



# Investing in People – Changing Lives: U.S. Companies in India











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## Message from the Director General CEO AMCHAM

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The American Chamber of Commerce in India, AMCHAM India, is the apex U.S. – India chamber, advocating for a strong economic partnership between both countries for more than 25 years but we want to seize the opportunity to celebrate the positive influence that American companies have made in the lives of people around them.

American companies have been operating in India since 1902 and actively engaged in India's inclusive growth story. With the advent of Industry 4.0 – smart manufacturing, U.S. companies are successfully implementing technologies, such as IoT, analytics, robotics, augmented reality and high-performance computing, which requires unlimited skilling and re-skilling.

On April 26th, 2019 at AMCHAM's 27th Annual General Meeting in New Delhi, our photo exhibition showcased 'Investing in People – Changing Lives: U.S. Companies in India' to share the stories of how our members impact people pan India, whether through training, re-skilling, education, medical assistance, women's empowerment initiatives, encouraging entrepreneurship or CSR endeavours across multiple sectors.

The photo exhibition entries are the foundation of this book. We hope you see a glimpse of the ecosystems U.S. companies are creating in India by increasing farmers' income, reskilling for the future of work, cultivating mutual understanding and awareness on useful topics, training their employees, providing otherwise unaffordable medical care, striving to improve the quality of as many lives as possible. Through projects and partnerships, these companies are committed to building a better society and better world.

Thank you to all the companies that have partnered with us and supported this initiative!

**Ranjana Khanna**  
Director General & CEO  
AMCHAM India



## **About American Chamber of Commerce in India**

The American Chamber of Commerce in India is an association of U.S. companies operating in India. The Chamber has over 400 companies in its membership, engaged in diverse sectors and spread throughout India.

Established in 1992, AMCHAM is headquartered in New Delhi and has offices in Bengaluru, Chennai, Hyderabad, Kolkata and Mumbai.

The U.S. Ambassador in India is the Honorary President of the Chamber.

The Chamber's mission is to assist its members to succeed in India through advocacy, information, networking and business support services and to enhance U.S. trade and industry in India by contributing to the success of U.S. companies operating in the country.

AMCHAM is affiliated to the U.S. Chamber of Commerce in Washington, D.C., AMCHAMs in other countries and Asia-Pacific Council of American Chambers of Commerce (APCAC).

People to people connect



**Brad Schoener (center), VP of Innovation at the Association for the Advancement of Medical Instrumentation, meets with the leadership team at the Andhra Pradesh Medtech Zone and the Indian Biomedical Skill Consortium**

AAMI is a global community of healthcare technology professionals united by one important mission—supporting the healthcare community in the development, management, and use of safe and effective technology. AAMI members include device manufacturers, government regulators, physicians, nurses, clinical engineers, biomedical equipment technicians, sterile processing experts, and other healthcare technology professionals.

AAMI is the only nonprofit community that brings together such a diverse alliance to:

- Develop medical device standards used around the world
- Provide cutting-edge education programs and events
- Provide certifications for Biomedical Equipment Technicians, Radiology Equipment Specialist, Healthcare Technology Managers, and Industrial Sterilization Specialists
- Publish practical guidance documents, award-winning publications, and other timely resources
- Encourage networking and sharing of expertise through online forums, podcasts, videos, and a blog
- Partner with key stakeholders including regulators, healthcare technology management professionals, clinicians, industry experts, and researchers to find solutions on trending issues



Creating and sustaining a culture of continually upskilling and re-skilling employees for professional and personal growth is a key focus area for us, at Arcesium. We offer myriad learning solutions which our employees can leverage in the form of:

- a. Learner-initiated Learning:** Through our flagship initiative, ARCLearn, our employees are empowered to up-skill/re-skill themselves by opting for any learning solution (classroom, e-learning, blended learning, consultations, etc.) that interests them. All interests are auto-approved with no limit on the cost incurred or time spent.
- b. One-Skill Focus:** We follow a One-Skill focus approach to up-skill/re-skill our employees on the most important developmental need for peak performance. By focusing on one-skill at a time, employees get sufficient time to work on developing that skill and applying it by making use of our bespoke learning solutions which are engaging, contextual, relevant, and easy to re-inforce.
- c. Transformational Journeys for Up-skilling and Re-skilling:** Our learning journeys (customized for business context and mapped to the learner's need and proficiency) focus on sustaining real skill change. Our end-to-end solutions include gap analysis, skill transfer, skill re-verification, and sustenance of skill change, so that the sustained skill change helps achieve business goals.

