Corporate Social Responsibility has become a standard business practice of our time across all Industries. At Hexaware, it is more than that - it is a powerful tool that can enable us bring change in our society. We believe we can make this world a better place by simple acts of kindness and by empowering our employees. This Annual Report is aimed at creating awareness of the work that we have done in the past and also what we plan to pursue in the future. We encourage every Hexawarian to be an active participant in our journey of bringing about change in the society and the environment we thrive in. All the initiatives taken by Hexaware under CSR in the year 2016 are listed in this report.
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Message

Corporate Social Responsibility plays an important and significant role in the nation building process, and Hexaware CSR initiatives are a step in that direction. At Hexaware, we believe that companies should and must wholeheartedly participate in CSR activities and give back to the society.

Our CSR initiatives focus on child care, education, skill building, health, environment and sanitation.

Special focus is being given to children with special needs and underprivileged youth empowerment by imparting vocational skill-based training aimed at enhancing employability and creating livelihood.

One of our pioneering initiatives is the Smile Twin e-Learning Program (STeP), in partnership with Smile Foundation. Set up to enhance the skills of many unemployed youth across the country, it is one initiative that will generate employment by providing vocational training.

We at Hexaware truly believe CSR has to be imbibed into our value systems and our initiatives and activities at Hexaware are not restricted to the laid down statutory guidelines. We encourage employee participation as much as possible in all activities. We have evolved our CSR policies with inputs from many and aligned them with the best practices in the country. We continue to strive to be the agent of change in the lives of our stakeholders.

I look forward to an even more fruitful year and a positive outlook in terms of new CSR initiatives we will be undertaking.
The company has adopted a structured approach in managing its CSR obligations. Our CSR will be aligned to Schedule VII of the Companies Act 2013 with a focus on education, environment, health and sanitation, sports, art and culture, disaster relief and rural development.

**Education:** Hexaware seeks to promote education and vocational training through its CSR projects. Several challenges remain in the delivery of education and access to employment opportunities. In order to bring about development, enabling access to education for the underprivileged sections of the society and enhancing employability of the under-served remains a prime area of the company’s CSR focus.

**Environment:** The Company’s ethos places special emphasis on issues of environmental conservation and consciousness. Its efforts include establishing its ecological footprint, creating awareness and promoting ecological activities.

**Health and sanitation:** While access to healthcare and sanitation remains an important indicator of development, lack of access to proper medical facilities plagues many parts of rural and urban India. Hexaware seeks to promote healthcare through its CSR projects.

**Sports, Arts and Culture:** The Company aims to promote sports primarily among children and the lesser privileged sections of the society. The CSR will also focus on reviving and promoting art and culture in India through suitable interventions.

**Natural Calamities and Disaster Relief:** The Company will support projects and partners to deliver essentials such as food, water, shelter, and other measures such as rebuilding communities to assist disaster relief in the case of natural calamities or disasters.

**Rural Development:** Majority of India’s population lives in rural areas and still remains untouched from the recent development and economic progress in India. The company aims to promote and support projects focusing on improving the lives of people in the rural areas.
CSR Projects undertaken by Hexaware

Udaan:
Hexaware has undertaken a program, 'Udaan', through its implementation partner - Apne Aap Women’s Collective (AAWC), to prevent the intergenerational cycle of prostitution among the daughters (ages 5-18 years) of unfortunate women, caught in an inappropriate environment.

The key components of the program are aimed at ensuring education for the Udaan girls, empowering them through regular life skills training, professional skills certifications, fitness programs, financial literacy training, providing nutritional meals and vitamin supplements, regular medical check-ups and health camps and other recreational activities throughout their stay at Udaan.

Evolution:
Hexaware is promoting education by improving the infrastructure of 5 municipal schools in Vapi, Gujarat through the implementing agency Manav Sadhna as part of its program 'Evolution'. The program support started from December 2015 and completed in March 2016. The key components of the program are baseline assessment of sanitation, access to water, campus facilities and classroom facilities in each of the 5 schools selected.

