



U.S. Companies: Partners in India's Inclusive Growth



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American companies have been operating in India since 1902. Following India's economic reforms, FDI from U.S. companies has exceeded 50 billion dollars. U.S. companies have actively engaged in India's inclusive growth story and have created gainful engagement for more than 5 million people. Collectively, they are at the forefront of innovation and ground-breaking research and development across sectors, actively engaged with the MSME sector, committed to social upliftment, rural outreach, skill development, education, women's empowerment, as well as, health and sanitation, across the country. This compendium offers a glimpse of the initiatives taken by AMCHAM members to contribute in India's inclusive growth.

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Better Lives Through Better Health

Abbott's Community-led Total Sanitation Project in Gujarat

ABBOTT HEALTHCARE

Established in 1910, Abbott is one of India's oldest and most admired healthcare companies. We provide consumers with a diverse range of diagnostics solutions, medical devices, nutritional products and established pharmaceuticals that span the continuum of care. With over 14,000 employees in India and extensive local knowledge, we offer relevant solutions that ensure the healthcare needs of consumers, patients, doctors, hospitals, blood banks and laboratories are being met throughout both rural and urban areas.

Our Corporate Citizenship Philosophy

At Abbott, we believe that responsible, innovative and sustainable business plays an important role in building a healthy and thriving society. Through our own actions and in partnership with others, we're working to reach more people, in more places, than ever before – helping people build better, healthier lives and stronger communities in India and around the world.

The Issue of Poor Sanitation in India

According to the 2011 census, nearly half of India's people have no toilet at home. Lack of access to toilets causes communicable diseases, preventable disease epidemics, malnutrition and poor overall health. It also poses risks for the safety of women and children, poorer attendance of girls in schools, and significant challenges for senior citizens with mobility and health challenges, among others. All of these issues have a tremendous negative impact on individual and public health, and limit the potential of people and communities.

As a commitment to help advance India's "Swachh Bharat" drive to improve sanitation and hygiene, Abbott has invested Rs 3 Crores (U.S.\$500,000) in a program that has introduced an inclusive model for making communities "Open Defecation Free" – not just by building toilets, but by changing minds and habits. Through a comprehensive partnership, we're working to make sustainable, long-term improvements in sanitation in two villages – with the broader goals of helping people live their best lives through better health, and sharing learnings that can help advance "Swachh Bharat" efforts across the country.

Our Approach

The issue of poor sanitation is further complicated by the fact that simply building toilets hasn't turned out to be an effective solution. An all-India survey conducted by the National Sample Survey Office (NSSO) in 2015 revealed that only 46% of 9.5 million toilets built in rural India were being used¹.

Abbott's approach, therefore, was rooted in infrastructure development, and education and building awareness to drive long-term change.. We aimed to not only increase the sanitation coverage but also to motivate the communities and local bodies to adopt sustainable practices and facilities.

Our objective was to bring about a meaningful, sustainable change through a robust series of capacity building interventions that were delivered through community based organizations to ensure effective and efficient engagement.

Abbott chose the villages of Talodara and Dadheda because of their close proximity with Abbott's manufacturing plant at Jhagadia. These villages were mostly inhabited by communities with extremely poor sanitation. Nearly 70% of the households did not have toilets and over 85% of the community members were completely unaware of the linkages between health and sanitation — spurring us to take up the challenge to help them become "open defecation free" (ODF).

Abbott's Program Model

We worked through the following steps:

- **Needs Assessment:** To identify the requirements of the community and individual households.
- **Demand Generation:** We started by creating a demand for sanitation facilities through active engagement with households, schools and community leaders. This engagement included folk plays, presentations, one-on-one counseling. We then built a few model toilets to demonstrate the advantages of the twin-soak pit model that we adopted to work around the limited drainage and water infrastructure that the villages had access to. These activities initiated dialogue and debate amongst the residents and encouraged community participation.
- **Construction of Toilets:** We built toilets with a twin soak-pit model to ensure that the toilets do not become defunct after a few years. Two pits are used alternatively: while one pit is filling, the other pit remains out of service. The pits are switched every 3-4 years. Storage tanks, wash basin and electrical fittings have been included in the toilet design to ensure a pleasant experience for the community.



- **Behavioral Change Program:** We partnered with Mahila Hosing Trust SEWA for continuous community-based-engagement with door-to-door visits every week to drive the need for behavior change. Meaningful participation of women and children was ensured to promote gender equality and social inclusion by enabling them to become the drivers of behavioral change in every household. We also focused on fostering community leadership and helped all households learn how to maintain their toilets. Additionally, Abbott employees volunteered in two local schools in an effort to promote the need for better health and sanitation.
- **Community Feedback:** Our initiative was built on a robust feedback mechanism, wherein we sought inputs from community members on construction, sanitation and other needs, and worked with implementation agencies to ensure that their needs were met. Feedback from the community was critical in ensuring that the people were satisfied with the toilets and, hence, would continue to use the facilities.
- **Robust Monitoring Mechanism using an IT Platform:** Activities were tracked on an ongoing basis and data collection from beneficiaries was driven through p3- a cloud based mobile application that enables real-time, geo-tagged data. The p3 mobile app was linked with Google maps to enable users to track the activities that were progressing in each of the locations, using the map as an interface.



The Impact

To address various health and safety issues that community members were faced with, Abbott worked through an inclusive approach that not only ensured the right model of toilets in these villages, but also influenced mindsets and behaviors through 6 Community Based Organizations (CBOs). These CBOs helped drive acceptance, encourage participation and ensure sustainability. Here are some of the highlights of the impact on-ground:

- 100% households in the two villages have access to sanitation facilities
- 517 Toilets built on twin-soak-pit model designed for low water consumption and independent functioning have been working flawlessly over the past 12 months
- 3150 community members have been engaged through 109 awareness and capacity building sessions
- These capacity building programs were delivered through 6 Community Based Organizations (CBOs) that comprised 95 community members, mostly women
- In the Initial phase, only 20% of CBO activities were

led by community members, and it grew to 100% as the engagement progressed, providing stability and sustainability to the program

- Both villages achieved Zero Open Defecation in September 2016 and this status has remained unchanged since then
- 100% households have been equipped to handle the maintenance and upkeep of toilets
- In terms of behaviour change, community members are demonstrating enhanced personal and household hygiene awareness, and better understanding of the importance of sanitation and its effect on health



Demand Generation

Toilet Construction

Community Led Total Sanitation Model

Awareness Campaign

Robust Monitoring Mechanism

Implementation-Construction			
TOILETS TO BE CONSTRUCTED 410	TOILETS ALREADY CONSTRUCTED 216	TOILETS UNDER CONSTRUCTION 500	SCHOOL TOILETS UNDER REPAIR 9

Household Toilets in Sabudra
Total Number of Toilets to be constructed: 233

Household Toilets in Dadheda
Total Number of Toilets to be constructed: 120



Acclaris

A Willis Towers Watson Company

Go the Extra Mile

and Make the Difference

ACCLARIS BUSINESS SOLUTIONS

Acclaris provides the technology and services health plans, benefit consultants, private exchanges and financial institutions rely on to deliver healthcare and reimbursement accounts. Acclaris stands out from the competition for its operational efficiency, configurable (SaaS) technology and service delivery at scale. Acclaris enables clients to deliver a range of innovative account options and an exceptional consumer experience under their own brand.

Education

- 1) Working in Rajarhat block of North 24 Parganas , Kolkata West Bengal with a NGO for providing early childhood care and education to socially and economically weaker students in the age group of 3 to 6 years.

Project aim:

- a) Working towards language, emotion and intelligence development.
- b) They are prepared so that they can get admitted to primary schools.
- c) Most of them are first generation school goers and the teachers & volunteers visit the parents and convince them so that they send their children to school.
- d) Twice a week the volunteers visit the students home to enquire regarding the absentees.
- e) Guardian meeting is also held every four months for the awareness of benefits of education.

Objective of the project:

- a) Provide basic education to the under privileged children.
- b) They can be admitted to other schools for higher studies
- c) Awareness of benefits of education to the socio economically weaker section of the society.

- 2) Working in village & PO Paushi, P.S. Bhupatinagar, Dist Purba Medinipur West Bengal along with a NGO for providing basic and quality education to children with socially & economically weaker background who are mostly fishermen and farmers.

Project aim:

- a) Provide basic education to 200 plus under privileged children.
- b) Provide food and shelter to about 90 orphans.
- c) Provide vocational training

Objective of the project:

- a) Children are provided the basic education so that they can get admitted to other schools for further studies.

- b) They can earn their living by doing some kind of job after completing the vocational training like Art, Computer and Tailoring.
- 3) Working in Bidhan Nagar and surrounding areas of Darjeeling district of West Bengal along with a registered residential school supporting basic education and self-employment among visually impaired children from socio-economically weaker section of the society.

Project aim

- Provide basic education to around 50 visually impaired children belonging to 4 to 18 years.
- Self-employment to around 20 visually impaired children belonging to 12 to 18 years.

Objective of the project:

- The children are provided the basic education so that they can get admitted to other schools for further studies.
- They can earn their living by doing some kind of job after completing the vocational training like computer, candle and incense stick making.

Health and Sanitation

1) Worked in two schools in the District of North 24 Parganas to develop and install functional sanitation blocks with toilets, water closet, changing room with incinerator and pure drinking water stations along with sanitary hygiene education.

Project aim:

- Security, privacy and the dignity of girls in schools
- Improved sanitary hygiene infrastructure, education & habits of girl students who in turn will inspire parents to have proper toilets at home so that women do not have to go to the fields
- Safe drinking water facilities
- More than 1150 students will be benefited from the project

Objective of the project:

- Increased girls' attendance in school
- Reduce girl drop outs from school due to inadequate or absence of proper toilet facilities.
- Good hygiene practice to prevent diseases for all students





- 2) Worked in South 24 Parganas, Kolkata area along with a NGO towards providing free cataract surgery towards restoration of vision and self-dependence of cataract affected destitute older persons.

Project aim:

- Awareness and preventive care campaigns to identify older persons who are in need of a surgery to restore/improve their vision
- Screening for cataract surgery which includes eye selection, BP measurement, Syringing, Urine sugar, Pre-operative drop etc.
- Cataract surgery is done where the cloudy lens are replaced with intraocular lens
- Provide post-operative care and follow up care till the time the person is comfortable and is able to perform activities of daily living independently

Objective of the Project:

- Restore dignity and improve quality of life of the persons who have benefited directly as well as indirectly from the surgery





Amazon.in, Transforming the Way India Buys and Sells

AMAZON INDIA

Amazon began its marketplace in India four years back and since then, expanded presence across the country. The philosophy behind the marketplace is simple – to Transform the way India Buys & Sells. The impact of Amazon's business is intrinsically beneficial for the country as it touches a vast swathe of the nation – merchants, traders & retailers on one side who are looking to modernize their operations, expand their presence and reach newer markets and consumers on the other, who are looking to access a large range of products, buy them conveniently and in a transparent manner. Apart from the two direct stakeholders, Amazon has positively impacted the lives of millions of Indians, such as transporters, logistics providers, kirana stores and so on, who are indirectly connected to the e-commerce engine. Amazon's reach has increased to 97% of pincodes, including the most remote corner of the country.

Engagement with Merchants, Traders and Small Businesses

Amazon has successfully on boarded 1.67 lakh sellers from the SME sector to sell online. The sellers are assisted by specialized account managers, who help them grow their business online. Amazon puts great emphasis on educating sellers on the know-hows of the marketplace, so that they can derive benefits from the online marketplace. Amazon's web training portal called 'Seller University' has highly curated training content that has been put in place by expert industry trainers. Hundreds of training modules covering the very basics of writing an accurate product description, cataloguing, understanding dynamic pricing as well as advanced concepts of an e-commerce marketplace are accessible to the sellers anytime, and absolutely free of cost. In addition, Amazon runs a program called ATEs (Amazon trained e-commerce specialists) under which 2500 people have been trained to provide on ground training to sellers. Amazon Tatkal is another scaled initiative launched in 2016 to help thousands of small & medium businesses in the country. A one-stop-shop on the go, Amazon Tatkal enables SMBs to get online and sell on Amazon.in, in less than 60 minutes. Tatkal is a studio-on-wheels that offers a suite of launch services including registration, imaging and cataloguing services, as well as basic seller training mechanisms. Tatkal has enabled thousands of interested sellers to start selling on Amazon.in in real time and experience the benefits of launching an online business.

Innovation

In a flagship partnership in December last year, Amazon's Launchpad program collaborated with the Startup India initiative. After launching in major markets such as the US and the UK, Amazon unveiled its Launchpad program in India in order to help Indian startups sell not just in India but also in global markets. For a nominal fee of INR 5,000 a month, startups can access Amazon's seller support services such as account management, marketing and warehouse management among others. Amazon believes that India has great minds who invent amazing products and we will support their growth by helping customers discover their innovative products. Today there are 100+

startups (chosen out of almost 500 applications received so far) selling products, such as eco-friendly yogamats, ergonomic baby carriers made by handloom co-operatives, electric wheelchairs and so on, online through Amazon's Launchpad program. Amazon plans to continue to display value in this collaboration by consistently showcasing startups that have enrolled in the program and provide them with the guidance and expertise needed to scale their business model.

Another great example of innovation is the localization of content on Amazon's widely used e-reader, Kindle. Amazon has launched thousands of e-books in 5 Indian languages, namely Hindi, Tamil, Gujarati, Marathi and Malayalam. With this launch, Amazon has made more than 4200 e-books available in 5 different languages on Kindle. With increase in readership, this is one way in which Amazon is innovating to provide content that its readers are looking for, in a language that they can culturally connect with. There are several titles that readers are unable to find in libraries or book stores because they are dated, or there aren't enough copies available in the market for distribution. Amazon is collaborating with state culture departments to ensure that such titles and many more are digitized, and a great portfolio is built over a period of time that attracts readers to access readily available content in their regional languages.

Rural Outreach

To ensure outreach in Tier II and III cities and address the challenges of lack of access to ecommerce and weak logistics networks, Amazon launched Project Udaan. Project Udaan is playing a key role in our effort to make Amazon.in accessible within a few minutes to all our customers, and bring the joy of online shopping to everyone. We believe that the initiative has the potential to be transformational for all neighborhoods and communities. Under Project Udaan, Amazon.in appoints offline associates across retail points like kirana stores, medical stores and mobile shopping outlets and provides them a PC-based website. The store owners are trained to help customers find and buy products of their choice, while earning a commission in the process. Amazon.in then delivers the products to the customer's doorsteps or to the CICs and they pay in cash while receiving the packages. Udaan integrates skill development and self-employment with assisted shopping and Amazon Pickup, thus enabling the 'digitally underserved' to benefit from the emerging digital commerce opportunity. Amazon started piloting Udaan in June 2015 in Erode Tamil Nadu and today it operates with 2429 stores across 267 cities, spanning a total of 20 states and 858 pin codes. With constant efforts such as these to increase outreach, today over 50% of our sellers are from Tier II and Tier III cities and Amazon is helping these sellers in generating livelihood and encouraging entrepreneurship.



Skill Development

Amazon entered into a strategic partnership with the Ministry of Textiles in Feb, 2016. As part of this partnership, we are training and working with weavers in four clusters across the country to register them onto the marketplace. Through one to many workshops in collaboration with the govt. under Amazon's partnership with Office of Development Commissioner (DC) Handloom and innovations like 3D imaging (to facilitate model shoots in clusters eliminating the need to ship products to imaging studios), the team has successfully on boarded 195 aggregators across 4 states and has till date impacted the lives of more than 18000 weavers by enabling them to sell online. Today, close to 5000 products are being sold under an exclusive 'Craft in India' label on Amazon.





Foreign Direct Investment

Amazon has committed to invest \$5.5 billion into India to transform the way India buys and sells. Close to 40% of the invested amount has gone into building infrastructure and logistics in the country. This has allowed Amazon to expand to the far corners of the country and provide exemplary service everywhere.

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**AMERICAN
INTERNATIONAL
SCHOOL
CHENNAI**

Together We Inspire

AMERICAN INTERNATIONAL SCHOOL CHENNAI

Founded in 1995, the American International School Chennai provides an excellent education for children of American and expatriates on assignment in Chennai. Together we inspire a love of learning, empowering all students with the courage, confidence, creativity and compassion to make their unique contribution in a diverse and dynamic world.

Education

The main business of the American International School Chennai revolves around education. Currently we educate 865 students coming from over 30 countries. The education children receive at AISC consists of five realms: Service, Play/Choice, Athletics, Academics and Arts. While more traditional education models might focus on academics exclusively, we look to educate the whole child. In addition to the five realms, we have four drivers of change at AISC. These drivers focus on collaboration, creation, personalization and application. These drivers are not everything students do, but they influence the decisions we make at the school around curriculum and expectations. AISC also makes a commitment to having co-curricular programs, pastoral care and student voice and choice. Again, these commitments emphasize supporting the child and their interests over a one-size fits all approach. There are two characteristics that are seen at AISC, parent engagement and digital connectivity. All of these elements come together to support our students to live our Mission.

Gainful Employment

For the 2016-2017 school year, AISC employs 405 people coming from more than 10 countries as well as employing outsourced services from across India.

Health

AISC has three full-time school nurses each highly experienced and possessing RN degrees. School nurses provide support to the students, faculty, and staff in the promotion of health and wellness. We also have two doctors, a physician and a pediatrician, from Apollo Hospitals. In addition to personnel, AISC also has health facilities. The Health Office is a spacious facility with five beds. It contains diagnostic and treatment devices to handle basic emergencies and common conditions. The Health Office also supports in emergency preparedness. Procedures are reviewed for emergency situations on a regular basis. All faculty members are trained in emergency first aid, CPR and AED. In case of a medical

emergency, the following procedures take place: first aid administration, parent and section principal notification. Should the child require care at an emergency facility and can be moved safely, the student will be taken by medical staff in an ambulance to one of the Apollo Hospitals.

Sanitation

With respect to sanitation we do the following on our campus. We clean classroom tables, door handles, landlines phone, toys, and wash basin taps with Dettol liquid. We clean the classroom floors with Lysol. In addition, the restrooms are being cleaned with green chemicals, Crew Bathroom Cleaner and scale remover, J Flex. Common areas are being cleaned with green chemicals, Alpha, an HP multi-surface cleaner, J Flex. Finally, AHD hand Sanitizer is kept in all classrooms and restrooms.

In addition to being more eco-friendly with our cleaning products, we have introduced solar panels to reduce our carbon footprint. The plant capacity is 260 KW. We installed 958 solar panels as of February 14, 2017. The per day average production is 1550 units, but this may vary according to the sun radiation. Our average power consumption per day is 8,600 units. Out of which we are coming 1,600 units (20%) through our solar panels.

Skill Development

As a learning institution, our students are growing and so are our faculty and staff. We embrace a growth mindset, the idea that we can change our thinking and our behavior and continue to improve throughout our

life. We work on student's academic and athletic skill development as well as learning habits, such as engagement, collaboration and preparation. Teachers also learn and grow in our institution, whether through teachers learning from each other, embedded professional learning or by attending workshops and conferences around the world. AISC also designs its own learning experiences for students and faculty, such as the International Schools Writers Conference where 5 schools sent 50 grade 6-8 students to AISC to work with three authors/storytellers, and the Leadership Academy where faculty from AISC and other local international schools come together to learn key skills leaders need in schools.

Social Upliftment

As service plays a key role in our school, we work with several community partners such as VidyaSagar, Teach For India, Seva Samajam Children's Home, St. Joseph's Social Service Centre Society, BHUMI, HOPE Foundation, Vishranthi Home for Aged and Destitute Women, The Tree Foundation, and the Blue Cross Animal Shelter. Our students work with these organizations to help with skill development such as Seva Samajam where AISC students teach the students computer skills and English. In addition, AISC also raises money to support those in needs, such as during the Chennai Flood of 2015. Finally, AISC works with local partners to build an inclusive community. While many of the students and faculty come from different parts of the world, we all call Chennai home, and AISC students help to bring about positive change.



Women's Empowerment

A key aspect of women's empowerment is treating boys and girls equally from the day they are born. At school, boys and girls have equal access to education, sports, arts and more. Decisions are not made to benefit one gender over the other. In addition to this, we provide an excellent education, allowing all of our students access to financial independence, which can be the greatest empowerment. Recently in the 2016-2017 school year, AISC also held a video and discussion series that talked about issues that women face in the workforce and strategies to navigate them. AISC also celebrated women's accomplishments and feminism during International Women's Day. Finally, the Director of Advancement has spoken at different multinational corporations in Chennai about navigating the workforce and becoming a woman leader.





American Megatrends

Outstanding Contribution to India's Inclusive Growth

AMERICAN MEGATRENDS INDIA PRIVATE LIMITED

Started in 1994, American Megatrends India Private Limited (AMIPL) offers hi-tech engineering solutions and services to customers worldwide.

We are specialty leaders in Embedded Services, BIOS Customization & Porting, Mobility Solutions, IP SAN/NAS Data storage solutions, Infrastructure Asset Management, Telematics Solutions, Knowledge Management System, Healthcare IT solutions, Platform Validation Services, Android Services.

Health and Sanitation

We understood that a human's greatest asset and gift is health. Health is majorly depended on sanitation. The term sanitation according to us means, sanitation around us and sanitation inside us. If sanitation is not done in either way then we suffer in macrocosmic & microcosmic way.

We at AMI, apart from creating healthcare ecosystem on a business perspective took this as a social responsibility. We are strongly committed to the cause – "To promote and encourage an illness free world." We are continuing our journey with strong conviction that our quality healthcare systems would play a part in creating and maintaining an "illness free world."

Though started as a field trial, eventually we took it up as an initiative as social responsibility and ran various healthcare camps across the state. We have done this as an initiative to promote thinking about healthcare and sanitation among the masses. Our whole idea was never forcing them to know the facts.

We showed them the data of the vital statics of their own body, we tested them for:

- Blood pressure level
- Heart rate
- Oxygen level in body
- Body temperature
- Hemoglobin level
- Blood glucose level
- Cholesterol level

These tests are considered basic vital stats for any human.

And in turn we made the masses to infer a thought. A thought which inspires and creates a destructive ripple in a positive sense. Though we try to name it as CSR initiative that would benefit the society, we are seeing it more than an obligation. IT IS ALL THE SMILE AND BLISS AROUND US MAKES US TO FEEL THAT WE HAVE ACHIEVED SOMETHING GREAT.

Our CSR initiative motto strongly delivers the message, "When you can prevent, why go for cure?" A healthcare system that provides hope to mankind that they can lead an illness free life. A healthcare system that is key in promoting healthy and happy life.

Our Projects

1. Free health check-up with inference to healthcare and sanitation
2. AMI's Green Global: planting as many trees possible in the space allocated
3. Chennai Floods Drive through: An initiative taken by our company by lending a hand to recover from the floods that shook Chennai down to roots

We can relate all our projects to one cause health and sanitation. In the middle ages, the average human life expectancy did not reach into the teen years, not only because of the extremely high perinatal mortality that heavily skewed the data, but also because Europeans (and much of the world during this time) lived in an unhealthy milieu of filth, poor hygiene, and nearly non-existent sanitation. Superstition and ignorance, along with pestilential diseases and vermin infestation, were rampant. Epidemic and endemic diseases such as the bubonic plague, typhus, variola (smallpox), and the White Death of tuberculosis (consumption) took a heavy toll on the population, both young and old.

But now times have changed, we are using technology as a tool to improve the quality of lives which cannot be valued at any instance. We are provoking a thought to take care of everyone's health.

Recognizing our impact and initiative, our company's Director and CEO Mr. Sridharan Mani, has been selected as one among the top 100 Most Impactful Healthcare Leaders by World Health & Wellness Congress 2016-2017.

We envision to a create a healthy community which in turn creates a healthy country. We had an inspiration to inspire. We had an aspiration and felt a responsibility to be a part of this eternal care.





Uplifting India's Citizenry

with American Resources

AMRITT INDIA ASSOCIATES

Amritt is the leading American niche consultancy, which is focused on expanding Indo-American trade. Executives from American companies trust Amritt's seasoned consultants as "The India Expert." Amritt has glowing testimonials from companies in sectors as diverse as consumer products, defence, medical devices, energy, textiles, foods, entertainment, furniture and automotive.

Amritt is an American consultancy headquartered in Malibu, California, USA and focused exclusively on improving bilateral trade in products and ideas between India and the United States.

Most of Amritt's American clients engagement with medium and small enterprises in India as they expand their business in India. Our clients have recruited distributors and suppliers in Delhi, Mumbai, Bangalore, Chennai, Ahmedabad, Jamnagar, Roorkee, Baddi, Mysore, Vadodara. Several Amritt clients have also created their own SME businesses in India.

Amritt clients have invested in India directly from the USA as well as through vehicles in third countries. Amritt has advised on a roasting plant in Gujarat, cosmetics in Uttarakhand, software and engineering investments in Hyderabad and many more.

In eastern Uttar Pradesh, in Gujarat, in Chennai and elsewhere, Amritt clients have created and sustained thousands of good paying jobs for adult women and men. Most of this employment is created or sustained and the partner companies that support Amritt clients in manufacturing and services industries.

Amritt's work in supporting innovation from India and in developing world class research and development centers has been noticed by keynote plenary sessions at the World Meeting of the Industrial Research Institute and in several Amritt-authored articles in the Harvard Business Review; these articles highlight the specific initiatives and products developed or improved using technical talent from India.

Prominent among Amritt's client facing staff are several women. Purnima Hindia in Bangalore, Supriya Pande in Santa Monica, Smita Goel in Malibu. Amritt supports and empowers women students as interns to learn about global business by working on crucial projects during summers and industry semesters.

For these reasons Amritt is near the top when you google the term "India Business Consultant."

Main website : amritt.com

Blog: TheIndiaExpert.com



DOING BUSINESS
IN 21ST CENTURY
INDIA

**HOW TO PROFIT TODAY
IN TOMORROW'S
MOST EXCITING MARKET**

GUNJAN BAGLA



Helping People Live Better Lives

AMWAY INDIA

Amway India is a wholly owned subsidiary of Amway with headquarters located in Ada, Michigan, USA. Amway is one of the largest Direct Selling companies in the world with presence in over 100 countries & territories.

Globally, Amway is over 57 years old, US \$ 8.8 billion, manufacturer and direct seller of high quality consumer goods. Amway's innovation and industry-leading R&D has seen more than 1200 patents granted and another 500 patents pending. Amway has nearly 1000 scientists across 75 research and development and quality assurance laboratories worldwide.

Amway India sells more than 130 daily use products across categories like Nutrition, Beauty, Personal Care and Home Care through individuals who make personal recommendations regarding the use of distinctive high quality products. Amway products are widely recognized and appreciated for their quality and value. These products are backed by a money back guarantee for 100% satisfaction of use.

Amway products are popular not just in India, but across the world. Nutrilite is the world's No. 1 selling vitamins and dietary supplements brand* while Artistry is among the world's top five, largest selling, premium skincare brands.*

Amway's manufacturing facility in India is located at Nilakottai in the Dindigul district of Tamil Nadu. This is Amway's third manufacturing plant located outside of USA. The other plants are located in China and Vietnam.

*Source Euromonitor International Limited. Vitamins and Dietary Supplements, World, GBN, Retail Value RSP, % breakdown, 2015. *Source Euromonitor International Limited. Beauty and Personal Care 2016, Premium Beauty and Personal Care and Premium Skin Care category and subcategory, global 2015 value RSP.

CSR Practices, Success Stories and Case Studies

Amway supports a comprehensive CSR programme covering a gamut of initiatives including water conservation and health support programme for the communities around the company's manufacturing plant located in the Dindigul district, near Madurai in Tamil Nadu. Amway also supports underprivileged children in the area of education, health and hygiene with a national project called Sunrise. As a key focus area, Amway has been working tirelessly towards the welfare of the visually impaired with a firm belief that education and knowledge is the key to the future.

Amway's first key initiative under National Project for the visually impaired was to distribute Braille books – a key tool for the visually impaired – reaching out to 85,000 children across 12 states in India. Amway Opportunity Foundation (AOF), a registered non-profit organization and the CSR arm of Amway India, has taken various social initiatives to support the cause of visually impaired. Some of the significant initiatives include:

1. Computer Centers in 15 cities
2. Setting up of Braille Libraries in 33 cities
3. Digitizing educational material for visually impaired students
4. Mobile Application – Accessible Reader
5. AOF – IAB Centre for Excellence for the differently-abled youth in Madurai

Computer Centers in 15 Cities

AOF has been providing computer training to the visually impaired since 2008, and has set up 16 computer centers across the country. A total of 1000 visually impaired individuals are getting benefited at the AOF supported computer centers. There are 5 such centers in the Eastern region:

- Kolkata, West Bengal, Turnstone Global
- Narendrapur, West Bengal, Ramakrishna Mission Blind Boys' Academy
- Patna, Bihar, Anterjyoti Netraheen Balika Vidyalaya
- Shillong, Meghalaya, Bethany Society
- Guwahati, Assam, Guwahati Blind School

Braille Libraries

AOF has set up braille libraries in 33 cities which are benefitting more than 11,000 visually impaired individuals. These libraries offer Braille versions of a variety of books & journals ranging from academic books, fiction, self-help, general etc. There are 9 such libraries operational in East region:

- Ranchi, Jharkhand, All India Confederation of the Blind
- Patna, Bihar, All India Confederation of the Blind
- Guwahati, Assam, Guwahati Blind School
- Bhubaneswar, Orissa, Turnstone Global
- Agartala, Tripura, Turnstone Global

- Siliguri, West Bengal, Turnstone Global
- Kolkata, West Bengal, West Bengal
- Imphal, Manipur, Turnstone Global
- Shillong, Meghalaya, Bethany Society

Digitizing Educational Material for Visually Impaired Students

AOF has supported the program digitizing class XIIth educational material for National Institute of Open Schooling (NIOS), as well as select graduation and post-graduation educational material for Delhi University, Mumbai University and Hyderabad/EFLU University, which will help different abled especially visually impaired students across the country.

Mobile Application – Accessible Reader

AOF's commitment to educate the visually impaired, led AOF to develop an Android-based application 'Accessible Reader'. This Application leverages available text-to-speech engines and makes it convenient for the visually impaired to read digital documents with complete navigation. The application is available at the Google store as a free download for Android based mobile users.



Project Sunrise

Under Project Sunrise, AOF supports less-privileged children in the area of education, health and hygiene by working with more than 15 NGOs across the country. Some of the key projects in Eastern part of India include:

- A computer training centre for girl children in Bhubaneswar.
- Handloom weaving centre for underprivileged children in Aizawl.
- A recreation center, health center and tailoring unit for girl children in Bhubaneswar.
- A tailoring unit for underprivileged girls in Kolkata.



Following NGO partners are based out of East region:

- Bhubaneswar, Orissa, Palli Unnayan Seva Samiti
- Kolkata, West Bengal, Mukti Rehabilitation Center
- Guwahati, Assam, Guwahati Blind School
- Aizawl, Mizoram, Thutak Nunpuitu Team

Success Stories

NILOTPAL BAISHYA

Nilotpāl Baishya was born blind in a small village Sualkuchi in Assam. But he did not let his visual handicap come in the way of his studies. As a student of Guwahati Blind High School, he studied with the help of Braille system up to class five and later on pursued his higher education through audio books as there was a dearth of Braille books in Assam. Thereafter, he graduated in History Honours from Cotton College. The turning point of his life was a call from AOF in 2011 for an interview for the position of Computer Instructor at Guwahati Blind School Computer Centre. He secured the said position after competing with normal sighted candidates. At present he is working as an Assistant Teacher at Beliram LPS, Government School for sighted students. He is also the proud recipient of The AOF Young Achievers Award.



JANAKI MUNDA

Janaki Munda, a 14-year-old from Keonjhar, Odisha, is enrolled at the self defence programme at the AOF – Palli Unnayan Seva Samiti Recreation Centre where she gets training in karate. She recently won a silver in the under-14 age group at the 7th All India Open Karate Championship held at Bhubaneswar. Janaki is studying in class VI at PUSS residential school. She aspires to become a politician and a social worker so that she can work for the betterment of girl child.





Avery Dennison

Aspires to Make a Difference

AVERY DENNISON INDIA

Avery Dennison Corporation is a global leader in labeling and packaging materials and solutions. Since entering India in 1997, Avery Dennison has experienced strong growth for the businesses:

- Founded in 1935. A FORTUNE 500[®] Company with sales of \$6.0 billion in 2015
- Global Operations in more than 50 countries:

www.averydennison.com/India

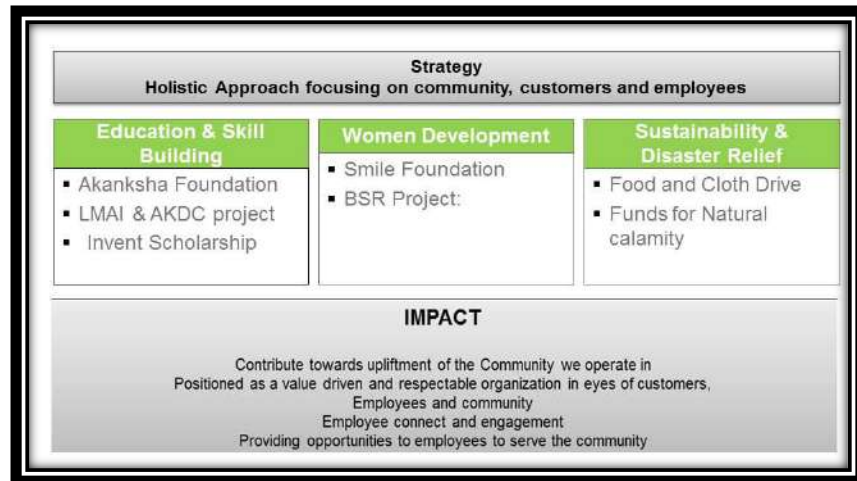
As part of their community initiative, the Avery Dennison India (ADI) team identified certain areas to work under the CSR Domain under 'SEWA' initiative. The objective of this initiative is to engage more and more ADI team to serve and help the society.

Background

The local HR team with support from AD foundation has worked on making make a significant contribution in the area of corporate social responsibility.

Our approach

- Contribute and share with the communities in locations Avery Dennison operates
- Provide opportunities to employees to partner in serving the community



Women's Health & Development

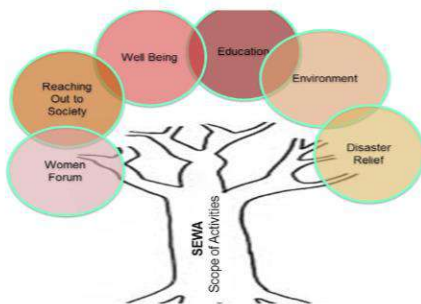
"Swabhiman Program" aims to improve women's health, keep girls in school and change community attitudes in some of the poorest parts of Delhi, in association with SMILE foundation.

Post funding approval by the AD Foundation, a total of 3379 beneficiaries have been reached through group meetings (Indirect impact exceeds 8500 individuals, including family members). They



SEWA

Serve Environment & Welfare Activities



were made aware on the health issues like family planning, anaemia, immunization, vaccination menstrual hygiene HIV/AIDS etc. Average family members of the community are 4-5. These are mostly the migrant labours from the nearby villages. The men are into daily wage jobs of painter, hawker, driver, plumber, housekeeping shops and earn between Rs.5000 to 6000 per month. The women mostly work in houses as maid servants.

“Her Health” is creating awareness for women in Customers site to support Project with BSR “Her Health”. Educate women employed at customers factory with the aimed at improving their health and productivity through awareness. Her Health project is a 16 month program. It will follow a peer-to-peer training model, with the following modules:

- Maternal health
- Nutrition
- Waterborne diseases
- Family planning
- Menstruation
- Prevention of sexually transmitted infections
- Personal hygiene
- HIV and AIDS

Sustainability & Disaster Relief

- Providing Support for Jammu & Kashmir floods: To help and support people in Jammu & Kashmir Avery Dennison partnered with GOONJ (an NGO) that has been working for the past 14 years on providing rehabilitation and relief in the face of several natural disasters.
- We have also been collecting spare clothes through drop box in every location and providing the collected clothes to Goonj

- Providing Support for Chennai Floods: To help flood victims in Chennai, Avery Dennison Employees donated half day salary and collected INR 5,00,000. This was given to Smile Foundation and Action Aid who are working in Chennai for Rehabilitation and Resettlement post floods.
- Regular tree plantation and Environment day celebrations

Education & Skill Building

Scholarships under Swabhiman Program: Avery Dennison also provides scholarships to girls who are very academically strong but cannot continue further education. A group of volunteers are associated with this project and regularly celebrate festival and events with the families at these slums. Avery Dennison India regularly celebrates Women's Day with the Smile Foundation Swabhiman project team.

Akanksha Foundation: Supporting Education for underprivileged children – Avery Dennison India partnered with Akanksha Foundation in 2014 to support the education of the Children studying in BOPODI ENGLISH MEDIUM SCHOOL, Pune. Akanksha Foundation is a not-for-profit organization with a mission to provide high-quality education to children from low-income communities, enabling them to maximize their potential and transform their lives. Akanksha provides supplemental education through its centres and addresses formal education by running schools and initiating school reform through The School Project. A total 256 students are studying in BOPODI ENGLISH MEDIUM SCHOOL, Pune with 100% student retention. Eye-checkup camp for underprivileged children was also conducted by ADI Pune plant where total 332 students benefited.





Upscale Industry Talent in Partnership with LMAI:

The label and packaging industry currently faces a talent shortage, with a clear lack of employable entry level talent and knowledge/practical training standards for the roles of print machine operator and printing supervisor.

Avery Dennison worked with LMAI in driving a non-profit initiative to provide the industry with employable talent and a training framework which meets industry requirements for print machine operator and printing supervisor roles. The sole aim was to upscale basic skilled talent for the Industry, leverage our Knowledge Center at Bangalore to create and deploy an extensive curriculum. This curriculum, over duration of one month provides best in class classroom and practical training on modern equipment, to prepare the target group for roles in industry. The talent base hired by industry as machine operators / supervisors includes Graduates (BSc), Diploma and ITI. They are expected to operate sophisticated equipment and are usually trained on job for a particular duration before being allowed to independently operate the machines. These students are then hired by our customers to help thereby helping provide talent to the industry and livelihood to students.

Invent Scholarship: The Avery Dennison Foundation Spirit of Invention 'InvEnt' Scholarship Program is designed to recognize and reward invention, innovation and excellence in high-achieving first year college students, studying in specific fields of science, engineering and technology at select higher education institutions in China and India. Each year 10 students are selected for this award in India.

Scholarship benefits include a scholarship award of USD 1300. In addition, scholars are honoured by the Avery Dennison teams at an award ceremony. The program provides continued support for leadership and innovation development through alumni engagement.



ADVANCING LIVES AND THE DELIVERY OF HEALTH CARE™

Bard - A World of Caring

BARD INDIA HEALTHCARE

BARD India Healthcare Private Limited is a wholly owned subsidiary of C.R. BARD Inc. – US Multinational.

For more than 100 years, C. R. Bard, Inc. is actively engaged in developing innovative medical devices that meet the needs of healthcare professionals and patients. Our guiding principles at BARD are Quality, Integrity, Service and Innovation.

BARD India strongly believes and actively engages with communities to fulfil social responsibilities in areas of Hygiene, Disaster Relief and Education.

Bard India sponsored free Cancer Check Up Camps in Mumbai & Surrounding localities for underprivileged people by partnering with Cancer Patients Aids Association (CPAA). CPAA works in the field of "Total Management of Cancer" from awareness to rehabilitation.

By organizing various free cancer screening camps Bard has contributed in creating awareness about cancer, its root causes, early detection, spreading information and knowledge about the disease.

The screening program involves detailed check up by doctors:

- Head & Neck examination
- Medical examination for men involves complete physical examination
- Gynecological examination for women
- Routine blood test
- Complete health check up by Physician

The reports are assessed by Surgeons and advice on follow up activities if required

There was a Cancer Screening Camp for women set up at Naigaon Dadar Centre in February 2017.





Learning & Development

@ Bausch & Lomb

Keep Learning... Keep Growing...

BAUSCH & LOMB INDIA

Indian Operations run across Vision Care, Surgical and Refractive business in Ophthalmology and Solta & Obagi business in Dermatology.

Vision Care Business:

India is one of the fastest emerging markets in APAC. Currently B+L India is the market leaders in Contact Lens with 52% share & Lens Care market with 80% share. With sheer trainings and development initiatives B+L is raising awareness about personal image, fashion among youngsters, hygiene and comfort in the Indian market.

Surgical & Refractive Business:

B+L India offers a full suite of Cataract, Vitreoretinal & Refractive products and equipment. B+L is ranked as the 3rd largest Multinational Company in the Surgical Ophthalmology space in India.

Ever since its launch in the year 1993, Bausch & Lomb (B+L) has consistently endeavoured to improve the quality of eye care services in India by undertaking several projects that have helped in increasing awareness among the people.

B+L understand and believe that technical knowledge is the key to success in any field especially health care. Since then B+L has dedicated teams of professionals who ensure that capability building is the key within and outside the organization for patient awareness and benefit.

During the course of strengthening its footprint in the Indian market, the company has initiated various educational programs in line with its mission of improving the quality of products education in the country.

To transform B+L into a learning organization and encourage a culture of continual learning among employees, all Learning & Development (L&D) initiatives fall under the umbrella called KEY (Keep Educating Yourself). B+L uses the ADDIE Model to understand the need of training in the respective businesses.

ADDIE stands for:

- Analyse
 - Short term business objectives - Building on existing skill base, focus on developing core functional capabilities in Sales and technical team.
 - Mid Term Objective - Evaluate build vs buy options, focus on development of key talent.
 - Long term Objective - Create a strong succession pipe, continue focus of sustained L&D initiatives.
- Design & Develop
 - Internal vs External
 - Online / Classroom
 - Content Development and Finalization
 - Leverage E-learning and corporate programmes
- Implement
 - Calendar Finalization
 - Programme Delivery
- Evaluate
 - Feedback and
 - Evaluation Follow-Up modules

All our L&D initiatives are designed that takes the shape of an Annual Training Calendar. The calendar is then customised as per the business requirement and the same is rolled out to individual employees to get the visibility on the training programmes assigned to them for the year. There are 3 broad classifications of trainings that are done internally:

- a) Technical Trainings
- b) Soft Skill Trainings
- c) Compliance Trainings

Technical Trainings

Vision Care Business: The company supported LV Prasad Eye Institute (LVPEI) to set up the Bausch & Lomb School of Optometry in 1998. Today, the school has an impressive alumni base and is one of the most reputed institutions in the domain.

By empowering the students with the necessary knowledge and skills, the Bausch & Lomb School of Optometry is focusing on developing a credible talent pool of highly competent professionals for the industry. B+L has a team of well-qualified Optometrists who work under Professional Service function in Vision Care business. This dedicated internal team of Professional Services (PS) works on following:

Internal Capability Building: Training internal employees so that they can speak to the customers more effectively and educate them on the product usage and benefits.

External Trainings: Working closely with Eye Care Practitioners (ECP's) to enhance their skills of fitting various types of contact lenses effectively in order to deliver better eye care to end consumer.

ICLEP: One of its oldest programs of B+L is the ICLEP (Indian Contact Lens Education Program) started in 1993 in partnership with LVPEI. The programme is conducted by the subject experts including B+L PS team. The program has trained over 5,000 contact lens professionals so far, helping to raise the overall standards of contact lens practice throughout India and SAARC. B+L have conducted 52 sessions of ICLEP since inception.

Surgical & Refractive Business: B+L India offers a full suite of Cataract, Vitreoretinal & Refractive products and equipment. B+L is ranked as the 3rd largest Multinational Company in the Surgical Ophthalmology space in India.

The objective is to educate all sales employees on the fundamentals of Ophthalmology, Cataract Surgery, Intraocular lenses (IOLs), implantation of IOLs, Viscoelastic, Biometry, Keratometry, in depth knowledge of Premium IOL's, IAVP products, Synergetic range of Vitreoretinal products, Stellaris, Stellaris PC and Versavit unit covering advanced repairs and troubleshooting of all our IAVP products.

Aesthetics Business: B+L India also has the most comprehensive offering across Aesthetics portfolio which provides innovative, safe and effective derma solutions for patients. B+L acquired Aesthetics business of Solta & Obagi worldwide in year 2013 and started



India operations in 2014. The objective is to train all employees on the technical and marketing aspects of our products via demo / hands-on sessions and to educate all engineers on all Aesthetics products including Fraxel restore, Thermage, Clear + Brilliant, Isolaz 2, Liposonix model 2, Vaserlipo and PowerX.

Soft Skills Training

To enhance the existing skillsets & focus on developing core functional and non-functional skills and optimize the managerial effectiveness. B+L India have a repository for all functional and non-functional soft skills trainings pertaining to modules of Selling Excellence, Advance Selling Excellence, Channel Strategy, Digital Marketing,



Coaching & Mentoring, Negotiation skills, Analytical skills, Managing pressure at workplace, Women self-defence, MS Excel and Leadership skills training.

All our internal trainers are certified from various certification bodies to impart these trainings to our internal employees, in enable seamless internal training.

Compliance Training

Being in the healthcare industry B+L is also in the regulated space, business dealings involve interacting with hospitals, healthcare professionals, and government agencies etc. which have their own compliances and norms and well laid out code of conduct.

B+L being a responsible player makes sure that neither the employees nor the business partners should engage in any unfair trade practise or seen as buying the business. Appreciating this sensitivity, B+L engages extensively with employees and business partners with respect to compliance trainings.

Being a part of a US multinational group B+L is also liable to comply with FCPA (Foreign Corrupt Practices Act) Law. Similar to code of conduct, a breach of FCPA could also have serious economic implications and damage to brand equity.

Compliance Trainings are conducted to educate employees in accordance with Standards of Global Business Practices, Country laws, FCPA (Foreign Corrupt Practices Act), Company policies and procedures and industry guidelines.

- Corporate Governance Trainings
- Adverse Event Reporting Trainings





Lacunae in Indian Healthcare Skill Brigade: An Opportunity to Seize

BD INDIA

BD is a global medical technology company that is *advancing the world of health* by improving medical discovery, diagnostics and the delivery of care. BD leads in patient and health care worker safety and the technologies that enable medical research and clinical laboratories. The company provides innovative solutions that help advance medical research and genomics, enhance the diagnosis of infectious disease and cancer, improve medication management, promote infection prevention, equip surgical and interventional procedures and support the management of diabetes. The company partners with organizations around the world to address some of the most challenging global health issues. BD has more than 40,000 associates across 50 countries who work in close collaboration with customers and partners to help enhance outcomes, lower health care delivery costs, increase efficiencies, improve health care safety and expand access to health.

The healthcare sector in India continues to move in rapid strides with medical tourism growing at a fast pace. Despite constant contributions from public and private sectors to strengthen the medical ecosystem, gaps in the skilled resource continue to plague healthcare settings in India.

As per available government data, for every 10,000 patients, there are only 7 doctors, 17 nurses/midwives, 1 dentist and 5 pharmaceutical personnel available. These numbers are far lower than the WHO benchmark of 2.5 doctors and nurses per 1000 people, which reflects the grim reality of Indian healthcare system. Experts believe that this poses a bigger threat to current establishments, especially the hospital sector that involves life-saving exercises.[1] Data published in the Indian Journal of Medical Research in April 2013 also states that seventy percent posts of specialist surgeons, physicians, pediatricians and gynecologists at Community Health Centers across the country currently stand vacant. There is a net shortage of 600,000 doctors in the country.[2] The highest attrition rates in the healthcare sector calls for a collaborative action by public and private sector launching long-term schemes and policies to maintain the retention of critical manpower resources.

Around the world, we see how healthcare providers try to balance demanding and often competing needs such as increasing access to healthcare; improving clinical outcomes and efficiency; lowering costs of operations and ownership; and optimizing patient and healthcare worker safety. We believe BD has an essential role to play in driving these goals, together in partnership with our customers, governments and other key stakeholders. We see unique opportunities to support India by working with multiple stakeholders in the ecosystem to strengthen healthcare practices across settings.

