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1. Overview

With every New Year, our hopes and determination to give back increases multifold. Our annual Hexaware strategy provides a roadmap to our CSR initiatives for the year. Here’s presenting you our year so far.

We are proud of our long-standing commitment to Corporate Social Responsibility (CSR) that is built on a strong edifice of inclusive growth and value creation for every stake holder including the society that we thrive in. We strongly believe that CSR is the continuing commitment to behave ethically and contribute towards the betterment of the local community and society at large. Every New Year not only brings in a new set of hope and determination but also increases our commitment to society multifold. It’s that time of the year to pause and take stock of our achievements and take input from our experience to create an even better plan for the coming years.

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

**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.

<table>
<thead>
<tr>
<th>Flagship Programs</th>
<th>Programs aligned with the National theme</th>
<th>Sustainability Employee Engagement Programs</th>
<th>Stakeholder Management Programs</th>
</tr>
</thead>
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<tr>
<td>Smile Twin e-Learning Program</td>
<td>Antar Bharati Balgram Yojana</td>
<td>Mumbai Marathon</td>
<td>Clean and Safe neighborhood</td>
</tr>
<tr>
<td>V-Excel Trust – Vocational Training Program &amp; Early Intervention Program</td>
<td>Digital and Financial Education Program</td>
<td>Fulfill a Kid’s Wish</td>
<td>Hexaware Scholarship for School and College students</td>
</tr>
<tr>
<td>SOS Children Village – Family Strengthening Program</td>
<td>Yuva- Evolution</td>
<td>Payroll Giving Programme</td>
<td>Olympic Gold Quest</td>
</tr>
<tr>
<td>Rainbow Home</td>
<td></td>
<td>Summer Volunteering @ AAWC</td>
<td></td>
</tr>
<tr>
<td>Apne Aap Women’s Collective (AAWC)</td>
<td></td>
<td>HexaRun @ Chennai and Pune</td>
<td></td>
</tr>
<tr>
<td>Pankh – Vocational Training for People with Disability</td>
<td></td>
<td>School Kit Drive</td>
<td></td>
</tr>
<tr>
<td>Space Kidz India</td>
<td></td>
<td>Blood Donation Drive</td>
<td></td>
</tr>
<tr>
<td>Computer for All</td>
<td></td>
<td>Tree Plantation Drive in Pune, Nagpur, Mumbai and Chennai</td>
<td></td>
</tr>
<tr>
<td>Cuddles Foundation</td>
<td></td>
<td>Kerala Flood Relief</td>
<td></td>
</tr>
<tr>
<td>Katalyst India</td>
<td></td>
<td>Coastal Cleanup Drive in Chennai</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Volunteering @ VExcel</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joy of Giving</td>
<td></td>
</tr>
</tbody>
</table>
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 help them attain a basic quality of life and work towards a dignified future.

This year also, 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.

Impact of the project from June to Dec 2018: In Pune, Mumbai Chennai Centers

- No. of candidates enrolled: 122
- No. of candidates trained: 117
- No. of female candidates trained: 77
- Percent of candidates trained: 96%
- Placement percentage: 65%

VExcel Trust Vocational Training Program and Early Intervention Program

Hexaware is engaging with V-EXCEL to financially support two projects namely -

1. V-Excel’s Vocational Training Program
2. Early Intervention Program

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.

Impact of the project:

- No. of PwDs enrolled: 13
- No. of PwDs placed externally: 3 PwDs in Blue Lagoon Resort, ITC Grand Chola and Hexaware
No. of PwDs continuing to run the P&D unit: 7

Story of Change:

Aditya Sai Anand, aged 26, got into this program in the month of August 2018. With his strong academic background, he got trained in administration related work along with printing and documentation. He is a quick learner and was a part of all the assignment-based projects. He was given individual tasks like typing, data entry, scanning and sending emails. This was to fine tune and hone his skills. He was also involved in mug printing and keychain printing.

Aditya Sai attended an interview with Hexaware BPS and got selected and is now employed in Hexaware.

Early intervention program: 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.

