Contents
1 Overview .......................................................................................................................................................................................... 3
2 Impact Measurement ............................................................................................................................................................................. 4
3 A snapshot of the Journey ........................................................................................................................................................................ 5
  3.1 Flagship Programs ........................................................................................................................................................................ 6
    3.1.1 Vocational Training Program & Early Intervention Program ........................................................................................................ 6
    3.1.2 Rainbow Home Program ............................................................................................................................................................. 8
    3.1.3 Umeed and Udaan Program ....................................................................................................................................................... 9
    3.1.4 Pankh Program ........................................................................................................................................................................... 10
    3.1.5 Computer for All Program ....................................................................................................................................................... 11
    3.1.6 Holistic nutrition support and food Program for Cancer .......................................................................................................... 11
    3.1.7 Family Strengthening Program .............................................................................................................................................. 12
    3.1.8 Katalyst Program ..................................................................................................................................................................... 12
    3.1.9 Youth Skilling Program ............................................................................................................................................................. 13
  3.2 Programs aligned with the National theme: ....................................................................................................................................... 13
    3.2.1 Antar Bharati Balgram Yojana .............................................................................................................................................. 13
    3.2.2 Digital and Financial Education Program ............................................................................................................................... 14
    3.2.3 Toilet Construction Program ................................................................................................................................................... 15
  3.3 Stakeholder Management Programs: ........................................................................................................................................... 16
    3.3.1 Scholarship for School and College students ............................................................................................................................ 16
    3.3.2 Young Scientist Program ........................................................................................................................................................... 17
    3.3.3 Support to Athletes .................................................................................................................................................................... 17
    3.3.4 Pond Restoration ...................................................................................................................................................................... 18
    3.3.5 Magic of You! Curriculum Program ........................................................................................................................................ 19
    3.3.6 Clean and Safe Neighborhood Projects .................................................................................................................................... 20
  3.4 Sustainability Employee Engagement Programs ......................................................................................................................... 20
    3.4.1 Mumbai Marathon 2019 .......................................................................................................................................................... 20
    3.4.2 Tree Plantation Drive – Chennai, Mumbai, Pune & Nagpur .................................................................................................... 21
    3.4.3 School Kit Drive – Chennai & Mumbai ...................................................................................................................................... 21
    3.4.4 Blood Donation Drive – Chennai, Mumbai, Pune & Nagpur .................................................................................................... 22
    3.4.5 Summer Volunteering in AAWC, Mumbai and Rainbow Home, Chennai ................................................................................... 22
    3.4.6 HexaRun 2019 ............................................................................................................................................................................. 23
    3.4.7 Flood Relief Drive for Kerala, Sangli & Kolhapur ......................................................................................................................... 23
    3.4.8 Volunteering activity in SOS in Noida & Pune ............................................................................................................................ 23
    3.4.9 Organ Donation Awareness Drive in Mumbai ........................................................................................................................ 24
    3.4.10 Participation in Delhi Half Marathon ...................................................................................................................................... 24
    3.4.11 Participation in Chennai Marathon ....................................................................................................................................... 24
    3.4.12 Children’s Day Celebration @ Antar Bharti Balgram, Lonavla ................................................................................................. 25
    3.4.13 Fulfill a Kid(s) Wish ............................................................................................................................................................... 25
4 The Way Forward .................................................................................................................................................................................. 26
1 Overview

The approach to Corporate Social Responsibility (CSR) has been changing in nature and scope. It varies across time, countries, companies, industries and different economies. Indian government with an aim to promote social responsibility among the corporates, designed the National Voluntary Guidelines and brought the CSR rules as a part of the Companies Act in 2013. Thereafter, the companies were asked to spend towards CSR programs.

Seeking the provisions as an opportunity to address social problems, Hexaware created a vision that encapsulates its CSR ethos and places its stakeholders at the center of its operations.

In pursuance of its vision of inculcating good corporate citizenship, Hexaware will engage in strategic philanthropic programs to improve the quality of life of under-served, disadvantaged and marginalized communities. 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.

Our hopes and determination to give back to our community multiplies with each new year. Our annual Hexaware strategy provides a roadmap to undertake initiatives to fulfil our social responsibility. 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. We started 2019 on a similar note.

Now, it is that time of the year again to pause, reflect and take stock of our achievements and take input from our experience to create an even better plan for the coming years.

Before you start reading on our initiatives, here is the classification strategy we follow for our CSR initiatives:

- **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.

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

- **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.

Moreover, we are committed to our focus areas of Education, Women Empowerment, Environment, Health and Sanitation, Sports, Art and Culture, Natural Calamities and Disaster Relief, and Rural development.

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. We also encourage and accelerate our employees’ passion to do good by providing continuous employee engagement programs. Our approach is holistic and addresses the wellbeing of all stakeholders from a social, environmental and ethical standpoint.

