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1 Overview

Hexaware’s has seen an impressive growth trajectory in the last couple of years where the Industry stands up and watches our progress. Our Commitment to Society is in no way far from this trajectory of growth. Every year we strive harder to give back via manifold CSR events. This is so imbedded in our culture that CSR events remains in the thick of things during all our Board meetings.

The year that has passed had seen several new initiatives with multiple helping hands joining our efforts. We strongly believe that Corporate Social Responsibility (CSR) is the continuing commitment to behave ethically and contribute towards the betterment of the local community and society at large. We encourage every Hexawarian to be a part of our journey to bring about a change in the society and the environment we thrive in. We are proud of our long-standing commitment to CSR built on a strong edifice of value creation for everyone. Its that time of the year to pause and take stock of our achievements and to take inputs from our experience to create an even better plan for the coming years. Here’s how 2017 fared well.

The events in CSR calendar are broadly classified into four categories viz.

**Flagship Programs:** These are unique programs that are conceptualized, funded and run by Hexaware.

**Programs aligned with the National theme:** These are programs that are in line with India’s key development agenda that help to foster effective partnerships between corporates, NGOs and the government leading to social development.

**Sustainability Employee Engagement Programs:** These programs actively involve our employees in cementing various CSR strategies into the Hexaware brand while engaging them in numerous volunteer-run events.

**Stakeholder Management Programs:** These are niche programs that are conceived, planned and driven by the core Management team.

We have aligned our events with specific focus on different areas like Education, Women empowerment, Environment, Health and sanitation, Sports, Art and culture, Natural calamities and disaster relief, Rural development etc.

Our endeavor through our gamut of CSR activities is to enable people to help themselves and drive the CSR activities with their active participation and collaboration. Our approach is holistic and addresses the wellbeing of all stakeholders from a social, environmental and ethical standpoint.
## 2 Highlights of our Programs

The table below outlines the efforts that we take to make the world flatter everyday by incorporating CSR into most of our strategic decisions.

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2.1 Flagship Programs

Smile Twin e-Learning Program

Hexaware continued its engagement with Smile Twin e- Learning Program (STeP), an initiative of the Smile Foundation that has been working with a bifocal approach for the sustainable development and economic upliftment of underprivileged youth. The aim is to impart employability skills to the youth from marginalized communities and provide an avenue to them for accessing high quality professional training enabling them to live a sustainable life with dignity.

This year, Hexaware is supporting three centers in the following locations: Mumbai, Pune, and Chennai and targeting about 300 people who will be trained on basic management/employability skills. In the last academic year, we imparted training to 550 youth out of which 202 were placed in different organizations/industries.

Avasara Leadership

In the beginning of 2017, Hexaware contributed to support the Leadership Academy set up- Avasara. The focus of the project was to provide a hands-on technology curriculum for adolescent girls, designed around teaching technological concepts through participant-based problem-solving. We have partnered with Cambridge International Examinations for the certification process. As a part of this initiative, Hexaware provided 100 laptops to the participants and facilitated internet provision in Lavale village under the Avasara Academy Technologies Program.

Vexcel Trust Vocational Training Program and Early Intervention Program

Hexaware is collaborating 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 the Mylapore center. This will enable the individuals with special needs to start their own establishments/ small businesses or take up franchises. They will be equipped with requisite skills to be self-sufficient. The project has kicked off with the installation of paper cutting, binding, shredding and lamination machines. The trainees have also undertaken various external assignments and have duly delivered them.

Hexaware continued its support for the Early intervention program by V-Excel Trust. The primary focus of this program is to support people with disability by providing them vocational training and supporting them to gain a meaningful livelihood. 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.

Hexaware’s support will be used to transition the Early Intervention Center to a bigger facility and engage a larger team to widen the reach and provide services to many more children.
**SOS Children Village – Family Strengthening Program**

Hexaware is supporting the SOS Children Village in one of its flagship programs i.e. the **Family Support Program**. This program provides support to vulnerable children in destitute/single-headed families living below the poverty line (Primary care givers being their mother). To ensure effective participation and implementation, the target communities are the ones who typically reside within 25-30 km radius of SOS Children's Villages.

This program uses a two-pronged approach - enabling children via education, nutrition, health and empowering their families by enhancing their income via varied livelihood activities. This program will impact 560 beneficiaries across three locations in Chennai, Bangalore, and Pune.

**Rainbow Home**

Education is the most powerful tool for social transformation. To that end, Hexaware is financially supporting Rainbow Homes to work with 150 girl children who are homeless and are living on the streets. This is a residential, complete care program which enables mainstream schooling and takes care of nutritional needs of these underprivileged children.

**Apne Aap Women’s Collective (AAWC)**

In the second year of its collaboration with AAWC, Hexaware has undertaken ‘Udaan’ along with the ‘Umeed’ program through its implementation partner - Apne Aap Women's Collective (AAWC).