Antar Bharati Balgram Yojana
FY 2015 - 2016
The key components of the program are; promoting education and reducing social inequalities for 9 children through Antar Bharti Balgram by supporting its Sadan. Our initiatives have:
• Supported a Sadan with their education, health (nutrition and medical care), salaries of the mother and day to day maintenance.
• Uplifted quality of living through complete care of Sadan (sanitation and safety, specifically) and upgrading the internal campus road.

FY 2016 - 2017
Hexaware continued the engagement with India Sponsorship Committee by supporting their flagship program- Antar Bharti Balgram Yojna. The objective of the project is to give orphans and destitute children an opportunity to develop into responsible and good citizens of India by giving them access to education, nutrition and moral values that will ensure their success as adults.

The key initiatives for 2016 are:
• Sponsorship of 3 Sadans comprising of a total of 27 girl children.
• Procurement of 10 cupboards for the school library.
• Setting up intercom system at Balgram between Sadans and office for easy communication during hostile environmental condition.
CSR Projects undertaken by Hexaware

Digital and Financial Education Program:
Hexaware is supporting the Digital and Financial Education Program in 10 government/corporation schools in Chennai, Tamil Nadu. The objective of the project is to “Empower teachers and enable a learning environment along with project based learning and financial literacy”. The beneficiaries of this project are the subject teachers and all students of classes VI to VIII, from the selected 10 schools.

As the part of the program, 28 teachers were trained by AIFT and they are teaching students from Standard VI to VIII. The project started in the month of June 2016 and students are being tutored in Mathematics, Science and Social Studies in addition to preparing them for National Financial Literacy Assessment Test.

Smile Twin e-Learning Program (STeP):
Smile Twin e-Learning Programme is an initiative of Smile Foundation that has been working with a bifocal approach - the sustainable development and economic upliftment of underprivileged youth. STeP was initiated in the year 2007 with an aim to impart employability skills to the youth from marginalized communities.

It provides an avenue to the underprivileged youth to access high quality professional training which enables them to live a sustainable life with dignity. It not only provides a knowledge base, but also boosts the confidence level of youth as well as their families.

Hexaware is supporting five centres in Delhi NCR (Noida), Mumbai, Pune, Bengaluru and Chennai. 450-500 youth will be trained with basic management/employability skills in a one year programme. The first term is underway and has already impacted approximately 150 underprivileged youth.
CSR Projects undertaken by Hexaware

**V-Excel Trust**

**Vocational Training Program**

Hexaware is engaging with V-EXCEL to financially support “V-Excel’s Vocational Training Program”. The objective of the project is to set up a Vocational Training Centre to provide professional training and job opportunities to persons with disabilities at Mylapore centre. The objectives of the project are:

- To offer a practical and viable vocation for individuals with special needs.
- Provide job placements and training opportunities for individuals with special needs to develop the necessary skill set.

The training enables trainees to possess the requisite business-related skills for them to start their own setup/take up franchises.

Installation of paper cutting, binding, shredding and lamination machines has completed and the trainees are undertaking various external orders and have duly delivered them.

**Early intervention Program**

Hexaware continued its support to the Early intervention program by V-Excel Trust. The primary focus of the early intervention program is to support persons with disability by providing them vocational training and supporting them to gain a meaningful livelihood and it is designed to enable parents and other caregivers to assess their child’s developmental needs, incorporate educational and therapeutic strategies into daily routines and utilize available community resources.

Children within seven years of age who exhibit developmental delays are usually eligible for early intervention. Services are provided in the family’s home, the child’s daycare, the early intervention center or other locations where the child and family spend time.

Hexaware’s support will be used to transition the center to a bigger place and engage a larger team to service many more children. The Early Intervention center requires special rooms for consultation, parent counselling, neurodevelopment therapy, assessment, play therapy, sensory integration, remedial intervention, and the like, besides an open play area for young children.

**Healthcare initiative**

Hexaware has undertaken a very noble cause under its CSR initiative to help patients on ventilator support. Under the initiative, Hexaware will create a solution that would alert the technician immediately when the ventilator fails. Since a ventilator support is highly critical to keep a patient alive, such an intervention is life saving and is highly critical.
CSR Projects undertaken by Hexaware

SOS Children Village – Family Strengthening Program
Hexaware is supporting SOS Children Village in its flagship program- Family Support Program. The Family Support program provides support to vulnerable children in destitute/single headed families living below the poverty line (essentially care givers being their mothers). These communities typically reside within 25-30 km radius of SOS Children’s Villages, to ensure effective implementation. This program uses a two-pronged approach - enabling children via education, nutrition, health and empowering their families by enhancing income via varied livelihood activities. This program will impact 560 beneficiaries across three locations in Chennai, Bangalore and Pune.