The lack of healthcare infrastructure — that includes hospitals, clinics and well-trained healthcare workers is unarguably one of the biggest barriers to access in our country. Many of BD's collaborations with philanthropic, government and non-governmental organizations are designed to help address this challenge and to improve the delivery of healthcare services that includes increasing access to clinical and laboratory products and services. Our approach goes beyond traditional philanthropy. We combine our expertise and the commitment of our associates with BD products and donations while

working with nonprofit partners to deliver essential healthcare services and build healthcare capacity.

Collaborations for BD mean applying our knowledge, expertise and resources to expand and improve healthcare systems, build local capacity and improve patient care. We often in collaboration with universities or hospitals sponsor healthcare training facilities by instituting Centers of Excellence (CoE) that help advance the skills and training of healthcare workers, using the latest technologies. At BD, education and training are key factors for maintaining the safety of healthcare workers.

At a time when the Skill India Movement is looking at bringing about convergence and focuses on industry linkages, our initiatives stand committed to enhance the clinical skills and address the shortage in human resources. Our training and lab strengthening programs are creating sustainable improvements in healthcare practices. For more than 65 years, BD has served as the pioneer and leader in the science of specimen collection. With the goal of helping strengthen healthcare systems, we provide training for laboratory staff and clinicians who can then help educate other healthcare workers at their facilities. Blood collection ranks among the riskiest procedures for healthcare workers, with potential injuries from needles posing a life-threatening infection hazard. Our CoE at Dr Lal's

Pathlabs is training healthcare workers to receive certified training on safe blood collection practices. We understand that the healthcare workers face numerous risks when carrying out their jobs, including accidental needlesticks and exposure to bloodborne pathogens. BD pioneered the development of safety-engineered medical devices and has been at the forefront of this field for more than two decades. No other company has invested more capital, human resources or technological know-how to reducing needlestick and other sharps injuries. We incorporate safety features into product design and train healthcare workers to use our products appropriately.

Another example of skill building for the life sciences industry is our long-standing relationship with Jamia Hamdard University, Delhi for flow cytometry workshops and training designed for young researchers and scientists. Together with the National Accreditation Board of Hospitals (NABH), we launched Safe-I to implement best practice in infection control in tier-two facilities around India. Nearly 225 facilities in states of Punjab, Kerala, Maharashtra have registered for the program, and results have been significant decrease in infections and an increase in patient confidence in the accredited facilities. In India, we have also formed a scientific advisory board of endocrinologists and diabetes experts who have compiled Forum for Injection Technique (FIT) India recommendations to



promote best practices in insulin injection technique.

To address underappreciated healthcare needs, collaboration is often more impactful than what one company or nonprofit can achieve on its own. Our most successful collaborative projects bring together a variety of organizations with diverse skill sets. They are based on consistent goals of strengthening health and laboratory systems, supporting achievement of the Sustainable Development Goals, increasing patient access to vitally needed medical and diagnostic products, increasing the pool of qualified health workers, protecting clinicians and patients from disease spread in the healthcare environment and reaching resource-limited and vulnerable patient populations.



The tangible dichotomies of unavailability of skilled force and lack of knowledge in available resources are adding major setbacks in the current healthcare scenario that is grappling with massive disease burden and substantial infrastructure crunch. Bridging the skill gap in manpower has to be the priority, inability to do so can cripple the whole healthcare sector in the long run.

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Blackboard®

Blackboard

Inspire the World to Learn

BLACKBOARD TECHNOLOGY INDIA PVT. LTD.

Blackboard is an educational technology company that helps students to find new ways to learn, connect and advance with Online Learning, Analytics (to track and improve students' performance), Security and Financial Solutions. Blackboard Products are widely used in more than 19,000 colleges across 100 countries by 100 Million Students worldwide. Aside from Google, Blackboard is the #1 website that students can't live without.

Education

Blackboard is shaping the future of education with big ideas that are transforming the face of education. With innovative technologies and solutions, Blackboard is bringing the students closer to the knowledge they seek and the potential they can achieve. Out of the Top 50 ranking of "Times Higher Education Reputation", 80% of the world's top academic institutions use Blackboard. 1 out of 3 schools in USA use Blackboard products. The products we offer provides blended learning that is useful for the Teaching / Learning process. We have now taken the first steps into the Indian Education System backed by our rich 20 years of International expertise. Colleges, the teaching staffs as well as students will greatly benefit as the Solutions offered by Blackboard will raise the bar of the Indian Education System to the systems across the world thereby opening up a wide range of benefits for the people and the economy at large. They will also be able to easily and seamlessly adapt to the fiercely competitive environment they face when they pursue higher education in other countries, which is a big challenge currently.

Today's students want an education that meets their individual needs, and opportunities that connect them to what is happening around the World. They challenge the education system to be innovative and to make learning environments more exciting, challenging and rewarding. Students live in a borderless world offering unlimited connection, data and mobility. They can choose to access knowledge and participate in dialogue that transcends different geographical locations. They need education delivered in ways that are compatible with and support their world-view and their bond with communication technology. Our product also facilitates the students to pay their fees in a comfortable way through multiple installments; It's an innovative idea that helps colleges to retain students from deprived financial background.

In today's fast paced environment, where the employed population are hard pressed for time, they are severely hampered in terms of upgrading their skills and knowledge, even though they may have the inclination and finance required to support their cause. On the other hand, getting high-quality teachers availability for teaching the students is also a challenge given the physical distances needed to commute by the teachers or students. This challenge is even more daunting when teachers and students need to travel across cities

and sometimes even across different states to meet in person for the teaching / learning experience. We create solutions using technology more creatively to move beyond classroom walls and we transform education with completely new ways to learn new skills. Blackboard offers an innovative web conferencing Solution with features like high-quality, high definition audio and video, application sharing, and a modern user experience which makes It an incomparable online learning environment. This is a web conferencing created with education in mind. Features like Instant & convenient chat with all participants, Real-time annotations and text, Record sessions in a mobile-friendly format, Simple and fast file sharing make the product a must for the world of education.

Blackboard Analytics Solution empowers colleges to track and improve the performance of students, online and offline courses, academic departments, and the institution as a whole. It helps to harness data from Learning Management & Student Information Systems. It transforms institutional data from programs, faculty, and students to information that is actionable and understood by all stakeholders. It helps institutions to identify barriers to retention and keep students on track to graduate with high quality degrees. It also gives teachers the tools they need to better understand their learners and cultivate the critical thinking skills required to survive and thrive in the 21st century.

Blackboards' vast exposure to the education systems in the US helps to provide solutions that are in line with the Washington Accord expectations and procedures mandated by ABET. Imbibing these practices makes our

Indian Education System recognized and in tandem to those in Australia, Canada, Hong Kong, Ireland, Japan, Korea, Malaysia, New Zealand, Russia, Singapore, South Africa, UK and U.S.

Gainful Employment

With more than 40,000 Colleges and Institutions and a whopping 1.4 million schools that can benefit from the products Blackboard have to offer, we are faced with a 1000 + direct employment and an equal number of indirect employment that could happen in the next two to three years in India.

The associated hardware products required for the transaction and financial solutions Blackboard offers will open up many lucrative jobs in the electrical and mechanical sectors. Additionally, the betterment of education standards the students get exposed to, will improve their knowledge and skills manifold thereby making them more acceptable in the competitive real life environment.

Skill Development, Innovation, Research & Development

The product spectrum of Blackboard has been serving many countries across the globe for the past 2 decades. In these years, the world has seen a tremendous change in all areas especially in education and



technology. Providentially we (a U.S. based Indian organization) being a bridge between both these areas with our mammoth education system combined with our zest for embracing technology, we find ourselves to be an early adapter to the changes. We consistently learn and update our skills to meet the market requirements. We keep collecting inputs from our customers and find ways for improvement. We upgrade our products with cutting-edge technologies in such a way that we serve our customers better and create an impact in the education society.

The education industry is seeing a paradigm shift; It throws challenges in front of people and changes the way people learn; It exposes people to numerous possible ways for development. We bring various innovative thoughts to enable people to traverse this paradigm shift.



We focus more on the Research and Development which is the root of our organization; It drives us towards Innovative ideas. It may range from continuous improvement of existing practices through to transformation of how we achieve goals or rethinking what those goals are.

We understand our customers and their needs; We get feedback from our customers and those feedbacks cater to our Research and Development that keep us building customer centric innovative products and features.

We recruit fresh minds from colleges and train them on latest technologies; It provides employment for the youth that in turn offers social upliftment of their respective families; It also boosts up the economy of the country.



Our team in India serves the customers across the globe; In order to achieve customer satisfaction, skill development becomes a significant activity, which lead us to learn new technologies. We create supportive environment for our employees to work on latest technologies. We organize internal and external training programs for them to improve their Technical skills, Interpersonal skills, Leadership Skills, Communication skills, etc. Our team does certifications like TOGAF, ISTQB, ORACLE, etc., that make them more qualified professionals. We bring experts from the industry to talk to our employees that enables them to gain good exposure and knowledge. We offer them opportunity to take part in industry forums & conferences, QAI Testing conferences that makes them to be at par with the professionals across the industry. We also provide opportunity for our employees to take innovative challenges that enable them to prove their potential.



Accelerating Aerospace

Skill Development in the Aerospace Sector in India

BOEING INDIA

Boeing has been active in India for 75 years with its commercial airplanes providing the mainstay of India's civil aviation sector. More recently, its military aircraft and services business have played an important role in the modernization and mission-readiness of India's defense forces. Boeing is focused on delivering value to Indian customers with advanced technologies underscored by lifecycle support services. In addition, Boeing is rapidly increasing its footprint in India and supporting the growth of the Indian aerospace sector by developing world-class suppliers for its global supply chain, increasing sourcing from India, scaling up Boeing's engineering center in Bengaluru, and advancing innovation in research & technology partnerships with India's top engineering and scientific institutes.

For more information, visit www.boeing.co.in

The Indian aerospace and aviation industry, while nascent, is evolving at a fast pace and is forecast to grow significantly. Investments are expected to be made by Indian industry in anticipation of the opportunities in the sector in the coming years and one critical area that needs attention is the availability of skilled manpower.

The shortage of trained frontline factory workers or certified Aircraft Maintenance Engineers (AME) poses a major challenge to fully realize India's aerospace aspirations. India's traditional vocational education and training institutions are facing challenges in skilling aerospace workers in adequate numbers for the skills that the industry demands.

Micro, Small & Medium Enterprises (MSMEs) in the aerospace sector in India, in particular, are severely constrained to provide world-class manufacturing skills in-house. The shortage of skilled frontline factory workers and AMEs impacts the competitiveness of the overall industry due to escalating cost of re-work, low quality standards and non-adherence to schedule.

Boeing's Skilling Advantage

With the realization that the competitiveness of Indian aerospace industry is directly related to the availability of skilled frontline factory workers, Boeing has partnered with key companies and institutions such as Dynamic Technologies, Tata Advanced Materials, TAL Manufacturing Solutions, and Rossell Techsys to offer training and technical assistance programs.

Training programs by Boeing have been customized based on the manufacturing work being done by the suppliers and the skill gaps observed. Training programs have covered structural assembly (drawing interpretation, process & planning requirements, drilling, riveting, assembly fit-up, fastener installation, sealant application, electrical bonding); composites (layup, laser projection, composite drilling and trimming); wire harness assembly; defect root cause identification, corrective action & prevention; and proposal preparation. In addition, Boeing has provided on-site technical assistance in program management, engineering, supplier management, manufacturing planning, tooling engineering, composites engineering & fabrication, quality assurance & control,

and various process qualifications.

In 2014, Boeing executed a program to enhance manufacturing skills in aerospace wire harnesses for the world's most advanced aircraft. Under this project, 30 students received classroom and hands-on training over a 12-month period to achieve certifications from the Aerospace & Aviation Sector Skills Council (AASSC). The skills delivery partner for this project was the Nettur Technical Training Foundation (NTTF). Rossell Techsys, a Micro/Small/Medium Enterprise (MSME), provided its facility to the students and NTTF for the practical hands-on training (see Figures 1 and 2). The students were eventually absorbed by Rossell Techsys. The second batch of this project, started in 2015 was extended to Tata Advanced Materials (TAML) where 36 students from across India underwent training on composites manufacturing. The third batch, launched in 2016 was with another MSME Jaivel, and focuses on Aerospace Tooling.

A Scalable Model Skilling in India

So far, Boeing has skilled hundreds of Indian engineers across technical and functional areas and program management. The plan is to continue to expand these programs as Boeing grows in India as we move towards a step-change that is required to dramatically impact the competitiveness of the Indian aerospace industry. Towards that objective, Boeing is working with the Ministry of Skill Development & Entrepreneurship

(MSDE), Ministry of Defence (MoD), AASSC and NSDC to launch large scale programs that will involve the skilling of thousands of students.

India is expected to become the third largest aviation market in the next 20 years. Boeing projects that India to add over 1,850 new aircraft to meet the expected 8.6% per year air traffic growth. The airline fleet is going to multiply. Progressive changes in the regulatory and tax regime of Maintenance, Repair & Overhaul (MRO) are going to increase the number and scope of MRO work undertaken in India. A substantial increase in the number of skilled aircraft maintenance engineers is critical to achieving this growth.

Boeing's training programs in India have had a strong influence in making India an attractive sourcing destination for Boeing to drive its affordability and productivity objectives. These training programs are also in small ways building the blocks of the country's aerospace manufacturing ecosystem, propelling it to be a world-class player. The combination of these advantages to both Boeing and India make these skilling initiatives a true win-win for all stakeholders.

The strong growth in aerospace and aviation is secular and imminent. One of the key risks in fully realizing this growth is not having a strong and skilled workforce. The nature of this growth implies that the skilling has to be on a large scale. Boeing is committed to play its role as a leading industry player in shaping and accelerating skills development, and can bring its vast knowledge and expertise to India. This will go a long way in benefitting both India and Boeing.





CA Technologies

CSR Overview

CA TECHNOLOGIES INDIA

CA Technologies helps customers succeed in a future where every business—from apparel to energy—is being rewritten by software. From planning to development to management to security, at CA we create software that fuels transformation for companies in the application economy.

At CA Technologies, giving is part of the company culture and one of the most rewarding and fulfilling aspect of an employee's life. CA Technologies supports organizations, programs and initiatives that enrich the lives and well-being of people in the community they live in, with primary focus on STEM (science, technology, engineering and math) education. This is done by supporting a wide range of local non-profit organizations combined in conjunction with employee volunteering efforts.

In India, CA Technologies partners with various Non-Governmental Organizations (NGOs) to help improve the quality of education in the economically backward sections of the society. In partnership with HOPE Foundation, CA Technologies has adopted HOPE School since 2004. As part of this, primary education (up to grade 4) is provided including breakfast and meals, bags, books, school uniforms, tuitions and other basic amenities besides meeting the complete operating costs. Parents of students are counselled from time to time to ensure parents understand the importance of education and reduce drop-out rates. CA Technologies employees volunteer for various activities such as helping organize Independence and Republic Day, children's day, school annual day, graduation day, excursion and teaching over weekends. Certain teams even convert their team outing into CSR activity with the kids.

CA Technologies also runs a program "4X4" in partnership with the NGO, India Literacy Project (ILP) wherein four schools have been adopted within four kilometers' radius of Hyderabad campus impacting 800 plus students. In the past one year, the school infrastructure has been redone with respect to classrooms, toilets, clean drinking water, compound wall, educational mural paintings etc. The highlight of this turnaround has been digital classrooms in all four schools.

It's not just infrastructure activities but in keeping with the motto of improving the "quality of education" quarterly teachers training is conducted at the CA Technologies, Hyderabad campus both by employees as well as external trainers to train teachers in engaging teaching methodologies to improve learning retention in students. CA Technologies employees have volunteered enthusiastically in helping turnaround the schools both in terms of giving time as well as voluntarily raising funds to conduct sports and annual day.

CA Technologies also partners with the NGO, Youth for Seva (YFS), in sponsoring their flagship event “Chiguru” meaning budding in Telugu. This annual inter-school sporting, cultural and literary fest showcases talents of under privileged kids in and around Hyderabad and nearby rural areas. Also, CA Technologies is the proud sponsor of 26 tuition centers impacting 250 students.

With another large NGO partner in the field of education, CA Technologies has sponsored Science Labs in three districts of Maharashtra impacting 2500 plus students and Second Chance program in the Old City of Hyderabad helping 108 young women continue with their education.

There have been lot of proud moments along the journey – reduction of drop-out rate by girl students, community involvement, marriage postponement of a girl student, government action in terms of releasing funds, increase in enrollment etc.

CA Technologies also organizes CA Together in Action, a worldwide volunteer initiative, providing employees with the opportunity to take time off during the work day to participate in a variety of volunteer activities. Employees can also contribute to the non-profit of their choice with a one-to-one company match of up to \$10,000 each fiscal year and are given five business days to volunteer with any NGO of their choice.

While the journey has been positive, impactful and gratifying, there is a lot more to be done and the employee volunteers are keen to continue making a difference.





Cadence Makes a Child Smile

CADENCE DESIGN SYSTEMS

Cadence Design Systems (I) Pvt Ltd. is a wholly owned subsidiary of San Jose, California-headquartered Cadence Design Systems, Inc. Cadence enables electronic systems and semiconductor companies to create the innovative end products that are transforming the way people live, work and play. Cadence's software, hardware and semiconductor IP are used by customers to deliver products to market faster—from semiconductors to printed circuit boards to whole systems. The company's System Design Enablement strategy helps customers develop differentiated products in mobile, consumer, cloud datacenter, automotive, aerospace, IoT, industrial and other market segments. Cadence is listed as one of FORTUNE Magazine's 100 Best Companies to Work For. Learn more at cadence.com. Cadence has been in India since 1987 and has offices located in Noida, Bangalore, Pune and Ahmedabad.

Skill Development

A focus of Cadence's involvement in the community has been on children, and in enabling them to earn a livelihood on their own. A few of the programs where Cadence has contributed are:

- Partnered with ICARE Hospital NOIDA to establish an 18-month Vision Technician Training course for underprivileged boys and girls focused on nursing assistant training in the field of ophthalmology. 30 students enrolled to this program in 2016 can expect to get jobs as ophthalmic nursing assistants in polyclinics and hospitals this current year.
- As an extension to the support to Delhi Council for Child Welfare (DCCW) for surgery and rehabilitation of physically challenged children in 2011, Cadence sponsored vocational training for the children so that they could not only overcome their disability but also earn a livelihood.
- Cadence has funded the Computer on Wheels program of Tara Mobile Creche, which aims at teaching basic computer education to migrant children between 6 and 14 years. The program aims to reach out to 2,500 migrant children, and travels to different centers according to a monthly schedule.

Education

In 2016, Cadence decided to extend its support to beyond vocational training, and initiated the Cadence Scholarship program with an objective to help under-privileged children take professional courses for a better career matching their aspiration. Presently 22 students, who have been identified by Cadence India employees for the scholarships are pursuing different streams of study based on their interest, and will be mentored by Cadence employees to help them face unforeseen challenges in the journey. This program will further expand in the current year to cover more students and locations.

Through employee contributions and company donation, Cadence has sponsored the land and part of the building for Vidya & Child's Barola center in Noida for an after school facility and continues to guide these children by providing mentorship programs.

Women's Empowerment

Cadence has believed in building women empowerment by providing opportunities to the girls to have equal or better opportunities. All Cadence sponsored vocational programs have had a high percentage of girl students.

Health and Sanitation

Health and nutrition are key areas of struggle for the dis-advantaged section, especially the children. Cadence has part-sponsored the nutrition program at BalChetna, a respite home and day-care facility for mentally challenged children that is run by DCCW. Through this program, the children are provided nutritious, freshly cooked midday meals, morning and afternoon snacks, and clean drinking water. Children suffering from malnutrition are provided dietary supplements.

During the Kosi floods in 2008, Cadence employees were helped in their cause by the company in donating relief material through partners like that included material to maintain health and sanitation for the people affected by the natural disasters.





Catalyzing Youth

Agri-Entrepreneurship in Davangere, Karnataka

CARGILL INDIA

In India, Cargill's operations started in 1987. We have businesses in refined oils, food ingredients, grain and oilseeds, , cotton, animal nutrition and trade structured finance. Cargill Foods India, markets leading consumer brands of edible oils such as Nature Fresh, Gemini, Sweekar, Leonardo Olive Oil, Rath and Sunflower brand of hydrogenated fats. We also market wheat flour under the Nature Fresh brand name. The Animal Nutrition business of Cargill provides animal feed and premix and nutrition for aqua, dairy and poultry. We market animal feed and premix under the brands such as Provimi, Purina, Citura and Cargill. The Grains and Oilseed crush business originates grains & oilseeds at 240 storage locations. Cargill employs more than 3000 employees working across offices and plants and a network of warehouses and depots.

Jagdeesh's family in Davangere, Karnataka cultivates rice, coconut and other crops on 9+ acres of farm area. Jagdeesh, a 30-year-old farmer who studied commerce, has strong business acumen and he used the knowledge to improve his farm and opened an input shop in his village, an important resource for other local farmers.

Stories like Jagdeesh's, however, are not common today as more and more rural youth are migrating to cities and towns for livelihoods and do not see a future for themselves in agriculture. This exodus leaves a vacuum of agricultural knowledge, skills and business people to support existing or new farming enterprises, further deteriorating the appeal of an agricultural livelihood.

Keeping this at the centre, Cargill and TechnoServe developed the Cargill Agri-Fellows (CAF) program to support a younger generation of agriculture entrepreneurs in Davangere. The Agri-Fellows Program is a part of the 'Saathi' project, a collaboration between Cargill India and TechnoServe advancing economic development of 5,000 farming households. The CAF program aims to create agriculture-based livelihoods for youth from farming households, strengthening the agriculture ecosystem by providing agricultural extension support and assisting young entrepreneurs in ventures that provide solutions for local farmers.

When Jagdeesh joined the six-month program in April 2016, he and the other fellows began a month and a half of practical training at the University of Agricultural Sciences in Dharwad, Karnataka. The university setting fosters an innovative environment where program participants can focus on how and where they can build careers in agriculture. There, Jagdeesh learnt about and discussed the region's agriculture and agribusiness needs, and began to formulate his business plan. With his coursework complete, Jagdeesh began the field component of the program, working alongside the TechnoServe project team and sharpening the skills that he would need to make his business a success. He had developed an interest in horticulture during the practical training, and, together with the Saathi project team, formulated a plan to intercrop marigold plantations within 3 acres of his coconut orchard.

An important aspect of the CAF program is the diversity of participants' career trajectories. Some fellows, like Jagdeesh, have decided to start their own ventures, while others looked for employment as extension service providers. The program will

graduate 30 fellows in two batches – including 20 percent women – who will then develop sustainable business plans. The program also focuses on ensuring that the future extension officers and service providers among them are equipped to provide these entrepreneurs with the services and infrastructure that they will need.

Among the first batch of graduates, there are dairy farmers, mushroom producers, drip irrigation engineers and vermicomposting providers, among other professionals. This diversity helps build the business support infrastructure, and facilitate further agricultural development within the community.

Armed with a business model for cultivating marigolds, Jagdeesh approached Synthite, a company that now provides him seedlings at nominal cost and assures buyback of flowers at a fixed rate. Jagdeesh also planned his planting cycle around traditional festivals in October, when he knew that demand for flowers would be high. After his first harvest, Jagdeesh sold 4 tons of flowers in the retail market and supplied Synthite with 20 additional tons of marigolds, earning an additional ~Rs.189,000 by December 2016. (Previously, the family's income from all farming activities was around Rs.315,000). With such a promising start after only three months, Jagdeesh now plans to integrate his intercropping method into 4 more acres of his land, rotating a total of eight crops.

Jagdeesh can confidently invest in his business, knowing that in addition to Saathi team's follow-up support, he also has a community of fellow agricultural professionals to provide the inputs, services or advice that he may need. Jagdeesh's marigold harvest represents a golden opportunity for Davangere as this first wave of Agri-Fellows help establish an agriculture ecosystem and act as catalysts and role models that will allow their families and their region to thrive.

Cargill and TechnoServe have partnered to implement "Saathi", a ~ Rs.10 crore, local economic development project with the farming community near Cargill's corn milling plant in Davangere. The project is focused on 23 villages in the proximity of the Cargill plant and is committed to impact 5,000 smallholder farming households over a period of four years (2015-2019).

The key pillars of the intervention are:

- Agriculture development & diversification intervention implemented with 5,000 farming households
- Livelihood opportunities developed for the youth of the farming households through Cargill Agri Fellow Program
- Economic empowerment opportunities created for the women of the farming households
- Community engagement through targeted interventions in public places including local schools and Anganwadis (daycare centers)



We at Cargill take pride in the fact that Corporate Responsibility is part of everything we do! Our purpose of being in business is to nourish the world in a safe, responsible and sustainable manner; therefore it becomes naturally incumbent on us to address the complex issue of food security and nutrition. In India, we developed a multi-pronged program 'Nourishing India' and deployed more than Rs. 90+ crore and impacting over 32 million people. We promote food security in many ways by working directly with farmers to help increase their productivity; supporting government investments in rural communities and local agriculture; advocating for open trade; partnering with global organizations, such as CARE, TechnoServe, and the Global Alliance for Improved Nutrition (GAIN).





Corporate Social Responsibility

at Caterpillar

CATERPILLAR INDIA

For 91 years, Caterpillar Inc. has been making sustainable progress possible and driving positive change on every continent. With 2016 sales and revenues of \$38.537 Billion, Caterpillar is the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives.

The company principally operates through its three product segments – Construction Industries, Resource Industries and Energy & Transportation, and also provides financing and related services through its Financial Products segment.

With more than 100,000 employees worldwide, and over 3 million products at work around the world; Caterpillar's global reach and presence is unmatched in the industry. We serve in more than 180 countries around the globe with more than 300 products. More than half of our sales are out-side of the United States. Our manufacturing, marketing, logistics, service, R&D and related facilities along with our dealer locations total more than 500 locations worldwide, ensuring that we remain geographically close to our global customer base.

At Caterpillar, we are dedicated to transforming lives in the communities where we live and work. Together with our partners, we champion programs that support education, environment and basic human needs – which help people help themselves out of poverty.

- **Education:** We support programs that achieve a measurable knowledge increase, improvement in academic progress, or employment outcomes for individuals. Access to quality education helps break the cycle of generational poverty, contributes to business growth and builds strong economies. We invest in holistic programs that focus on numeracy and literacy, improving academic outcomes, financial literacy and workforce readiness. We also focus on various skill development initiatives which are in alignment with Hon'ble Prime Minister Narendra Modi's initiative of Skill India.
- **Environment:** Restoring the environment while building the local economy is critical to long-term sustainable development. We support environmental programs that focus on restoring natural infrastructure while improving quality of life.
- **Basic needs:** When people's basic human needs are met, they are able to more effectively pursue economic and education opportunities. We contribute to basic human needs through food, water, shelter and energy. The focus is further enhanced in the event of any unfortunate instance of disaster etc.

Award and Recognition

Caterpillar India was awarded with the Golden Peacock Award 2016 for Sustainability.



Skill Development

Caterpillar India in alignment with Hon'ble Prime Minister Narendra Modi's initiative of Skill India has implemented a unique skill development program in the state of Rajasthan. Under the project Caterpillar India in partnership with the Department of technical Education (DTE) and the Rajasthan Skill and Livelihoods Development Corporation (RSLDC) has ensured successful up gradation of an existing government Industrial Training Institute (ITI) at District Jhalawar into a world class ITI and skill training centre for the development of skills, innovation and enterprise. A "Centre of Excellence" in ITI, Jhalawar is being developed in the campus for training and skilling activities related with operation and maintenance of 'Earth Moving Equipment' used in construction and mining sector.

The courses currently being implemented under the program are for operator training on earthmoving equipment for construction sectors. Students who have completed the training have successfully found employment as operators in various organizations. Students also regularly participate in a career fairs to increase their exposure towards the heavy machinery industry.



Education

Education is one of the pillars of focus of the Caterpillar India Corporate Social Responsibility mandate. Caterpillar achieves this vision by partnering with various organisations and causes such as:

- Igniting Passion for STEM (Science, Technology, Engineering, and Math): Caterpillar works with the FIRST LEGO League to ignite young people's passion through annual robotics competitions and help create science and technology leaders of tomorrow.
- Bridging Gaps in Education: Caterpillar has partnered with Samridhhi Trust to run Bridge education programs combining literacy, knowledge and skills for out-of-school-children (OOSC) to make education "effective" for underprivileged children of Bangalore. The program also admits OOSC to mainstream schools after one year bridging and continue supporting them with after school tuition program.
- Enhancing School Recognition: In Chennai, Caterpillar has been working with the Chellammal school for up gradation of school infrastructure in order to obtain school recognition for the state level school that enrolls students from grades 1- 10.



ChildFund India's

Skill Development and Women's Empowerment Activities



CHILD FUND INDIA

ChildFund India is part of ChildFund International, USA, a global child development and protection agency. ChildFund India has been working in India since 1951 with child centred program expertise. Our interventions span from maternal-child health, early childhood development, education, as well as youth & woman empowerment and livelihoods, with a cross-cutting focus on child protection, gender equality, and emergency response/disaster risk management.

ChildFund India works in over 60 districts across 14 States and 2 Union Territories. Through long-term partnerships with grassroots NGOs and direct implementation, ChildFund India annually reaches nearly two million children, youth, and their families in over 6,000 communities/villages.

ChildFund India's interventions are aligned with age-specific and contextual needs, utilizing a unique Life Stage approach based on children's experiences of deprivation, exclusion, and vulnerability:

- Life Stage 1: Maternal Health and Early Child Development (ages 0-5)
- Life Stage 2: Childhood and Adolescence (ages 6-14)
- Life Stage 3: Youth/Young Adults (age 15-24)

Our program life cycle is completed only when a healthy, educated child becomes a self-reliant, financially secure young adult who contributes actively to family, community and society. Hence, ChildFund's program strategies are designed in order to support youth as well as women, as they are the backbone of the family, to achieve improved economic, physical and social well-being and become change agents in their families and community. Civic engagement and leadership training is one of the core components of ChildFund's livelihood programs to empower youth and women to contribute positively in their communities.

A productive youth workforce is a powerful channel for upward socioeconomic mobility. Recognizing the same, ChildFund has been supporting underprivileged youth across its operational areas by providing employability and entrepreneurship training through its sustainable livelihood centres called "DAKSH". DAKSH is a distinct youth employment model that strives to make youth work ready by combining market-based skills training, entrepreneurship development, financial literacy, and life skills training which involves personal competencies, problem-solving and managing conflicts, effective habits, for long term success in the workplace. The skill development trainings are provided based on the market and interest of the participants. The courses include technical as well as non-technical such as ITES, Beauty culture, Hospitality, Computer Skills, Garment Making, Retail Business, Automobile Repairing, Welding, Nursing, etc., giving them ample opportunities to have a sustainable livelihood.

As part of this initiative, we work with over 21,000 youth in around 1,000 Youth Collectives as well as over 600 Self Help Groups for aspiring female entrepreneurs, from across India. More than 2700 youth have been successfully trained under its programs with a placement and entrepreneurship rate of 60% and 10%, respectively.

ChildFund places special focus on enhanced skills and training on agriculture and allied services to help women and youth. Some of the key interventions that have been carried out in this domain are adoption of appropriate agriculture practices, increased cultivation of commercial crops, promotion of high value crops, group sale of commercial produce to get fair returns, increased access to government funds to conserve soil and water for agriculture, technical training of farmers on commercial crops (oil seeds, vegetables), organic cultivation, capacitating youth for Entrepreneurship and Agro-based business, engaging family, farmers groups and CBO leaders on Agro-based business and developing linkages with livelihood service providers for accessing the services.

ChildFund India has developed a series of livestock employability models that allow rural populations to maintain a sustainable income using the resources already available to them. Its poultry farming livelihoods initiative has provided women (BPL) and their families in its operational areas with a sustained source of income.

ChildFund India has been working in Jhabua, Dhar and Alirajpur District in Madhya Pradesh (MP) for the last 7-8 years. These districts are predominantly tribal areas located in the western part of Madhya Pradesh. The area has low fertility of land and soil erosion coupled with the scarcity of rainfall (an annual rainfall of less than 800mm with every 3rd year declared as drought). Considering these limitations, mono-cropping is

practiced with poor productivity & minimal returns. Livelihoods in these areas are dependent only on rain-fed agriculture; lack of alternative livelihood options, force people to migrate in other states for the labour work in exploitative environment.

Over the last decade, poultry production has become a large and profitable economic opportunity. In tribal households, poultry farming is generally not practiced as a source of livelihood but rather it is an integral part of their self-sustaining tribal living because of which the scale is missing. Since the tribal community, mainly follows traditional methods for poultry farming due to lack of exposure to modern technology and lack of market connections/linkages, they get insufficient profit margins left with no bargaining power and are unable to exploit and cater to the demand existing there. Despite all economic activities carried out by women, ownership rests with the men.

To address this issue, ChildFund implemented a Poultry rearing initiative in Jhabua district in Madhya Pradesh with 60 BPL (Below Poverty Line) and tribal families. This initiative has yielded positive outcomes and has brought significant change in the lives of women and their families. Undertaking transformative work in some of the remotest areas of the country with the lowest human development indicators through sustained community engagement, has equipped ChildFund with a strong understanding of the needs as well as challenges prevailing at the micro-level.



Taking this endeavor forward, in 2016, ChildFund India partnered with Citi Foundation and initiated a project - 'Poverty to Prosperity'. The project aims to work towards equipping 1000 below poverty line female youth, from the tribal belt of Alirajpur, Dhar and Jhabua regions of Madhya Pradesh, with entrepreneurship, leadership and financial inclusion skills required for creating an alternate source of livelihood in poultry farming. 'Poverty to Prosperity' program will train the women from the community to scientifically carry forward 'poultry farming' creating viable, sustainable livelihood options for them, and develop a self-sustaining model through the formation of a Producers Company to take the poultry farming to a profitable scale and provide these tribal women an opportunity for better marketing and enhance their bargaining power, giving a much needed boost to the local tribal economy.



It's been just few months since the launch of the project, and the foundation laying work has almost completed. The project has been able to successfully establish 8 centres for training in the project areas and has also initiated providing 5 day training on poultry management, feed management, disease management, record keeping and demonstrated entrepreneurship as well as leadership skills to the identified participants. Till date, nearly 250 women have been trained under the same helping them become entrepreneurs in Poultry Farming.





Connected Healthcare

for Urban and Rural Areas

CISCO SYSTEMS (INDIA)

Cisco (NASDAQ: CSCO) is the worldwide technology leader that has been making the Internet work since 1984. Our people, products, and partners help society securely connect and seize tomorrow's digital opportunity today.

Giving back has always been at the core of Cisco's DNA. As part of our 2% India CSR portfolio, we invest in scalable and self-sustaining programs that use technology to meet some of society's biggest challenges. Our focus areas include Critical Human Needs, Education & Research and Economic Empowerment & Employment. As part of Critical Human Needs, Healthcare is an important focus area and one of our key projects that leverages technology is in this space.

Through our ongoing partnership with Narayana Hrudayalaya Foundation, we are able to provide patients in remote locations access to the best specialists at Narayana Healthcare hospitals. This healthcare solution uses Cisco Collaboration framework integrated with a medical devices controller framework and prebuilt customizable workflows to create an integrated experience. Applications such as Unified Communications, EMR, Consultation and Scheduler are integrated seamlessly connecting locations from clinics to hospitals to homes, and also to personal medical devices. What this means is that families in remote villages will now be able to seek specialist consultations for example Neurology, Nephrology, Oncology and Cardiology without having to travel to cities and sacrificing their daily wages. Cisco will also implement modifications to hospital infrastructure enabling healthcare delivery at district centers and multi-specialty hospitals of Narayana Health Group across the country, creating a truly mobile and digital hospital experience.

Through video enabled collaboration and screen sharing facilities the interface can check for doctor and specialist availability, capture and store vitals such as pulse, SpO2, BP, ECG and maintain detailed patient and records, thus saving plenty of manual input hours.

The results of the report demonstrate that as information, technology, bandwidth, and integration of the network become the center of the "new world," both human and digital aspects are key parts to the overall patient experience. These components lead to more real-time, meaningful patient and doctor interactions. Currently this technology has connected healthcare centers in Karnataka and Kolkata to respective Narayana Healthcare Multispecialty Hospitals. The program has seen over 500 consultations to date.





Citi India

Corporate Citizenship

CITI INDIA

Committed to India for over 110 years, Citi takes pride in being a premier locally embedded financial institution, backed by an unmatched global network. Citi is an employer of choice in India offering consumers and institutions a broad range of financial products and services, including consumer banking and credit, corporate and investment banking, brokerage, treasury and trade services, securities and fund services and wealth management. In line with our commitment to make a positive difference in the communities we work, Citi India's citizenship program targets its strategic efforts in the priority areas of Financial Capability & Asset Building, Microfinance, Enterprise Development, and Youth, Education & Livelihoods.

Additional information may be found at: www.citibank.co.in and www.facebook.com/citiindia

Citi is committed to enabling socioeconomic progress in the communities where we live and work. Citi India through its Corporate Citizenship efforts; endeavors to support the nation's priorities, in the areas of education, financial inclusion, youth skilling, empowerment, basic nutrition and preventive healthcare, art and culture and environmental sustainability through programs supported by Citi India as well as Citi Foundation.

In FY15-16, Citi India contributed more than INR 392 million towards programs in financial inclusion, education, preventive healthcare, protection of natural heritage, youth skilling and employability and environmental sustainability. Since its inception in 1999, Citi Foundation, catalyzed opportunities for more than 2.8 million families across the countries while working in the areas of Financial Inclusion and Youth Economic Opportunities. In 2014, Citi Foundation launched the India Innovation Grant Program to encourage non-governmental organizations (NGOs) to develop innovative programs that are scalable and replicable. Starting with a single focus on financial Inclusion, when it launched in 2014, the program in 2015 extended itself to also encompass Youth Skilling, based on the Indian Government's national priorities and in 2016 the focus has specifically been in direct alignment to the national agenda of Skilling Youth and creating Livelihoods.

Employee engagement activities and volunteerism are strong drivers of the Citi Citizenship program. Close to 3900 Citi employees, families, friends and NGO partners came together in 7 cities to participate in 13 events themed on 'Swachh Bharat' at Citi's Global Community Day in May 2016. Citi India also launched Giving at Citi - the revamped employee payroll giving program in May 2016. Since its launch, there has been an increase of 146% in the contribution amount and the number of unique contributors have increased by 63%.

The protection and promotion of India's national heritage, art and culture has been an integral part of Citi India's Citizenship philosophy, strategy and mandate. It has continued its strong partnership with the National Centre for the Performing Arts (NCPA), celebrating the Guru-Shishya Tradition with the Citi-NCPA Aadi Anant Festival of Indian Music, The Guru-Shishya Scholarship Program, and the Music for Schools program. Further Citi India is also proud to be patron of the first and only much acclaimed Symphony Orchestra of India since its inception in 2007. Further, Citi India has also partnered with the Prince of Wales Museum on two programs - the first entails the conservation and restoration of 150 ancient objects of national significance from the CSMVS collection, while the second is a Museum on Wheels program that has reached out to 100,000 kids in schools and educational institutions in and around Mumbai and Pune, with a plan of reaching out to an additional 300,000 children this year.

To learn more about Citi India's programs and partnerships, please visit:

<https://www.online.citibank.co.in/portal/pdf/Citizenship-Report.pdf?eOfferCode=PRLNAV>





Touching Lives:

The Coca-Cola Way

COCA COLA INDIA PRIVATE LIMITED

Coca-Cola India, is one of the country's leading beverage companies, offering a range of healthy, safe, high quality, refreshing beverage options to consumers, with its unmatched portfolio.

Coca-Cola India's sustainability framework adopts a multi-level, multi-stakeholder approach, which is aligned to the UN Sustainable Development Goals. The company's initiatives are empowered by the 'golden triangle' – a collaboration between government, private sector and civil society. Through its CSR and sustainability initiatives, the Company contributes in Foreign Direct Investments (FDI), rural outreach, skill development, Gainful employment (direct and indirect) women's empowerment, health and sanitation, etc. across the country.

We believe that the complex challenge of developing sustainable India needs to be addressed top-down as well as ground-up.

- All manufacturing locations of Coca-Cola treat 100% wastewater to support aquatic life.
- Created a water replenishment potential of 148% compared to our total water usage.
- Through the Department of Regional Water Studies at Teri University, we address water stewardship at strategy and governance level.
- Support My School (SMS), aligned to the Government's Swachh Bharat Mission, has revitalized 700+ schools by provision of basic infrastructure facilities:
 1. Separate toilets for boys and girls
 2. Access to water
 3. Sports facilities
 4. Library/Rainwater Harvesting
 5. Environmental Upkeep of government schools

While the first 3 objectives are mandatory under SMS, the remaining are implemented basis need assessment of that school.

Contributing towards rural education, health and sanitation and upliftment through the Support My School project and the impact so far:

Prior to SMS interventions, schools witnessed high girl child drop outs and poor attendance because of unavailability of adequate toilet facilities, which was also a concern for their safety. Post SMS

interventions personal hygiene and sanitation levels of students have enhanced, along with a significant rise in female attendance SMS has already benefitted 758 schools and 2.6 lakh children, while it inches closer towards 1000 schools and 3 lakh students.

Extending the IMPACT of SMS Project - Urban WASH Alliance

- TERI, USAID and Coca-Cola partnered to organize the Urban WASH Alliance in Kolkata and Chennai schools to train 152 teachers on comprehensive water, waste and sanitation modules.
- Interactive workshops and distribution of material for WASH, which was translated in Hindi, Tamil, Bengali, and Urdu
- Special trainings on women's health
- Waste management in schools
- 10,500 children benefitted across Kolkata and Chennai schools

Our partnerships with government and 100+ private institutes truly empower these initiatives.



Anandana, The Coca-Cola India Foundation was set up in 2008, committed to viable and inclusive community development by focusing on water sustainability and women's empowerment through promotion of solar energy. The Foundation initiated projects in Uttar Pradesh, Madhya Pradesh, Gujarat and Rajasthan, as they are the most water deficit areas of the country.

Anandana partners with recognized NGOs working with local villagers to create viable water augmentation projects in severely stressed areas, through models of rural water supply management systems, training, and active involvement of communities. It is based on the precept that people's participation is the only means to ensure long term sustainability.

Anandana implements livelihood solutions with core focus on groundwater replenishment, through construction of check dams, restoring ponds, prevention of soil erosion and improved agricultural practices. A significant feature of these projects is women participating in large numbers and attaining a supervisory role as members of village level "Pani Samitis (Water committees)" to run sustainable community water projects.

Results are, rise in ground water table, higher crop yields, more water available for domestic use, and

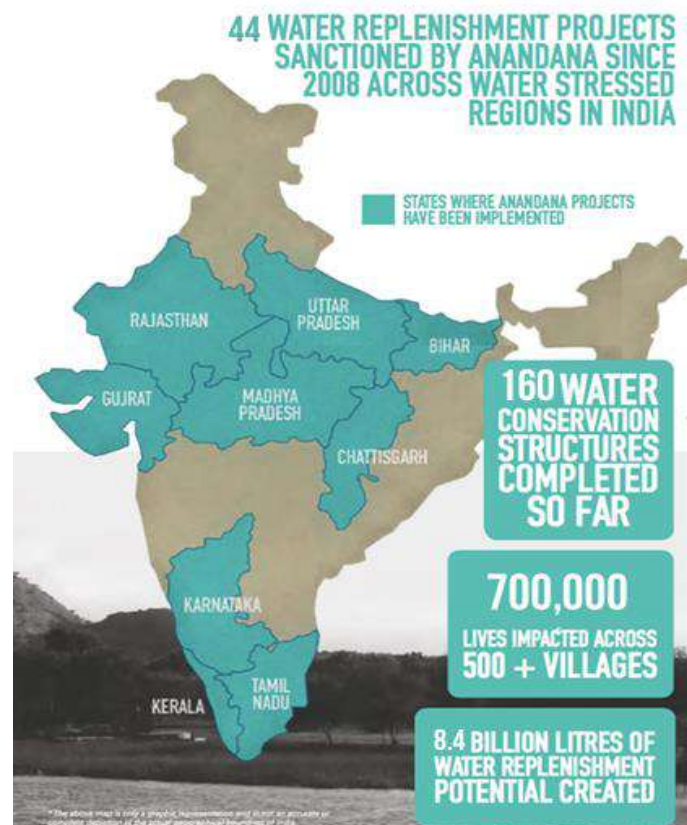
increased employment opportunities. Already benefitted more than 700,000 people in over 500 villages, and especially empowered women, in rural and remote India.

Case Study – Project Jalanidhi in Bundelkhand

Bundelkhand region of central India is severely water stressed and faces challenges of land degradation and poor socio-economic status. For decades, people have migrated in search of water source and livelihoods. Anandana intervened in 2010 in 2 villages Bilkhi and Tola Swayam, Bundelkhans by initiating Project Jalanidhi.

- Benefitted lives of over 4000 people
- Created Water Storage capacity of 55,822,000 liters
- Increase ground water levels by 2 to 3 meters
- 165.5 acres of land made cultivable resulting in 4 times the increase in income of the farmers
- Cropping Intensity increased up to 244 acres from 104 acres

Farmer Testimonial: "Since the check-dams have been built in our village, the water level has risen by 3 meters; we are able to farm without problems. Our family used to migrate to cities, has now come back and we are all able to make a living with agriculture. Even though there was a drought last year, thanks to the check-dam, the groundwater level is the same" -Kastouri, farmer from Tola Swayam



Growing Together – Make in India, Make for India

Coca-Cola truly believes in the philosophy of GROWING TOGETHER – Make in India, Make for India and agriculture lies at the center of our business. We source 95% of our ingredients locally, accounting to 50% of our procurement expenditure, creating gainful employment (direct and indirect), skill development, women empowerment, and benefitting more than 400,000 farmers by 2023. With regards to FDI - TCCC is one of the largest buyers of Indian agricultural produce and is committed to infusing USD 5 billion in India between 2012 and 2020 which will provide a boost to the agriculture sector.



Support My School (SMS) has already benefited 758 schools and 2.6 lakh children, while it inches closer towards 1000 schools and 3 lakh students



Anandanana. The Coca-Cola Foundation has impacted 7 lakh lives across 500+ villages in India



In India, Coca-Cola is implementing crop-specific programmes to enhance the economic well-being of farmers, improve yields and protect natural resources across the supply chain. This will contribute INR 4,000 crore in FDI, and 4,00,000+ metric tons of annual purchase of fruit by 2023, benefitting 400,000 farmers, in line with government’s focus on doubling farmers’ income by 2022.

PROJECT UNNATI (Mango) - In Chittoor district of Southern India, Project Unnati fosters women’s empowerment, community well-being, water and sustainable agriculture. The fifteen-year project, started in 2011, aims to harness the higher productivity potential of mango farms, through ultrahigh density farming, allowing marginal farmers to increase crop yields, conserve water and improve their livelihoods.

PROJECT UNNATI (Orange) - Hindustan Coca-Cola Beverages Pvt. Ltd in 2016 signed an MOU with the Government of Maharashtra and Jain Irrigation for Project “Orange Unnati”, to set up a juice manufacturing facility in Vidarbha region. The project supports local farmers in the cultivation of Indian orange mandarins with the adoption of Ultra High Density Plantation to boost orange yield, through training and demonstrations around it. The Project also seeks to leverage “NOGA” brand (Nagpur Orange Grower Association) Unnati Orange is estimated to benefit 5,000 farmers with an average landholding of 2 acres each.

PROJECT MEETHA SONA UNNATI - Is a partnership project of DCM Shriram, IFC, Solidaridad, and Coca-Cola India with primary focus on sustainable sugarcane development by addressing the challenges of soil health, increasing cost of cultivation and poor yields of sugarcane in Uttar Pradesh. The objective is to address key requirements of small landholders for sustainable sugarcane cultivation, their capacity building, adoption of sustainable production standards. It envisions to impact more than 48,000 farmers, 35,000 Ha. of land, through Good Agriculture Practices (GAP), Integrated Pest Management (IPM) and Efficient Water Usage.