**Udaan:** This program empowers girls in the red-light area by equipping them to gain genuine socio-economic mobility and consequently preventing them from inter-generational cycle of prostitution. Under this initiative, Hexaware is financially supporting 125 girls from age 5 to 18.

**Umeed:** This program helps women in prostitution maintain their physical, mental, and economic wellbeing. Umeed women beneficiaries receive first aid, quarterly medical camps regular health workshops, subsidized medication and medical referrals to municipal and government hospitals. Women living with HIV/AIDS or tuberculosis receive daily mini meal and nutritional supplements. The program will directly benefit 750 women.

**Pankh – Vocation Training for People with Disability**

Hexaware also supports Pankh (Trust for Retailers and Retail Associated of India -Trrain Trust) for the vocational training of people with disabilities. Our aim is to create sustainable livelihoods for people with disability (PWD). Through this program, 315 people with disability (PWD) will get benefits of this program and 70% of the beneficiaries enrolled will be provided placement opportunities. We plan to set up 3 centers in Mumbai (Vashi), Thane and in Pune.
**Space Kidz India**

Space Kidz India, is an organization creating International experiential learning for students in the field of Science, Technology, Art and Culture. Space Kidz India is in a constant Search for young talents in the field of Science and Technology. Hexaware supports the projects that encourage students to opt for scientific studies in the field of Aerospace, Aeronautics, Environment, Robotics, besides the conventional stream of Engineering and Medicine.

The following are the projects that Hexaware is proud to be associated with:

**Education trips** to NASA, Euro Space Center and Yuri Gagarin Space Center.

**Supporting the Innovative Ideas** to provide a platform to the winners of the competitions conducted by Space Kidz India.

**Computer for All – Team Everest**

Through the **Team Everest project**, Hexaware aims at setting computer labs in government schools to improve Digital Literacy and motivate students to be a part of this digital transformation.

In this ‘Computer for All’ (CFA) Program, refurbished computers are being put to good use for improving digital literacy among government school students. The plan is to cover 10 Government schools and target senior school students as part of the Team Everest initiative.

### 2.2 Programs aligned with the National theme

**Antar Bharti Balgram Yojana**

Hexaware continued its engagement with India Sponsorship Committee by supporting their flagship program - **Antar Bharti Balgram Yojana**. The objective of the project is to give orphaned and destitute children an opportunity to develop into responsible and good citizens of India by providing them with quality education, nutrition and inculcating moral values in them.

The key components of the program are:

**Sponsorship of 3 Sadans** comprising a total of 27 girl children.

**Procurement of 10 cupboards** for the school library

**Setting up an Intercom System** at Balgram between Sadans and office for easy communication during hostile environmental conditions.
Digital and Financial Education Program

For the second year in a row, Hexaware renewed the Digital and Financial Education Program in 12 government/corporation schools in Chennai. This project empowers teachers and enables a learning environment with focus on project based learning. The beneficiaries of this project will be all the teachers and students of classes VI to VIII, from the selected schools.

Last year, the beneficiaries of this program were 55 teachers and 1500 students from class VI to VIII who were tutored in Mathematics, Science and Social Studies in addition to preparing them for National Financial Literacy Assessment Test.

Yuva - Evolution

In 2016, we started supporting Yuva (Manav Sadhana) to improve the infrastructural facility of 5 municipal schools in Vapi, Gujarat through our ‘Evolution’ program.

This year, Hexaware is providing support to 10 government schools. The program aims at:

- Constructing a separate dish washing area and a drinking water facility for each school
- Creating a proper and hygienic sanitation facility for all students
- Improving existing infrastructure of the school.

2.3 Sustainability Employee Engagement Programs

Fulfill a Kid’s Wish

The Hexaware CSR team worked with several NGOs to organize a ‘Fulfill a Kid’s Wish’ initiative across locations such as Chennai, Mumbai, Pune, Delhi, Bangalore, Chennai BPS, Mumbai BPS, Nagpur BPS and Coimbatore BPS. We partnered with 13 orphanages and special schools across locations and fulfilled wishes of around 1000 children. This also fell fittingly around Christmas and a Christmas Tree was placed in each of the locations decorated with wish cards for kids. Employees picked up wish cards from the trees and dropped the gifts for the kids into the gift collection box kept at each location.
Join the Mug Movement - Say NO to disposable cups!

To spread awareness on Cancer and to encourage its prevention on the World Cancer Day (Feb 4th), we ran a week-long initiative on ‘Say No to Disposable Cups’. The focus of the movement was on the impact of plastic usage on our health as well as our environment. The idea was to create awareness about the harmful repercussions of the usage of plastic and to encourage employees to use reusable mugs instead of disposable ones.

