

HEXAWARE

Annual CSR Report



2023

Strengthening Our Commitment to Sports
Hexaware's CEO Joins OGQ Board

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Driving the Tenacious, Empowering the Resilient

At Hexaware, our commitment to empowering individuals and making a positive impact is reflected in our purpose: To create smiles through great people and technology. This year, our CSR Initiatives are focused on “Empowering Athletes,” bridging the gap between talent and opportunities. Through partnerships with NGOs, we provided comprehensive training and empowerment, enabling athletes to reach their full potential.



Strengthening Our Commitment to Sports: Hexaware’s CEO Joins OGQ Board

We are thrilled to announce that our CEO, R Srikrishna, has joined the board of the Olympic Gold Quest (OGQ). With Hexaware's steadfast support as an active collaborator since 2018, his addition brings invaluable insights to further OGQ's mission of nurturing and empowering India's future sporting champions.








Major Outcomes of Hexaware's CSR Activities in 2023

Focus Areas	Major Outcomes of 2023
<p>Educational Initiatives</p> <p>Hexaware aims to promote education and vocational training through its CSR initiatives. The company is dedicated to fostering societal progress, with a primary focus on facilitating education for the underprivileged and improving the employability of marginalized individuals.</p>	<p>STEM Education: Our STEM programs, implemented in collaboration with the American India Foundation and Space Kidz India, have positively impacted over 6,000 students.</p> <p>Art Education: 160 students have benefited from our year-long initiatives focused on art and life skills projects.</p> <p>Educational Scholarships: Nearly 475 students have been awarded educational scholarships, along with essential school materials.</p> <p>Model Schools: In 2023, we transformed two government schools into model schools equipped with smart classrooms, hygienic restrooms, and standard sports equipment.</p>
<p>Women's Empowerment</p> <p>These initiatives aim to give women the platform to educate and prepare themselves for opportunities. They ensure a level playing field that empowers women to realize their full potential and become leaders the world needs.</p>	<p>Shelter Homes: We supported approximately 375 girls through partnerships with organizations like Apne Aap Women's Collective, Rainbow Home, and the Indian Sponsorship Committee.</p> <p>Engineering Scholarships: Through a collaboration with Katalyst, we supported 60 female engineering students with scholarships and mentorship.</p> <p>Women's Entrepreneurship: We empowered around 750 women through vocational skilling; nearly 70% achieved financial independence, becoming primary breadwinners for their families.</p>
<p>Skill Development</p> <p>Our efforts in skill development enable us to fulfill our commitment to training young individuals by equipping them with essential skills through our NGO partnerships, aiming to boost their prospects for employment or self-employment.</p>	<p>80% of the 650 Hexaware – Magic Bus Skilling Program participants secured placements after completing their training.</p> <p>In the TRRAIN and V-Excel Skilling Program, 700 persons with disabilities (PwD) were trained, with a placement rate of 75%.</p> <p>150 transgender persons who trained through the TWEET Foundation also secured placements.</p>

Focus Areas	Major Outcomes of 2023
<p>Sports Initiatives</p> <p>Our focus is empowering talented individuals to excel in their chosen sports. We support gifted athletes across competitive sports and provide financial aid to Olympic and Paralympic competitors. Additionally, we organize marathons to champion social causes.</p>	<p>In 2023, Hexaware provided significant support to athletes and para-athletes, resulting in notable success at various levels of competition. Here's a summary of the outcomes:</p> <p>Athletes: Total athletes participated: 442 Number of athletes winning medals: 120</p> <p>Para-athletes: Total para-athletes participated: 291 Number of para-athletes winning medals: 114</p> <p>These achievements underscore Hexaware's dedication to promoting sports and celebrating the accomplishments of athletes and para-athletes across diverse competitive platforms.</p>
<p>Environmental Stewardship</p> <p>Hexaware's core values prioritize environmental preservation and awareness. This commitment is reflected in our initiatives to minimize our ecological impact, raise awareness, and support eco-friendly endeavors.</p>	<p>In 2023, Hexaware successfully partnered with the Environmentalist Foundation of India (EFI) to implement an urban afforestation project in Chennai. Over 5,000 trees were planted, and two water bodies were restored, demonstrating significant progress in combating deforestation and promoting environmental sustainability in the city.</p>
<p>Rural Development</p> <p>The company aims to promote and support projects focusing on holistic community development. We have undertaken an integrated village development initiative to address challenges in agriculture, livelihood, water, health, and education.</p>	<p>We launched the integrated village development project in Patil Pada, Maharashtra, in partnership with the Seva Sahayog Foundation. We employed modern techniques and community involvement to address the challenges of agriculture, livelihood, water, health, and education. This initiative benefited 700 individuals across 122 households, fostering a sustainable rural economy through holistic development activities.</p>
<p>Healthcare Initiatives</p> <p>Hexaware's CSR projects aim to promote health and sanitation by providing medical supplies for children with cancer, supporting early childhood interventions, improving school sanitation, and organizing blood donation drives.</p>	<p>In 2023, we achieved significant milestones in healthcare, including 1,000 cataract surgeries, 500+ blood donations, and distributing over 200 prosthetic legs in rural Tamil Nadu. These efforts underscore our commitment to improving healthcare access and aiding vulnerable communities, working toward a healthier and more inclusive society.</p>

CSR at a Glance

Our Focus Areas

-  Educational Initiatives
-  Sports Initiatives
-  Rural Development
-  Environmental Stewardship
-  Women's Empowerment
-  Healthcare Initiatives
-  Skill Development

Empowering through Education

 More than 61% of our spending is on education and skill development

Giving Back to the Society



Partnering for a Cause



CSR participation: ~10k Employees and Growing

-  Giving time for teaching
-  Running for a cause in the DRHM
-  Saving lives by donating blood
-  Granting wishes for children through the Wish Tree Initiative
-  Contributing to a greener Earth
-  Building stronger communities through philanthropy
-  Over 63k beneficiaries reached in 2023
-  Over 100k beneficiaries targeted in the next 2 years



About Hexaware

Hexaware Technologies Limited (hereinafter referred to as “Hexaware” or “the company”) leads as a global technology and business process services company, empowering enterprises to realize their digital value. Our approach focuses on delivering high-quality services and solutions that resonate with our customers’ needs and their stakeholders, all the while comprehensively understanding their world. We consistently prioritize sustainable and conscious development, a sentiment that drives our CSR activities. Innovation fuels our growth trajectory as we aim for a promising future. Our focus areas include women’s empowerment, skill development, sports initiatives, environmental stewardship, educational initiatives, rural development, and healthcare initiatives. Each initiative within these sectors makes a direct, tangible impact on creating a better tomorrow and a brighter future. We have delivery centers across the globe, with 20 in APAC, 06 in Europe, 01 in UAE, and 12 in the USA.

Our Purpose, Vision, and Values

Creating Smiles Across the Globe

We are a global technology & business process services company empowering enterprises to realize their digital value.



Vision

Our vision is to be the world’s most loved digital transformation partner. When something makes a positive impact, you tend to remember it — it occupies a special place in your heart and mind. Our vision is to become your number one partner, your most trusted advisor, and a strategic resource in getting your business to a more prosperous tomorrow.



Purpose

Hexawarians wake up every day with a singular purpose: to create smiles through great people and technology. Our collective mission is about more than the bottom line: it’s about the impact we have in the world and the opportunity to inspire delight every day and uncover new possibilities. We believe technology should be used for more than just making something digital for digital’s sake, it should solve problems that were previously not solvable. It should encourage us to dream big.



Values

Put People First

Happy, engaged employees are productive, creative, and collaborative. We put our people first because it is the right thing to do and it enables them to create better solutions for our customers.



Create Customer Value

As a trusted partner, we consistently surpass expectations and find ways to create more value for our customer to help their businesses grow and thrive.



Innovate Relentlessly

We are technology-loving people who push boundaries and seek change to bring the future into the present. We are curious and continually find new ways to solve problems for our customers.



Be Sustainable

We integrate sustainability into everything we do and collaborate with our stakeholders to build a better tomorrow.



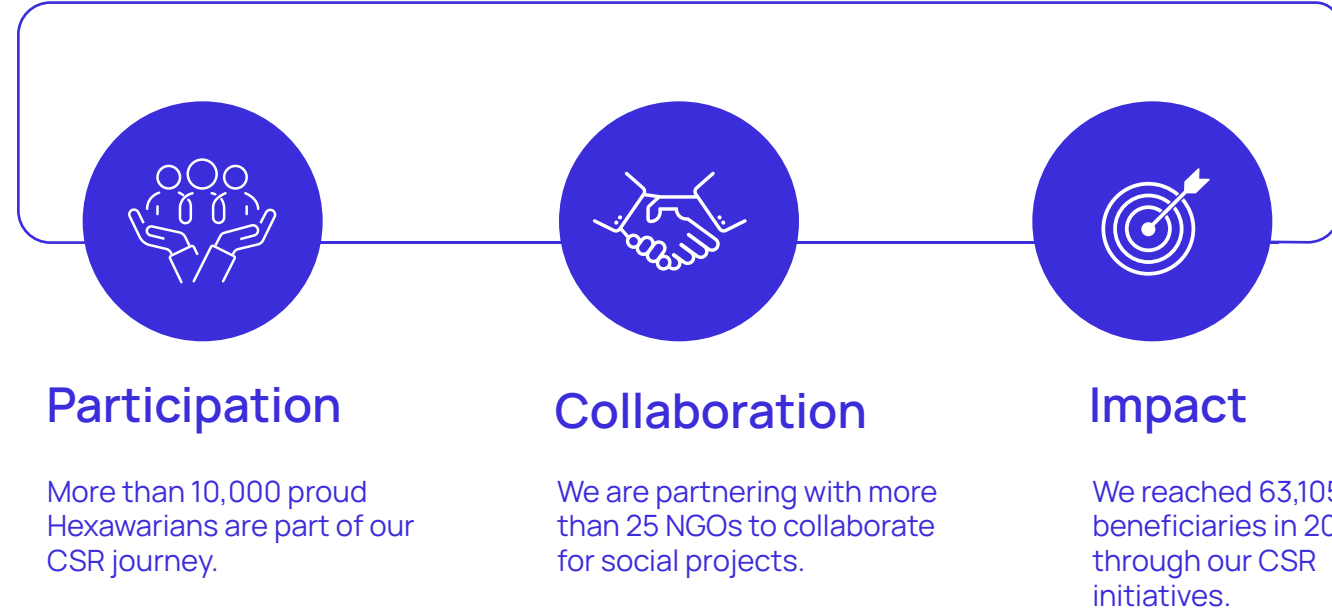
Come On In!

We ensure that everyone we interact with feels welcome, safe, and informed. In everything we do, we respect and value people — our employees, customers, partners, and the members of the communities we serve.