We've been awarded for '**Leading Practices in Learning and Development**' by People First in 2017 and by TISS LeapVault CLO in 2018 for '**Best Coaching Program**' (Silver Category).



**A vision of a better vision for India**

WHO estimates indicate that a staggering 285 million people are visually impaired across the globe. Unfortunately, India makes a significant contribution to this number. Bausch and Lomb, since its inception in 1853, have been dedicated in ensuring better vision. We, at Bausch and Lomb, were quick to identify that India was in dire need of optometrists – who could identify and help eradicate vision-related issues.

In our attempt to boost the number of optometrists in the country, we supported L.V. Prasad Eye Institute to set up the Bausch and Lomb School of Optometry, which is producing qualified optometrists since 2001. A structured program “Mastermind” around contact lens expertise and soft skills was launched in 2008 to make eye care professionals more capable. The same was extended to more than 10 Optometry colleges across India in order to make optometry students market ready.

Recently, as an extension to our CSR program, Experience Vision, in association with Optometry Council of India, we launched the Eye Screening Protocol designed to detect and diagnose various eye conditions in children. This will screen approx. 15,000 government schools students across the country. Bausch and Lomb also runs a pan India program providing free sampling of contact lenses in order to encourage the consumers’ and the opticians’ interests.

We, at Bausch and Lomb, believe that with these initiatives in full swing, we would be able to contribute to the cause of quicker interventions for people who require vision correction. While it remains an uphill task, we are trying to contribute to the cause with all our intellectual prowess.



**BD – Partnering for change towards well-being, hope and a greater good for people and societies by advancing the world of health**

Giving back to the community is integral to BD's culture, and BD India through its CSR initiative (IMPACT) continues to support initiatives that define social sensitivity and diversity.

BD believes "education has the power to transform lives" and has partnered with Teach For India (TFI) to support six fellows across grades VI to IX in Munirka School, New Delhi. TFI Fellows work as teachers to acquire skills and mindsets required to work towards resolving education crisis. Its pedagogy focuses on innovative teaching tools and methods in the classroom and beyond.

BD joined hands with HOPE Foundation to support students from low socio-economic background in Leper Colony, Delhi to facilitate skill-based training to 235 students on Tally 2.0 and General Duty Assistance.

On World Water Day, March 22, BD volunteers along with Planet Water Foundation, a non-profit organization that addresses global water poverty, installed water filtration system (Aqua Tower) in a school in Kandarwadi, 100km away from Thane, Maharashtra. This AquaTower is now the source for clean water for 261 students directly and the wider community of 1,800 people.

BD volunteers also experienced Kishor-Kishori Mela (a community outreach initiative on Gender Based Discrimination) in Jhajjar with Breakthrough, a human rights organization that has been working with BD since 2018 in 10 schools in Jhajjar, Haryana.

As BD breaks the barriers for some and creates a promising future for others, BD associates appreciate the importance of being a purpose-driven company.



**Woman farmer nurturing her kitchen garden established with support from Cargill's Project Saathi in Davangere**

Yallamma is a woman farmer who lives with her family in Nadigavi village. Two years ago, she was purchasing low quality yet expensive vegetables from the local market until she heard about growing vegetables in her own backyard from a Project Saathi representative. Back then, she registered herself to kitchen garden project, transformed her 400 square feet garden into a lush green abundant piece of land and now is organically growing palak, amaranthus, coriander, okra, beans and gourd.

The testimony of Yallamma resonates with stories of over 800 women who participated in 'diversified vegetable cultivation through kitchen garden project' under the umbrella Cargill's Project Saathi in partnership with Technoserve. Beside this, Project Saathi is also supporting farmers to improve productivity, adopt climate smart agri practices and creating improved market access along with supporting youth in the village to set up their own small scale agri and related agri-enterprises.

