hexaware technologies has been a trusted supported and help fund and support the program in Chennai since 2017.

1.3.2. Program Activities

Activities conducted in the homes include:

- Regular monitoring of children's health camps, growth monitoring, and awareness sessions, with a preventive approach
- All the children go to the regular schools. During evenings, teachers from R.H. support the children with homework & exams.
- Children participated in an exhibition organized by the Chennai corporation of school education and showed their creativity with teachers' guidance.
- Undertook extracurricular classes and activities such as talent mentoring, including Artistic, linguistic and body kinesthetic activities for all children approximately 16 hours a week per home.
- Four children from girls' homes successfully completed 12th standard and were ready for higher education.
- Two children got admission to Government colleges. 2 children got admission to private colleges in the course of their liking.
- Life exposure sessions, parent visits, community-based learning, sports & games, health & sanitation intervention.
- Three major health issues were addressed. First, T.B. treatment was done for a girl from A.M.J. home, Nose Surgery for a child of A.S.P. Home and nose surgery and limb bone surgery were undertaken for a boy child.



1.3.3. The Major outcome of this year are:

- 275 children in Chennai and 75 children in Mumbai are getting benefits through this initiative
- 150 children in 3 Residential homes receiving safe shelter, Education, Nutrition and care program in Chennai
- 100 restored children in the communities to access education, supplementary nutrition and life skills in Chennai
- 25 young adults to continue their higher studies and reskilling courses in Chennai
- A total of 75 children are being supported through the Community-Based Care program in Mumbai.



1.3.4. Story of Change

- Two young dropouts from education, Sadhana and Kaviya, are coming to RCCLC and are from the Kannaginagar community. For these sisters, their mother and her relatives are their only source of support. Their mother lives on the street in Chennai's Parries Corner since she is unable to travel to the workplace from Kannaginagar. So our team helped the children who would usually just hangout in the community and brought them to the RCCLC. The corrective measure was to start the practice of imbibing good social skills, reading, and writing. Meanwhile, the team was obtaining their mother's commitment to their schooling. Regular follow-ups helped their families see the Importance of education, and the team enrolled them in Chennai's Middle School, Ezhilnagar.
- Manikandan, who has been a child of Rainbow Homes since the seventh grade, is currently in the tenth grade. Mani was long absent due to distractions, so the community care team closely monitored him to get him back to the rainbow home when they noticed he had stopped taking classes. Mani was prepared to continue his education, but at the time, the school refused him because he had missed so much time. With constant visits, counselling, and engagement with his influential circle, the team brought him back to the school to continue his education. The team continued advocacy efforts with the Government for such children. Mr Nandakumar, I.A.S., provided support in bringing these children to the safety and in track for progress. Elango, a seventh grader from the same Kannaginagar community, expressed interest in continuing his education, and now Manikandan and Elango are both at A.S.P. Home.

1.4. Digital and Financial Education Program- American India Foundation Trust

1.4.1. Program Overview

Government-run or poorly funded schools lack the basic need for digital assets for education. American India Foundation (A.I.F.) Trust, supported by Hexaware Technologies, is implementing the Digital and Financial Education (DAFE) for schools across Tamil Nadu & Maharashtra. It extended 13 government & corporation schools in Tamil Nadu and 10 Mumbai Municipal Corporation schools in Maharashtra. The schools were selected depending on the infrastructure, support from the school administration and the Government's suggestion. AIF A.I.F.'s presence in these schools will accelerate the implementation of the D.E. program and provide access to digital training equipment, consequently ensuring optimum resource spend.

The beneficiaries of this project are the subject teachers and all students of classes VI to VIII from the selected schools. In addition, the program empowers teachers and students with a computer-aided learning program and a Digital and Financial Education (DAFE) program, thus enabling an innovative and interactive learning environment in schools.

The program uses two unique methodologies - a Digital Equalizer Way of Teaching & Flipped Classrooms - to help students learn and reinforce the important concepts of the classes. Use of technology in education has become commonplace in private schools in India, but the Government-run schools lag due to lack of support. This program aims to bridge this gap and provide students with crucial 20th Century life skills through the Digital and Financial Literacy program and STEM teaching activities.

1.4.2. Program Activities

Various activities conducted in the program are:

- Online classes, virtual activities, creation, and Digital Content sharing.
- Teacher training & Capacity Building of the team.
- D.E. sessions in schools
- Project Based Learning
- STEM Activity in Schools
- Capacity Building for the coordinators
- School Innovation Development Project
- Life Skills sessions were conducted.
- Bal Mela and Exposure visit

1.4.3. The Major outcome of this year are:

- No. of schools: 10 No. of teachers: 30 No. of students: 1046- Mumbai
- No. of schools: 13 No. Of teachers: 104 No. Of students: 3454- Chennai
- The A.I.F. team continued to take classes directly in schools when schools were opened and made the teachers take the class using the D.E. methodology.
- Working projects are created by students with the support of A.I.F. coordinators based on science concepts.

1.5. Scholarship for School and College students- Idea Foundation

1.5.1. Program Overview

In partnership with Foundation for Initiatives in Development and Education for All (IDEA), Hexaware Technologies runs an educational sponsorship project called Hexaware Scholarship. Commenced in 2017, this project sponsors needy children in high schools & colleges. The sponsorship covers their course fees and educational material, thus encouraging the students to continue their education. Students from Pune, Mumbai and Chennai are selected for this project, with preference given to girls. As a result, those from poor financial backgrounds are getting much-needed monetary support to continue their education.

In Phase 1 - 235 children, Phase 2 - 430 children Phase 3rd and Phase 4th - 400 children from Pune, Mumbai, and Chennai (Including I.T. and B.P.S.) and Phase 5th and 6th - 488 children from Pune, Mumbai and Chennai (Including I.T. and B.P.S.) enrolled in the programme. Apart from that, the sponsored students get opportunities to take part in life skill sessions on career counselling, personality development, exposure visits and digital literacy conducted by experts in these fields.



1.5.2. Program Activities

Various activities of the program are:

- Contacting students, collecting the missing information, and updating the master sheet.
- Home and school visits are also done in Pune.
- For the students, online sessions on reflections, self-defence, career guidance, self-inspiration, etc., were conducted. Felicitation Program.
- Home visits were conducted for 23 Pune students.
- School visit of 5 schools from Pune.
- Drawing competitions, road safety awareness, career guidance programs
- Life skills session taken on cyber security,

- Quarterly staff refreshment meetings undertaken.
- Awareness video for Manak Inspire Awards
- NMMS (National Means Cum Merit Scholarship) Sessions
- Online and offline sessions were conducted on how to attend the NFLAT exam and the sessions regarding the syllabus.
- Virtual Summer Camp 2022 for improved extracurricular activity & engagement.
- Education Minister's visit managed
- A.I.F. coordinators are supporting the students in building the prototype of the School Innovation Development Project



“I attended a Financial Literacy session conducted by American India Foundation’s Digital Equalizer Program; it was something new to me; budgeting was taught to us through an activity, which was very easy to understand. Now I have the confidence to frame a budget for my family.”

- Prathiba,

VIII, Panchayat Union Middle School, Navalur

Conflict Resolution, Victim Blaming

- A mentorship program for students.
- Impact Study of students under sponsorship program.
- Online sessions are conducted on a topic like digital literacy, government scheme, financial literacy, how to write emails, E-commerce etc.

1.5.3. The Major outcome of this year are:

1. Organizing multiple field trips or study tours.
2. Felicitating students for their academic achievements.
3. School material distribution to students Pune -140, Mumbai -76 Chennai- 160.
4. Providing reimbursement of college and school fees.
5. Workshops on career-counselling and personality development programs. Co-curricular activities like camps, life skill sessions, English language enhancement programs etc. to be conducted.
6. Reimbursement is given to students Pune -138, Mumbai -60, Chennai- 175.
7. A total of 488 students (166 Pune+107 Mumbai+215 Chennai) were served.