Through our CSR initiatives we are committed towards enhancing lives of local communities and providing opportunities for them to lead productive lives through flagship livelihood and education initiatives. Our detailed commitment can be read in our CSR Policy.
2 Impact Measurement

Our CSR governance mechanism involves reviews and monitoring by the board members and senior leaders on a quarterly basis. The senior leadership team approves strategy, policy and program, reviews implementation on a quarterly basis, and checks the effective use of committed funds.

Moreover, our CSR committee reviews the program on a monthly basis and provides necessary course corrections during the tenure of the project to reach its intended objective.

We also monitor and evaluate our CSR strategy and implementation with a compliance portal that tracks the progress of our programs against intended outcomes or targets. We also work with Goodera, who is our monitoring and evaluation partner. They provide us with necessary guidance related to CSR compliance, monitor and evaluate our programs on monthly basis and advise us on the CSR initiatives that could be part our vision in the long run.
### 3 A snapshot of the Journey

<table>
<thead>
<tr>
<th>Sr. no.</th>
<th>Project Name</th>
<th>Classification¹</th>
<th>Implementation Partner</th>
<th>Location</th>
<th>Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Early Intervention &amp; Vocational Training Program</td>
<td>FP</td>
<td>V-Excel Trust</td>
<td>Chennai</td>
<td>512</td>
</tr>
<tr>
<td>2</td>
<td>Rainbow Home Program</td>
<td>FP</td>
<td>Rainbow Foundation India</td>
<td>Chennai</td>
<td>176</td>
</tr>
<tr>
<td>3</td>
<td>Umeed and Udaan Program</td>
<td>FP</td>
<td>Apne Aap Women's Collective (AAWC)</td>
<td>Mumbai</td>
<td>1224</td>
</tr>
<tr>
<td>4</td>
<td>Pankh Program</td>
<td>FP</td>
<td>Trust for Retailers and Retail Associates of India (TRRAIN)</td>
<td>Chennai, Mumbai, Thane, Pune</td>
<td>182</td>
</tr>
<tr>
<td>5</td>
<td>Computer for All Program</td>
<td>FP</td>
<td>Team Everest</td>
<td>Chennai</td>
<td>5000+</td>
</tr>
<tr>
<td>6</td>
<td>Holistic nutrition support and food Program for Cancer</td>
<td>FP</td>
<td>Cuddles Foundation</td>
<td>Mumbai</td>
<td>95</td>
</tr>
<tr>
<td>7</td>
<td>Family Strengthening Program</td>
<td>SMP</td>
<td>SOS</td>
<td>Mumbai, Bangalore, Chennai, and Pune</td>
<td>33</td>
</tr>
<tr>
<td>8</td>
<td>Katalyst Program</td>
<td>FP</td>
<td>Human Capital for Third Sector</td>
<td>Mumbai, Pune, Bangalore, Chennai, and Pune</td>
<td>31</td>
</tr>
<tr>
<td>9</td>
<td>Youth Skilling Program</td>
<td>FP</td>
<td>Magic Bus</td>
<td>Mumbai, Chennai</td>
<td>400</td>
</tr>
<tr>
<td>10</td>
<td>Antar Bharati Balgram Yojana</td>
<td>PNT</td>
<td>India Sponsorship Committee (ISC)</td>
<td>Pune</td>
<td>700</td>
</tr>
<tr>
<td>11</td>
<td>Digital and Financial Education Program</td>
<td>PNT</td>
<td>American Indian Foundation (AIFT)</td>
<td>Chennai and Mumbai</td>
<td>3422</td>
</tr>
<tr>
<td>12</td>
<td>Toilet Construction Program</td>
<td>PNT</td>
<td>Yuva Unstoppable (YUVA)</td>
<td>Mumbai</td>
<td>1000+</td>
</tr>
<tr>
<td>13</td>
<td>Scholarship for School and College students</td>
<td>SMP</td>
<td>Idea Foundation</td>
<td>Pune, Coimbatore, Chennai, Pune</td>
<td>430</td>
</tr>
<tr>
<td>14</td>
<td>Young Scientist Program</td>
<td>SMP</td>
<td>Space Kidz India</td>
<td>PAN India</td>
<td>12</td>
</tr>
<tr>
<td>15</td>
<td>Support to Athletes</td>
<td>SMP</td>
<td>Olympic Gold Quest</td>
<td>PAN India</td>
<td>26</td>
</tr>
<tr>
<td>16</td>
<td>Pond Restoration</td>
<td>SMP</td>
<td>Environmental Foundation of India</td>
<td>Chennai</td>
<td>2 ponds</td>
</tr>
<tr>
<td>17</td>
<td>Magic of You! Curriculum Program</td>
<td>SMP</td>
<td>Art1st Education</td>
<td>Mumbai</td>
<td>160+</td>
</tr>
<tr>
<td>18</td>
<td>Clean &amp; Safe Neighborhood Projects</td>
<td>SMP</td>
<td>Direct Implementation</td>
<td>Chennai and Pune</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Sustainability Employee Engagement Programs</td>
<td>SEEP</td>
<td>Direct Implementation</td>
<td>Mumbai, Chennai, Pune, Bangalore and Delhi</td>
<td></td>
</tr>
</tbody>
</table>