Clean and Safe Neighborhood Project
Hexaware’s self-implemented program- Clean and Safe Neighborhood ensures that the community in and around Hexaware’s Campus is clean and hygienic, and uses environmental friendly technology to reduce the strain on non-renewable energy sources. As the part of the program, Hexaware has undertaken the following initiatives in and around Hexaware’s campus:
- Installed dustbins in Mumbai
- Planned to install solar powered street lamps in Mumbai
- Repaired the open drainage problem around Siruseri Campus
- Laid the over HT cable, which was possible threat to public safety, as an underground line

Avasara Leadership
Hexaware contributed to support the Leadership Academy set up Avasara. The focus of the project is to provide a hands-on technology curriculum to adolescent girls, designed around teaching technological concepts through participant-based problem-solving. In this project Hexaware will procure 100 laptops and facilitate internet provision for the Lavale village under the Avasara Academy Technologies Program.

Armed Forces Flag Day
The Armed Forces Flag Day is celebrated all over India every year on 7th of December in order to collect the funds from people all around the country for the wellbeing of the staff of the Indian Armed Forces. This time Hexaware has contributed Rs.25000 for the Armed Forces Flag Day intending to tribute the courageous and martyred soldiers, to salute the expert soldiers as well as to refurbish the harmony of citizens.
CSR Volunteering Initiatives

Clean and Safe Neighborhood – Chennai
This was the first of the many initiatives we undertook in 2016. Like they say all good things must start from home, this initiative was planned around and delivered at our Chennai Hexaware campus. We had a group of enthusiastic volunteers who came forward to clear the waste and weeds around the campus. As a part of this, we also laid the over HT cable, which was a possible threat to public safety, as an underground line and converted the open drainage system around the campus as a covered channel.

Standard Chartered Mumbai Marathon:
Running by itself is a package of good things and when you Run for a cause there is nothing that’s better. All of us have an incessant urge to give back to the society that made us what we are today and when given an opportunity to Run for a cause, Hexawarians embraced it like fish would to water. Mumbai Marathon was one such event. Over 120 employees participated in various legs of the run - 42km Full Marathon, 21km Half Marathon & 5km Dream run. Hexaware also turned out to be one of the largest participating corporates. The proceedings from the registration fees were given to 4 NGOs which work for 4 different causes. Teach for India, Save the Children India, Hellen Keller Institute & Research Society were the beneficiaries from this event. What’s more exciting for us is that this opportunity would come up every year for our employees.

Volunteering with Udaan – Mumbai
As a part of CSR activity, Hexaware tied up with Apne Aap Women Collective (AAWC) to engage the daughters of women in the wrong trade. Around 35 volunteers, including members from the Leadership team divided into 5 groups to provide training on topics like Communication, interpersonal skills, painting, easy cooking, dance, dramatics, Yoga etc. Every Saturday, 5-6 Hexawarians enthusiastically traveled all the way to the AAWC center at Mumbai Central and interacted with around 20-25 girls. Each session was for 2 hours. While employees had gone to teach the kids, most of them came back saying that they had in turn learnt a great deal from the kids.
CREATIVE WORKSHOPS and Session on Cleanliness & Environmental awareness

The first activity that we embarked on with in SOS village was the creative workshop for kids. The importance of cleanliness was highlighted to the kids and this was followed by some cleaning of the ground area in the SOS village itself.

Getting these kids aware about the Dos and Don’ts during any natural calamity, was our secondary agenda. To identify the creative artist inside these kids, a painting competition was organized, theme of which was “HOW TO MAKE OUR EARTH CLEAN AND GREEN”. These talented kids made us feel proud with their imagination and what they feel for their environment. Their aspiration and thought process for a clean and green earth was fantabulous.