Cognizant

Cognizant in India:

Over Two Decades of Growth and Nation Building

COGNIZANT

Cognizant (NASDAQ-100: CTSH) is one of the world's leading professional services companies, transforming clients' business, operating and technology models for the digital era. The company's unique industry-based, consultative approach helps clients envision, build and run more innovative and efficient businesses. Headquartered in New Jersey, Cognizant is ranked 230 on the Fortune 500 and is consistently listed among the most admired companies in the world.

With a presence in 11 cities across the North, East, West and South of India, Cognizant directly employs over 185,000 professionals in India, which is approximately 75 percent of its global headcount. The company's growth has largely been possible because of the unique advantages India offers—high quality talent, professional work ethic, good investment climate and support from different government and quasi-government bodies and global connectivity. During the past two decades, Cognizant has seen robust growth in its global operations.

- Revenue growth: From approximately \$2 million in 1994 to \$13.49 billion in calendar 2016.
- Employee growth: From 75 employees in 1994 to over 260,000 globally in 2016. Today, Cognizant is arguably amongst the Top 3 multinational employers in India and enjoys the distinction of creating well over 400,000 direct jobs and over 1 million indirect jobs in India during this period.
- Market cap growth: From under \$100 million in 1998 when the company went public on the NASDAQ stock exchange to approximately \$36 billion as of March 2017, enjoying great credibility among investors.
- Infrastructure investment: Invested over \$2 billion in India since its founding in 1994 in both physical and technology infrastructure.
- Corporate Social Responsibility: Cognizant has a two-pronged approach towards its CSR programs in India—Cognizant Foundation (CF), the corporate social responsibility arm of Cognizant, and Outreach, the employee-led, grassroots social initiatives program. To date, Cognizant Foundation has partnered with over 200 NGOs and has supported over 290 projects in the areas of education, healthcare and livelihood. Over 100,000 Cognizant employees have clocked an excess of 1,750,000 volunteering hours and positively impacted over 400,000 lives in the country. Outreach has been recognized among the world's largest corporate employee volunteering programs.

Committed to Building Communities

Cognizant Foundation focuses on improving the lives of underprivileged sections of the society, through focused activities in the areas of education, skill development, healthcare and livelihood.

Cognizant Foundation has impacted the lives of:

- Over 500,000 people annually in the past five years, across India.
- Over 130,000 underprivileged students annually, in the past five years, through education projects that address key issues such as inequitable access, quality of teaching input and poor infrastructure. Cognizant Foundation has set up infrastructure such as computer laboratories, science laboratories/galleries, smart classrooms, learning resource centres, teacher training and other educational infrastructure support.
- Over 390,000 people annually, in the past five years, through healthcare projects that provide medical equipment for hospitals catering to the underprivileged, with special focus in the areas of Ophthalmic Care, Maternal & Child Health and Critical Care.
- Over 7,800 underprivileged youth and women through livelihood programs that provide short-term skill training combined with job placements.

The project locations are spread across India, mostly in states where Cognizant has offices.

Outreach: Cognizant's employee-driven social volunteering program offers a framework and support network to its employees to channel their volunteering efforts and improve the quality of life in India, primarily in the area of education. What makes this program unique is that it is driven entirely by the voluntary efforts of Cognizant's socially responsive workforce.

- Since inception, over 100,000 volunteers have clocked an excess of 1,750,000 volunteering hours to impact over 400,000 lives.

- Over the past six years, 165,000 children in eight cities and two villages have been trained by 14,000 Cognizant volunteers for extra-curricular activities.
- Several hundred students are now in college as a direct result of the Outreach Scholarship program, in which over 90 percent are first generation graduates.

Engagement Programs

Education: Coaching and tutoring: In this program, employees volunteer to take classes in English, Mathematics and Sciences in schools in their neighbourhoods, aptly titled 'Be A Teacher' (BAT). Outreach has seen a substantial increase in weekday and regular volunteering hours, and has been quick to adopt volunteering teams across India. Every week, more than 93 classroom sessions are in progress across India. These regular sessions have led to a noticeable increase in the academic scores of the children.

Impact:

- Volunteers in Chennai helped a government-run school in Kadapakkam record a 100% pass rate in Computer Science and 98% pass rate in English in Class 12 board exams. The school did not have full-time staff for these subjects.
- Outreach Coimbatore's Project C helped nine schools record an average 98.8% pass percentage in Class 12 Computer Science board exams.
- The Fisheries school in Thevara, near Kochi, where our associates regularly teach, has been recording 100% pass percentage for the last two years.



Nurturing Talent: TalHunt is an annual inter-school competition for schools supported by Outreach. TalHunt was envisioned as a platform for school children from underprivileged backgrounds to showcase their talent. Over the years, more than 14,000 Cognizant volunteers have trained children in dance, drawing, chess, carom, story-telling, quiz, and so on. In the last eight editions, more than 165,000 children across eight cities and two villages across India participated in regional TalHunt events.

Creating or improving the infrastructure of schools: From setting up computer labs, to refurbishing classrooms and science labs, providing continuous drinking water supply to schools, and constructing toilets, outreach volunteers constantly work to improve infrastructure at schools supported by Outreach.



Outreach's Project Irumbai

The marginalized tribal community in the village of Irumbai (near Puducherry) was not exposed to any opportunity to earn a living. Outreach women volunteers travelled every weekend to teach the women of the community to make handicrafts such as making flowers and bouquets using nylon and paper; earrings and key chains from quilled paper. This vocational training has now helped the women of Irumbai village earn a livelihood by selling their products.

Cognizant Foundation's Skill Training Programs

Obtaining gainful employment is a major challenge for youth from disadvantaged socio-economic backgrounds, both in urban and rural settings. To improve the lives of this segment, Cognizant Foundation has adopted "Skill Training for Disadvantaged Youth" as its flagship program under its "Livelihood" initiatives. Cognizant Foundation supports short-term skill training programs that offer skill building, life skills training and job placement.

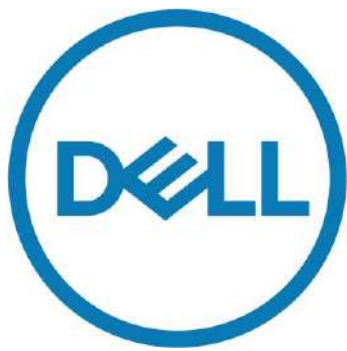


The skill-training courses supported include Information Technology enabled Services (ITeS), desktop publishing (DTP), high-tech welding, CNC machine operation, automobile technician skills, Tally, electrician skills, domestic BPOs, home nursing, customer relations and sales, customer relationship management (CRM) and hospitality.



Cognizant Foundation's Partnership with ANEW

CF has partnered with ANEW (Association for Non-traditional Employment for Women) to train 150 underprivileged women in the home nursing trade. The six-month training program encompasses basic skills in patient care, geriatric and paediatric care. Apart from classroom training, the program also has a three-month internship, where the trainees get practical training in hospitals in Chennai. On completion of training, ANEW also helps the trainees find employment in hospitals or as home nurses. On an average, these women earn Rs. 10,000 per month.



Dell's Commitment

to Creating Shared Value Through Targeted and Balanced CSR Activities

DELL INDIA

Incorporated in 1996, Dell India has been among the fastest growing technology companies in the country. An engine for Dell's global growth, Dell India is a strategic component of Dell's transformation into a true IT solutions partner and a 'trusted IT advisor' focused on end-to-end offerings. With over 27,000 team members, Dell India is the largest operation for Dell outside the US and has presence across seven cities – Bangalore, Hyderabad, Delhi, Pune, Noida, Coimbatore and Chennai. Dell has invested significantly in building end-to-end solutions and delivery capabilities sales & marketing, manufacturing hub, Dell Services, R&D center, Customer Contact Centre's, Dell IT, Global Analytics and Global Financial Services- besides setting up a distribution network of commercial and retail channel and a service network that spans over 650 locations across India. Dell today is a leader across all customer segments in India.

Every day, Dell is pairing technology with innovation to make a positive social and environmental impact – building a Legacy of Good. Our 2020 Legacy of Good Plan puts our technology and expertise to work where it can do the most good for people and the planet.

Our strategy is simple: create shared value, where sustainability and social responsibility are driven as part of our business objectives. Our plan captures this, outlining our path forward through a series of goals that cross all aspects of our business.

Dell International Services India Private Limited supports this approach at national and local levels, with a range of programs focusing on the areas of education & skills development, female empowerment and health & sanitation. These programs involve both financial and non-financial contributions to promote engagement and partnership to create shared value. As a measure of its commitment, Dell India committed 3 percent of its profit after tax towards CSR activities in the last year.

A Focus on Youth Education

Dell has a key focus on promoting education to under-served young people. Through its partnerships with 15 NGOs and multiple programs, Dell has positively impacted more than 330,000 young people in the last two years in the states of Delhi, Haryana, UP, Tamil Nadu, Karnataka and Telangana.

A key example of this work would be Dell India's partnership with the American India Foundation (AIF) on its signature Digital Equalizer program. Digital Equalizer integrates technology as a pedagogical tool to enhance and transform teaching and learning processes in government schools in India, helping students who would not have access to such hardware to develop the necessary skills in the 21st century workforce.

The program advances the use of technology to engage, enrich and empower India's under-served children by providing computers, software, Internet access and training to children and teachers in under-served schools across India. Information technology literacy training is combined with computer-aided learning (learning to use

computers to learn other subjects) using technology as a means to further educate.

Centers are established for students (between 10 and 15 years old) consisting of computers, Internet connections, software and digital curricula. Dell supports centers in Delhi, Hyderabad and Bangalore as well as supporting innovative education pilots. A similar pedagogical approach is being undertaken to enhance increased financial literacy through the Edusat infrastructure of Punjab reaching over 100,000 students and 13,000 teachers in 3,300 government schools.

The Digital Equalizer program is unique in providing medium-term funding alongside support to help schools secure future funding sources.

Additionally, grants are provided to 12 non-profits working in multiple cities across India to support access to technology and learning for underserved youth. These grants are flexible and can be used in a range of ways.

Integrated Volunteering Opportunities

Dell India provides a structured framework for its team members to provide their expertise and time to help causes and organizations about which they are passionate. There's considerable flexibility in this framework (in or out of office hours, skills-based or pro-bono) and the company donates Rs 10,000 to the

charity of choice for every 10 hours of volunteering completed by a Dell India team member each quarter.

In the three years up to 2016, 344,000 volunteering hours were completed, with 70 percent of team members participating. In 2015, around 1,700 non-profit organisations were supported by 125,000 volunteering hours, including initiatives linked with the programs highlighted above.

Team members are actively encouraged to undertake volunteering during both global Dell campaigns, such as Children Cancer Awareness in September, and key local events, such as volunteering during the Daan Utsav or 'Joy of Giving' week in October.

Good examples of the value that can be created by Dell's approach can be seen in two volunteering projects that help thousands of children at rural government schools. The cost of supporting these programs, focused on conducting cultural festivals and installing clean water filters respectively, are met from the quarterly financial recognition noted above. The idea behind these programs were developed by team members themselves; to support governance, Dell formally interacts the organization supporting these programs every six month to help ensure its efficient operation.

Last year, Dell progressed virtual volunteering by promoting Career Village to its team members to connect with young people, students and others seeking advice on education and careers in technology.



Employee Resource Groups (ERGs)

Commitment to diversity and an inclusive culture has been a cornerstone of success for Dell. We continue to unit and champion these values through our Culture Code, creating a workplace where team members of all backgrounds can come together to do their best work for our customers. Employee networking groups have been a longstanding and important part of the cultural fabric of our company. More than 34,000 team members participate in these groups around the world, including 2500 in India.

There are 14 ERGs across the company today, of which 5 are active in India. Areas currently covered include:

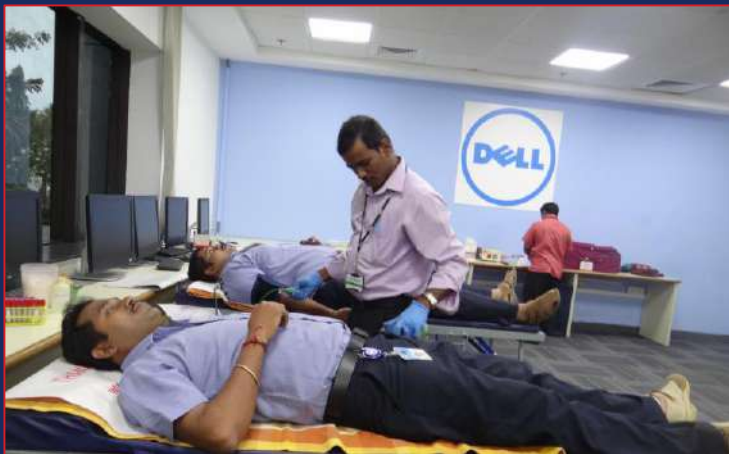


- Gen Next (creating an inclusive work environment for people with special needs and leverage Dell technology and expertise to support organizations that cater to people with disabilities)
- Planet (encouraging an environmentally responsible culture by increasing awareness and internal partnerships to implement relevant sustainable solutions)
- Women in action (fostering networking, ongoing learning and exchange that positively impacts female team members, business results, workplace and the communities in which we live and work by building a culture that values and is influenced by diverse perspectives)



Conclusion

Dell's approach to CSR is balanced and comprehensive, focusing on a few key priorities, to ally the company's expertise in technology with recognized needs in the local communities.



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At Deloitte, we are driven by one purpose – making an impact that matters. It is in keeping with this purpose that we seek out corporate social responsibility initiatives to address strategic, operational and financial challenges within our local communities and make an enduring impact. Focusing primarily on education and employability in India, our efforts in 2016 were aimed at contributing towards the success of India’s future generations.

This was accomplished through our six flagship programs:

1. Impact Day – On its 14th Impact Day, Deloitte volunteered 143,000+ hours to touch over 9,42,000 lives through 175 education and skill development-related projects across 12 cities. One of Deloitte’s most visible programs, Impact Day has Deloitte professionals investing the entire work day to make tangible contributions through nonprofit projects, thereby supporting the underserved and strengthening relationships in local communities.
2. Year-round volunteer projects – Sustaining what is achieved on Impact Day, year-round volunteering has Deloitte professionals lead strategic projects for long-term, sustainable outcomes. The volunteering program gives Deloitte professionals the opportunity to pay it forward by sharing their knowledge and experience with those less fortunate in our communities. In 2016, over 2,000 professionals volunteered their time and skills at 46 nonprofits and 92 public schools across 4 cities. For instance, Samridhdhi Trust in Bengaluru is educating 1,600+ out-of-school children, of which 500+ are in their bridge school this year, while 800+ out-of-school children have already been inducted into both mainstream private English medium schools and government schools in the last 5 years. Through its year-round involvement, Deloitte volunteers are helping improve the academic standards and English proficiency of children in nine locations across Bengaluru.
3. Deloitte Employee Giving program (DEGP) - Our professionals have the option of monetarily supporting nonprofits, educational institutions or specific causes as listed under DEGP. In 2016, 6,350 Deloitte professionals came forward to make voluntary contributions towards nonprofit projects that Deloitte engages with.

4. Strategic Donations – Deloitte makes meaningful investments in large-scale transformational projects that have produced proven outcomes in academic excellence and employability. In 2016, Deloitte supported 41 projects identified for the long-term impact they aim to achieve, in the areas of education and skill building, medical assistance and healthcare and better policy governance.
5. Deloitte Center for Leadership & Community – We help nonprofits and educational institutions improve their skills and achieve higher potential by sharing knowledge through capacity-building programs.
6. Pro Bono – We also leverage our intellectual capital to help strengthen nonprofits' capabilities, with a focus on their long-term sustainability.

Through 2016, we furthered our flagship Courageous Principals program to cover another 200+ principals in the states of Andhra Pradesh and Telangana, successfully completing outreach to all model schools in the two states. Another 58 school principals from government schools in 13 districts of Karnataka were part of a pilot batch in Bengaluru. These model school principals impact close to 2,000 students. The Courageous Principals program extends Deloitte's time-

tested leadership development framework to India's school system, empowering government school principals to be drivers of the change they want to see in their schools.

At Deloitte University: The Leadership Center in Hyderabad, Deloitte hosted "Step Up", providing industry exposure for engineering students by helping them present their profiles more effectively. This program was initiated in response to an ask from the nonprofit organization - TASK (Telangana Association for Skill and Knowledge), and helps address employability challenges among government engineering school graduates. The program was rolled out in two waves, impacting 450 students.

Focusing on holistic transformation of communities, Deloitte continues to support a three-year project plan to develop 'Bahadurpura Mandal' – one of the largest divisions in Hyderabad, Telangana. According to a baseline study by the United Way of Hyderabad, the mandal has alarmingly low indicators in its quality of education – only 54% of the enrolled students attend school regularly; pass percentage for grade 10 is the lowest in Hyderabad (46%); and dropout rates are very high. Deloitte's efforts, in collaboration with United Way Hyderabad and local nonprofits, can directly impact 14,000 children in the schools and the future generations of Bahadurpura.





Touching Lives:

One Step at a Time

DOW INDIA

Dow Chemical International Private Limited (Dow India) combines the power of science and technology to passionately innovate what is essential to human progress. The Company is driving innovations that extract value from the intersection of chemical, physical and biological sciences to help address many of India's most challenging problems including the need for clean water, clean energy generation and conservation, and increasing agricultural productivity. With approximately 800 employees in locations spread across the country, Dow India is continually finding ways to make people's lives healthier, safer and more convenient through exploring sustainable solutions based on technology development and application research in areas of infrastructure, transportation, energy, consumer and, lifestyle. As a responsible corporate citizen, the company uses its technology expertise and employee volunteerism to partner with the communities in which it operates. Dow India continues to support Jaipur Foot through free distribution of prosthetic limbs along with BMVSS, building homes for the underprivileged through 'Habitat for Humanity' and supporting scientific thought and environmental awareness among the future generations through 'Multiply the Message' and 'Mobile Science Lab' programs. For more, visit www.dow-india.com or <http://in.dow.com>

Innovate to better human lives is deeply rooted in Dow Chemical International Private Limited's (Dow India) philosophy. Over the years, Dow India has strived to deliver on their promise of using chemistry that is good for the people, planet and business. The focus has always been to combine the power of science and technology to solve human challenges. The company through its business solutions and CSR initiatives has been focusing on local issues to enable sustained economic and social development.

With a firm conviction that meaningful and result oriented CSR programs must be complementary to the core competency of the company and have the potential to become self-sustainable over time, three core tenets underpin Dow India's CSR initiatives:

1. Invest time and money in projects that create long-term benefits
2. Fund sustainable projects, where there is an opportunity to use our technology
3. Engage employees to voluntarily contribute to the communities, where we work

The company's contributions go beyond giving to include co-creating and providing mentorship on both the technical and functional aspects of the project.

The Jaipur Foot Initiative

One of the projects that Dow India has worked extensively is the prosthetic limbs. Every year, thousands of people in India lose their limbs to diseases, accidents and other hazards. Inflicted by poverty, many do not have the necessary means to access healthcare services. The 'Jaipur Foot Initiative' aims to provide prosthetic limbs at an affordable price.

Dow India partnered with Bhagwan Mahaveer Viklang Sahayata Samiti (BMVSS) in 2005 to support the cause of disability. BMVSS is a charitable organization that works for the betterment of amputees in India, by providing artificial lower limbs, callipers, and crutches free-of-cost to the physically challenged. First developed in 1968, the original Jaipur Foot was an artificial foot handmade of vulcanized rubber. In partnership with Pinnacle Industries, Dow India developed and delivered an artificial foot that was more robust, light weight and flexible.

Since, the onset of this initiative in 2005, Dow India has empowered over 50,000 lives in the 23+ camps hosted near Dow India sites and offices. Dow India employees volunteered during the camps contributing over 7000 hours over the past decade. Last year, the company celebrated ten successful years of partnership with BMVSS and expanded the project to Bangladesh in 2016.

Other marquee projects of Dow India include Habitat for Humanity, Multiply the Message and Agastya Mobile Science Lab.

Habitat for Humanity

As a partner to Habitat for Humanity, Dow India has been helping build affordable homes in rural communities since 2006. In line with our philosophy, the projects leverage Dow products and technologies as well as sweat equity in the form of volunteer support from the employees. Dow India partnered with Habitat for Humanity, India in building over 250 homes in the tribal belts of Maharashtra & outskirts of Chennai.

Multiply the Message

Committed to make environmental education in schools impactful, Dow India has partnered with Trailblazers in the conceptualization and implementation of this initiative. As part of the program the teachers are given

means to communicate environmental terms and concepts through hands-on activities. The project has reached out to over 3000 teachers and 52,000 students since 2009.

Agastya Science Labs

In collaboration with Agastya, in 2015 Dow India launched a mobile science lab with easy, affordable scientific models and experiments aimed to help children understand and apply basic concepts of science, while piquing their curiosity and logical thought. The Mobile Science Lab aims to reach schools without access to a science lab, in rural, remote or underprivileged areas and impact over 10,000 children in the age group of 6-15 years every year.

We believe that the world needs solutions for big challenges like energy, climate change, water, food, nature and social issues. With our 2025 Sustainability Goals we are working to redefine the role of business in sustainability through leadership and action – working together at the intersection of business, government and society to help drive the transition to a more sustainable planet and society. Over the next decade, the company will continue to reduce its own operational “footprint,” deliver ever-increasing value to customers and society through our “handprint” of products and solutions, and develop and deliver a “blueprint” for a sustainable planet and society.





CSR Overview:

DuPont in India

E.I. DUPONT INDIA

DuPont has been bringing world-class science and engineering to the global marketplace in the form of innovative products, materials, and services since 1802. The company believes that by collaborating with customers, governments, NGOs, and thought leaders, we can help find solutions to such global challenges as providing enough healthy food for people everywhere, decreasing dependence on fossil fuels, and protecting life and the environment. For additional information about DuPont and its commitment to inclusive innovation, please visit www.dupont.com.

The company has a significant footprint in the country with 4,000 colleagues, the DuPont Knowledge Center (DKC) and the DuPont Services Center in Hyderabad as well as the DuPont India Innovation Center in Gurgaon. The company has manufacturing centers across four locations at Savli in Gujarat, Sohna in Haryana, Medchal in Telangana and Madurai in Tamil Nadu.

Ram Mudholkar is the President of DuPont South Asia.

For more than 200 years, DuPont has brought world-class science and engineering to the global market place through innovative products, materials and services. Our market-driven innovation introduces thousands of new products and inventions every year serving diverse industries across 90 countries.

Today, DuPont is building on this heritage by partnering with others to tackle the unprecedented challenges in food, energy and protection facing our world. The company is working with customers, governments, NGOs and thought leaders to discover solutions to today's toughest challenges- provide enough healthy food for people everywhere, decrease dependence on fossil fuels, as well as protect people and the environment for generations to come.

The portfolio of DuPont spans offerings across a variety of market segments comprising agriculture, food and nutrition, auto, safety and protection (including defense), renewable energy, healthcare, home and construction, electronics, transportation, infrastructure and textiles. Some of the well-known brands of DuPont are: Coragen®, Ferterra®, Kevlar®, Nomex®, Tyvek®, Surlyn®, Delrin® and Sorona®.

DuPont believes science can play a vital role in addressing key challenges in India. Showcasing our commitment to this belief, DuPont launched The Power of Shunya™, an initiative which is about working collaboratively with customers, partners, government, and others to deliver sciencepowered solutions that contribute to India's growth. To know more about how DuPont harnessed The Power of Shunya™ in collaboration with other organizations, please visit www.dupont.co.in/Shunya

Driving Progress Through Sustainability

At DuPont, we believe in creating innovative, sustainable solutions towards a healthier, safer planet and supporting communities in which we operate around the world.

In line with its approach of paying it forward to the communities we live and work in, DuPont demonstrates commitment to corporate social responsibility programs across India. The company has aligned its CSR focus to Government of India's flagship initiatives like Swachh Bharat (Clean India), Skill India and Beti Bachao Beti Pado (Save & Educate the Girl Child).

The following themes form the bedrock of DuPont's CSR policy in the country:

- **Advancing Social Progress:** Focuses on increasing access to opportunity, supporting underprivileged children, youth, women along with families and fostering understanding amongst community members.
- **Enhancing Economic Success:** Aims at revitalizing neighbourhoods, helping people achieve self-sufficiency and enhancing their quality of life.
- **Enabling Environmental Excellence:** Partnering with programs and organizations that conserve, nurture and protect the planet.

DuPont India champions several CSR programs focused on community development, education with an emphasis on the girl child, skill development & employability, women empowerment, health & sanitation as well as environmental conservation.

Community Development

- **Roz Ka Meo model village development, Mewat, Haryana** - DuPont India is working on developing Roz Ka Meo into a model village with the goal of improving the standard of living for almost 400 families in the village through various community-based activities focused on four core areas i.e. education, skill development, health and sanitation, environment.

Education & Skill Development

- **Greens Special School, Hyderabad** - DuPont India is supporting the education and skill development of 75 differently-abled children and adults in the age group of 3-25 through Greens Special School at Hyderabad. The company also provides salary support to the trainers for these special children.
- **Education as Path to Progress, Mumbai** - DuPont provides comprehensive support in areas of education, health and skill development to 300 children of migrant workers in Hanuman Nagar & Pawne gaon slum communities in Navi Mumbai, Thane District of Maharashtra.



- Pardada Pardadi, Bulandshahr, UP - In line with its commitment to education of the girl child, DuPont supports the primary education of 200 girl students from class VI to XII at a school set up by PPES at Bulandshahr, UP. The school aims to teach them traditional curriculum as well as leadership and life skills.
- Prayatna School of Excellence, Gurgaon - DuPont supports the education of 150 underprivileged children in the age group of 6 to 16 years at the Prayatna School, Gurgaon. It works on imparting quality education and overall development in sports, recreation, art and theatre to the students.



Livelihood & Women Empowerment

- Strengthening On Farm Livelihood, Haryana and Telangana - Spearheaded by DuPont India, this program works to raise awareness about agribusiness among the farmer community comprising 40% women farmers. Implemented in 10 villages across Haryana and Telangana over a period of 1 year, the learnings help them transition smoothly from sustenance farming to commercial farming.
- Ajeevika, Hyderabad - DuPont India is supporting Ajeevika, a vocational training program for 150 women hailing from backward communities in Hafeezpet, Hyderabad. The project aims to provide market linkages to enable women entrepreneurship.



Health & Sanitation Programs

- Mobile Health Clinics, Savli, Gujarat - DuPont enables mobile healthcare services to improve the health and nutrition profile of underprivileged communities across 23 villages in the vicinity of Savli, Vadodara, Gujarat. Several health awareness initiatives along with specific disease screening and prevention camps have been conducted impacting 20,294 beneficiaries till December 2016.



Environment Conservation

- Water Conservation & Harvesting, Sohna, Haryana - DuPont is working on water conservation and harvesting in Sehjawas village of Sohna, Haryana. This is being done through building awareness and engaging the community members towards these objectives.



Engage. Learn. Inspire

Inclusiveness: The Secret Mantra for Growth

ELI RESEARCH INDIA

Eli India is a part of Eli Global. Eli started its India operations in 2007 as a Research and Publications organization. Their current business spans across diverse verticals including Healthcare, Market Research Reports, Collections & Recovery, Certifications, Online Reputation Management, Collectibles, Insurance and Annuities, Media & Publications and more.

Whether it is skill development, generating employment opportunities for professionals across a broad spectrum, or reaching out a helping hand to the community; Eli India has been at the forefront of action in the decade of its existence. Eli India doesn't simply believe in its motto of "Engage. Learn. Inspire." Rather, it demonstrates this faith in the manner it has used inclusiveness as its magic mantra.

Eli India a part of Eli Global, a U.S. based conglomerate, with over 40 operating units across diverse industry verticals in 30 locations across the globe. Since its inception in 2007, Eli India has grown from having a few people working out of a single office in Faridabad to having nearly 3000 people on board, working in six different locations in five Indian cities for multifarious industry verticals in 2017. Apart from the people working in one of the office locations, Eli India also offers eligible independent consultants & professionals the option to work from home.

Gainfully Employed Engaged Professionals

Eli India provides a culture of accountability and entrepreneurship to its employees to keep them engaged. It has a huge focus on upskilling employees through training and coaching to get them ready for next level challenges. This ensures that the company has the right skillsets necessary to meet client needs, and achieve business goals. Eli India's success story is closely linked to its ability to spot opportunities where others saw challenges, and converting ideas into profits —be in healthcare technology, insurance, market research, knowledge processes, certifications, sports collectibles, media, publications, medical coding, or financial services.

Skill Development for Youth

Eli India promotes skill development by hiring young graduates and providing them 11 months' employment in various online projects. These fresher's are provided communication & Email writing training to enhance their confidence. They gain expertise in using MS Office, including using Excel and Access to build data bases. At the end of the 11 months, many are absorbed into various BUs belonging to Eli

India, and others find newer job avenues outside the organization as confident professionals.

Care for the Community

Eli believes in identifying with the concerns of the society, and trying to give some care back to the community it operates in. From frequent blood donation camps, providing support during floods or cataract surgery camps, Eli India's community support initiatives demonstrate its sensitivity to the demands of corporate social responsibility (CSR).

Gift of Sight

Providing vision to the underprivileged through cataract surgery camps.

During November, 2016 Eli India took a huge leap in bringing a change in society when it joined hands with iCARE Eye Hospital and Post Graduate Institute — a non-profit organization — Noida in taking responsibility to provide the gift of sight through cataract surgeries in and around the national capital region (NCR) for the underprivileged communities. Supporting an initiative

for eye care was a logical step given that Eli has a major presence in ophthalmology.

The camps are organized with the help of the locals by word of mouth and displaying banners. The medical team from iCARE visits the camp sites, screens the patients, and those identified for surgery are brought to the base hospital at Noida. Till now Eli India has successfully completed five eyecare camps. Some details about the camps are as follows:

- Over 1800 people visited the camps and were administered medicines.
- Over 1000 people have received vision correction spectacles.
- Over 75 people successfully underwent cataract removal surgery sponsored by Eli India.

Widening Horizons is a Continuous Process

This is just the beginning...Eli India plans to continue its efforts towards working in areas over and above its core business. 2017 would have a strong focus on innovation and the organization has already started providing an environment to its employees to focus on innovation.





ELS International Education Pathways

Education Domain

ELS INTERNATIONAL EDUCATION PATHWAYS

ELS started its operations in India in 2010 with headquarters in Chennai and offices in Bangalore, Coimbatore and Hyderabad. ELS India offers Unbiased International Counseling and Admissions Services to students to help them choose institutions which most closely match their academic qualifications, career ambitions and budget.

ELS started its operations in India in 2010 with headquarters in Chennai and offices in Bangalore, Coimbatore and Hyderabad. ELS India offers Unbiased International Counseling and Admissions Services to students to help them choose institutions which most closely match their academic qualifications, career ambitions and budget. According to the Institute for International Education (IIE) (2016) - India, China and Brazil account for most of the growth in international students on U.S. campuses. In the year 2015-16, India's growth outpaced China, with students from India increasing by 25.4% on US campuses. At ELS India, 98% of our students matriculated to universities in the United States of America, and the remaining to destinations in France, Canada and Australia contributing to mobility of Indian students with aspirations for higher education abroad.

The numbers of Indian students seeking higher education abroad continues to be high. ELS India facilitates Early Career Pathway Guidance through seminars at schools, colleges and universities by a team of internationally experienced professionals who discuss career pathways as students chart out their educational objectives. ELS India continues to service them through our innovative unbiased counseling approach defined as a collaborative, student-focused and process-driven service rendered in several important stages that includes a minimum of 40 hours of personalized Counseling, Study Abroad Assessment and University Shortlisting, Application processing, Visa guidance, and Pre-departure assistance. University recommendations to students are not limited to partner universities based on commission, rather each counseling session focuses on students' developmental objectives and career goals. Our sophisticated ELS Training, Assessment and Certification program allows our internationally educated counselors to draw on their training and personal experiences to provide relevant academic and cultural guidance to students. Through interaction with our certified counselors, students cultivate skills necessary to acculturate and integrate to a globalized economy.

Indians abroad make important contributions to the economy of their homeland as scientists, entrepreneurs and professionals creating new businesses, jobs and innovation. Their contribution also extends to the Indian economy in the form of remittances. Moreover, with scientific, investment and professional environment in India improving to global standards of competitiveness, graduates

return home to drive mobility in India as evidenced by high profile returnees like our esteemed Governor of the RBI – Dr. Urjit Patel; 75% of faculty in select departments at IIT Delhi and Powai who are foreign-educated; or notable entrepreneurs like Azim Premji whose contributions are well documented. At ELS India, our knowledgeable team is able to inspire students to achieve their dreams of academic and socio-economic excellence through appropriate career pathways. We understand every student is unique and offer them personalized guidance for career preparation to meet the challenges of global competition. ELS India has provided educational pathways to hundreds of students helping them to matriculate to over 130 colleges and universities in USA, Canada, France and Australia with services extending to Malaysia and Germany.

ELS India is also a pioneer in international collaboration with over 750 partner universities worldwide. We work with our international and Indian institutional partners to facilitate student exchange programs and joint degree programs that are recognized worldwide. Our partnership with Indian universities like SRM University aims to improve university support for students through on-campus learning centers. To support our Prime Minister’s ‘Make in India’ vision, our ELS on-campus Language Centers increase international students coming to India from the Middle East, China, Japan, S.E. Asia, and Francophone Africa. We have co-created programs at our English Language Center at SRM to help international students studying in India to adapt to the learning structure and perform on par with other students in their classes.

ELS India continues to keep pace with the demands of the industry and provides guidance to the progressive number of students through innovation, dedication, extensive research and knowledge sharing. We continue to adapt and change, overcoming new challenges in a competitive global industry, yet remaining committed in our intention to assist students achieve academic excellence.





Emerson in India:

Making a Difference

EMERSON ELECTRIC COMPANY (INDIA)

Emerson, headquartered in St. Louis, Missouri, USA, is a global manufacturing company that brings technology and engineering together to provide innovative solutions for customers in industrial, commercial and consumer markets around the world.

Emerson first entered India directly in the 1980's through joint-venture relationships with several Indian-owned companies, and has been investing significantly in India since the 1990's. Since then, Emerson has fully acquired several of these joint ventures and integrated the companies into its existing businesses platforms which have further expanded the regional sales and operation footprint.

Today Emerson in India has over 6500 employees at 10 manufacturing locations, 5 Global Engineering Centers and 35 offices across the country.

Emerson CSR Guiding Principles

In 2015, Emerson launched in India its corporate citizenship program called "Making a Difference" while addressing the unmet needs of society, communities and people. Emerson's goal has been to implement a program which:

- Will not discriminate and will provide equal opportunities to communities and affected people
- Will focus on the underprivileged
- Will not be limited to any one organization or community
- Will provide forward looking, far reaching, impactful and enduring results

Education is the initial focus of these efforts, where Emerson is seeking to build awareness and interest in science and its applications to help reduce overall school drop-out rates and aid in the continuity of education of underprivileged youth. To learn more about us, please visit: <http://www.emerson.com/en-in/AboutUs/Pages/corporate-citizenship.aspx>.

Collaboration with NGOs

Emerson India is contributing to community development, particularly in the field of education by participating with the following NGOs

Agastya International Foundation

- Brings innovative science education to Government schools in various states
- 115 Mobile Science vans to take science education to the village doorstep
- 43 Science Centers as resource hub for schools and communities
- 135 Operation Vasantha Centers community run remedial classes

Current Engagement

- Emerson contributed to developing the Science lab Pune and Pilani program launched in summer 2015

Purkal Youth Development Society

- PYDS provides "out of the box" education through 'Learning by Doing'

- The school aims to provide residential facilities to all the girls and boys in the School post class 5

Current Engagement

- With Emerson assistance the school's infrastructure can improve to cater for increasing number of underprivileged students
- The Girls Hostel has been inaugurated in May 2016.

SOS Children's Village

- Quality education reflected through improved performance of youth leading to a healthier and more prosperous life
- Over the years this program has created a network of supporting adults who hand hold each other to tide over life situations
- The settled youth have not only found their way, but their descendants are likely to escape the vicious cycle of being underprivileged

Current Engagement

- Emerson funding of SOS Children Villages will support the education of approximately 1400 students across 32 villages for professional courses

Masoom

- Masoom partners with night schools to facilitate the "Night School Transformation Program" and strive to establish quality education
- Among the various projects are Leadership Academy, Night School Toolkit, Tech-Wheels and Helpline

Current Engagement

- Masoom has expanded skills development courses for 250 students, key areas include Digital Filmmaking, Photography, Animation, Graphic Design, Beautician, Mobile Repairing, Electrician,

Retail, Plumbing and Book Binding

Lend-A-Hand-India

- Address the issue of school drop-outs prevalent amongst under-privileged students
- Lend a Hand India focuses in making school education practical and relevant by providing pertinent job and life skills training
- "Project Swadheen" provides job skills and life skills training as part of existing school curriculum

Current Engagement

- With support from Emerson, Lend-A-Hand-India is upgrading the existing school vocational education program (Project Swadheen) to be NSQF (National Skills Qualification Framework) compliant with certification from National Skill Development Corporation (NSDC) in 15 schools covering 1200 students annually

Research & Development

The Emerson Innovation Center in Pune is an essential part of Emerson Global engineering network contributing to R&D requirements of Emerson business units globally. Major activities include new product development, sustaining engineering, engineered to order products, engineering simulations, product lifecycle management, design automation, manufacturing engineering, prototyping, analog/digital hardware development, embedded firmware/software development, application software development and design verification.



**Learning happens through introspection
rather than through the teachers.**

The center represents a best in class facility supporting a broad spectrum of products and system design for Emerson Commercial & Residential Solutions and Automation Solutions business platforms; key activities are in the area of compressors, sensors, transmitters, flow meters, gas chromatographs, control valves & actuators and thermostats, with design activities in the field of mechanical, electrical, electronics, software engineering and system design.



The R&D center's key contributions are:

- 500 patent applications and 150 patent granted
- Contributed to 150+ new products in last 3 years
- Over 55% of contribution is towards New Product Development
- Established a robust innovation framework & culture to foster creativity
- World-class labs facilities
- Over 700 employees
- Strong collaboration with local universities

Innovation & Manufacturing Hubs

With over 2000 employees, Pune is Emerson India's key hub for manufacturing and innovation. The Emerson Export Engineering Center caters to the entire project management lifecycle from quote to order, committed to high quality execution and delivery. The Engineering Center delivers projects worldwide with PMP certified Project Managers, Planners, Cost Controllers, Project Administrators and Finance Analysts, ensuring satisfaction of every stakeholder. With its engineering strength, diverse knowledge of processes, high standards and continuous trainings, this center is delivering innovative solutions that help customers achieve their business objectives in various industries. The factories in Pune contribute to best-in-class manufacturing processes and systems taking advantage of local resources. The factories manufacture state-of-the-art compressors suitable for residential and commercial applications, flow controls and electronics, condensing units and cold chain solutions.

The manufacturing establishments in Mumbai and Chennai complete the "Make-in-India" vision harnessing the potential of local skill and market proximity.

Additional engineering and IT centers in Pune, Chennai, Mohali and Noida are focused towards continuous improvement and developing innovative solutions that solve the most pressing needs of customers in the region. Key applications include, implementation, administration and maintenance of IT technologies and tools, power and water solutions, process systems and solutions, valve automation, project management, et all





First Solar

Ensuring a Sustainable Energy Future in India

FIRST SOLAR POWER INDIA

First Solar is a leading global provider of comprehensive photovoltaic (PV) solar systems using advanced module and system technology. First Solar Power India Private Limited (FSPi), a wholly owned subsidiary of First Solar, Inc. has been present in India since December of 2011. Our business activities in India include (a) sale of modules to 3rd parties and (b) development of utility scale PV solar assets.

With over 1.2 GW of modules installed base in India, in 2014 we commenced project development, and have successfully completed the commissioning of 200ac MW projects in the states of Telengana and Andhra Pradesh, and are currently executing 6OMWs in the state of Karnataka.

The Government of India, put a vision of a more sustainable energy mix to address the energy security and sustainability concerns that loomed large. It set a target of 100GW of solar capacity by 2022, and further signalled its intent to scale up renewables in the energy mix by signing the COP-21 declaration in Oct 2016, where India became the 62nd country to ratify the Paris Agreement on climate change. Decarbonizing the energy sector, which currently accounts for approximately two-thirds of global greenhouse gas emissions. Given this objective of sustainable development, and as solar PV emerges as a mainstream energy source, the environmental performance and impact of PV technologies is becoming increasingly important. And, at First Solar, we accomplish this by incorporating sustainable business practices. We have increased our technology and manufacturing efficiencies to produce solar photovoltaic (PV) modules and projects with higher energy yields and lower environmental impacts.

In 2016, First Solar, in India, celebrated a significant milestone by becoming the first thin film PV module manufacturer to achieve the 1 GW milestone of PV solar capacity shipped to the country. While, the developed utility scale PV asset capacity of 150 ac MW's produces enough electricity to power 260,500 average Indian homes and displaces 234,000 metric tons of CO₂ per year.

First Solar's thin film cadmium telluride (CdTe) photovoltaic (PV) is the industry's leading eco-efficient technology, which:

- Requires no water to generate electricity and uses less water on a life cycle basis than most alternative sources of energy generation (First Solar thin film PV has the lowest life cycle water use of all solar technologies and uses up to 12 times less water than other solar technologies on a life cycle basis)
- Has the smallest carbon footprint and fastest energy payback time of all solar technologies on a life cycle basis
- Our fully integrated manufacturing process uses less energy, water and semiconductor material than conventional silicon modules
- Provides 5-9% annual energy yield advantage over competing PV technologies in areas of high temperature and high humidity resulting in a lower levelized cost of electricity (LCOE)

Responsible recycling further reduces the environmental life cycle impacts of PV modules. First Solar is committed to responsible product life cycle management. We take into account the environmental impact of our products and utility-scale solar projects throughout their life cycles; from sustainable raw material sourcing and responsible manufacturing and construction, to providing a cost-effective recycling service for PV power plant and module owners.

We aren't stopping there, in addition, First Solar, is also committed to being a responsible partner in local communities where we build projects. We implement local community engagement and development programs. In November of 2015, the First Solar India team kicked off its first community development initiative at Mahbubnagar in the southern Indian state of Telengana. The theme of the program was skill

development and is consistent with the Indian Government's key program of Skill India which is a mission under the Human Resources Development Ministry targeted towards making a larger section of the population employable. And recently, in July of 2016, young women and men have been trained on Computer & IT skills at Raichur, Kodangal, adjacent to the First Solar project site at that location.

With the smallest carbon footprint, lowest life cycle water use and fastest energy payback time in the industry, First Solar produces the leading eco-efficient PV technology. Our modules generate more energy at a competitive cost and with the lowest environmental impact per kilowatt-hour. In addition to addressing energy security, climate change and water scarcity, First Solar energy solutions are sustainably delivering competitive, accessible and reliable solar electricity locally.





Helping India Build its Infrastructure

FLUOR DANIEL INDIA

Fluor Corporation is a publicly owned engineering, procurement, fabrication and construction organization. The company employs more than 60,000 personnel worldwide and maintains offices in over 25 countries. The company has been operational in India since 1995 and currently employs approx. 3,400 personnel.

Fluor's corporate citizenship is focused on four strategic areas: Education, Social Services, Community & Economic Development and Environment. Since its inception 60 years ago, Fluor and the Fluor Foundation have contributed millions of dollar worldwide in support of the communities in which it has a presence. Fluor India has been an active participant in community programmes for over a decade through its Fluor Cares employee volunteer program.

In 2016, Fluor India volunteers supported 31 CSR projects with the help of more than 700 volunteers who contributed ~7,000 volunteer hours to benefit the underprivileged in multiple domains.

Amongst the key projects executed were:

Education

Teaching: Project Saksham is the longest sustainable project of Fluor Cares India, with 35 volunteers contributing 2000 hours for imparting 8,000 hours of computer & STEM classes. This project covered underprivileged children between grades four to ten in last 3 years. In addition, Fluor successfully completed 'Adding Wings' project to impart English, Health and Life skills to 700 underprivileged kids in two communities. Fluor India has been devoted to improve the state of education of underprivileged communities so that the people from these communities get equal opportunity and they can raise their self-esteem.

Meals: Under-privileged students often go without adequate food and improving the nutrition levels of kids can be an enabler in improving attendance levels in schools. In accord with this, Fluor in consultation with the nutrition consultant provided 12,000 hot and nutritious meals for more than 130 school children in association with NGO Aman Biradari over the entire year.

Backpacks: Fluor India provided support to underprivileged children who lack in resources but are committed for education. Under Building Backpack Futures, 669 backpacks were distributed filled with academic stationery requirements and books for the needy students. School noticed improvement in student's attendance later to back pack distribution indicating rising interest in education.

Laboratory equipment and classroom infrastructure: Fluor has been actively involved in improving classroom and laboratory infrastructure of undergraduate engineering institutes that have students enrolled from underprivileged society. On an average INR 4 million has been donated towards providing computers, CPU machines, drafting equipment, Auto-CAD software etc.

Social Services

Blind Students: Fluor supported 120 students of the All India Confederation of the Blind's school in Gurgaon navigate the world better with improved facilities such as talking software, desktops, and building Infrastructure material including access to clean Power from Solar PV panels and back-up system

Differently Abled Children: Fluor participated in Delhi Half Marathon to support two causes for differently abled kids – therapeutic services for special children, and braille resources for the blind. To support these causes, Fluor witnessed largest participation this year with 160 runners fundraising INR 7,76,000 through individual donations. Under the banner of 'Mission Humanity', this event received huge participation and enthusiasm from both volunteers and beneficiaries.

Blood Donation: 3 camps for employee blood donations were arranged for thalassemic patients in collaboration with 6 blood banks and 2 NGOs. A record high of 774 employees donated an equal number of

units of blood in a two-day event. To facilitate this camp, more than 160 volunteers ran a sustained campaign to raise awareness about the cause.

Medical Camp: A total of 250 volunteers from Fluor New Delhi Office organized and managed 24 camps of the "Doctors at the Door Steps" project run by Mahavir International, a non-governmental charity. The project provides free medical consultation and preventive and interventional eye care at the door steps of underprivileged individuals deprived of normal medical care and sustenance. 6500 patients were screened by general practitioners, eye surgeons and ear, nose and throat specialists and offered medicine. 85 patients were detected with cataract and provided medical support for surgery and post-operative care.

Community & Economic Development

GCPF: Fluor India is proud to support two projects under Global Community Project Fund. By providing clean drinking water in old age home, Project 'Neer' supports 450 people to fulfill their water needs. Clean water is a basic need of humans which is not available to underprivileged communities, resulting in bad health and sanitation issues. As part of this project, a water tank is storage tank and a water filter unit is installed to serve the drinking water requirements of the community.



Women Self Sufficiency: Fluor India promotes all-round community development by strengthening and upgrading the infrastructure of NGOs working for various segments of society such as women, children, senior citizens, and the economically disadvantaged. Fluor volunteers reached out to NGOs to identify their needs. As a result, Fluor distributed a paper sublimation machine to Literacy India, a nonprofit organization that promotes women self help groups earn a living by themselves.

Jaipur Foot Camp: As a global company in tune with the communities in which it operates, Fluor recognizes how important it is to ensure that people have access to basic needs. This year again, Fluor Cares India, in partnership with Bhagwan Mahavir Viklang Sahayata Samiti (aka Jaipur Foot), organized a camp of Hope & Joy, a two day event that fitted 200 custom-made prostheses manufactured in a mobile workshop onto needy recipients in this veritable Collective of Optimism. Fluor also contributed in improving the productivity of the manufacturing of prosthesis by supplying new equipment.



Environment

Triangular Park & Sector 43 Park Upgradation: More than 100 Fluor volunteers have been involved in cleaning of litter from the park and planting new trees and shrubs. Fluor has also sponsored the park by providing funds for improving the park infrastructure.



