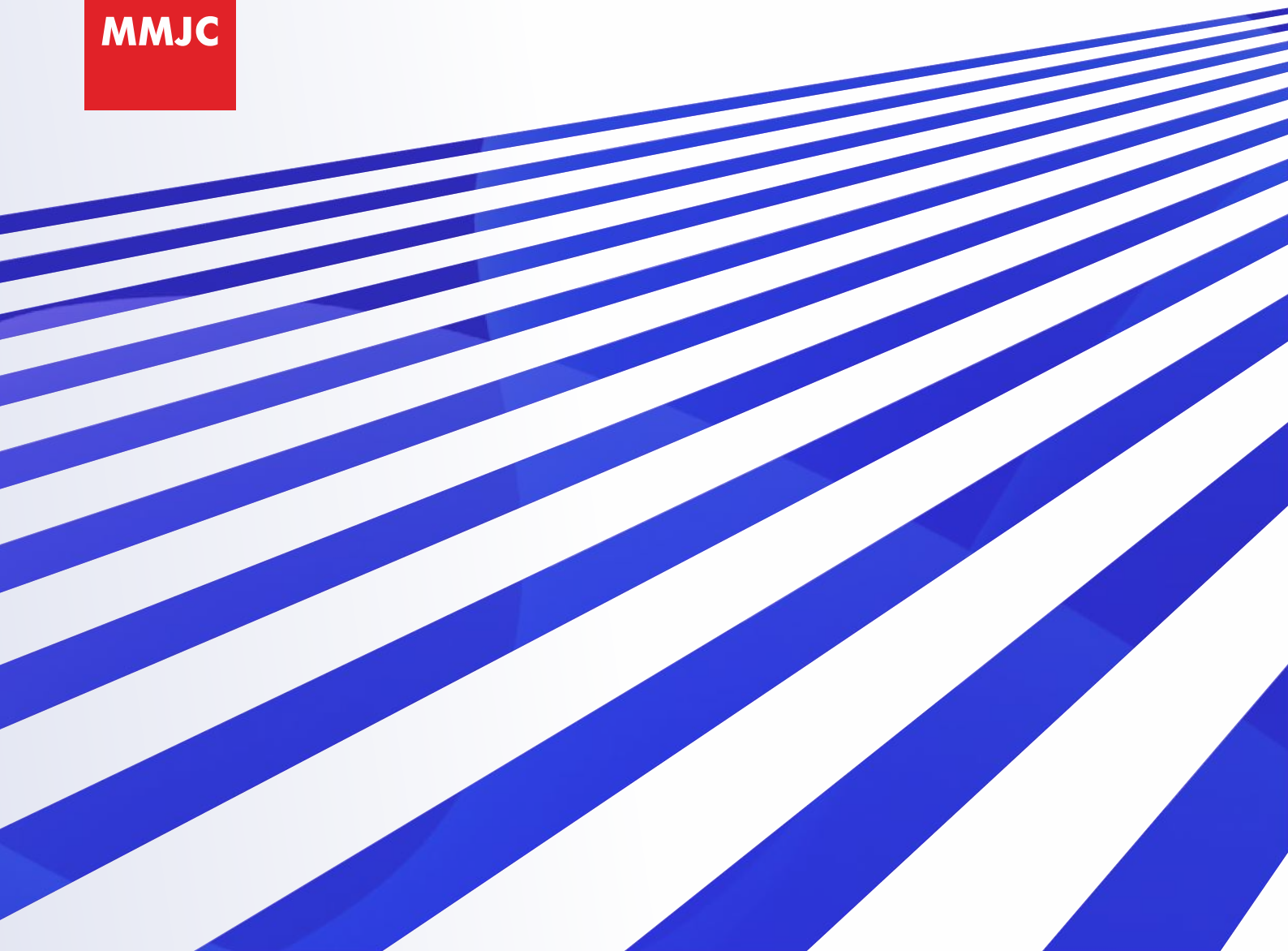


CSR Impact Assessment Report 2025

Impact Assessment
conducted by



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Acknowledgements

This study, conducted by MMJC Consultancy LLP, explores the effects of Hexaware Technologies Limited CSR initiatives during the calendar year January 2024 to December 2024. It represents the culmination of a comprehensive Impact Assessment study.