Impact of the project:

<table>
<thead>
<tr>
<th>Programme Outcome</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultation</td>
<td>10</td>
</tr>
<tr>
<td>Discharged</td>
<td>20</td>
</tr>
<tr>
<td>Discontinued</td>
<td>13</td>
</tr>
<tr>
<td>EI Programme</td>
<td>75</td>
</tr>
<tr>
<td>Review</td>
<td>12</td>
</tr>
<tr>
<td>Single Visit</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>139</td>
</tr>
</tbody>
</table>

SOS Children’s 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 860 beneficiaries across four locations in Chennai, Bangalore, Alibaug and Pune.
Impact of the project:

- 98% of the children in this program are enrolled in formal education
- The program enabled caregivers to form 50 Self-Help Groups
- 11 health camps were organized, and nutrition was provided to children to attain normal hemoglobin level
- The livelihood intervention resulted in a 54% increase in average monthly income of the caregivers

Story of Change:

Ms. Shaheen is one of the FSP supported mothers residing at Tilak Nagar, Bangalore with her five children and husband. Her husband was working as an electrician, but his income was not stable. Shaheen was working as a housemaid and used to do tailoring work during her free time. Out of her five children, two were studying in college and three were in school. Shaheen was finding it difficult to support the educational and nutritional needs of the family. She was unable to pay school/college fees of her children and they were on the verge of dropping out.

SOS Children’s Village enrolled Ms. Shaheen in the FSP program, and the family saw an improvement on all fronts. Her children started going to school and college on a regular basis as they were provided financial support and remedial classes. Three of her children have received scholarship worth INR 16,000. The family could not afford to eat even two meals a day, so, SOS also provided nutritional support (egg, milk, multigrain flour, rice, pulse; sugar & mustard oil as per need) to the family. Ms. Shaheen was also given Entrepreneurship Development Training with a focus on various aspects like stress management, parenting skills, child rights, child nutrition, women health, importance of the education & different livelihood options etc. Ms. Shaheen enrolled in an SHG and was supported in getting linkages to various Government schemes for opening a bank account, getting various insurances etc. FSP also supported her to purchase a new Industrial Sewing machine which helped her to earn a decent income. She quit working as a housemaid as she was getting plenty of orders from tailoring work. She now has an income of approx. INR 10,500 per month.

Rainbow Home

The Rainbow Homes project was started with an aim to mainstream the many children living on the streets in urban areas. Hexaware has supported Rainbow Homes for the past 2 years. Following the successful running of two Rainbow Homes last year, Hexaware funded Arun Rainbow India Foundation to set-up another residential home for boys in Chennai. The residential home, also called a Sneh Ghar, currently houses 45 boys who were formerly living on the street. The Sneh Ghar provides them with complete educational and healthcare support required to transition from living a wayward life on streets to leading a dignified and wholesome life in a homely and hospitable environment. Activities conducted in the Sneh Ghar include:

- Provision of three meals a day, clothes, toiletries, bedding, lockers etc.
- Bridge courses, remedial courses and normal school as per the educational status of the children
• Health check-ups, health camps and ensuring a daily hygiene routine
• Celebration of special days such as Children’s day, Women’s day and outings to zoo, beach etc.

Impact of the project:

Hexaware supports 2 Rainbow Homes for 137 girl children and 45 boys in one Sneh Ghar. Given below is the breakup of the number of children in each center:

<table>
<thead>
<tr>
<th>Centre-wise no. of children</th>
<th>AMJ Rainbow Home-Chennai</th>
<th>AKP Rainbow Home-Chennai</th>
<th>ASP Sneh Ghar-Chennai</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>70</td>
<td>67</td>
<td>45</td>
</tr>
</tbody>
</table>

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

In the third year, Hexaware has continued with two projects - the ‘Udaan’ and ‘Umeed’ programs 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 103 girls from the age of 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.

**Impact of the projects:**

**Udaan:**
- 54 new program enrolments this year
- Current strength of the program is 116 girls
- 17 girls were newly enrolled in school
- 32 Aadhar cards were created
- 325 vocational activities were provided to girls
- 21-night shelter enrolments were done

**Umeed:**
- 178 women were enrolled in the program
- 64 women were enrolled in adult literacy sessions
- 2277 beneficiaries were served in health check-up camps
- 585 activities (discussions on hygiene, education, equality etc.) were conducted

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

Hexaware supports Pankh (Trust for Retailers and Retail Associates of India - Ttrain Trust) for the vocational training of people with disabilities. Our aim is to create sustainable livelihoods for people with disability (PWD). Through this program, 475 people with disability (PWD) will get benefits and 70% of the beneficiaries enrolled will be provided placement opportunities, across 4 centers in Navi Mumbai, Thane, Chennai and Pune.