V-Excel Kids Performance @ Hexaware

As part of our CSR initiative, we had invited Blue Sky Choir from V-Excel to perform in the Chennai campus where they also exhibited and sold their vocational products such as handmade chocolates, craft and jute products etc. The children in the choir also performed at our award ceremony and that struck a chord with our employees.

Blood Donation Drive

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 have organized a blood donation drives across our locations and managed to collect more than 1000 units of blood in the year 2017.

Many employees enthusiastically participated in the blood donation drive and took time out of their busy schedule to donate for a great cause.

HexaRun- For Greener Tomorrow

Version 2.0 of our flagship event HexaRun, a 5-km run got bigger and better this year with the increase in participation from employees both in Chennai and Mumbai. In all, over 450 employees participated wholeheartedly in doing their bit for the environment. In addition to the run, tree saplings and terrace gardening seeds were also distributed among all the participants to encourage them to be more environment conscious.
HexaRun has endorsed sustainable practices and increased employee awareness and commitment on the issues of environmental sustainability. The intent is to help every employee grow a tree and nurture their own green space. Running for a cause provides opportunities to integrate the passion for the environment with athletic performance.

**School Kit Drive**

Every year, in June, the CSR Team organizes a School Kit Donation Drive in all the Hexaware locations in association with Seva Sahayog Foundation, which aims to provide new school kits to children from slums and tribal areas and bring a smile on their faces.

**Volunteering Event @ SOS village, Pune**

Making the day very special for a bunch of kids from rural areas gives an unparalleled level of satisfaction. It gives us immense joy and happiness in giving love, hope, and support to the precious children at one of our partner NGOs- SOS Village for 2 years now. Sowing love will help our society reap love in the future. In today’s world, time is valued more than anything else and our volunteers spent their precious time engaging with the kids in conducting games and painting competitions. This is our 4th successful volunteering trip for the kids of SOS.

**Tree Plantation @ Chennai, Mumbai and Nagpur**

A tree plantation drive was organized in association with various NGOs like CTC, Hariyali and Rotary Club of Nagpur. This event was planned keeping in mind the growing urban concrete landscape in areas that were once full of lush greenery. Hexawarians participated enthusiastically in large numbers to make the space that we live in a better place. Overall, we planted around 450 trees during this drive.

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

**Fulfil a Kids Wish**
Hexaware CSR team worked with the existing NGO partners (AAWC, Rainbow Home and Team Everest) to organize a ‘Fulfill a Kids Wish’ initiative in the location like Chennai and Mumbai. Through these NGOs we could able to get the wish lists and fulfilled wishes of around 600 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.

2.4 Stakeholder Management Programs

Clean and Safe neighborhood

Every quarter, Hexaware’s self-implement programs related to 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. Hexaware has launched various initiatives like Steel Dustbins in Millennium Business Park (MBP), changed open drainage to closed ones around Siruseri Campus, laid over HT cable, which was a possible threat to public safety as an underground line, installed 50 solar powered street lamps in the MBP and beautified the landscape with plants and trees around the Siruseri campus. In addition to this, we have beautified the external area of our new Pune office with stone pitching, barbed fence and landscape with plants and trees and constructed a bus shelter in Siruseri as well.

As the part of the program, In Q4, Hexaware has constructed Bus Stop shelter near the Siruseri campus for the public use.

Hexaware – Scholarship for School and College students

Hexaware Scholarship has started supporting underprivileged and meritorious students to support their current or higher studies. The program aims to provide scholarship for underprivileged students.
**Portable Ventilator (Healthcare initiative)**

Gowthami, a 9 year old girl is suffering from a rare condition known as Auto Immune Disorder. She is under ventilator support 24/7. Due to high hospital expenses, she has been kept under home care in a remote Senji village in Tamil Nadu. In 2016, Hexaware's CSR team with the help of Innovation team took up a project to make an IOT device to monitor her ventilator remotely. This was a success, but the ventilator had become old and it started crashing regularly.

In 2017, Hexaware has sponsored a portable ventilator to ensure uninterrupted health care and survival of Gowthami with an 8 to 12 hour power back up, in addition to a powered wheel chair so that she can move freely. (She cannot walk on her own). This would fulfill her wish of going to school! Hexaware also applied special solar chargers to the inverters at home to help during long power cuts.

The day the team went to handover all the new equipment to Gowthami, her first few words were, "Mother, let's go to the shop, let's go to the road, let's go to Balvikas, let's go to JAPAN!!!!"

The joy on the girl's face was wonderful to see. We are hoping that soon Gowthami will not need the ventilator at all.

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**3 The Way forward**

Through our plethora of CSR initiatives, we would continue to look for opportunities to improve the environment and contribute to the well-being of the society at large. Our ongoing efforts would help us in conducting operations in sustainability from an economic, sociocultural, and environmental standpoint.