“I really wanted to study higher and pursue a PhD degree in the future, and I am extremely grateful for the timely support I received. My dream was always to become a girl who can stand independently”.

-Mrunal said.

1.5.4. Story of Change

14 years ago, bound by poverty's woes, her parent was struggling to educate Mrunal and her younger sibling Nikhiraj. Mrunal persuaded her parents to send her to school. Today she has overcome the hurdles of gender biases and cultural taboos. This 26-year-old girl from the Shastrinagar community has gone one step ahead; today works as Project Assistance at the National Centre for cell science in Pune. Her father, Mr Sampat, is an auto-rickshaw driver, and her mother, Mrs Mandakini, is a housewife. Her father earned 8,000 rupees monthly, which was only sufficient to feed the family of four. She studied in class 5, and her parent's financial situation worsened. Around the same time, she began attending the Shastri Nagar study centre. Her mother adds, “We knew that education is important. But we could not afford to send both our children to school. Because of this, we thought we could not educate our children. Due to the family's poor financial situation, IDEA sponsored Mrunal. When she was 11 years old, she began attending life skill sessions that were carried out in her community study centre. Slowly she started to participate in life skill sessions. She loved attending that life skill session because she felt equipped and empowered with the knowledge she received from IDEA. Through her sponsorship, Mrunal could complete her education. She was getting help from IDEA general sponsorship before she was getting help from Hexaware sponsorship. During the post-graduation, she received a laptop which made her study easy.

1.6. Young Scientist Program- Space Kids India

1.6.1. Program Overview

With a massive growth and scope in aerospace in India, Hexaware Technologies encourages more students to opt for scientific studies in the field of Aerospace, Aeronautics, Environment, and Robotics. For this, the following initiatives are undertaken for the same,

- Education trips to NASA, Euro Space Centre and Yuri Gagarin Space Centre

- Supporting the innovative ideas to ready products of the winners of competitions conducted by Space Kidz India.

The program aims to create International experiential learning for students in the Science, Technology, Art and Culture field implemented through Space Kids India.

1.6.2. Program activities

- The activities included in the program are:
- 750 girl students from 75 rural schools from Kashmir to Kanyakumari are chosen, given hands-on training and help build the AzaadiSAT.
- Young Scientist India (Y.S.I.) began in Oct 2021 and went on till Feb 2022. In Feb 2022 had the Y.S.I. 21-22 finals. Awarded all the Prize winners on March 23 2022.
- Dispatched the Satellite boards to schools. 75 schools have been identified and trained for this project. Completed online training on introduction to space sciences and introduced satellite technology along with a hands-on workshop for the students. Collected the student payloads and tested all 75 payloads before integrating them with the main satellite systems. Integration of student payloads with main satellite systems.
- The Indian flag was unfurled at 30 km near space to celebrate 75 years of independence.



1.6.3. The Major outcome of this year are:

Hexaware C.S.R. has been proud to support the Space Kids India team for 7 years now. It is more than a pleasure for us to help the team's journey of nurturing young minds – from organizing competitions and creating space awareness to building balloon satellites and launching orbital satellites.

Space Kids India developed AzaadiSAT Space Kids India. It develops basic and simple experiments that students can learn and assemble with the simultaneous support of their science teachers and the SKI team's online coaching. From 75 government schools for girls across India, ten selected girl students from each school to give this opportunity. The selected students are predominantly from classes 8th -12th. This is a 1st of its kind space mission with an 'all-women concept' to promote women in stem as this year's theme is "women in space".

Launching Sounding Rocket apart from the Young Scientist India programme.

1.7. Better Human project-Uplift Child and Community Trust

1.7.1. Program Overview

Emotional and community-based upliftment lies at the crux of a well-established community. The Better Human project was implemented in four corporation schools in Chennai. It brought success in areas such as social, emotional and community-based change for children from difficult backgrounds. This would help the individual become better adults and citizens of the country.

Schools assigned:

For optimal implementation, the Better Human Project (B.H.P.) picked four challenging schools from North, South and Central Zones in Chennai city along with the consultation of the Educational Officer In-charge.

- 1) **Chennai Corporation School,**
Kalyanapuram, Vyasarpadi Chennai.
- 2) **Chennai Corporation School,**
Kolathur, Chennai.
- 3) **Chennai Corporation School,**
New Washermenpet, Chennai.
- 4) **Chennai Corporation School,**
Bunder Street, Perambur, Chennai.

Children from these schools came from challenging socioeconomic backgrounds, including broken families. Parents of such kids were sometimes drug dealers or those that struggled to make ends meet. The Importance of family unit is highly valuable. Therefore Uplift Child Trust assigned four counsellors/social workers to the four schools. The counsellors are experienced professionals with a heart for working with children.



1.7.2. Program Activities

1. Individual Screening:

The Better human project reached out to a total of 260 for a one-on-one counselling session with students. Important issues like anger, bullying, depression, anxiety, paranoia, hallucination, peer pressure, substance abuse, family issues, thieving, sex abuse, porn addiction, and suicidal thoughts were addressed. Psychiatric issues which needed medical attention were guided to a psychiatrist. Issues that needed medical attention were brought to the notice of parents, and the children were encouraged to meet a physician. Teachers looked out for misbehaviour, sudden personality, or behaviour change and were sent for screenings or counselling. We had a total of 42 students who were referred to us.

The walk-ins mostly consisted of student coming to vent, seeking encouragement, support and a listening ear. A total of 56 Walk-ins students were met.

Month	Topics covered	No of participants
November	Seeking Help, Emotions, Importance of Education	2741
December	Self Esteem, Discipline, Respect, Healthy food intake (One session each week)	2349
January	De-Addiction (Games, mobile, porn, drugs) Session for teachers	2461 42

2. Group sessions:

2a. At the Kolathur and Washermanpet school, the group sessions conducted for 6th to 12th were on seeking help, self-esteem or deaddiction. Students engaged in the discussion, interacting and raising questions. Incases where drug influence was observed, interventions were planned.

2b.

- The first group session at the Bunder Street school was on Seeking help for 6th to 12th students.
- The second group session for the 11th and 12th was on the Importance of education and career guidance.
- The third group session was on Substance abuse - a resource person from Chennai police was invited to address the issue.
- The Fourth group session addressed healthy handling of emotions and focused on the goal.
- The fifth group session was on the Importance of food intake, as many children skip breakfast /lunch due to their economic situation, substance abuse and pride attached to taking food provided by the Government.
- The sixth session was on Discipline and Respect
- The seventh session was on De-addiction from Porn/substance/drug abuse.

2c. At the school in Kalyanapuram Vyasarpadi, 15 group sessions were conducted on substance use, body identity, violence, and setting boundaries.

3. Teacher session

Group sessions were provided for high school teachers on sensitively observing students and empathetic responses. In addition, Feedback on student counselling was provided to high school teachers who had difficulty with high school students to help rebuild teacher-student relationships.

A group session was conducted for teachers on dealing with children with drug abuse. The resource person is a psychologist from T.T.K. hospitals.

4. Parents and siblings of students on follow-ups were met with as we found the need.

- At Washermanpet, 5 parental interventions were provided.
- At Kolathur 7, parental interventions were provided.
- At Bunder Street 3, parental interventions were provided.
- At Kalyanapuram vyasarpadi, 4 parental

interventions were provided.

Major issues addressed and brought to notice during parental intervention included lapse in health issues, emotional needs, sex abuse, substance abuse, anger issues and unsafe environments. Also, when parents discouraged education after the 10th, counsellors were asked to advise.