Corporate responsibility and sustainable development remain an inextricable part of everything we do in the country. Cargill is committed to serve customers and consumers and help communities thrive. Aligning business and social objectives is the key to our sustenance and always revitalizing our purpose – to nourish the world in a safe, responsible and sustainable way. Over the last five years, Cargill in India has impacted 3.2 million lives through its targeted corporate responsibility and sustainable development initiatives under three focus areas namely, nourishing our world, protecting our planet and enriching our communities.





Students from Government Mahila ITI, Ahmedabad, Gujarat access our partner, Quest Alliance's digital knowledge library comprising engaging self-learning materials like English, Life & Work Skills, Entrepreneurship and Digital Literacy as part of their Employability Skills training under the aegis of Cisco-Quest Alliance partnership with Govt of Gujarat. These lessons enable students to build tangible, market-oriented skills, discover confidence and self-awareness so that they connect with the right careers and achieve their dreams of success.

In India, Cisco takes a shared value approach to addressing social issues. We focus on applying our expertise, solutions and our people to create strategic, relevant and sustainable programs and partnerships to effect real change in the areas of critical human needs, education, economic empowerment, and environmental sustainability. In June 2018, Cisco announced its commitment through social initiatives and partnerships to positively impact 50 million beneficiaries in India by 2025. This goal is aligned to Cisco's global vision of impacting 1 billion lives worldwide by 2025.

The Cisco Networking Academy, our signature CSR initiative, empowers students across India from virtually every socioeconomic background develop the skills needed to succeed in the digital economy. Through our India Grants Program, we work with multiple NGO partners that have interventions in healthcare, education and economic empowerment. Additionally, Cisco runs structured employee engagement programs that provides an avenue for employees to volunteer and give back their time and talent to causes they are passionate about.



Our global commitment to enable economic empowerment of 5 million women entrepreneurs across the value chain by 2020, is referred to as 5by20™ program. Targeted at helping women entrepreneurs overcome the common social and economic barriers faced due to lack of business skills training, financial services, assets, peer networks and mentoring. In India, over 131,000 women entrepreneurs have benefitted, through the following key programs:

- 1. Parivartan and Pragati:** Parivartan and Pragati are capability building initiatives to provide training to rural retailers on various aspects of retailing and equip traditional retailers with skills to grow their businesses sustainably. To reach out to women retailers in remote parts of India, buses have been converted into customized mobile classrooms. Classes are also held by Hindustan Coca-Cola Beverages Pvt. Ltd (HCCBPL), where women are invited to our bottling plants for an understanding of the manufacturing process.
- 2. Unnati:** We are also supporting farmers through project Unnati, a supply chain initiative that would enable 25,000 mango farmers, including women farmer, who shall adopt modern farming techniques and good agricultural practices. Combined with drip irrigation, the programme helps farmers double their incomes. The program has benefitted over 56,600 farmers including 10% of women farmers.
- 3. Career Development Centres (CDC):** A joint initiative by HCCBPL and NIIT Foundation, aimed at bringing job oriented vocational training program to the educated but unemployed youth. Imparting skills to enhance their employability potential, CDCs across country have benefitted 8,000+ candidates.



Corning Incorporated began operations in India in the late 1980s and established its fibre manufacturing facility in Chakan, Pune, in 2012. Since then, Corning has undertaken sustainability initiatives in education, sanitation, water and energy conservation, and environmental sustainability at its plant and within the local communities, to improve overall quality of life.

Corning has been actively involved in nurturing sustainable practices at our facility through innovative initiatives such as a solar car park that allows us to utilize solar energy to power the facility; thereby reducing the overall consumption of electricity, and the recycling and reuse of waste water at the facility to conserve water and prevent unnecessary wastage.

The company's association with educational institutes is long-standing, with active participation from all employees at the facility. Corning has worked to improve facilities and provided study materials to many local Zilla Parishad schools in the area and have also undertaken sanitation projects to ensure clean and hygienic water for students and staff.

In 2018, Corning rebuilt Varale ZP School in Pune replacing a deteriorating 30-year-old structure. Corning collaborated with school authorities in designing the new building to provide a holistic, creative, and stimulating environment for the students' education.

Corning strives every day to make a positive difference in the world by supporting our people and communities, preserving our environment, and engaging in responsible business and manufacturing processes. We believe that a commitment to positive environmental, social, and governance-related business practices helps us strengthen our company, maintain the trust of our stakeholders, and better serve our customers and the community.