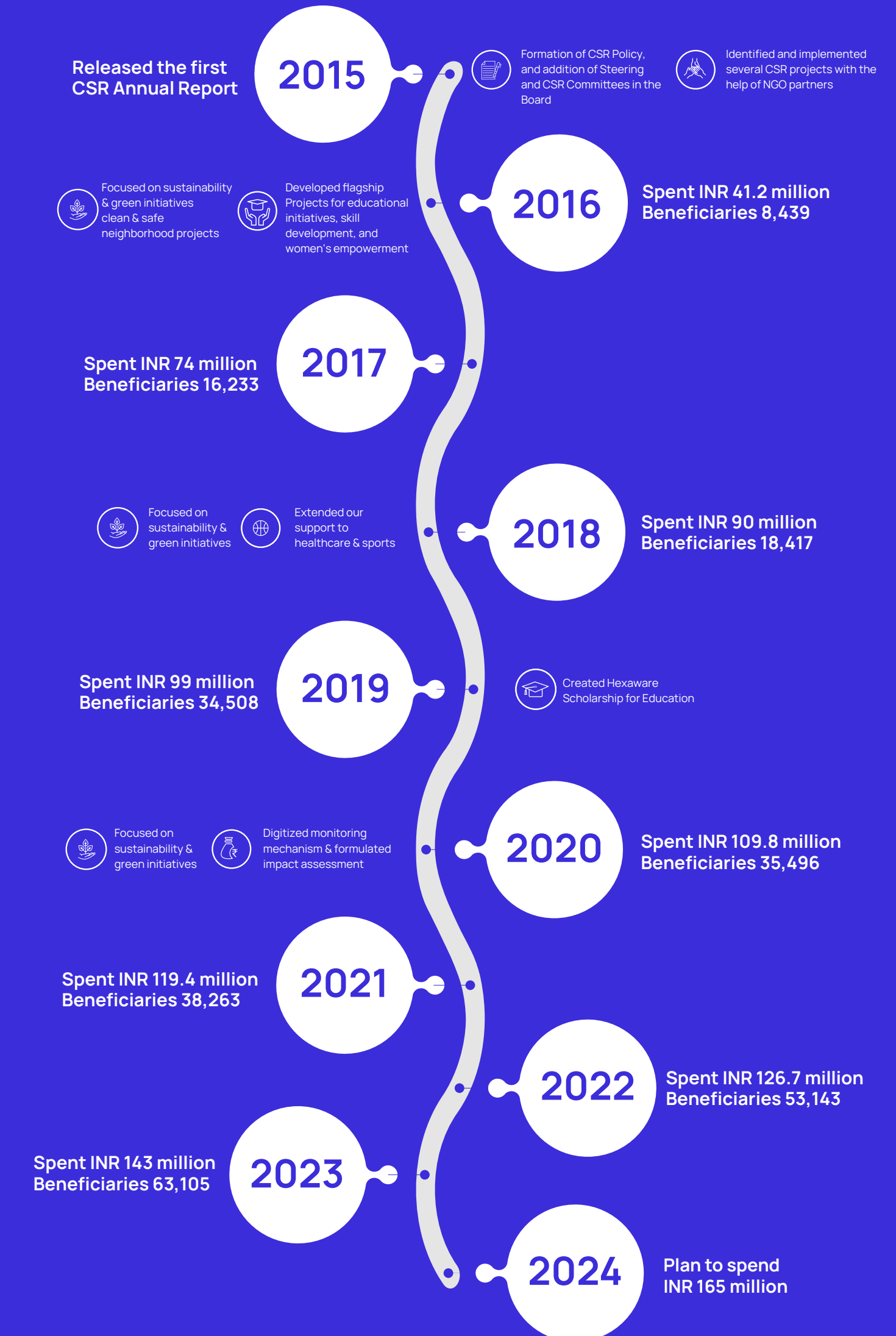
Our Objective

We are committed to creating a better world. We define success for our CSR initiatives through three key parameters:



We aim to target over 100,000 people through our programs by the end of 2025.

Our Journey So Far





Vinod Chandran, President & COO

At Hexaware, our CSR programs are an extension of our continuing commitment to act ethically and contribute to the betterment of the local community and society at large. Hexaware is engaging in strategic philanthropic programs to improve the quality of life of under-served and marginalized communities. Our CSR initiatives focus on educational initiatives, skill development, empowering women, healthcare, environmental stewardship, sports initiatives, and rural development. We are proud of our long-standing commitment to CSR, which is built on a strong edifice of inclusive growth and value creation for every stakeholder, including the society that we thrive in.

CSR at Hexaware

Hexaware strategically integrates its CSR initiatives with its core values and business objectives, ensuring that social and environmental sustainability remain central to its corporate ethos. In our drive for inclusive growth, we prioritize projects aimed at uplifting disadvantaged communities, firmly believing in our capacity to effect meaningful change in people's lives. We endeavor to bring smiles and positive transformations through our work and technological innovations. This commitment is evident in a variety of programs categorized into key areas of focus.



Educational Initiatives

We promote education and skills training, focusing on marginalized communities to enhance employability.



Skill Development

Partnering with NGOs, we equip young individuals with essential skills for employment or entrepreneurship.



Women's Empowerment

We provide platforms for women to excel, ensuring equal opportunities for leadership and growth.



Sports Initiatives

We support talented athletes and host marathons for social causes, fostering sports excellence.



Environmental Stewardship

We minimize ecological impact, raise awareness, and support eco-friendly endeavors.



Healthcare Initiatives

From medical supplies to blood donation drives, we promote health and sanitation, especially for children and communities in need.



Rural Development

Through holistic community projects, we address challenges in agriculture, livelihood, water, health, and education.

Each focus area encompasses flagship programs, initiatives aligned with national themes, stakeholder management efforts, and sustainable employee engagement activities. Through strategic partnerships with NGOs and corporate allies, we synergize our efforts to achieve our social development objectives, leaving an indelible mark on society.

The Modus Operandi

1. Impact Measurement

a. CSR Committee

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

b. Partnership With Give Grants

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

c. Impact Assessment

Given the new and updated CSR guidelines, an external third party is assigned for impact assessment, evaluating our CSR projects' social and environmental impacts annually. At Hexaware, CSR activities are more than a responsibility or business practice. They are integral to our way of functioning. They serve as powerful tools for societal change, empower our employees, and enhance lives. Year after year, we eagerly anticipate assessing our past achievements and planning for the future.

2. Grievance Mechanism

Traceability and accountability for grievances are critical components of our CSR plan. We ensure that each project incorporates a robust grievance management system wherein our implementation partners promptly address and handle issues. Quarterly reviews are undertaken to ensure seamless interaction and access to primary impact data. Additionally, the annual impact assessment of all projects through a third-party agency focuses on evaluating grievances captured and their resolution by implementation partners.

3. Monitoring and Evaluation

The continuous improvement of any project demands periodic monitoring and evaluation. Our strategically planned programs are consistently monitored and improved. This involves three approaches:

1. Use of Technologies: Our technology platform collects real-time data from NGO partners and field operations, facilitating prompt tracking and evaluation.
2. Helping Hands of Hexaware: Through our volunteer engagement initiative, Helping Hands of Hexaware, we promote a culture of volunteering and track program effectiveness with the active involvement of our employees.
3. Senior Management Review: Quarterly senior management reviews and monthly CSR Committee assessments ensure timely corrective actions to maintain program effectiveness.

The 2023 Snapshot

S. No.	Name of the Project	Implementing Organization	Focus Area	SDGs	Location	Number of Beneficiaries
1	Udaan – Empowerment of children of sex workers in the red-light area	Apne Aap Women's Collective (AAWC)	Educational Initiatives and Women's Empowerment	SGD3, SDG4, SDG5, and SDG10	Mumbai	75 girls
2	Digital and Financial Education	American India Foundation	Educational Initiatives	SDG4	Chennai	5142 children in 23 Schools
3	Antar Bharati Bagram Yojna – Holistic development of underprivileged children	India Sponsorship Committee	Educational Initiatives and Women's Empowerment	SGD2, SDG3, SDG4, and SDG10	Lonavala	100+ Balgram children
4	Art Education	Art1st Foundation	Educational Initiatives	SDG4	Lonavala	160 students
5	Pond Restoration Projects – Environmentalist Foundation of India	Environmental Foundation of India	Environmental Stewardship	SDG6	Chennai	8 water bodies in Chennai and 1 urban reforestation project
6	Providing scholarships to underprivileged and meritorious students to support higher studies	IDEA Foundation	Educational Initiatives	SDG4	Chennai, Mumbai and Pune	475 students
7	Mentorship and skill training for girls	Katalyst India	Educational Initiatives and Women's Empowerment	SDG4, SDG5, and SDG8	Mumbai and Pune	60 girls
8	Skill development training for employability	Magic Bus Foundation	Skill Development	SDG4, SDG8, and SDG10	Chennai, Mumbai and Pune	600 youths per year
9	Providing prosthetic legs for amputees	Dream Runners Foundation + Freedom Trust	Healthcare Initiatives	SDG3	Chennai	200 amputees per year
10	Supporting junior women athletes and para-athletes in sports training	Olympic Gold Quest	Sports Initiatives	SDG10	Mumbai	Pool of athletes and para-athletes
11	Providing healthcare and education support to girls living on the streets	Rainbow Homes	Educational Initiatives and Women's Empowerment	SDG3, SDG4, and SDG10	Chennai and Mumbai	250 children in Chennai and 75 children in Mumbai
12	Promoting science awareness among high school students and attracting them to scientific careers through hands-on research activities	SKI Star Foundation	Educational Initiatives	SDG4	Chennai	1000+ students
13	Training persons with disabilities for employment (PwDs) opportunities within the retail industry	TRRAIN	Skill Development	SDG4, SDG8, and SDG10	Chennai, Mumbai and Pune	600 PwDs every year

14	Vocational training center and support for children with intellectual disabilities	V-Excel Educational Trust	Skill Development	SDG4, SDG8, and SDG10	Chennai	28 children
15	V-Excel – Special Education (KLC)	V-Excel Educational Trust	Educational Initiatives	SDG4 and SDG10	Chennai	200 children
16	Early intervention Program	V-Excel Educational Trust	Healthcare Initiatives	SDG4 and SDG10	Chennai	200 children
17	Promoting hygiene sanitation practices in government schools	Yuva Unstoppable	Educational and Healthcare Initiatives	SDG3, SDG4, and SDG10	Mumbai and Pune	42 government schools
18	Providing skill development for transgender persons – Gurukul for Trans Excellence	Tweet Foundation	Skill Development	SDG5, SDG8, and SDG10	Mumbai	150 people
19	Providing shelter for transgender persons – Garima Greh	Tweet Foundation	Women's Empowerment	SDG5 and SDG10	Mumbai	50 people
20	Providing Fundamental Education for the under-served children	Purnkuti – Manosakha	Educational Initiatives	SDG4 and SDG10	Pune	50 children
21	Providing skills to underprivileged women	Purnkuti – Dhara Project	Skill Development	SDG5, SDG8, and SDG10	Pune	150 women
22	Restoring sight and transforming lives	Mission for Vision	Healthcare Initiatives	SDG3, SDG4, and SDG10	Chennai	1000 aged people
23	Rural development project	Seva Sahayog	Rural Development	SDG1, SDG3, SDG4, SDG6, and SDG8	Mumbai	700+ people
24	Providing mental health support in the government schools	Uplift – Better Human Project	Educational Initiatives and Women's Empowerment	SDG5	Chennai	400+ children
25	Providing skills training to the underprivileged	Yuva Parivartan – Skilling	Skill Development	SDG4, SDG8, and SDG10	Nagpur	600 youths per year

Empowering with Education



Nita Nambiar, CPO

At Hexaware, we strongly believe in the power of educational initiatives as a crucial component of our CSR efforts. An impressive 41% of our total CSR budget is dedicated to educational initiatives. This commitment reflects our focus on areas such as STEM education, digital literacy, art education, and providing educational scholarships to underprivileged children. These initiatives are pivotal in equipping individuals with the skills and knowledge they need to thrive in today's rapidly evolving world. By investing significantly in education, Hexaware aims to make a tangible impact on communities, empower individuals, and foster a culture of lifelong learning.

1. Antar Bharati Balgram Yojana | India Sponsorship Committee

Program Overview

Hexaware remains unwavering in its dedication to supporting the India Sponsorship Committee (ISC), a noble initiative aimed at offering orphaned and destitute children the opportunity to evolve into responsible and contributing citizens of India. The ISC achieves this by providing them with quality education, proper nutrition, and the inculcation of moral values.

The assessment framework for girls covers five pivotal areas: academic achievement, attendance at training sessions, interactions with mentors, leadership abilities, and participation in volunteering initiatives. Upon enrollment at Balgram, our primary focus revolves around ensuring the holistic care and development of these children. The nutrition and healthcare services delivered align with age-appropriate standards and adhere to the Child Welfare Committee (CWC) guidelines.

Sponsorship is crucial in facilitating good nutrition, healthcare, education, care, protection, and counseling support on a case-by-case basis, fostering a family-based environment in the respective sadans. While our support commenced in 2016, it is noteworthy that, beginning in 2021, we have expanded our assistance to encompass all 10 sadans within Antar Bharati Balgram.



Program Activities

We have improved the quality of life for these children by supporting the following initiatives:

- Organized a medical camp for all Balgram children, providing overall health assessment and pathological testing; children above 13 years received vaccinations per government norms.
- Conducted physical classes to promote improved health and development.
- Successfully celebrated the graduation of grade 10 students.
- Provided opportunities for personality development, focusing on awareness and knowledge building.
- Implemented life-skills training programs, teaching various skills such as stitching, embroidery, artwork, and beauty salon techniques.
- Delivered training on the Right to Education Act and National Education Policy to enhance awareness.
- Offered computer and fire safety training sessions.
- Conducted sessions on child sexual abuse, love, attraction, and friendship.
- Facilitated children's committee meetings, staff gatherings, and college students' meetings to improve communication.
- Organized cultural programs to boost productivity and foster a spirit of education and art.
- Held an annual sports day to encourage sports talent.



Outcomes

Cognitive development:

- 100% school enrollment for children in the sadan, with zero school dropouts.
- An average school attendance rate of 99%.
- Improvement in the reading levels and academic performance scores every year.
- Enhanced career planning and positive life-skills development for older children in the sadans.