We would like to extend our deepest gratitude to Hexaware and 27 implementation partners of Hexaware for their continuous support and invaluable assistance throughout this process. Their commitment to providing comprehensive information and facilitating access to beneficiaries, staff, and facilities was instrumental in the success of this impact assessment. We also express our sincere thanks to the primary and secondary stakeholders who generously provided their insights, perspectives, and valuable time, which significantly contributed to our efforts.

We are deeply appreciative of the beneficiaries who graciously participated in our surveys and interviews, sharing their personal experiences and challenges. Their candid feedback provided invaluable insights into the real-world impact of the NGO's services and the effectiveness of recent improvements.

Abbreviations

Sl. No.	Abbreviations	Abbreviated words
1.	Apne Aap Women's Collective	AAWC
2.	Corporate Social Responsibility	CSR
3.	Child Care Institute	CCI
4.	Child Welfare Committee	CWC
5.	Child Management Committee	CMC
6.	Calendar Year	CY
7.	Development Assistance Committee	DAC
8.	Impact Assessment	IA
9.	Indian Sponsorship Committee	ISC
10.	Industrial Training Institute	ITI
11.	Key Informant Interview	KII
12.	Makarand Mohan Joshi & Company	MMJC
13.	Olympic Gold Quest	OGQ
14.	National Institute of Open Schooling	NIOS
15.	Secondary School Certificate	SSC
16.	United Nations Sustainable Development Goals	UN SDGs
17.	Organization for Economic Co-operation and Development	OECD



MMJC is a 25 - year-old Corporate Consultancy firm led by Mr. Makarand Joshi, Founder Partner. The firm has 9 Partners catering specialized verticals. The firm has a team size of 190 out of which 70 are multi-faceted professionals being Company Secretaries and/or Social Sciences Graduates rendering unique quality and an array of services under one roof, with a specialized focus on acting as Social Impact Assessors. MMJC's Head office is situated at Mulund and has a reach in all states and major cities across India.

Project team:

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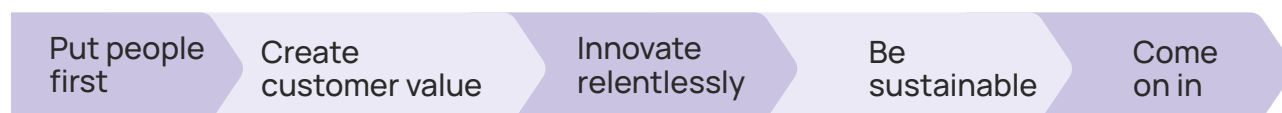
Hexaware Technologies Ltd. is a global IT services company that empowers clients with world-class technology products, services, and solutions. Driven by a people-first philosophy, Hexaware works with a singular purpose—to create smiles through great people and technology. Beyond business outcomes, Hexaware focuses on making a meaningful impact, using technology to solve real-world problems, inspire innovation and uncover new possibilities.

Vision:

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

Values:

Hexaware's values are more than just words on a page. They guide the decisions and behaviour's that shape our culture. At Hexaware, 5 key principles guide everything they do.



Executive Summary

During the Calender Year 2024 (CY 2024), Hexaware Technologies deepened its commitment to sustainable social development through targeted interventions in Education, Vocational Skilling, Women Empowerment, Healthcare, Environment, Rural Development and Sports. Executed in collaboration with specialized implementing partners these programs addressed critical socio-economic gaps in Maharashtra, Uttar Pradesh, Karnataka and Tamil Nadu.

Pursuant to its CSR policy (2024), Hexaware engages in strategic programs to improve the quality of life of under-served and marginalized communities, support research activities and education across all regions of India. Hexaware CSR portfolio is anchored in the core principles of Inclusivity, Equity, and Long-term Value Creation, directly complementing the Government of India's Viksit Bharat vision and the United Nations mandate to "Leave No One Behind."

93,746
people reached
in CY 2024

Assessment Framework and Methodology:

In adherence to the Companies (CSR Policy) Amendment Rules, 2021, Hexaware commissioned MMJC Consultancy LLP (MMJC) to conduct an independent Impact Assessment of its CSR interventions undertaken in 2024 (Cy24)

- **Methodology:** The evaluation utilized the globally recognized OECD Development Assistance Committee (DAC) criteria: Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability.
- **Scope:** The study involved a rigorous analysis of project data to document social impact, using both primary and secondary data. Twenty-seven projects across seven thematic areas were included in this study.