Major issues addressed during parental interventions were health issues brought to notice, the emotional needs of the children brought to notice, sex abuse brought to notice, and a safe environment ensured. Also, girl children were asked to discontinue school after the 10th, which was discouraged by the counsellor and promoted girl child education. Substance abuse and anger management by the boys in the schools.

5. Home visit

Two home visits have been made for the boys who were on substance abuse and disappeared during school hours to get drugs from the community. In addition, a boy with anger issues (broken school materials) was intervened by making home visits.

1.7.3. Story of Change

- A student voluntarily came in as he was depressed due to relationship failure. He was in a relationship with a fellow classmate, which caused distress and fostered a sense of rejection. With active listening, the student was helped out by identifying the context and magnitude of the relationship in the long run. Advised him to focus his energy, emotion and thought on what is relevant. Educated him about his decision has a role in turning the depression and rejection around. With constant follow-up, the student is now back on track.
- Erratic behaviour was observed in a class of 12th students who often impulsively roamed around, sang songs and disturbed the class. While he had good friendships, he hated being told what to do. On one occasion, his teacher asked him to sit in an H.M. room and study. This triggered him, resulting in damaging the cupboard door and using broken shards of plastic to self-harm. He went on the threaten and blackmail people around, saying he would slit his neck. It was predicted that this could be due to substance abuse, and was screened and found positive. He was offered counselling, parent intervention, and home visits. It was found that he worked in the mortuary department during the lockdown and got influenced by substances to get away with the memories /smell of the mortuary. This case continues to be followed up on.



1.8. Yuva Unstoppable

1.8.1. Program Overview

Government schools needing a better infrastructure and modern facilities were screened. Based on these, seven schools were identified that needed basics like clean classroom facilities, sports grounds with equipment, educational painting, and smart classes. The school authorities were very eager to receive the facilities for their students and use them to improve their skills.

1.8.2. Program Activities

- 7 Schools with multiple scopes like New Classroom Construction, Sports ground, Educational Painting, Sports Equipment etc.
- Schools with Sanitation, Drinking Water – Dish Wash Area, Solar Panel, Educational Painting, Sports Kits, Smart Class etc.
- Impacted close to 6000 students as targeted

1.8.3. Success story

The Sanitation facilities provided have transformed the understanding of hygiene & privacy among young girls. Students were happy and grateful to have received the kind of facilities we have developed. The sports facilities developed for the students have been very helpful, and they are using them to be physically fit and inclined into sports. Additional classrooms have proven to be a blessing as they are able to accommodate more students at a time. The Behaviour Change Communication sessions conducted have brought a positive change in the overall development of the students.

1.9. Magic of You! Curriculum Program

1.9.1. Program Overview

The program has two initiatives: Cascade Model and Studio Workshop model. The Cascade model is for the government school children and teachers in Mumbai. Meanwhile, the Studio Workshop model is for sex workers' children currently benefiting from the programs conducted by AAWC at the AAWC centre and Antar Bharti Balgram Centre in Lonavala.

Hexaware partnered with Artfirst Foundation to enable the girl child in a stimulating educational environment. This was done especially in economically challenged schools for the child could freely think and grow. The conceptually based art program provides unique learning experiences to the girl child. It not only empowers the children to interpret their ideas, thoughts, and feelings, but it also provides them with a tool for life. This tool can empower them economically, socially and emotionally.

1.9.2. Program Activities

The Artfirst Magic of You! The curriculum has been devised bearing in mind the key stages of development of the child. It is based on the five-stage model of the hierarchy of needs developed by Abraham Maslow. The curriculum has a graded set of lesson plans with stories, poems and art projects that progressively enable students to understand these needs.

Various activities include –

- 3 Physical sessions.
- 3 Remote sessions.
- Art1st mentor engages offline every month at the school campus, exploring multiple art pedagogical approaches and tools with the art teacher.
- The facilitator closely engages with the children and art teacher at ABB.
- Change mental models through higher-order thinking skills.
- Implement expressive and thinking art curriculum for original thinking in every sphere of their lives.
- Nurture free spirits and unique thinking for individual expression.
- Build respect for different viewpoints.
- Express ideas in various arts languages and engage in creative and reflective work.
- Students develop their knowledge of visual arts materials, tools, techniques, and processes and can apply them to create their own artworks.
- Development of sequential Lesson Plans dossier by the teacher, building knowledge for the students.
- Activity-based on: A. Scribbling, B. doodling, C. Action Painting, the chapters from Grade 1 of Artfirst. Prajakta conducted this activity with children of one of the Primary section classes.
- Running learning centres for children 6 to 15 years old Providing nutrition, life skill sessions, and Family counselling sessions.
- Art & craft activities.



1.9.5. Story of Change

Ansh Ramchandra Chavan is an 8-year-old boy living in the Budhwar Peth area. His mother and grandmother belonged to the Solapur district. He lived with his parents in the Budhwar Peth area. His mother & grandmother were both alcohol addicts; they lost the rental home due to their inability to pay rent. They often drifted between street living or living at relatives' homes while neglecting Ansh's needs. Ansh never attended school; his grandmom wanted to put him in a hostel, but his mother refused due to a lack of funds. She often sent him to N.G.O. s without acknowledging the merit and need for proper schooling. Due to his environment, he was shy and lived hand to mouth. He skipped a bath and had a poor lifestyle. When we came across his case, we urged the mother & grandmom to get him into the Manosakha project. After an extensive conversation, we persuaded his mother and grandmother to approve of his school enrollment. Following that, we went to the Nutan Bharat Vidyalaya and enrolled him in second grade. He is now consistently going to school. In addition to not charging him tuition, the school provides him with a free uniform set. Because putting him in school did not place a financial burden on the family, so it has benefited his mother. He now bathes every day and does not ask his mother for money. His enrollment in school makes both his mother and grandmother pleased.

1.9.4. The Major outcome of this year are:

- Better reading, writing, and numeric abilities have improved their academic performance. The children who drop out will be readmitted to the school and given extra attention to cope well with their studies. The children who need a safe place to stay will be placed in a shelter home through C.W.C.
- Better interpersonal and self-management skills will develop critical thinking skills and emotional management skills. In addition, children will have better health with awareness sessions, nutrition, and exercise.
- Need-based vocational training will help women generate employment upon completing the training.
- The women would develop a greater level of awareness of various social issues, different policies and laws regarding women and children, issues on health and hygiene, financial literacy and more. This will also help them better understand their rights, enabling them to manage their lives better.



1.10. V Excel Trust Kaleidoscope Learning Centre

1.10.1. Program Overview

The aim is to impart a holistic approach that understands the developmental needs of children. We helped create a nurturing environment by facilitating sound parent education, counselling and support. In addition, meeting their therapy needs to regulate their sensory issues help in physical and occupational competence. Parents also were taught nutritional planning. The school curriculum was optimized to help children reach their potential across the motor, social, cognitive, communication, adaptive and vocational skills, and functional academic skills that help overall excellence. Thus enabling them to have an independent life and lead a productive, independent or semi-independent life in the future.

1.10.2. Program Activities

- The program approaches to reach its goals holistically and includes activities and sessions that include-
- Rekha, a senior student, successfully learnt to operate the 'Electrical Sewing Machine' independently.
- Meshach, a junior school student, achieved independence in one Activity of Daily Living (A.D.L.) skill.
- All the newly admitted children settled into the school rhythm.
- Balaji, a reluctant senior school student, happily embraced the farm program.
- Vishal, a senior school student, independently started working in the kitchen.
- Aaqila, a senior school student, taught one of her colleagues how to make paper bags.
- Hanish, a senior school student with difficulties in focusing and finishing, could needle a thread and do a running stitch on a pre-drawn pattern on the cloth without any error or crease on the cloth.
- Niharikaa, a senior school student, could explain and demonstrate the product she had made with accuracy and in the correct order.
- Aaqila and Adithya, two senior school students, worked independently and confidently in the absence of a supervising teacher. V-EXCEL EDUCATIONAL TRUST.