**Impact of the project:**
- 479 trainees trained out of the 475 targeted to be trained
- 326 trainees were placed against the target of 332
- 68% of the trainees trained are now employed with 6 unique employers
• The trainees earn an average monthly salary of INR 9,650

**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 talent 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:

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

**Setting up a Space Kidz India multi-disciplinary lab** for STEAM Education (Science, Technology, Engineering, Arts and Mathematics)

**Project Progress**

- 54 students submitted project ideas for the Young Scientist India Competition
- The best projects were chosen and exhibited at the Young Scientist India event in Chennai in Jan 2018
- The 3 winners will be taken on an educational trip to Moscow at the end of this year

**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.

**Project Progress:**

- **Books:** 1575 books have been delivered to the students
- **Students:** Computer training provided to the students from class 6th- 9th and on an average there are 400 students in each class
- **Curriculum:** Finished theory and little bit of practical sessions of Paint, Word, PowerPoint and Excel
➢ **Way Ahead**: Computer sessions to start in remaining 6 schools from June onwards

### Cuddles Foundation:

Cancer is a major cause of morbidity and mortality in India. Hexaware partnered with Cuddles Foundation to fund the allied activities to be performed with the treatment for cancer for children coming from underprivileged backgrounds. Cuddles Foundation works with Government/Charity cancer hospital to provide nutrition counsel, customized diet plans, food and nutritional supplements to children based on their grade of malnourishment and medical condition.

### Impact of the project:

Hexaware adopted two hospitals in Pune and provided care for patients in the two hospitals as shown below:

<table>
<thead>
<tr>
<th>Measurements</th>
<th>Bharati Hospital</th>
<th>Deenanath Hospital</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of kids counselled</td>
<td>597</td>
<td>518</td>
</tr>
<tr>
<td>No. of kids receiving ration baskets</td>
<td>398</td>
<td>305</td>
</tr>
<tr>
<td>No. of kids provided in-meal supplements</td>
<td>6938</td>
<td>62644</td>
</tr>
<tr>
<td>No. of kids receiving nutritional supplements and no. of nutritional supplements received by them</td>
<td>441</td>
<td>274</td>
</tr>
</tbody>
</table>

### Katalyst India

Hexaware Technologies is supporting Katalyst India to provide skill training and mentoring to 30 underprivileged girls pursuing professional degrees like Engineering, Architecture, Medicine and Chartered Accountants. The project activities include:

- Providing training on Development skills viz social skills, managerial skills and technical skills - Over 120 hours a year for every Katalyst student
- One on One Mentoring – Approximately 20 hours a year
- Financial support based on scorecard – Academic performance, training attendance, mentor in-teractions, leadership and volunteering initiatives
- Health Insurance for the Katalyst girl and her mother
- Industrial Visit / Corporate Workshop and assistance with Internship for all Katalyst girls

### 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 Yojna**. 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 (renewal) comprising a total of 27 girl children.
- Upgrade of a computer lab at ITI Lonavala
- Setting up of a new computer lab for Pune project
- Installation of AC in the computer labs
- Support for construction of new classrooms at ABB School, Lonavala

**Digital and Financial Education Program**

Use of technology in education has become commonplace in private schools in India but the government run schools lag due to lack of support. Hexaware aims to build this gap and provide crucial 20th Century life skills to students through the Digital and Financial Literacy program. The program trains teachers in adopting the Digital Method of teaching which ensures quicker absorption and better retention of concepts. The program also encourages entrepreneurial skills and provides financial literacy to enable children in grades 8-12 to transform into responsible individuals.

**Impact of the project:**

12 Corporation Schools and 10 Mumbai Municipal Schools were adopted this year

<table>
<thead>
<tr>
<th></th>
<th>Tamil Nadu</th>
<th>Mumbai</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of direct beneficiaries</td>
<td>1756</td>
<td>1291</td>
</tr>
<tr>
<td>No. of teachers enrolled</td>
<td>50</td>
<td>30</td>
</tr>
</tbody>
</table>

**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. In 2017, we have increased to 10 schools in Mumbai.

This year also Hexaware is support 10 more 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

Mumbai Marathon

Hexaware participated in the biggest philanthropy event of the year, the Mumbai Marathon 2018 which was an enormous success and showcased the great spirit of this city in supporting the many charities and causes.

In that, Hexaware had financially supported five NGOs namely, TeachforIndia, Save the Children, Manav Foundation, Helen Keller and Jai Vakeel Foundation. Over 160 employees took part in this charity marathon to do our bit in improving our world. Our employees enthusiasm was truly a festival to watch - the fun, nail biting excitement, high octane coverage, friendships, were all on show.