Building A Better World

FORD INDIA

Established in 1995, Ford in India manufactures and exports automobiles and engines made at its integrated manufacturing facility in Chennai, Tamil Nadu and Sanand, Gujarat. Ford's current range of award-winning products in India includes the Ford EcoSport, Ford Figo, Ford Aspire, Ford Endeavour and Ford Mustang. Ford Operations in India also include Global Business Services, with offices in Chennai, New Delhi, and Coimbatore. Registered as Ford Motor Pvt. Ltd. (FMPL) as a legal entity, Global Business Services provide innovative solutions to nearly every Ford locations around the world -- in areas of Information Technology, Product Engineering, Finance and Accounting, Automotive Financing, Material, Planning & Logistics, Marketing Sales and Service, Analytics, and Purchasing. Ford currently employs more than 14,000 hard-working, dedicated men and women across its operations in India.

For more information, visit www.india.ford.com

Ford's commitment to India is not just business centric. At the heart of the company's business plans are people and communities. With an unwavering commitment to the country and its people, Ford's CSR initiatives are a reflection of its 'Go Further' journey in India. Supporting programs that effect meaningful change and improve the quality of life in the communities in India, Ford's three key community investment priorities revolve around: Community life, Education, Driver safety.

Community Life

Helping to strengthen the communities in which we operate is a core priority for Ford. Around the world, our efforts to improve community life include hunger relief, poverty alleviation, and environmental initiatives like water conservation.

Involved with a multiplicity of projects, Ford supports Women Empowerment Program(s) in villages close to the Chennai plant. Till date, more than 600 women have been trained in this skill over the last two years, of whom a significant number have started leveraging this as an additional source of income.

Another key program supported by Ford is The Maternal & Child Healthcare intervention in Kalvarayan Hills in Villupuram district, 300 Km from the Chennai facility. The program, already in its fourth year, is enabling access to quality healthcare for expectant mothers in the region while including community awareness initiatives that address issues here like child marriage and dropout rate amongst girls.

On healthcare, Ford has also been supporting a primary health care center -- "Sanjeevi" for 18 years, providing near-free medical care to more than 500,000 people in surrounding villages since its inception. The Primary Healthcare Center also organizes various awareness camps, to reach out to the community and volunteers from Ford participate in these camps. Seeing the success and impact it created, Ford has also commissioned a project to upgrade infrastructure and facilities at a community health center in Sanand, Gujarat. Seeing the impact healthcare creates in a growing economy like India, Ford has been named as the largest Voluntary Blood Donor successively for years across its manufacturing and IT operations.

Ford's water strategy today recognizes the human right to clean, affordable drinking water, and adequate, accessible sanitation.

In Gujarat, India: Ford's 'Sujal' (clean water) initiative in Sanand today has been working to provide safe drinking water to 55 Anganwadis (government sponsored child-care and mother-care center in India) covering 50 villages. The installations of water purifiers are benefitting more than 1700 children along with an equal or more number of villagers.

As part of sustainability focus, Ford organizes programs where water bodies in community areas are cleaned, strengthened & restored to its original capacity & beauty. The cleaning process involves removal of physical garbage from the premises. Programs of this sort showcase the amount of determination and passion that the employees have towards creating a sustainable environment. In the latest addition to the list, Ford has been working towards the scientific restoration of the Thirukachur lake, next to its Chennai facility. De-silting the lake will help improve the quality of ground water while improving the biodiversity of surrounding areas and help in increasing the survival of both flora and fauna in this region.

Focus on Education

We work with communities around the world to drive sustainable innovation in education. Aiming to provide holistic education to children studying in government-run schools, Ford launched its "Happy School" program in Chennai in September 2014. As part of the Happy Schools program, Ford partners with reputed NGOs to collectively conceptualize and design a social intervention model that addresses the identified gaps in the areas of academics, health, nutrition, and infrastructure across primary schools.

A critical component of the intervention is engagement with key stakeholders, including the management of schools, the teachers, and parents, to create a sustained support system for the child. This program is impacting lives of children across 30 schools in Chennai and Sanand, Gujarat. Ford's focus on Girl Education with its Light House Project is addressing the issue of dropout rate amongst girls in schools.

Another important pillar of Education Ford has remained invested in India is Digital Literacy. As an



important entitlement for all young people in an increasingly digital culture, Ford has been supporting the program for underprivileged communities in South India. Through the contribution of both hardware and the software, the Ford-Rotary Digital Literacy program has already empowered 82,000 people from economically and socially disadvantaged backgrounds.

Driving Safety

The Ford Driving Skills for Life (Ford DSFL) program is the centerpiece of our efforts to improve driver safety. Launched in 2009 in India, the program is in keeping with Ford's objective of creating Safe Roads and a Better World.



The program focuses on safe driving while emphasizing on maximizing the driving experience through economic and eco-friendly driving behavior (including anticipation of road conditions, applying fuel-efficient driving techniques, avoiding over-speeding and having a well-maintained vehicle). Our trainers have been a part of an intensive training conducted by global experts, who have pioneered this program for Ford Motor Company in many countries.

Year after year, the DSFL program is working towards reducing the number of traffic fatalities and injuries by reinforcing safe and economical driving skills and has trained more than 20,000 people in India since its launch here.



Driven by Volunteerism

Ford's operations currently employ more than 14,000 hard-working, dedicated men and women across its operations in India which also include Global Business Services, with offices in Chennai, New Delhi, and Coimbatore.

Volunteerism has been an integral part of Ford Motor Company since its creation in 1903. We encourage our employees to participate in programs that build stronger communities through the Ford Volunteer Corps. Ford's Global Week of Caring is one of the cornerstone programs of the Ford Volunteer Corps. It includes a week of volunteer events across all of Ford's operating regions. In 2014, our ninth year with this program, more than 15,000 Ford employee and retiree volunteers participated in more than 320 projects in 36 countries and 17 U.S. states.





Franklin Templeton Investments: Corporate Social Responsibility

FRANKLIN TEMPLETON INVESTMENTS INDIA

Franklin Templeton Investments is a premier investment management firm with over 65 years of global investment expertise. Established in India in 1993, we have over 2 decades of rich experience with specialized expertise across various investment styles and asset classes; all dedicated to one goal: delivering quality results for our investors.

At Franklin Templeton Investments, we believe that Corporate Citizenship is a critical link between integrity and performance—how we do the right things the right way in order to deliver value to our stockholders, clients, employees, and our communities. Citizenship is embedded in our corporate values and is an important element of how we achieve success in working with all of our key stakeholders.

As part of our social purpose initiatives in India, Franklin Templeton continues to partner with several organizations with a focus on education, vocational skilling, livelihood and infrastructure development.

1. Akanksha Foundation (Education)

The Akanksha Foundation is a non-profit organisation with a mission to provide children from low-income communities with high-quality education, enabling them to maximize their potential and transform their lives. The foundation works in the field of education, initiating school reform through 'The School Project', and providing supplemental education through the Akanksha centers. Currently, Akanksha reaches out to over 6500 children through two models: the after-school or center model and The School Project. As part of our CSR programme, we have adopted the Abhudaya English Medium School in Mumbai. Our program attempts to address the inequities in education by creating reforms in the education system in partnership with the government. The program aims to: a) prove that every child has ability to learn and excel, b) demonstrate the importance of skilled educators by investing in recruitment and retention of high quality staff, c) use schools as labs to improve quality of education in government schools.

2. Bala Vikasa Social Service Society (Infrastructure)

Water purifier plants: Bala Vikasa is an organization devoted to sustainable development in India. Their approach is to help communities help themselves by providing rural villagers with the tools and resources they need to transform their lives. The situation of slum dwellers is especially poor on the area of clean drinking water. Municipal water supplied is often contaminated leading to high incidences of water borne diseases. We joined hands with Bala Vikasa for a project to set up water purifier plants in various locations across the country. These installations had an impact on about 2800 children, 2000 youth, 3000 rickshaw pullers, 6000 families across 6 locations in India.

3. American India Foundation Trust (Livelihood)

The American India Foundation (AIF) is a non-profit organization devoted to accelerating social and economic change in India. AIF has partnered with multiple NGOs in India to build a trusted network for implementation, scale, and sustainability. Franklin Templeton India is in its second year of partnership with AIF. In year one, we focused on providing rickshaws in the Indian village of Sitapur. The project focused on facilitating an ecosystem which leads to increase in income levels of rickshaw pullers, reducing poverty and create a source of livelihood, hinging on self-reliance and financial discipline. In 2016, we joined hands with them to support their livelihoods and skill development programme called Market Aligned Skills Training (MAST) and Ability Based Livelihood Empowerment (ABLE) in Mumbai. ABLE is a project that works to ensure that persons with disabilities are able to obtain equal, inclusive and dignified livelihoods. The MAST program works towards skill development and access to employment for persons with disabilities.

4. Agastya International Foundation (Livelihood)

Agastya is an Indian education trust and non-profit organization based in Bangalore, India whose mission is to spark curiosity, nurture creativity and build confidence among economically disadvantaged children and teachers in India. Founded in 1999, Agastya runs hands-on science and art education programs in rural and semi-urban regions across 18 Indian states. It is one of the largest science education programs that caters to economically disadvantaged children and teachers in the world. Franklin Templeton has been associated with Agastya for the past few years and has sponsored mobile vans for the foundation.

5. Akshaya Patra Foundation (Education)

The Akshaya Patra Foundation is a not-for-profit organisation headquartered in Bengaluru, India. They tackle issues like hunger and malnutrition, by implementing the Mid-Day Meal Scheme in the





government schools and government-aided schools. It is the world's largest (not-for-profit run) mid-day meal programme serving every-day wholesome food to over 1.6 million children from 13,500+ schools across 11 states in the country. Provision of hygienically cooked, Nutritional mid-day meal to government school going children has been a critical catalyst in increasing enrollment, attendance and classroom participation. A single meal plays a major role in the holistic development of the child. We have tied up with Akshaya Patra to sponsor meals for 16,500 children and have sponsored food delivery vans.





GE's CSR Focus

on Women Empowerment

GENERAL ELECTRIC INDIA

GE is a digital industrial Company with diverse capabilities in energy, healthcare, transportation & aviation. GE is proud of its legacy in India since 1902 and has over 18,000 employees and 21 manufacturing centres across the country. In a significant endorsement of India as a major global manufacturing destination, GE unveiled its new 'Brilliant Factory' at Chakan in Pune. The John F Welch Technology Centre in Bangalore is the largest integrated multidisciplinary Research and Development Centre, globally for GE.

Diversity & Inclusion

We are a global company. With operations in over 140 countries, GE employees reflect both the local communities we serve and the people with whom we do business. We see diversity and inclusiveness as an essential part of our productivity, creativity, innovation and competitive advantage.

GE has a strong focus on Sustainability, Corporate Citizenship and Inclusion. In this context, great emphasis has been given to diversity and gender. Accordingly, GE places great emphasis on women empowerment, both in terms of its staff and policies, as well in its social development endeavours as part of corporate social responsibility (CSR).

GE has a dedicated Women's Network, which is highly active and works to promote the cause of women empowerment within GE.

Women Empowerment in CSR

In our CSR strategy, GE India adopted women empowerment as a key focus area. In its implementation of CSR activities in 10 locations across India, attempt is made to ensure that women beneficiaries occupy centre-stage either as direct beneficiaries or as major participants in the programme.

Given their central role in households, women as beneficiaries not only directly benefit from the programmes but their empowerment goes a long way for the overall development of the family and eco-system of a given area. Few women receive proper medical care, even during pregnancy and nursing. Starting from birth, girls do not receive care and commitment from their parents and society. This necessitates activities that help women gain greater prominence and voice.

Creating Impact Through CSR

While all our CSR programmes have strong inclusion of women, some of our programmes are exclusively focused on women's safety, dignity, education, self-confidence, health, sanitation and hygiene.

National Capital Region

Safety for Girls: Greater NOIDA - We have provided for a dedicated Tata Sumo vehicle to a Girls Home in Greater NOIDA run by Udayan Care. The vehicle helps in transporting the children and young women from remote areas to their in-house vocational training centres as well as accomplishing the schooling, medical and other needs of the girls, staying at the Girls Home. The vehicle has greatly served the purpose of ensuring security for the girls.

Women's sanitation, Gurgaon – We have signed up with Sulabh International to provide for a community toilet facility for women, managed by Sulabh International. This is primarily aimed at highly marginalised sections of society. The aim is to provide for dignity as well as clean sanitation facilities.

Marhaura, Bihar

Lighting and safety: In Marhaura, we have one of our most significant projects of building railways locomotives. Women have been the main beneficiaries of the more than 100 solar street lights installed by us to cover 13 villages.

Tamil Nadu

Education, safety, hygiene and sanitation: In the neighbourhood of our factories in Pallavaram and Padappai (close to Chennai), we have reconstructed toilet blocks for girls in schools at Pallavaram and Padappai, close to Chennai. A major sensitisation and awareness programme has been conducted for more than 400 girls in both the primary and senior school sections at Pallavaram, touching the aspects of their

personal safety, sexual abuse, hygiene, sanitation and health.

At Hosur, we have taken up major renovation work, including toilets, at the Government Girls High School. A compound wall has been erected for increased safety of girls by preventing any form of encroachment to their privacy. We have also completely renovated the chemistry laboratory in the school facilitating greater interest and resources in imparting practical knowledge of the subject.

Shahabad, Karnataka

Livelihood training: We have started a livelihood programme of vermi compost making and marketing to more than 100 women. In addition, a separate women's empowerment programme is underway which focuses on their all-round socio-economic health and increased incomes.

Hygiene and sanitation: We have provided for Individual sanitation units to 50 households in a village. In partnership with the Town Panchayat of Shahabad, we have also provided for a community sanitation unit at Shahabad town, both of which have greatly enhanced women's hygiene, sanitation, dignity, and safety. The programme has been greatly appreciated by the women.

Durgapur, West Bengal

Safety and Health: We have installed solar street lights in 4 tribal villages for improved safety and security of women. The women who would not venture out in the dark, now find it safe to move through the village



streets with no fear for their personal safety. Similarly, we have provided solar lanterns for improved safety, security and comfort. This has helped discontinue the use of kerosene lamps, which were harmful both from environment and health perspectives.

Water: A drinking programme covering 4 villages has not only ensured availability of drinking water, but has helped reduce the drudgery and saves valuable time for other productive activities.

Vadodara, Gujarat

Self-Help Groups: We have created 18 Women Self Help Groups (SHG) in 5 villages which are actively involved in the CSR programmes implemented in the location.



Livelihood training and awareness: We have also provided for financial literacy and financial planning training to 250 rural women, thereby enabling improved livelihood and socio-economic empowerment. The programmes includes awareness of schemes and programmes of government for women empowerment.

Vocational training: We have started a vocational training programme to benefit 250 women in Vadodara, for general duty assistant in healthcare and sewing machine operators in apparel sector. The aim is to build self-confidence and empower them with income-earning prospects.

Water: Collecting water is generally the responsibility of women in rural households. This takes away their considerable time and energy when they have to go far to fetch the water. We have installed hand pumps, in addition to a safe drinking water plant to address women's discomfort and drudgery in carrying or collecting water.

Improved infrastructure: The improved facilities and infrastructure provided by us in the village Milk Collection Centre has reduced the long queues and waiting time for their turn, thereby saving their time for other activities.



Pune, Maharashtra

Education: We provided for the first science laboratory in Bhamchandra High School, Pune, realising that there was no school offering science in 11th and 12th classes in a radius of 25 kilometres. This has been of great help to girls, as due to the distance involved, they either chose Arts despite their penchant for science or all-together dropped out. The impact was to be seen immediately, as 24 girls joined the first batch in the 11th class.

Safety and Mobility: Aimed at increased mobility, safety and self-reliance, we have distributed bicycles to 68 girls studying in the 10th class in the same school.



Hygiene and Sanitation: We constructed three toilet blocks for girls in 3 schools addressing the concerns of privacy, hygiene and sanitation.



Women's Empowerment and Gender Diversity in the Auto Sector

GENERAL MOTORS INDIA

Founded in 1911 in Detroit, Chevrolet is one of the world's largest car brands, doing business in more than 100 countries and selling more than 4.0 million cars and trucks a year. Chevrolet provides customers with fuel-efficient vehicles that feature engaging performance, design that makes the heartbeat, passive and active safety features and easy-to-use technology, all at a value. More information on Chevrolet models can be found at www.chevrolet.com.

Diversity in the organizations has a huge role to play in their growth prospects. In order to appeal to the market and consumers, organizations should incorporate people from all walks of life irrespective of their background. In this regard, gender diversity has often dominated the mainstream debate for long. Even though over the last century major progress has been made with respect to gender parity; in 2017 we still see the Indian business community crawling towards achieving this goal. In order to alleviate this, the policy makers of the 21st century have introduced several macro-level policy reforms, social media campaigns and installation of women councils in corporates, providing an edge to the gender diversity movement, while empowering them as well.

Traditionally, fields like automotive, sciences and aeronautics among others have been stereotypically a male territory. However, in the age of globalization and advanced technology, these industries have begun to value talent more than gender.

Given the rise in women taking focused training in mechanics field, recruiting and retaining them will then be considered smart business. However as Deloitte report cites the example of EU, where though women form nearly 46% of EU's labor force, they still count for less than a third of the manufacturing workforce. Talking about the global scenario, the report reveals that women represent 47% of the total workforce of which only 24% are employed in the automotive sector.

The India story, with respect to gender diversity and women empowerment, is almost identical. Globally, ranked third (IHS Markit), India hosts a lot of global automotive players. Starting the millennium with only 16 car manufacturers, India by 2020 is expected to witness a threefold growth in this sector, both in the domestic and the international market. However, such growth is yet to be reflected in the percentage of women hired in the Indian automotive industry. Globally, the issues remain the same- biasness towards men for leadership positions, lack of organizational supportive infrastructure, and non-existent pay parity to name a few. Additionally, women also have domestic barricades to overcome in order to deliver quality work at par with men.

In such scenarios, companies should support by providing facilities like baby-crèche, pet-daycare and smoother transportation to foster a healthy work-life balance for women. Amenities such as 'pink park-

ing', transport and safety-escort arrangements, and leadership training workshops for women in certain companies are admirable examples. Such practices are particularly required in today's time especially in sectors like the automotive, to help build a robust women workforce.

Amongst the leading automotive markets, the number of women in the Indian automotive industry, more so in core manufacturing – is one of the lowest. Over the past decade, gender inequality in the workplace has been persistent despite growing attention from business leaders and the media. According to Mckinsey's latest survey, "more than 75 percent of CEOs include gender equality in their top ten business priorities, but gender outcomes across the largest companies are not changing". With more and more women engineers, specializing in auto-manufacturing and management, the HR landscape for these companies needs to change. The organizations now need to adopt new-age policies and unconventional methodologies, to bring a diametric change in the male dominated corporate structure.

Considering these offset gender challenges, GM India has adopted some benchmark policies such as liaising with feeder colleges to gain entry level talent. As an automobile giant, GM wants to enable a culture of change. It has initiated efforts to improve gender diversity starting by setting a strong tone at the top. From running Gender sensitization workshops to sharing case studies on reasonable accommodation; to having eminent speakers from the industry discussing the need and benefits women employees are being made to change the mindset of the managers. GM as

an organization has a Gender Ratio of 10:90 (2016) and approximately 14% of the new hires are women. In a pursuit to engage the women employees GM has a self-paced leadership development program called "Women in Action" and believes in fostering STEM (science, technology, engineering and mathematics) among young girls.

In fact, given the socio-economic scenario of India, educating, hiring and retaining women has become crucial for the auto-giants to survive the competition. The auto industry, like the rest, is subject to the changing demography, consumer behavior and technological advancements.

- The companies are acknowledging the fact that most of the automobile customers are increasingly women, thereby creating space and need for them in the higher leadership management teams as key decision makers.
- Digitalization is the new-age platform for industries with data being the new business currency. Automobile sector too now is manufacturing technologically advanced auto units, competing not just with the old but also the new emerging sectors. They are in a race to hire the best of the talent; with women comprising a substantial 48.1% of this talent pool, who have digital education
- A very endearing quality of a woman employee is longevity, i.e. women employees are better at sticking to the company in comparison to their male counterparts. They come up with creative solutions, which are useful especially in times when 64% of India's population is expected to fall in the millennial- bracket by 2020, having matured in the digital age.



In order to incorporate more women employees in the organizational structure, it is vital for companies to reform their recruitment policies. This can be done by:

- Including the percentage of women recruited in the KPIs of the top management
- Creating awareness among the prospective employees, by showcasing case studies and success stories, especially highlighting women
- Adoption of women-friendly policies, which allow flexibility, mobility and retention
- Reforming the existing policies in favor of women- by addressing hygiene factors such as availability of healthcare, family schemes, adequate infrastructure, safety and transport etc.



Eventually, it is imperative for the companies in general to address the issues of gender diversity at workplace. Corporates in today's time should give chances to women as they have the ability to bring in unique insights, while working on multiple projects simultaneously. Companies then need to incorporate policies which empower women and set an exemplary picture- allowing women to take the center stage with equal opportunities. This way, not only will they attract the best talent, but also throw off the male-biased image of the auto- industry. This will render a high community value to the companies and prepare them for a sustainable innovative future, absorbing differences and diversity.



Genpact (NYSE: G) is a global professional services firm focused on delivering digital transformation for our clients, putting digital and data to work to create competitive advantage.

At Genpact, giving is a way of life and we have institutionalized a culture of giving among our leaders, clients, partners and our large workforce of people. Together we generate social impact through a number of global platforms, programs, projects and social initiatives. In 2016, Genpact Cares initiatives spanned 16 countries, including 15,500+ unique volunteers, 65,500+ volunteering hours, 15,000 payroll donors, 24 client partnerships and 16 long term NGO partnerships.

The CSR projects at Genpact fall under three core pillars, which are aligned to our strengths and expertise, and include causes our employees are passionate about:

1. Education & Employability
2. Women's Empowerment
3. Sustainable Social Impact

Women's Empowerment

Genpact focusses on enabling the inclusive growth and education of women in the communities where we operate. This is a topic that is close to our collective hearts and is evident through the plethora of initiatives that our employees undertake around the globe each year. Our partnerships with non-profits and other institutions encourage women to push their boundaries, therefore helping them and their communities grow stronger every day.

Projects under women's empowerment:

Udayan Shalini Fellowship Programme

In India, education of girls and women continues to be treated with discrimination and neglect – particularly their higher education. According to current transition rates, a girl who enters her final year of primary education (typically Class V) only has a 54% chance of starting Class XI. This does not include the girls who drop out during primary school or never attend school at all.

The highest percentage of girls dropping out of school happens between Class X and Class XI. Only 68% of girls who enter Class X move on to Class XI (NUEPA 2015). Moreover, only 6% of Indian women (above 15 years) are college graduates. Currently, out of every 100 graduates, only 38 are women (Census 2011). In an effort to change this reality, Genpact partnered with Udayan Care to support the higher education of girls through the 'Udayan Shalini Fellowship Program' (USFP). The USF Program was initiated in 2002 in Delhi with 72 girls but has now expanded to Kolkata, Delhi, Jaipur, and Hyderabad and enables higher education of 400+ meritorious girls from underprivileged backgrounds. Since inception, USF has supported over 4400 girls from economically-disadvantaged backgrounds.

The objective of the program is to help girls become empowered citizens of the country through the realization of their potential and honing of their skills. This is done by providing girls access to advanced education, personality development programs, vocational training and technical courses at various levels.

As a partner of the Udayan Shalini Fellowship Program, Genpact sponsors the college education of girls in the higher grades of government schools, whose family income is below Rs. 90,000/- per annum. Genpact also believes in actively contributing towards their

counselling and personal development and organizes regular interactions with them. The 'Udayan Shalinis', are welcomed to the Genpact campus every month for personality development sessions and mentoring workshops with the senior leaders in the organization. In the near future, Genpact along with Udayan care aims to link the beneficiaries of the USF program with a skilling program at Genpact called 'Reach Higher', a program that focusses on improving employment opportunities for underprivileged youth by honing their employability skills.

Genpact Centre for Women' Leadership (GCWL)

Genpact Centre for Women's Leadership at Ashoka University is a reaffirmation of the company's commitment to Diversity. With a vision to drive gender-inclusive growth that empowers and promotes women's leadership across sectors in the country, Genpact partnered with Ashoka University to create and launch GCWL. Through GCWL, our aim to create an ecosystem of knowledge, resources, and advocacy that will help create the next generation of women in leadership roles. 200+ women have already participated in GCWL's research projects and leadership sessions so far.



Training & Preparation of Women athletes with OGQ

Genpact is committed to the cause of women in leadership across a spectrum of arenas and takes several steps for their advancement in both the corporate sector and outside. To further this aim, Genpact has partnered with the Olympic Gold Quest (OGQ) to support 10 Indian women athletes in their training and preparation for the Olympics. P.V. Sindhu, the first Indian women to win an Olympic silver medal was one of the 10 athletes supported by Genpact, as part of the OGQ program.



Genpact Centre for Women's Leadership



Safer Roads Safer You

An Initiative of IRTE in association with Goodyear

GOODYEAR INDIA

Goodyear is one of the world's largest tyre companies. It employs about 66,000 people and manufactures its products in 48 facilities in 21 countries around the world. Its two Innovation Centers in Akron, Ohio and Colmar-Berg, Luxembourg strive to develop state-of-the-art products and services that set the technology and performance standard for the industry.

Goodyear's presence in India is over 90 years old, with two plants, one each in Ballabgarh and Aurangabad. In the passenger car segment, Goodyear supplies tyres to many of the leading OEMs and has also been a pioneer in introducing tubeless radial tyres. In the farm segment, Goodyear tyres are supplied to all the major tractor companies.

Goodyear is in the mobility business and safe mobility is what the company would like to promote, in order to help make communities stronger and safer. In line with this endeavor, Goodyear has taken up 'Safer Roads, Safer You' a CSR initiative in the area of road safety.

Road safety is not just about preventing accidents but also about enhancing the overall experience whilst travelling on the roads. Improved driver training is one way of enhancing the quality of this experience. The objective was to also help curb traffic rule violations and make taxi services safer and more customer friendly.

'Safer Roads, Safer You' is a unique initiative aimed at supporting the fleet owners and taxi operators by training their drivers. Through this initiative, Goodyear has supported individual, small, medium and large taxi fleet owners and aggregators in their efforts to strengthen the safety and efficiency of their cab services. This capacity building effort has been made possible through training of drivers in the most crucial domains of passenger safety, passenger service, defensive driving, passenger vehicle maintenance, and incident management.

In association with Institute of Road Traffic Education (IRTE), a non-profit research based organization of repute in the area of road safety, Goodyear has enabled the training of 4660 drivers through 233 workshops carried out across Delhi NCR and Mumbai over the last two years.

After the first phase of training 2,555 drivers, a survey was conducted with fleet companies such as Uber and International Travel House to assess the impact of the training on the lives of the fleet drivers. The results showed that the overall skills and behavior of drivers improved post training resulting in better customer orientation, increased responsibility and sensitivity towards safe driving; and also lesser cancellations of rides resulting in higher earnings, thereby improving their livelihood. The fleet companies also saw value in this initiative and expressed willingness to participate in future training sessions for their fleet drivers.

In addition to fleet driver training, as part of "Safer Road, Safer You" initiative, a two day national conference was held in New Delhi on 27-28 March, 2017 towards 'Safer and Convenient Taxi Operations in India'. The conference was organized to develop a National Code for Taxi Operations, which focuses not only on safety but also on a commitment to deliver quality, consistency and a comfortable world-class experience for travellers. The guidelines aim to create a platform of excellence and support for drivers, service providers, women and customers with special needs like the elderly, children and differently abled. The conference was supported by Goodyear India Ltd under its 'Safer Roads, Safer You' corporate social responsibility (CSR) initiative. It was attended by representatives from government, industry, civil societies, academicians, students and media. A short film to raise awareness amongst taxi drivers was released at the conference.

By supporting the initiative, Goodyear aims to create a culture of safe driving and passenger care in the taxi service industry to help increase ridership of the public transportation system, thereby benefiting the fleet owners, taxi drivers, police organizations as well as end-users.





Creating Better Together

GRIFFITH FOODS WORLDWIDE INC

Griffith Foods is a product development partner specializing in food ingredients, serving global and regional food companies worldwide. We're committed to helping our customers succeed through true, collaborative innovation. Who we are, how we help our customers win, and what we do are all driven by our Purpose – We Blend Care and Creativity to Nourish the World.

Foreign Direct Investment

What good is a company that doesn't do good? Offering a great product or service and excellent customer service should always be pillars in the foundation of any business, but can a business also help make the world a better place?

Griffith Foods Inc. (as Griffith Foods Private Limited, located in Bengaluru, India) is a food product development partner in the perfect marketplace to contribute to the greater good. Every day, millions of people around the world consume the products that Griffith Foods assists in creating. From foodservice and other food manufacturers to retailers and distributors, Griffith Foods has helped the largest and most influential businesses in the food industry develop some of their best-known products

Griffith Foods is improving the food industry through its commitment to shared value and the company's purpose: blending care and creativity to nourish the world.

At Griffith Foods, we work with our customers to create solutions that are as unique as their opportunities and challenges. We closely collaborate with our partners from the beginning of the product lifecycle, providing consumer insights, creating innovative culinary concepts, applying our product development expertise, ensuring quality through sensory testing, and delivering through final production of your products. Everything we do is tailored to our customer's needs – whether the goal is to differentiate through distinct flavors, textures or appearance, achieve cost savings without altering critical attributes, increase your healthful offerings, or gain functional advantages such as shelf life and yield.

Rural Outreach & Skill Development

Griffith Sustainably Sourced (GSS) programme is a key enabler under Griffith Foods Inc.'s Sustainability platform. With GSS, we have been working in 11 villages in the state of Telangana for 4 years and training our Chilly farmers to adopt Good Agricultural Practices (GAP) and buying the crop directly from them.

Our farmers are taught Sustainable agricultural practices. This has helped them to reduce the quantity of pesticides used by 66% and to optimize the cost of cultivation. Farmers get better price for the produce by elimination of middle-men and delivering superior quality. They also benefit from fair trade practices promoted by Griffith Foods.

Farmers are trained in adopting Integrated Pest Management, Farm-waste management, proper application of the fertilizers and proper drying techniques which helps in reducing post-harvest wastages.

Griffith's field team regularly trains farmers in GAP and also monitors the crop keeping records on GPS enabled devices.

We enable the farmers to avoid burning of farm wastes and to put them back into the soil. This helps enriching the soil and reducing air-pollution. Open wells are fenced and wildlife is not harmed. We have also set up Drinking water projects and regular Health checkup camps in these villages as part of giving back to the community. All our farmers are Group-Rain Forest Alliance (RFA) Certified indicating that they follow Sustainable Agricultural Practices.

Social Upliftment – Feeding Bangalore Foundation

When you have the means and the ability.....you also have a responsibility to those who don't have them.

The seed of this thought germinates into a 'Mission' throughout our offices of Griffith Foods Inc. and through that into our community feeding program- 'Produce for Hunger', which ably and generously supports the Bangalore Food Bank and its 54 feeding partner NGOs in the city of Bengaluru. The resultant Social Returns on Investment resonates in the hearts of our employees and our corporate friends, market suppliers, manufacturers, and all concerned hearts to feed nourishing meals and give hope, thereby.....'giving back to the community', of which we are all a part of. Produced for the hungry and serviced with a smile.....that's the way to do it.

Feeding Bangalore Foundation is a non-profit organization registered under section 7 of the Companies Act 2013. It acts as a facilitator and intermediary service to distribute food between those who might have surplus or that which might be wasted



due to any reason, and those who need it to survive. The Bangalore Food Bank was initiated on October 2014, under the chairmanship of Mr. Shyam Mohan - MD and President of Griffith Foods for India & the Middle East. The central goal of the food bank at Feeding Bangalore Foundation, is to source and salvage food in the form of grains, oils, pulses, spices, or any food product that has shelf stable life and make this available by delivering it directly to those who struggle to stretch their rupee.

The world produces enough food to adequately nourish everyone. However a lot of what is grown, produced, processed, manufactured, may not get consumed due to various reasons such as poor harvest, post-harvest loss, product disposal due to expiration, over production, damage, marketing, and other business decisions. It could be due to inadequate tax creatives, or even poor co-ordination amongst the government public and private sectors.



Food banking is acknowledged world over, as an innovative and technology driven initiative to alleviate the woes of malnutrition and hunger in any country, with a replicable delivery system to strengthen this food mission and its efforts to end hunger, and with concentrated efforts, to break the vicious cycle of poverty.

Feeding Bangalore Foundation serves 54 community owned agencies (NGOs) in Bengaluru. They include homes for the abandoned, special needs persons, homes for the aged, homes for street children, schools for children of parents with low income, homes for children of migrant laborers and any agency that serves the poor and needy. Our feeding partners comprise of more than 15,000 persons.

And yes, we can't feed nor support them on our own. We receive generous support form like-minded individuals and corporate organization like Grant Thornton, Britannia Industries Ltd, Neo Foods, Sodexo and Bank of America and Food World Bengaluru, to name a few.

Food Banks address the issue of extending the supply chain of food organizations, making it possible to extend this line into an effective distribution of its intended purpose, which is feeding people, long after it has lost its commercial value, albeit through a philanthropic arm.

Feeding Bangalore Foundation has its warehouse in Doddaballapur - Bengaluru. We have been given warehouse space by the offices of Griffith Foods Inc. in their own LEED's certified facility warehouse. We adhere to strict food safety and nutrition as per certification rules and standards.





HKS Approach Towards Design Innovation, Research and Development

HKS INDIA DESIGN CONSULTING

For 78 years, HKS has embraced a culture that is centered on innovation and customer focus. HKS is a worldwide network of professionals, strategically located and working seamlessly as one firm. HKS operates from 24 worldwide offices. Our project experience includes corporate headquarters, office buildings, healthcare facilities, sports facilities, hotels and resorts, banks, government, aviation facilities, convention centers, religious, public buildings, multi-family housing, educational facilities, science and technology, retail and industrial projects located in over 1,500 cities throughout 92 countries. The firm employs more than 1,350 dedicated and experienced professionals with specialty experience as well as building-technology savvy. Integrating our in-house R&D teams, we grow your interests through in-depth, knowledge based practices.

Innovation

At HKS, our attempt is to constantly innovate to keep building on and bettering where we are currently. Innovation for us is not just innovation in design but also innovation in the processes employed to deliver design solutions. Examining a design afresh in terms of its context, constraints and desired performance levels allows us to come up with solutions that, although they are informed by our experience, are in no way restricted by our past or current knowledge. This thrust on innovation becomes even more imperative in an ever-evolving profession to remain relevant, to remain aware of the changes around us and to constantly adapt to market fluctuations and changes in discourse.

When HKS set up base in India, there were visible and obvious challenges that the Indian market presented. These were typically related to construction techniques, weather conditions, cost points, material availability, finish quality, information management, etc. Most of these could be handled through robust documentation, detailing and vendor selection, which are inherent strengths with HKS. Cost points and designing for relatively severe weather conditions were ones that really allowed for a tremendous opportunity to bring in design innovation.

We took India and its vast heritage as a starting point. The country historically hasn't really been very resource-rich for the most part. What it has been, however, is immensely frugal in the way it has used its limited resources and very inventive in terms of how it has used them. Given the extremely high temperatures that most of the country reels under during the summer season, achieving thermal comfort is one of the key drivers for most buildings, or at least it used to be. To demonstrate this, if we were to look at typical dwelling units in the north and central parts of India — say, about 100 or 200 years back, we would find a few typical characteristics. These would include high ceilings, pronounced shading devices, thick walls, high-level ventilators, step wells, etc. These were passive, less-resource-intensive techniques of lowering temperatures without dependence on mechanical methods of cooling. Interestingly, this was done not because of choice but, rather, for the lack of it because mechanical methods were not available for the most part, or when they were, they simply were too expensive to be implemented on a mass scale.

Fast-forward to the early '90s: the opening of the economy coupled with the emergence of a relatively more aware, more traveled average Indian who was aspirational in all that he pursued. This resulted in a demand for design that emulated the developed world with large glass façades, aluminum cladding and enormous atriums with skylights to achieve the "developed world" aesthetic.

What was forgotten in this attempt to achieve notional design prosperity was that a large glass façade that may work well in the relatively colder climates of Europe may not actually transcend very well when placed in Gurgaon, which would see summer temperatures that reach 45 degrees Celsius. It would be safe to say that there was a sheer disregard for the centuries of building in a context-sensitive manner that respected where the building was placed and the climate. What we now called passive design was simply just sensible design not too far back.

We at HKS understand this condition and constantly apply design innovations that are informed by the traditional building methods designed to mitigate the effects of a harsh environment and limited resources. Basic design considerations like the right orientation, south and west façades being more solid, use of evaporative cooling, double-skinned façades, employing adequate shading devices, use of local materials, etc., all find their way back into our design approach as more contemporary interpretations of these tried and tested techniques.

One such project that is a large extension to an already sizeable built mass is situated in New Delhi and embodies various such design innovations. The site sits across an urban village on an extremely tight and busy road, which imposes serious challenges related to traffic movement, air quality, functional parameters, etc. Our approach was to be able to not just study the site but

also its surroundings to understand the impact that the proposed development would have in the long term. The client brief was to create a landmark building that would serve not only as an urban marker but also as a benchmark for all such future developments. This also meant creating design that is forward-looking and reflective of the future in terms of form, functionality and the use of materials.

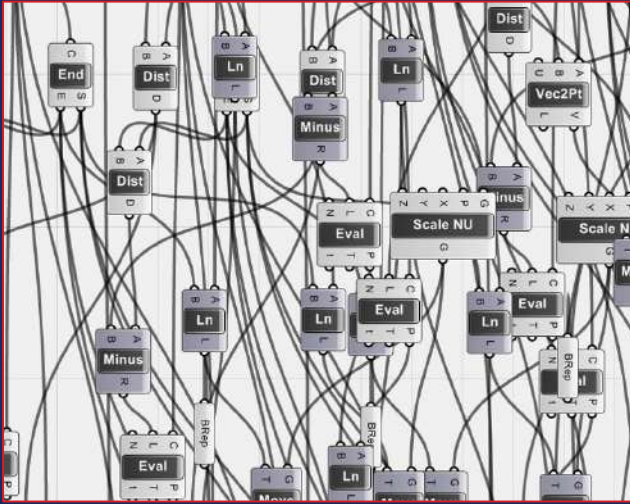
Working with the client, the design team could successfully create a built environment that not just ticked all the right boxes aesthetically but also was able to employ innovative methods to make the sure the building performed well. To address the concerns imposed by the climate, light and ventilation requirements, etc., there was a conscious application of techniques like evaporative cooling to bring down temperatures around the main concourse, strategically located shading devices, and a façade that was lighter and more transparent in the right places to allow for adequate daylight penetration and heavier where we required thermal buffers, just to name a few.

This resulted in not just bringing down temperatures but also, in effect, reducing the requirement of HVAC systems in the building, which, in turn, reduced the power consumption, the requirement of power backup and, in effect, the power panels. More daylight penetration resulted in fewer light fixtures, all of which translated into not just lower capital costs but also significantly lower operational costs. Due to these interventions, it is projected that we can bring down the overall predicted energy use intensity (pEUI) by close to 50 percent.

This is just one small example of how we at HKS constantly take local knowledge and pair it with our design sensibilities and robust delivery mechanisms to develop approaches that are truly innovative.



The post-liberalization India became an attractive investment option for global multinational companies, and U.S.-based corporations took the lead in this. Starting in the late 1990s with a few giant corporations taking the lead, we saw many more from all industry verticals setting up a base in India. As the 2000s progressed, most large global corporations started looking at India and their investments from a strategic viewpoint. Progressively, U.S.-based conglomerates realized that India can be looked at as a potential destination for setting up their R&D departments, due to the availability of highly trained manpower at competitive costs.



Research Helps Create Better Design

Good research enables us to constitute a blueprint for the collection, measurement and analysis of data, and it helps the design team make an informed decision, unlike the traditional practice of relying on unfiltered data from varied sources and based only on personal experience and judgment. Earlier, research and development has been limited to independent centers and academic bodies. The need and value of measured decisions has increased with change in the client perspective of placing value over money, increased awareness, an expanded ecosystem and a growing market. Successful research provides knowledge and supports a solution, and it tells our clients that choices have been based on evidence rather than unfiltered information. It helps to add both tangible and intangible value to our design and the built environment. The tangible aspects include the return on investment by reducing operational costs, whereas the intangible ones include enhanced human efficiency, sustainable design, and better organizational value and comfort for the users.

How HKS Supports Research & Development

The research entities and initiatives at HKS are merged within the design decisions and practice. It includes:

- CADRE (our nonprofit research group that conducts deep dives into research focused on enhancing human and organizational well-being)
- HKS LINE (our research and design team that focuses on cross-pollinating design thinking laterally, across all sectors, by the study and application of emerging technologies and methodologies)
- Design Fellowships (our fellowships that cultivate emerging design talent, providing a forum for stimulating new ideas and processes to deepen the relationship between research and design)

Our R&D efforts focus on evidence-based design, workflow innovation, high-performance exterior design, parametric design, maximizing efficiency and software application. Our uniquely structured approach facilitates our designers to integrate this investigative effort into the design process. This enables our clients and designers to create more value and revenue.

At HKS, our approach is to treat every design problem as a springboard to investigation and research. The impacts of these decisions on the buildings are tracked and tested post-occupancy and during the buildings' life cycles. We are committed to education through our research and development activities by publications and presentations through both print and online media.

We firmly believe that:

"Research is creating new knowledge."

— Neil Armstrong

Honeywell

THE POWER OF **CONNECTED**

Driving Real, Measurable, and Sustainable Impact in the Communities Honeywell Serves

HONEYWELL INDIA

Honeywell is a Fortune 100 software-industrial company that delivers industry specific solutions including aerospace and automotive products and services; control technologies for buildings, homes, and industry; and performance materials globally. All of Honeywell's global businesses have a strong legacy in India, built over the last eight decades. Honeywell's India commitment is evident in seven state-of-the-art manufacturing and engineering operations, and five global centers of excellence for technology development and innovation. Honeywell employs close to 15,000 people across 50 locations.

Honeywell is committed to improving the world we live in by creating, supporting, and nurturing programs and initiatives that make real, sustainable, and measurable impact on communities that Honeywell serves. The cities, towns, and villages where Honeywell has operations and where our employees live and raise their families are not just addresses to us – they're our hometowns.

In 2014, Honeywell India took the lead in re-anchoring our country's corporate social responsibility (CSR) approach guided by the Indian government's new Companies Act 2013. Honeywell Hometown Solutions India Foundation (HHSIF) was set up as a not-for-profit entity that marries the Indian government's CSR schedule with Honeywell's global CSR framework. We were among the first companies to comply with the government's CSR schedule, maintaining the legal, financial, and process rigor that Honeywell is known for globally.

Under the ambit of HHSIF, we invest in relevant partnerships with public and not-for-profit institutions of global repute, apply the same rigor and business tools that we use in the workplace, and build outstanding programs that deliver results we can quantify: one community, one home, one teacher, and one student at a time. We deploy our CSR efforts in five critical areas: Science and math education, Family safety and security, Housing and shelter, Sustainability, and Humanitarian relief.

HHSIF creates opportunities for Honeywell volunteers to contribute time and effort via various CSR activities that are managed and delivered locally in and around Honeywell India sites. It also has a highly transparent and rigorous process to bring new partners on board.

Funded by six Honeywell India entities HHSIF is driving three outstanding and well-established programs in India. These programs are driving sustainable impact among rural, peri-urban, and urban communities in the country.

Educational Program to Make Pune a Safe Kids At Home City

Safe Kids at Home: Honeywell India in partnership with Safe Kids Foundation (SKF), launched Safe Kids at Home, a home safety program to help prevent and reduce burns and scalds among children under 14 years old, in Pune. This program is backed by an extensive IMRB research on the occurrence and severity of injuries children in this age group suffer at home. The program deploys cutting-edge, experiential, and fun educational tools targeted at different age groups, to reach **425,000 children and 250,000 parents by 2018**. The program does not stop at safety training for children alone, but children become a pivot for bringing citizens and civic agencies together to drive a strong safety culture in the city in line with the Indian government's 100 Smart Cities vision.

From a single city to an entire country: This program is helping create 60 model safe schools in Pune which not only adopts the Safe Kids at Home curriculum but offers extensive fire safety training to students, teachers, support staff, and parents. These schools will also have the right equipment and signage to deal with fire emergencies. This year the program received nationwide recognition with Chief Fire Adviser to the Government of India, recommending the Safe Kids at Home curriculum for use by fire departments across 36 states and union territories in the country on the National Fire and Evacuation Drills in Schools Day.

Making a difference every day: "The Safe Kids at Home program has really made a difference in making us understand how kids can get injured. Now, we have the knowledge to prevent burn and scald injuries to our daughter," said Aarti, a housewife in Pune.

Providing Safe Water Access to Communities in Regions Suffering Groundwater Contamination

Safe Water Stations in Telangana: Honeywell India in collaboration with Safe Water Network India (SWN), a not-for-profit organization, is setting up **60 safe water stations** in Telangana from 2014 to 2017. These stations will provide safe water access to **more than 200,000** people in areas of Telangana that suffer acute shortage and groundwater contamination, including from fluorides, which cause widespread health problems. These water stations are owned, operated, and maintained by local communities. These safe water stations use world class multi-stage reverse osmosis treatment system to remove contaminants and dissolved solids; deploy cutting-edge remote monitoring systems and process rigor to ensure less than two percent downtime; and ensure engagement at all levels of the targeted community for social, financial, and environmental sustainability. Water ATMs have recently been installed at many sites to allow any time dispensing via RFID cards. Twenty liters of water can be fetched through RFID card for five rupees. Some of



these stations are also powered with solar panels that make clean drinking water available even in the absence of grid power.

Driving greater impact: SWN has recently collaborated with Medak government to launch the district's first safe water station, to be funded by Honeywell India. Honeywell's contribution to the state has been recognized Hyderabad Software Enterprises Association award for CSR in 2017.

Making every drop safe to drink: "Before we used tap water and the children would suffer from diarrhea, throat and stomach infections. Daily life was tough. These safe water stations have given hope to my family," said Kalyani, a woman from Warangal district.



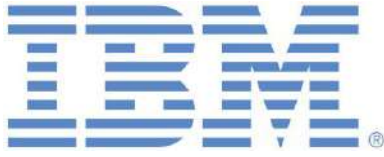
Bringing Transformational Education to Economically Disadvantaged Students

Honeywell Science Experience: Honeywell India and Agastya International Foundation (Agastya) have partnered to launch Honeywell Science Experience — an integrated learning program designed to cultivate curiosity, nurture creativity, and instill confidence among middle and high school students in government schools. Honeywell India will support **15 science centers, 13 mobile science labs, and 1,850 young instructor leaders (YIL), benefiting more than 63,500 students and 1,500 teachers** in Bangalore, Delhi, Gurgaon, and Pune from 2016 to 2019. The program aims to spark, nurture, and instill these qualities to help develop creative-thinking and problem-solving abilities in children. Through its uniquely scalable, hands-on teaching-learning methods, it aims to foster child and teacher participation in experiential learning, and boost science education. It is vastly different from the typical rote-based learning system that discourages questioning and student-teacher interaction.



Shaping next-generation innovators and scientists: "Honeywell's science lab makes learning fun," said, Shifa, grade 10, Government Urdu High School, DJ Halli, Bengaluru, Karnataka. "Honeywell Science Experience program has instilled confidence in me and I remember all complex scientific experiments," said, Alok Sharma, Class VIII – A, Government Senior Secondary School, Khandsa, Gurgaon.





Corporate Citizenship in India

Transforming Business, Technology and Society

IBM INDIA

In India, IBM has offices in over 22 cities, with headquarters in Bangalore and regional offices in New Delhi, Mumbai, Kolkata and Chennai. IBM has been expanding its footprint in India - and has a presence in over 200 cities and towns across the country - either directly or through its strong business partner network. IBM in India is a unique microcosm of the IBM Corporation bringing to India the entire spectrum of IBM's global capability and expertise - from hardware, software, services (domestic and global delivery) as well as the crown jewel of research and development. India is also home to IBM's largest global delivery teams across Infrastructure, Applications, Consulting, and Business Process Outsourcing and is the largest MNC exporter in the IT industry in India.