¹ Classifications are Flagship Programs (FP), Programs aligned with the National Theme (PNT), Stakeholder Management Programs (SMP) and Sustainability Employee Engagement Programs (SEEP)
3.1 Flagship Programs

3.1.1 Vocational Training Program & Early Intervention Program

Hexaware has partnered with V-Excel to support two programs namely -
1. Early Intervention Program, and
2. V-Excel’s Vocational Training Program.

1. Early Intervention (EI) Program

Objective
The program provides support to children ‘at-risk’ of developmental disabilities between the ages 0+ to 7 years. The core focus of the program includes occupational therapy, neuro-developmental therapy, sensory integration therapy and speech and language facilitation. The goals of these therapies are to minimize potential developmental delays which could result in inadequacies in Activities of Daily Living (ADL) and academic lag in children.

Program Activities
The program approaches these goals holistically and includes activities and sessions that include
- Ensuring school readiness
- Building independent functioning skills such as toileting, feeding, language and communication skills etc.
- Providing parent counselling, and parent training
- Providing ‘home’ support to the child to ensure continuity of care in the home from parents and immediate caregivers.
- Training parents/ caregivers continuously to help them manage the developmental needs of their child.

EI team has implemented Avaz, a full-featured Argumentative and Assistive Communication (AAC) app developed for children who have difficulty speaking and are non-verbal, in their Centre from January 2019. With the support from Hexaware, the team purchased ten units of Samsung tablets along with AVAZ app. This has enabled the team to assess and capture the proficiency level of communication of the child in detail and accordingly aid the child.

Key Achievements

- 70 + Caregivers/ Parents trained in areas such as Child observation, ADL, Speech facilitation, play etc. by conducting 560+ training hours.
- 13 technical staff, including therapist, special educator, & counsellor, trained for 208+hours.
- 10 Samsung Tablets purchased with AVAZ app, as an augmentative and alternative communication tool to support the cause of such children.
- 1600+ hours, in total, of therapy sessions conducted for 50 male and 19 female children on a monthly basis.
In July 2019, a 16 month old child was admitted into the EI Center and was observed to have development delay predominantly in motor development. The child had difficulty in standing independently, could not walk, and had poor social interaction and communication skills.

The EI team comprehensively assessed the child and recorded the child’s diet and rhythm. They provided a home-based program which included diet modification and also suggested a few exercises and counseled parents as well. After 10 days, the child was provided the center-based program, which is a personalized intervention program designed for the child with facilitation by the EI team on the areas of concern. The therapists worked on balance and co-ordination and sensory integration of the child continuously. The team was able to facilitate motor development for the child. The child started walking in the third week of August 2019. Due to the home based program, the child is now able to bite and chew properly and even started uttering few words.

2. Vocational Training Program

Objective
The program sets up a Vocational Training Centre to provide professional training and job opportunities to persons with disabilities at the Mylapore, Chennai center. The program provides support to run fully equipped printing shops and supports training of the young adults in operating and running the printing shop. Thus, the initiative enables the individuals with special needs to start their own establishments/ small businesses or take up franchises. They are also equipped with requisite skills to be self-sufficient.

Program Activities
The program 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.

Moreover, in the year, the V-Excel team has started a new vocation of digitization for the trainees. The team has purchased a scanner and a printer for the new course and has partnered with the Saksham team to run a pilot project to understand the nuances of the digitization project.
Key Achievements

- 15 beneficiaries supported to enhance their skill sets
- 45+ Hrs. of training conducted, on an average, each month for the beneficiaries
- 6+ Hrs. of weekly training, on an average, on social and life skills conducted for the beneficiaries
- 30+ mugs, 80+ notebooks, and 80+ planner on an average created by beneficiaries on a monthly basis

3.1.2 Rainbow Home Program

Objective
The program is a residential, long term, complete care program which enables mainstream schooling of children who live on the streets by providing Rainbow Homes for girls and Sneh Ghars for boys. Hexaware has been supporting Rainbow Homes for the past 3 years. The program seeks to improve the living conditions of street boys and girls.

Program Activities
The residential home for Boys, also called ASP (BOYS) Rainbow Home (Sneh Ghar), currently houses 49 boys, and residential home for girls, also called AMJ and AKP Rainbow Home, currently houses 67 and 60 girls respectively. They were earlier living on the streets and the home provide them with nutritional meals, healthcare support, educational support and the required care and protection to help them lead a dignified and wholesome life.