Fulfill a Kid’s Wish

Hexaware’s CSR team worked with the existing NGO partners (AAWC, Rainbow Home and Team Everest) to organize a ‘Fulfill a Kid’s Wish’ initiative in Chennai and Mumbai. Through these NGOs, we got the wish lists and fulfilled the wishes of around 600 children. Christmas tree was placed in all location and was decorated with the wish list. Employees picked up a card from the trees and dropped the gifts at the gift collection box kept for this purpose.

Payroll Giving Programme

Relaunch of Payroll Giving Programme happened in the month of January in all our locations. This was organized to create awareness among the employees about this programme and for fund raising. Since last 10 years, we are part of this Payroll Giving programme through Give India. Through this relaunch, almost 250 employees were newly registered under this programme.
Summer Volunteering @ AAWC

Apne Aap Women’s Collective (AAWC) is an anti-trafficking organization that serves the women and children of Kamathipura, the red-light area of Mumbai. This is the 3rd year that we are collaborating with AAWC to support two projects namely the ‘Udaan’ and ‘Umeed’.

Apart from this, we help them through various other volunteering activities. This time, around 55 volunteers including members from the Leadership team planned for a summer volunteering program for 8 consecutive Saturdays. Through this summer program activity, we engaged and educated the kids on topics like Communication, Interpersonal skills, Painting, Easy cooking, Dance, Dramatics, Yoga etc. Every Saturday, 10-12 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.

HexaRun- For Greener Tomorrow @ Chennai and Pune

HexaRun is fast becoming one of the most favorite events in our annual calendar, not just to our employees but this time to their family members as well. Yes you heard it right! For the 1st time since its inception in 2016’ we opened up HexaRun for the family members of our employees and what a great run it turned out to be. Over 500 people getting together for a single cause- to protect and cherish the most beautiful gift that has been handed over to us- our environment, our planet itself.

HexaRun was started in 2016 with a purpose of creating awareness on our environmental preservation amongst our employees but it is becoming much more than that now. By involving family members, we are spreading our words through schools, colleges, offices and society at large. In fact, to our pleasant surprise, the first person to complete the run this time was not an employee but a 12-year-old Gopi Krishnan son of our employee, Mr. Raja Krishnasamy. This would go on to become one of the proudest moments of their childhood not just for this boy but for all the kids who participated in HexaRun.
Besant Nagar Beach, on the 23rd of June early morning, witnessed this spectacular event as it happened. Around 514 employees and their family members participated in this edition of HexaRun to make it a memorable day. Every participant was given a chance to make this planet greener. Native trees, fruit bearing tree saplings and kitchen gardening seeds were distributed to all participants. 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.

This year, we started with the maiden version of HexaRun in Pune location as well. A total of 200+ employees participated in this event.

**School Kit Drive**

Every year in June, the CSR Team organizes a School Kit Donation Drive in most of the Hexaware locations in association with Seva Sahayog Foundation, which aims to provide new school kits to children from slums and tribal areas bringing a smile on their faces. This year, we have conducted this drive in Chennai and Mumbai, collected more than a lakh of rupees and the company also made a matching contribution.

**Blood Donation Drive**

Blood transfusion probably is the greatest medical advancement that man has achieved. The blood 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 organized blood donation drives across our locations at regular interval of 6 months. This time for World Blood Donor day, **totally 252 units of blood were collected through this drive in Chennai, Pune and Mumbai locations.**

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

**Tree Plantation Drive in Pune, Nagpur, Chennai and Mumbai**

A tree plantation drive was organized in Pune, Nagpur, Chennai and Mumbai. This event was planned to keep 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:

<table>
<thead>
<tr>
<th>Location</th>
<th>No. of Trees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nagpur</td>
<td>200</td>
</tr>
<tr>
<td>Pune</td>
<td>200</td>
</tr>
<tr>
<td>Chennai</td>
<td>225</td>
</tr>
<tr>
<td>Mumbai</td>
<td>75+</td>
</tr>
</tbody>
</table>
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.

**Kerala Flood Relief**

The beautiful state of Kerala, known for its backwaters and canals, in August month it was in the news for floods caused by incessant rainfall. Popularly known as God’s Own Country, this state was witnessed the worst flood since 1924. Close to 357 deaths had been reported and about 800,000 people displaced.

Overall, Hexawarians had collected Rs.14,69,500 and donated towards Kerala Flood Relief. This humble gesture of Hexawarians made a major impact on the victims in Kerala who have faced torrential rainfall and flooding. The money which we have collected are routed through AKSHAYA PATRA to provide food to the victims in the most affected places. Apart from the feeding program, AKSHAYA PATRA team also intended to take up cleaning & reinstating school infrastructure in the flood affected districts of Kerala.