Socio-emotional development:

- Increased participation in all social and group activities.
- Engaged in activities outside of Balgram, allowing children to meet new people and understand the importance of being a part of a larger society.
- All children have regular social and emotional interactions with the Balgram unit, from sadan mata and the child welfare officer to the Balgram director.

Physical development:

- All children maintained good health throughout the year, with no major illnesses.
- No cases of malnourishment were reported.
- Children participated in the district-level Taekwondo competition, winning 7 gold, 6 silver, and 1 bronze medal.
- ISC Balgram children won multiple prizes in chess, cricket, and volleyball.
- All children met the expected BMI standards as per UNICEF guidelines.
- Children actively participated in daily chores, cleanliness drives, and dignified work.
- 100% compliance with CWC, DWCD, and other government guidelines and foster care norms.
- Won multiple prizes in chess, cricket & volleyball by ISC Balgram children.
- All children are at par with the expected BMI index of UNICEF.
- Active participation in daily chores, cleanliness drives, and dignified work.

Story of Change

Manika's Journey: From Shy Beginnings to Inspiring Dreams

At the tender age of eight, Manika arrived at Balgram in 2016, carrying the weight of a challenging past that left her withdrawn and reserved. With the nurturing support of our CSR initiatives, Manika gradually blossomed into a confident and talented young girl. Her shy demeanor gave way to a radiant smile, symbolizing her newfound resilience and inner strength. Inspired by the unwavering spirit of the INS Shivaji staff and the support of her community, she now aspires to contribute to the Indian Navy. Her journey is a testament to the power of compassion and support in fostering the potential of every child, no matter what their circumstances.



2. Manosakha Project | Purnkuti

Program Overview

Hexaware played a pivotal role in supporting Purnkuti's transformative initiative by providing crucial financial assistance to the Manosakha project. This project aimed at enhancing the academic and overall lives of children aged 6 to 15 from low-income families.

In Budhwar Peth, Pune, Hexaware identified an urgent need for intervention on behalf of underprivileged children in the area, especially those of female sex workers. These children faced heightened vulnerability to emotional and physical abuse due to the lack of a secure environment.

To help make a difference in the lives of these children, Hexaware partnered with the Purnkuti NGO to launch a new learning center, the

Manosakha project, in Budhwar Peth, Pune, in 2022. This new learning center was modeled after a pre-existing center Purnkuti operates at Vadgaon Sheri, Pune, which served 27 children from migrant worker households, offering education up to the 8th grade across Marathi, Semi-English, Hindi, and English mediums. We also began providing financial support for the Vadgaon Sheri Center when we came on board as a partner.

As of December 2022, in addition to the 27 at the Manosakha Vadgaon Sheri Center, Hexaware now supports 13 students at the Budhwar Peth Center. This progression underscores the impactful journey of Hexaware's commitment to empowering the lives of underprivileged children through education.

Outcomes

Improved Academic Performance

Children attending the learning centers showed a significant improvement in academic performance, as evidenced by increased grades and standardized test scores.

Enhanced Life Skills and Well-being

Participants demonstrated the acquisition and application of essential life skills, such as critical thinking, problem-solving, communication, and emotional regulation.

Healthier Nutrition Habits

Children adopted healthier eating habits, improving overall health and well-being.

Strengthened Family Bonds

Family counseling sessions improved family communication and understanding, fostering stronger bonds and a supportive environment for the child's growth.

Program Activities

- Running learning centers for children aged 6 to 15 and providing nutrition, life skills, and family counseling sessions.
- Art and craft activities.



Story of Change

A Tale of Transformation: Sooraj's Journey to a Better Self

Sooraj underwent a remarkable transformation through our Life Skills Development program in just one year. The "A Better Me" session sparked this change, igniting a transformation in the young participant.

Sooraj's academic journey took a dramatic turn as newfound enthusiasm replaced previous struggles. Once daunting challenges now fuel his thirst for knowledge and academic excellence. His behavior shifted from mischievous to respectful, both at school and at home.

This transformation extended into Sooraj's social life, where improved social skills led to loving friendships. He now actively contributes to household chores, displaying a newfound sense of responsibility.

Even in personal grooming, Sooraj has embraced positive change, which is evident in his improved attire and grooming habits. His holistic development showcases the profound impact of life skills development, demonstrating how positive influences can shape behavior and instill responsibility in our children. Sooraj's story is a testament to the incredible possibilities that unfold when we invest in the well-being of young minds.

3. Holistic Child Development I Rainbow Homes

Program Overview

Hexaware began supporting this initiative in 2017 at the Mumbai and Chennai locations. The program aims to provide a residential, long-term comprehensive care program and protection to needy children from the streets and homeless children in the city. We also undertook community care and learning centers as

an alternative approach to reaching out to many marginalized children. The comprehensive care focuses on health, nutrition, holistic education, life skills development, and career guidance to enable children to grow into independent individuals.



Program Activities

- Regular monitoring of children's health through health camps, growth monitoring, and awareness sessions, employing a preventive approach.
- All children attend regular schools, receiving support with homework and exams from teachers at Rainbow Homes during the evenings.
- Children showcased their creativity with teachers' guidance in an exhibition organized by the Chennai Corporation of School Education.
- Conducted extracurricular classes and activities, including talent mentoring in artistic, linguistic, and body kinesthetic areas, totaling approximately 16 hours per week per home for all children.
- Provided life exposure sessions, parent visits, community-based learning, sports and games, and health and sanitation interventions.



Outcomes

- 12 girls were admitted to private hostels.
- 25 children enrolled in private and government schools.
- In Chennai, 3 Rainbow Homes supported a total of 117 children. The RCCLC program supported 50 children; the CBC program supported 100 children.
- 4 girls successfully finished their 12th grade and enrolled in higher education.
- 2 children got admitted to government colleges and 2 children got into private colleges in courses of their choice.
- The Futures Program for Young Adults in Chennai catered to children in two age categories: 76 children in the 15+ age category and 38 children in the 18+ age category.
- This year, Rainbow Homes has successfully identified and established a partner institute to formally collaborate with to provide residential hostel facilities for some children.
- A total of 68 Aadhaar cards were issued by children and parents. Rainbow Homes identified a local organization to support the parents' livelihoods. Rainbow Homes and Tiny Miracles work jointly to provide dignified livelihoods to the parents of children at RCCLC, Mumbai.
- Through this effort, a total of 15 parents were trained in making bags and hand badges. They can now earn a stable income of INR 500 to 800 per day.
- TB treatment was provided to a girl from A.M.J. Home, while a child from A.S.P. Home underwent nose surgery. Additionally, a boy received surgery for both his nose and limb bone.



Story of Change

Kajal Pawar's Resilience: A Bridge to Educational Triumph

Underneath a bridge's shadows, 11-year-old Kajal Pawar dreamed of attending a private school in Marol, Mumbai. Hindered by the lack of ID documents stemming from her parents' living situation, her dream appeared out of reach. However, RCCLC, Mumbai, stepped in, providing a bridge course and essential life skills, while Rainbow Homes helped provide the necessary ID documents.

Now enrolled in a private school and hostel in Andheri, Mumbai, Kajal, a 4th-grade student, demonstrates positive changes in language, behavior, and improved English-speaking skills. Her journey epitomizes the transformative power of education and mentorship, shattering barriers and illuminating a path toward a brighter future. Kajal's narrative is a testament to resilience, turning adversity into triumph.

4. STEM Powering Program | American India Foundation

Program Overview

In partnership with the American India Foundation, Hexaware spearheads the STEM powering initiative across 20 government schools in Tamil Nadu. This strategic intervention goes beyond traditional education, elevating learning outcomes by empowering teachers with cutting-edge techno-pedagogy methodologies. Designed to catalyze STEM learning inside and outside the classroom, the program empowers students toward higher education and careers in STEM fields. The beneficiaries are subject teachers and students from grades 6 to 8. Beyond conventional education, the initiative introduces an innovative learning environment through computer-aided learning and a Digital and Financial Education (DAFE) program.

What sets this program apart is its distinctive methodologies: the digital equalizer way of teaching and flipped classrooms. These approaches transform the learning experience, reinforcing essential concepts for students. In a landscape where technology in education is prevalent in private schools, government-run schools often lag due to insufficient support. This initiative strives to bridge that gap, not only imparting crucial 21st-century life skills through the digital and financial literacy program but also revolutionizing STEM teaching activities. Hexaware and the American India Foundation are crafting a future where education transcends boundaries, empowering students with skills that propel them confidently into the future.



Program Activities

The STEM Powering Program encompasses a range of activities designed to enhance STEM learning among students and teachers. Some of the activities include:

- Building the capacity of 100 teachers to integrate techno-pedagogy, utilizing AIF's DE Program's standardized digital content portal DE Edukit HUB. (This portal includes AIF Edukit resources, as well as content from government portals like DIKSHA, TNSCERT, and Kalvi TV developed channels), facilitating a blended teaching approach.
- Engaging students in learning and innovation and constructing models and prototypes aligned with the four core disciplines of science, technology, engineering, and mathematics through the STEM innovation and learning center.
- Encouraging teachers to create short video content (edu reels) for techno-pedagogy class learning.
- Raising awareness about STEM career pathways among students.

Outcomes

Classroom Innovations

Organized 275 DEWoT and 140 flipped classroom sessions from January to December 2023, sparking student interest in STEM concepts and idea generation. Students are encouraged to attend workshops and develop working models from their concepts.

Project Initiatives

Launched innovative projects in Electronics, Scratch, and Pictoblox coding, promoting interdisciplinary learning and creativity. Students can participate in competitions such as the Manak Inspire Awards, Vanavil Mandram activities, and NMMS exams.



Story of Change

Arul's Journey: Igniting Passion and Leadership Through STEM Education

Arul's academic journey at Government Higher Secondary School, Sholinganallur, took an inspiring turn when, after four years, he entered science-related competitions. Guided by initial training sessions and orientation classes, Arul's interest in science and STEM projects flourished.

Encouraged by his parents, he attended the TechXplorer Holiday Camp, where he learned coding using the Pictoblox application and showcased his dedication. Recognizing his passion, Arul was nominated and selected as the President of the STEM Club, a testament to his newfound leadership.

This once-unassuming student aspires to be an ethical hacker, showcasing the transformative power of passion and opportunity. Arul's story is a compelling testament to the extraordinary potential that lies within students when given the right guidance and opportunities.



5. Scholarship for School and College Students | IDEA Foundation

Program Overview

In 2017, Hexaware partnered with the Foundation for Initiatives in Development and Education for All (IDEA) to launch the Hexaware Scholarship. This impactful initiative, focusing on female candidates, supports economically disadvantaged students by covering their course fees and educational materials in high schools and colleges across Pune, Mumbai, and Chennai. In addition to financial assistance, the program includes life skill sessions on career counseling, personality development, exposure visits, and digital literacy.

By promoting education and holistic development, the project empowers students from financially challenged backgrounds to pursue and excel in their educational journey. Hexaware's commitment to social responsibility is exemplified by the positive impact of the Hexaware Scholarship on the lives of these deserving individuals.

Program Activities

- Distribution of school kits to provide essential supplies for a conducive learning environment.
- Reimbursement of school/college fees to ensure continued access to quality education.
- Home visits to assess the well-being of students and their families.
- School visits to monitor academic and extracurricular progress.
- Yuva Day to raise awareness about unemployment and mental health issues.
- Exposure visits to GMRT to ignite curiosity in science among disadvantaged children.
- School wall painting to create a positive learning environment.
- Mutual fund sessions to impart knowledge on types and benefits.
- Science Park visits to inspire interest in STEM fields.
- NDA (National Defence Academy) visits to instill discipline, patriotism, and motivation.
- Career guidance sessions focusing on self-assessment and goal setting.
- Digital financial literacy sessions covering various digital transactions.
- Basic and advanced Excel training to enhance skills.
- Entrepreneurship development sessions to foster creativity and innovation.

Outcomes

- Throughout the year, we distributed a total of 470 study materials.
- Additionally, 11 life-skills sessions were conducted, and we successfully placed 18 students across various sectors.



Story of Change

The Inspiring Journey of Priya Yelkar

Priya's educational journey has been supported by the Hexaware Scholarship since 2018. Originally from Latur, she has lived in Pune for almost six years. Priya faced several challenges early in life, including the absence of a father. Despite this, she persevered, living with her mother who worked as a cook. Introduced to the IDEA Foundation through college social workers, Priya benefited from diverse sessions ranging from time management to career counseling. After completing a Diploma in Computer Engineering in 2019-20, she secured lateral admission into a Bachelor of Engineering program.