Activities conducted in the homes include:
- Provision of three nutritional meals a day and snack in the evening
- Providing protein rich food for malnourished children
- Providing bridge courses\(^2\) classes, and remedial courses\(^3\) and normal school as per the educational status of the children
- Conducting Health check-ups, health camps and providing vaccination to children.
- Celebrating special days such as Children’s day, Women’s day and conducting activities such as zoo visits, beach visits, art competitions, sports classes etc.

Key Achievements

- 176 children supported and helped to lead a dignified and wholesome life in a homely and hospital environment
- 4 boys and 89 girls have been mainstreamed to regular schools so far
- 162 children supported to increase learning outcomes through regular remedial classes
- 6+ art, craft, and dance classes, on an average, conducted for the children on a monthly basis

\(^2\) Courses for school dropouts and irregular school attendees.
\(^3\) Courses for children who need more support to understand school courses.
3.1.3 Umeed and Udaan Program

Objective
Hexaware has partnered with Apne Aap Women's Collective (AAWC) to support two programs namely-
1. Udaan Program, and
2. Umeed Program.

AAWC is an anti-trafficking organization that serves the women and their children in the red-light districts of Falkland Road and Kamathipura, Mumbai. This is the fourth year of the programs with Hexaware. AAWC team provides the beneficiaries with services under the theme of education, health, finance, recreation, empowerment and shelter home, thus enabling beneficiaries to lead a dignified life.

Program Activities
Various activities included in the programs are:

- Education theme includes literacy and distance learning courses
- Health theme includes first aid support, counseling, HIV/AIDS treatment, hospital visits, medical camps and nutritional meals.
- Finance theme includes financial literacy session, and creation of savings accounts
- Recreation theme includes conducting festivals, picnics and exposure visits
- Empowerment theme includes creation of identity cards, registering under govt. schemes, vocational training and awareness and sensitization sessions
- Shelter home theme includes providing shelter to homeless and referring to external shelter homes.

1. Udaan Program
The 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 127 girls from the age of 5 to 18 for the year.

Key Achievements

- 127 girls supported in the Udaan program across the two centers
- 250+ home visit, on an average, conducted on a monthly basis to girls’ homes to provide necessary awareness and resources
- 90+ activities*, on an average, conducted for the girls on a monthly basis

*Activities include all workshops and excursions (such as tuition classes, newspaper reading sessions, various skill activities, fashion, computer and music classes etc.)

2. Umeed Program
The 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.
### Key Achievements

- 1097 women supported in the Umeed program
- 6500+ home visit, on an average, conducted on a monthly basis to women’s home to provide necessary awareness and resources
- 10+ activities, on an average, conducted for the women on a monthly basis
- 12 beneficiaries have been placed post the vocational courses

### 3.1.4 Pankh Program

#### Objective

The program is a unique initiative supported by Hexaware that aims to create sustainable livelihoods for Persons with Disabilities (PwD) and also promote inclusive growth in the retail sector. Hexaware works with the implementation partner Trust for Retailers and Retail Associates of India (TRRAIN trust) for this initiative.

Through this program, we have reached out to 182 beneficiaries so far and intend to reach the target of 475 by end of June 2020. Our support is helping four TRRAIN centers in Navi Mumbai, Thane, Chennai and Pune.

#### Program Activities

Various activities conducted in the program are:

- Mobilization
  - Creating and distributing pamphlets in local languages
  - Placing banners at Government rehabilitation offices and other public places
- Centre Activities
  - Distributing of Pankh kits
  - Conducting exposure visits in Malls, local marketplaces, E-Commerce warehouses etc.
  - Conducting Retailer Association’s Skill Council of India assessments (Now being conducted via mobile app)
- Placement
  - Organizing job fairs locally to network with local employers

#### Key Achievements

- 182 PwD trainees trained in the program so far
- 61.5% of the trainees have been placed in the program (i.e 112 out of 182 trainees)
- INR 9,557 is the average monthly salary of the placed trainees
3.1.5 Computer for All Program

Objective
The program aims at setting computer labs in government schools to improve digital literacy and motivate students to be a part of the digital transformation. The plan of the program is to cover 10 Government schools in Chennai from class 6th to 9th as part of the initiative.

Program Activities
The activities included in the program are:
- Set-up lab with the refurbished computers
- Conduct computer sessions in the schools
- Conduct centralize exams across the 10 schools

Key Achievements

- 5000+ children supported across the 10 schools in Chennai
- 15 computers donated in each of the 10 schools’ labs
- 500+ computer sessions conducted across the 10 schools on a monthly basis
- 2 surprise visits conducted each month across the 10 schools
- Improved attendance in the schools

3.1.6 Holistic nutrition support and food Program for Cancer

Objective
We have partnered with Cuddles Foundation to provide holistic nutrition support and food to underprivileged children fighting cancer across India. The scope of the program include support to two government hospitals - Bharati Vidyapeeth Hospital and Deenanath Mangeshkar Hospital.