- Peethi, a senior school student, started vocational work at the Vocational Training Unit in Adyar, Chennai.
- Hamsini, a senior school student with difficulties focusing on an activity, could focus and do weaving with attention and interest.
- Dhanushka, a junior school student, could crawl independently to the count of 20.
- Salmaan, a senior school student, explained the process of making Bamboo Planters and sold the product confidently during 'The December Festival'.
- A new Weaving machine was sponsored by a well-wisher and was commissioned into the school vocational programme. Vocational children learnt to work with the new machine and made doormats for 'The December Festival'.



The Major outcome of this year are:

Of the total,

56

BENEFICIARIES

51

ACTIVE STUDENTS

19

NEW ADMISSIONS

14

HAVE DISCONTINUED



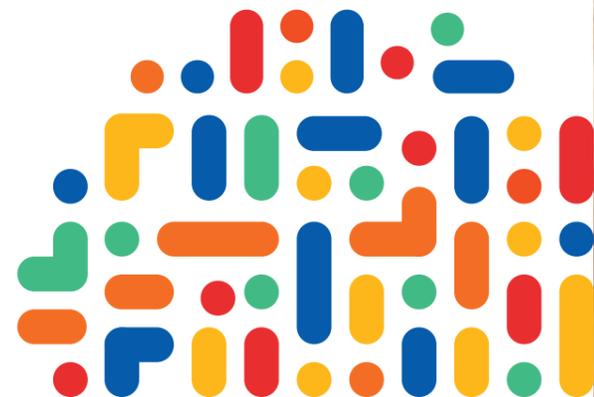
1.10.3. Story of Change

Divya's attitude at home has always been a concern for me; however, after joining (Kaleidoscope Learning Centre (K.L.C.)), with support and guidance from the teachers and counsellors, I feel confident dealing with her at home and don't get very confused or lost. Megala – Divya Priya's mother – Junior School

Our experience with Kaleidoscope Learning Centre (K.L.C.) has been amazing. Everyone is warm and caring towards the kids while at the same time expecting them to be independent and well-behaved. Kids V-EXCEL EDUCATIONAL TRUST 8 respond well to this sense of safety, and we have really seen Siddarth blossoming. – Madhura Krishnaswamy - Siddarth's Mother – Junior School

After joining Kaleidoscope Learning Centre (K.L.C.), Vishal has gained more confidence, toned down his behaviour greatly, and improved his communication and understanding. Vishal talks a lot now and loves helping others. - Sharmila Rangarajan - Vishal's mother – Senior School

Aaqila is a 24-year-old girl studying at Kaleidoscope Learning Centre (K.L.C.) since she was 8 years old. When I admitted her, she had severe behavioural issues making it impossible for me to take her out in public. Now she is a young adult interning to become an assistant kindergarten teacher, who is assertive, knows clearly what she wants and is ready to face the world. Her training at Kaleidoscope Learning Centre (K.L.C.) helped us to identify her strengths and weaknesses and decide on her future course. Shakila Hameed - Aaqila's Mother – Senior School



Skilled Hands Can Change The World
Skill Development

UN SDGs IMPACTED:



2.1. V-Excel Educational Trust Skill Development Program

2.1.1. Program Overview

The program aims to provide placement and employment opportunities to young adults with special needs. The path to achieving this is an intensive vocational training program in various vocations. This includes training programs in self-employment, sheltered workshops and additional guidance as needed. In addition to open employment.

Training them for self-employment or sheltered workshop and providing guidance and support if needed. This is apart from open employment. The project is primarily located in the Chennai metropolitan area, and the target beneficiary group is young adults with intellectual and cognitive challenges aged 19 and above. Typical training timelines range from 1 to 4 years, depending on the individual's capacity, capabilities and choice of vocations.

The key highlight of this program is its impact on understanding, accepting and mainstreaming individuals with special needs.

2.1.2. Program Activities

- Many assignment-based projects were completed in 2022, giving good on-the-job training to the trainees.
- Many awareness programs and campaigns on special needs were conducted.
- 6 trainees got paid internship opportunities in the month of October and November in different premises with Accor group of hotels. Of the 6 internships, 3 translated into employment, and 2 are continuing with their internships trainees got very independent in digitization, both documents and photos.
- Got an award from the local newspaper for Best Golu 2022 during the Navratri celebrations in the month of September.
- YES, a newsletter designed, composed and printed by our trainees, was launched by a senior govt official in October 2022. 4 new admissions.
- The art exhibition conducted in the month of October grabbed a lot of media coverage and reach.
- Promotional activities in All India Radio in the month of November 2022.
- Reinitiated sibling's forum

2.1.3. The Major outcome of this year are:

- Finetuned the vocational skill development program to make it a complete program and smooth pathway to independent living.
- Internships and placement of 5 trainees
- Positive parent feedback
- Improvement in the awareness of this disability sector
- Trainees got an opportunity to present their talent and got a trophy for the same



2.2. Trust For Retailers and Retail Associates Of India (TRRAIN) - Pankh Program

2.2.1. Program Overview

The Pankh Project is a training program for Persons with Disabilities run by TRRAIN. The project involves training people with disabilities and helping them become financially independent by helping them seek employment opportunities in the retail industry.

Since its inception in 2011, the program has been instrumental in creating livelihood for people with disabilities in the retail sector. Over 19000 Persons with Disabilities (PwDs) have been trained and employed in the retail industry under this program, with over 500 retailers taking benefit of the same.

Making an organization truly inclusive needs to be an evolving process. Organizations need to ingrain the philosophy of 'inclusion & diversity' into the organisation's fabric amongst diverse groups of people to improve business performance and practices. The project aims to achieve a minimum of 70% placement for the trainees under the program. A network of over 500 retailers has been developed through advocacy and constant interaction with employers. Post the placement, the Pankh team provides support to retailers to match the roles vs. disabilities, help the induction process and also conduct Sensitization Workshop for the retailer staff.

2.2.2. Various activities conducted in the program are

The training program provides the complete spectrum of skills in a very interactive and easy-to-learn manner, focusing on three key skills - Life Skills, English Language Skills and Retail Specific Skills. The youths are also provided exposure visits to malls covering various retail formats - Quick Service Restaurants, Hypermarkets, Supermarkets, Apparel stores, Luxury stores etc.

1. Interviews and placement of Trained Persons with disabilities across Mumbai, Thane, Pune, and Chennai in the Retail sector and allied services.
2. Mobilize and Enroll Persons with Disabilities across Mumbai, Thane, Pune, and Chennai.
3. Train and certify Persons with Disabilities across Mumbai, Thane, Pune, and Chennai.



2.2.3. The Major outcome of this year are:

1. 581 PwDs trained to date.
2. PwDs are still under training.
3. 303 PwDs placed to date.
4. Target was to enroll & train 625 PwDs & place 65% of it.

2.2.4. Story of Change

Appasaheb Sudhakar Vetal Age 22-year Speech and Hearing Impaired from Aurangabad Maharashtra. His father is very elderly, and despite his age, he works as a farmer to support this family. He has completed his 12th H.S.C. and was looking for a job. Appasaheb got to know about our Pankh Program for Persons with Disabilities, which is provided at our Pune centre, from his friends. So he enquired about the same and immediately enrolled on the course, aiming to get a job and support his family. He says that the training provided has helped him build confidence, improved his communication skills, helped him understand how to groom and given him a lot of knowledge about retail and customer services. As a result, Appasaheb got selected at Reliance Retail as a Customer Service associate with a Monthly Salary of Rs.12,456/- Plus other facilities like Stay and Food. He was very happy to get the job and expressed gratitude to the TRRAIN and his trainer



2.3.Youth Skilling Program- Magic Bus

2.3.1.Program Overview

With the support of Hexaware, Magic Bus India Foundation has been implementing high-impact youth employability programs for young people, with the program has completed its fifth year. The MB- Hexaware Youth Skilling program is being implemented at Lonavla & Thane in Maharashtra and Chennai in Tamil Nadu with the main objective of identifying and training youth belonging to disadvantaged backgrounds and placing them in jobs that will help them financially support their families.