Nelson Mandela said, “Education is the most powerful weapon which you can use to change the world.” At Lilly India, we echo this sentiment. As part of our commitment to the local community, we offer complete support to an education-led project: *Kadam – Step Up Programme*, implemented by our partners Humana People to People India (HPPI). ‘Kadam’ which means ‘Step Up’ in Hindi, provides basic education to underprivileged children, preparing them to join a government school in future.

Since its inception in 2014, the programme focuses on children from migrant families, excluded from the education system because of language and socio-economic barriers. Our project staff identifies children between 7 and 14 years who have dropped out of school and enrolls them in the center. The pedagogy is structured and theme-based to equip students with social skills and age appropriate curriculum learning level.

We discovered that some of the students were unable to attend classes as they were saddled with the responsibility of watching over younger siblings. To bridge this gap, a Preschool of Future (POF) programme was started which provides education to children aged 3 to 6 years, allowing younger siblings to be enrolled in this programme.

Eventually, all these students are mainstreamed into government schools. We further extend remedial educational support and digital education classes to some of these mainstreamed students by running special tuitions at Step Up after regular school hours. Lilly India strives to create a positive impact on the community where we operate and are always looking for such opportunities to expand.



**e Health center  
Bangalore, Karnataka**

Hewlett Packard Enterprise is a company built on the idea of innovation. From the beginning we have always been about helping customers get more value out of their applications and data. Our mission has always been to help our customers use technology to improve the way we live and work. Hewlett Packard Enterprise is a global technology leader focused on developing intelligent solutions that allow customers to capture, analyze and act upon data seamlessly from edge to cloud. Hewlett Packard Enterprise offers solutions and services across servers, storage, hybrid infrastructure, edge computing, and software and networking equipment, helping companies capitalize on emerging technologies such as AI, IoT and more.

Through our living progress vision and in context to India CSR, Hewlett Packard Enterprise intends to focus on Health, Education/Digital literacy, promoting employment enhancing vocational skills and skilled employability through IoT Center of Excellence in agriculture, Digital Village, Aruba Wifi and Networking Solutions, and Next Gen Hewlett Packard Enterprise Servers.

Till date our e Health platform has over 800,000 patient registrations and through our Digital literacy platform, we have enrolled over to 50,000 students. Hewlett Packard Enterprise India is also proud to contribute over 43,000 employee volunteering hours as our commitment to sustainable development of the society.



### Corporate Citizenship in India Transforming business, technology and society

“We understand the societal impact of technology, that 100 percent jobs will change in the future. To address this issue there is a growing need to adopt new educational paradigms that focuses on skills instead of Degrees that will help to bridge the skills gap. Women are an untapped resource within the global workforce. By partnering with the Indian Government, we commit to equip 2 million school girls and young women pursuing training at ITIs with STEM skills so that India’s growing economy has the right skilled resource and more women in its workforce” said Ginni Rometty, CEO

### Putting smart to work for our company and the world

We approach societal challenges as we would any engagement – by applying our talent and technology to innovative solutions for education. Our vision and strategy is based on the alignment that we think are crucial is aligned and supporting Govt Of India’s priorities in Education, Employability Skills and Public Health IBM is dedicated to helping further Education and Skills through programs created to assist administrators, policy makers, teachers and students with a focus for systemic reforms in school education especially STEM education, Innovation, teacher professional development, and New-Collar jobs. Driven by national priorities, IBM CSR has focused on improving STEM Learning in schools, continuous professional development, making a bold play to improve education to career pathways for Girls in Government schools in India, youth for skilling on new age technologies on Cloud computing and AI working closely with the government and NGO partners.



"It takes **One** person to start a revolution, **One** leader to inspire change and **One** organization to set an example. Be the **One!**"  
 – Alexander Reisch, Managing Director

Indeed, IPM India has set an example in the corporate world by being the first organization in India to achieve the EQUAL-SALARY Certification! Our success as a company depends on a talented and diverse workforce – where individuals enjoy opportunities to learn and grow in their career. The principles of inclusion and a discrimination free environment are deeply ingrained in the organization culture. This means providing fair and equal remuneration for men and women for equivalent work.