Currently, in her final year, Priya achieved a remarkable milestone by securing a position as an Assistant Engineer at Wipro. However, her aspirations extend beyond corporate success. Priya aspires to become the CEO of an IT company in Pune and intends to contribute positively to society. She attributes her journey's success to the IDEA Foundation's guidance, emphasizing the importance of higher education and societal contribution.



6. Young Scientist Program | Space Kidz

Program Overview

Hexaware has been partnering with Space Kidz India since 2017. This collaborative effort is dedicated to igniting students' interest in scientific disciplines such as aerospace, aeronautics, environment, and robotics. It seeks to transcend traditional educational pathways, encouraging exploration beyond engineering and medicine. The program's core objective is to provide students with international experiential learning

opportunities in Science, Technology, Art, and Culture through Space Kidz India. Initiatives include educational trips to renowned institutions like NASA, Euro Space Center, and Yuri Gagarin Space Center and support to competition winners for developing innovative ideas. Hexaware's commitment to fostering curiosity and innovation underscores its dedication to shaping the next generation of scientific minds.



Program Activities

The program engages students through various activities:

- Space Kidz India develops simple experiments and provides online coaching to enable students to learn and assemble scientific projects.
- Ten female students from 75 government schools across India are selected to participate in a groundbreaking space mission to promote women in STEM fields.
- The Young Scientist India 2023-24 program marks its 10th edition, focusing on planning, initiation, strategy, and creative aspects such as logo design and promotional content.
- To enhance participation and impact, the program launched a dedicated website and initiated international outreach efforts.
- "Azaadisat," a satellite mission with the ambitious vision to encourage 750 government school children from economically weak backgrounds across India, selected 75 schools for basic space science training and guided them in building a small experiment payload to launch it into space as an "orbital satellite."

Outcomes

- Sent 75 experiments built by school students across India, from Kashmir to Kanyakumari, into space.
- Demonstrated the capabilities of the Indian student community as part of Azaadi ka Amrit Mahotsav, celebrating 75 progressive years and the glorious history of India's people, culture, and achievements.
- Chose 750 female students from 75 rural schools across India and provided hands-on training to help them build Azaadisat.



7. Better Human Project | Uplift Child and Community Trust

Program Overview

This initiative aims to achieve success in social, emotional, and community-based transformations for children facing challenging backgrounds. The project is designed to facilitate positive growth, enabling these individuals to evolve into better adults and responsible citizens of the country. Hexaware's

commitment to supporting initiatives that foster holistic development underscores its dedication to positively impacting children's lives and contributing to society's broader well-being.

Schools Assigned

For optimal implementation, the Better Human Project (BHP) picked four challenging schools from the North, South, and Central Zones in Chennai, in consultation with the educational officer in charge.

- Chennai Corporation School, Kalyanapuram, Vyasarpadi, Chennai
- Chennai Corporation School, Kolathur, Chennai
- Chennai Corporation School, New Washermanpet, Chennai
- Chennai Corporation School, Bunder Street, Perambur, Chennai

Children from these schools come from challenging socioeconomic or family backgrounds. The importance of the family unit is highly valuable. Therefore, the Uplift Child Trust has assigned four counselors/social workers to the four schools. These counselors are experienced professionals with a passion for working with children.



Program Activities

1. Individual screening

The Better Human project enlisted 4 counselors for one-on-one sessions with students, addressing a range of issues from anger and bullying to substance abuse and suicidal thoughts. Psychiatric concerns were referred to specialists, while medical issues were communicated to parents, urging them to consult physicians.

2. Group sessions

2a. At Kolathur and Washermanpet schools, group sessions were conducted for sixth to twelfth graders, covering topics such as seeking help, self-esteem, and addiction. Interventions were planned for any cases involving drug influence that were discovered during the sessions.

- The first group session at the Bunder Street School focused on seeking help for sixth to twelfth graders.
- The second session, aimed at eleventh and twelfth graders, emphasized the importance of education and career guidance.
- The third group session was on substance abuse, a resource person from the Chennai police was invited to address the issue.
- The fourth session tackled healthy emotional management and goal setting.
- The fifth session addressed the importance of consuming nutritious food in a timely manner.
- The sixth session focused on discipline and respect.
- The seventh session addressed de-addiction from substances.

2b. At Kalyanapuram Vyasarpadi School, 15 group sessions were conducted covering topics such as substance use, body image, violence, and establishing boundaries.

3. Teacher session

- Group sessions were provided for high school teachers to observe students sensitively and offer empathetic responses. Additionally, feedback on student counseling was given to high school teachers experiencing difficulties with students, aiming to rebuild teacher-student relationships.
- A group session was conducted for teachers on how to handle children with drug abuse issues. The resource person for this session was a psychologist from T.T.K. Hospitals.

4. Parents and siblings of students were contacted for follow-ups as needed:

- At Washermanpet, five parental interventions were provided.
- At Kolathur, seven parental interventions were provided.
- At Bunder Street, three parental interventions were provided
- At Kalyanapuram Vyasarpadi, five parental interventions were provided.

Story of Change

Pooja's Journey to Education and Empowerment

Pooja (name changed), an 8th-grade student, had been absent from school for several days, which led to a phone call to her mother. During the call, the mother explained that Pooja was struggling to study due to her impending arranged marriage. During the initial session, efforts were made to boost Pooja's confidence and assure her that her concerns could be addressed. She revealed that her parents arranged her marriage due to her relationship with another boy. With Pooja committed to continuing her education and avoiding marriage, an

intervention was initiated. While the mother confirmed the marriage plans, she agreed to delay it until Pooja turned 18, with Pooja and her suitor consenting to wait.

Despite initial reluctance, Pooja was eventually reintegrated into school after a home visit. Persistent concerns led to the involvement of directors and an activist, who facilitated discussions with both families. Ultimately, the marriage was called off, and Pooja, now in 9th grade, is happily engaged in her studies without worry or anxiety.

8. Magic of You! Curriculum Program I

Art1st

Program Overview

Our partnership with Art1st Foundation has been ongoing for six years, aiming to create a conducive educational environment for girls, particularly in economically challenged schools. The conceptually based art program, comprising the Art Mentorship Model and the Little Light School of Joy Program, offers unique learning experiences. This initiative empowers girls to freely express their ideas and emotions, serving as a lifelong tool for economic, social, and emotional empowerment.



Implemented in schools like Antar Bharati Balgram in Lonavala, Vivekanand Sankul School in Sanpada, Mumbai, and The Modern English High School in Mumbai, the program focuses on nurturing creativity and emotional well-being. Hexaware's commitment extends beyond academics, aiming to enhance the overall educational experience for these students.

Program Activities

1. Art Mentorship Model

- Implementation of a visual arts curriculum aimed at stimulating creativity and critical thinking.
- Professional development sessions for teachers to enhance their pedagogical skills.
- Targeted sessions were conducted in person and online to engage teachers and students effectively.

2. Little Light School of Joy Program

- Incorporating meditation and positive psychology principles into the curriculum.
- Conducting regular engagement sessions with teachers and students to foster resilience and emotional intelligence.



Outcomes

Skills that educators have imbibed:

- **Confidence & self-esteem:** Teachers have begun to appreciate and acknowledge themselves and others more, increasing confidence.
- **Active listening:** Teachers have learned to be nonjudgmental and empathetic while listening to others, enabling them to listen, understand, and respond effectively.
- **Meditation:** Teachers have noticed an increase in calmness as they practice sadhanas from the program and appreciate the unity of the universe.

Skills that children have imbibed:

- **Responsibility for their own actions:** There has been an increase in children completing their homework on time. Teachers also cite instances of students taking initiative, such as conducting assemblies without teacher supervision.
- **Increased concentration:** Teachers notice an improvement in children's focus and concentration in the classroom after regular meditation practice.
- **Acknowledging each other:** Children have started to appreciate and acknowledge each other.



Story of Change

Mrs. Anjali Misra: Teacher – MES

"I used to become very hyper and get angry easily. Now, I have started to become calmer by going out and spending time in nature, which gives me positive energy. Next month, I plan to take 10 minutes to connect with nature every day."

Ms. Rashmi Sharma: Teacher – ABB

"I have been able to create a safe space where children trust me and feel comfortable sharing their thoughts. Additionally, I have developed greater empathy for the children, putting myself in their shoes and understanding them better."

9. Kaleidoscope Learning Center I V-Excel

Program Overview

For nearly a decade, Hexaware has steadfastly championed this initiative with the overarching aim of nurturing a comprehensive approach to meeting children's developmental needs. Our commitment goes beyond traditional support, offering parent education, counseling, and therapy to address sensory issues and improve physical and occupational skills. In addition, we prioritize nutritional planning for parents and optimize

the school curriculum to bolster children's potential across various skills—motor, social, cognitive, communication, adaptive, vocational, and functional academics. This holistic approach is designed to foster overall excellence, empowering children to navigate independent, productive, or semi-independent lives in the future.



Program Activities

- A structured curriculum is implemented to support the healthy development of the child's "thinking, feeling, and willing" aspects, incorporating physical activities, diverse learning activities, art, music, free play, and various therapies.
- Emphasis is placed on establishing a systematic rhythm and balance in the child's daily activities, including maintaining a suitable diet, adequate sleep, and engagement in physical and other activities.
- Functional academics are prioritized across all grades. Children are introduced to these concepts through activities such as reading and writing in the classroom and reinforced through role-play and real-life purchasing scenarios.



Outcomes

- A total of 167 students and 33 staff members benefited from the project.
- All major regional and national festivals were celebrated in their traditional forms.
- Summer and winter camps and a short camp during Navratri were organized to emphasize life skills and social interaction for the children.
- Regular outings for the children were integrated into the school curriculum.
- Presence at important national events such as the "Chandrayaan" launch and kite festival.
- Bazaars were organized within the school in partnership with other exhibitions to showcase and sell vocational products made by students.
- Interaction with parents through group counseling sessions and fun get-togethers aimed at building and developing a community.
- Regular weekly interactions with parents were initiated to bridge the gap between school activities and the home environment and address concerns.
- Teacher training programs were conducted within the school, and teachers participated in workshops and conferences in Erode, Tamil Nadu.
- Regular counseling sessions were provided to parents, teachers, and select students. Additionally, select students and teachers participated in art and joy therapy sessions.
- Some students received on-the-job training.



Story of Change

Embracing Abilities: Mohammad Raza's Journey in Stitching

Mohammad Raza, a cheerful and interactive child with Down syndrome, defied his limitations to excel in stitching. Placed in a stitching vocational program to enhance his fine motor skills, Raza diligently learned to execute simple straight-running stitches with guidance from his teacher. Despite initially seeking assistance, he gradually gained confidence and independence in his stitching abilities through persistent practice.



Change The World | Skill Development



Ramya Kannan, VP, Finance

Skill development is a cornerstone of our CSR initiatives. We believe that empowering individuals through education and training not only transforms lives but also uplifts communities. At Hexaware, our skilling programs are flagship projects, embodying our dedication to creating a more inclusive society.

We prioritize empowering marginalized groups, including youths from slums, persons with disabilities, persons with intellectual disabilities, transgender persons, and women. We provide comprehensive skilling opportunities and ensure job placements, empowering these youths to thrive in the workforce.

10. Vocational Training Program | V-Excel

Program Overview

Over the past nine years, Hexaware has consistently supported a program strategically designed to provide placement and employment opportunities for young adults with special needs. The program adopts an intensive vocational training approach across various fields, including self-employment, sheltered workshops, and tailored guidance beyond conventional open employment avenues. Operating primarily in the Chennai metropolitan area, the initiative targets young adults aged 19 and above facing intellectual and cognitive challenges.

Training durations range from 1 to 4 years, contingent on individual capacities, capabilities, and vocational preferences. The program's remarkable impact in fostering understanding, acceptance, and mainstreaming of individuals with special needs is noteworthy. It emphasizes inclusivity and empowerment within the community, aiming to enable these young adults to contribute meaningfully to society while realizing their potential in diverse vocational spheres.



Program Activities

- Geared toward fostering skill acquisition, enhancing employability, and promoting societal awareness and acceptance of individuals with special needs.
- Completion of assignment-based projects providing hands-on training, organization of awareness campaigns, and facilitation of paid internship opportunities with partnering organizations.