Through this assessment MMJC sought to understand and assess effectiveness of Hexaware CSR projects in redressing the services gaps and fulfilling the development needs of different vulnerable groups of people. Through this assessment MMJC also documented the positive socio-economic or other improvements in the quality of life of the different communities reached in CY 2024.

THEMATIC PILLARS AND KEY FINDINGS



Education

In Education, Hexaware funded 9 projects in CY 2024 in Mumbai, Pune, Noida, Bengaluru, Chennai.

These projects addressed needs of children made vulnerable by their living situation, at streets or in slum areas or being born in high-

risk environment of commercial sex work. The projects also addressed issues of learning outcomes, nutrition, extracurricular



activities, technology integration and New Age technology. As a technology company, Hexaware also promoted STEM learning and space as subject of study among students. The Hexaware scholarship provided financial support to meritorious students.

Beyond foundational literacy, the programs provided underprivileged students with the independence required for higher education and future livelihoods.

Balgram through its residential facility provided consistent care and ongoing support for Cognitive & Educational, Socio-Emotional and Physical wellbeing of 100 children and 10 sadan mothers. 100% of respondents reported a measurable improvement in their ability to read, write, and count, validating the effectiveness of the academic support systems. 100% of respondents reported that they love staying at Balgram.

Udaan program supported 25 girls living in the shadow of commercial sex work to break the generational cycle of exploitation. AAWC ensured that the 25 girls are recognized by the state, making them eligible for formal exams and government entitlements. 100% respondents reported feeling safer after joining the program and confirmed that they are attending school or educational classes regularly.

425 children in different Rainbow Homes received a structured alternative to life on the streets, the program mitigates systemic risks and creates a pathway for social reintegration.

Skill Development



In Vocational Skilling, Hexaware funded 6 projects in CY2024 in Mumbai and Chennai. 2620 individuals were trained in employability related skills. These projects provided the critical 'missing links' in the education system of India – vocational/ job skills and soft skills for employability. The groups included persons supported include persons with disabilities (physical and intellectual like ADHD and cognitive challenges), transgenders and youth from low income backgrounds.

675 youth from low-income backgrounds received training in tally and soft skills like "workplace readiness" and "market-oriented skills". 81% respondents were employed at the time of visit and 70% reported using the skills learned from the training in their current job role.

More than 100 young transgenders have received leadership training and 60% of the skilling trainees were placed in jobs with companies such as The Lalit Hotel, Asian Paints, Capgemini, CEAT, and Netflix. 60 transgenders were also provided with a place to stay.

Youth with cognitive disability were provided vocational training in printing and documentation solutions, laundry and housekeeping, culinary arts, baking, confectioneries, basic computing skills, and front- and back-office skills.

475 PwDs were trained and 70% trainees placed, primarily in the retail sector. 180 visually impaired persons were trained in digital courses, communication and English

Women Empowerment



Two themes were implemented across projects – affirmative action in favor of girls and collaboration with existing systems to maximize funds and other resources. 02 projects put the spotlight on need for Women empowerment.

Despite consistently performing better in academics, representation of women in the workplace remains low due to several historic factors and the sex-based priorities of women. Addressing this underutilization of high potential educated women and girls, Hexaware supported mentorship & Skill Training for 50 Girls from across India for professional employment and self-employment.

250 women got benefited in 7 different vocational trainings (Advance & Basic Beauty Parlour Course, Bakery Course, Basic Tailoring Course, Masala Making, Mehendi Course and Cooking & Catering Course). 85 women are actively making a livelihood in the range of 28,880/- 52,500/-.

Healthcare

In Healthcare, Hexaware focused on preventive care and rehabilitative support. Through WASH intervention in government schools, the project reduced avoidable infections and attendance loss. Hexaware project enabled people to access critical treatment for vision correction and preventable blindness and become independent mobile individuals. Prosthetic limbs are medical devices. Therefore, the project removed out of pocket expenses of treatments / devices and effectively improved the quality of life.