2.3.2.Program Activities

The team targets to train 95-100% of the enrolled youth and place 70% of the trained youth in skilled jobs. As a result, enrolment targets were achieved, and training completion targets (95% of enrolled) were surpassed for all 3 centres for the year ending December 2022.

Various components of the program are:

- Setting-up Centres
- Creating the Curriculum of the course for the youth
- Providing training to staff
- Conducting assessment training for youth
- Mobilizing youths from the community

2.3.3.The Major outcome of this year are:

- New tally outreach of 200 students in Mumbai & Chennai.
- Total enrolled- 693 students. 383 students have completed training.
- Total enrolled 256 for Chennai, 225 for Mumbai & 200 for Lonavla. Completed training and placement period-345 students.
- 337 students have been either placed or self-employed



2.4.Inclusive Employment Opportunities- TWEET Foundation

2.4.1.Program Overview

Transgender Welfare Equity and Empowerment Trust (TWEET), aka Tweet Foundation, is a community-based organization based in New Delhi and Mumbai, India. It was established by seven trans activists in 2015 to empower the young trans movement, especially transmen, since they are more prone to face gender-based violence.

A Tweet is a completely trans-led organization and, as a pioneer in India, represents an equal partnership among transmen & transwomen. The organization came into existence to support work specifically on issues that had not been addressed in other larger H.I.V. or advocacy programs in past in India. Resources for young trans people have been scarce, and the community's real social, psychological, and economic issues have remained unaddressed. Tweet works to provide critical support to young transmasculine and transfeminine persons, such as crisis support, short shelter stay, health and legal resources and connecting with skill building and inclusive employment opportunities. On the other hand, Tweet works closely with the stakeholders for mainstreaming advocacy.

Hexaware desires to engage with TWEET FOUNDATION to financially support 'Garima Greh'. Garima Greh is a pilot initiative led by Ministry of Social Justice and Empowerment (MoSJE) and the National Institute of Social Defense (NISD) to safeguard the rights of Transgender persons and protect the interest of the community. The long-term idea of shelter homes is also to provide skill development and employment to create transgender empowerment and reduce stigma towards the community in mainstream society.

Garima Greh has been inaugurated by Tweet Foundation along with the Ministry of Social Justice and Empowerment dated 25/07/2020 in Mumbai. The Garima Greh is a stellar example of expanding a vision of youth empowerment, inclusivity, financial stability and the right to dignity for the trans community.

2.4.2.Program Activities

- Providing placement in corporates. Engage with corporates, provide sensitization sessions, and ensure resume preparation and selection of candidates.
- Create self-employment opportunities. Create linkages with self-employment opportunities like driving, cooking, baking, online business etc.
- Providing a safe shelter space, skill building, and rehabilitation support to transgender persons in crisis.
- Providing nutritious food, counselling, medical checkups and other activities to improve the health, nutrition and lifestyle of 20 transgender persons.
- Providing skill-building and life-skills support. Training for 6 months to provide life-skills, confidence building, finance management, career counselling and entrepreneurship training.
- Providing digital literacy, financial literacy, work skills, and essential English skills.
- 15 residents of Garima Greh have finished a Comprehensive English and Digital Literacy Upskilling Course from the Maniben Nanavati Women's College faculty. In October 2022, a centre of skill building called "Gurukul for Trans Excellence" has been set-up to cater to the needs of trans people to achieve economic empowerment by providing skilling and training and awareness building concerning formal employment and self-employment.
- Samaj Kalyan Visit and Transgender Card Distribution

Through the career-ready program, Garima Greh residents (and staff) build a network and connect with mentors, industry professionals, employers, educators, and volunteers across different industries. It offers much-needed career support, experiences, and insights for kickstarting their career. The personal development gained through the support of career ready program was a real experience of the world of work for them. Basically, these were life-changing opportunities for Garima Greh residents. Antarang Foundation trainers rewarded flexible ways to support candidates and develop their skills, from mentoring to presenting masterclasses, from mock interviews to one-to-one career counselling. After completing the course, our residents understood their career orientation better; most of them are placed in jobs and internships, and few are pursuing further online upskilling courses to expand their knowledge.

1. Mock interviews: For employment Part Time/ Full Time.
2. Vocational training.
3. Re-enrolled in Education
4. Continued professional development opportunities through a strong Alumni program.

2.4.3.The Major outcome of this year are:

- Total placements-28, back to family-7, further studies-1, currently staying-16, internship-5, self-employment-3, advanced training-1. Education support & customized training are provided. 75% placements reached.
- 43 beneficiaries supported.
- 4 people are in the training course, and 16 people (9 trans women & 7 trans men) are currently staying.

2.4.4.Story of Change

Pramila Kumari - She joined us as a resident and quickly found her passion in the kitchen, being the chef for the house within six months. TWEET hired Pramila as a cook, and she cooked for 20 people for breakfast, lunch and dinner! Her specialty is a rich mutton curry and paneer tikka! After working with us for six months, Pramila decided to take her education into her own hands, watching the residents attend classes weekly. When she started going to English and Digital Literacy classes, Pramila enjoyed herself! She soon completed this course as well as MSCIT with great results! Through the placement procedure, Pramila has been placed with the reputed company O.C.S. at the Netflix office in the housekeeping department and has happily been working there for the last two months



2.5.Kherwadi Social Welfare Association (Yuva Parivartan)

2.5.1.Program Overview

This project aims to improve the socioeconomic status of underprivileged youth from the peri-urban and urban slums of Nagpur. This is done through vocational and capacity-building initiatives. Training is provided in technical vocational skills, largely of practical nature, with exposure visits and guest lectures. Youth also participate in the Soch Ka Parivartan (Attitude Transformation) module. This is designed to help students who come from different and often hard backgrounds, to help them deal with their problems, build their self-esteem and confidence, and help develop a positive attitude. In addition, this helps the youth to take up sustainable livelihoods.

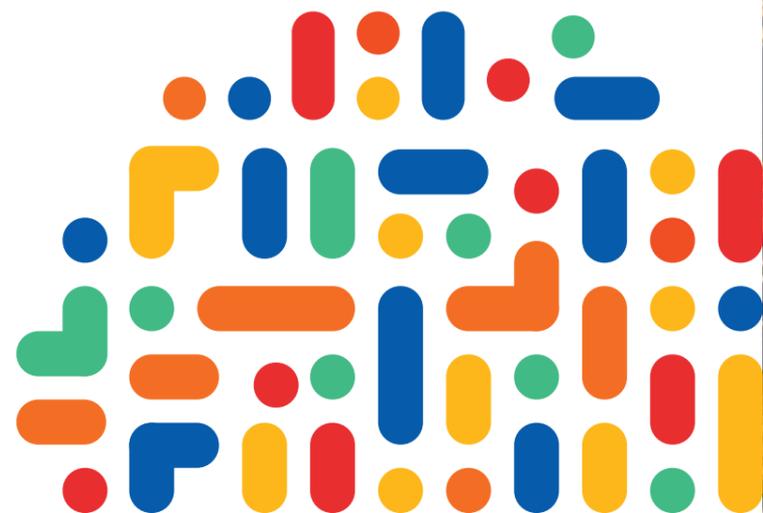


2.5.2.Program Activities

- Mobilization and Outreach – A total of 120 youths were mobilized to various events and outreach programs.
- Counselling sessions were conducted for all the mobilized youth to understand their aspirations and make them aware of the opportunities with query handling.
- Enrollment – 66 youths were enrolled for the project.
- Training – 66 youth are undergoing training which includes a combination of theory (30%) and practical (70%) sessions along with life skill sessions (Soch ka Parivartan).