Outcomes

Some major outcomes for the year are as follows:

- A paper presentation took place at the National Conference on Self-Advocacy at NIEPID, Secunderabad.
- Employee engagement with Hexaware resumed in February 2023.
- Back-to-back disability awareness programs were conducted at various premises of the Accor Group of Hotels.
- A free eye and dental check-up camp was held at Youth Empowerment Services (YES) for all trainees and staff members in association with the CSR team of Kauvery Hospitals.
- In addition to archery, Silambam (a native martial art) has been introduced to trainees at Youth Empowerment Services (YES), and weekly fitness programs and yoga sessions have resumed.
- The YES choir participated in choir performances at Bharatiya Vidya Bhavan, Leela Palace, Raj Bhavan, and Margazhi festivals.
- YES trainees visited ISRO to witness the launch of Chandrayaan 3.
- The second and third editions of the Youth Empowerment Services Newsletter were released.
- Two trainees secured paid internships at the Writer's Café.
- Completed an 8-week employability training program with Specialisterne, a Bengaluru-based organization focused on inclusive employment.

Story of Change

Shreeman Thakur: A Tale of Resilience and Triumph

Shreeman Thakur's journey is a story of hard work and perseverance. After excelling in our training program, he secured a job at the renowned Ibis Hotel. While he quickly adjusted to his new role, the challenges of learning the job and adapting to the workplace were not easy. At times, Shreeman felt overwhelmed, but with ongoing counseling and strong support, he stayed determined and overcame these difficulties.

His mother and brother, along with counseling and employer support, played a key role in helping him push through. Thanks to his dedication, Shreeman was honored with the Employee of the Year award. His story is not just about overcoming obstacles but also shows how persistence, support, and hard work can lead to success.



11. Pankh Program | Trust For Retailers and Retail Associates of India (TRRAIN)

Program Overview

Hexaware proudly champions the Pankh Project, an innovative initiative led by TRRAIN dedicated to empowering Persons with Disabilities (PwD) in the retail sector. This transformative program prioritizes comprehensive training and employment opportunities to cultivate financial independence and sustainable livelihoods for PwD. With a minimum placement rate

goal of 70%, the project actively works toward seamless integration of PwD into the workforce. Beyond the scope of employment facilitation, the initiative seeks to sensitize employers to the unique talents and capabilities of individuals with disabilities, fostering diversity and inclusion within the retail industry.



Program Activities

The Pankh Project offers a comprehensive training curriculum encompassing essential life skills, English language proficiency, and retail-specific competencies. Through interactive sessions and exposure to various retail situations, participants gain valuable insights and practical experience. Additionally, the project facilitates interviews, placements, and ongoing support for trainees and employers, ensuring a seamless transition into the workforce.

Outcomes

- The trainees were provided with multiple opportunities to face interviews with major brands in the region, which helped boost their confidence and potential to secure employment. Several companies visited the centers for campus placement and offered job opportunities to the trainees.
- Over 70% of the candidates from the batch were successfully placed with various modern retailers in the region. The comprehensive training program has set them on a clear career path, giving them aspirations to lead fulfilling lives and contribute to their families.
- Throughout the year, a total of 600 PwDs were trained, with 350 of them securing employment with an average annual salary of **INR 1,47,284**.



Story of Change

Sathya's Journey with Pankh

Sathya Raji, a 31-year-old with orthopedic impairment, struggled to find employment despite completing a diploma in Civil Engineering from PV Polytechnic College. The COVID-19 lockdown worsened his job search. He previously worked as a collection agent but found little fulfillment. Discovering the Pankh skill training program through a WhatsApp group, he eagerly pursued the opportunity, enrolling in the retail skill training program. Despite facing rejection, Sathya Raji persevered.

Eventually, he secured a position as a customer service executive at Samyuktha Autos for Yamaha Showroom, earning INR. 10,000 monthly. He now finds fulfillment in his work and supports his family. Sathya Raji's journey demonstrates the power of resilience and determination to overcome challenges and achieve personal and professional success.



12. Youth Skilling Program | Magic Bus

Program Overview

Hexaware has implemented impactful youth employability programs in collaboration with the Magic Bus India Foundation. As the program celebrates its successful completion of five years, its significance is evident in the transformative journey it has offered young individuals. Operating in Lonavala and Thane, Maharashtra, and Chennai, Tamil Nadu, the MB - Hexaware Youth Skilling program prioritizes

identifying and training youth from underprivileged backgrounds. The main goal is to equip them with essential skills and knowledge, helping them secure meaningful employment. This initiative empowers these young participants and addresses the broader goal of socioeconomic advancement by enabling them to contribute financially to their families.

Program Activities

The youth skilling program encompasses a range of activities, including mobilization, enrollment, training, assessment, and placements. The program offers specialized courses in areas such as Tally and standard skilling. Through rigorous training and industry partnerships, participants gain valuable skills and practical experience, paving the way for successful integration into the workforce.



Outcomes

The program's outcomes include high completion and placement rates among participants.

- Enrolled 679 youths for livelihood training across Chennai, Mumbai, and Pune centers. Youths are ready for job placements with all the required sets of skills.
- In Mumbai, 230 students were enrolled for the training, and they all completed it. As of December 2023, 120 students had been placed.
- At Lonavala, 220 students were enrolled for the training, and all of them completed the training. Of these, 157 students have been placed, resulting in a 70% placement rate for the Lonavala center.
- In Chennai, 225 of the 229 students enrolled have completed the training. 152 have been placed, achieving a 68% placement rate for the center. Additionally, 12 youths have been short-listed for various companies and await offer letters to join their workplaces.



Story of Change

Empowering Lives: Jayesh's Journey of Transformation

Jayesh, the eldest son in a family of six residing in Mangir Chawl, Mumbai, has woven a captivating narrative of progress. His family, including a diligent father, a devoted homemaker mother, and two sisters pursuing education, encountered a pivotal moment when Jayesh stumbled upon the Magic Bus Center in Govandi during a routine walk to the medical store.

With a degree in commerce and a curious disposition, Jayesh enthusiastically embraced Magic Bus and its training programs. Following a comprehensive two-month offline training, he enrolled in advanced courses such as Tally, GST, and typing. Additionally, he delved into life skills, basic English, and advanced computer training. Jayesh's dedication and enthusiasm led to a tangible transformation. Today, he proudly serves as a Customer Service Executive at Muthoot Fincorp Gold Loan on Lal Bahadur Shastri Road, Kurla West, Mumbai, earning a monthly salary of INR 17,000.

Jayesh's success transcends personal achievement; it extends to supporting his family, a testament to the profound impact of the opportunities offered by Magic Bus and Hexaware. With heartfelt gratitude, Jayesh and his family envision continued success for these training programs, adapting to evolving circumstances and fostering positive changes in more lives.



13. Inclusive Employment Opportunities | TWEET Foundation

Program Overview

Since 2021, Hexaware has been supporting Transgender Welfare Equity and Empowerment Trust (TWEET), a trailblazing trans-led organization in India that works toward creating an inclusive environment to support the trans community. It provides vital support to young transmasculine and transfeminine individuals through crisis assistance, temporary shelter, access to health and legal resources, and facilitating connections with skill-building and inclusive employment opportunities.

TWEET actively collaborates with stakeholders, spearheading advocacy efforts to promote mainstream acceptance of transgender persons. Their commitment to equal representation and empowerment is pivotal to fostering a more inclusive society.

Hexaware offers critical financial support to both the Garima Greh and the Gurukul for Trans Excellence programs. These initiatives aim to furnish transgender persons with not only shelter but also essential amenities such as food and clothing. The broader goal is to uplift the socio-economic status and income of transgender persons through comprehensive support services.

The project encompasses a wide array of services, including recreation, medical facilities, and counseling, with the primary objective of upholding the rights and dignity of transgender persons.



Program Activities

The foundation undertakes various economic and social empowerment activities within the inclusive employment opportunities program. These include facilitating placement in corporate settings, creating self-employment opportunities, and providing safe shelters to foster safe spaces. TWEET also offers skill-building and rehabilitation support. In partnership with industry professionals, mentorship programs, and career readiness initiatives, the program equips participants with the necessary skills and resources to pursue meaningful employment and achieve financial independence. Some activities undertaken:

- Provided skill-building training to 40 transgender persons at Garima Greh.
- Placement opportunities offered in corporations as paid interns or full-time positions, as well as self-employment.
- Delivered makeup and beauty skills training to 40 individuals in Mumbai.
- Offered career-ready skills training to 70 individuals.



Story of Change

Empowering Transformations: Monika's Journey of Self-Discovery

Before her involvement with Garima Greh, Monika struggled with low confidence and a strong desire for independence. Recognizing her passion for beauty and self-expression, TWEET arranged an internship for her in the field of beautician, supported by Hexaware and the TWEET Foundation. Monika's proficiency in nail art, hair styling, and makeup shone through during the internship, aligning perfectly with her aspirations for independence and self-reliance. Expected to complete her internship in February 2024, Monika's journey exemplifies the transformative power of collaborative efforts in fostering personal growth and empowerment.

Monika diligently sought to enhance her craft as a young drag artist by acquiring beauty tips and tricks from fellow performers. However, recognizing the need for formal training, she joined TWEET's makeup class. Previously limited by resources, Monika now possesses extensive knowledge of makeup techniques and products, thanks to the supportive environment provided by trainers Ekta and Rashid. Beyond technical skills, the program has provided Monti Monika with a sense of belonging within the transgender community, affirming her gender identity through makeup. With newfound expertise, Monti Monika has begun charging clients for her services and actively seeks part-time opportunities to support her dreams while continuing to hone her craft. The program has not only equipped Monti Monika with essential skills but has also fostered a supportive network and family-like environment, propelling her toward success in the world of makeup artistry.



Outcomes

- Project Gurukul empowered 170 candidates, securing placements for 55 of them.
- Through Project Garima Greh, 40 transgender persons were provided with a safe and nurturing environment to reside and thrive in.

14. Youth Empowerment | Kherwadi Social Welfare Association (Yuva Parivartan)

Program Overview

This initiative is dedicated to uplifting the socioeconomic status of underprivileged youth in Nagpur's peri-urban and urban slums. Focused vocational and capacity-building programs impart practical, technical skills enriched by exposure visits and guest lectures, providing a hands-on learning experience. The crucial "Soch Ka Parivartan" (Attitude

Transformation) module addresses unique challenges, fostering self-esteem, confidence, and a positive mindset. By equipping youth with practical skills and a resilient attitude, the project aims to empower them for sustainable livelihoods, contributing to their overall development and socioeconomic advancement.



Program Activities

- Mobilization and outreach are used to identify and engage eligible youth.
- Offer guidance and counseling assistance to youths to help them comprehend their unique requirements and aspirations.
- Comprehensive training encompasses both theoretical knowledge and practical skills.
- Evaluation, examination, and certification to ensure skill proficiency.
- Livelihood linkages to connect trained youth with employment opportunities of self-employment ventures.

Outcomes

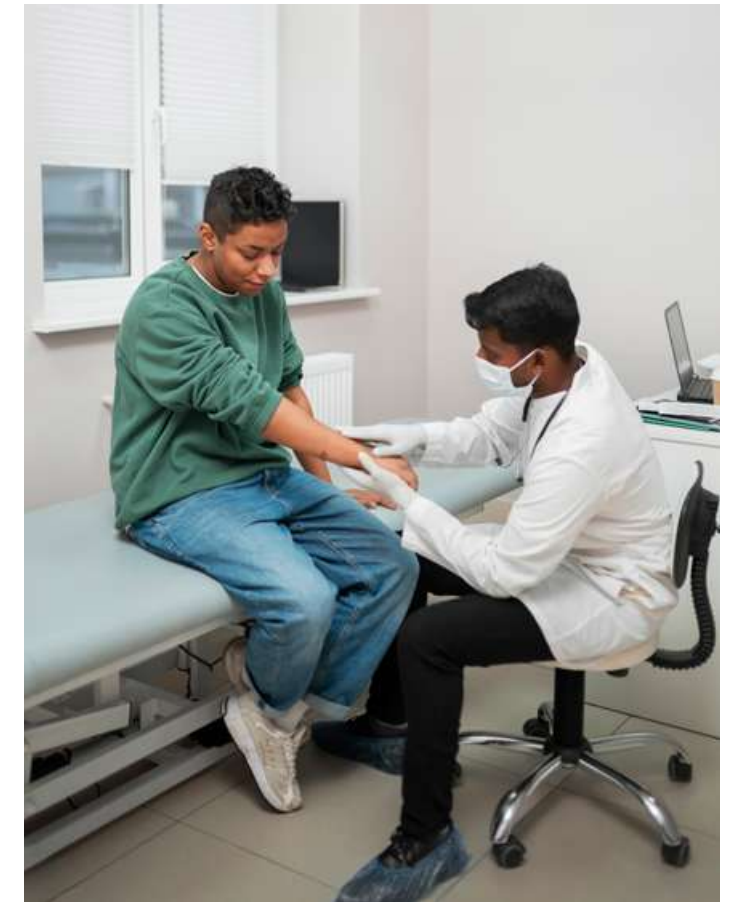
- 802 youth have been trained and certified, and 587 (73%) youth have been linked to livelihoods.
- The program has resulted in incomes ranging from INR 7,000 to 15,000 per month, benefiting approximately 4,000 indirect beneficiaries, assuming an average family size of five.
- Youth trained in various sectors, such as healthcare, retail, BSFI, IT, construction, and real estate sectors.
- 98% of the students who were employed agreed that the course contents aligned with their job requirements.
- 60% of students have reported improved financial management skills after the skill training program, positively impacting their monthly savings.
- 80% of the students agreed that the training provided better employment opportunities.
- 70% of students were satisfied with the trainers' teaching methodology, expertise, and support.
- 75% of the respondents reported having undergone soft skills training.
- 97% of the students mentioned that the training course improved their confidence and motivation to perform their job role.
- The majority of candidates mentioned that the training course was extremely relevant in their employment journey.
- Employers mentioned being satisfied with the performance of the Yuva Parivartan students in their jobs and that the students are motivated and interested in their work.