Program Activities
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.

Major activities include:
- Providing nutritional counsel
- Assessing the child’s grade of malnourishment
- Counselling family on better food choices
- Helping plan a diet that’s nutritious within limited means
- Monitoring the child’s progress till he/she is cured
Key Achievements

- 95 unique children supported in the program
- 400+ children counseled in the two hospitals on a monthly basis
- 2000+ units of in-meal* supplements to the children on a monthly basis
- 100+ units of nutritional supplements provided

*In-meal supplements include bananas, eggs, and milkshake/soya-milk/lassi cartons

3.1.7 Family Strengthening Program

Objective
We have partnered with SOS village to support 30 orphaned, homeless and abandoned children from one family home each in SOS Children’s Village in Alibaug, Chennai and Pune. The initiative aims to provide long-term family-based care to these children so that they can become independent and contributing members of society via career or marriage.

Program activities
The project interventions ensure holistic development and empowerment of 30 identified children and youth through:

- need-based capacity building programs
- career and psychosocial counseling sessions
- Conducting sports, and extra-curricular activities
- The school going children are facilitated with their school fees and/or admission charges, school uniforms, bags, stationery, tiffin box, school shoes etc., along with access to the computer labs.

Key Achievements

- 30 children and 3 mothers supported in the program
- Training on ‘Nutritious food’ was organized for mothers in December 2019 in a village in Pune.
- 6+ awareness generation and sensitization sessions* conducted in each of the three supported villages
- 5 festivals conducted across the three supported villages

*Sessions include those on ‘Positive Parenting’, ‘Positive personality’, ‘Self-appreciation, self-esteem and choosing positive attitude’, Bharatanatyam classes, Home Management Committee meeting etc.

3.1.8 Katalyst Program

Objective
The program aims to provide skill training and mentoring to 31 underprivileged girls pursuing professional degrees like 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.

Program Activities
The activities included in the program are:

- Providing training on development skills such as social skills, managerial skills and technical skills
- Providing one-on-one mentoring to girls
• Providing financial support to girls based on scorecard4
• Providing health insurance to Katalyst girls and their respective mothers
• Conducting industrial visits / corporate workshops
• Providing assistance to girls with Internship

Key Achievements

• 31 underprivileged girls supported in the program
• 31 mentors identified and connected with girls for one-on-one mentoring sessions
• 5 girls have been placed so far with the highest annual package of 13 LPA
• 6000+ of training hours, in total, conducted across the four locations on a monthly basis
• 70% of the training programs have been attended by the girls across the four locations

3.1.9 Youth Skilling Program

Objective
We partnered with Magic Bus to provide skill development for youth from marginalized sections and provide them with employment opportunities in high growth service sectors in Mumbai and Chennai.

Program Activities
Our initiative started in October 2019 and aims to reach 400 youth at the end of one complete year. The team targets to train 95% of the enrolled youth and place 70% of the trained youth in skilled jobs.

Various components of the program are:
• Providing training to staff
• Creating curriculum of the course for the youth
• Mobilizing youths from the community
• Setting-up Centers
• Conducting assessment training for youth

Key Achievements

• 6 staff training programs have been successfully conducted

3.2 Programs aligned with the National theme:

3.2.1 Antar Bharati Balgram Yojana

Objective
The program aims 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. This is our continued engagement with India Sponsorship Committee from previous year to supporting this program.

4 Score is calculated basis performance of girls in five major areas - Academic performance, training attendance, mentor interactions, leadership skill, and volunteering initiatives.
Program Activities
We have ensured the upliftment of the quality of life for these children by supporting the following:

• Sponsorship of three Sadans
  o Providing necessary nutritional and medical support
  o Developing infrastructure by way of solar power

• Setting-up/ Enhancing Computer Labs
  o Set-up a new lab at the Pune Yerwada center
  o Repair old infrastructure as per requirement
  o Installation of AC in the computer labs

• Setting up Mobile Library
  o Create a mobile library to provide children with books at their doorsteps

Mobile Van Library

Key Achievements

- 100 direct Balgram children + Over 600 children of Pune Project in Wakad area

3.2.2 Digital and Financial Education Program

Objective
Use of technology in education has become commonplace in private schools in India but the government run schools lag due to lack of support. With this program we aim to bridge this gap and provide crucial 20th Century life skills to students through the Digital and Financial Literacy program and STEM teaching activities.

The program empowers teachers and students with computer-aided learning program and Digital and Financial Education (DAFE) program, thus enabling an innovative and interactive learning environment in schools. The scope of the program is 10 government schools in Chennai and Kancheepuram and 10 Bruhanmumbai Municipal Corporation schools in Mumbai.

The program uses two unique methodologies - Digital Equalizer Way of Teaching & Flipped Classrooms - to help students learn and reinforce the important concepts of the classes.