IBM's longstanding, global commitment to corporate responsibility is a demonstration of our values and the priorities that guide them. IBM's technology and talent have the power to help transform governments, institutions, communities and the quality of life for people around the world. We approach societal challenges as we would any engagement - by applying our talent and technology to innovative solutions for education, economic development, environmental sustainability, healthcare and more.

IBM India citizenship programs include: 'Teachers Try Science' that aims to improve education outcomes through improved access to education resources for teachers ; 'Impact Grants' and 'Corporate Service Corps' that focus on building stronger systems and processes in NGOs to help enhance and deepen their mission impact; 'community grants' that provide small grants to NGOs to meet their program requirements and support women's capacity building to strengthen women entrepreneurship; and the P-TECH 9-14 School Model that address employability gaps and economic empowerment of youth. Supported by large engaged corporate volunteers, IBM's citizenship programs make most of IBM's competencies and technologies to support social development in India.

P-TECH India - A Model for Education and Workforce Development

The P-TECH 9-14 School Model demonstrates the power of public-private partnership in providing young people with the skills and industry-recognized credentials necessary to compete in the 21st Century economy. Through the model, students earn both a high school diploma and an industry-recognized, two-year postsecondary degree and are prepared with the skills necessary to continue their education or to be first-in-line for jobs with their school's industry partner.

The model was launched in 2011, in New York, through a partnership among IBM, the New York City Department of Education and The City University of New York. In the United States, early results have shown that the model helps build a skilled workforce, empowering young people in underserved communities and addressing industry

skills gaps. The model is now in 62 schools in the U.S. and Australia, and continues to replicate significantly around the world.

The P-TECH model address the following issues in India:

- Build a skilled workforce in key economic areas
- Strengthen government reforms designed to address school dropouts (Vocationalization of Secondary and Higher Secondary and National Skills Qualification Framework (NSQF) and aligns with the Rashtriya Madhyamik Shiksha Adhyayan (RMSA) introducing vocational education from Grade 9
- Demonstrate a working model with multiple progression pathways to build the number of employable youth in India
- Enhance the education endowment.

P-TECH in India can be replicated in India through thoughtful implementation of the core tenets of the model. P-TECH will be initiated in India in 2017-2018 with committed collaboration of government, school, college and industry partners. P-TECH model has significant promise in raising education attainment levels and addressing significant skills gaps to bolster and revitalize regional and national economies.

P-TECH:

- Forges partnerships among secondary and higher educational institutions and employers to ensure that education is relevant to local and national markets;
- Integrates secondary and tertiary education and creates an explicit link to careers to keep students motivated to achieve industry-recognized postsecondary credentials; and
- Maximizes the effectiveness of post-secondary education by increasing efficiency, shortening time to meaningful qualifications and increasing the number of students who complete them.

Quotes:

"At IBM, we leverage our thought leadership, technologies and expertise to help our clients and our communities – making a difference to where we live and work. Our CSR focus in 2016-2017 was on supporting the community through service grants, helping build the capacity of NGOs that we are associated with to make a larger or deeper impact. We continue to evolve our approach on corporate citizenship to provide the maximum benefit."

— Vanitha Narayanan Chairman/IBM India Pvt. Ltd. & Industry Academy Advisory Board Member

Rebuilding the High School to Middle Class Pipeline



President Barack Obama visits a math classroom at P-TECH in Brooklyn, New York.



Students build prototypes aimed at solving common problems. This one works to conserve energy.

IBM is preparing for an automated future that depends on 'new collar jobs'





Inspiring Progress Improving Lives

Creating a Difference

INGERSOLL RAND

Ingersoll Rand (NYSE:IR) advances the quality of life by creating comfortable, sustainable and efficient environments. Our people and our family of brands — including Club Car®, Ingersoll Rand®, Thermo King® and Trane® — work together to enhance the quality and comfort of air in homes and buildings; transport and protect food and perishables; and increase industrial productivity and efficiency. We are a \$13 billion global business committed to a world of sustainable progress and enduring results. We have been present in India for over 100 years now and are implementing strategies for product innovation and design for Industrial Technologies; Food Safety; Energy Efficiency and Sustainability. The company has two world class manufacturing facilities at Naroda and Sahibabad; and two Engineering and Technology Centers at Bangalore and Chennai. For more information, visit www.ingersollrand.com

At Ingersoll Rand, we believe in responsible and sustainable progress by taking an active role in addressing issues that impact not just our company, but also the communities within which we operate. In India, Ingersoll Rand takes great pride in steps we have taken to improve millions of lives and impact even more with our focused efforts in the areas of Education, Healthcare and Sanitation, Livelihood generation and Sustainability.

We ensure that we follow a carefully structured approach in everything we do. From drafting our CSR Policy, to identifying our partners, to evaluating projects and complying with the government mandate, we have carefully defined, designated, and deliberated.

All our CSR projects are selected and implemented in accordance with our CSR Policy. Our Vision is to advance the quality of life through our social commitments to help build healthy, sustainable, efficient and educated communities. The company's detailed CSR Policy is uploaded on the website www.ingersollrand.co.in.

Promoting Education

Ingersoll Rand Science Centre at Government Girls Senior Secondary School, Jacobpura, Gurgaon

In 2013, Ingersoll Rand partnered with Agastya to launch a Science Centre at the Govt. Girls Senior Secondary School, Jacobpura in Gurgaon. Ingersoll Rand has continued to extend operational support to this Centre to benefit multiple students, teachers and schools in the region and from neighboring schools.

With this program, Ingersoll Rand is providing stimulating science education through practical mentoring and countering rote-learning education system for a decrease in dropout rates. The project gives the opportunity to interact with science experiments and models to the government school teachers and children who visit the Science Centre.

Ingersoll Rand Mobile Science Lab at Chennai, Bidadi, Naroda, Mumbai and Sahibabad

Ingersoll Rand supports Agastya for 5 Mobile Science Labs (MSL) in Chennai, Bidadi (Bangalore), Naroda (Gujarat), Sahibabad and

Mumbai. The MSL is a very powerful and innovative instrument to revolutionize rural education and make hands-on education increasingly accessible. Each MSL targets government school children and teachers with 200+ hands-on science models covering a wide range of topics in Physics, Chemistry, Biology and for Class 5 through 10. Our intervention with Agastya cover aspects such as:

- Hands-on, interactive, activity based science education
- Linked to syllabus
- Peer-to-peer learning, day/night coverage, easily replicable

In 2015-16 alone, the Ingersoll Rand MSLs and Science centre benefited over 1,40,000 children including 69,600 girls, 70,400 boys, 3400 teachers across 2560 schools through school and community visits, science fairs etc.

Mission Education with Smile Foundation in Kolkata

Ingersoll Rand has partnered with Smile Foundation in Kolkata to support 150 children under the Mission Education program. With this project, Ingersoll Rand will provide quality education to children from remote, urban and semi urban areas. The project directly benefits and empowers children in the age group of 03-18 years from underprivileged communities in India. Indirectly, the program also benefits the families of these children, teachers/educators through training sessions and community sensitization programs and community workers through mobilization programs.

Through this program, we provide:

- Basic education and healthcare to underprivileged children for their holistic development and readiness to return to mainstream society.
- Provide curricular/ co-curricular/ community mobilization activities to 150 children from Class X – XII from economically weaker families and socially disadvantaged communities.
- Enhanced academic performance of the children in the Mission Education centre, especially girls and overall improvement in the health status of students.

Meeting Nutritional Requirements

Ingersoll Rand School Meal Program with Akshaya Patra

Ingersoll Rand has partnered with Akshaya Patra for a highly successful school meal program built on a unique Public Private Partnership model. The ultimate goal of this program is to promote basic education of underprivileged children by addressing the root cause of illiteracy, poverty and hunger.

In 2015-16, Ingersoll Rand has supported 9609 children in Bangalore and Ahmedabad covering 61 schools. Last year Ingersoll Rand fed 18, 98,456 mid-day meals for the beneficiaries. With successful implementation of the program, children supported by Ingersoll Rand:

- get hot, nutritious meals every day in schools, protecting them from hunger
- are encouraged to come to school every day and get education
- have improved nutritional status, physical and cognitive development

Supporting Integrated Child Development Services - Aanganwadi Project with Akshaya Patra

The Integrated Child Development Services (ICDS) Scheme was launched by the government with an objective to improve the nutritional and health status of children in the age-group 0-6 years. Ingersoll Rand extended support to the ICDS scheme by providing infrastructure support towards efficiently running the Akshaya Patra kitchens that cater to the government run Aanganwadis. The organization has provided kitchen equipment including Vegetable Washer and Vegetable Peeler that contribute to better functioning of kitchens and provision of healthy meals to the beneficiaries.

Public Private Partnership with Government of Gujarat and Naisargik Trust for Aanganwadis

Further supporting the ICDS Scheme in Gujarat, Ingersoll Rand provided infrastructure support to the Aaganwadi centers in urban and semi urban areas of Ahmedabad in the form of 665 cooking gas stoves across five zones in the region. The project has been implemented in collaboration with Ahmedabad Municipal Corporation (AMC) and local NGO partner, Naisargik Trust. The joint program has benefitted children of 0-6 years of age and pregnant and lactating mothers who gather at the Aaganwadi centers for mid-day meals and other services. The provision of gas stoves has helped these Aanganwadis to provide hot, nutritious and quick meals to the children and mothers visiting these Aanganwadi centers.



Providing Disaster Relief

Supported Habitat for Humanity for Chennai disaster relief - Every year, 5% of our CSR budgets are kept aside for spend on unforeseen emergencies for the betterment of the affected communities. The Tamil Nadu Flood Disaster was declared as a 'Disaster of Severe Nature' by the Central Government this year and Chennai was declared as Disaster Zone by the State Government. In response to the devastating floods in the Chennai region, Ingersoll Rand pledged support and disaster relief through its partner Habitat for Humanity. Provision of Hygiene Kits to 75 flood affected beneficiaries:

- An immediate response mechanism to help the flood affected people to recover from their loss and to improve their living conditions through provision of Humanitarian aid kits and Hygiene kits.
- Repair & Renovation of School Building affected by the floods. In the second phase of relief work in the region, Ingersoll Rand allocated funds for the repair and renovation of Corporation Primary School, Perumal Koil Street, Taramani, Chennai. As part of the project, the damaged school walls were repaired and plastered, a new toilet block with 5 Units constructed and the existing toilets repaired.



With this project, Ingersoll Rand is working towards increasing resilience of the flood affected Schools and to help school going children regain their confidence and restart life with education, health and hygiene.

With this project, Ingersoll Rand is working towards increasing resilience of the flood affected Schools and to help school going children regain their confidence and restart life with education, health and hygiene.

Improving Quality of Life

The Ingersoll Rand Pan-India Impact

In our dedicated efforts to improve the quality of life and education, especially in rural India, we have affected over 2, 00,000 lives. We are proud of our work so far and we can say this with utmost conviction that we will continue on this path of improving the lives of millions for years to come.

Employee Volunteering

At the heart of every successful campaign are the volunteers who work for the cause wholeheartedly. Ingersoll Rand has an extended CSR employee team that is dedicated and designated across all project locations. In 2015-16 alone, 15 employee volunteering activities were organized covering 5 new project launches and 1220 hours of employee engagement time.

Conclusion

We continue our journey in the coming years with an intent to create a long lasting impact in the lives of our beneficiaries at all stages of life. We continue to provide nutritional and healthcare support to children and ignite curiosity in their minds through practical hands on learning. In addition, we are working towards skilling these educated children to provide livelihood and prepare them for the industry. We're also committed towards the betterment of the community and focusing on provision of sanitation facilities to society at large.



INTERNATIONAL PAPER INDIA

International Paper (IP) India Pvt. Ltd is the group company of International Paper which is a leading global producer of renewable fiber-based packaging, pulp and paper products with manufacturing operations in North America, Latin America, Europe, North Africa, Asia and Russia. IP produces packaging products that enable world-wide commerce; pulp for diapers, tissue and other personal hygiene products; papers that drive communication; paper bags that carry groceries; and paper cups and food containers. Headquartered in Memphis, Tenn., IP employs roughly 55,000 colleagues located in more than 24 countries. Net sales for 2016 were US \$21 billion.

Rural Outreach

Tribal Communities and Problems in Education

While the Literacy rate of the country stands at an average of 72.9%, the same is only 58.9% in Scheduled tribes (2011 statistics) and in Andhra Pradesh it is lower at 49.2%. The national drop-out rate in Classes I to X averages to 49.3% while it is 70.9% amongst Scheduled Tribes.

International Paper works with a tribal residential school named Girijana Vikas Kendram in the Addateegala mandal in EG District and bordering Visakahpatnam district. The school is located in a remote reserved forest area and though there is a road adjacent which leads to Addateegala, the mandal headquarters, the school does not have several critical facilities like drinking water connection, sufficient toilets for girls and several other infrastructure requirements.

Support Provided by IP APPM – CSR 2014,2015 & 2016

Infrastructure Support:

- Safe Drinking Water Plant – The school has been given a 250LPH (liters per hour) Safe Drinking Water plant as the ground water was identified as having microbial contamination. The plant was set up inside the school building next to the Staff Room and members of the staff were trained to operate the plant.
- Row Toilets & Bathrooms For Girls – A separate building was constructed with a row of 8 toilets and 8 bathrooms for the girl students. Prior to this the total toilets available were only 8 and were located at one place. The toilets infrastructure assured the girls of privacy and more toilets ensured better access for all students
- Compound Wall for the school – To improve the security for the girl students as there were several miscreants from nearby villages who were loitering around the school a compound wall measuring 1700 feet perimeter wall of 6 feet height above the ground with double barbed wire fencing and 2 iron gates was built.

Any construction work in the school is a difficult task because of the location – availability of material, man-power, transportation, connectivity (except for BSNL CDMA no other networks have signal

here) and disruptions due to heavy monsoon that this region experiences.

Material Support to the students: Solar lamps, notebooks, bags and shoes and socks (a first for the students) have also been given

Health & Sanitation

Right To Life: Right To Safe Water – A Fundamental Right

Article 21 of the Constitution of India guarantees to its citizens the Fundamental Right – Protection of Life and Personal Liberty. Several High Courts and The Supreme Court of India have over the years interpreted right to life to include right to Safe Water. "Access to Safe water is a fundamental human need and therefore a basic human right " Kofi Annan. The Human Right to Water and Sanitation (HRWS) was recognized by the United Nations General Assembly on 28th July 2010. International Paper has always served communities around its mills through CSR in several ways – but has placed paramount importance to providing Safe Drinking Water. While doing so, International Paper has always reached out to the most marginalized communities

Safe Drinking Water is being supplied by IP totalling to approximately 3000+Households (HHs):

- Piped water – 1600 Households

- Tanker Supply – 500 Households
- Safe Drinking Water Plants – Totally 7 plants - 970 Households (6 of the 7 plants were set up in 2015-16)

As it is possible to supply water through the first 2 platforms only to communities/areas within reasonable distance from the paper mill, the third platform, Safe Drinking Water plants, was selected to be the most important initiative that was carried out as part of the CSR program in the years 2015 and 2016. To ensure that the communities where we are present have better drinking water access/resources, we not only had to set up the Safe Drinking Water Plants but also worked on a partnership pattern which would include the Panchayat and the villagers - a Public Private Pluralistic Partnership (PPPP).

Self Sustaining Safe Drinking Water Plant Achieved

In order to establish a self-sustaining plant the villagers have to be educated and motivated to buy water, through their subscriptions bring in revenue for the Panchayat to both fund the day to operation like power charges and operator salary while also paying for the repairs and maintenance of the plant. One such model has already been established while a couple of others are very close to becoming self-sustaining. A success story which can be replicated by creating a PPPP model.



Education

The Corporate Social Responsibility activities of International Paper and IP India Foundation are divided broadly as Education, Engagement and Environment.

Under Education, Academic & Infrastructure Support to government schools and schools for under-served are carried out based on the need assessment conducted in the school and community. Under Academic Support the following are the activities that are being carried out:

- As part of its CSR, runs an affordable English medium School, the APPM Model High School, within the premises of the APPM employee colony/quarters. Only 30% of the students (total 1270 students) are workers children while the others are from the neighboring communities
 - An employee contribution based fee support program - called Project Saathi helps arrest school drop-outs and also prevents children from doing odd jobs to support the family/their fees.
 - Project New Horizons – Spoken English Classes currently done in 5 government high schools, the larger aim of the program is that by 2020 all the Government school leaving children of Rajahmundry town will speak English
 - IP Scholarships is the support program for meritorious students from Government Schools to continue their education after Class X .
 - Teachers Training : 200+ Government primary school teachers from Kadiam Mandal and APPM School were trained through workshops held in 2015 & 2016



Under Infrastructure Support - Project 100 intends to reach support to 100 Government and schools for under-served. The following were done over the past 3 years

- Compound walls – 3 schools
- Safe Drinking Water Plants – 4 schools
- School painting – 2 schools (volunteering by employees)
- Girls Toilets – 2 schools
- Furniture – 4 schools
- Solar lamps – 25 schools
- Note-books, bags, socks & shoes – 6 schools

SAP + itelligence Run Together

ITELLIGENCE INDIA SOFTWARE SOLUTIONS

Incorporated in 2012, a SAP Platinum partner, we are one of the leading provider of SAP services and solutions in India. With over 500 employees, we have provided SAP Implementation and support services to more than 300 customers, from 6 different industries, delivering more than 350 projects globally, which includes Consulting, Hosting, and Managed Services.

R&D and Innovation at itelligence – itelli Labs

We take a pragmatic approach to delivering SAP solutions to enable our customers' business. We've created specialized practices equipped with a state-of-the-art SAP innovation lab to take business people on a personalized visual tour of business transformation possibilities enabled by the latest capabilities of SAP.

Our ongoing investments in R&D, focused on SAP and emerging technology areas such as IOT, are being made under its 'itelli Labs' initiative. The itelli Labs provide our delivery teams and clients with a number of capabilities such as value added solutions, industry solutions, POCs, etc. Some of the innovations developed by itelli Labs are as follows:

Value Added Solutions

1. Quality Management Cockpit

The quality management cockpit is a web based application which has multiple display and transaction functionality. This application will provide an enhanced view of SAP quality management results in a mobile, user friendly and actionable interface. The set of Fiori applications allows for quality managers to post results recording, create notifications, execute the notification process, certificate of analysis, and any approvals needed. To facilitate quick decision making on the shop floor the solution provides dynamic analytic reporting on quality relevant items such as vendor defects, and inspection or notification aging analysis.

2. it.Customer Portal

it.Customer Portal is designed to provide B2B customers with a robust customer dashboard. It facilitates fast access to relevant information required by customers to manage their purchases, payables and real time status of their orders. It gives customers a self-service experience with access to information about any sales order. Designed using Fiori to provide better customer experience, it.Customer Portal is a fully functional HTML5 web portal built on the HANA cloud platform and can be integrated with SAP ERP.

3. It.Vendor portal

A robust application based on the SAP ERP system, FIORI, and UI5 for Suppliers. It facilitates fast access to relevant information by the suppliers and enables suppliers to carry out certain transactions from the portal which reflects back in the SAP ERP system of the customers. Can be implemented in on- premise as well as in HCP platforms.

4. it.Resume Database Solution on HCP

Resume Database is a HCP based Java application for creating and maintaining employee's Resumes. A Cloud (SCP) Solution, developed using most popular technologies like Spring, Hibernate and SAP HANA It has options to enter and search Micro Verticals of an Industry, various Reports for Managers / Admin / Resource Management group, periodic reminder e-mails to employee to update their resumes, and dashboards to Admin / RMG for high level overview of skill matrix available at Org Level.

5. iMAP – Manage & Assign Personnel

It is a HCP based Java application that eases search process for resources. It helps in assigning right resource to the right opportunity or project.

6. it.Commission

Based on SAP FIORI and UI5, it.Commission is a fully functional HTML5/UI5 application built on the HANA cloud platform designed to integrate with SAP ERP. [Read more](#)

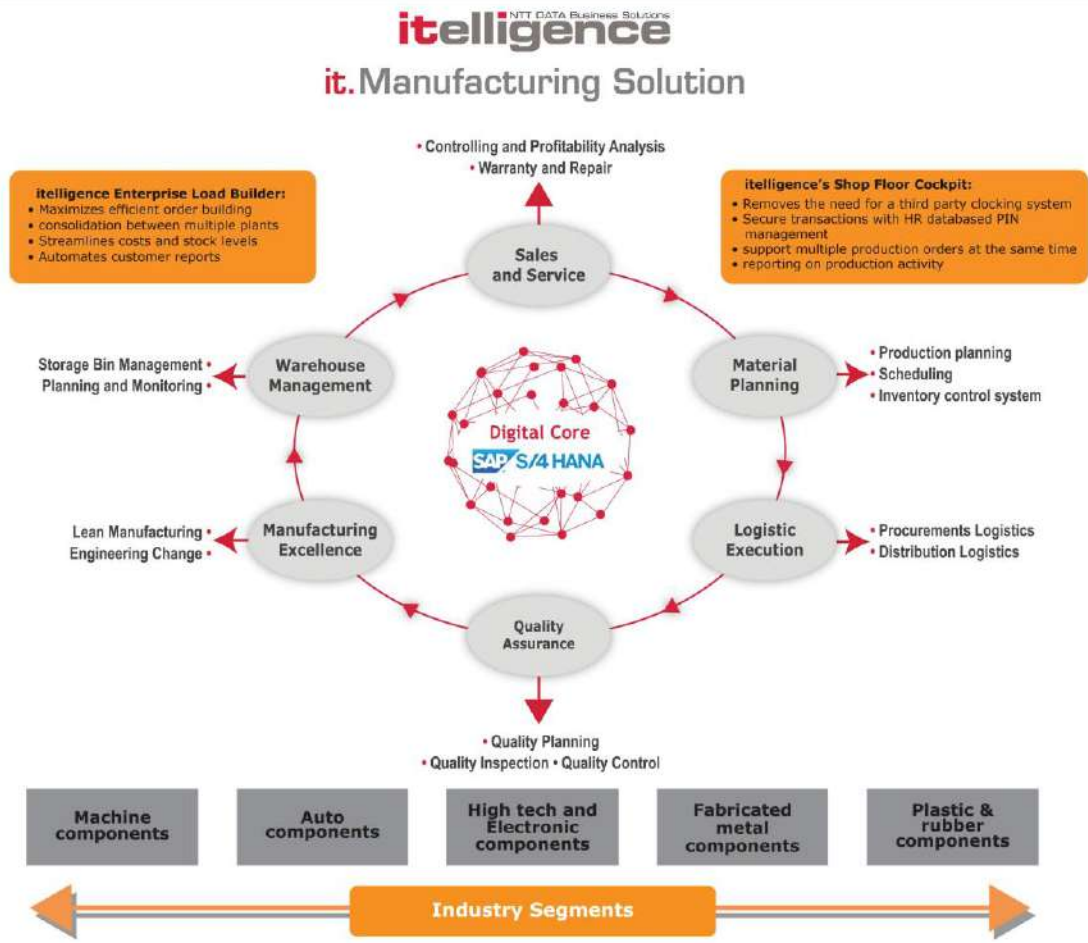
Industry Solutions

1. it.Manufacturing

A robust manufacturing solution that enable manufacturer to improve operational efficiency, maximize production uptime, and increase real-time visibility. It enables manufacturers to view embedded management reports for effective decision making, optimize productivity and effective use of resources and assets, advance and accurate forecasting and planning, higher inventory turnover, allow management to make workload or forecast changes and send them down through their organization, improve quality and reduce variation through corrective actions that identify defective products, boost plant performance and profitability

2. it.LifeScience

A comprehensive pharma solution that efficiently manages narrowing margins, declining drug pipeline,



price-sensitive markets while adhering to regulatory compliance. It enables pharma companies to streamline the operation process for various functions, increase operational effectiveness and productivity, optimize efficiency and manage compliance Integrated solutions, global adaptation of best practices, improve batch tracking management, manage advanced order fulfilment and inventory functions, and efficient measurement of KPI's.

3. it.EC&O

A property and construction management solution that mitigates intense pressure to increase profit margins, deliver projects on time, and control operational costs while meeting customer requirements. It enables customers to gain greater project profitability through insight into execution and productivity, enhance agility due to timely information analysis for optimal decision making, improved project performance through transparent historic project data and benchmarks, increase stakeholder collaboration throughout all phases of the project. [Read more](#)

S/4HANA Digitization – A Paradigm Shift
An in-memory platform that seamlessly integrates every solution and data source, enables real-time analytics, simulation and reporting.

itelligence an SAP DATA Business Solutions

Skill Matrix – Continuously Learn & Innovate

Our motto is to empower and enable our employees to continuously innovate, and deliver asymmetric advantage to our customers. In order to achieve this, we have built a culture of continuous learning at itelligence.

The skill matrix aims to objectively define and map a particular job role with the relevant set of skills and their description. This outlines the minimum expectations from each role holder and should be used as a guideline for bridging the gap between the current skill proficiency and expected proficiency for each role. This matrix acts as a ready reference for skill development inputs and identifies the Individual Development Plan. Supervisors refers to the matrix to help their team members in charting out their growth path more effectively.



Tech-Talk is aimed at unfolding various aspects of different technologies, processes, tools, domains etc. These sessions will be managed by a team of internal experts who will deliver, delve and deliberate on myriad topics. Quarterly training calendars are announced, which are in line with the internally developed skill matrix for each role. These include diverse programs catering to the technical and 'non-technical' needs of employees.

itelligence an SAP DATA Business Solutions
Unique Value Proposition

- Deep SAP Specialization**
 - 100% SAP Focus
 - Full Service SAP Provider: Software, Consulting, Managed Services
 - SAP Platinum Global Certification multiple LOB's
 - Manufacturing industry expertise
 - SAP S/4HANA focus
- Implementation Methodology**
 - Proven deployment approaches tailored to customer requirements
 - Leveraging SAP Best Practices with specific focus on what makes your business unique
 - Full consultant adoption of agile deployment approaches
 - "One Method" ensures consistent approach across the globe
- Manufacturing Expertise**
 - Relevant SAP IM&C industry experience
 - IT Manufacturing template (SAP Globally Qualified on SAP Best Practices)
 - Intellectual Property – Manufacturing Specific
 - Solution certified by SAP every year
- Customer Relationship**
 - Long-term customer relationships is a core focus
 - Industry leading customer satisfaction (9.2 on a 10.0 scale)
 - Customer retention for years, even decades (not months)

Education for Girl Child – A CSR initiative

itelligence believes in education is the key to empowering women and girls, which helps bring about social equality. To support this, we regularly come up with programs and initiatives that support girl child education and spread its awareness. This year we participated in RUN for a CAUSE...EDUCATE a GIRL CHILD event in collaboration with the NGO Sewabharathi in Hyderabad.

J.P. MORGAN, INDIA

J.P. Morgan is a leading global financial services player, with a presence in India since 1922. Today, India is a key market for J.P. Morgan and the firm has consistently invested in the India business, which has been growing steadily. The lines of business include the Investment Bank, the Global Corporate Bank, Private Equity, Asset Management, Treasury Services, among others. J.P. Morgan is among the country's leading players in almost all of its businesses and primarily caters to the firm's global clients with business interests in India and local multinationals growing their footprint internationally. India is also home to the Global Service Centre, which services J.P. Morgan's businesses around the world in the areas of operations, technology and research.

At J.P. Morgan we believe that one of the most urgent challenges facing the world is the need for increased economic growth and more widely shared prosperity. As one of the world's largest financial services companies, we have the resources and the responsibility to make a difference – using our strengths, global reach, expertise and access to capital to support local communities and build new pathways to economic opportunity.

Corporate Social Responsibility has always been central to how we operate within a country. Given the rapidly growing economy of India and its enormous potential, our philanthropic mission in the country is to help to ensure that this growth is inclusive. Through our Global Philanthropy initiatives we aim to expand economic opportunities for the excluded by equipping youth with marketable skills and building the financial capabilities of vulnerable and low income populations across the country.

Key Corporate Responsibility Initiatives

Investing in Skills

Countries around the world are working to strengthen their economies, yet millions of people are still unable to find jobs that offer the prospect of economic mobility. At the same time, many employers struggle to fill vacancies, especially for technical and skilled positions. To help address this gap, J.P. Morgan launched New Skills at Work in 2013, a global \$250 million commitment over five years, which aims to identify strategies and support data-driven solutions that help improve labour market infrastructure and develop skilled workforces.

In the case of India, the country's ability to leverage its demographic dividend by increasing productivity will determine, in large part, whether the country can live up to its growth potential and succeed in lifting tens of millions out of poverty. J.P. Morgan India supports demand-driven vocational skills training and placements for youth in high growth sectors, improving their employability and helping them to build well-structured career paths. To achieve scale and sustainability we align with government initiatives through catalytic

Public Private Partnerships that introduce vocational skills into the country's education systems to both complement and enhance existing curricula. We support demand-led training programs that help individuals, particularly those from disadvantaged backgrounds and low-income communities, to acquire the knowledge, skills and expertise necessary to obtain good-paying jobs, compete in the global economy and find new pathways to economic opportunity. Our desire to improve and ensure the impact of philanthropic efforts in workforce readiness is reflected in our commitment and support for high quality research and thought leadership forums.

Building Financial Capabilities

Financially healthy individuals increase the financial stability and resiliency of their communities. J.P. Morgan India strives to build the financial capability of low-income individuals by enhancing their ability to access and use appropriate formal financial services. Our programs leverage technology and develop innovative solutions to help the participants improve access to their bank accounts, identify the products that are appropriate for their various life cycle needs and manage those products in the manner that is most convenient to them.

Volunteers Making A Difference

Our employees are firmly committed to giving back to the places where they live and work. As part of our global Good Works program, J.P. Morgan employees in India regularly donate their time and expertise to support a variety of organizations, such as United Way of Mumbai, Bankers without Borders and our own, internal, Technology for Social Good program.





Jacobs Women & Inclusive Network

(JWIN)

JACOBS ENGINEERING INDIA

Jacobs is one of the world's largest and most diverse providers of technical, professional, and construction services, including all aspects of architecture, engineering and construction, operations and maintenance, as well as scientific and specialty consulting.

Our 54,000 employees in 230+ locations around the world serve a broad range of companies and organizations, including industrial, commercial, and government clients across multiple markets and geographies.

Our company at a glance

1947

Founded by
Joseph J. Jacobs



Headquartered
in Dallas, Texas

54,000

Employees

230+

Locations

\$10.9

Billion 2016 Revenues

\$7.79

Billion 2016 Client Savings

Mission

Women are historically underrepresented in the Construction & Engineering Industry. In Jacobs, male to female ratio is 5:1 leading to pockets in the company that have weak female presence. This industry and company-wide asymmetry necessitates the presence of a committed women's network that provides a sustainable and progressive platform to women such that we:

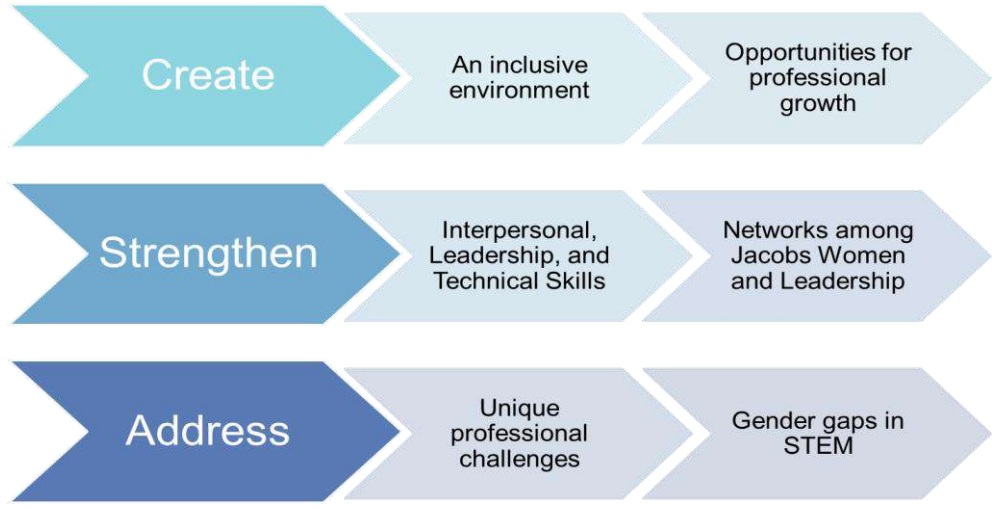
- achieve diversity of thought and action;
- identify and groom talent;
- broaden access to opportunities;
- facilitate career growth through active engagement in leadership roles;
- harvest untapped potential;
- drive a collaborative and inclusive environment; and
- improve client engagement,

Ultimately leading to an increase in employee engagement, retention, and growth.

Goals and Objectives

The Network seeks to achieve its mission by:

- Strengthening interpersonal leadership, management and technical skills through a program of professional development events
- Providing a robust networking platform within local chapters and between chapters around the world
- Elevating the profile of talented women to provide them with new opportunities and improve the business' access to talent
- Raising and addressing gender-specific challenges in partnership with management
- Developing a structure and culture that supports sustainable growth for the network



Vision

Vision of the Network is "Creating a comprehensive & inclusive environment to harvest untapped potential and catalyse growth through active engagement in leadership roles".

Purpose

The Jacobs Women's Network is a flexible vehicle to provide women and men with the opportunity to build multi-national connections, develop leadership and technical skills, and enhance their careers at Jacobs. JWIN also aims to promote culture of the organization to have a discrimination free workplace with Equal

Opportunity-Equal Responsibility.

We intend to aim at the following through this network:

- Empower and mentor women employees to rise to leadership positions
- Increase the number of women employees in the region
- Retain talent and make Jacobs the preferred choice for women employees
- Increase Company's productivity



JACOBS WOMEN & INCLUSIVE NETWORK, INDIA & ASIA



VISION

CREATING A COMPREHENSIVE AND INCLUSIVE ENVIRONMENT TO HARVEST UNTAPPED POTENTIAL AND CATALYZE GROWTH THROUGH ACTIVE ENGAGEMENT IN LEADERSHIP ROLES



JACOBS



Tools to make the program successful

Leadership engagement

- Senior leadership commitment to network growth
- Chapter leaders work with their local operations managers to obtain support and resources

Male Engagement

- Participation from male employees at various stages with cross-mentoring roles to affect change in overall culture when it comes to promoting female leadership

Mentor program

- A group of committed female leaders across the board from different disciplines and regions coach and mentor younger talent





JOHN DEERE

John Deere India

as a Power for Good

JOHN DEERE INDIA PVT. LTD.

Deere & Company, founded in 1837, is a Fortune500 Company and is the world's leading manufacturer of agricultural, construction and forestry equipment with revenues of US\$ 26.64 billion, net income of US\$ 1.52 billion in the year 2016. John Deere spent US\$ 1.39 billion on R&D in 2016.

India operations started in the year 1998, with manufacturing of tractors for sales in India and export to more than 110 countries worldwide. John Deere markets agricultural equipment and services through a network of 19 area offices, 6 Regional offices and close to 900 dealers touch points and 4 training centers spread across India. Headquartered at Pune, today, John Deere has total six manufacturing and service units in India.

Deere & Company, founded in 1837, is a Fortune500 Company and is the world's leading manufacturer of agricultural, construction and forestry equipment. India operations started in the year 1998, with manufacturing of tractors, combines and allied farm equipment for sales in India and overseas.

"Deere's foremost responsibility is to operate a successful business, one that delivers quality products, a meaningful employee experience and superior investor returns. Business success, in turn, provides the means for being a productive member of society and fulfilling our higher purpose as an enterprise. That purpose is to support higher living standards for people everywhere through our commitment to those linked to the land."

Upholding our philosophy and commitment towards the society, John Deere India aspires to be a catalyst for positive change by focusing our energy, intellect, and resources on providing solution for world hunger, empowering others through education, and developing communities.

John Deere India over the last couple of years has invested purposefully and strategically to improve the lives of people in several geographies across the country, benefitting 87,115 households across 9 states with 10 projects in India. John Deere projects are focused in rural areas, home to majority of habitants in India.

One such initiative of John Deere 'Samruddhi', a multi-year project, is funded by the John Deere India. 'Samruddhi', which means prosperity in Indian Context, is a slum and village improvement program and is being implemented in the districts of Pune, Dewas and Sirhind in India. The program has engaged over 300 farmers, one amongst them is Daulat Khan who has also received training on improving Ag productivity. Daulat Khan is a small farmer with two acre of land in Jamgod village in Dewas, was historically engaged in two crops with limited means of income.

Post the training program like many other farmers Daulat Khan's yields have improved significantly by 100 % thereby providing him increased income level. "I am very happy that with the support of the Samruddhi project, my soybean yields have increased enabling me to make more money from the same piece of land," Daulat says.

The Samruddhi project additionally empowers farming communities through access to education, vocational training, enhanced public infrastructure (safe and clean drinking water, toilets at each household, waste water management system), and modern agricultural practices. Since the inception of Samruddhi in 2013, the project has benefitted over 22,000 people, with 2,600 residents trained in vocational skills and over 150 started their own businesses as an entrepreneur for economic independence.

Bihar being one of the important agriculture states and beginning to see growth in various sectors, safe drinking water in the hinterland was seen as a major need. John Deere India, lead and supported an 'Integrated Development Project' by establishing a Community Owned Mini Drinking Water Supply System that provides safe, and potable drinking water which is accessible to all the villagers at their door step. This project is owned by the community members who manage operations and maintenance of the system, with a fees of Rs 20/month paid by each household.

One of John Deere's flagship program, JIVA (Joint Initiative for Village Advancement) that received recognition from CECP (Committee Encouraging Corporate Philanthropy) has made significant impact in the lives of communities by transforming their quality of life in three villages in the district of Rajsamand, Rajasthan.

JIVA addresses the drudgery of women farmers by providing simple and innovative agriculture tools for increased productivity in agriculture. Knowledge dissemination happens through demo plots and workshops on modern agriculture practices. JIVA also focuses on providing improved infrastructure in schools and anganwadis, making education accessible especially to girl child who are seen as a potential drop out due to several social and cultural practices. The project has witnessed 100 percent enrollment of drop out children in schools.

John Deere being a modern and technologically advanced equipment manufacturer has constantly endeavoured to provide skill building opportunities to the youth of the village, thereby enhancing their employability and contribution to agriculture sector. There are three centers in the state of Madhya Pradesh, Maharashtra and Karnataka and have successfully trained over 295 with an employment rate of 58%.

John Deere strongly believes in its contribution and giving back to the society there by creating more opportunities for the communities to grow and improve their quality of life. Agriculture, education and infrastructure improvement shall continue to remain our guiding areas of investment.



History in India

Over the years John Deere has made significant progress in India by introducing various products and programme needed by the Indian farmers in various segment of the Ag value chain including, seeding, harvesting and post harvesting equipment, and has the following units established in the country.

- John Deere Pune Works, Pune, Maharashtra - Tractor Manufacturing Unit
- John Deere Technology Centre, Pune, Maharashtra - IT and Engineering Services
- Product Validation & Verification Centre, Pune, Maharashtra
- John Deere Electronics Solutions, Pune, Maharashtra - Electronic control for modernizing Agriculture tractors and customer convenience
- John Deere Sirhind Work, Sirhind, Punjab - Harvesters Manufacturing Unit
- John Deere Dewas Works, Dewas, Madhya Pradesh - Tractor Manufacturing Unit

John Deere has a long history of designing and manufacturing quality products around the world. John Deere India has Technology Centre at Pune, which provides leading edge technology, product designs, and innovative ideas to support the company's global business in technical areas, including Information Technology, Product Engineering, Manufacturing Engineering, Embedded Systems and Technical Authoring.

We also bring unique partnership opportunities with the state government, industries on a PPP mode to bring technology access to the farmers who otherwise are unable to access this for modernizing their farming practices. We see this as a tested business proposition to help small farmers improve their yield and income levels.

Besides the above, John Deere is associated with the small and marginal farmers through "frugal innovation at farms" and "community betterment initiatives" through various CSR and volunteerism initiatives in India. John Deere strongly believes in empowering women/ village youth engaged in farming and off-farming activities by enhancing their skills thereby providing opportunities for a better quality life.





A Helping Hand

For Those in Need

JOHNSON & JOHNSON INDIA

Johnson & Johnson Private Limited, India (J&J India) is a subsidiary of Johnson & Johnson, one of the world's most comprehensive and broadly based manufacturer of health-care products, as well as a provider of related services for the consumer, pharmaceutical and medical devices markets. While the term "corporate social responsibility" is widely used today, the concept behind it is not new to the Johnson & Johnson Group of Companies. Our responsibilities to those who use our products and services, to our employees, to the communities in which we live and work, and to our shareholders are voiced in Our Credo, and have guided employees of Johnson & Johnson for several years.

What makes Johnson & Johnson unique and different is its enduring commitment to Our Credo and concern for the Community, which forms an integral part of Our Credo.

At Johnson & Johnson, the focus is not just on business, but on extending a helping hand to the underprivileged and underserved. Our philanthropic work enables our community based partners and dedicated employees to touch the lives of millions of people each year, bringing them better, healthier lives.

The company works together with key community based partners that have the greatest insights into the needs of local populations and the strategies that stand the greatest chances of success. In order to best distribute resources and support, our CSR Program is divided into strategic pillars, one of which is:

Advancing the Empowerment of Women and Girls

There are many barriers to women empowerment and equity lies ingrained in cultural norms. Thousands of young children are living under miserable conditions; the most vulnerable are the disadvantaged women and children. Maternal care, child health, full immunization, nutrition are certain aspects that require attention. Therefore, CINIASHA, our NGO partner in Kolkata, provides special emphasis on early registration of pregnancies, birth preparedness, institutional deliveries and post natal checkups for women for about 3 years, thus leading to safe motherhood and reducing infant mortality rates. Lack of knowledge is one reason for poor health. These women are empowered when they receive adequate knowledge about reproduction, sexual health rights, and also about the various existing schemes and services provided by the government. This further leads to an empowered community. The project aims to continue to reach out to a population of 93,500 in urban slums of Kolkata.

Adolescent girls being informed about reproduction and sexual health rights:

There is an acute scarcity of livelihood opportunities in villages in rural India. The problem is compounded for underprivileged girls in

these villages, who because of gender bias are denied the right to basic education and consequently have virtually no employment opportunities. A large number of girls from rural areas do not pursue studies beyond secondary school due to poverty. Advancing the empowerment of women and girls creates significant impact at multiple levels – on the girls themselves, their families, communities and the nation as a whole. It also addresses health and social issues like, chronic malnutrition resulting in a disease like anemia, unhealthy personal hygiene practices, mental and physical abuse, and early marriage leading to early pregnancies.

On the other hand there is an acute shortage of healthcare professionals in these very same areas, leaving large parts of rural India without adequate healthcare facilities. There is lack of trained hospital staff and hospitals are forced to employ unskilled persons. This affects patient care and also the wages and working conditions of the persons employed. Many deaths, especially among mothers and infants, could be prevented with properly trained nurses in these villages. Regulation of hospitals by the Government and expansion of the medical insurance sector will require trained people in hospitals, and thus accredited courses. ANMs (auxiliary nurse midwives) are also needed at old age homes, help centers for the disabled and for elderly/disabled persons being cared for at home. Thus came about the “Building Healthcare Capacity” initiative,

wherein we support the training of Nurses and ANMs.

Our programs aim at “killing two birds with one stone” – (1) Advancing the empowerment of women and girls, and (2) Building Healthcare Capacity by strengthening the healthcare workforce. We run a number of projects that empower women, and also strengthen the healthcare workforce, some of which are:

1. Each year Johnson & Johnson supports the training of 40 girls from rural Maharashtra to study at the School of Nursing for Auxiliary Nurse Midwives (ANMs) at the Bel Air College of Nursing, Panchgani., and another 40 girls from rural Andhra Pradesh to study at St. Joseph’s MPHW Training School, Nellore. The girls are selected for training based on merit and economic background and their course fees, accommodation, food, study materials, uniform and stationery are provided free of cost. On completion of the course, which is approved by the Indian Nursing Council, the girls are placed in village health programs under the National Rural Health Mission (NRHM). This training helps to provide an enhanced quality of care at healthcare centers in rural Maharashtra, as well as increased health awareness, decreased neonatal and maternal mortality, improved pre/post natal and infant care in villages and an increase in the economic, educational and social status of the beneficiaries.





2. Nurses are among our many valued partners. They are often the first person at the bedside when a woman is having a baby. As a leading healthcare company, our vision is to partner systematically on long term basis with the Indian Academy of Pediatrics (IAP) to reduce Infant Mortality Rate (IMR) in India through education and training healthcare workers and infant care providers on prompt and skilled resuscitation to survive the neonatal period and to create a program with critical thinking skills that promotes lifelong learning and knowledge. Our program helps nurses and midwives with training and equipment to face challenges at birth. One such challenge is birth asphyxia—an inability to breathe at birth. Birth asphyxia is a major cause of infant mortality and can contribute to developmental issues such as cerebral palsy and mental retardation. Estimated deaths due to asphyxia are approximately 0.3 MM per year. The main reason for the death due to asphyxia is absence of a trained person at the place of birth to resuscitate them. The Neonatal Resuscitation Program (NRP) - First Golden Minute (FGM) Project - addresses birth asphyxia. Neonatal resuscitation can be easily learnt and requires very simple instruments. The objective is to empower nurses and midwives to have the resuscitation skills and equipment to save more lives and thereby reduce the Infant Mortality Rate. So far we have trained 200,000 Skilled Birth Attendants (SBAs) in neonatal resuscitation techniques.

The rural areas of the country still have a feudal and medieval outlook towards women. The main goal of these programs is to promote women participation in all areas and sectors to build stronger economies and to also improve the quality of living. Women empowerment in its truest sense can be achieved only when there is an attitudinal change in the society with regards to the women and when it is made the essential tool to get the goal of development.



Johnson Controls Powers

Safer, Comfortable and Sustainable
Buildings and Cities

JOHNSON CONTROLS INDIA

Johnson Controls is a global diversified technology and multi industrial leader serving a wide range of customers in more than 150 countries. Our 117,000 employees create intelligent buildings, efficient energy solutions, integrated infrastructure and next generation transportation systems that work seamlessly together to deliver on the promise of smart cities and communities. Our commitment to sustainability dates back to our roots in 1885, with the invention of the first electric room thermostat. We are committed to helping our customers win and creating greater value for all of our stakeholders through strategic focus on our buildings and energy growth platforms.

Johnson Controls' innovative solutions are driving the future of urban efficiency. As today's buildings, communities and cities advance, Johnson Controls is driving the transformation to meet today's needs and tomorrow's opportunities. We combine future-focused technologies with expert insight to build connected, secure, sustainable built environments and energy solutions that move the world forward.

Johnson Controls India has been active in India for more than 2 decades with 3,000 employees across 15+ cities. In 2015, globally, Johnson Controls donated \$14.5M to nonprofit and community organizations; dedicated 316,000 total employee volunteer hours impacting 37 million people.

Johnson Controls is a leading provider of building technology, products and solutions— controls, equipment and services for HVAC, security, fire and refrigeration. It has helped many building owners and businesses increase energy efficiency and lower operating costs, including the world's most iconic buildings - the Empire State Building, Burj Khalifa and Shanghai World Financial Center.

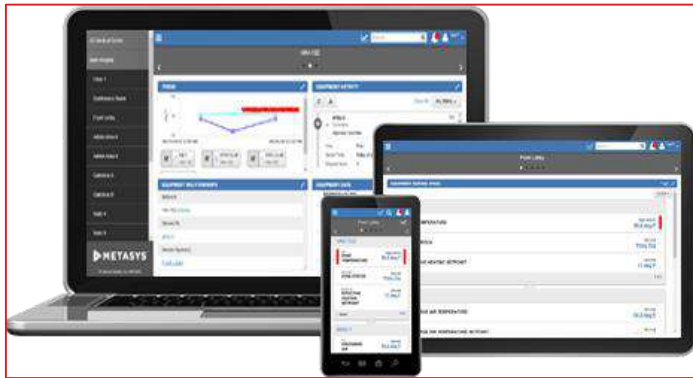
Johnson Controls is a global leader in and largest manufacturer of lead-acid automotive batteries and advanced batteries for Start-Stop, hybrid and electric vehicles, powering nearly every type of vehicle.