2.5.3.The Major outcome of this year are:

At the end of December 30 2022, 66 youths were enrolled on the program across Nagpur city and the neighbouring locations Katol, Kamptee and Saoner. Youth are currently being trained in Healthcare, Retail, BSFI Building Construction and Real Estate sectors.



Empowering Unstoppable Women – Women Empowerment

UN SDGs IMPACTED:



3.1.Udaan Program- AAWC

3.1.1.Program Overview

In partnership with Apne Aap Women's Collective (AAWC), Hexaware has supported the Udaan Program since 2016. The AAWC team has provided the beneficiaries with services under the umbrella of education, health, finance, recreation, empowerment and shelter home. They help enable beneficiaries to lead a dignified life. AAWC is an anti-trafficking organization that serves women and their children in the red-light districts of Falkland Road and Kamathipura, Mumbai.

Now we are planning to shift the shelter home to Nerul to provide a conducive & safer environment for the overall development of the Udaan girls away from the red-light area.

3.1.2.Udaan Program

The program empowers girls in the red-light area by equipping them to gain socioeconomic mobility. The core benefit of this program is that it intends to break an inter-generational cycle of prostitution. While serving the women in brothel-based prostitution, AAWC realized that their daughters were at a greater risk of entering the cycle of inter-generational prostitution. They were desensitized to the act of becoming a prostitute, did not have any positive role models, and thus had no alternative aspirations for the future.

Udaan program for the daughters of women aims at providing these young girls with various services, utilizing education as the main tool to break this inter-generational cycle of prostitution. Equip girls to pursue aspirational professions and enable genuine socioeconomic mobility. The services provided to the girls include formal and informal education, which involves enrollment in government and private schools, tuition after school, Kindergarten education for younger beneficiaries, mentor-mentee programmes, exposure visits, educational vocation classes, educational workshops and career guidance-oriented exposure visits, which exposes the beneficiaries to various professions, health includes both physical and mental health which consist of monthly checkups, medical referrals, quarterly medical camps, daily nutritional meals and multivitamin supplements, counselling, art therapies, involvement in extracurricular activities such as dance, drama and music, recreational activities and shelter home services. Along with these services, various job skill training are conducted. Job placements are provided to the beneficiaries for their economic independence away from the red-light area after their education.

3.1.3.Program Activities

- Various activities included in the programs are:
- Re-admission of 6 girls was done in Gilder Lane and Kamathipura Municipal School.
- One beneficiary was selected for the Science Olympiad Foundation scholarship. Conducted German classes.
- Outreach throughout the year was conducted.
- Festivals and other celebrations.
- One beneficiary appeared for the Karate exam and attained a green belt.
- Beneficiaries got an opportunity to participate in a fashion show.
- Beneficiaries' admissions were undertaken in government schools.
- Lack of staff makes it difficult to conduct activities.
- Education has been introduced in Turbhe centre for the girl beneficiaries post an assessment of their requirement.
- Meal & multivitamins were provided.
- Computer classes, counselling, dance therapy,
- Vaccination for all girls above 15.



3.1.4.Story of Change

Rakhi (5 years old) has been associated with AAWC for the past 3 years. She is part of the younger group of beneficiaries in the Shelter Home. Initially, she performed well in her studies but showed behavioural issues in class. She was stubborn, refused to listen to anyone, would fight with others and be disruptive. The teacher had to constantly warn her about informing her mother about her conduct in class, but the warnings were brushed aside. Unfortunately, even after involving her mother, no major change was observed. But one day, when the teacher was measuring a student's head's circumference, Rakhi looked with great interest and listened intently to what the teacher was saying. Seeing her interest in the size of the brain, the teacher told her jokingly that if we kept behaving badly in class, our brains would get smaller. Considering this idea, Rakhi started behaving well in classes. She always reiterated to the teacher, "aab toh meri brain choti nahi hogi na teacher" (now my brain will not get smaller). The initial struggle of getting to Rakhi ended with the teacher's strategic move to understand her mind. Rakhi is currently doing immensely well in class and actively participating in all sessions. She depicts good and respectful behaviour towards her teachers and inmates.

3.2.Human Capital for the third sector Katalyst Program

3.2.1.Program Overview

Hexaware started its partnership with Katalyst and supports girls throughout their undergraduate degree with mentorship, skill training, laptops, medical insurance and exposure to different vocations. The project continues to provide mentorship and skill development session. The program aims to provide skill training and mentoring to underprivileged girls pursuing professional degrees in engineering, architecture, medicine and chartered accountancy across four locations – Mumbai, Pune, Bangalore, and Delhi. This program is run in partnership with Human Capital for Third Sector.



3.2.2.Program Activities

The activities included in the program are:

Skill Enhancement – Various skill enhancement sessions were conducted for the Katalyst students. The session themes included English, communication skills, gender issues, aptitude, reasoning skills and technical topics. All sessions were planned over the weekends for ease. As part of the Leadership series, guest speakers are invited to interact with the students.

Outbound/Convention– June 22 – Katalyst girls went on their first outbound at Breakthrough overnight offsite.

3.2.3.The Major outcome of this year are:

- A total of 60 girls are benefitting through this initiative
- One-to-one mentorship
- Access to best-in-class technology
- Medical insurance for the girl and the mother
- Financial pay-out based on a unique scorecard.
- Assistance with internships, industry exposure and corporate interactions
- 600-hour proprietary scientifically researched Curriculum





Prioritizing Healthcare, Safeguarding The Nation

UN SDGs IMPACTED:



4.1.V-Excel Educational Trust Early Intervention Program

4.1.1. Program Overview

The Early Intervention program focuses on children aged 0-7 years who have not met their developmental milestones. In addition, the program supports children 'at risk' of developmental disabilities between the ages of 0+ to 7 years. The program's core focus includes occupational therapy, neuro-developmental therapy, sensory integration therapy and speech and language facilitation. These therapies aim to minimize potential developmental delays that could result in inadequacies in Activities of Daily Living (A.D.L.) and academic lag in children. In addition, their rich sensory environment triggers self-directed experiences and encourages adaptive social, emotional, cognitive and postural responses.

4.1.2. Program Activities

The program approaches to reach its goals holistically and includes activities and sessions that include-

1. 8 Children were discharged and placed both in regular and Special Schools
2. 3 children were placed in Playschool with ongoing intervention.
3. Continuing education in the following topics was covered during this period for the Parents.
4. A). Parent Orientation- Topic: Accept & Support- B) Parent Training - Topic: Activities of Daily Life (Toilet Training & Feeding) -
5. New parents, 1st-month observation & sharing of Feedback. Home programs shared for the next 3 months as per the _I.E.P. Discharge numbers are consistently on an upward trend in this quarter 13% of the students were discharged and placed in regular and Special Schools.
6. One of the Corporation schools in Velachery wanted to conduct Screen Camp and set up a resource room for their Primary school.

V-Excel will invest in globally accredited standardized assessment tools by leveraging technology to support research work (to study patterns in admission to discharge). For example, assessment tools such as Quick Neurological Screening Test-3r (QNST-3R), Portage, and Sensory Processing Measures (S.P.M.) for Educators have been used for observation, Assessments and Goal Setting.

4.1.3. The Major outcome of this year are:

A total of 102 beneficiaries, out of which 51 are active students, 20 are discharged, 21 have discontinued, 8 are transferred to KLC-KLC, and 2 are single visits.

The new Admission percentage and school referrals have increased by 45%. DEIC - Help Desk for Therapeutic and Remedial Rehabilitation for the past 3 months. Could

cater to 125 children so far therapeutically & Remedial Intervention Introduced children to social exploration through Marathon & Musical Concert

Feedback from Parents and Schools is very positive. Schools wanted to conduct more readiness programs (Group Programs) for the children. It helps them to get accommodated in the schools better.