"IPM India's achievement as the first EQUAL-SALARY certified company in India makes us an employer of choice committed to equality and to fostering an inclusive and dynamic workforce," said Hosne Ara Loma, Director People & Culture.

And it doesn't end at remuneration. We take a holistic approach to make an impact across employee life-cycle touch points from the equality perspective. Some of our key initiatives are: Education assistance policy, Adoption leave, Mother's & Kid's area in office etc. We have seen positive results for the business for all the efforts and resources invested in ensuring gender equality at IPM. Today, 30% of our employees are females as compared to a 19% in 2016. Our women employees have shown remarkable adaptability in taking up & excelling in new roles and challenges. They are an inspiration not only to the younger female talents, but equally to their male counterparts!



**Our initiatives help develop skills, processes and infrastructure  
of NGO-run schools for disadvantaged children**

KPMG in India has a strong legacy of improving communities since 2005. Our focus area is **Lifelong Learning**, which is directly aligned to the UN Sustainable Development Goal 4 - 'Quality Education'. Our Lifelong Learning interventions influence overall physical, intellectual and emotional development of first generation learners in NGO-run schools, thereby impacting economically disadvantaged children across locations in India.

Some of our key initiatives include setting up libraries, English language and computer labs, digital classrooms and infrastructure such as school buses, furniture for classrooms and nutrition programmes.

We also help build skills and abilities of over 200 disadvantaged girl students across six schools through quality education, mentoring and other significant contributions under our Aspire programme, with the objective of enhancing their employability.

Additionally, we work with Enactus, to mentor college teams to help develop and implement sustainable social innovations. Arun M. Kumar, Chairman and CEO, KPMG in India is the Chairman of the Enactus India National Advisory Council and a member of the Enactus Worldwide Board.

In 2018, our people, along with their families, **volunteered over 67,000 hours in over 270 activities.**

On World Environment Day, 5 June 2018, we took a pledge towards reducing the consumption of single-use plastic at all our offices. We also invest in solar and water conservation projects, and our people participate in tree planting drives across locations throughout the year.





**Women apprentices gaining hands on training as part of the apprenticeship program at Tata-Sikorsky Limited**

The **Women's Apprenticeship Program** at Hyderabad-based Tata-Lockheed Martin Aerostructures and Tata-Sikorsky Aerospace Limited seeks to inspire and empower women with skills, knowledge and confidence to pursue careers in aerospace and manufacturing. TLMAL, Tata Sikorsky Aerospace Limited (TSAL) and Tata Advanced Systems (TASL) are partners in this effort.

Launched in July 2018, the program consists of job rotations where apprentices, aged 18 to 23, are attached to different departments over two-years. Besides technical skills, the program also encourages the women to develop business acumen, enhance their English language skills, and receive professional development guidance classes. The apprentices are also provided a stipend, room and board, and access to healthcare resources.

Indian women now have the opportunity to actualize their ambitions to learn and get involved in the global aerospace ecosystem. Studies show that if participation by women in the workforce is increased by just 10 percentage points, nearly \$700 billion could be added to India's GDP by 2025.

The program was launched with an inaugural class of five, who were invited to visit Lockheed Martin's headquarters in Bethesda, Maryland, USA in late 2018, where they met with senior female business leaders including Chairman and Chief Executive Officer, Marillyn Hewson.

This program connects with the company's collaboration with Women in Aviation (India Chapter) to bring about Girls in Aviation Days (GIAD) across the nation. GIAD seeks to encourage female students to consider pursuing an education in Science, Technology, Engineering and Mathematics, and subsequently, careers in aviation and aerospace.



In an organization like MSD that aims to save lives each day and make the world a better place we stay committed to the development of our employees. As part of our blended learning approach we have a host of capability building programs. We have more than 80k online learnings programs in our Knowledge Management Systems and employees have free access to world class external resources like Harvard Managementor, Skillport, etc. To facilitate the accelerated development of key talent we have multiple global and local leadership development programs.

In the realm of Diversity and Inclusion(D&I) our core areas of focus are gender and millennials. We have exclusive initiatives and programs in place for developing women talent. As part of our planned D&I approach we encourage supplier diversity and consciously partner with women entrepreneurs. We do a host of patient and customer outreach initiatives to educate the society about the importance of gender diversity. We look at the holistic development of colleagues and have comprehensive health and wellness program in place that includes an Employee Assistance Program, fitness related events where our employees are the Brand Ambassadors, etc.