WORLD FAMILY DAY CELEBRATION (SPORTS DAY)

The motive of visiting SOS village was not a one time activity only, but to have a regular and sustainable connection with these kids. Hence we planned to celebrate the WORLD FAMILY DAY with these kids. It is said that “The best way to enjoy is when you play exuberantly”. We started with Friendly football match with the in-house football team of SOS kids, and we were surprised to know that there is one talented player flying to the UK and she will be a part of one of the prominent football clubs. Post which there was 100 m dash, three legged race followed by TUG of war. The enthusiasm/fitness and participation of these kids was commendable. We learnt the definition of real team spirit from these kids, seeing them cheering their friends with full delight. The medals and trophies really added the flavor for motivation for the winners and running an extra mile next time for the other participants, to achieve the higher notch.

TREE PLANTATION DRIVE:

Keeping a goal of a sustainable approach that replenishes the environment and supports the well-being of the children, Hexawarians organize a tree plantation drive at the SOS Village, Pune. Our team planted fruit and vegetable bearing trees at SOS Village so that the children can benefit from healthy nutrition in the future. Planting the saplings could be a small step towards making the environment greener, but it is more important for the children to learn about benefits of greenery from an early stage by planting these saplings in their environment. By getting the children involved, we intend to educate and nurture them as responsible citizens of the future and hope that the children will take care of the plants and enjoy their produce.
CSR Volunteering Initiatives

**HexaRun’16 for a Greener Tomorrow – Chennai**

We, at Hexaware, had organized a unique environmental campaign *HexaRun’16* to mark World Environment Day (June 5) and to create awareness among our employees to strive towards a Greener tomorrow. HexaRun was organized as a 5 km run on the Marina Beach road, Chennai. A total of 420 employees participated in this event. In addition to the run, tree saplings and terrace gardening seeds were also distributed among all the participants in order to encourage them to be more environment conscious.

HexaRun has endorsed sustainable practices and increased employee awareness and commitments to the issues of environment sustainability. We have sent out awareness posters and mailers to employees to emphasize the importance of a Green environment. The intent was to ensure that every employee grows a tree and nurtures their own green space. RUNNING for a cause provides opportunities to integrate the passion for the environment with athletic performance.

**School Kit Donation Drive – Mumbai & Pune**

In the month of May, Hexaware organized a *School Kit Donation Drive* with Seva Sahayog Foundation, which aims to provide a new school kit and bring smiles on the faces of underprivileged children from slums and tribal areas. During School Kit Drive, we were able to collect donations from our employees for 198 school kits. In June, Seva Sahayog distributed these school kits to the underprivileged kids. We are planning to organize this school donation drives going forward as well.

**Clothes Donation Drive – Mexico**

During April and May 2016, Mexico Hexawarians have conducted an Initiative for Clothes Donation and distributed the Clothes among underprivileged people living on the boundaries of the city. Although they haven’t measured the quantity of Clothes that accumulated over the donation, it is assumed that they collected around 3 tons that gave 60 unfortunate families relief during their critical times.

The unfortunate ones were wearing damaged shoes and torn clothes. Now because of the Immeasurable love, kindness and unselfish attitude, those 60 families are going to be able to wear worthy clothes that would have helped them through winter as well.
CSR Volunteering Initiatives

Mass Tree Plantation – Mumbai
A tree plantation drive was organized in association with Hariyali in Shil Phata, Mumbai as part of World Environment Day. This event was planned keeping in mind the growing urban concrete landscape in areas which was once a lush greenery. Hexawarians gave this event its due importance and participated enthusiastically in large numbers to make the space which we live, the way it used to be. Overall we planted around 200 trees through this event.

What happened on this day was more than just a sapling planting, we successfully planted the idea in each participants and onlookers mind that if mother earth needs to take care of us, we need to respect her and be more conscious of the impact of our actions on the planet that we live in.

Lake Cleanup – Chennai
Taking a cue from Swach Bharath initiatives, this Lake Cleanup activity was planned and executed successfully in Chennai. A Lake in Adambakkam, Chennai was chosen for this activity after a lot of ground work and pilot visits. This was executed by Hexaware as part our initiative of Clean and Safe Neighborhood project. The lake which once occupied acres of land is now a mere puddle of water surrounded with garbage and household wastes. These particles blocked the natural water ways which was a major hindrance to the lake’s source of water. Our team of enthusiastic volunteers took a vow to restore the beauty of this lake and hit the ground with the same vigor.