4.1.4. Story of Change

Srinath - (6 years old child) Diagnosed with Developmental Delay with features of Autism. We worked on understanding, listening, following instructions and social cues. The training was provided to parents towards his A.D.L., language, social interaction and interactive play with peers. The training involved a step-by-step hand-holding approach with the parents to achieve the desired result. Srinath has shown significant improvement; he is toilet trained and eating home food independently. He can wear his clothes on his own; he can follow instructions, his sitting tolerance has improved, and he is more adaptive to other environments. The child is discharged and Placed in Special School.



4.2.Mission for Vision

4.2.1 Program Overview

Cataract is the leading cause of Blindness (66.2%) and visual impairment (71.2%) in a population aged 50 years and above. Immediate visual rehabilitation is possible following cataract surgery, during which the Cataract is removed and an intraocular lens (IOL) is inserted, preventing 80% of Blindness and visual impairment in the country. However, availability, accessibility, affordability, and acceptability of eye care services pose as key barriers to eye health. Hexaware has agreed to financially support Mission Netra- Proposal to Prevent Blindness due to Cataracts among 1,000 people from socially and economically challenged rural communities in Tamil Nadu.

4.2.2 Program Activities

1000 cataract surgeries were conducted in Apr-Dec.



4.2.3 Story of Change

Palani is 62 years old and from the Chittoor district of Andhra Pradesh. Palani lives alone with his ailing wife after his daughter got married and moved to another village. Two years back, while returning from the fields, Palani missed seeing a pit and had a bad fall, fracturing his right leg. The injury took a long time to heal, and it was only 4 months back that Pallani could walk again independently. The reason for the mishap was Palani's poor vision due to Cataract. As soon as Pallani could move around again, he visited an eye camp organized near his home under the Hexaware-supported Mission Netra. Pallani was diagnosed with Bilateral Cataract during the eye screening camp and was advised of surgery. He got operated at Sankara Nethralaya, Mission for Vision's partner hospital in Chennai. Pallani now walks around confidently and has also been visiting his daughter. Good vision is essential for mobility and safety, and we are grateful to Hexaware for helping restore vision for so many lives.

4.3.Chennai Marathon- Freedom Trust



Since 2020, Hexaware has been a title sponsor for the Chennai Marathon. In this marathon, we partner with an NGO named Freedom Trust, which provides prosthetic legs to amputees in rural India. Over 120 employees took part in this charity marathon to help the needy.

Through this marathon, we endorsed noble practices and increased employee awareness and commitment to helping differently-abled people. Using our CSR fund, we have provided 200 prosthetic legs to the amputees. This event provided us with yet another opportunity to give back to society.



The Positive Environmental Impact

UN SDGs IMPACTED:



5.1. Environmentalist Foundation of India (E.F.I.)- Pond Restoration and Afforestation

5.1.1. Program Overview

In association with the Environmentalist Foundation of India (E.F.I.) and the Government, Hexaware has financially supported an Afforestation Project in the Metrozone O.S.R. Land, which is situated adjacent to V.R. Mall Chennai and Chennai Metro stretch between Koyembedu to Thirumangalam and also on the side of the Coovum river. It spreads approximately 3 acres. It's ready for inauguration. In the last three years, we have restored 7 water bodies, including 1 lake in Chennai.

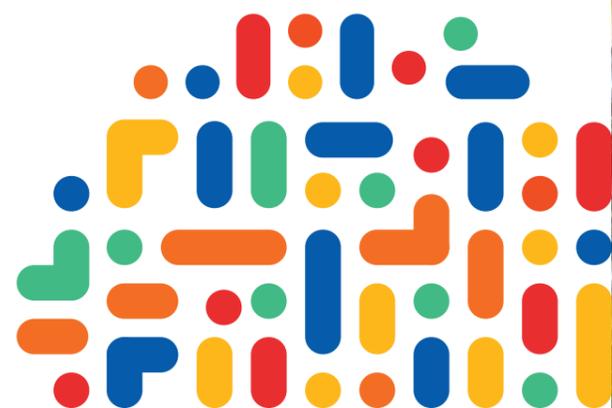
5.1.2 Program Activities

- The following were the activities carried out:
- 35000 beneficiaries supported.
- Plantation of 5000 native saplings
- Amount of Carbon Sequestered: 1,25,000 kg of CO₂ / year (approx.)
- Develop borewells.
- Cleaning up the entire land parcel
- Tilling & Trenching
- Nutrient deposition
- Backfilling & Compost work
- Plantation bed & Pits work
- Community engagement
- Nourishment, Watering, Cleaning & Maintenance (Till 2025)



5.1.3. The Major outcome of this year are:

- Improve the micro-climatic conditions of the region.
- Native trees planted will act as filters for urban pollutants and fine particulates that affect the region.
- Regulate the flow of water and improves water quality.
- Act as carbon sequesters and help in mitigating climate change.
- Provide a natural habitat, food and protection for the local flora and fauna to thrive in an urban set-up.
- Urban afforestation projects are said to positively impact society by improving the aesthetic environment of the region.
- Planting native trees requires minimal maintenance once they attain full growth.
- Native trees such as Neem, Pongamia, Bamboo, Arjun, Banyan, and Peepal will help achieve the above goals.



Enabling Patriotism through Sports and more

UN SDGs IMPACTED:



6.1.Support to Athletes

6.1.1.Program Overview

- Hexaware Technologies Ltd. started supporting the Foundation for the Promotion of Sports and Games (O.G.Q.) in 2018. In 2022, Hexaware has supported 4 women Olympic athletes and 68 para-athletes. 4 women athletes, namely Vinesh Phogat, Shaili Singh, Ankita Bhakat & Manu Bhaker.
- Ankita Bhakat won Silver Medal in (Recurve Women's Team): Archery World Cup Paris, Stage 3, June 2022.
- Shaili Singh won Gold Medal in the 20th National Federation Cup Juniors (U 20) Athletics Championship, Nadiad, June 2022.
- Vinesh Phogat-Gold Medal – Commonwealth Games 2022, Birmingham, Aug 2022. At the Commonwealth Games 2022,
- In the year 2022, 7 O.G.Q. Supported para-badminton players who won medals, including 2 Gold Medals at the Para-Badminton World Championships held in Tokyo. Manisha Ramadass clinched the Gold Medal at the Para World Championships.

6.1.2.Program Activities

- Our support to athletes includes the following:
- World-class equipment
- Exposure to Domestic & International Training and Tournaments
- Sport Science Support (Physiotherapy, Nutrition, Strength & Conditioning, Psychology, Nutritional Supplements, Injury rehab, Medicines & any other Medical Requirement)
- Wheelchair & Prosthesis
- Expert coaching and training,
- Medical/Sports science/Injury Rehab,
- Participation in International Competitions.



6.1.3.Key Achievements

- Shaili Singh's Performance: • Gold Medal – 20th National Federation Cup Juniors (U 20) Athletics Championship, Nadiad, June 2022.
- Ankita Bhakat's Performance: • Silver Medal - (Recurve Women's Team): Archery World Cup Paris, Stage 3, June 2022.
- Vinesh Phogat's Performance: Gold Medal-Commonwealth Games 2022, Birmingham, Aug 2022.
- Manu Bhaker won Gold Medal in the 10M Air Pistol Women's Team & 25M Pistol Women's Team.
- In the year 2022, 7 O.G.Q. Supported para-badminton players who won medals, including 2 Gold Medals at the Para-Badminton World Championships held in Tokyo.
- Manisha Ramadass clinched the Gold Medal at the Para World Championships. The 17-year-old became India's youngest para-world champion across all sports. Manisha has had upper limb impairment and competes in the Women's Singles SU-5 category.