Activities at the ISC Centre
Program Activities
Various activities conducted in the program are:

- Teacher training in Techno-pedagogy methodologies
- Creating Edukit (Digital content courses)
- Conducting financial education sessions
- Conducting financial enterprise workshops
- Conducting STEM education sessions
- Conducting annual events such as awareness workshops and competitions

Key Achievements

- 2432 beneficiaries supported in Tamil Nadu and 990 beneficiaries* supported in Maharashtra

*here beneficiaries include students and school staff

3.2.3 Toilet Construction Program

Objective
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 increased to 10 schools in Mumbai. In 2018, we supported 10 more government schools. This year we are supporting 21 schools.

The program aims to create child- friendly learning environment in govt. schools by concentrating on infrastructural aspects from Sanitation, Drinking & Dishwash areas for these children and behavioral change through capacity building sessions.

Program activities
The various components of the program include:

- Obtaining approvals for civil work
- Constructing sanitation block in the identified schools -
- Creating education painting in the schools
- Conducting awareness sessions on health and hygiene in the schools
Key Achievements

- Sanitation infrastructure created for 21 schools

3.3 Stakeholder Management Programs:

3.3.1 Scholarship for School and College students

Objective
We have partnered with Idea Foundation with an aim to provide scholarships to meritorious and underprivileged students to support their current or higher studies. The project is currently in its second phase and aims to support 430 underprivileged children in Pune, Chennai, Mumbai, Nagpur, and Coimbatore.

Program Activities
Various activities of the program are:
- Providing scholarship for the payment of school fees
- Conducting personality development sessions for children

Key Achievement

- 430 children supported with scholarships
- 92% school fees of children have been reimbursed
- Personality development sessions conducted in Mumbai, Pune and Chennai
- 140 laptops distributed to children of standard 8th and above to help them in their studies
3.3.2 Young Scientist Program

Objective
The program aims to create International experiential learning for students in the field of Science, Technology, Art and Culture implemented through Space Kidz India. Our support helps the organization to constantly search for young talent in the field of Science and Technology and encourage students to opt for scientific studies in the field of Aerospace, Aeronautics, Environment, Robotics, besides the conventional stream of Engineering and Medicine.

Program activities
The activities included in the program are:

- Researching, designing, testing and launching for “Nano Satellite – KalamSat” and “Sounding Rocket – Vikram”
- Conducting Science awareness workshops in Government schools
- Launch payload created by government school children in Balloon Satellite
- Researching and creating communication systems for Satellites

Key Achievements

- 12 children supported in the program
- Received accolades from the Prime Minister for contribution towards the PSLV rocket
- Launched balloon satellite in Chennai on 19th January 2020
- Received “Regal British Award” for “Space Innovation” (The only Indians to be awarded)

3.3.3 Support to Athletes

Objective
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 organization 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. The support further aims to up the game of Indian athletes to help them win more Olympic Gold medals for the nation.
Program Activities
Our support to athletes includes:

- Providing expert coaching, and training
- Providing medical/sports science/injury Rehab.
- Supporting their participation in International competitions
- Providing world class equipment

Key Achievements

- 3 athletes supported in the program
- 23 para athletes in 4 sports
- **1 silver won** by Shooter N. Gayathri at 2019 Senior National Shooting Championships at Bhopal
- **1 Gold** medal by Shooter N. Gayathri at the 2019 South Asian Games held at Nepal
- **1 Gold** medal by Aakarshi Kashyap for Badminton at the 2019 South Asian Games held at Nepal
- **1 Gold medal** by Aakarshi Kashyap for Badminton in Women’s single All India Senior Ranking Badminton Tournament held in Bangalore, January 2020
- Archer Bombayla Devi participated in the Asian championship held at Thailand

3.3.4 Pond Restoration

In partnership with the Environmentalist Foundation of India, Hexaware responded to the Chennai Water Crisis with the Lake and Pond Restoration program by rejuvenating ponds, namely the Rajiv Gandhi pond and Nehru Nagar pond. Two more ponds are to be rejuvenated under this program before April 2020.
The following were the activities carried out in the ponds:

- Removal of invasive species and shrubs along with construction debris from the boundary and bed of the lakes.
- Desilting and contour levelling of the water body.
- Constructing and strengthening of the water holding earthen bunds.
- Local community engagement to bring various stakeholders together, propagate the common goal of conservation and assessing our impact and role towards the restoration.
- Established a procedure and template for community-managed pond restorations taken up within the district in the future.

These ponds now have increased freshwater capacity while also recharging the ground water levels. The ponds have been converted to a fully refurbished eco-system that has been clearly demarcated and protected. In addition, these ponds will be enhanced by installing a floating wetland system after the monsoon season. Furthermore, we will continue with our result-oriented changes in a mission to engage the nearby communities.

A tree plantation drive was also organized in association with EFI Hexawarians participated enthusiastically in large numbers to plant 150 trees on the bunds of the pond to make this event successful.