Johnson Controls obtained a majority stake in joint venture with Hitachi Appliances in 2015 to create Johnson Controls-Hitachi, to deliver the most diverse technology portfolio in the heating, ventilation, air conditioning and refrigeration industry. With the latest merger with Tyco® in September 2016, Johnson Controls Plc is now the global leader in buildings and energy solutions.

Connected Technologies: Our technologies power modern, growing cities by delivering world class technologies, smart buildings and next generation energy and infrastructure systems. From emergency response to healthcare to education to retail — our data-driven technologies help cities work better and our customers work smarter.

Safe and Secure Technologies: We help our customers see and understand more clearly what's happening in the world around them, prevent problems as much as possible and respond to the unexpected quickly and efficiently. Our products and services reduce risk by keeping people safe and assets secure. Our vehicle energy storage systems provide peace of mind for drivers who depend on them to start and power their electronic systems.

Sustainability and Energy Technologies: We deliver innovations that improve sustainability and resilience, helping everyone do more with less. We're leading the transformation to a circular economy — creating the technologies and regenerative vehicle, building and energy systems that deliver efficiencies in communities, cities and regions. Sustainability is woven throughout our end-to-end supply chain and is part of our overall operational excellence and the way we conduct business. Our next generation chiller products are 10% more energy efficient and use 30% less refrigerants saving our customers 80K tons of GHG emissions per year.





To Lead is To Serve

KEMIN INDUSTRIES SOUTH ASIA

Kemin combines sound molecular science with the human qualities of creativity, curiosity and collaboration to improve the lives of humans and animals around the world.

Using superior science, Kemin manufactures more than 500 specialty ingredients that deliver important nutrition and health benefits through products consumed by people and animals.

"We have a responsibility to return to our community and the world a portion of what we earn from our endeavors and that of the people who work with us." – Mary Nelson, Co-Founder, Kemin Industries

December 2015, Chennai experienced centuries' heaviest rainfall leading to floods. The nature's fury took hundreds of lives leaving thousands of people uprooted from their homes.

Kemin India has rolled an internal campaign joining the efforts for the relief and rehabilitation of the city. Employees contributed a generous sum of INR 5,00,000 which is matched by the company to serve the city. Overall we have a contributory fund of INR 1000000 plus. In addition to this relief grant we have pledged to support the community through volunteering activities in association with Habitat for Humanity, a global NGO.

Kemin recognized this opportunity to give back to the community in the need of the hour.

We have 30 plus employees who volunteered to be at the sites doing actual work for one day (8 hours) apart from monitory contribution. We are supporting three projects through our contribution and volunteering efforts. The sense of corporate citizenship, social responsibility and engaging ourselves with local villagers/children, families provided Kemin a "humble" experience and inculcated a sense of "Servant Leadership", the concept with which we also operate within our business.

Project 1: Improving Life by Improving Sanitation

RCM is one of the oldest schools started in 1939 located near Tambaram. Kemin is supporting in rebuilding sanitation facility for girls damaged during the floods. The school serves the education need for 1000 students with 500 plus girls from neighbouring villages whose parents are farmers, quarry migrants, daily labourers and construction workers.

Kemin has planned to reconstruct a new toilet block for the girl students. We have also planned Behaviour Change Communication training to help school children with proper sanitation habits

Project 2: Restoration and Reconstruction of Child Care Centre

Kemin has taken a Child Care Centre located at Vysarpadi run by NGO. The child care centre of approximately 250 Sq.ft has 30 children from Pre-school age of 2.5 to 5 years from different walks of life. Its focus is on holistic development of a child by adopting play way method of teaching and joyful activities. During flood, water reached upto roof, resulting in damaging walls, toilet, children learning and play materials.

Kemin project envisages reconstruction with kitchen facility, child friendly toilet with ventilation, black board and water recharging initiatives.

Project 3: Improving Quality of Life by Repairs and Renovation

Kemin has planned to implement a long term shelter intervention program in Erumaiur, a village with 350 families located near Tambaram. We have identified 6 damaged houses. Unfortunately the main earner of these families had lost their lives in flood. We are supporting these families by repairing their houses ensuring they have a safe and durable home.

II in Nepal -18

In addition, Kemin India along with Kemin HQ decided to serve to rebuilt Nepal after a massive earthquake hit the country with the epicentre approximately 70 km away from Kathmandu. It impacted by the 7.8-magnitude earthquake. This was the worst disaster to hit Nepal in decades. Only 17 days later a second earthquake of magnitude 7.4 hit near Mount Everest, taking more lives and destroying more homes. According to government estimates, the earthquakes left over 750,000 houses and buildings destroyed or damaged and caused over 8,790 deaths.

Kemin decided to serve Nepal earthquake victims through raising donations and rebuilding houses in Nepal. The Nelson family, founders of Kemin, decided Kemin would match employee donations to help rebuild Nepal. Through donations from hundreds of employees from all over the world, we raised \$91,346.54. Kemin and Habitat for Humanity joined forces and sent 40 employees across the world to Nepal to help build homes in 2016 in Nepal, Bipaltar, Kavre District for about one week in Nepal in November, 2016. Kemin employees joined this venture for 3 full days by offering volunteering activity and time to rebuilt Nepal.

Employees were involved physical labour work with Habitat Humanity team like by performing, bricks passing, stone breaking and masala mixing, etc. along with community people in the village of Kavre districts. We recognise the humane need and served it, irrespective of region, race and alike.





With a shared vision of responsibility and service, Kemin is committed to improving lives in our communities and around the world through charitable involvement, valued partnerships and sustainable operations.

Charitable Involvement - We seek and support organizations that enhance science and education or care for underprivileged children. Organizations we currently support include: Youth Emergency Services & Shelter (YESS), Habitat for Humanity and Kemin Hope Primary School.



YESS™ - Each December, Kemin hosts a YESS Charity Auction to raise money used to purchase gifts for the children living at the Youth Emergency Services & Shelter facility over the holidays.

Habitat for Humanity® - Since 2001, Kemin employees in Des Moines have donated hours of sweat equity to help build homes for low-income families through Greater Des Moines Habitat for Humanity.

Kemin Hope Primary School - After an earthquake devastated Sichuan Province, China, in 2008, including a school in Qin Chang village, southwest of Chengdu, Kemin officials announced the company would collect and match employee donations that would be used to help rebuild the area.



All in all, Kemin stands with its vision, in letter and spirit that spells "We strive to improve the quality of life by touching half the people of the world every day with our products and services" and the "journey continues"



KPMG in India

Milestones in the Government Space

KPMG IN INDIA

KPMG in India, a professional services firm, is the Indian member firm affiliated with KPMG International, and was established in September 1993. We strive to provide rapid, performance-based, industry-focused and technology-enabled services, which reflect a shared knowledge of global and local industries and our experience of the Indian business environment.

KPMG in India is the only firm that is working on all marquee programmes of the Indian Government, assisting in the mammoth task of nation building.

We have earned the role of trusted advisors to the Government of India due to our reliability and practical solutions. We have worked on several key initiatives such as Make in India, Skill India, Digital India, Clean India, Smart City projects, Ease of Doing Business and other projects. We are the Investment Promotion Consultants to India's Manufacturing and Services Hub including Gujarat, Maharashtra, Punjab, Haryana, West Bengal, Andhra Pradesh, etc. and we have helped establish the Ease of Doing Business Framework for the Government of India to measure and rank states.

We have significantly increased our brand presence and we hold a robust position in the market and a few significant achievements make us extraordinary.

Coming back to your roots!

Pravasi Haryana Divas (PHD) 2017

Pravasi Haryana Divas 2017 was an effort of the Government of Haryana (GoH) to welcome Pravasi Haryanawis settled in other states or overseas. The event saw a record participation with more than 1500 delegates and 23 MoUs signed for an investment value of INR20,000 crore, thereby generating an employment potential for more than 40,000 people. Team KPMG in India assisted the State Government of Haryana in pulling the whole event together doing roadshows, content development, MoUs mobilisation and facilitation and conducting sectoral sessions covering five themes: IT and Electronics System Design & Manufacturing, Skill Development, philanthropy, health, education and tourism.

Uttar Pradesh Pravasi Divas 2017

KPMG in India has also been working closely with the Government of Uttar Pradesh in the field of policy formulation, start-ups and investment promotion for the IT and electronics sector. Collaborating with CII and NRI Department, with Government of Uttar Pradesh as Knowledge Partners, we were instrumental in organising Uttar Pradesh Pravasi (NRI) Divas 2017.

Incubating the learning process!

Startup Learning Programme

KPMG in India is the National PMU for the Government of India's Startup India initiative. We have been working with the Department of Industrial Policy and Promotion (DIPP) to ensure effective implementation of the initiative.

Startup India Learning Programme is a free online entrepreneurship programme to help entrepreneurs get ideas to reach the next level through structured learning. The programme was launched by Nirmala Sitharaman, Minister for Commerce and Industry.

Working together for the task of nation building!

Providing support to Skill India through NSDC

KPMG in India was selected as the Central Management Agency for monitoring the technical and financial performance of National Skill Development Corporation (NSDC) projects. NSDC is an agency associated with the Government of India, for the implementation of the Government's flagship programme - Skill India.

This win is a testimony to the client's trust in KPMG in India, reinforcing the firm as the 'Clear Choice'. The scope of the project is to support NSDC in monitoring and evaluating training partners and sector skill councils funded by NSDC and social and financial analysis and rating of training partners' performance.

National Conference on e-Governance

The Department of Administrative Reforms and Public Grievances (DARPG), Ministry of Electronics and Information Technology (MeitY), Government of India in partnership with Information Technology, Electronics and Communication Department, Government of Andhra Pradesh (GoAP) organized the 20th edition of largest annual national conference on e-Governance.

KPMG in India works with the IT Department of the Government of Andhra Pradesh drive investment promotion initiatives in the state and as part of its role assisted the Department in hosting the 20th edition of the conference. The conference was attended by over 1,200 delegates, 250 CXO's and over 150 senior bureaucrats from across the country. In line with Andhra Pradesh's image as an early adopter of technology, for the first time in the history of the conference, KPMG in India was instrumental in the idea and implementation of an event app with a Virtual Assistant and Virtual Reality Video featuring on Andhra Pradesh's pioneering technology driven governance initiatives. The successful event was a prime example of how KPMG in India is working closely with its clients to deliver value.

Vibrant Gujarat Summit 2017

The Government of Gujarat organised the 8th edition of the Vibrant Gujarat Global Summit 2017. Prime Minister, Narendra Modi, inaugurated the Summit, and KPMG in India is proud to be associated for the second time as Knowledge Partners.

KPMG in India advised the Government on the overall planning of events and seminars which led to the formation of the draft programme. Our support also extended to preparing promotion presentations for



roadshows, identifying potential investors and setting up one-to-one meetings for the delegation visits.

Swachh Survekshan 2017

KPMG in India is the national PMU for the Government of India's Swachh Bharat Mission (Urban). We have been working hand-in-hand with the Ministry of Urban Development to ensure effective implementation of the programme in all 4,041 statutory towns/cities of the country. The mission aims to make India clean and 'open defecation' free by 2 October 2019.



KPMG in India bags one of a kind win with India Post

KPMG in India has been appointed by India Post, Department of Post, Government of India, to advise them on their parcel network business strategy and implementation. Being chosen over other leading strategy consulting firms, this win is a marquee credential addition for the India firm as well as the international network of KPMG member firms.

Connecting overseas!

KPMG in India has been selected as an advisor by the Kingdom of Saudi Arabia (KSA)

KPMG in India has been selected as an advisor by the Kingdom of Saudi Arabia (KSA) to undertake the three-year transformation programme for its national postal network. The win is an excellent example of focused effort between India and the KSA firm to take advantage of the public sector transformation opportunities in the Kingdom. This win projects how the India and Saudi firms can win big together and the corridor programme's potential to benefit from the larger network and its member firms.





Engineering a Better Tomorrow

LOCKHEED MARTIN INDIA

Headquartered in Bethesda, Maryland, Lockheed Martin is a global security and aerospace company that employs approximately 97,000 people worldwide and is principally engaged in the research, design, development, manufacture, integration and sustainment of advanced technology systems, products and services.

With an office in New Delhi, Lockheed Martin has been present in India for more than 25 years and is approaching the Indian market with a dedicated in-country presence and a solid commitment to delivering innovative, affordable solutions and unparalleled customer value.

The customer-focused company has a proven track-record of successful partnerships with India and Indian industry. The C-130J Super Hercules tactical airlifter partnership with Tata and the Indian Air Force is one notable example.

Diversity and inclusion are the foundation of Lockheed Martin's culture, and reflect its values of doing what's right, respecting others and performing with excellence.

Programmes

From tactical aircraft to integrated air and missile defense, Lockheed Martin brings proven performance to more than 70 customers worldwide, helping them solve even the most complex security and aerospace challenges.

Lockheed Martin is one of the world's most innovative companies, working to engineer a better tomorrow by advancing scientific discovery and delivering innovative solutions that will shape our world for the next century and help its customers keep people safe.

The C-130J Super Hercules tactical airlifter, in service with the Indian Air Force, remains unmatched in reliability, multi-mission capabilities and value. Other products and programmes of relevance include the F-16 fighter, MH-60 maritime helicopter and both Javelin and Hellfire missiles.

Industry Partnerships

Lockheed Martin is proud to have been a trusted partner with India for more than 25 years and, in the years ahead, it is the company's intent to strengthen its commitment to partnership and collaboration in India. A joint venture with Tata Advanced Systems in Hyderabad manufactures aerostructures for the global supply chain of C-130J Super Hercules. Today, all C-130Js include Indian

built components and sub assemblies.

In addition, a joint venture between Sikorsky, now a Lockheed Martin company, and Tata, also in Hyderabad, produces components for commercial helicopters and has grown to become the largest integrated component manufacturing facility in the private sector in the country.

Both projects support the government of India's Skills India initiative and have developed the majority of their own staff through apprenticeships and on the job training.

In the area of cyber security, to ensure the safe and secure transition of digitisation of the Small and Medium Enterprises (SMEs) Lockheed Martin and the Data Security Council of India (DSCI) have launched a bespoke education programme for small and mid-size businesses, to help them minimize risk from online threats. DSCI promotes data protection among the Indian industry partnered with Lockheed Martin to heighten the cybersecurity awareness of businesses and their workforce.

Community Outreach

As an industry leader in global security and information technology, Lockheed Martin provides products and services that address some of the nation's most critical issues but the company's contribution doesn't end with a commitment to support our country's needs and

economic growth.

As a responsible corporate citizen, Lockheed Martin also plays an active role in helping to strengthen the quality of life in communities where it has a presence. It strives to be a valued partner to its neighbours.

In India, Lockheed Martin is a founding partner in the India Innovation Growth Programme (IIGP), a key element of its longstanding commitment to the nation. By leveraging the best institutional partnerships from both India and the United States, IIGP aims to help Indian innovators and entrepreneurs introduce their ideas commercially and, where appropriate, scale them for the global marketplace.

IIGP, which celebrated its 10th anniversary recently with the introduction of an enhanced programme, is the only public-private partnership of its kind. It invests in social and industrial innovations, trained innovators in world-class commercialisation strategies, offers support for incubation and assists in business development. It ultimately aims to take ideas and Indian technologies into the global marketplace.

The programme enables entrepreneurs to develop science and technology-based solutions for the benefit of society. Select innovators across social and industrial sectors have the opportunity to accelerate their proof of concepts to a sustainable product or service. The initiative contributes and supports the Government of India's evolving industrial strategy and new focus on the "Start-Up India" and "Skill India" initiatives.



An impact assessment by Ernst and Young highlighted that the participating companies have generated economic wealth of over US\$ 800 million and have provided employment across different areas such as finance, strategy, operations and marketing.

In its first 10 years of operation, IIGP has impacted more than 100 cities across India and received and evaluated in excess of 7000 ideas. In addition to building entrepreneurs, more than 50 incubation managers from India have been trained in the U.S. on global best practices in the areas of business incubation and commercialisation.

In addition to Lockheed Martin, DST and The Tata Trusts, which will specifically support innovations to address social challenges, programme partners include the Massachusetts Institute of Technology (MIT), Indian Institute of Management Ahmedabad, and Indian Institute of Technology Bombay.

Student Initiatives

Advancing science, technology, engineering, and mathematics (STEM) education is a critical focus for Lockheed Martin. We know first-hand the importance of educating young people in these areas. A nation's technological advantage depends on a constant supply of highly trained, highly capable technical talent.

To help address these challenges and strengthen the global talent pipeline, Lockheed Martin provides funding to STEM education outreach activities for students at the earliest stages of schooling through to college students. The company supports programmes, events and campaigns which focus on student achievement, teacher development, and gender and ethnic diversity.

With the vision to encourage more females to take up interest in STEM subjects and explore career opportunities in related industries, in 2016 Lockheed Martin helped initiate a Girls in Aviation Day, in partnership with the The India Chapter of Women in Aviation International (WAI).

In the spirit of acting as a catalyst for collaboration and innovation in India, the company also launched a C-130 Roll-on/Roll-off (Ro/Ro) University Design Challenge.

Students from five leading Indian Universities (IIT Delhi, IIT Chennai, Delhi Technological University, BITS Pilani – Goa Campus and University of Petroleum and Energy Studies) were challenged to design disaster relief modules with the focus of IAF and NDRF as their initial target. Lockheed Martin provided the student teams with grants to facilitate work with local industry partners as well as engineering, technical, and business development expertise.

In 2016, designs of two teams representing entries from the Indian Institute of Technology (IIT) Chennai



and University of Petroleum and Energy Studies were selected. These teams have been awarded further grants to develop prototypes of their modules and mentoring support to develop a go-to-market strategy.

Lockheed Martin will work with each team to explore options with government and industry to mature the prototype for global markets.

Delivering True Impact through Women Focused Initiatives

MANHATTAN ASSOCIATES INDIA

Manhattan Associates develops the most complete suite of supply chain software solutions, from planning to distribution management, that have been rated among the best in the industry by top analysts including AMR, ARC and Gartner. Their advanced software solutions help customers successfully manage accelerating and fluctuating market demands, and master the increasing complexity and volatility of their local and global supply chains, thus creating sustainable competitive advantages that impact their bottom line revenues. Manhattan's supply chain commerce solutions are positioned directly at the leading edge of the omni-channel commerce revolution, serving as a means to deliver critical business capabilities that seamlessly connect every channel across the enterprise.

At Manhattan Associates, women empowerment is one of the core aspects of the 1000+ strong India Innovation Center. It is spearheaded by our India head – Ushasri TS, Senior Vice President and General Manager - one of the early women leaders in the Indian IT industry. Usha launched and co-chairs the WIN (Women Initiative Network) India chapter. It aims to increase the representation of women in significant leadership roles, and focus on the development of Women in leadership and technology.

Making a Difference With Learning

WIN is driven by four pillars - employee engagement, community and industry outreach, coaching, mentoring and communication. Last year, we kicked off the WIN learning series - A series of workshops/ sessions aimed at orienting women on Work Life Integration, Leadership through Women icons, experiencing the emotional world, Networking and relationship building, and on Feminine Potential, Potency and Performance. These workshops help our women employees to observe from close quarters the characteristics and behaviors of successful women leaders and adopt in their careers.

We host an annual WIN conclave, in the month of April-May, commemorating Women and their achievements. Last year, the WIN conclave drove a panel discussion about "Women in Diverse Fields" and a talk on Diversity and Inclusion. The sessions were a great opportunity to talk about Women in Technology, to Network and envision the future.

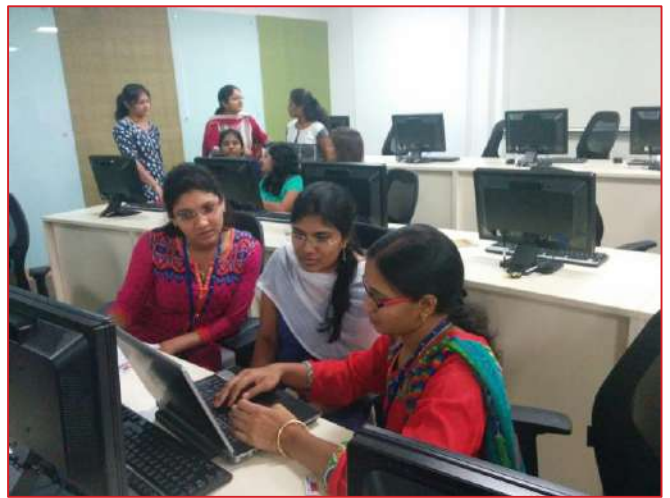
Changing the Game with We{Code}

We{Code} is largely directed toward Women in technology. Last year, the We{Code} team launched the W-Hackathon with the theme 'Think, Design and Innovate'. The program's objective is to test and build on existing technical skills of our women employees. The activities included creating automated testing tools and multiple other complex toolsets aimed at improving internal operational processes.

Orienting to a New Context

Effective Communication is critical for the smooth functioning of any business. Many women find it difficult to speak up in a public forum or in meetings. To overcome this challenge, we have initiated mentorship programs, annual events, panel discussions on stress management, to build effective communication skills in our women employees. A few other Women specific trainings are work-life balance and self-defense that we believe are necessary education in today's context. These programs have helped our women employees immensely in their professional career and growth.

We will continue to innovate and launch multiple women-focused initiatives going forward. Women empowerment and development of women in Leadership and Technology roles, will continue to be a focus area for Manhattan Associates India.





Contributing Across the Globe

MODINE INDIA

Modine is a U.S. MNC with headquartered at Wisconsin Racine, NA. Started in 1916, celebrated 100th Year anniversary in July 2016.

Modine India is 100% subsidiary of Modine Manufacturing Company NA, was started in 2007, is now a \$ 25 Million revenue company specializing in PTC & EPG thermal management systems and components. Offering products to industry verticals like Commercial vehicle, Passenger cars, Off highway and Genset segments.

MTSI conducted the following activities in CY 16

Modine employees provide time and goods to school in local community (SEED - Society for Education & Economic Development, Sriperumbudur)

Teaching Basic Maths/Science
Safety & Emergency preparedness
Sponsor, B.Sc Nursing, INR 1,50,000

SEED (Society for Educational and Economic Development)
<http://seeduniversal.org/>

“SEED” is a Non-Governmental Organization working with children who are in need of care and protection. Such children are given a secure home, education, social skills and above all confidence to face life.

SEED was founded by a few likeminded people, greatly influenced by the life and work of Mahatma Gandhi, with the intention of working for the socially, educationally & economically downtrodden. SEED was registered as an Association on 1981 under the Tamilnadu Societies Registration Act, 1972 (Reg.No.251/81).

SEED started its activities at Sriperumbudur, the holy place where the Saint & Philosopher Shrimath Ramanuja who fought against the caste system through Bhakthi Marga, was born in first century. SEED started with 27 children but now caters to the needs of more than 300 children at all its three centers.

A.R. Palanisamy built the first comprehensive rehabilitation model for children of life prisoners, murder victims, and those affected by leprosy and cancer. Palanisamy uses education and skill training to build their self-confidence and mainstream them into their own communities and societies.

Contributing Across the Globe – Spend time and offer gifts to school (SEED):

Teaching Basic Mathematics & English

Plan: 8 hrs per Month.

Occurrence: Biweekly Thursdays (10.30 AM to 12.30 PM) starting from 21st July 2016

Resources:

- Amirtharaj D S, handle English Language Classes
- Divyatharani V, handle Mathematics Classes

Effective Hours till Dec 16: 44 hrs

Contributing Across the Globe - Education on Safety & Emergency preparedness for school children

- Drawing competition conducted "Safety," and the students actively participated.
- A few students spoke on the topic "Safety"
- Interactive session – on the importance of safety shared by the students.
- A first aid trainer from Apollo hospitals conducted the awareness session with models.

Donation of hours to technical Institute – PSB Polytechnic College

Exposure on Industrial activities - Production & Manufacturing

P.S.B. Trust was established in the year 1996 by founder Er.S. PETHIAH. The motto of this trust is to impart supreme knowledge and holistic training in the field of Technical Education. It is located in Old Mamallapuram road(OMR) also Called as IT highway. The college is just 2 kms from kelambakkam. The Institution inculcates education with discipline.

The collage has successfully groomed both rural and urban students & have highly qualified teachers who guide the students.

Contributing Across the Globe – Provide technical training on Modine plant site

Engage interns from PSB Polytechnic College

10 students trained in following areas for 10 days. In the streams of :

- Manufacturing Engineering
- Production
- Press and tooling
- Quality





Donation of hours and goods to Institute to visually challenged students (National Institute for Visually Handicapped, Poonamallee)

The National Institute for the Visually Handicapped is a premier Institute in the field of visual disability working under the administrative control of Ministry of Social Justice and Empowerment, Government of India. The Institute is committed to promote rights and dignity of persons with visual impairments. In order to achieve this laudable objective, the Institute produces trained manpower for providing quality education, vocational training and rehabilitation services to the visually impaired persons. It also undertakes research and developmental activities ensuring emergence of disability inclusive policies, programmes and practices. Its R& D activities have contributed a number of useful tools and enabling technologies for equal participation by the visually impaired persons in different walks of life. The Institute is largest producer and distributor of Braille literature and devices in the country including talking books.



Contributing Across the Globe – Establish Library, 2 PC's to support visually challenged students
Sponsor, 2 PC's, INR 60,000

Modine Contributing Across the Globe:

- No. of hour volunteered: 152
- No. of volunteers: 12



MONSANTO



Monsanto's Contribution to India's Inclusive Growth

MONSANTO INDIA

Monsanto India Limited (MIL) is a subsidiary of Monsanto Company USA. We are present in India since 1949 and are committed to improve farmer's lives by producing more from their land and conserving more of the natural resources. We enrich farmers' lives using breeding technology and techniques, advanced research and development, extensive agronomic practices and on-farm technology development. We provide advisory services to farmers on better agronomic practices to improve crop yields and quality through Monsanto Farm AgVisory Services (MFAS). We partner with various state governments, agricultural universities and NGO's to provide farmers necessary support for successful harvest.

Education

Monsanto's presence in India spans over four decades. We provide integrated agricultural solutions to the farmers to improve productivity and operational excellence. Social Responsibility is an integral part of Monsanto and our CSR Vision is to improve lives by partnering with communities to deliver lasting solutions. We are committed to making a difference to the lives of all the people we touch through our products, our efforts in the field or through our philanthropic activities.

Prior to the Companies Act, Monsanto India CSR programs were executed utilizing "Monsanto Fund" the global philanthropic arm of Monsanto. Instituted in 1964, the focus has been on strengthening farming communities and the society we live in by providing basic education and meeting critical basic amenities. We have partnered with nine NGOs to execute socially relevant projects in the areas of education, providing safe drinking water, enabling a sustained livelihood, infrastructure for irrigation and women empowerment.

In compliance with the global CSR vision and to align our efforts with the Companies Act 2013, we engaged with KPMG to assess and evaluate the needs of the communities. The locational analysis based on Human Development Index and business interest to Monsanto provided us the key geographical regions and thematic areas to focus on. The three thematic areas that emerged from the analysis are Sustainable Agriculture, Health and Nutrition and Education with the beneficiaries being farmers, women and children. Our flagship programs "SHARE" and "DISHA" are designed around these thematic areas.

SHARE (Sustainable Harvests - Agriculture, Resources and Environment) focuses on making agriculture output sustainable, provides additional livelihood opportunities and improves household income for small and marginal farmers. The efforts under this program focus on providing farmers access to better information and exposure to advanced agronomic practices.

DISHA covers our efforts in the Health, Nutrition and Education areas focused on women and children in the rural communities. The projects under this program aim to impact the communities by providing access to drinking water through supply and water conservation efforts, sanitation facilities and education support.

On the education front, our efforts are aimed at providing impetus to early childhood education and helping improve the capabilities of teachers. India has 400 million children of which 35 million in the age group 6 – 14 years do not attend school. While enrolment is about 80%, attendance in school is only 65%. Some of the reasons for children dropping out of school are access to education coupled with hunger. To address these challenges, we work through our partners to provide reading material, infrastructure and support the government's mid-day meal program.

In the Katihar region of Bihar, Monsanto partnered with "Deshkal Society", across 193 government primary schools benefiting over 61,000 children and 250 teachers. Through the interventions, attendance in schools improved from 59 to 73% and drop-out rate reduced from 40 to 26%. Reading proficiency increased from 70 to 88% while arithmetic ability went up from 88 to 97%. In addition, collaborative efforts fostered effective school community engagement and parents' involvement in their childrens' education. School Education Committees have been constituted in 95% of

the schools and regular parent teacher meetings are held. Teachers are constantly trained on newer teaching techniques to effectively impart knowledge to the children and make learning fun. We continue to work with Deshkal in Kirtiyanand Nagar block of Purnia district in Bihar covering 165 primary and upper primary schools, with 48,000 students and 300 teachers to improve schooling outcomes and learning achievement. In the last couple of years of this project, enrolment in schools is 100% and retention rate 80%. Sanitation facilities have been provided in 80% of the schools and midday meals regularized in 90% of the schools. The aim is to reach 100% in the next one year.

We have worked with "Sikshana Foundation" across 60 schools in Karnataka benefitting 7500 primary school children. New learning techniques were adopted to enable reaching a target of 96% for reading proficiency and 88% for arithmetic ability. The unlimited writing material provided increased language proficiency and speed of writing. The schools where interventions were implemented boast of results better than the state average in Mathematics and Kannada.

In Maharashtra, in partnership with "Room to Read" eight primary school libraries have been established and 19,000+ books provided thereby creating learning opportunity for 4000+ children to promote positive reading behavior, enhance reading ability, language proficiency and overall literacy. Child friendly books are



Learning together - An effective way to motivate and learn from each other



Smiling way to health - Best hygiene practices

available for all levels of children which keeps them motivated. The in-class teaching aids makes learning more interesting and impactful.

To facilitate increased attendance in school we have partnered with "AkshayaPatra Foundation" and ensured nutritious midday meals to 37500 children across the states of Orissa, Karnataka and Uttar Pradesh and 22500 children across Gujarat and Rajasthan. Keeping in view that proper hygiene ensures better health, children have been sensitized on hygiene and safe hand washing practices. Personal hygiene kits containing tooth brush, paste, tongue cleaner, soap, shampoo, hair oil, comb, nail-cutter and handkerchief have been distributed to 45000 children.



Enhancing reading and writing proficiency

Our interventions in education will provide children access to nutritious meals, sanitation facilities, increase attendance rate in schools and enhance reading proficiency leading to improved literacy levels thus helping them grow up to be productive citizens.

Through our CSR programs, we strive to improve lives by collaborating with the communities to deliver sustainable solutions. We partner with various NGOs to execute our projects and influence a positive change in the lives of the communities. We remain committed to improving the lives of communities to deliver sustainable solutions.



Enhancing knowledge - A library to read and share



Leading with Purpose

Our Corporate Social Responsibility in India

MOSAIC INDIA

The Mosaic Company is the world's leading producer and marketer of concentrated phosphate and potash, two essential crop nutrients. Driven by our mission to help the world grow the food it needs, Mosaic is committed to working toward improved global food security and protecting critical water resources.

In India, Mosaic and implementing partner the Sehgal Foundation manage the Krishi Jyoti Project, or "enlightened agriculture," in the districts of Mewat Haryana and Alwar Rajasthan.

'Krish Jyoti' brings to life Mosaic's mission of helping the world grow the food it needs. Launched in 2008-09, Krishi Jyoti contributes to community in agriculture, water management & education; it has made a remarkable difference around 45,000 farmer and over 3200 students.

Krishi Jyoti Interventions

Agricultural Development: With the help of balanced crop nutrition, agronomic expertise and financial support, farmers increased yields by as much as 35 % over traditional farming practices. In total, Krishi Jyoti has directly benefited more than 22,000 farmers, cultivated nearly 15,000 acres of land, and reached 60 villages.

Water Management: The Mosaic Villages Project funded the construction of four new check dams in Mewat & Alwar. The check dams assist with capturing and storing rainwater, which is then funneled into the underground aquifer, recharging groundwater levels and pushing back salinity so that water can be consumed and used for irrigation. Together, the check dams have directly and indirectly benefited more than 30,000 people, and have a total reservoir capacity of more than 14 million gallons.

Education (School Renovation): Mosaic funded school renovations for 16 schools in Alwar and Mewat in Haryana and Rajasthan—including adding sanitation facilities (separate for boys and girls), safe drinking water systems, and a school kitchen. Over 3,200 students have benefited, and the Government Middle School got the awards related to the improvements.



NOVUS ANIMAL NUTRITION INDIA

NOVUS International, Inc. headquartered in St Louis, Missouri (USA) is a global leader in the animal health and nutrition industry. Novus is driven by a vision of helping feed the world affordable, wholesome food so they can achieve a higher quality of life. This ambition is ingrained in our culture and is a driving force in our mission to make a difference in sustainably meeting the growing global need for nutrition and health.

Improved quality of life is an integral part of Novus' vision and we at Novus understand that a healthy ecosystem helps improve the quality of life. Sustainability is a priority for Novus and is a mindset that permeates throughout our operations. The Wildlife Rescue initiative by Novus integrates our value of improving the quality of life by improving the biodiversity.

In an effort to protect, preserve and rehabilitate the lives of Sloth bears that are exploited as Dancing bears for human entertainment; Novus has collaborated with Wildlife SoS – Rescue the Bear project. Wildlife SOS was established over 20 years ago with a strong inspiration to protect and conserve natural heritage, forest and wildlife wealth. In India, the organization actively works on conserving habitats, studying biodiversity, conducting research and creating alternative and sustainable livelihoods for poacher communities who previously depended on wildlife for survival.

Bannerghatta Bear Rescue Centre is one of Wildlife SOS's important projects which is instrumental in rescuing and providing care for over a hundred Sloth Bears rescued from the Dancing Bear trade, poaching, ill-kept zoos and Human-Bear conflict situations. As part of this association with Wildlife SOS; Novus has provided digital X-ray and scanner machines to be used in operation theatre for reviewing the well-being of the bears at the Bannerghatta Bear Rescue Centre.





Owens Corning

India's Work

in the Sanitation Space

OWENS CORNING INDIA

Owens Corning develops, manufactures and markets insulation, roofing, and fiberglass composites. Based in Toledo, Ohio, Owens Corning posted 2016 sales of \$5.7 billion and employs about 16,000 people in 25 countries. Owens Corning is listed in NYSE, a Fortune 500 Company for 62 consecutive years and committed to balancing economic growth with social progress and environmental stewardship.

Owens Corning is supporting the Indian market in this space through dissipating its material science knowledge, application know how and brand connect to bridge access to manufacture and facilitate turnkey services for glass fiber based modular toilets.

India has a population of more than 1.2 billion people, out of which nearly 600 million people, or 55 percent, have no access to toilets. These numbers are alarming and having potentially serious health implications.

This inadequacy triggered the Swachh Bharat Abhiyaan program at this scale and in turn a need to build 120 million toilets by 2019 costing ~ \$30 Billion. This initiative is welcome, but come with challenges for implementation around quick construction, proliferation and maintenance.

What we offer in the sanitation space

1. Glass fiber based materials and application know-how support around designing, manufacturing and installing toilets.
2. Turnkey facilitation and marketing support through its Preferred Network fabricators and installers for organizations keen to source and execute construction of toilets with speed.
3. Techno-commercial and marketing support to companies wanting to enter into manufacturing of toilets and other allied structures using these materials.

The challenges with current and conventional materials of construction:

- Speed and scalability in construction: To execute large numbers on time, it is imperative that the material of construction brings element of design flexibility, optimization in resource usage amongst others.
- Maintenance: Building toilets is one deal, but maintaining them well efficiently and affordably is another. This is where advanced materials drive the advantage of being maintenance friendly.
- Sanitation Waste Management: Waste management systems are key component of the toilet system. Having a waste management system affordable, design friendly and easy to install with the right technologies to effectively dispose waste is required.
- Cost Effective Execution: With a big portion of this sanitation program is driven by subsidies, a solution which brings the right element of cost effectiveness is equally significant and vital.

The Differential Impact Owens Corning has made so far:

- **Execution for leading sanitation firms/NGO's:** We have cohesively engaged to enable turnkey facilitation execution work on ground in commercially building toilets for a couple of the prominent NGO's in India having installed more than 200 units and still counting.
- **Creation of ecosystem to execute pan India:** We have created an ecosystem of preferred network fabricators, contractors. Recently, we entered into an alliance with a sanitation aggregator organization based in Bhubaneshwar. This ecosystem would support end to end facilitation services to execute toilets for NGO's and corporates. The first major milestone we are set to execute through this alliance is executing toilets for Madurai Corporation.
- **Recognitions:** One of our preferred network members' toilet design made with GRC materials has been recognized by Government Drinking Water & Sanitation Department) and by a reputed German University. Further, Owens Corning's design guidelines was also bestowed with an Innovation Award at the hands of Dr. Mashelkar. These initiatives would support in the push of proliferation and awareness.

- **Diversification & Start up Support:** We have been successfully handholding companies with support around technology and manufacturing keen to enter to diversify into manufacturing of toilets with these materials besides helping them with technical and marketing services.
- **CSR Contribution:** Through its own small way, Owens Corning has been contributing part of its CSR in building toilets across India in and around our current plants and intend to continue the same in the future.

Benefits of Owens Corning's Glass Reinforced Concrete (GRC) Material

GRC based modular toilets are structures made with Owens Corning's Anti-crack® HD reinforced mortar precast panels. Anti-crack® HD is a "High Performance" Alkali Resistant (AR) glass fiber engineered to increase flexural performance adding toughness, impact, and fatigue resistance to concrete. AR glass fibers are unique as a concrete reinforcement with same specific gravity as stone or gravel mixed in concrete so fiber dispersion is easier to achieve than with other fibers.



GRC materials are an excellent engineered system which provides benefits when used for making toilet and waste management structures:

- **Lightweight:** Thin-walled lightweight structures against typical precast structures with primary glass fiber reinforcement. This supports easy and quick installation. Typically, AR glass fiber reinforcements can reduce the weight and thickness of concrete by a factor of 10 compared to conventional steel reinforced materials/. Further, concrete consumption gets reduced by around 70% making the overall solution cost effective and sustainable (less water usage during mixing).
- **Easy & quick to install with reduced labor** – Modular design and light weight nature of this toilet makes them very easy and quick to install. Installation time reduces to almost 1/3rd of the current brick and mortar. Further, labor reduces by around 1/2 during installation saving overall manpower and time.
- **Enhanced Corrosion Resistance & Overall durability:** GRC system inherently contributes enhanced mildew and algae resistance benefits enhancing the overall corrosion resistance compared to conventional materials. To summarize, durability is enhanced through AR fibers in the formulation supporting lower porosity → reduced water penetration → Long Life and low maintenance.
- **Easy and Cost Effective Transportation:** Modular design blocks make it easy and cheaper to transport.
- **Better Aesthetics and Appearance:** These toilets have been aesthetically designed and painted. This has started to induce positive behavioral changes in the society by regular usage, maintenance and collective social ownership.
- **Helping fulfill basic needs of the community:** Last but not least, faster installations would help provide access of basic amenities to poor villagers, school children and the community at large. This has improved lives and reducing the drop outs of school children (especially female children)
- **Tailor made to suit different and Urban development needs like Smart & AMRUT Cities:** These materials can be well engineered and designed into panels suiting individual, community and public toilets. Further, these toilets have the potential to help incorporate smart IOT based accessories.



In India, we have self-motivated, committed people who are working towards community work. This helps Owens Corning's Purpose – Our People and Products make the world a better place.



P&G India

A Good 'Corporate Citizen' Improving Lives Through Education

P&G INDIA

P&G serves consumers in India with one of the strongest portfolios of trusted, quality, leadership brands, including Vicks® , Ariel®, Tide®, Whisper®, Olay®, Gillette®, AmbiPur®, Pampers®, Pantene®, Oral-B®, Head & Shoulders® and Old Spice®. P&G operates through 3 entities in India of which 2 are listed on NSE & BSE. The listed P&G entities are: 'Procter & Gamble Hygiene & Health Care Limited' and 'Gillette India Limited', whereas the unlisted entity (which is a 100% subsidiary of the parent company in the U.S.) operates by the name 'Procter & Gamble Home Products Ltd.' In the last 12 years, P&G's signature CSR program P&G Shiksha has built and supported 1000 schools that will impact the lives of 10,00,000 underprivileged children across the country by providing them with access to education.

At P&G, being a good Corporate Citizen means making every day better for people through how we innovate and how we act. As the world's largest consumer products Company, we have both a responsibility and an opportunity to do the right thing and create social change. This strategy has inspired an enduring CSR strategy of supporting the cause of Education via our CSR program – 'P&G Shiksha'. P&G Shiksha, since its commencement in 2005, provides children from underprivileged backgrounds with an access to a holistic education.

P&G's signature corporate sustainability program P&G Shiksha has till date built and supported over 1 thousand schools across the country that will impact the lives of over 1 million children, in partnership with a number of NGOs like - Round Table India (RTI), Pratham Foundation, Save the Children, Army Wives Welfare Association (AWWA), Navy Wives Welfare Association (NWWA), Air Force Wives Welfare Association (AFWWA) amongst others. These partners serve as specialists, lending their expertise to particular aspects of the education system. RTI, for example, is dedicated to constructing educational infrastructure and supporting schools across India. Save the Children focuses on girl child's education by aiding government funded programs like the Kasturba Gandhi Balika Vidyalayas (KGBV). Pratham has special expertise in remedial learning to help bring children up to speed with the learning levels in their curriculum. Similarly, the NGOs AWWA and NWWA are experts in serving the educational needs of disabled children and those who are affected by natural disasters.

P&G Shiksha has till date made a cumulative donation of over INR 80 crores towards building new schools, providing critical infrastructural amenities at existing schools or reviving non-operational government schools. Additionally, P&G Shiksha now strongly focusing on learning and quality of education that has emerged as a big gap in the Education System as per the ASER report.

Focus on Girl-Child Education

Save the Children in partnership with P&G Shiksha continues to empower marginalized girls through education and all round development. In Rajasthan and Jharkhand, we support Kasturba Gandhi Balika Vidyalayas (KGBV) that focus on education and overall



development of the girl children. These two states have high drop-out rates for girl children. Additionally, Baal Sansads and School Management Committees (SMCs) have also been strengthened through capacity building of its members. These initiatives have thus resulted in a positive change in the overall environment of KGBVs. For example, teachers have started taking initiatives in practicing innovative pedagogical methods (such as promoting an effective use of the library facility, project work, story building as well as an overall better planning and execution of multi-level teaching).

Focus on Education at Manufacturing Sites

P&G continues to impact the communities around its plants in a holistic manner throughout the Financial Year. At Goa, in association with Matruchhaya, a local public charitable trust, P&G is providing educational and infrastructural support to a school for the orphaned, destitute and abandoned children. The P&G Baddi plant continues its association with Himachal Pradesh Voluntary Health Association ("HPVHA") with Lodhimajra Village School in order to make infrastructure additions to school while organizing health check-ups for the students. In Mandideep, P&G is building on its association with Arushi, a local NGO, to provide infrastructure, nutrition and hygiene support to the Satlapur Government School. P&G Shiksha has also enabled the school with construction of a boundary wall, refurbishment of the roof, health and eye check-up for students, construction of toilets and

nutrition supplement by providing fruits along with mid-day meals. At about 20 km from the Bhiwadi Plant, in association with IBTADA, a local NGO, P&G Shiksha continues its association with a local school to promote the education of girl children in Gwalda village. The students are provided holistic support in the form of uniforms, library, meals, infrastructure, recreational activities & study tours. For the second consecutive year, the initiative has received a prestigious recognition with the Bhamashah award by the Rajasthan Government for outstanding contribution in promoting education and creating a transformational change in the lives of young girl children.

P&G Shiksha Upgrade 'From Learning Outlay to Learning Outcome'

P&G started its flagship CSR program 'P&G Shiksha' in 2005 and in line with the need of the hour 'educational infrastructure', over the last decade, P&G made infrastructure interventions to provide underprivileged children with an access to education. More recently, after consulting with thought leaders in education, we realized that learning levels of students emerged as a huge gap. For example, in a lot of schools, the learning levels (language and arithmetic) of students in Grade 5 could be that of Grade 3 or sometimes even Grade 2 or 1. This results in children dropping out as they nor their parents see the value in keeping them in school. Hence we identified the need for learning effectiveness and



upgraded P&G Shiksha program to focus more on learning outcomes versus learning outlay. We focused on two areas that we felt would result in the maximum impact on learning levels. These were i) Remedial Learning camps for coaching outside of school & ii) Early Childhood Education to set children up for success when they enter school.

P&G partnered with Pratham Foundation in their 'Read India' program that focuses on remedial learning via learning camps and aims to bring school children up to the curriculum of their respective standards in Rajasthan, Chhattisgarh and Maharashtra. The results were phenomenal, we reached out to more than 500 schools and 18,000 children and saw the learning levels in the schools rise at the end of the year following our interventions.



Before the intervention, only 20% children in these schools who were able to read and write as per their curriculum level, which increased to 70% after our intervention. Similarly, there was more than a two-fold increase in the percentage of children who were able to do basic arithmetic after our intervention.

P&G also identified 'Early Childhood Education' as a key opportunity area in the educational landscape of the country. The program builds the capability of Anganwadi workers in order to develop motor and cognitive skills in children so that they are set for a fast paced growth once they start going to school. We launched the program in Bihar and Maharashtra through Pratham's partnership with the Government (ICDS), to impact early childhood learning in Anganwadi centers to strengthen school readiness in children. At the end of the year, to assess their level of development, children were asked to do several tasks like matching shapes, ability to trace shapes to recognize a number, ability to tell their name and family background. The results were overwhelming, 80% children in the intervention groups had competent motor skills (ability to draw, hold a pencil, colour within a shape etc.) versus 42% in the comparison groups. Similarly, the cognitive competence of the children in intervention groups was more than two-fold than that of comparison groups.



We are encouraged by the results on our new areas of focus and are all set to strengthen the Shiksha Upgrade by expanding these programs across more states as per their respective needs in the future. Since the government has highlighted 'quality of education' as one of the key focus areas for country's growth in the next decade, P&G is well poised to play an active role in the India Success Story.



PEPSICO INDIA

PepsiCo entered India in 1989 and in a short period, has grown into one of the largest MNC food and beverage businesses in the country. PepsiCo's growth in India has been guided by "Performance with Purpose". PepsiCo India's diverse portfolio reflects its commitment to nourish consumers with a diverse range of fun and healthier products.

PepsiCo entered India in 1989 and in a short period, has grown into one of the largest MNC food and beverage businesses in the country. PepsiCo's growth in India has been guided by "Performance with Purpose", its goal to deliver top-tier financial performance while creating sustainable growth and shareholder value. One of PepsiCo India's bottling units is located in the notified industrial area of Maharashtra Industrial Development Corporation (MIDC) at Paithan, Aurangabad district, in the western state of Maharashtra. This facility receives its water supply from MIDC.

PepsiCo India engaged an NGO, Alternative Development Initiatives (ADI), for establishing SWRDM (sustainable water resource development and management program). The program combines community interventions for water resource development with livelihood enhancement. The community was the nucleus of this project; a deeply participatory approach was adopted right from the start. PepsiCo reached out to the community to jointly identify potential initiatives, and four key areas were short-listed. Accordingly, an implementation strategy was developed to address these initiatives:

The key objectives of the intervention included the following:

- Mapping land and water resources in the watershed, including land and water use for assessing feasibility of a water replenishment program;
- Assessment of sufficiency of water resources in the watershed;
- Develop a long-term solution, jointly with the community, for sustainability of the watershed and improved access to water by the community.

Water Recharge & Conservation

Based on the comprehensive hydro-geological and topographic survey carried out and dialog with the community, PepsiCo/ADI team constructed 13 check-dams across three rivulets. These rivulets were flowing through the watershed hence ensuring significant water harvesting potential that could recharge the locally depressed aquifer. In addition, efforts were directed towards recharging of a hundred open wells and introduction of micro-irrigation on a pilot basis. Community members were trained on water conservation, maintenance of the water bodies, measurement of rainfall and groundwater.