Story of Change

Empowering Transformation: Kanchan Naik's Journey to Financial Stability

Kanchan Naik, hailing from Fetri, Katol, Nagpur, grappled with financial hardships within her family of four, relying solely on her father's modest monthly income of INR 10,000 earned as a daily wage farmer. Determined to transcend these limitations, Kanchan stumbled upon Yuva Parivartan during a community outreach campaign, recognizing it as her gateway to acquiring crucial skills for a stable livelihood.

Opting for the nursing assistant program, Kanchan's unwavering resolve propelled her to successfully complete the course, securing a position at Revatkar Hospital with a monthly earning of INR 7,000. Her journey symbolizes personal development and serves as a beacon of hope for her family's financial security and overall well-being. Kanchan has expressed her sincere gratitude to Hexaware and Yuva Parivartan for sparking change in her life. Their support has empowered her and brought positive changes to her family's situation.



Empowering Unstoppable Women



Nidhi Alexander, CMO

At Hexaware, we believe that empowering women is fundamental to societal progress and the well-being of our communities. Through our comprehensive initiatives such as the Udaan Program and partnerships with organizations like Katalyst, we are committed to providing educational support, mentorship, and vocational training to women and girls. These efforts are designed to break the cycle of intergenerational challenges, ensuring that women are equipped with the skills and confidence needed to succeed in the workforce. Our goal is to create a future where every woman has the opportunity to thrive.

15. Udaan Program | AAWC

Program Overview

Since 2016, Hexaware has been supporting the Udaan Program in partnership with Apne Aap Women's Collective (AAWC), a dedicated anti-trafficking organization operating in the red-light districts of Falkland Road and Kamathipura, Mumbai, serving women and their children. This collaboration reflects Hexaware's commitment to empowering the daughters of women engaged in brothel-based prostitution.

The Udaan Program is a comprehensive initiative aimed at breaking the cycle of intergenerational prostitution by providing educational support, healthcare services, extracurricular activities, and job skills training. In early 2023, AAWC relocated the Kamathipura shelter home to Nerul, a new location away from the red-light area, significantly impacting the mental and social development of the girls.





Outcomes

Outreach: Daily visits and follow-ups underscore our commitment to identifying and nurturing the progress of vulnerable girls. The adjustment of girls to the new environment, enrollment in schools, and home-schooling initiatives signify positive changes. Engaging with mothers, maintaining strong connections, and raising awareness in Turbhe, Mumbai, have collectively contributed to empowering and uplifting the lives of these girls and their families.

Education: We successfully executed transformative educational initiatives, ensuring quality education and essential skill development for our beneficiaries.

Health: AAWC's commitment extends to health, hygiene, and overall well-being. In addition to nutritious meals, health assessments, and mental health support, it prioritizes hygiene initiatives, including distributing essential products and educational sessions for minor girls. These combined efforts contribute significantly to their overall health and resilience.

Empowerment: AAWC ensures the empowerment of its girls through various activities, such as artistic expression, dramatic excellence, musical harmony, vocational training, global awareness, karate, and championships.

Recreation: AAWC's commitment to recreation ensures a well-rounded and enjoyable experience for the girls. These efforts, from festive celebrations to outdoor activities and movie screenings, contribute to their overall well-being and happiness.

Shelter: The relocation from Kamathipura to Nerul was a significant step in providing our beneficiaries with a safe and nurturing environment. At the new shelter in Nerul, AAWC prioritized providing essential amenities for a comfortable and secure living space.

Program Activities

The Udaan Program encompasses educational support, health check-ups, skill-building workshops, recreational activities, and shelter home services. Notably, the program boasts a 100% success rate in breaking the cycle of intergenerational prostitution and equipping beneficiaries with the skills and confidence to pursue alternative livelihoods.

Some of the activities carried out in 2023:

- Regular outreach and assessment are needed to reach potential Udaan beneficiaries.
- Regular spoken English and other skill enhancement classes were conducted with the girls.
- Girls connect with their mothers weekly to foster a good relationship.
- Regular empowerment and recreation activities were undertaken with the girls.
- Nutritious hot meals are provided a minimum of five times each day.
- Regular counseling sessions were conducted with the girls.
- Regular fine motor development and learning activities performed with the girls.
- Daily yoga, meditation, and morning exercise.
- Interesting and engaging CSR activities are undertaken each month.



Story of Change

Naina's Story of Change & Resilience

Naina's arrival at Nerul Shelter Home in July sparked an educational revival. Despite reaching 5th grade, her attendance issues had hindered her progress. Starting from scratch, she diligently relearned basics like the alphabet and numbers to embark on this new journey. In just two weeks, her remarkable progress exemplified the power of personalized education and resilience, reigniting her passion for learning.



16. Human Capital for Third Sector | Katalyst Program

Program Overview

For six years Hexaware has championed a transformative partnership with Katalyst to empower underprivileged girls pursuing undergraduate degrees in engineering, architecture, medicine, and chartered accountancy across Mumbai, Pune, Bangalore, and Delhi. Beyond financial support, the commitment encompasses holistic

development through mentorship, skill training, provision of laptops, and medical insurance. Hexaware's collaboration with Katalyst represents a steadfast commitment to providing academic support, essential skills, and guidance, ensuring these young women are equipped for success in their professional journeys.





Program Activities

Katalyst strategically focuses on seven areas to achieve its mission:

- Proprietary Curriculum
- Mentorship
- Financial Assistance & Medical Insurance
- Digital Enablement
- Internships & Corporate Engagement
- Placements
- Counseling

The Katalyst Program adopts a comprehensive skill development and mentorship approach, incorporating workshops on English proficiency, communication skills, and leadership. Corporate visits and guest speaker sessions provide valuable insights and networking opportunities. Internships and industry interactions open doors for career advancement. With a holistic curriculum and personalized mentorship, the program empowers girls to overcome barriers and realize their aspirations.

In 2023, Hexaware sponsored a total of 60 students, contributing significantly to the program's impactful initiatives.

Outcomes

The Katalyst Program has yielded tangible results, including enhanced skill sets, access to technology, and internship opportunities for participants.

- 55% of alums have reached a managerial level, and 12% of alums are at the senior leadership level.
- The median salary offered to Katalyst students is 42.8% higher than that offered to other students.
- Employer feedback indicates that about 94% of Katalyst candidates have met employer expectations, with the majority (62.5%) exceeding them.
- Katalyst alums now occupy senior positions in prestigious MNCs and large Indian companies, both in India and abroad, as well as in civil and administrative services.
- Katalyst alums make informed choices about their careers, higher studies, marriage, and relocation.



Story of Change

Shobha's Engineering Journey with Katalyst

Shobha KG, a student from Bangalore, comes from a nuclear family of four, driven by her father's dream to see her become an engineer. She views engineering as a versatile and high-demand field that allows students to channel their creativity and align with their interests. Shobha aspires to excel in her field and leverage technology for a positive societal impact. In Shobha's engineering journey, Katalyst plays a pivotal role. Beyond academic pursuits, it offers invaluable opportunities and learning sessions, fostering personal development through internships and placements. The mentorship Katalyst provides is instrumental in guiding and motivating students like Shobha. Shobha's confidence, communication skills, and corporate acumen have soared, and she is profoundly grateful for the unwavering support and transformative opportunities that Katalyst has provided.



17. Dhara Project | Purnkuti

Program Overview

Hexaware provides financial assistance to the Dhara project, which is dedicated to empowering underprivileged women in Pune's disadvantaged areas. This initiative, designed to foster sustainable development and opportunities, aims to elevate living standards through programs focused on livelihood

promotion and entrepreneurship. The overarching goal is to enable women to survive and thrive comprehensively in all aspects of life.



Program Activities

- Vocational training in various courses, such as tailoring, cosmetology, cake baking, henna art, jewelry making, etc., was provided throughout the year.
- The Dhara project, through the Entrepreneurship Development Program, organized various skill-building sessions empowering women for entrepreneurship.
- Raising awareness among women through diverse programs addressing various social issues impacting their daily lives. This includes organizing awareness initiatives on the necessary skills, attitudes, and practices that empower women to manage all aspects of their lives effectively.

Outcomes

1. Vocational Training Impact:

- Increased employment opportunities for participants in diverse sectors, such as tailoring, beauty salon services, cake baking, henna art, and jewelry making.
- Enhanced skill sets led to improved livelihoods and economic independence.
- Potential for entrepreneurship among trained individuals, contributing to local economic growth.

2. Entrepreneurship Development Program (Dhara Project):

- Empowered women with essential entrepreneurial skills, fostering self-reliance and financial stability.
- Encouraged the establishment of new businesses or ventures, creating job opportunities and boosting economic development.

3. Awareness Programs for Women:

- Raised awareness of various social issues affecting women's daily lives, leading to informed decision-making and problem-solving.
- Equipped women with the necessary skills, attitudes, and practices to manage their lives effectively, promoting personal growth and well-being.
- Strengthened community networks and support systems, fostering a sense of solidarity and empowerment among women participants.

Story of Change

Maya's Journey: From Adversity to Success with Purnkuti

Maya Muke, a resilient 36-year-old single mother from Vadgaon Sheri, Pune, faced adversity after her eviction post-marriage. Struggling to make ends meet, she took on a housekeeping job, earning INR 10,000 monthly. Enrolling in Purnkuti's parlor course, Maya seized an opportunity for change.

During the Dhara Mela event, Maya's dedication and newfound skills shone through as she was able to successfully provide a challenging service and gain a happy, loyal customer. This accomplishment triggered a domino effect, attracting five more customers for the same service that day, with 30 customers scheduling regular services every Sunday. Grateful for Purnkuti's support, Maya expressed her excitement: "Purnkuti not only educates me but also empowers me to earn and secure new, loyal customers. I am thrilled to be part of Purnkuti as it enables me to pursue my dreams."

Since joining Purnkuti, Maya's income has gone from INR 10,000 to 15,000, showcasing the transformative impact of education and empowerment.



Prioritizing Healthcare Safeguarding the Nation





Sastry P K V, EVP, Healthcare and Insurance

At Hexaware, we recognize the importance of giving back to society and of making a tangible difference in the lives of those around us. One of the most crucial areas where we've directed our efforts is healthcare.

In the healthcare initiatives, we have projects that aim to prevent blindness caused by cataracts, provide prosthetic legs to amputees, early intervention programs, sanitation projects in schools, and blood donation drives.

18. V-Excel Educational Trust Early Intervention Program

Program Overview

Hexaware's Early Intervention (EI) program caters to children aged 0-7 at risk of developmental disabilities. Our program is meticulously designed and provides extensive assistance encompassing occupational therapy, neuro-developmental therapy, sensory integration, and speech facilitation. We aim to detect and tackle developmental hurdles at an early

stage, facilitating the seamless integration of these children into mainstream education. Moreover, our remedial education initiative enhances study and organizational skills, offering intensive, personalized instruction in language and mathematics, thereby fostering enhanced academic achievement.



Program Activities

The EI program adopts a multifaceted approach, integrating various activities and sessions to achieve its objectives. Noteworthy activities include successfully integrating children into both regular and special schools, providing ongoing intervention for children enrolled in play schools, and conducting educational sessions for parents covering essential topics such as Activities of Daily Life (ADL). Additionally, the program has witnessed a significant surge in school referrals, underscoring its growing recognition and impact within the community.



Outcomes

The program's impact was palpable, with 202 beneficiaries benefiting from its interventions during the reporting period. Notable success stories include remarkable progress shown by children such as Srinath and Nirisha. Their significant strides in development led to successful integration into specialized educational environments. These concrete results highlight the program's effectiveness in nurturing positive developmental paths for its beneficiaries.