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.

### 3.3.5 Magic of You! Curriculum Program

**Objective**

We partnered with Art1st Education to enable the girl child in a stimulating and enlivening education environment in economically challenged schools where the child can 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, it also provides them with a tool for life- a tool that can empower them economically, socially and emotionally!

**Program Activities**

The Art1st Magic of You! 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\(^5\) 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.

There are two initiatives in the program: Cascade Model and Studio Workshop model. The Cascade model is for the government school children and teachers in Mumbai while the Studio Workshop model is for the children of sex workers currently benefiting from the programs run by AAWC conducted at the AAWC centre.

---

\(^5\) The hierarchy of needs as described by Abraham Maslow are 1) Biological and Physiological Needs, 2) Safety and Security Needs, 3) Social Needs, 4) Esteem needs and 5) Self-Actualization needs
Various activities include
- Creating art projects
- Self-interpreting art projects
- Analyzing individual art works
- Conducting art sessions in government schools
- Conducting observation sessions in the government schools

Key Achievements

- 160+ children supported
- 2 art and 2 observation sessions have been conducted in the two supported government schools
- 40 art sessions are completed in the AAWC center

3.3.6 Clean and Safe Neighborhood Projects

Every quarter, Hexaware’s self-implement programs related to Clean and Safe Neighbourhood ensures that the community in and around Hexaware’s Campus is clean and hygienic and uses environmentally friendly technology to reduce the strain on non-renewable energy sources. Hexaware has launched various initiatives like fixed 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, Mumbai and SIPCOT, Chennai 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 2 bus shelter in Siruseri as well and beautified one canal with granite pitching in Chennai SIPCOT.

3.4 Sustainability Employee Engagement Programs

3.4.1 Mumbai Marathon 2019

Hexaware’s participation in the biggest philanthropy event of the year, the Mumbai Marathon 2019 was an enormous success and showcased the great spirit of this city in supporting many charities and social causes.

In the marathon event, Hexaware financially supported five NGOs namely, AAWC, Save the Children, Manav Foundation, Helen Keller and Katalyst Foundation. Over 160 employees took part in this charity marathon to do our bit in improving our world. Our employees’ enthusiasm was truly a delight to watch – the fun, nail biting excitement, high octane coverage, & the camaraderie among people, were all evident and the spectators had never had it better.
3.4.2 Tree Plantation Drive – Chennai, Mumbai, Pune & Nagpur

This was undertaken, peeping our goal of a sustainable approach that replenishes the environment in mind. Through CSR, we organized tree plantation drives in most of our locations i.e. Chennai, Mumbai, Pune and Nagpur. Our volunteering team planted saplings across the locations. This event reminded us of our growing urban concrete landscape in areas that were once full of lush greenery. Hexawarians gave this event its due importance and participated enthusiastically in large numbers to make the space we live in greener and fresher the way it used to be. Overall, we planted around 1300 trees through this event and here are the details:

<table>
<thead>
<tr>
<th>Location</th>
<th>No. of Trees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>700</td>
</tr>
<tr>
<td>Mumbai</td>
<td>200</td>
</tr>
<tr>
<td>Nagpur</td>
<td>200</td>
</tr>
<tr>
<td>Pune</td>
<td>200</td>
</tr>
</tbody>
</table>

3.4.3 School Kit Drive – Chennai & Mumbai

Every year, in June, Hexaware organizes a School Kit Donation Drive in Mumbai and Chennai locations in association with Seva Sahayog Foundation and AID India respectively. This school kit drive aims to provide new school kits to children from slums and tribal areas and bring a smile on their faces. During the School Kit Drive, we were able to collect donations from our employees for 463 school kits in both the locations.
3.4.4 Blood Donation Drive – Chennai, Mumbai, Pune & Nagpur

In Hexaware, we organize blood donation drive once every six months to give an 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 and by doing that we can save a life. Every life is important and 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, a total of 778 units of blood were collected through these drives.

3.4.5 Summer Volunteering in AAWC, Mumbai and Rainbow Home, Chennai

Making someone a smile and making the day very special for a bunch of kids is always an awesome feeling. It is imperative to provide love, hope and support to the precious children who are getting benefits through our partner NGOs like AAWC in Mumbai and Rainbow Home in Chennai. These children are the sunshine of tomorrow, sowing love will only help our society reap love in the future. In today’s world, time is valued more than anything and our volunteers spent their precious time engaging with the kids in teaching life skills, conducting games and various competitions. Our volunteers made an excellent commitment of 5 continuous weeks of volunteering for the kids of AAWC.

Every Saturday in the month of May, 10-15 Hexawarians enthusiastically traveled all the way to the AAWC center at Mumbai and Rainbow Home at Chennai. 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.
3.4.6 HexaRun 2019

HexaRun is one of the most favorite events in our annual calendar, not just for our employees but for their family members as well. Over 750+ 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 started in 2016 with a purpose of creating awareness about environmental preservation amongst our employees but the purpose has definitely widened now. By involving family members, we are spreading the word through schools, colleges, offices and the society at large.