Agriculture Development

A series of agro-focused trainings were organized with farmers' clubs. Capacity building of the farmers was conducted by renowned institutions such as ICRISAT (The International Crops Research Institute for the Semi-Arid Tropics), KVK (Krishi Vikas Kendra) and WALMI (Water and Land Management Institute). Exposure visits were organized for field training on latest equipment and technology development on different fronts.

Livelihood Enhancement

Both farm and non-farm skill-based trainings on diverse topics were provided to vulnerable members in the community to help improve their livelihood opportunities so they are less dependent on one annual rain-fed agricultural crop. Alignment between livelihood interventions and related central / state Government and NABARD (National Bank for Agriculture and Rural Development) schemes was made. This convergence allowed the community to leverage funds from the above mentioned institutions to further improve their income generation.

Community & Gender Empowerment

PepsiCo India adopted an inclusive approach to engage with the community and seek opportunities for their empowerment through establishment or strengthening

of local level institutions. Women in the community were facilitated to form their Self-help Groups (SHGs). These SHGs were encouraged to avail micro-credit. Moreover, assistance was provided to the women SHGs for enrolling in Aam Admi Bima Yojana (Common Man's Insurance Scheme) and internet mobile banking. Other beneficiaries were supported in the formation of local level institutions including Water Users' Association (WUA) and Farmers' Club (FC).

Institutional Arrangement

The key partners in this intervention were PepsiCo India and the four beneficiary village communities. PepsiCo India has gained from the knowledge and experience in establishing a model SWRDM program. Thus, an inclusive engagement with the community through regular dialogue, consultation, capacity building and co-ownership has made this model sustainable for the stakeholders involved.

Results:

- Community water intervention by PepsiCo India near its Paithan plant has positively impacted water availability in the area with the water levels increasing by about 5 m in the surrounding villages.
- Overall, more than 12000 community members have benefitted since the start of the initiative, and more than 1.7 billion liters of water was recharged in the calendar year 2015, much more than the MIDC water used by Paithan plant in its operations during the same period.



- The community is a proud joint owner and user of the check dams and wells. The Gram Panchayat (local council), along with WUA, has taken up the ownership of the maintenance of the water projects.
- Community members have not only learnt the importance and necessity of water conservation but are also adept at measuring rainfall through rain gauge and therefore well-equipped to take key decisions related to water availability, cropping pattern and irrigation.
- Increased water levels and availability have converted fallow/non-agricultural lands into agricultural land by at least 60%. Sufficiency in water now allows these farmers to additionally grow rabi (winter) crops and orchards have come up as an outcome of trainings on diversification of cropping pattern and have become economically viable. Further, farmers are able to grow organic vegetables on a commercial basis. Together these initiatives have led to an increase in farmer income levels in the program area to the tune of INR 3000-5000/acre/annum.



- The linking of water security, livelihood security and women's empowerment has reaped significant results. Skill-based trainings to women in Wahegaon village have been found to be both welcome and useful.

Lessons Learned

The following are the three key lessons learned from our water intervention near Paithan:

1. PepsiCo India's water intervention near Paithan demonstrates that social and environmental impacts due to water scarcity can be highly local in nature and associated with the watershed.
2. Water is a shared, finite resource and water interventions sustain best in when planned in partnership with the local stakeholder constituencies around the watershed that are inextricably linked with each other.
3. The intervention has been useful in demonstrating the success of a model public private partnership.
4. The SWRDM model has been replicated in four other sites in Sangareddy (Telangana), Panipat (Haryana), Nelamangala (Bangalore) and Mamandur (Chennai) in addition to wahegaon contributing to water recharge of 4.4 billion liters in 2015.



Navigating Life Together

PNB METLIFE INDIA

PNB MetLife is a partnership between leading global life insurance provider MetLife and India's leading nationalised bank PNB. Present in over 7,000 locations in India, PNB MetLife provides a wide range of life, health and retirement insurance products.

For more information, follow us on twitter [@PNBMetLife1](https://twitter.com/PNBMetLife1), www.facebook.com/PNBMetLife or visit www.pnbmetlife.com

Innovation

Technology is bridging the gap between the consumers and insurance companies; insurtech will be a critical engagement tool in the future. PNB MetLife has been on the forefront of innovation in terms of its product design and customer services. We are among the first insurance firms to integrate technology to support continuous innovation and customer centricity; thereby, provide superior customer service. In the last couple of quarters alone, PNB MetLife has been on a spree of introducing new technology – the PNB MetLife Infinity app, ConVRse and Dr Jeevan.

1. PNB MetLife [Infinity](#) is a secure platform for individuals to save all their important documents. Our Infinity app reached 30,000 plus downloads in first 30 days, which is a great success barometer.
2. [ConVRse](#) is an experiential virtual reality platform built in collaboration between MetLife's innovation center - LumenLab in Singapore and PNB MetLife in India. This is the first time that virtual reality is being used in the insurance industry to benefit the customers directly through superior experience and availability of experts. It provides a differentiated, immersive and a personalized experience to the customer through the VR headset available in 15 PNB MetLife branches across 10 cities.
3. [Dr. Jeevan](#) is the Life Insurance industry's first AI powered interactive chatbot solution on Facebook Messenger platform. Dr. Jeevan helps users know their health quotient, educates them on India's top two critical illnesses - Cancer and Heart, with interactive videos and provides personalized quotation for PNB MetLife Mera Heart and Cancer Care within the Facebook platform itself.

Rural Outreach & Social Upliftment

PNB MetLife believes in a good corporate citizenship approach and we are committed to help different communities grow in various aspects and is determined to apply constant efforts towards creation of a sustainable environment and society for everyone. Our CSR strategy and approach is to contribute to six critical areas – financial inclusion, health, education and vocational training, disaster relief and rehabilitation, promotion of nationally recognised sports and most importantly, insurance awareness.

Key initiatives of PNB MetLife's CSR Programme:

Financial Inclusion: MetLife Foundation is committed towards providing low-income families and individuals with the financial tools to improve their lives in identified segments.

- Trickle Up: MetLife Foundation and Trickle Up, an international NGO, kicked-off its innovative economic and social empowerment program, Graduation Approach. MetLife Foundation has awarded a US\$1.1 million, 3-year grant to Trickle Up to work with 100,000 ultra-poor households in Jharkhand, Odisha and West Bengal to help them "graduate" from severe poverty
- Sesame Workshop India: Keeping in mind that financial behaviors are predominantly influenced by families and the habits we learn in childhood, MetLife Foundation kick-started this exciting project with the Sesame workshop called "Dream, Save, Do: Financial Empowerment for Families." The program helps children and adults in their lives acquire and use healthy financial skills and behaviors. This initiative has touched 1.7 million people through community engagement and over 18 million children through television
- Women's World Banking and Ujjivan: MetLife Foundation has also been supporting Ujjivan (via Women's World Banking) and Parinaam Foundation in Delhi to strengthen the ability of unbanked women entrepreneurs to grow their businesses and use credit well.

Health Initiatives: We have supported health and hygiene initiatives in schools for underprivileged children by building toilets in Orissa and Delhi through Nirman Foundation and Habitat for Humanity, which have benefited more than 800 children. In addition to this, health and hygiene workshops were also conducted for the children to instill the importance of cleanliness and sanitary practices.

Education and Vocational Training: We continuously strive to provide opportunities to children in identified locations to get access and help in getting education in schools, helping school drop-outs with skill training in collaboration with our NGO partners CRY (Child Rights and You), PRAJNA Counselling Centre, in Jammu and Kashmir and Karnataka.

- PNB MetLife (PMLI) and Jammu & Kashmir Bank (JKB), in partnership with CRY set up a project towards the education and development of children across the districts of Baramullah, Bandipora, Pulwama and Srinagar, impacting lives of over 35,000 under-privileged children.
- PNB MetLife has worked with Prajna Counselling Centre in Karnataka to enrol 648 children in creches. The programme has also sensitized over 750 poor and marginalized families about early childhood care and development of younger children across 30 villages among many other initiatives within first eight months.





Disaster Relief and Rehabilitation Activities: During the unfortunate floods in Jammu & Kashmir, PNB MetLife set up Medical Camp in branches, arranged for sending blankets and medicine kits along with working closely with various NGOs for rehabilitation work in the valley, reaching out to more than 13,000 families. A 6-month grace period was provided to policyholders for premium payment along with dedicated claim settlement helpline which was set up again during Hudhud cyclone and Tamil Nadu floods.

Promotion of Nationally Recognised Sports: PNB MetLife Junior Badminton Championship (JBC) has provided career-building opportunities to young and budding talent. Through JBC, the company has provided scholarships to 24 talented underprivileged children and 18 national winners to train in reputed badminton academies in the country over the last two years. This has given confidence to these children and has motivated their families, who were finding it difficult due to financial constraints, to support their passion.



Insurance Awareness Initiatives: Insurance is perceived as a complex subject with great deal of intricacies. To break this mind-block and help in understanding insurance in a simpler manner, PNB MetLife conducts workshops in partnership with Insurance Foundation of India (IFI). With a cumulative outreach of 230,000 people across Jammu & Kashmir, Haryana and Uttar Pradesh, PNB MetLife aims to reach out to the rural and semi-urban population driving the key message of insurance awareness and financial inclusion.



A World Without Hunger: Protiviti's I on Hunger Initiative

PROTIVITI MEMBER FIRM - INDIA

Protiviti delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration to help leaders face the future with confidence. Our consulting solutions span critical business problems in technology, business process, analytics, risk, compliance, transactions and internal audit. We are committed to attracting and developing a diverse workforce of professionals that share the common value of collaboration. As an organization, we believe that by teaming together, with each other, and our clients, we can see beyond the surface of changes and problems organizations face in this fast changing world to discover opportunities others might miss and face the future with greater confidence.

Our more than 4,500 people serve clients through the network of Protiviti and independently owned Member Firms in more than 70 offices in over 20 countries. Our people and organization have consistently been recognized by FORTUNE and Consulting Magazine as a best company to work for. We have served over 60% of FORTUNE 1000[®] companies and 35% of FORTUNE Global 500[®] companies. In India, Protiviti's member firm (Protiviti India Member Private Ltd.) is a leading provider of business consulting, internal audit, risk management, technology, tax and regulatory, financial reporting and IFRS advisory, forensic and fraud investigation, information management and transaction services. Protiviti member firms are separate and independent legal entities, are not agents of other firms in the Protiviti network, and have no authority to obligate or bind other firms in the Protiviti network.

'I on Hunger' is our global firm-wide community service initiative that provides our employees and clients with a unique opportunity to make a positive difference to our community by fighting hunger. It allows us to give back to our communities through the organizations we serve, creating a lasting impact on recipients.

The programme was launched towards the end of 2014 with a target of providing 1 million meals, which was exceeded in the first year itself. Since then we have delivered over 3.8 million meals globally to those in need by touching close to 100,000 lives and supporting nearly 100 partnering organizations through the initiative. Almost all of our employees, together with volunteers from 187 of the firm's clients, have packed, cooked or delivered meals since the beginning of the programme.

Leading up to milestone, we have conducted over 200 meal-packing, delivery, cooking and other food-related events in 55 cities where we have offices, stretching across 21 countries: Australia, Bahrain, Brazil, Canada, China, France, Germany, India, Italy, Japan, Kuwait, Mexico, The Netherlands, Oman, Peru, Qatar, Singapore, South Africa, the UAE, U.K. and U.S.

The programme has been very well received both within the organization network and outside. We received the 'Excellence in Social & Community Investment Award' from Consulting Magazine in 2015. The award recognizes the positive impact consulting firms make in social and community causes.

In India, we joined hands with 'Stop Hunger Now', a global hunger relief non-profit organization and hosted the first campaign in 2015, where our employees packed 20,000 meals for Himalayan earthquake victims.

In December 2016, we partnered with the 'Delhi Food Bank,' engaged in serving meals through its various feeding centers in the region to provide 26,000 meals. As part of the initiative we organized a beneficiary event for children from under privileged communities at a school and child care center in Delhi. Our employees joined the campaign, interacting with children and conducted meal serving and health awareness activities.

As a recognition to these efforts we were awarded for the "Best Corporate Engagement initiative 2016" by Delhi Food Bank. The Award was presented at the 5th edition of the "Food-A-Thon Culmination Ceremony" hosted in New Delhi.

All these 'I On Hunger' programmes are driven by young volunteers, from planning the initiative to anchoring all the activities on-site to meals serving. Many of the participants join such community service events for the first time and find it an immensely satisfying experience.





Making a Difference

PwC INDIA FOUNDATION

The foundation was formed in 2008 with the objective of making a difference in the areas of education and environment sustainability. Expansion of our work evolved to encompass issues of urban children, water, sanitation and hygiene (WASH), social entrepreneurship and humanitarian needs of people affected by natural calamities. Our initiatives revolve around the following:

- **Empowering communities:** partnership with local bodies and NGOs on diverse issues such as addressing health needs of community from vulnerable background, drought mitigation programs and develop the capacities of disaster-hit communities to recover and rehabilitate.
- **Enabling Participation:** Support is harnessed from PwC employees through skilled-based volunteering or pro-bono engagements to create value in society
- **Special Initiatives:** collaboration with different stakeholders to address fundamental challenges of our country. PwC's marquee report titled 'Forgotten voices: The world of urban children in India' focused on the issues of children from vulnerable sections and enabled decision makers to integrate requirements and entitlements of children in urban planning and implementation. In addition, the Global Dignity initiative was launched nationwide; that sought to promote the message of dignity among the younger generation.

Health and Sanitation & Education

Introduction

Children in urban India comprise 30% of the total population, yet their needs are not taken into account in urban planning. Those from disadvantaged sections are susceptible to illness and urban disasters; have poor access to water, sanitation and education; and lack protection. To address these issues, PwC India, in collaboration with Save the Children, brought out an insightful report that turns the spotlight on urban children.

The report, 'Forgotten voices: The world of urban children in India', looks at the challenges children face in cities. For its cohesive examination of the issues affecting the growth and development of urban Indian children, the report has been appreciated and recognised as being the first of its kind. The report captures the voices of working, slum, street and runaway children. They spoke about their problems, came up with solutions and also shared their dreams.

The report reveals the interconnections between different focus areas and highlights the need for adequate measures to be taken in any given realm in order to ensure overall improvement. For example, sanitation affects the health of children. Half a million children under the age of five die due to diarrhoea, which is caused by poor water quality. Children also suffer from typhoid, cholera and malaria due to lack of sanitation services.

Findings from the report helped PwC India Foundation design a unique programme that aligns with India's focus on empowering the girl child through the Beti Bachao, Beti Padhao Yojana and providing sanitation facilities in the country through the Swachh Bharat Abhiyan.

Our intervention

The PwC India Foundation endeavours to reach out to those who are neglected by mainstream intervention programmes. The schools we chose to work with were attended by children from BPL families, who are often not aware nor taught how to practise safe sanitation. In most cases, the heads of the households were casual labourers. It became relevant to demonstrate improved sanitation practices which could be adopted by the children and through them to the families.

The first intervention was specifically aimed at the schoolgoing children of Ajmer and later initiatives were extended to schools in Hyderabad and residential school for boys with visual impairment in Kolkata. This initiative was also extended to schools for visually impaired children.

Adopting improved sanitation and hygiene practices was a strategic plan that aimed to enhance the children's health status, thereby creating a conducive environment for school and children to focus on the academic performance.

Findings

Needs assessment was conducted in schools mostly located in the suburban/rural areas of Ajmer, Hyderabad and Kolkata. The assessment highlighted that schools located in rural and semi-urban areas lacked proper infrastructure, had poor operations and management, and witnessed relatively low resource allocation. The non-functional toilets, operational challenges in keeping the toilets clean and lack of hygiene demotivated the children and teachers. Additionally, schools with a higher number of students faced a shortage of toilets that diverted their attention from their studies.

The growth of water and sanitation infrastructure in schools has not kept pace with the quality of operation and maintenance of infrastructure. Some of the common challenges faced by schools with water and sanitation facilities include:

- Non-existent or insufficient water supply and handwashing facilities
- Toilets which are not adapted to the needs of children, especially girls
- Broken toilets, unclean, water supply, unhygienic sanitation and handwashing facilities
- Poor hygiene and handwashing practices among children
- Improper operation and maintenance of existing facilities

Given these challenges, the environment at schools was observed to be unsafe as it was easy for diseases to be transmitted in the unhygienic conditions. For

example, one of the most common problems faced by the schoolchildren was the spread of infections, primarily from contaminated water and poor sanitation facilities.

Poor sanitation infrastructure at schools, especially for girls and students with visual impairment, in rural areas was a grave concern as it affected their attendance and learning curve. Especially during the menstrual period, the girls prefer to stay at home due to challenges experienced with non-availability of clean toilets and handwashing facilities. This affected their academic growth.

Moreover, the toilets in these schools were not user friendly. As a result, children did not feel encouraged to use them regularly. Importantly, the facilities did not take into account the needs of children with visual impairment students. The dilapidated condition of the toilets—broken pipes, plaster, etc.—further posed a safety hazard.

Support from the PwC India Foundation

A WASH-based intervention was introduced which included the construction of new toilets, renovation of existing toilets and improvement of drinking water/handwashing units. An important part of this support was the focus on soft skills training. A 90-day soft skills training programme was held for every class, and it involved the participation of the school management committee (SMC) and child cabinets. This training was customised to suit the needs of the students by introducing a fictional cartoon character named 'Rani', who was used to explain the processes of handwashing, menstrual care, etc. Students could easily relate to the character of Rani whose pictures were posted with dos and don'ts, steps to wash hands, and care and caution to be maintained during menstruation.



Boys who were visually impaired were given information on WASH which was later translated to Braille for the benefit of other batches.

Involving stakeholders

The initial phase of the intervention included interactions with teachers/principals to sensitise them to the needs and challenges of students. Thereafter, there was a focus on the creation and strengthening of a child cabinet which encouraged students to take decisions and train their peers.

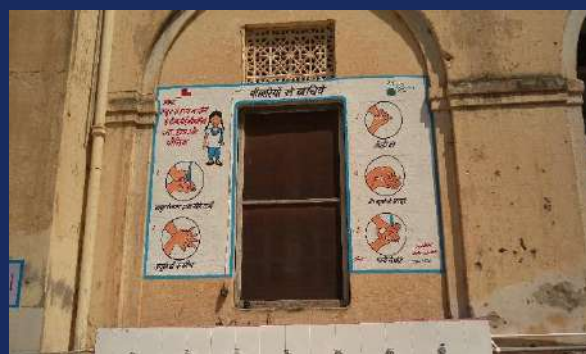
During the implementation phase, the school authorities, students and parents were consulted on the location of toilets and handwashing units. This led to a feeling of belongingness and ownership in maintaining future standards.

Furthermore, separate training sessions were conducted for the masons and cleaning staff who worked in the schools. As part of the training sessions, the staff were provided with not only cleansing materials but also uniforms, boots and face masks. This was done to encourage the cleaning staff to maintain hygiene themselves and gave them a sense of pride in directly contributing to the health and hygiene of students and teachers.



Students using a handwashing unit

As a holistic step, the PwC India Foundation encouraged volunteers from PwC to visit the schools and interact with the students so as to create a conducive environment for them to exchange knowledge and learnings about their school environment.



Rani's steps to washing one's hands properly

In Ajmer, many behavioural change activities were conducted, first with the school authorities and then with students from all grades.

Additionally, school-led total sanitation initiatives gathered momentum and created awareness among parents and community members. Parents were also trained during parent-teacher meetings to become active members in the growth and development of their children.

Outcome

Through the WASH intervention, PwC has reached out to more than 9,000 girls and 2,000 boys across different schools in Ajmer, Hyderabad and Kolkata.

The school students participated and conducted a school rally on World Handwashing Day. They also conducted week-long activities to encourage sanitation practices and promote them on a large scale.

While toilet construction is ongoing in Kolkata and Hyderabad, Ajmer has exhibited high success rates in sanitation practices among students. Post the intervention and WASH-related behavioural training, 99% of the students who were interviewed reported that they were now using the handwashing facilities and proper handwashing techniques they had been taught. During menstrual cycles, the average attendance would drop; this scenario changed with the availability and accessibility of clean toilets, vending machines and incinerators. This is directly impacting the children's attendance and academic performance.

Two schools that were part of PwC's WASH intervention were given a five-star rating, while eight schools received a four-star rating at the district level. Moreover, one of the schools was awarded a score of 81 under the Ministry of Human Resource Development's 'Swachh Bharat, Swachh Vidyalaya Puraskar' scheme in 2016. These schools have become models of functional and sustainable WASH programmes that can be scaled up.



Empowering Communities

QUAKER CHEMICAL INDIA

Quaker Chemical India as an enterprise is committed to do business fairly and responsibly contributing to India's economy while improving the quality of life of the work force and their families as well as the local community and the society at large. The success of our business lies in inclusion of social and environmental consideration into our company's operations that essentially means contributing positively to society and managing our company's environmental impact while satisfying our shareholders and customers demands.

Education

Quaker has partnered with "Premjyoti Prangan" a school for young children from economically challenged families in Jamshedpur, Jharkhand, India as an implementation platform towards this initiative and optimizing utilization of resources. Quaker's contribution have made it possible to provide infrastructural support as well as maintain a team of 540 students and 19 qualified very committed teachers who work unrelentingly in training these young minds in every sphere.

Till date 14 batches have taken their school leaving examination and 80% of the students are pursuing higher education. Quaker has made a difference in the lives of these young children by contributing towards the education of the underprivileged children ensuring and enabling them to have a better future for themselves and their families thereby making them equal stakeholder in India's growth story.

In conclusion, Quaker's aim of this initiative is to develop scalable, sustainable and replicable components of quality education to make a large scale impact on the education sector through supporting schools in Industrial Towns and Villages where resources are challenging. Our vision is to impart education to such families with economic support who can not afford schooling for their children.

Health & Sanitation

Quaker actively contributes to the social development of communities to build a better sustainable way of life for the weaker sections of the society to raise India's human development index. Quaker partnered with United Way to carry out Projects planned in a participatory manner in consultation with the community and gauging their basic needs. Our contribution helped in providing water and sanitation facilities in schools in low income communities, to ensure girls stay in school. By providing separate toilets, changing rooms for girls, safe drinking water stations and trainings on sanitary hygiene, school attendance improved and disease caused due to poor hygiene was also prevented.

The project also included installation of drinking water stations so that girl students did not have to face sexual harassment from the boys while refilling their bottles. As an ongoing process health awareness trainings are conducted where over 700 girls were trained in Health & Hygiene in 4 schools in West Bengal. Through a field based partner every girls could get a 2 days awareness classes.





Building a Better World

ROCKWELL COLLINS INDIA

Rockwell Collins is a pioneer in the design, production and support of innovative solutions for our customers in aerospace and defense. Our expertise in flight-deck avionics, cabin electronics, mission communications, information management and simulation and training is strengthened by our global service and support network spanning 150 countries.

We at Rockwell Collins India, are committed to our society and the environment and we strive to become responsible corporate citizens. Rockwell Collins India, through its Corporate Social Responsibility initiative in India – Sahaayam (meaning help in Sanskrit language), has been involved in several social activities.

Education

We have adopted Government schools to encourage education and help uplift the literacy rate. Rockwell Collins India takes care of all their infrastructure needs and also manage various drives like distribution of books and winter clothing. We conduct events all through the year to keep the students engaged. (Annual day, Sports day, Republic day, Independence Day etc.)

Students from these adopted schools were trained by the employees and selected for participation in "Chiguru-2016", an interschool competition for government school children across Hyderabad. It had 15 different events including cultural, sports and education competitions.

Research and Development

We are involved in academic research with one of the premier institutes in India. Kindling the innovation spirit in the young generation to help address the rural needs via technological advance products and solutions. One such initiative being to develop autonomous navigation of unmanned air vehicles for farm surveillance.

Skill Development

Majority of the uneducated and unemployed population in the cities are slum dwellers. In order to open avenues for them to get employment opportunities, Rockwell Collins India has started a Computer Center in a major slum to impart computer education.

This has seen several success stories where the youth have utilized this skill center to either get self-employed or get placed in other

organizations. This has motivated the other youth in the area to join the Skill center to increase their job opportunities.

Health & Sanitation

When a cancer patient's medical team determines that the cancer can no longer be controlled, medical testing and cancer treatment stops. But the patient's care can continue at a Hospice centre. This care focuses on making the patient comfortable by providing treatment, medication, counseling and mental strength to face the inevitable end. Rockwell Collins India supports such an initiative for terminally – ill cancer patients.

We are actively supporting a center for Differently-abled children, by helping infrastructural needs like a providing a car to help bring regular medical aid to the center and construction of a Pyramid building (meditation center) helps hyperactive, distracted children to improve their concentration.

Employee Volunteering

Rockwell Collins India employees have been voluntarily participating in the events and always look forward to giving back to the society as often as possible. The CSR team identifies various projects / needs in the community; teams up with recognized Non-Governmental organizations after due diligence; fund it where necessary and engage the volunteering employees accordingly. During the last year we had approximately 15 major events on the weekends, and each of those events had an average participation of about 60 employees resulting in about 7200 Volunteering hours.

The positive impact keeps driving Rockwell Collins India and its employees to make more such contributions to the society we work and live in.





RRD Reaches Out

RRD INDIA

RRD is a global, integrated communications provider, with a 42,000 strong workforce across 28 countries enabling organizations to create, manage, deliver and optimize their multichannel marketing and business communications. We have an extensive customer base of 52,000 clients across industries in private and public sector, an unmatched portfolio of capabilities and a proven management team with the financial flexibility allowing investments in innovative technologies and growth opportunities to meet communication challenges.

An organization becomes truly global when they aspire to change lives of the disadvantaged. Through various initiatives designed to help the needy and create a better environment, RRD has endeavored to bring positive change not just within but outside RRD as well. We believe growth must be inclusive and equitable opportunities are facilitated for every section of society in everything we do, whether in our employment practices or in outreach programs.

Our successes arise from the individual actions of the employees who strive to make a difference by engaging in activities that support this kind of growth.

Launched in 2009, Reach, our Corporate Social Responsibility wing's driving principle is uniquely designed to focus more on interventions based on mobilization of employees to make lasting differences in the lives of the disadvantaged. The sole focus of Reach has been to nurture and develop the community we are part of through initiatives focused on education, health and wellness, environment and social upliftment. Reach enrolls volunteers across various CSR activities which give the employees a strong sense of engagement with the community. Over the years we have gained ground by empowering our employees to drive multiple activities that improve the livelihood of people, their community and the natural environment.

Here's a glimpse of the lives we've touched and the difference we've made in 2016.

Education with Special Focus on Women's Empowerment

Nelson Mandela said, "Education is the most powerful weapon which you can use to change the world". At RRD, we strongly believe education is the best means for transformation. Majority of our activities involve support in the form of basic education, provision of school supplies and renovation of schools with old infrastructure.

Our flagship program, RRD CIP (Corporate Internship Program) launched in 2009 trains children from less privileged backgrounds on corporate skills like MS office, language and communication skills,

basic grooming and etiquette. Seven teenagers from an NGO based out of Mumbai, aged 16-18 years, attended the program in 2016 at our Chennai office. The NGO works for rehabilitation of children. Overall 70 children and adults have been trained through this program since its inception.

NASSCOM (National Association of Software and Services Companies) Foundation launched the NDLM (National Digital Literacy Mission) program in February 2015. This program teaches the essentials of Internet, Email and Social Media usage along with e-Governance, e-Commerce and Internet security. RRD believes in this cause and aligned with the vision by conducting programs for members from our housekeeping and security teams. This year we are expanding the program to include relatives and friends of this group.

RRD is passionate about women's empowerment and was one of the companies that was quick to realize the importance of diversity and gender equality and launched Women's own Network (WoN) in 2008. WoN focuses on establishing a level playing field for women across the organization and provides them with the tools and support to pursue their goals. This year an internship program was designed for 14 commerce students from M.G.R Janaki Women's College. They were trained on the basics of MS Excel and business communication and given an extensive introduction to finance and accounting work. A tailor-made session on business etiquette and professional conduct helped the

students understand the corporate environment.

Health & Wellness

While on one hand we raise awareness about the need to stay healthy within the organization, on the other hand we also engage and pursue opportunities that help us improve the quality of life for those in need. RRD in collaboration with Dr. Mohan's Diabetes Specialties Center and MDRF conducted a Diabetes Prevention Program that saw 500+ employees signing up to be screened for the risk of diabetes. This program also included treatment and prevention plans.

In an effort to improve general wellness, Reach organized health camps covering BMI, BMD, Blood Pressure, Eye-Sight, Dental Health and a general consultation for our employees. A lifestyle management session in collaboration with Prashanth Hospitals and a three day fitness program, in collaboration with Fitness Positive, gave the employees an opportunity to understand how simple lifestyle changes and practicing yoga, cross-fit, mixed martial arts and zumba could help them lead a healthier life. RRD routinely organizes blood donation drives across sites. Our Trivandrum office also conducted a program for boys in the age group of 10 - 18 years from The Government Special Home for Boys, Poojappura, who are vulnerable to drugs and tobacco usage. Our volunteers educated them on the ill effects of drugs and tobacco through videos, a skit and a poster competition.



Social Upliftment

For RRD's Global Community Connect day, which is a special event conducted globally each year, Chennai, in partnership with MERT30, cleaned and painted Kamraj Colony Welfare Center where free tuition classes are conducted for almost 30 children of the colony. This building was severely affected during 2015 floods and our volunteers gave the building a fresh look. Volunteers in Trivandrum visit a home for destitute children in Poojappura every weekend to help them with their studies, while the Colombo team spends time with children from the Maw Sevena Orphanage.



RRD employees spend time volunteering for various social activities and events conducted by diverse non-profit organizations. Our employees help the NGOs manage and execute these activities successfully. 41 volunteers took part in the second annual KIDS CARNIVAL conducted by MERT30 & MELC100. This event was organized for underprivileged children from different schools and institutions as a medical camp and fun event. Our volunteers managed the game stalls and performed mime shows and spent time entertaining the children.

Round Table India celebrated Children's Day with a program called Tare Zameen Par – an art competition for under privileged school children. Close to 1,000 children participated in the competition from various schools. 31 volunteers from RRD got themselves immersed in this event and managed all the activities from setting up the space to assisting the children and cheering them.



A donation drive was initiated across RRD for victims of the Sri Lanka flood and for victims of the Puttingal Fireworks tragedy. Our Back-to-School stationary drive benefitted over 1000 children.

The initiatives we design, the events we support and the activities we volunteer for have created awareness and made a difference. The 4589 volunteering hours in 2016, across all our four locations, have bettered the environment, living conditions and livelihood of the world around us. We take these actions not because they are in our job descriptions but simply because we care, we want to create positive results in the world and have the avenues to do so.





Knowledge Takes Us Further

SAGGEZZA INC

Saggezza is a software development and technology services company with major operations at six offices across the US, UK and India. Our areas of specialization include Cloud Computing, Big Data, Analytics and Enterprise Modernization. We are acknowledged leaders in the emerging and very exciting arena of "big data." The industry insiders believe that these technologies will revolutionize business decision making. It will enable managers to use a combination of hard facts and predictive analytics to make decisions rather than relying on experience and gut instinct alone. We at Saggezza are developing tools that make this promise real.

Saggezza is aware of its responsibility towards the community and the environment. It expresses this by actively seeking opportunities and contributing towards educational and social programs. Saggezza sponsors children from Parikrama, a Non-Profit organization in Bangalore, India, to help provide them with quality Education, Nutrition, and Healthcare. These children belong to underprivileged backgrounds with no access to even the most basic facilities.

More recently, Saggezza partnered with 14-year-old, Krish Samtani's OGravity.org to launch a coding club for children who are excited by the prospect of programming. OGravity.org is an initiative to create awareness, structured training programs and communities for technical education for children between the ages 10-14. OGravity.org's mission is to provide a platform specifically designed for students who possess intellect and aspirations for the best, but haven't yet been exposed to the absolute wonders of programming and computers.

The first of a kind coding club in India was launched by oGravity.org in collaboration with Saggezza at our corporate facilities in Chennai and Bangalore. The launch received an overwhelming response from young and enthusiastic children eager to explore the benefits of Computer Science in a corporate setting. Several children from Parikrama, The Perfect Raaga and other NGOs are also enrolled in the classes at the Coding Club which are offered completely free of cost. The classes are taught by volunteers who are technology professionals from Saggezza and other corporates.

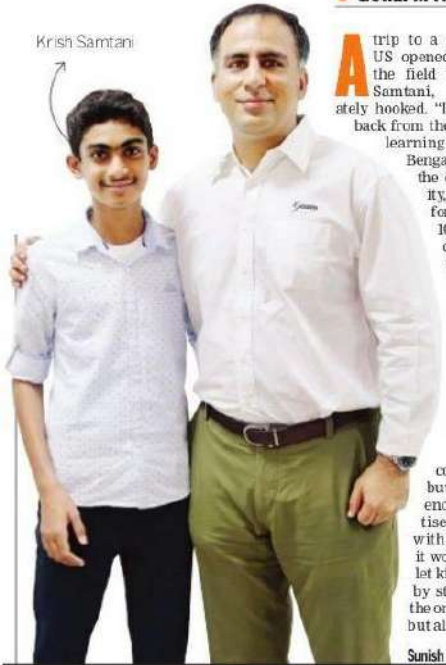
The first batch of young programmers and coders graduated recently. Saggezza has had the privilege of working with 14 year old Krish Samtani and his OGravity.org to provide a quality learning opportunity to brilliant young minds and is encouraged by support received from the NGOs, parents and guardians in making this vision a reality. Saggezza will continue to endeavor to live up to the expectations of the community by launching more such initiatives in educating the young minds of today so our tomorrow will be better.

Decoding is fun & free at city's 0Gravity

● Gokul M Nair



We have so many talented children but not all of them can recognise it because they lack resources - Krish



Krish Samtani

A trip to a coding camp in the US opened up possibilities of the field to 14-year-old Krish Samtani, who was immediately hooked. "I didn't want to come back from the camp because I was learning so much," smiles the Bengaluru boy, recently in the city to launch 0Gravity, a free coding club for children between 10 to 15 years. "At the camp, I was exposed to two different kinds of coding, one for game design and the other on mathematics. When I got back home, I searched for coding clubs in the city where I could practice and learn more but there was none!" There were online coding clubs, of course but they did not have enough technical expertise when he got stuck with something "I thought it would be a great idea to let kids learn about coding by starting a club where the onus is not just learning but also fun," Krish says.

Sunish P Surendran

0Gravity was first launched in Bengaluru in January with the support of host company Saggezza, and recently launched in Chennai to resounding response. "We've got so many registrations that we had to ask many to wait and join the next course, that will start in a few months," smiles Krish.

The 0Gravity coding club will have weekly sessions of two hours each for three months, with each course having 25 participants. "Our first step is to educate them in HTML and CSS languages which they can then use to make their own small websites," he says. "After they reach a certain level, we can then move onto Python and other computer languages."

The course structure and content is designed by employees of Saggezza, who will be doubling as teaching volunteers for the course. As far as his inspiration goes, Krish is quick to tip his hat to his parents. "They have a background in mathematics and statistics, so they inspire me to learn things. My brother and I were regular users of the Khan Academy platform that teaches online interactive courses."

He has ambitious plans for the future as he talks about a coding revolution in India. "This free coding club has the potential to transform lives; we offer nearly 2.5 lakh hours of coding experience. If we keep adding 25 coders per quarter (100 coders per year) very soon, we can hit a large target that we could be proud of," he grins.

Meet the teen coder



Students attending Krish's workshop in Chennai.

MERIN JAMES

DECCAN CHRONICLE

Though he was attending several coding camps in his hometown, Bengaluru, and other places of the country, he could find only the theoretical studies. That's when Krish Samtani, 14, decided to attend two summer camps — one in 2015 in the New York University and the second in 2016 at the Johns Hopkins University. "Unlike the ones in India, these camps concentrated on the practical side. They taught us coding using mathematics and coding using gaming. I found this interesting and when I came back to India, I wanted to join a similar course, but couldn't find any and decided to start something on my own," starts Krish. Keeping this in mind, he started 0Gravity — a free coding club to children between age 10 and 15. Bengaluru-based Krish has been taking coding lessons from grade seven, and learned programming languages such as Python and Java. "So far I've conducted two workshops — in Bengaluru (January) and in Chennai (February). The Chennai workshop was supported by Saggezza, an IT firm which has also taken this initiative as part of their corporate social responsibility," he shares.

Krish Samtani, who started '0 Gravity' — a free coding community, to educate children between ages 10 to 15, is now on a mission to share his learning with his generation

Students are equally happy about the output of the workshop. The reason for introducing students to coding at such a young age is that they will get the exposure. I want to create a similar passion for computer science among children and inspire them to take it up in future," reveals Krish. This ninth-grader is also a big fan of sports, mainly tennis and football. "I do play during weekends with my friends. I love to play the piano, in future I would like to pursue anything that is built around statistics, maths, computers and economics," he says and signs off.

The reason for introducing students to coding at such a young age is that they will get the exposure

— KRISH SAMTANI



Krish's workshops aim to teach applied computer science to children, by giving them best exposure in terms of a corporate environment. Apart from the regular students, he also managed to bring in students from the underprivileged communities. "Many children who are intelligent and talented aren't receiving any opportunity to learn about coding. Through my small initiative, I could help those kids." Krish says that the responses from the workshops were overwhelming — "Parents and stu-



Sealed Air Creates Shared Value

SEALED AIR

Sealed Air Corporation creates a world that feels, tastes and works better. In 2016, the company generated revenue of approximately \$6.8 billion by helping our customers achieve their sustainability goals in the face of today's biggest social and environmental challenges. Our portfolio of widely recognized brands, including Cryovac® brand food packaging solutions, Bubble Wrap® brand cushioning and Diversey® cleaning and hygiene solutions, enables a safer and less wasteful food supply chain, protects valuable goods shipped around the world, and improves health through clean environments. Sealed Air has approximately 23,000 employees who serve customers in 171 countries. To learn more, visit www.sealedair.com.

Sealed Air believes creating cleaner and healthier environments is of paramount importance. Our Diversey Care division is globally recognised for its smart, sustainable solutions for cleaning and hygiene, food safety and infection prevention. Being the industry leader, we have been re-imagining and standardising the cleaning industry in the country, through the integration of science and technology-enabled training, connected services, and systems.

Healthy Environments with Science of Clean

When developing cleaning technologies, we understand the balance needed between the safety during use and efficacy for sanitation and infection control. We remain at the cutting edge of new technologies that combine higher levels of performance, responsible consumption, and increased safety and reduced environmental impacts.

Today, with our vision of creating a better way for life by providing livelihood and bringing dignity to cleaning and hygiene profession in India, we have embarked upon Garima- Diversey School of Hygiene, India a CSR program to improve and standardise the skill sets for this important but ignored industry. Name for this initiative has been derived from a Hindi word "Garima" meaning dignity.



The initiative enables fulfill following objectives:

- Employment - helping unemployed youth find jobs and a better living condition
- Science of Cleaning - bringing scientific approach to the cleaning profession and enhancing the standards of the cleaning industry
- Dignity - helping the industry bring dignity to the job of cleaning professionals by positioning them as "hygiene technicians" instead of janitors

Since January, 2016, team has been piloting this initiative (Garima- Diversey School of Hygiene, India) in 6 states of India, providing

training to more than 600 candidates. Upon the successful completion of 27 sessions, the initiative was formally launched amongst media and our key customers in February, 2017.

“Our team has embraced this mission of corporate social responsibility,” said Himanshu Jain, VP Indian Sub-continent and South East Asia. “Sealed Air India is expanding the Soap for Hope™ and Linens for Life™ programs to create shared value with community in which we operate. We are also focused on providing standardized skills training and a trained workforce to our customers. This will help us create job and address two of the pressing challenges faced by cleaning industry in India- lack of scientific approach in cleaning and trained manpower”.

While talking about the ambitious Skill Development Initiative, Himanshu said, “It is a difficult job, but it will have far-reaching impact on the society and our industry. We have started to bring standardization of cleaning skill by starting Garima-Diversey India School of Hygiene.

Dr. Ravikant Singh, Co-founder & President Doctors For You (the NGO Partner of this initiative) says, “Garima is one of the very few initiatives that is focusing on placement, I do not think we’ve had any batch without 100% job placement. Under the Garima project, we have trained youth from the urban slums of Delhi, Mumbai and Chennai as well as rural youth from the valleys of Kashmir, to Bihar and Kokrajhar in Assam.

Now, we are planning to expand the Garima project further, by training 5000 youth in 2017.

Soap For Hope™

Millions of children and their families around the world live and work in slums, in dire poverty, with very little or no access to soap. How can Sealed Air Diversey Care help?



Sealed Air has launched a soap recycling program using discarded soap from hotels which is made into reconstituted bars of soap. These are then distributed to households in poor communities that do not have access to basic sanitation and healthcare. Access to soap is the easiest and most cost-effective way to provide basic sanitation to these communities.

Recycling used hotel soap is not a new idea; however, the costs are usually high due to collection, shipment, a centralized reprocessing plant and redistribution. Through an innovative but simple cold-press method



that is easy to operate, Soap for Hope™ decentralizes and brings the initiative to communities that are located near partner hotels.

Our Soap for Hope™ program focuses on 3 core objectives:

- Saving lives - enabling hygiene through providing access to soap to communities who need soap but have no access
- Providing livelihood to the local community through recycling and reprocessing soap
- Helping hotels reduce waste by turning used soap into something useful again



How it Works

Soap is recovered from Sealed Air hotel customers which are Soap for Hope™ program partners, and then transported to a local site where residents reprocess it using an innovative but simple cold-press method. The cold-press method includes the use of a 120 gram soap press made by Sealed Air, or a 500 gram soap press made by The Full Belly project, to form the new soap. The new soap is then transported to communities in need and distributed, thereby eliminating waste, improving hygiene and creating new jobs. One of the key aspects of our program is community involvement. All projects are run directly by local nonprofits and employ underprivileged community members to do the work, giving livelihood opportunities to those who wouldn't otherwise have the chance. Doctors For You is the NGO partner of Soap for Hope™ initiative. To know more about the NGO partner, log on to <http://www.doctorsforyou.org/>.



The recycled soaps from Soap for Hope™ are distributed during WASH programs where the children are taught healthy practices of hand washing, oral and body hygiene practices, and basic public health awareness. The soaps are also used in the promotion of immunization programs where they are gifted to encourage immunization among urban slum children. The soap recycling is conducted in four facilities in major cities. The Sealed Air India team manages the program by ensuring the regular pickup of soaps through reverse logistics to establishing a consistent process for sending impact report and feedback to hotel. Integrating WASH project well in company's CSR Policy, under Soap for Hope™ umbrella, Sealed Air India supports the WASH intervention led by Doctors For You.



Soap for Hope™ is just one example of how we bring together our business and societal commitments to create shared value with a diverse group of partners. Learn more about our other sustainability initiatives that create a better way for life for our customers and the communities they serve.



Responsible Care

by Solenis at RZP School
Ritghar, Panvel

SOLENIS CHEMICALS INDIA

Solenis is a leading global manufacturer of specialty chemicals for the pulp, paper, oil and gas, chemical processing, mining, biorefining, power and municipal markets. The company's product portfolio includes process, functional and water treatment chemistries as well as state-of-the-art monitoring and control systems. More information, please visit www.solenis.com.

Total Literacy for India – Our Mission

'Total Literacy in India' is the mission that we share with Rotary India Literacy Mission. It aims to eradicate illiteracy from India by 2026 and has initiated many plans to bring normal children, special-needs children, out-of-school children and illiterate adults to get proper education and become part of the literate India.

Under Rotary India Literacy Mission, one of the greatest contributions to education is to convert an under-privileged school into a Happy School. 'Happy School' is one such initiative wherein we select a needy & deserving elementary school and provide/upgrade infrastructural and/or co-scholastic facilities there, to make it a secure, attractive and happy learning-teaching place for students and teachers.

Responsible Care by Solenis

Solenis has a commitment to make a positive impact on the communities in which it operates. The Raighad Zilla Parishad (RZP) School at Ritghar is the chosen school for Solenis Responsible Care Support in India.

The financial support to refurbish the school in Panvel, about 15 km from our manufacturing plant is most fitting, as it would enhance the education experience of 140 children studying there, by transforming it into a Happy School.

The School Chosen for Happy School

Towards this goal, we decided to work around the needs of Raighad Zilla Parishad School. The school had three basic buildings and committed teaching staff but a lot was desired on the infrastructure and facilities front.

The government-aided school has three small buildings that cater to Balwadi (Jr KG & Sr KG) and Primary (1st – 4th Std.) classes. The school was in dire need of repairs, painting and many facilities such as:

- Water-proofing and roofing
- Safety grills
- Drinking water
- Toilet rooms repairs
- Hand wash area
- School class rooms needed repair and a coat of paint
- Library
- Updated staff room

Making of a 'Happy School'

The club started with zeal and commitment to address these issues and do every effort possible to bring these amenities to the school.

With the help of the funds given by Solenis, we have completed following work:

- Fixing of MS Grill for the first building, including painting of the same (in size 54 ft x 30 ft) - Grill Size 370 sqft area @cost - Rs 30,000/-
- Painting of school buildings -
 - External side of all 3 school buildings and inside boundary wall and application of 2 Coats of Birla cement paint including painting of doors, windows and window

grills with enamel paint.Total Area- 5280sq ft.

- Internal walls /ceilings of all 3 buildings with one coat of Distemper. Total Area- 8530 sq ft.
 - @ total cost – Rs. 60,000/-
- Providing 2nos of Doors , Electricity bulbs and water connection to the existing toilets. @ Rs 6,000/-
- Preparing and installing a permanent marble engraved structure displaying Solenis name, at the venue @ Rs 5,000/-

Apart from these amenities, we also provided following facilities, that are sponsored by many individual donors and our own members.

- An additional roof to restrict seepage , on top of twomain school buildings and half portion of old store room building roof.
- A drinking water station for the students with hand-wash basins so that children get into the good habit of hand washing before mid-day meal.
- Repairing of 4 nos MS window, covering and making 2 nos MS window repairing of MS doors for the proposed Library room
- Providing a well-stocked library with two cupboards, one table and six chairs
- Providing swings and other sports equipment for children to play during sports period
- HP brand desktop computer for the school teachers and staff for convenience of reporting and accounting.





This Happy School Project is supported by



SOLENISTM
Strong bonds. Trusted solutions.

The global producer of most advanced specialty chemical solutions.

— Responsible Care of Communities —

Manufacturing plant - Kamothe, New Panvel, Maharashtra, India



Synopsis Shares

SYNOPSIS (INDIA)

The establishments of Synopsis in India are wholly owned subsidiaries of Synopsis Inc Mt. View, California, USA. Synopsis in India started its Bangalore operations in 1995. Today Synopsis in India is represented by Synopsis (India) Pvt Limited, the R&D arm and Synopsis (India) EDA Software Pvt Limited which caters to local sales and pre-sales activities in the region. The culture within Synopsis India is one of technical competence, people centered management, individual empowerment and pleasant work environment.

Anveshana

Synopsis India funds mobile science vans through Agastya International Foundation in rural areas. Liaison with Agastya, the annual science fair 'Anveshana' is conducted where engineering students collaborate with government high school students to create innovative models to address real life problems. Synopsis also sponsors global summit for teachers at Agastya campus.

Parikrma Humanity Foundation

Synopsis launched a hands-on science programs named 'Universe2U'. Synopsis supports a theme based annual science festival for schools where students from many schools team up with Parikrma students to get mentored by the top scientists in the country. Besides, Synopsis also sponsors a classroom at Parikrma.

Global Volunteer Day

A full day annual activity by employees who personally contribute to major causes like refurbishing school, orphanage or home for children with special needs, planting saplings, making bird nests, career counseling etc.

Synopsis as a company and the employees have always contributed significantly during any of the natural disasters by donating blankets, distributing food, or contributing through fund.

Twice a year blood donation camps by employees save lives of hundreds of needy people. More than hundred employees participate various marathon events to raise funds for various non-profit organizations.

Synopsys believes helping education to under-privileged is one of the best possible ways to give back to community. Annual note book drive helps more than 25,000 rural students where employees personally visit the primary schools and distribute to the children. To help various non-profit organizations and schools, Synopsys donates more than hundred refurbished desktops, laptops and printers to help improve the education or operations. As partner with Light For Education program, Synopsys provides solar lamps to rural students.