Story of Change

Embracing Differences: Srinath's Journey to Independence

Srinath, diagnosed with developmental delay and autism at age 6, underwent a rigorous intervention regimen. Through the EI program's efforts and parental involvement, he demonstrated remarkable progress and gained independence. Undergoing comprehensive early intervention at our center, Srinath received support for sensory integration, communication, and social skills. These collaborative efforts led to significant improvement, enabling him to perform daily tasks independently. As a result, he successfully transitioned to a special school, showcasing the program's transformative impact.



19. Access to Cataract Surgeries | Mission for Vision

Program Overview

Immediate visual restoration is attainable through cataract surgery, which involves removing the cataract and inserting an intraocular lens (IOL), thus preventing 80% blindness and visual impairment. Despite its effectiveness, challenges such as availability, accessibility, affordability, and acceptability of

eye care services pose barriers to eye health. Hexaware has pledged financial support to Mission Netra, which aims to prevent cataract-induced blindness in 1,000 individuals from socially and economically disadvantaged rural communities in Tamil Nadu.





Program Activities

- Performed 1,000 cataract surgeries throughout the project duration, encompassing pre- and post-operative care.
- Patients received holistic cataract care, comprising pre- and post-operative services, hospital stay, and meals, all provided at no charge to them.
- Conducted an eye check-up camp for a local weaving community to enhance livelihood prospects by ensuring good eye health.

Outcomes

- 1,000 surgeries enabled at no cost.
- 59% of the beneficiaries are female.
- More than 50% of beneficiaries were above 60 years of age.
- Targeted the elderly, who are considered a high-risk group.
- Through the eye check-up camp, 247 weavers were screened, and 153 spectacles were provided. Additionally, 233 children were screened, and 10 spectacles were provided.



Story of Change

Restoring Sight: Nirmala's Journey of Empowerment

In Tiruvallur district, Nirmala, a resilient 55-year-old widow, cares for her daughter by tending to goats. However, cataracts dimmed her vision, affecting her mobility. Previous surgery trauma intensified her fear, delaying treatment for the other eye. Coaxed by a neighbor, she attended a Mission for Vision (MFV) and Hexaware eye camp, confirming the cataracts. Opting for surgery, her transformative experience brought relief and joy. Now, with optimum vision, she joyfully tends to her goats. Nirmala, once hesitant, is now an eye health champion, encouraging her village to prioritize their well-being. Her journey underscores the impact of quality care, fostering community trust and empowerment.



20. Chennai Marathon | Dream Runners Foundation & Freedom Trust

Program Overview

Since 2020, Hexaware has proudly been the title sponsor for the Chennai Marathon. Through this marathon, we are supporting the NGOs—Dream Runners Foundation and Freedom Trust—to provide prosthetic legs to amputees in rural India. More than 120 employees participated in this charity marathon, showcasing our commitment to aiding those in need.

Outcomes

- In 2023, a total of 197 amputees benefited from 203 prosthetic limbs, including bilateral cases.
- Improved mobility and quality of life for beneficiaries, addressing long-standing issues of using old or damaged limbs due to lack of access.
- Enhanced awareness and commitment among Hexaware employees toward supporting differently abled individuals and promoting societal well-being.

Program Activities

1. Provision of Prosthetic Legs

- Utilization of CSR funds to deliver 200 prosthetic legs to amputees in rural areas.
- Distribution of other supportive aids like axillary and elbow crutches, walkers, and modified and surgical footwear based on individual needs.

2. Beneficiary Support and Education

- Conducted gait training for each beneficiary to ensure proper use of prosthetic limbs.
- Detailed measurements were taken of the residual limb to ensure a proper fit.
- Educated beneficiaries on the proper use and maintenance of their prosthetic limbs for long-term benefits.



21. Hygiene and Sanitation | Yuva Unstoppable

Program Overview

Hexaware, in collaboration with Yuva Unstoppable, supports the School Sanitation Program, which aims to improve the learning environment in government schools. The focus is on infrastructural enhancements, particularly in sanitation, drinking water facilities, and the introduction of digital classrooms. The project's implementation of WASH, featuring designated areas for drinking and dishwashing, aims to revolutionize the traditional education system.

This initiative strives to create a safe and high-quality learning environment for students by incorporating an advanced and secure environment within school premises, ultimately contributing to improving education quality. Hexaware's support underscores its commitment to fostering positive changes in educational infrastructure and ensuring a conducive atmosphere for enhanced learning experiences in 44 government schools.



Program Activities

- Renovation and construction of new classrooms, sports grounds, and other facilities.
- Installation of sanitation facilities, drinking water provisions, solar panels, and digital classroom equipment.
- Impact on approximately 6000 students through targeted interventions.
- Identification and screening of government schools requiring infrastructural enhancements.
- Prioritization of schools lacking basic amenities such as clean classrooms, sports facilities, and modern teaching tools.

These initiatives aim to provide a conducive learning environment for students, thereby improving educational outcomes and overall school experiences.

Outcomes

- **Access to clean water:** Ensured all stakeholders have access to safe and clean drinking water, prioritizing areas lacking this fundamental resource.
- **Sanitation facilities:** Provided adequate sanitation facilities to reduce the spread of diseases and improve overall hygiene.
- **Hygiene promotion:** Implemented educational programs to promote good hygiene practices, such as washing hands with soap and regular bathing.
- **Infrastructure improvement:** Upgrade infrastructure for water supply, including pipelines, pumps, and reservoirs, to ensure a consistent and reliable supply.
- **Monitoring and evaluation:** Establish monitoring systems to track progress and evaluate the effectiveness of WASH interventions. This helps identify areas needing improvement and adapt strategies accordingly.



The Positive Environmental Impact





Balaji Meenakshisundaram, EVP, Corporate Affairs

Our commitment to environmental sustainability has been unwavering. We have undertaken ambitious CSR projects, from the restoration of ponds to the planting of trees through urban afforestation.

Our efforts extend to supporting farmers in sustainable agricultural practices, conducting coastal cleanups, and illuminating lives through solar lighting initiatives.

22. Pond Restoration | Environmentalist Foundation of India

Program Overview

Since 2019, Hexaware Technologies has joined forces with the Environmentalist Foundation of India (EFI) to embark on the ecological restoration of seven ponds and one lake in Chennai. This collaborative endeavor seeks to scientifically refurbish and rejuvenate these water bodies, strongly emphasizing community

outreach and engagement. The partnership signifies a dedicated commitment to environmental sustainability, actively involving nearby communities in the restoration process and making a substantial contribution to the ecological well-being of the region.



Program Activities

The restoration efforts encompass various activities, including:

- Restoring two water bodies in 2023.
- Planting of 5,000 saplings as part of the urban afforestation project.
- Maintaining saplings.
- Conducting awareness and volunteering activities, including wall painting and public clean-ups at lakes and beaches.



Outcomes

In 2023, we successfully implemented the urban afforestation project with the Environmentalist Foundation of India (EFI). This initiative led to the planting of over 5000 trees in Chennai. Additionally, two water bodies were restored as part of the efforts to improve the environmental conditions in the city. These achievements signify significant progress toward combating deforestation, promoting green spaces, and enhancing water conservation efforts in Chennai.



Story of Change

Reviving Polachery Lake

Polachery, near Mambakkam, Chennai, is home to a series of water bodies. The Polachery Lake, surrounded by residential complexes and reserve forests, lacked proper maintenance and had lost its structural integrity due to invasive weeds and solid waste. The lake was successfully restored to its natural state in a collaborative conservation effort involving the Chengalpattu District Collectorate, Hexaware Technologies, and the Environmentalist Foundation of India (EFI). The restoration process included the removal of invasive weeds, deepening of the lake to increase its storage capacity by 40%, strengthening of the bunds, the establishment of nesting islands to enhance biodiversity, and planting of native trees to enrich the greenery of the region.



Enabling Patriotism through Sports and Beyond



Vikash Kumar Jain, CFO

Sports have always been a universal language, transcending boundaries and bringing people together in ways few other things can. At Hexaware, we recognize the power of sports not only as a source of entertainment but also as a tool for positive change and community development.

We are partnering with Olympic Gold Quest and supporting a pool of athletes and para-athletes.

23. Support to Athletes | Olympics Gold Quest

Program Overview

Hexaware has steadfastly collaborated with Olympic Gold Quest for half a decade, demonstrating a robust commitment to athletes and para-athletes. In 2023, Hexaware increased the support extended to the entire pool of athletes and para-athletes. This comprehensive backing encompasses expert coaching, rigorous training sessions, and access to cutting-edge equipment. Meticulously crafted, the program

strategically propels athletes into international competitions, empowering them to strive for excellence in their respective sports. Hexaware's longstanding partnership with Olympic Gold Quest shows its strong commitment to supporting athletes and para-athletes by providing the resources they need to reach the highest levels of their sport.



Program Activities

The program offers a range of support services:

- Access to world-class equipment to enhance athletes' performance and training experience.
- Exposure to domestic and international training camps and tournaments to hone athletes' skills and competitive edge.
- Sports science support, including physiotherapy, nutrition, strength and conditioning, and psychological assistance, to optimize athletes' physical and mental wellbeing.
- Provision of specialized equipment such as wheelchairs and prostheses for para-athletes to compete at their best.
- Expert coaching and training sessions tailored to athletes' specific needs and goals, coupled with injury rehabilitation support.
- Sponsorship of athletes' participation in international competitions to represent India globally.

Outcomes

The program has achieved notable success, as evidenced by the following achievements:

Cumulative Medals and Participation of All OGQ-supported Athletes Across 9 Sports

Tournament	Participation	Medals Won
World Championships	75	19
Asian Championships	53	28
International Tournaments	217	33
National Tournaments	97	40
TOTAL	442	120

Some Key Performances

ISSF World Championship, (Shooting) Baku, August 2023

- Gold: Esha Singh and Shiva Narwal (10M Air Pistol Mixed Team)
- Bronze: Mehuli Ghosh (10M Air Rifle Women)
- Bronze: Akhil Sheoran (50M Rifle 3P Men)

IBA Men's World Boxing Championship Tashkent, May 2023

- Bronze: Deepak Bhorla (Men's 51 Kg)



Cumulative Medals and Participation of All OGQ Supported Para-athletes Across 8 Sports

Tournament	Participation	Medals Won
World Championships	59	11
Asian Championships	6	6
International Tournaments	171	68
National Tournaments	55	29
TOTAL	291	114

Some Key Performances

Para Athletics World Championships 2023 Paris, July 2023

- Gold: Ajeet Singh (F46 Javelin Throw)
- Gold: Sachin Khilari (F46 Shot Put)
- Silver: Nishad Kumar (T47 High Jump)
- Silver: Yogesh Kathuniya (F56 Discus Throw)
- Silver: Shailesh Kumar (T42/63 High Jump)
- Silver: Rinku Hooda (F46 Javelin Throw)
- Bronze: Praveen Kumar (T44 High Jump)



Rural Development Initiative



Shyam Mansukhani, EVP, BPS

We initiated the integrated village development project in Patil Pada. By leveraging modern techniques and community engagement, we've tackled agricultural, livelihood, water, health, and education challenges through collaboration with our NGO partner.

This endeavor has so far benefited 700 individuals across 122 households. Our commitment to holistic development activities underscores our dedication to making a lasting difference. Together, we're shaping a future where every individual thrives.

24. Integrated Village Development I Seva Sahayog Foundation

Program Overview

The Seva Sahayog Foundation's integrated village development initiative in Patil Pada, Maharashtra, is a holistic model for building a sustainable rural economy. This project incorporates modern techniques and development activities, focusing on key areas

identified by the foundation—agriculture, livelihood, water, health, and education. Throughout 2023, the initiative executed impactful activities to address the specific challenges faced by the village, contributing to its overall development.



Program Activities

- Installing roof catchment areas and soak pits for efficient rainwater harvesting.
- Conducting surveys and community mobilization activities to identify needs and opportunities.
- Constructing water storage tanks and establishing a village seed bank.
- Improving the study center infrastructure to create better learning environments and introducing Kishori Varga programs—initiatives aimed at supporting the development of adolescent girls.
- Empowering women through skill training and organizing health check-up camps.
- Conducting qualitative analysis of village needs, strengths, and opportunities, involving villagers in identifying and addressing gaps in community development.

Outcomes

The project has led to:

- Installing roof catchment systems on three public structures, constructing soak pits for 20 houses, repairing a community well, building five Jalkunds, conducting 12 farmer training sessions, and distributing fruit-bearing saplings to 122 families.
- Operating a study center (Abhyasika) for students, organizing Kishori Vikas Varga for adolescent girls, hosting health check-up camps, promoting kitchen gardening, improving governance practices, and offering skill training.
- Directly impacting 700 individuals, with an additional 4,010 people benefiting indirectly.