Besant Nagar Beach, on the 8th of June early morning, witnessed this spectacular event as it happened. Around 774 employees and their family members participated in this edition of HexaRun to make it a memorable day. Every participant was excited about his/her contribution in making this planet greener. Fruit bearing tree saplings and kitchen gardening seeds were distributed to all participants. The intent of HexaRun 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.

3.4.7 Flood Relief Drive for Kerala, Sangli & Kolhapur

The state of Kerala and a part of Maharashtra namely Sangli and Kolhapur witnessed the worst flood last August. Many were reported dead and several people got displaced.

Hexawarians collected ration and relief materials for the people who were displaced during the floods as part of our Flood relief measures. This humble gesture of Hexawarians had a major positive impact on the victims in these affected places that witnessed torrential rainfall and flooding. The collected material and the supplies were routed through GOONJ to reach the beneficiaries in the affected places. The materials collected from Mumbai offices have sent to Sangli and Kolhapur and the materials collected from Chennai office to Kerala flood relief.

This only goes to prove that there is an ocean of humanity which acts as helping hands in such natural disasters and kudos to Hexawarians for this noble gesture!

3.4.8 Volunteering activity in SOS in Noida & 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 children at one of our partner NGOs-SOS Village for 4 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 from Pune and Noida spent their precious time engaging with the kids in conducting games and painting competitions in SOS children village in Pune and in Noida.
The importance of cleanliness was highlighted to the kids and this was followed by cleaning of the ground area in the SOS village itself. Making these kids aware about the Do’s and Don’ts during any natural calamity, was also one of our goals. A painting competition around the theme of “HOW TO MAKE OUR EARTH CLEAN AND GREEN” gave an opportunity to the kids to display their creativity and talent. These talented kids made us feel proud with their imagination and their awareness about the environment. Their aspiration and thought process for working towards a clean and green earth was indeed inspiring.

3.4.9 Organ Donation Awareness Drive in Mumbai

In India, the Human Organs Transplant Act (HOTA) was passed in 1994, which accepted brain death as a form of death paving the way for 'cadaver' transplantation. This was passed with an aim to streamline organ donation and transplantation activities. However, even after decades since the Act was passed, only a few cadaver transplants have been performed. The organ shortage is not due to a lack of potential donors, but rather due to a failure to turn potential donors into actual donors. The present waiting list of Mumbai shows 2000 patients waiting for renal transplantation and 70 for liver transplantation. Many patients have died too waiting on the list.

To propagate this Noble cause of Organ Donation and educating the people on this issue, Hexaware collaborated with Apollo Hospitals participated in a skit competition at their hospital on 14th September 2019.

3.4.10 Participation in Delhi Half Marathon

Hexaware participated in the biggest half marathon in Asia- Delhi Half Marathon 2019 which was an enormous success and showcased the great spirit of the city in supporting many charities and causes.

Hexaware financially supported the NGO, Vidya and Child. Over 15 employees took part in this charity marathon to do our bit in improving our world. The energy, enthusiasm and the passion were palpable among the Hexawarians.

3.4.11 Participation in Chennai Marathon

Hexaware participated in GAVS Chennai Marathon 2019, in collaboration with the NGO- Freedom Trust. Over 40 employees took part in this charity marathon to help the needy.

HexaRun has endorsed noble practices and increased employee awareness and commitment to help differently abled people. We provided 100 prosthetic legs to the amputees. This event provided us yet another opportunity to give back to the society.
3.4.12 Children’s Day Celebration @ Antar Bharti Balgram, Lonavla

On the occasion of Children’s Day, it gave us immense satisfaction and pride to make the day special for a bunch of kids from rural areas at the Antar Bharti Balgram, Lonavala. 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, painting competitions and much more.

3.4.13 Fulfill a Kid(s) Wish

Hexaware CSR team worked with the existing NGO partners (AAWC and Rainbow Home) to organize a ‘Fulfill a Kids Wish’ initiative in Chennai and Mumbai. Through these NGOs we collected the wish lists and fulfilled the wishes of around 350 children. This also coincided with Christmas, Trees were placed in Chennai and Mumbai locations with kids’ wish cards on the decorated trees. Employees picked up a card each from the trees and dropped the gifts at gift collection box kept for this purpose. This indeed made Christmas a joyous occasion for the less-privileged children.
4 The Way Forward

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 thrive to maximize the impact of our initiatives by mapping it 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 ethical, social, environmental and economic spheres.

We foster a culture of giving and volunteering through our volunteer engagement initiatives. Their involvement 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 initiatives in the offering our employees are perennially hungry for new developments and hence we must 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 organization level action item to 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 of a tiny level but the ripples it will create will have the desired reach.