Corporate responsibility at MSD is a commitment to discovering innovative solutions to the world's greatest health challenges, while growing our business in a sustainable way. MSD embraces a commitment to its stakeholders, employees, neighbors and others in the global communities where it lives and works. In India we have a number of CSR programmes in the areas of maternal mortality, disease management and capacity building initiatives in order to better serve the interests of patients and communities.



**Whether it`s minor or severe,  
Mobile Health Unit sorts them all**

PAR Formulations Private Ltd. has run “Mobile Health Unit - Reaching the Unreached” since Feb 2017 to provide access to quality health care with a well-equipped van through a team of medical experts and paramedical staff. PAR aspires in developing effective and efficient strategies to actively engage the stakeholders in its CSR eco-system, driven by its values of quality, reliability and trust blended with international standards and best practices.

The entire framework of our projects is grounded on three pillars of sustainable development:

1. Mobilizing and creating awareness on select issues among community
2. Guaranteeing access to quality healthcare
3. Scaling up the literacy level of the community by providing quality education

Till February 2019, PAR has touched the lives of 16,733 people in 13 villages around the East Costal Region of Chennai and Kanchipuram District through several health camps such as General Health Care = 9,675; Paediatric Care = 1,499; Gynaecology Care = 1,592; Eye Care = 366 and Dental Care = 1,110. Another 1,931 villagers benefitted through various health awareness programs. PAR has facilitated 560 rural students from government schools to explore in computer literacy by setting up computer labs in 2 schools.



PepsiCo's growth in India has been guided by "Performance with Purpose" – with a fundamental belief that the success of the company is inextricably linked to the sustainability of the world around. Driven by this vision, PepsiCo has 3 pillars of focus – Product – Planet & People – bringing in constant improvements in their products, operating responsibly to protect the planet and empowering people around the world to create long-term value for society and shareholders.

In area of water resource development, the company has adopted "watershed development" approach, wherein micro-watersheds surrounding the plant areas have been adopted for creating positive water impact. We adopted an inclusive approach to engage with the community and seek opportunities for their empowerment through establishment or strengthening of local level institutions. As a long-term strategy Common Interest Groups, women SHGs were mobilized and their capacities were built to empower them creating sustainable livelihoods for the communities to spur economic development.

To ensure sustained access to safe water with a focus to mobilize and inform people of the importance of community-led activities, such as groundwater recharge measures, improved water supply system and rain water harvesting practices. The communities are trained in water testing methods to help identify and solve water-related issues. Over 24,000 happy farmers today enjoy increased income selling all the potatoes they grow to PepsiCo India. We provide 360-degree support to the farmers through assured buy back of their produce at pre-agreed prices, quality seeds, extension services, disease control packages, bank loans, weather insurance, and the latest technological practices.



**Illuminating lives –  
Progress Rail values in action**

Imbibing our values in action, Progress Rail India created employment opportunities for locals, especially for women in and around the area of Noida facility, and recruited women ITI holders and trained them for technician jobs. Progress Rail recruited women mostly from varying backgrounds of society for shop floor roles in our factory. This is an effort towards bringing them to the mainstream of the society. Some of them were further upgraded to the corporate office as part of their overall skill development and to make them more competitive.



As we continue to build and advance our digital capabilities at S&P Global, we strongly believe that the most pivotal component of this evolution is our people. Nearly 40% of our employees are based in India – we know first-hand how the real-time information-focused work these colleagues do help mould the world of global business. We are committed to ensuring all of our employees have every opportunity to grow in a diverse and inclusive, dynamic technology environment.

Employees can access educational courses that have been created by our leading in-house data scientists and technology talent – through a program called EssentialTECH. We recently launched a Data Science Academy which gives employees an opportunity to learn from our data scientists and use those data science skills to solve everyday business problems.

Alongside 'elevating people' another Corporate Responsibility pillar is to promote sustainability. One of our initiatives that helps neutralize our travel footprint channels renewable energy across three Indian districts, displacing electricity primarily from fossil fuel power stations. The project also keeps 252 turbines running and supports 120 operational and field security jobs.