Story of Change

From Students to Entrepreneurs: A Journey of Empowerment and Success

Former students of the Patil Pada Abhyasika in Boisar division—Gulab Lakhat, Dipika Chipat, and Aarti Dumada—achieved remarkable success after completing their Diploma in Basic Rural Technology (DBRT) course at Vigyan Ashram in Pabal, Pune, supported by Seva Sahayog Foundation. Empowered and guided by the Gram Vikas team, they received sewing training at the Sanjay Hegde Skill Development Center. After Diwali, these determined girls embarked on farming by leasing an acre of land in their village. Under the guidance of the village development officer, skill development head, agriculture coordinator, and department coordinator, they planted organic leafy vegetables. Their journey from students to thriving entrepreneurs is truly inspiring, as they now employ five villagers in the community.



Employee Volunteering Initiatives



25. Employee Volunteering Initiatives



Mumbai Marathon

Like every year, in 2023, Hexaware actively participated in the prestigious Tata Mumbai Marathon. This participation marked a significant achievement, highlighting the city's remarkable spirit in rallying behind numerous charitable and social causes. Hexaware proudly provided financial support to five NGOs: AAWC, Save the Children, Manav Foundation, TRRAIN, and Katalyst Foundation. A total of 160 Hexawarians participated in this charity marathon, contributing to enhancing education in our society. The event showcased a strong commitment to running for a cause and conveyed powerful social messages to foster a better community and environment for first-time marathon runners and experienced participants. The event held at Mumbai's Marine Drive was a remarkable experience.

Employees Participated: 160 | Employee Participation Hours: 640 | Beneficiaries: 5 NGOs at Mumbai Marathon

Hexaware Wish Tree-Gift Distribution

We kicked off the new year by granting the wishes of underserved children through Hexaware's CSR efforts. Collaborating with NGO partners—Apne Aap Women's Collective (AAWC) and Thraahi Foundation, we organized the 'Fulfill a Kid's Wish' initiative in Mumbai and Chinnalempattu Village, Tamil Nadu, respectively. With the help of these NGOs, we fulfilled the wishes of approximately 350 children. Christmas trees adorned our Chennai and Mumbai locations, displaying the wish lists. Employees selected wishes from the list and sent gifts to the children's addresses.

Employees Participated: 103 | Employee Participation Hours: 206 | Beneficiaries: 350 Children



Blood Donation Drive

Hexaware organizes blood donation drives, a vital endeavor that saves lives and nurtures community well-being. Our dedicated employees wholeheartedly contribute, exemplifying our commitment to making a positive difference in the lives of others. Conducted biannually, these drives have enabled us to collect over 500 units of blood. We are deeply gratified by our employees' participation and generosity, knowing it will profoundly impact those in need.

Employees Participated: 500 | Employee Participation Hours: 500 | Beneficiaries: 500 Patients

Chennai Marathon

Since 2020, Hexaware has been honored to serve as the title sponsor for the Chennai Marathon. Collaborating with the NGO Freedom Trust, we extend our support to provide prosthetic legs to amputees in rural India. This initiative reflects our unwavering commitment to corporate social responsibility while also fostering employee awareness and dedication to assisting persons with disabilities. Every year, we have effectively delivered 200 prosthetic legs to amputees, significantly improving their quality of life.

Employees Participated: 120 | Employee Participation Hours: 480 | Beneficiaries: 200 Rural Amputees



Tech Fest Judge

The tech fest, one of the most anticipated events by Katalyst students, offers recognition for their participation and valuable learning opportunities from industry mentors and experts. It is a platform for girls to showcase leadership skills, hone problem-solving abilities, and build confidence. Our employee volunteers serve as judges at multiple locations, playing a crucial role in ensuring the success and impact of this event.

Employees Participated: 11 | Employee Participation Hours: 66 | Beneficiaries: 160 Girls Pursuing Engineering

Inauguration of a New Shelter Home

As part of our initiative to empower girls, we have relocated our previous shelter home from Kamathipura to Nerul, Mumbai. The new shelter aims to empower girls from the red-light area by educating them about their rights and encouraging diverse and dignified career choices, thus breaking the intergenerational cycle of prostitution among daughters of women involved in brothel-based activities. Additionally, it offers a safe and supportive environment for the holistic development of the girls, away from the red-light district.

Employees Participated: 10 | Employee Participation Hours: 40 | Beneficiaries: 75 Girls from the Shelter Home



V-Excel Visits

The volunteers from Hexaware in Chennai have shown steadfast dedication by conducting five monthly visits to V-Excel NGO. Focused on empowering children with intellectual disabilities for employment, these volunteers organized various activities such as fun and educational sessions, creative arts and crafts, and personal development initiatives. Their ongoing commitment reflects Hexaware's dedication to making a positive difference in the community and promoting the comprehensive growth of children with intellectual disabilities at V-Excel NGO.

Employees Participated: 120 | Employee Participation Hours: 480 | Beneficiaries: 200 Youths and Children



School Wall Painting

Hexaware collaborated with Rainbow Homes to conduct a transformative school wall painting initiative at Chetpet Government School in Chennai. Approximately 27 volunteers participated in this project to transform the school premises with colorful and uplifting artwork. This collaborative effort not only brought aesthetic improvements but also aimed to foster a conducive and inspiring learning environment for the students.

Employees Participated: 27 | Employee Participation Hours: 400 | Beneficiaries: 520 School Children

Knowing the Subconscious Aspects of the Mind

Mr Saket Rai, a clinical hypnotherapist, conducted pro-bono sessions focusing on the subconscious aspects of the mind for beneficiaries across NGO partners, such as Rainbow Homes, Magic Bus, Indian Sponsorship Committee, and Tweet Foundation. It was a transformative experience, exploring the intricacies of the human psyche. Participants gained profound insights into the subconscious mind's influence on thoughts, emotions, and behavior. The session explored techniques to unlock and understand these hidden aspects, promoting self-awareness and personal development. Attendees gained a better understanding of how the subconscious mind shapes their perceptions and reactions. The workshop was insightful, providing useful tools for self-awareness and promoting a holistic approach to mental well-being.

Employees Participated: 08 | Employee Participation Hours: 32 | Beneficiaries: 106 Youths and Children



Back to School Kit Drive

This initiative empowers underprivileged students with essential supplies to confidently and enthusiastically start the new academic year. We understand that education is the key to a brighter future, and we want to ensure that all children have equal access to education, regardless of their socio-economic background. A school kit comprises items such as a school bag, notebooks, a pencil pouch (including an eraser, sharpener, ruler, and pencils), a drawing book, crayons, a geometry box, and other materials necessary for students to succeed in their studies. Through this initiative, 463 school kits were donated by employees and distributed to needy children in Chinnalampatti village in Tamil Nadu and Patil Pada in Maharashtra with the support of our partner NGOs, Thraahi Foundation and Seva Sahayog, respectively.

Employees Participated: 129 | Employee Participation Hours: 129 | Beneficiaries: 463 School Children



Career Guidance and Interview Preparation Session

Hexaware's employee volunteers dedicated their time to conducting impactful career guidance and interview preparation sessions for underserved youths from Yuva Parivartan and IDEA Foundation. This volunteering initiative provided valuable insights and equipped these young individuals with essential skills to navigate the professional landscape.

Employees Participated: 90 | Employee Participation Hours: 90 | Beneficiaries: 450 Youths

Wall Painting Initiative

Our employees participated in a wall painting initiative as part of our urban afforestation projects. This effort beautified urban spaces and conveyed a strong message about environmental conservation. Through vibrant and thought-provoking murals, we aimed to raise awareness about the importance of green spaces in urban settings. Volunteers' involvement exemplifies our commitment to the environment and sustainability initiatives. By integrating art and environmental consciousness, our employees created visually appealing spaces while advocating for a greener and healthier urban environment. This endeavor reflects our dedication to holistic community development and environmental stewardship.

Employees Participated: 66 | Employee Participation Hours: 162 | Beneficiaries: 500 People of that Locality



Hexaware Scholarship Support

Hexaware provided scholarships to underprivileged and meritorious students to support their education. In addition to financial assistance, we supplied students with educational essentials such as school bags, notebooks, geometry boxes, and other stationery materials, facilitating their learning experience. 488 children benefited through this initiative.

Employees Participated: 29 | Employee Participation Hours: 116 | Beneficiaries: 488 School Children

Coastal Clean-up Drive

We understand the importance of coastal cleanup in preserving marine ecosystems, preventing pollution, and protecting biodiversity. To support these efforts, we organized a coastal cleanup drive at Kovalam Beach, Chennai, with participation from more than 70 employees. Together, we collected bags of trash weighing approximately 480 kilograms.

Employees Participated: 77 | Employee Participation Hours: 231 | Beneficiaries: 1000 People



Joy of Giving

At Hexaware, we embrace the ethos of community giving, exemplified by our "Joy of Giving Week." Throughout the week, our employees enthusiastically participated in various acts of kindness, including in-kind donations, blood drives, and volunteer efforts. The collective effort resulted in the collection of 29 boxes filled with clothes, books, stationery, and toys.

Employees Participated: 150 | Employee Participated Hours: 150 | Beneficiaries: 300 People



Eye Health Camp

The CSR team organized a three-day eye health camp targeting the weaving community in Chinnalampatti village, Tamil Nadu. Recognizing the importance of good eye health for their livelihood, the camp aimed to diagnose and address various eye issues. Through the camp, individuals received appropriate spectacles and cataract surgeries as needed. Over the three days, 260 adults and 240 children were screened and received assistance.

Employees Participated: 04 | Employee Participated Hours: 40 | Beneficiaries: 500 Rural Children and Elderly People

Celebration of International Girl Child Day

We strongly believe in offering every girl equal opportunity to demonstrate her immense potential and resilience in shaping her future. We visited our partner NGO, AAWC, to honor this belief and hosted life skills sessions. Our volunteers actively joined in celebrating International Girl Child Day, engaging the children in fun games and insightful discussions about the importance of girlhood.

Employees Participated: 14 | Employee Participated Hours: 56 | Beneficiaries: 25 Shelter Home Children



Celebration of Children's Day

We believe in creating a brighter future for every child. To celebrate this, our volunteers visited Rainbow Homes in Mumbai and spent time with the children, participating in recreational activities, teaching them social skills, and conducting drawing competitions. These activities encouraged children to express themselves freely, fostering a world of imagination and dreams.

Employees Participated: 17 | Employee Participated Hours: 102 | Beneficiaries: 75 Children at the Learning Center

PICO Satellite and Drone Launch Event

We collaborate with the American India Foundation (AIF) and work with government schools to encourage underprivileged students to pursue STEM-related careers, particularly in space technology, and to give teachers the tools they need to incorporate techno pedagogy and digital content into the teaching-learning process. As part of the program in Science City, Ahmedabad, AIF organized a PICO Satellite and Drone Launch event. 100 students from 10 government schools in Ahmedabad took part and gained knowledge.

Employees Participated: 19 | Employee Participated Hours: 114 | Beneficiaries: 100 School Children



Way Forward

Hexaware's commitment to corporate social responsibility (CSR) is deeply rooted in our belief that, as a corporate entity, we bear a responsibility to address the pressing needs of society and contribute to balanced and inclusive growth in the communities we serve. Our CSR strategy revolves around pillars aligned with our strengths, core expertise, and the causes close to our employees' hearts.

Sustainability remains the focal point of our CSR initiatives, and we will continue to map our programs with ongoing national sustainability efforts. This strategic alignment strengthens our presence and contributes to ethical, social, environmental, and economic dimensions of business operations.

Our volunteer engagement initiatives create a culture of giving and volunteering among Hexawarians. To further enhance their involvement, we recognize the need for constant innovation and plan to extend CSR activities from an organizational to a unit-level approach. Each department will be empowered to guide its employees toward meaningful engagement, ensuring that unit-level activities complement but do not duplicate organization-level initiatives.

This shift represents a new dimension in our commitment to society and brings us a step closer to our collective vision. Despite the scale, the impact of our initiatives will have a far-reaching ripple effect. We acknowledge our employees' perpetual hunger for development and are determined to provide diverse avenues for their enthusiastic participation.

In the upcoming year, we aim to strengthen and broaden our CSR endeavors to reach our goal of benefiting 100,000 individuals by the end of 2025. This underscores Hexaware's commitment to fostering a positive societal impact while instilling in our employees a strong sense of purpose and responsibility.

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