Over 35 volunteers participated in this event, each volunteer was given proper safety gear before getting involved. In a matter of about 3 hours, the lake started to get its old sheen back with the relentless efforts of our employees. Residents of the area too joined in seeing our volunteers, which we consider an icing on the cake not only because of extra pair of hands to help but because we made them believe that anyone can make a difference and become a change agent.
Volunteering Activities at V-Excel – Chennai

Hexawarians ventured into new grounds via this activity. To most of us who consider ourselves as a part of the mainstream of society, this was all together a different experience. This reiterated that the most precious thing which keeps humanity together is love and affection that we show to a fellow being. Hexawarians volunteered to spend every 1<sup>st</sup>, 3<sup>rd</sup> and 5<sup>th</sup> Saturday with these special children for whom this organization.

Every week before the day of the visit, Hexawarians met and made plans to engage these kids and make the kids day more enjoyable and special. Our employees did a range of things from teaching them Zumba to taking them for a movie to team building activities at their center. Most of our employees who visited this center have confessed that these visits changed the way they look at our world and they would treat their life and that of others as most precious gift from above. Around 25 volunteers actively take part in this activity every month.

I was very happy to see the corporate initiatives for social responsibility causes gained a renewed momentum in the last year. We have done quite a few things last year like coastal cleanup, environment day runs, tree plantation events etc. One of the major activities was our working together with V-Excel institute, a place focuses on educating children with special needs. Our collaboration with V-Excel is not just one time assistance to a program on special need young adult education but involving ourselves on regular basis in their activities. Group of Hexaware volunteers participate in activities with V-excel team on two Saturdays in a month in teaching kids, playing with them or just being with them as friend to show them that they are worthy of the attention. It is such a fulfilling feeling at a personal level to see the joy we bring to special need kids who are very normal with respect to emotional needs. It is a huge learning for me as an individual. I am happy and proud to be part of most of the CSR initiatives and I will continue to take every effort to partake in future activities. I take this opportunity to thank our organization who sees the importance of our responsibility in the world we live.

Job well done in 2016,, we started working in this space with renewed energy, I feel we have the potential to do more in 2017, involve in more initiatives. Looking forward to it.

**Inigo Angelus**
Associate Vice-President, Competency Dev-GTT
CSR Volunteering Initiatives

My involvement in the Coastal Cleanup drive as a volunteer gave me a great sense of pride as a Mumbaikar, to give back a little to the city. I got more than what I gave. And to do that in a game format involving teamwork with colleagues, in the open-air, led by professionals (Earth5R) made it a truly memorable experience.

The Wish-Tree initiative provided me another opportunity to contribute a bit and feel proud to bring some joy to a couple of kids, by fulfilling their wish. While selecting the gifts I mentally connected with the likes, dislikes and emotions of the kids I don’t even know! Again a wonderful experience. Also, it reminds me to Thank God for all his mercies and blessings.

My sincere thanks to the CSR team for making a Huge difference, to me as a person, and to the community!

Haresh Lulla
Associate Vice-President

World Coastal Cleanup Day - Chennai, Mumbai and Pune

To commemorate the World Coastal Cleanup Day (17th September), Hexaware organized series of initiatives in locations viz Mumbai, Chennai and Pune to create awareness and take concrete steps towards the beautification of beaches, coastal regions and water banks surrounded areas. There is hardly anyone whom we can single out who doesn’t like the sight of beautiful beaches or water bodies. To any nature lover these places are as divine as their place of worship. So when given an opportunity to clear/beautify these places Hexawarians jumped into it like fish would to water.

All locations put together, we had around 200 employees participate in this event. Our team made sure that the paper and plastic waste from these areas were removed with proper safety gears. We worked with corporation authorities to collect the gather wastes from us. Overall this turned out to be great experience of its sorts for our employees.
CSR Volunteering Initiatives

Green Day - Mexico
On Saturday 24th September, all Hexawarians in Mexico witnessed a beautiful event of Selfness and Compassion to Mother earth. We Planted 100 trees in the Zapaliname Mountains with the sole propose to contribute a Little bit to preserve and enrich our environment. The campaign will continue with several efforts and people and surely we will be back soon. The Idea is to plant 18,000 trees for around 18 kilometers that are surrender the mountains; therefore No Houses or Civil construction will be enabled Up to that level. This way we will preserve our forest, mountains and natural source of sweet water.