Through our #ChangePays campaign and our People and Diversity programs, we have pledged to increase awareness of and advance the discussion around the benefits of greater workplace inclusivity around the world.



**EmPOWERing rural communities  
and transforming lives through access to  
reliable and quality electricity supply**

Smart Power India (SPI) was established in 2015 as a subsidiary of the Rockefeller Foundation. SPI aims to drive economic progress by making reliable electricity accessible in rural areas. SPI has partnered with the North Bihar Power Distribution Corporation Ltd. and the South Bihar Power Distribution Corporation Ltd. in the state of Bihar to support the Rural Revenue Franchisees (RRF) scheme towards improving the customer service delivery. SPI is supporting the implementation of the scheme across 81 villages, covering almost 16,000 rural electricity connections.

**Divya Deepa – Learn, Live and Grow**



**Mahesh Foundation – Cure, Strive & Aspire**



**Akshaya Patra - Mid Day Meals**



**Colors of Life - Life Skills**



TEXTRON is one of the world’s best known multi-industry companies, recognized for its powerful brands such as Bell, Cessna, Beechcraft, E-Z-GO, Kautex and more. Textron India, a wholly owned subsidiary of Textron, provides engineering design and IT support services to various business units of Textron. The CSR Committee is actively engaged in maximizing the impact on the lives of less fortunate members of society, through several interventions in the following areas, with the help of strong partner NGO network.

**Education** – Via the support of Divya Deepa Trust, we have provided curriculum tailored education based on knowledge and age to 100 students. **Life Skill** - Through Colors of Life under WHO recommendation, we offered life skills training to nearly 700 underprivileged children to nurture creativity, communication skills and interpersonal relationships. **Healthcare** – Via partnership with Mahesh Foundation, approximately 30 HIV positive underprivileged children are receiving medical treatment. Bunk beds and other furniture are also provided for the Mahesh Foundation’s Utkarsha Learning Center. **Support for the Specially-abled** – Via partnership with Samarthanam, we sponsor over 20 specially-abled children and provide primary education, basic care and nutrition. We also set up sanitary pad dispensers and incinerators for children with multiple disabilities in partnership with Spastic Society of Karnataka. **Food and Nutrition** - Through Akshaya Patra, Textron supports the “Mid-day meal program” for over 500 children annually in Rajasthan. **Employee Engagement** – Our employees voluntarily supported the ‘Vastradaan’ campaign and have, donated over 1,000 articles of clothing. Additionally, employees have contributed generously towards flood relief funds.





Timken makes the world a better place through a combination of volunteer efforts, community leadership and financial support. Strengthening our communities is important not only to the communities where we operate, but also to the employees in those communities and to the ongoing success of the company.

We focus our corporate resources on programs and agencies that:

- Promote lifelong learning through education
- Work collaboratively to deliver health and human services
- Foster innovative ways to build a strong community

Our vision and objective is to:

- Consult with local communities to identify needs
- Partner with organizations of repute including NGOs, approved educational institutions
- Continuously endeavour to find out ways to bring a stronger community

Timken believes in creating a necessary balance between better business, cleaner environment and better lives.



**Graduates of the Women Entrepreneurship Development Program's third edition proudly display their certificates as they pass out of the program**

Through projects supported by Walmart Foundation to train women in agriculture, factories, and the company's focus on increasing diversity in the supply chain, Walmart's Women's Economic Empowerment Initiative is significantly expanding economic opportunities for women across India. Through the flagship 'Women Entrepreneurship Development Program' launched in 2016, Walmart is enhancing women entrepreneurs' professional and personal skills for building robust businesses. During the program, the women entrepreneurs participate in a structured capacity building training and mentorship opportunities to support business growth.

In addition to the training, which includes life skills, social media marketing, negotiation skills, and other topics, the participants become part of a community that strengthens their professional and personal networks. Over the last three editions, the program has trained nearly 150 women business owners directly and touched several more indirectly as the participants took the learnings further. This program has played an important role in bringing diversity to the retail supply chain in India by creating a pipeline of women owned businesses for the industry at large including but not limited to Walmart's entities in India such as Walmart India and Flipkart.











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