6.2 Rural Development- Seva Sahayog Foundation

6.2.1 Program Overview

Integrated village development project of Patil Pada, with context to the village's agriculture, livelihood, water, health, and education-related challenges. Community members belonging to Patil-pada (Shigaon Gram Panchayat, Boisar, District Palghar). The beneficiary pool of community members is 700 individuals (122 households, with a 1:1 gender ratio). The mobilization process includes participative focused group discussions, home visits, farm visits, surveys, and committee meetings campaigns for awareness and capacity building.

6.2.2 Program Activities

- Installation of Roof Catchment Area on three public structures
- Installation of Soak pits for 20 houses
- House Survey
- Digging of pits
- Construction of 5 Jalkund
- Installation of Seed Bank
- Skill training for women
- Tree plantation
- Orientation of farmers
- Running a study Centre for 105 students

6.2.3 The Major outcome of this year are:

- Capacity building of women through skill training
- Installation of village seed bank for sustainable supply of seeds & to lower farmers' input costs.
- Running a study Centre for the educational growth & personality development of the students
- Construction of Jalkund (10,000 Liter water storage tanks to store the rainwater and use)
- Rainwater harvesting through roof catchment area structure.



Volunteering Towards A Better Tomorrow

7.1. Mumbai Marathon

Like every year, in 2022, Hexaware participated in Mumbai's prestigious' Tata Mumbai Marathon. It was an immense accomplishment and showcased the great spirit of this city in supporting many charities and social causes. In the marathon event, Hexaware financially supported five NGO s: AAWC, Save the Children, Manav Foundation, TRRAIN and Katalyst Foundation. Over 160 employees took part in this charity marathon to do their bit to improve education in our society. It was great to see the employees' Participation in different run categories and their enthusiasm and commitment towards running for a cause with a social message for a better community and environment. It was a great experience for first time marathon runners and experienced runners in huge numbers at Mumbai's marine drive. It was great fun, and ran, said the participating employees.



7.2. Gift a School kit in May 2022

Hexaware's CSR team worked with the NGO partners, namely Apne Aap Women's Collective (AAWC) and Thraahi Foundation, to organize a 'Fulfill a Kid's Wish' initiative in Mumbai and Chinnalempattu Village, Tamil Nadu. Through these NGO s, we got the wish lists and fulfilled the wishes of around 324 children. Christmas trees were placed in Chennai and Mumbai locations and were decorated with the wish list. Employees picked up wishes from the list and couriered those gifts to their respective addresses. We strongly believe that gifts will certainly help develop a child in many aspects, and receiving gifts at the festival time would double the joy of the festival.



7.3. Tree Plantation Drive

In partnership with the Environmentalist Foundation of India (E.F.I.), Hexaware has created an Eco-park in Metrozone O.S.R. Land, Chennai, with lots of plantation and other sports facilities, spreading approximately 3 acres.

This site was filled with concrete waste, and most of it was buried beneath the soil as the land was not used for any purpose other than a dump site. So now we have created an eco-park with a football court, volleyball court and other play areas with lots of plantations.

We have also organized a volunteering activity to plant the saplings in this place. As a result, our Hexawarians participated enthusiastically in large numbers to plant almost 300 saplings in the allotted places, making this event successful.

Going a step beyond planting saplings, we sensitized the participants and the onlookers to be more conscious of our action's impact on the planet we live in.



7.4. Coastal Cleanup in Chennai

International Coastal Cleanup Day is the world's largest volunteer effort for ocean health. On this day, Hexaware organizes a coastal cleanup activity with enthusiastic volunteers each year.

On September 17 2022, a beautiful, hot, sunny and a little rainy Saturday, we planned the Coastal Cleanup at Broken Bridge Beach in Besant Nager, Chennai, after much groundwork and pilot visits. Hexaware executed this as part of our Clean and Safe Neighborhood project initiative. We felt responsible for the trash we left behind, whether we meant to or not. So, we joined this drive to give back to the ocean and spent just one-day removing trash from our beaches.

After the Ganapathy immersion, most beach areas were surrounded by garbage and flower waste. Hexaware's team of enthusiastic volunteers vowed to restore this beach's

beauty and hit the ground with the same vigour. Over 45 volunteers participated in this event, and each volunteer was given proper safety gear before getting involved. In about 3 hours, we collected 39 sacks full of waste, which weighed nearly 567 kgs. The beach started to get its old sheen back with the relentless efforts of our employees. Residents of the area joined in seeing our volunteers, which we consider an icing on the cake not only because of the extra hands to help but because we made them believe that anyone can make a difference and become a change agent.



7.5. Blood donation drive

There is a huge demand for blood after covid-19 pandemic, so we felt like contributing to this. Also, donating blood is the best way to help others, as well as it helps to save a life, and Hexaware's employees show their enthusiasm by participating in this drive. Hexaware organizes this blood donation drive once every six months to give each opportunity to each employee to play God for a short while. The red liquid that keeps all of us alive and kicking can be transferred from one person to another; by doing that, we can save a life. Every life is important, and a blood donation is indeed a noble act. We were very pleased to see the enthusiastic Participation in the drive from our employees, who took time out of their busy schedules for this noble cause. This year, almost 100 units of blood were collected through these drives.

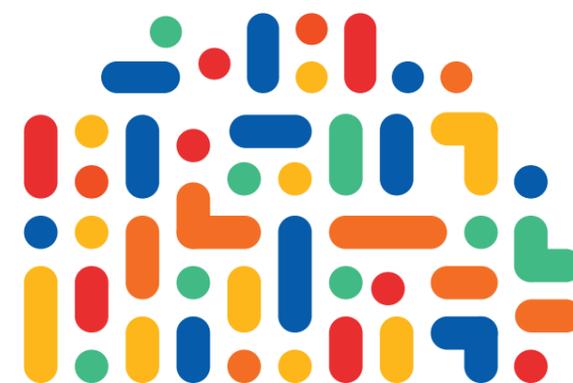
7.6. Children's Day Celebration in Antar Bharti Balgram, Lonavla

Hexaware's team of volunteers have visited the Antar Bharti Balgram at Lonavala. To commemorate Children's Day, we have planned a volunteering event along with the inauguration of an Art lab contributed by Hexaware with the support of Art1st N.G.O. It gave us immense satisfaction and pride to make the day special for a bunch of kids at the Antar Bharti Balgram. In today's world, time is valued more than anything else, and our volunteers spend their precious time engaging with the kids in conducting games, painting competitions and much more.



OUR FUTURE OUTLOOK

We firmly believe that it is our responsibility to address society's most urgent needs and to ensure balanced and inclusive growth in the communities where we operate. Our approach to corporate social responsibility focuses on pillars that reflect our strengths, core expertise, and the causes that our employees care about. Sustainability remains our key focus in a much larger context where we try to connect all the dots that are out there in our society. We strive to maximize the impact of our initiatives by mapping them to ongoing sustainability programs brewing at a national level. This will not only strengthen our footprints but also add a new dimension to how we operate our business in the ethical, social, environmental, and economic spheres. Through our volunteer engagement initiatives, we foster a culture of giving and volunteering. Their involvement plays a major part, as none of this would have happened without the helping hands and pumping hearts of the Hexawarians. Even with a plethora of initiatives in the offering, our employees are perennially hungry for new developments, and hence we must find different areas to engage their enthusiastic minds. As an outcome of this, we are also planning to take CSR in Hexaware from an organization-level action item to a unit-level activity wherein each department can internally give direction to their employees on their area of engagement. These unit-level activities will shadow organization level initiatives without overlapping. This, to us, is another dimension to take our services and engagement to a different zone, a step closer to the society we collectively envision. Our initiative could be at a tiny level, but the ripples it will create will have the desired reach.





**HELPING HANDS
OF HEXAWARE**

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