Joy of Giving – Chennai, Mumbai and Pune and BPS Locations Chennai, Mumbai and Nagpur
They say “We make a living by what we get but we make a life by what we give” - an adage that has not faded with time explains the true spirit of this event in one line. There is nothing more beautiful in world than a smiling face and to know that you are the reason behind the smile on somebody’s face is an out of the world feeling. This event was rightly named as Joy of giving for each and every employee who took part in this truly experienced the real joy of giving. The event was held in 6 different locations and participants contributed to this event in four forms viz – Monetary, Kind, Organ and Eye donation. The proceedings from the event were distributed to four different NGO based on their field of operation. We saw an overwhelming response to this event as we got truckload of materials from our employees apart from monetary and organ donations. This event really kindled the true spirit of giving and triggered every individual to be the reason for the happiness of someone in this world. None of the giver knows who the actual receiver is but that joy emerged by a simple act of giving created a ripple effect and spread a happy aura.
Blood Donation Camp – Pune
Blood transmission probably is the greatest medical advancement that man has achieved. It gives an opportunity for each man 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 and by doing that we can save a life, what else can be more pleasing than this in the world? We at Hexaware gave this golden opportunity to every hexawarians in Pune. A blood donation camp was organized in the campus in coordination with JanaKalyan Blood bank. This event saw a good number of employees participate in it.

Fulfill a Kids Wish – Chennai, Mumbai, Pune, Delhi, Bangalore, Chennai BPS, Mumbai BPS, Nagpur BPS, Coimbatore BPS
Hexaware CSR team worked with Child Help Foundation to organize a ‘Fulfill a Kids Wish’ initiative across the location like Chennai, Mumbai, Pune, Delhi, Bangalore, Chennai BPS, Mumbai BPS, Nagpur BPS and Coimbatore BPS. Through Child Help Foundation we associated with 13 orphanages and special schools across locations and fulfilled wishes of around 1000 children. This also fell fittingly around Christmas so a Tree was placed in all location with kids wish card decorating the trees. Employees picked up a card from the trees and dropped the gifts at gift collection box kept for this purpose.

“ It was great to be part of the HEXA CSR activities during the year 2016, very heartening to see the overwhelming response from the volunteers whenever there was an invite or an activity scheduled.
Activities identified show the commitment of the organization towards its corporate social activities.
Team CSR ….Keep Rocking”

Shreeraam Mahalingam
Associate General Manager - Admin
CSR Volunteering Initiatives

**KIDS DAY – Chennai, Mumbai and Pune**
This is a very special event for every Hexawarian - the sound of kids playing with each other is a familiar one to all of us but to listen to that inside office premises is always sweeter. This is one event that will make even the family members of our employees proud of our organization. A day where the kids of our employees can have a feel of this working world, the one that is very different from the ones they have ever seen. This event saw participation from over 400 kids overall in 3 locations. Employees and their kids were equally excited about this day and the day was no less in any way. We had the right package which was both informative and entertaining for the kids. Each and every kid who participated in this thoroughly enjoyed the day out in our office atmosphere. It was a refreshing break for our employees too to see these fun kids in office.

Ultimately, what we are responsible for is not just our business delivery but also the society that we all live in. CSR is very much an integral part of the global business landscape. The deeds which we have undertaken in 2016 is a true reflection of our passion to give back to the society in a way that really matters. With a zealous employee base, we are sure to reach greater heights and redefine CSR by our unique programs and volunteering activities.
Our NGO Partners

CSR Core Committee Members: Amberin Memon, Nilay Jhala, Wilfred Ferrao, Atul Hindlekar, Stanley George C, Gunjan Methi, Riten Goshar, Srinivasan Panchpakesan, Rajesh Kannani, Shyam Mansukhani, Gopinath Manian, Roshni MJ, Logabiraman Sekar

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