The list goes on. For almost every employee fund donation drive, Synopsys provides matching contribution. Whereas the fund donation from Synopsys and employees is just one part of the community relations, there is a lot to add from employees for their time and energy too during the activities.



THE KRAFT HEINZ COMPANY

Heinz started its India operations in 1994 by acquiring the Family Products Division of Glaxo with powerful brands such as Complian, Glucon-D, Nycil and Sampriti. The Company now known as Kraft Heinz India is fully integrated into the global operations employing HACCP certified quality standards.

The Challenge

Developing countries often are faced with problems like low literacy rate which in turn impacts employment, lifestyle and health, thus leading to a dangerous vicious circle. Despite declining child undernourishment rates, India is home to over 40 million stunted children under 5, more than any other country in the world. The country has 282 million illiterate people, equivalent to the population of Indonesia out of which 18% are unable to complete secondary school. Challenges of retaining students in school remain, putting India's large working population of around 860 million by 2020 at risk.

Execution

Being a food company, Kraft Heinz India is committed to improve health, nutrition and thereby education of the underprivileged sections of the society. The company promotes employee volunteerism and has made an impact through strategic investments and multiple partnerships with NGOs of repute, municipal/state run schools, public and private hospitals. Here the company has initiatives like Mid-Day Meal & Bal Shakti Program, Community Nutrition & Welfare Program, Rural Health Outreach Program and National Employability Enhancement Program that has helped in uplifting lives of over 125,000 people across 50 villages and 3000 animals.

Mid-Day Meal Program and BAL Shakti Program (Education)

Mid-Day Meal Program: With an aim to increase enrolment in schools, reduce the rate of school dropouts and ensure no child is deprived of education due to poverty and hunger Kraft Heinz India participates in the Mid-Day Meal Program in select municipal schools in Mumbai. The company donates 60 Tons of Sampriti Ghee, used as a main ingredient to prepare the mid-day meals for more than 60,000 children.

Bal Shakti Program: In addition to this, Kraft Heinz India with SEWA (Self Employed Women's Association) as the implementing partner, conducts the BAL Shakti program for 5000 children in Rural and Urban Centers.

- The Rural centers are located in Kheda district of Gujarat, where 2500 kids in 20 Child care centers are provided a glass of Complan daily.
- The Urban centers are located in different parts of Ahmedabad where 8 SEWA Gyan Vigyan centers provide 2500 children with a glass of Complan daily.

After this intervention the centers have witnessed positive results - stronger immunity in students despite seasonal changes, improved school attendance and significant change in the appetite leading to higher activity and concentration at school.

Community Nutrition & Welfare Program (Health and Sanitation)

The nutrition intake of beneficiaries is enhanced daily, through various initiatives like the 'Kraft Heinz Micronutrient Campaign' which combats malnutrition and micronutrient deficiency by distributing dry, nutritious meals (suitable to Indian palate), fortified with 23 essential vitamins and nutrients. These meals are distributed in schools, orphanages, shelter homes, etc.

across India. Over last 2 years, over 200,000 meals have been packed directly by employees of the company from ingredients sourced locally thus contributing to the growth of local economy.

The company also implements the Nutrition Program in hospitals for cancer patients in Mumbai, Kolkata and Chennai where more than 3000 patients are daily served with Complan. The company has also partnered with NGOs in Orissa where 500 children in orphanages, shelter homes for trafficked and physically & mentally challenged people are daily served with Complan and Glucon-D in hot summer.

Understanding the need and importance to spread the knowledge of good nutrition practices Heinz Nutrition Foundation, India has founded Nutri Life Clinics in Delhi and Chennai. These clinics are run by leading nutritionists providing free one-to-one consultations and also conduct 'Nutrition Sessions' in local schools, hospitals and hostels, A quarterly newsletter on nutrition is also distributed amongst 9000 medical professionals.

The above programs have been implemented either directly or in partnership with reputed NGOs like United Way of Mumbai, Rise Against Hunger, Self Employed Women's Association (SEWA), ISKCON Food Relief Foundation (IFRF) and Akanksha.





Rural Health Outreach Program (Rural Outreach)

Kraft Heinz India has partnered with Rise Against Hunger - a hunger and life-saving aid relief organization with an aim to provide reliable healthcare in remote, rural parts of India; where primary healthcare services are either inadequate or not available. Mobile Medical Vans have been launched in Banka district in Bihar and Prakasam district in Andhra Pradesh which bring professional healthcare and medication to the doorstep of 50,000 beneficiaries annually. This medical aid program has helped reduce the number of children missing school due to poor health by 25%, saved more than Rs 2 million for the beneficiaries on medical aid and provided more than 35,000 medical treatments within 24 months.



The company also undertakes an 'Animal Welfare Program' in partnership with Lupin Industries, where veterinary health camps are conducted around the factories of Kraft Heinz India in Uttar Pradesh benefiting 3,000 animals and 10,000 milk farmers in 30 villages.





Community Investments

We Care to Make a Difference

THOMSON REUTERS INDIA

Thomson Reuters provides professionals with the intelligence, technology and human expertise they need to find trusted answers. We enable professionals in the financial and risk, legal, tax and accounting, and media markets to make the decisions that matter most, all powered by the world's most trusted news organization.

At Thomson Reuters, we look at Corporate Social Responsibility as Corporate Responsibility and Inclusion (CR & I) and believe that it lies in sharing of skills and resources with the communities where they live work and do business. . We strongly believe that inclusion is a key driving factor of engagement and this thread runs through all our programs. All our activities engaged are aligned with Schedule VII of the Companies Act 2013 with a focus on Education and Vocational Training, Gender Equality, Livelihood Enhancement, Environmental Sustainability, and Contribution to Technology Incubators. We follow a three layered approach, which is holistic in nature- Employee Engagement, Community Investment Programs and Volunteering.

Employee Engagement

Under Employee Engagement, we have very strong and able bodied Global Volunteer Networks, which primarily drive all our volunteering efforts cutting across all the office locations. Their efforts revolve around designing volunteering activities, lending support to local projects and developing long lasting relationships with all our community partners.

The Community Investment Programs primarily focuses on employees' personal charitable giving and fundraising efforts, which are matched accordingly by the company up to \$1,000 per year. Our employee volunteerism is supported ably through the Volunteer Grants program, wherein each employee that gives a minimum of 20 hours to a charity of their choice, the respective charity receives \$500, which can go up to \$1000 for a maximum of 40 hours contributed per year.

Volunteering is considered of utmost importance at Thomson Reuters. In order to facilitate and propagate a strong volunteering spirit, the company allows every employee to give their 2 days of work time towards social causes of their choice. Our employees come with diverse set of skills and we know that they are keen to explore opportunities outside businesses to apply their skills and expertise. In 2016, the target set for volunteering was 1, 20,000 hours and the employees overachieved this, by clocking 1,35,000 hours. *For the year 2016-17, we focused on 8 projects reaching out to 18,000 beneficiaries, spanning across 16 locations with fund allocation of 2.2 crores.*

Education

Under education, we work towards supporting the public schools and resource centers with infrastructural facilities like classroom designing, to create a more pleasing and conducive environment for learning, setting up of libraries to inculcate the habit of reading in the students and supporting the equipping teachers with different creative learning aids like flash cards(alphabets) and educational charts. Collaborating with Youth For Seva, 4 slum study centers (Abhyasika), were supported in Hyderabad, a student-centred environment, completely hassle free , helping the students better themselves at crisis management, to find solutions to the difficulties faced in their surroundings. In collaborating with Parikrma, Thomson Reuters is involved in sponsoring a class of 30 students to take care of not only their academics, but also 70—80% of their nutritional requirements, health care and family welfare for a year.

With respect to engagement with SMEs and Gainful employment, Thomson Reuters organizes a yearly activity- 100 Hours to Financial Markets, which has two pronged objectives:

- To equip young people from Tier 2 colleges with the skills they need to find employment
- To create a skilled workforce that could potentially form a talent base for Thomson Reuters and other firms in the financial sectors

As part of '100 hours to Financial Markets', the staff members from the Financial & Risk team in collaboration with the Corporate Responsibility & Inclusion Council and Talent Acquisition Team develop

specialized financial content for commerce students to become better prepared to join the mainstream financial industry along with sessions on essential soft skills. This program also aims at creating strategic partnerships that are in line with our business goals to enable sustainable business growth and maximize external connections. Being a holistic program, this aims at absorbing the students' part of the program as prospective employees of Thomson Reuters and other multinational firms. The programme led to over 70% of the students being hired by multiple companies including Thomson Reuters.

Social Upliftment

Under social upliftment, our employees are actively involved in raising funds through trail walkers and marathons to help organizations working at grass root levels address real social issues like poverty and hunger. We are also an active part through volunteer engagement activities with organizations that take care of the Midday meal scheme in the government school system. Thomson Reuters has been collaborating with Parikrma Humanity Foundation, in sponsoring a class of 30 students to take care of not only their academics, but also 70—80% of their nutritional requirements, health care and family welfare for a year. Through engagement with Apne Aap's Women Collective-Project Udaan, which focuses on prevention of intergenerational cycle of prostitution among the daughters of women in brothel based prostitution in Kamathipura, Mumbai. A total of 78 girls will be supported and provided holistic development with a focus on education, health services, financial empowerment, recreation and shelter.



Rural Outreach

As part of rural outreach, Thomson Reuters worked closely with Rotary South West Bangalore and SELCO Foundation. Through the intervention with the former, solar lamps were provided to students in class 8, 9 and 10 to support their after school learning and education at home. In 2015-16, this project was initiated in 4 schools in and around Bangalore. In 2016-17, the project has been expanded to 2 schools in Hyderabad. The project with the latter, involved in providing sustainable energy solutions and work towards poverty alleviation. Sustainable energy solution lamps will be provided to over 500 households impacting about 2,500 beneficiaries in 7 districts which are in close proximity to Bangalore.



Health & Sanitation

As part of health and sanitation, our employees are actively involved in Health Camps organized for the government school children and also impart awareness sessions to promote benefits of personal hygiene and health. Students are trained on basic etiquettes like brushing teeth, hand washing, using of toilet and soap facilities at the schools. Further, initiatives are planned around assisting the government hospitals on the polio immunization campaign in the upcoming months.



Tupperware®

Empowering Women and Communities

TUPPERWARE INDIA

With a vision of economically empowering women at the core of its business, Tupperware is one of the world's leading direct selling companies with the largest women's network, marketing premium food storage, preparation and serving items. Today it is moving from being a kitchenware brand towards becoming a complete culinary solutions company. Post its entry into India in 1996, Tupperware has been a successful part of changing the Indian kitchen & also the lives of millions of Indian women.

Making an impact is not limited to consumer households, changing lives continues to be Tupperware's mantra while shouldering the Corporate Social Responsibility. With a policy of investing in sectors related to women and children, multiple avenues have been explored to invest in niche high impact, as showcased by examples below:

Project Gurukul is an initiative along with Literacy India to support academically inclined, above average students who are able to handle English medium studies, in the National Capital Region belonging to various Socio Economic Backgrounds, by meeting the entire cost of their education. Various schools that are a part of this initiative are Rotary Public School, Bhartiya International School, St. Soldier Public school, Little ones Public School, Heera Public School.

Ciao Kids' foster home (in association with Parivarthana, an NGO) has been set up for providing quality education and apprenticeships to deserving tribal girls in Hunsur (Karnataka). This helps give them access to a profession and help ensure a social future for them. The construction of the building, aided by Tupperware, began in April 2015, and the inauguration was done in January 2016. Currently 30 girls are residents of this foster home and the costs of their education and other daily needs are funded by Tupperware.

Health Camp for Women

With the objective of helping create health awareness amongst women, Tupperware, in association with Hope Foundation & national and regional hospital chains such as Fortis, Max, Apollo, Columbia Asia Hospitals, conducted health camps across Jodhpur, Bhubaneswar, Ludhiana, Raipur & Nasik for women in 2016. Over 500 women benefited from these camps. The importance of health awareness and daily healthy lifestyles was reiterated at these camps.

Facilities at the camps included • Blood Group, Sugar & Hemoglobin Count • Eyesight Test • General Physician check-up • Gynaec check-up • ECG • Nutrition & Lifestyle counseling

Tupperware and Indha (a project of Literacy India) provides vocational training in sewing, tailoring, block printing, vermin compost, leaf plate making, manufacturing recycled and handmade paper. A Self Help Group was set up around Gurgaon (Haryana) which has trained around 10,000 women and currently it employs hundreds of highly skilled women workforce capable of producing all kinds of hand crafted items of cloth and paper. These products are sold in the corporate and urban market and approximately 40-50 percent of the revenues get paid back to the artisans while the rest is used for further training and development and meeting the operational costs including the provision of tools of the trade to the trained women.



Turner

Committed to Making a Difference in Our Communities

TURNER PROJECT MANAGEMENT INDIA

Turner entered the India market in 2007 providing international project management services to Hiranandani Palace Gardens, Chennai. Since then, we have worked with major local and international developers, government agencies, private equity funding companies and corporations across market segments – including residential, commercial, retail, aviation, iconic monuments, and interiors. Now, with over 150 staff, Turner manages projects in Delhi, Mumbai and Gujarat regions, offering clients across the country the support, accessibility, and market knowledge of a local firm with the stability and innovative resources of a multi-national organization.

For more information please visit www.turnerconstruction.com/international. You can also download Turner International App for iOS from [here](#) and for Android from [here](#).

At the heart of Turner's identity is a firm commitment to community. This commitment is rooted in the belief that service is an essential part of good corporate citizenship. Turner India engages in community service under the initiative 'Paint the town blue', sponsoring and taking part in a wide variety of programs to support education, safety, environment, health & hygiene and social welfare.

Turner has long recognized that it is not only where, or what we build, but how that makes a difference. We are proud of the many outreach and service activities we have completed over more than a decade in the Indian market, and we continue to increase engagement in the communities where we work. Of course part of our contribution is often financial, but we are always most proud to contribute Turner's most valuable resource: our people.

Our annual Founder's Day of service is a perfect example. It is a company-wide day of community outreach, when Turner employees across India and the entire organization come together, celebrate the anniversary of our company's founding, and give back to our communities.

An active and visible community presence reflects our values, and demonstrates to our partners, clients, and of course communities that we care about them. And it inspires our people, who feel good about working for a company that is dedicated not only to building well, but conducting business in an ethical and socially responsible way.

Founder's Day gives employees a chance to see it's not all about the work, but it's about the people who are impacted by our work. We're not just project management consultants, we are part of a community and working to give back with your fellow team members.

Since 2007, Turner India employees have volunteered more than 3500+ hours and more than 500+ families have been benefitted by Turner's community outreach programs.

We believe a single, shared day of service helps us maximize the impact that our efforts have in the communities where we build and where we live.





Advancing Public Safety in India

Our Mission is at the Core of Everything We Do

UL INDIA

UL fosters safe living and working conditions for people everywhere through the application of science to solve safety, security and sustainability challenges. The UL Mark engenders trust enabling the safe adoption of innovative new products and technologies. Everyone at UL shares a passion to make the world a safer place. We test, inspect, audit, certify, validate, verify, advise and train and we support these efforts with software solutions for safety and sustainability. To learn more about us, visit UL.com.

The Need for a Safer India

With a rapidly evolving economy, India is witnessing unprecedented growth across various sectors. Safety is an integral and essential part of this growth. As India advances economically and technologically, we have the responsibility to help ensure a 'Safe Society'-- safe for its children, safe for its citizens in their daily lives, safe while consuming products and services available in the market. As of 2015, several reports rank Indian roads as one of the most unsafe roads in the world, accounting for about 400 deaths in a day. Road Safety has emerged as one of the biggest public safety challenges in India, while Fire Safety and Electrical Safety are proving to be looming issues evoking caution.

UL's mission driven strategy to address India's public safety challenges

As a global leader in safety science UL is guided by its mission to promote safe working and living environments for all people. The Company uses scientific research and standards development to bring solutions to a complex global supply chain by partnering with retailers, manufacturers, trade associations and authorities having jurisdiction. UL has consolidated its public safety efforts into a four-pronged approach (R-O-S-E) committed to R-Research, O-Outreach, S-Standards and E-Education.

Research – helping curate local solutions

Investing heavily in research, UL not only delves deep in identifying safety solutions based on scientific data, but also believes in studying the science behind a problem. For instance, UL collaborated with the Indian Institute of Technology, Gandhinagar, one of the premier educational institutions in the country to create India's first glass facade testing project. Together they have been conducting fire research on glass building exteriors to study and evolve appropriate fire safety mechanisms in India. Given the mushrooming of glass façade buildings in the country's urban landscape, formulating a dedicated approach to combat fire hazards posed by these structures is an imperative public safety need.

UL also partnered with the World Resources Institute (WRI) to gather extensive accident data from Bangalore Metropolitan Transport Corporation (BMTc) and Brihanmumbai Electric Supply and Transport Undertaking (BEST) bus agencies and develop practical solutions for safer buses.

Outreach – taking the safety message to the stakeholders

UL has tirelessly worked with various stakeholder communities and advocacy groups to deliberate on growing safety challenges and build a consensus on urgent action items. UL held the Fire Safety Council for the eighth consecutive year in December 2016 with an aim to convene industry experts and regulatory bodies to further the dialogue on Fire Safety. The prevalence of lithium-ion batteries (LiBs) in the modern world has created the need to focus on their continued safety. To that end, UL has used its unique position as a safety science organisation to bring together thought leaders from government and industry to the first ever Energy Storage Technology Summit to India in 2016. Experts from the entire battery supply chain engaged in a dialogue on the current state of battery safety and incidents, and explored areas of communication and collaboration to advance safety.

Recently, UL joined hands with CNN- News 18, one of the leading and widely respected and trusted television

networks, to create consumer-friendly illustrative programming and promote the idea and necessity of a safer world. Through panel discussions, debates and documentaries created under the 'INDIA DEMANDS SAFETY STANDARDS' (IDSS) banner, several industry leaders and UL's safety experts have come together to build a campaign highlighting important aspects of safety standards across various industries.

Standards – setting the benchmarks for quality and safety

UL is focused on today's requirements and tomorrow's challenges for its customers. This includes the continuing evaluation and development of quality assurance practices and safety standards; increased scrutiny for chemical usage in products; and the effects of immersive technology as electronics and interoperability usage increases in daily life. UL helps manufacturers and retailers verify every aspect of the supply chain and production process—from raw materials to sales transactions—to better manage risk and deliver products that are safe, socially responsible and compliant with industry and brand specifications.

To further its commitment toward its 'India for India' strategy, UL is part of several technical committees constituted by various ministries of the central and state governments. Through these associations, UL shares its



global expertise with policy makers, guiding them in creating locally relevant standards that are harmonized with global norms.

Education – grooming youth as safety ambassadors

With more than 50 percent of India's population under 25, UL believes India's young people are uniquely suited to help solve this problem, especially since it personally affects them and their peers. Instead of merely creating awareness through passive learning techniques, it is important to engage the youth through experiential methods, thereby creating a culture of safety. UL has continued to value its engagement with the youth to create an ecosystem of relevant safety education for young adults in India through various ties-ups.



The company's collaboration with Disney gave birth to the 'Wild About Safety' educational series on safety. Timon and Pumbaa from Disney's Lion King with their Safety Smart® checklist in hand, teach students in kindergarten through third grade the importance of always being on the look-out for safety problems. UL also partnered with the Directorate of Fire and Emergency Services, Goa as well as other agencies, to spread fire safety education among school children in Goa. The National Safety Science Quiz (NSSQ), UL's unique national quiz property that helps highlight issues of public safety and promotes deliberation on safety solutions with multiple stakeholders such as schools, students, parents, safety organisations, entered into its fourth year in 2016 with a larger platform for students through its tie-up with the country's leading television network NDTV.



The Safer Roads Safer India Program was conceived in the year 2015 with an aspiration to encourage young people to comprehend, discuss, and act on road safety problems in their local communities. UL partnered with Youth Service America (YSA), a non-profit with over 3 decades of experience in youth leadership and service, to provide grant opportunities, implement global learnings and develop a program suitable to the Indian youth demographic.

Conclusion

For more than a century now, UL has been striving for safer environments, with endeavours in standards development and innovative solutions for businesses to keep pace with the changing requirements in the progressive world of science and technology. UL is committed to studying the area of Public Safety in India and investing in high-impact interventions to drive change at various levels by engaging with key stakeholders—Schools, NGOs, Government, and Industry.



Project Pehal:

Health & Sanitation

UTC, CCS INDIA

UTC Climate, Controls & Security is a leading provider of heating, ventilating, air conditioning and refrigeration systems, building controls and automation, and fire and security systems leading to safer, smarter, sustainable and high-performance buildings. UTC Climate, Controls & Security is a unit of United Technologies Corp., a leading provider to the aerospace and building systems industries worldwide.

For more information, visit www.CCS.UTC.com and follow @UTC_CCS on Twitter.

Project 'Pehal' is a community development initiative started in Chakkarpur community, Gurgaon in 2013. With the intention of improving lives in migrant communities the health objectives are:

- To promote the health and well-being of the women, girls, men and youth in the community through evening clinic, health camps, awareness on institutional deliveries and immunization
- To understand the community dynamics and challenges around local issues such as waste management, improvement in sanitary conditions, disaster preparedness in situations such as fire, etc.

Health

A clinic was set up in 2013 under project Pehal, offering Out Patient Department (OPD) and referral services to the targeted community during evening hours. After the initial success it was planned to scale the operation. In 2016 a full scale clinic offering diagnostic, curative, referral services and IT enabled was set up. A Lifecycle approach for implementing priority high impact interventions for saving lives was put in place, along with a strong referral arrangement with government and private hospitals for management of complications and specialty cases.

The Pehal Clinic deploys a team of qualified medics, paramedics and community Health Workers. Takes health services to the doorstep of the community by providing home-based counselling services, organizing community awareness outreach/ mobilization and health camps aimed at improving the community's awareness about chronic diseases, non-communicable diseases, home based newborn care, diarrhea, breast feeding, malaria, pneumonia, diarrhea and HIV/AIDS. The clinic is well furnished, follows all relevant medical guidelines, uses Health care innovations like point of care diagnostics, medicines, over 60 in house diagnostic tests and m-Health solutions within the framework of RMNCH+A 1000 day best practices for all Women and adolescent girls, early NCD screening and management & follow up of patients.

Project Interventions

- 01 Smart health clinic established in operational area
- Organizing health camps on General, Eye, skin, dental care, Anemia, Blood Sugar and TB testing camps

- Organizing awareness sessions in schools and Community engagements by formation of women health clubs
- Vaccination/Immunization drives
- Supporting and facilitating National Health Program ,Government of India such as PradhanMantri Sawatha Matritawa Yojna, National drive on Vitamin A and deworming, Breastfeeding Week, prevention & management of diarrheal disease
- Mass screening of 524 Students for Anaemia- 35.35% children were found anemic. Anemic children and caregivers were counselled on the dangers of anaemia and the importance of a healthy diet for good health.
- 459 person were screened for Blood Sugar and Blood Pressure during Haat Campaign rolled out in fixed strategic locations, 13% were found in the High risk category.

Outcome of the program

- 12,656 community members have been treated through health clinic and health camps ,Over 50% of the beneficiaries were women
- 325 expectant mothers have availed ante-natal care and 190 institutional deliveries facilitated
- 45 Eligible Couple availed Family planning services (DMPA-5, OCP-12, IUCD-6, CC-22)
- Point of care diagnostics total 2487 (Anemia Screening-1580, U-Check-12, Su-check-459, MPL-436)
- Community members were linked with Government Health facility, Scub-Centre, Primary Healthcare Centers, General Hospital, Gurgaon and charitable clinics/trusts and private hospitals
- 11 Community members underwent sputum test to diagnose TB infection, of which 05 are found infected and are linked with DOTS
- 908 people underwent HIV testing and no HIV positive case has been detected
- 60 Women Health Clubs formed benefiting around 900 women
- 541 spectacles are given to those diagnosed with low vision
- 30 Pregnant women are assisted to get ultrasound procedure performed at lower cost

Impact of the program

- Clinic is providing easy, timely and quality health care services
- Increased institutional deliveries which has led to Safe deliveries, timely referrals of high-risk pregnancies avoid morbidity in mother & child
- Strengthening home-based newborn care and prompt referral by regular home visit
- Various health camps with specialized doctors benefited community with specific needs
- Significant impact in the community, which is evident by willingness of people coming for ANC , Integrated management of childhood diseases, HIV tests, family planning methods, TB tests
- School sessions have helped young girls become aware about anemia, menstruation, RTI/STI and basic health to take preventive measures early

Sanitation

The sanitary condition was bad at the beginning of the project and defecating in open was a common practice due to absence of toilets. Poor condition of the toilets, drainage system, and washing platforms resulted in stagnant water, thereby acting as catalyst for the spread



of certain water borne diseases. Much before the launch of 'Swacha Bharat Campaign' by the Government of India on 2nd October, 2014; the project carried out community cleaning actions regularly in various slum clusters with the active participation of members of women health clubs and community leaders. (July, 2013 onwards). During the cleaning actions, project staff sensitizes the community members about the importance of keeping not only their homes but even the surroundings outside their homes including the community toilets clean.

Project Interventions

- 44 toilets, bathing places, drainage systems repaired
- 7 bathrooms constructed
- 60 toilets being cleaned every day by a janitor
- 26 Cleaning Actions organised
- 9,097 women and youth mobilized for maintaining a healthier environment
- 20 garbage bins were installed around the community.



Outcome

- Repair of the washing platform and connecting it to the main drainage halted the spilling of used water during washing clothes and other activities into the main drainage system keeping the area clean and safe for living
- Cleaning and covering of the draining channel.
- The community was involved to take the responsibility of removing the collected solid wastes from the drains on a regular basis to ensure proper functioning of the drainage system
- Construction of toilets has encouraged the community members to stop defecating in open and the toilets are cleaned everyday by a Janitor
- Cleaning action educated the residents about the importance of maintaining good health and hygiene through regular cleaning of the surroundings
- Community members are prompted to dispose garbage at a common place away from the slums and 20 garbage bins were installed at the various sites.
- People took initiative to participate in cleaning actions wherein they cleaned the pathways, clogged drainages and surroundings.



Impact

- New bathing facilities and the clean action drives made the operational areas cleaner and more hygienic.
- Cleaning action mobilized people on the importance of cleanliness in the surrounding living areas as well as promoted the adoption of hygienic practices
- The cleanliness drives have made people aware about the cleanliness in their surrounding from the aesthetic point of view and to prevent water borne diseases
- Incidence of water borne diseases and skin infection has declined due to no surface water stagnation.



WABCO INDIA

WABCO India designs, manufactures and markets conventional braking products, advanced braking systems, and other related air assisted products and systems. With five world-class manufacturing facilities, technology center and a vehicle testing facility near Chennai, WABCO excels in engineering and manufacturing. WABCO India is committed to social sustainability and this commitment arises from our vision of "Saving Lives. Protecting the environment."

WABCO India's CSR policy lays emphasis on the company to undertake CSR activities in the areas falling within the ambit of the Companies Act, 2013 with preference being given to the local areas where the Company operates which includes promoting preventive health care, sanitation, making available safe drinking water, promoting education, employment enhancing vocation skills, livelihood enhancement projects, promotion of road safety awareness in all facets of road usage, vehicle drivers' safety and training, promoting gender equality, empowering women, environmental sustainability, contributions to technology incubators located within academic institutions etc.

WABCO India's CSR Committee of the Board identifies areas for implementing its CSR activities as per the policy, recommends the amount of expenditure to be incurred, and monitors the implementation of the CSR activities.

WABCO India undertakes its CSR activities either directly or through an implementation agency. WABCO India has formed a Trust in the name of WABCO India Foundation which will undertake and implement CSR projects on behalf of the Company going forward.

WABCO INDIA LTD has chosen the following sites for implementing the CSR Projects:

1. WABCO INDIA LTD – Ambattur, Chennai
2. WABCO INDIA LTD – Proving Ground, Sriperumbudur (near Chennai)
3. WABCO INDIA LTD – Jamshedpur plant
4. WABCO INDIA LTD – Lucknow plant

The above mentioned locations were chosen considering that they had poor infrastructure and a large percentage of under privileged people belonging to low socio economic group.

Implementation Process: Identification of Projects

All projects are identified in a participatory manner, in consultation with the community, by discussing with them and gauging their basic needs. Subsequently, based on a consensus and in discussion

with the village panchayats, the projects are prioritized.

Based on their needs, WABCO INDIA LTD has completed the following projects.

Ambattur, Chennai

- a) The Third Main Road of Ambattur Industrial Estate, which is a very busy road was not having structured storm water drain due to which there was water clogging on the roads during rainy days leading to a threat to the safety of the motorists.
- b) The Third Main Road of Ambattur Industrial Estate was not having dedicated parking lots for the motorists, due to which there was haphazard parking leading to the inconvenience of other motorists.
- c) To create greenery and spread safety awareness along the Third Main Road of Ambattur Industrial Estate.
- d) Participation in the 27th National Road Safety Awareness week along with the Tamil Nadu Government between 10.01.2016 and 16.01.2016.
- e) December 2015 Chennai Flood relief operations
- f) Preventive Health camps to the Govt.Primary school children around Chennai Ambattur Corporation.
- g) Skill development centers for the ITI's of North Eastern States

Based on the above facts, WABCO INDIA LTD constructed a storm water drain and dedicated parking lot. Trees were planted along the center medians with auto irrigation system. Safety slogan boards were posted along the median to create Road Safety Awareness among the motorists.



	DATE	ACTIVITIES CONDUCTED	NUMBER OF BENEFICIARIES
1	09.12.15	Free Medical Camp conducted at Korattur, Ambattur	136
2	10.12.15	Free Medical Camp conducted at Mangalapuram, Ambattur	156
3	11.12.15	Free Medical Camp conducted at Managalam Nagar, Porur	375
4	11.12.15	Handing over of 910 litres of disinfectant (Phenyl) for sanitation purpose to the Health authorities of Ambattur Chennai Corporation	NA
5	15.12.15	Handing over of Public Address System to the Health authorities of Ambattur Chennai Corporation	NA
6	15.12.15	Free Medical Camp conducted at Tirutheri, Chengalpet	145
7	15.12.15	Free Medical Camp conducted at SP Koil, Chengalpet	162
8	30.12.15	Free Medical Camp conducted at Madhiravedu, Vellanchavadi	311
9	31.12.15	Free Medical Camp conducted at West Mambalam, Chennai	170
10	07.01.2016	Free Medical Camp conducted at Jafferkanpet, Chennai	165
11	09.01.16	Free Medical Camp conducted at Anjineyar Temple, Porur	425
12	09.01.16	Handing over of Cheque to Little flower Deaf & Dumb School Authorities	NA

Proving Ground, Sriperumbudur

The Government Primary School of the village Hussain Nagar, located adjacent to our vehicle testing facility, where nearly 200 school children study, faced two acute problems.

- Damaged floors of three class rooms, due to which the children were facing the problem of hygiene and a poor ambience for studying. They requested for re-lay of the floorings.
- The school was facing water scarcity, as they did not have their own source of water resource and had been depending upon the village common water facility which was practically non-existent. Hence they requested for a bore well within their premises with submersible motor.

Now the school children are studying clean and hygienic class rooms and have access to uninterrupted water supply.



Jamshedpur Plant

- Village Ramchandrapur, located adjacent to our plant faced severe water scarcity due to the lack of water. The available water resource which comprised of three hand pumped borewells were in need of some maintenance and due to non-availability of funds by the local body, it was left unattended to.
- The Government primary school of the village Upperbera was facing water scarcity, as they did not have their own source of water resource and had been depending upon the village common water facility which was practically non-existent. Hence they requested for a bore well within their premises with submersible motor.
- After the completion of the above two projects, the villagers and school children are not facing any issue of water scarcity.

Lucknow Plant

Somaiya Nagar Govt school's toilet was in an unusable condition which posed health risks for the school children. WABCO INDIA LTD renovated the toilet block along with submersible motor with overhead tank facility to provide uninterrupted water facility.

Somaiya Nagar village did not have a bus shelter due to which the villagers had to bear discomfort while waiting for the bus. WABCO INDIA LTD, constructed a bus shelter at the Somaiya Nagar Bus stop.



Making Impact

through Women's Economic Empowerment Initiative

WALMART INDIA

Walmart runs 21 Cash & Carry stores in India with the mission of enabling 'small businesses to prosper'. By generating thousands of jobs and sourcing 95% of products locally, Walmart contributes to the local economy as 'partners in progress'.

We are growing our business by opening 50 more stores over the next few years.

Women's Economic Empowerment

Walmart and Walmart India strive to improve the quality of life of employees, customers and communities through financial contributions, in-kind donations and volunteerism. The company supports initiatives focused on enhancing opportunities in skills training, environmental sustainability, women's empowerment and community development. Through training and sourcing, Walmart India's Women's Economic Empowerment (WEE) Initiative is helping to provide sustainable employment opportunities and significantly expanding economic opportunities for women across India. Through a combination of our local programs and support from the Walmart Foundation, we are impacting thousands of women in India positively.

Ever since Walmart launched the Women's Economic Empowerment (WEE) initiative in September 2011 with the objective to improve the lives of under-served women in farms and factories and provide opportunity to women owned businesses (WOBs), the company has made significant strides in achieving the goals.

Diversity in the Supply Chain

We launched the Women Entrepreneurship Development Program (WEDP) in April 2016 to support women owned businesses across various categories develop their professional as well as soft skills necessary to build strong businesses and therefore to enable them to achieve higher levels of business growth and make them more resilient in today's dynamic socio-economic environment. Supported by Walmart and implemented by Vrutti and WEConnect International, the program included robust business management modules that were delivered through experts in workshops and classroom training. During several assessments, it was heartening to see that the program has brought about the desired outcome and impact.

The first cohort of the 32 enterprising women owned businesses (WOBs) from the Class of 2016 from AP, Delhi NCR, Telangana, Punjab & UP and into both food and non-food categories graduated on 13 April 2017. The training modules aimed at helping the women owned businesses build robust businesses comprised Life Skills, IT, Social Media Marketing, Operations, Replenishment,

Logistics, Supply Chain, Product Marketing, Financial Planning and Resource Management, Negotiation Skills, among others.

Beyond classroom sessions, the participants met and interacted with Walmart India Senior Leadership Team; engaged and showcased products to Walmart India's Merchandising team, interacted with Global Sourcing team; visited Best Price Stores to understand the format; and got the opportunity to set up stalls and attend Think Big, the largest international confluence of WOBs and buyers. All the WOBs have also got connected to mentors based on their need and interest.

We feel a sense of pride that this program has created a pipeline of strong women owned businesses for the industry's supply chain as well as for Walmart India, in line with our efforts to be 'partners in progress' with the Government in the country.



Women Owned Logo

In October 2015, WEConnect International launched the 'Women-owned' logo in India to identify the significance of the high quality & unique products made by women. As part of an overall strategy and goal to source more from WOBs, Walmart supported WEConnect International, to develop the logo to help members easily identify products made by WOBs. All WOBs that are WEConnect-certified are eligible to display the logo on their product packaging.

Training Women in Factories

The 'Women in Factories' (WiF) program aims to empower workers, especially women in factories, using life skills as a method to help them cope with life challenges and make advances in their career. The initiative also focuses on building the capacity of the factory management to identify and develop talent, encourage retention and create an enabling environment for the workers.

The WiF program, supported by Walmart Foundation, was initiated in India in 2011 as part of the Women's Economic Empowerment Initiative. Currently, NGO partner Swasti is implementing the programme in 34 factories located in Gujarat, Karnataka, Punjab, Tamil Nadu and the Union Territory of Daman. The program includes critical life skills training on communication, hygiene, reproductive health, occupational health and safety, identifying personal strengths and gender sensitivity.

The program ultimately facilitates creation of an ecosystem that promotes, conserves and sustains workforce development and empowerment. The program has:

- Enriched the lives of 26,005 workers (21,885 women and 4,120 men) through 15 hours of Foundational Training in 34 factories.
- Trained 4,055 women under 80-100 hours of Advanced Training to equip them with leadership skills; Sensitized 1,620 Supervisors to create an enabling environment .



- Trained 141 factory trainers (through the training of trainers approach) and 1,297 Peer Educators to sustain the learning, project efforts and outcomes of the WIF program beyond the project period.

Training Women in Retail

The Walmart Foundation supported the Retail Opportunity Training Initiative, collaboration between the Global Fairness Initiative and the Self-Employed Women's Association – SEWA.

Launched in 2015, this program delivered opportunity-driven training in retail sales and management, bridging the opportunity gap between India's underemployed women and the country's fastest growing economic sector.

This effort supported Walmart's larger Women's Economic Empowerment Initiative.



Key program highlights:

- Trained more than 11,000 participants, both men and women, in Gujarat.
- Delivered a world class, certificate-level curriculum on Retail Sales and Management emphasizing essential technical and "life skills" necessary for full employment
- The program tackled key social issues along with bringing in solutions for long-lasting systemic change.
- Created a Centre of Excellence in retail sector leadership and employment within the highly regarded SEWA Manager Ni School
- The program was supported by a robust job placement platform aimed at promoting women, and placing women certificate holders, in India's organized retail sector



Women in Farms

Apart from other programs in the last few years, Walmart Foundation supported the following project:

- Agribusiness Systems International's Sunhara Prayas project facilitated increased socio-economic empowerment for 6,000 smallholder farmers – 5,000 of them women – in the vegetable value chain in four districts of Uttar Pradesh and Andhra Pradesh in India, through improved and inclusive horticultural production and marketing systems.
- This two-year program focused on empowering women through female-achieved, on-farm income gains and addressing barriers (market and social) that restrict their ability to access and exercise control over economic opportunities.

Providing Safe Water Affordably

WATERHEALTH INDIA

WaterHealth India (WHIN), a wholly owned subsidiary of WaterHealth International, provides scalable, safe drinking water solutions to underserved areas in India through advanced technology and innovative business models. WHIN started operations in India in 2006 and has successfully launched over 500 WaterHealth Centres (WHCs) covering six states and serving over seven million people.

WaterHealth India (WHIN) provides safe, scalable and affordable drinking water to the underserved communities globally and currently runs over five hundred (500) decentralized Community Water Systems (CWS) across Telangana, Andhra Pradesh, Gujarat, Karnataka, Delhi and Tamil Nadu providing access to safe drinking water to over seven (7) million people since it started operations in 2006.

WaterHealth has adopted a decentralized model for serving communities that are severely impacted due to unsafe drinking water in urban, peri-urban and rural areas. The Company's innovative strategy has been to install, operate and maintain "micro-utilities" called WaterHealth Centers (WHCs) in the underserved communities.

The WHC uses a six (6) stage purification process which ensures that all physical, chemical and microbiological contamination in the water is remediated to potable water quality. The water thus obtained complies with World Health Organization (WHO) and Indian drinking water standards (IS10500) and is offered under the brand name of "dr. water".

The unique advantage of WHCs is that these are easily scalable and can run for a sustained period of time i.e. 25-50 years and offer lowest capital cost per capita (under \$2/person) compared to other safe drinking water options in the world. WaterHealth's operating model addresses all the five (5) key sustainability dimensions namely financial, technical, institutional, social and environmental and thereby making the projects viable across all sustainability axes. Financial sustainability is ensured by charging a nominal user fees to consumers for providing clean and safe water. The user fee is affordable for even the lowest economic segments of the underserved communities.

WaterHealth has made significant partnerships with local government bodies such as Bruhat Bengaluru Mahanagara Pallike (BBMP) where the Company is planning to install over 200 WHCs in each of the wards of the city of Bengaluru. WaterHealth has also tied up with the Delhi Jal Board (DJB) where the Company is setting up about 280 water dispensation points in the slums of the capital.

WHIN is also in advanced stage of discussion with Public Health Engineering Department (PHED) Rajasthan to cover all urban underserved areas of the state. WaterHealth has partnered with international development agencies such as USAID, RVO (Dutch Development Agency) and other prestigious Trusts, Foundations and Corporates to provide safe and affordable drinking water to the underserved communities in India.

The Company also runs well conceived social marketing programs to change consumer behavior towards safe drinking water. These programs are customized to spread awareness about the health benefits of safe drinking water. The social awareness programs focus primarily on creating awareness among women and school children in order to bring about a positive behavioral transformation within the communities towards.

WaterHealth's interventions are certified by Gold Standards (the first global standard that has certified the positive socio-economic impact of water projects) which validates that the Company is addressing various goals within the United Nations Sustainable Development Goals (SDG) framework.

There have been multiple researches conducted by

third parties to determine the social and health impact of WHCs on the communities, some of which are listed below.

1. Based on a comprehensive study conducted by IMRB engaged by IFC to understand the impact of WHCs in its areas of coverage, it is found that dr. water consumer households are approximately nine (9) times less likely to contract waterborne diseases compared to non-consumer households.
2. Sambodhi, an accredited Market Research agency conducted a study in 2015 – 16 to measure the social, economic, health and environment impact of WaterHealth's interventions in the communities in which the WHC is established. Some of the key findings of the research are indicated below.
 - i. Around 85% of WHC consumers are BPL (Below the poverty line) thereby establishing that a WHC helps extend drinking water services to the most vulnerable households within communities. WHCs operates through a socially inclusive model reaching out to the economically poor and socially disadvantaged groups.



- ii. Households consuming water from WHC report lesser incidence of illness vis a vis households consuming water from any other source. Households who do not consume water from WHC have 1.2 times higher risk of suffering from any illness. Children of households who do not consume water from WHC have higher risk of suffering from diarrhoea. Households drawing water from WHC also exhibit better knowledge, attitude and practices on WASH parameters and knowledge on diarrheal management.



- iii. WHC helps households save time (reduce drudgery) thereby ensuring the time saved in fetching water is used for other productive activities. Women save time due to reduction in drudgery in fetching water are more likely to engage in economically productive activities. Research shows that households that consume water from a WHC can potentially save over INR 4,700 annually (around 2.5% of their annual income) due to reduction in medical expenditure, decrease in drudgery and increase in productivity. This amounts to an addition of 25 workdays per family per year. Other impacts on households consuming water from WHC include a significant reduction in absenteeism from school and reduction in work days lost due to illness.



WaterHealth has the vision of becoming a global leader in providing scalable, safe and affordable water solutions to the underserved through innovative business models. In line with its vision, the Company is pursuing the audacious goal of serving 100 million customers by 2020.



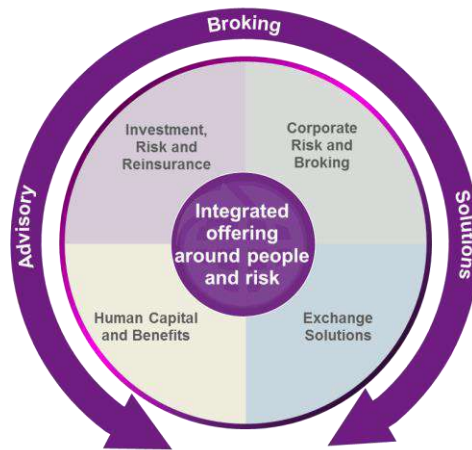
Embracing Complexity

Unlocking Potential

WILLIS TOWERS WATSON

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

We are an integrated advisory, broking and solutions company organised around four business segments designed to meet our clients' risk and people needs



Our Vantage Point

Our people, our research driven intellectual capital and our relationships offer an unmatched vantage point. This has been well represented in respected publications like the Strategist, Business Today and People Matters where we have shared perspective on key trends that will shape the HR industry:

Future of Work – Technologies are fusing, blurring lines between the physical, digital and biological worlds, and technological breakthroughs like artificial intelligence and robotics will continue to evolve. These changes are dramatic compared to previous revolutions in that they are already disrupting almost every industry in every country, having a significant impact on work and jobs.

Business Agility for the Digital Age – Dynamic marketplaces reward businesses that can deliver relevant products and services with speed. In today's digital environment, businesses must be able to plan, execute and scale with greater agility to future proof their operations.

As organisations are forced to adapt to changing market forces and customer demands, core organisational capabilities (one of these being talent) must also be agile in order to address these changes and succeed in the new environment, if not merely survive.

Agile organisation design – Aligning an organisation to its operating model, business objectives and customer value propositions will continue to be a priority for the top management. Leadership capability will be crucial to drive organisational growth.

Performance management that works – Focus will be on identifying the hyper performers and cutting through performance management bureaucracy. Managing performance as a concept is nascent where many organisations have either done away with the age old bell curve or are piloting such a concept for critical functions.

Rewards portfolio that builds sustainable employment deal – Organisations will keep strengthening the golden rule – ‘pay for performance’, the total employment deal would cover all aspects of employee experience.

Role of technology – HR technology will play a transformative role in strengthening the HR ecosystem.

Analytics and Decision-Making – More than ever, data is king, and key stakeholders will look to HR to provide data-driven insights to identify and address workforce issues and provide solutions to help solve them.

Flexibility – Employees will continue to look for more flexibility in the workplace - from telecommuting to working unconventional hours.

Health and Wellness – increasing focus on programmes that create differentiated EVP to promote and support health and wellness.

Communication – openness and transparency when it comes to explaining pay and benefit philosophies to employees.

Not just Partners or Advisors, but Pioneers

Over the years, Willis Towers Watson has been a visionary in assessing trends that would impact business. We have been able to achieve this through our unflinching focus towards insight based pioneering research.

Reimagining employee engagement in India

Employee engagement surveys to have become a mere calendar activity, or are organisations effectively listening to employees and taking attendant steps towards sustainable engagement? Willis Towers Watson’s Reimagining employee engagement in India explored perceptions around employee engagement, the essence of employee surveys and how these are likely to take shape in the future.

Bringing HR Risk into the spotlight

The impact of human capital risk is typically not well understood or managed, even in organisations which are otherwise adept at managing other risks. Willis Towers Watson commissioned a study specifically to identify critical people related risks faced by organisations and assess the overall maturity of human capital risk management practices in India.

Transforming the Talent management and Rewards Space

Our talent management and rewards study for the first time took an in-depth look at the employee reward programmes and talent management best practices of organisations around the globe. The global workforce study which polled employee views, made this a uniquely insightful combination on issues around attraction, retention and engagement.

Championing Wellness to improve Productivity

Holistic health and wellbeing strategy is not only about providing a number of programmes, but also about ensuring that healthy lifestyles are embedded in the organisational culture through communication and engagement strategies, supported with metrics and viewed as a true business priority. Our Staying@Work study surveys how successful organisations use health and productivity strategies to their competitive advantage.

Championing Retirement Adequacy

The Willis Towers Watson Global Benefits Attitudes Survey revealed a discomfiting observation that millennials in India feel they are less likely to be better off in retirement than their parents. Therefore there was a critical need to develop a whitepaper titled Understanding & Preparing for Retirement Adequacy in India. This whitepaper is a holistic retirement planning tool where we looked at retirement planning using advanced modelling techniques.

Employee Benefits Accounting and Risk Study

Since 2008, Willis Towers Watson has published an annual study on the finances of employee benefit plans of the largest companies in India. The insights have led Indian companies to become increasingly vigilant about financial facets of employee benefits, as a result today companies have greater clarity and understanding about valuation of employee benefits.

Retirement Plan Governance

Our retirement plan governance study provides insights into what companies are doing to address statutory changes, increase employee awareness and improve governance in retirement benefits in India.

Leveraging technology to deliver a superior client experience

- **Talent|REWARD** is a world-class talent and reward software solution.
- **BenTrack**: designing cost effective and consistent employee benefits programmes by assessing the market competitiveness through this powerful web-based tool.
- **CompSource**: insights to help our clients design compensation and benefits programmes that are based on data from across 40 industry sectors to match with the evolving market trends.
- **HR Portal Software**: Personalised, mobile-ready software that dramatically improves the user experience and lowers HR operating costs. HR Portal gives employees, managers, families, retirees and HR the information they need, when and where they want it.
- **VERA**: is the first automated narrative text-processing tool in the world designed specifically for employee survey comments. VERA utilises a breakthrough analytic formula that extracts key themes buried across thousands of comments in seconds.
- **Saville Consulting Wave**: This psychometric assessment tool gives highly valid information on individual's talents, motives, competency potential and preferred culture. These are highly insightful for making recruitment, talent management and employee development related decisions.