This only goes to prove yet again that there is an ocean of humanity which acts as helping hands in such natural disasters.

**Coastal Cleanup in Chennai**

Taking a cue from World Coastal Cleanup Day in September, Coastal Cleanup activity was planned and executed successfully in Chennai. Injambakkam Beach, 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. After Ganapathy immersion, most of the beach areas were surrounded with garbage and flower wastes. Our team of enthusiastic volunteers took a vow to restore the beauty of this beach 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 beach 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 initiatives with VExcel – Nov and Dec’18

Series of 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 1st, 3rd and 5th Saturday with these children with the special needs. 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. 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.

Joy of Giving – Oct’18

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 Chennai IT, Mumbai IT, Pune IT, Chennai BPS and Nagpur BPS locations and participants contributed the school stationeries, clothes, utensils and dry ration etc. We saw an overwhelming response to this event as we got truckload of materials from our employees. 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.

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.

In the last six months, we have installed 50 solar powered street lamps and beautified one canal with granite pitching in Chennai SIPCOT.

**Hexaware – Scholarship for School and College students**

Hexaware has partnered with Idea Foundation to provide scholarships to meritorious students to support their current or higher studies. The project is currently in its second phase and aims to support 325 underprivileged children in Pune, Chennai and Mumbai. Apart from providing scholarship, the program also provides sessions that develop the personality and skill set of the children.

**Project Progress**

- Idea visited 28 students of Graduation/ Professional courses & 31 school students nearby Hinjewadi area
- They have also conducted two motivational sessions for 9th and 10th students from Maan & Marunji high school. The objective of this session was to motivate students for their exams
- After verifying the receipts and other related documents, they have reimbursed school fees for newly enrolled students in this quarter.

**Project Activity Details**

<table>
<thead>
<tr>
<th>Total Enrolment of Students till March’18</th>
<th>Girls</th>
<th>Boys</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>79 + 18</td>
<td>22 + 21</td>
<td>140</td>
</tr>
<tr>
<td>Higher Education</td>
<td>19 + 5</td>
<td>8 + 10</td>
<td>42</td>
</tr>
<tr>
<td>Total</td>
<td>121</td>
<td>61</td>
<td>182</td>
</tr>
</tbody>
</table>

**Olympic Gold Quest**

For a country that has been participating in the Olympics for more than 100 years, India has a long way to go in terms of winning. Since the passing of the Mandatory CSR Law in 2014, sports saw a minor boost in the amount of funding received. Recognizing the importance of sports to a nation, Hexaware partnered with Olympic Gold Quest, a non-profit aimed at complimenting the efforts of the government and various sports federations by
funding the most deserving athletes and medal prospects in the Olympic Games. Hexaware is proud to announce that with the funds provided in July last year, it has been able to boost the performance of the athletes supported. The funds given by Hexaware are used to provide the athletes expert coaching and Training, Medical Facilities/Sports Science/Injury rehabilitation, participation in international competitions and provision of world class equipment.

**Impact of the project:**

Aakarshi Kashyap, a badminton player supported by Hexaware has achieved the following since July 2018:

- Winner - Junior National Championship U-19, Lucknow 2018
- Runner Up - Bulgarian International, Sofia 2018
- Winner - All India Junior Ranking Tournament, Tirupur 2018
- Winner - India Junior International, Pune 2018
- Runner Up - All India Senior Ranking Tournament, Bangalore 2018

During the period of this project, Aakarshi Kashyap’s senior world rank improved from 249 to 179 (Currently she is ranked 145).

**3 The Way forward**

With all these initiatives we attempt to play a micro part in this macro change directed towards our society. Sustainability remains as our key focus in a much larger context where we try to connect all the dots that are out there in our society. We thrive to maximize the impact of our initiative by mapping it to an 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 ethical, social, environmental and economic spheres. We partner with likeminded Govt. bodies, educational and social organization to drive our initiatives, for it to have a higher reach. All these goes to prove that we are not isolated in this wide sphere.

Volunteer engagement and involvement also plays a major part as none of this would have happened without the helping hands and pumping hearts of Hexawarians. Even with a plethora of initiative in the offing our employees are perennially hungry for new developments and hence we have to find out different areas to engage their enthusiastic minds. As an outcome of this we are also planning to take CSR in Hexaware from an Org level action item to Unit level activity whereas each department can internally give direction to their employees on their area of engagement. These unit level activities will shadow Org initiatives without overlapping. This, to us, 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 of a tiny level but the ripples it will create will have the desired reach.