200 adults provided customized artificial limbs and assistive appliances (crutches, folding walkers, and orthoses), 2,000 underprivileged patients underwent surgery to restore visual acuity and eliminate a primary cause of avoidable blindness, restoring functional independence and significantly improving the quality of life for the beneficiaries.

Sports

Hexaware supported India's Olympic Gold Quest and other sporting targets in athletics. OGQ 360-degree approach includes sports training, nutrition and diet, training and competition participation. In 2024, Hexaware supported 360 athletes from 12 sports – Archery, Athletics, Badminton, Boxing, Canoe, Wrestling, Shooting, Table Tennis, Running, Powerlifting, Swimming, Weightlifting and contributed to participation of 49 athletes in the 2024 Paris Olympics and podium finish of 5 athletes. 13 para athletes supported by OGQ won medals at the Paris Paralympics 2024.



Rural Development

Hexaware in CY2024 also supported a Rural Development project, adopting a geographic focus approach. Needs based requirements for the different residents were provided Community development through focus on health, education,



Environment

Hexaware recognizing climate change and environment degradation as the overwhelming development challenge of the 21st century, supported 02 climate change mitigation interventions in



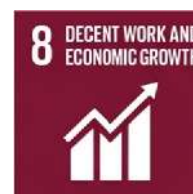
Maharashtra. Nagvan project expanded green cover in a biodiverse and industrial area in Nagpur by planting 13000 native saplings. The other project addressed the leading cause of pollution – plastic. This project worked in a completely different ecosystem - coastal area and maritime bioregion. A domino effect of the project is improvement in the waste collection capacity of the local municipal authorities and generation of livelihood for local women through circular economy products.

Plantation of 13000 native tree species 6 acres of land has the potential to revive local biodiversity, improving habitats for birds, reptiles, and small mammals. The survival rate of saplings was 96%. To enhance soil fertility

and provide essential nutrients for the plants, manure, green waste, husks, and hay were added to the plantation beds. Removal of weeds and 20 different new species of fruit bearing trees were planted such as mango, guava, peepal, oranges, jamun and lemon. The project's energy requirements were supplied through clean energy sources - solar powered water pumps.

In coastal Maharashtra, reduced 160,000 –170,000 single-use plastic from going to landfill. Further, the plastic was upcycled into usable products and providing livelihoods of women in SHGs.

HEXAWARE CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Introduction

MMJC conducted impact assessment of Hexaware's CSR projects implemented in 2024 (Jan – December 2024) through implementation agencies in the four states Tamil Nadu, Maharashtra, Karnataka and Uttar Pradesh.

Corporate Social Responsibility (CSR) activities in India refer to projects undertaken by eligible corporations in compliance with the requirements of Companies Act 2013 and its subsequent amendments. In accordance with the aforementioned law, the following class of companies are mandated to conduct impact assessment:

- Companies with minimum average CSR obligation of Rs. 10 crore or more in the immediately preceding 3 financial years; and
- Companies that have CSR projects with outlays of minimum Rs. 1 crore and which have been completed not less than 1 year before undertaking impact assessment.

As a responsible business, Hexaware is undertaking social development projects at different locations in India under its Corporate Social Responsibility (CSR) agenda, in alignment with the requirements under section 135 of Companies Act 2013 and subsequent amendments.

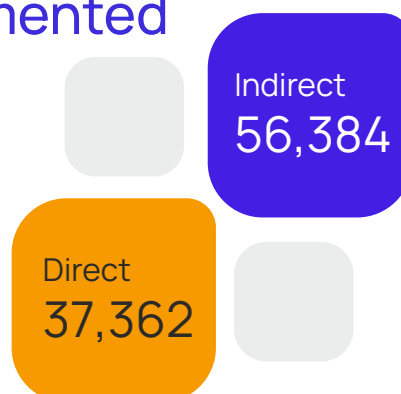
At Hexaware, Corporate Social Responsibility (CSR) is driven by ethical action and a commitment to community impact.

31 projects were implemented

with outreach of

93746 people in 4 states

- ▶ Tamil Nadu
- ▶ Karnataka
- ▶ Maharashtra
- ▶ Uttar Pradesh



Hexaware's CSR initiatives encompass a diverse range of areas aimed at creating a positive and lasting impact in core human development thematic areas: education, skill development, women empowerment, healthcare, sports, rural development and environment.

Impact Assessment was done in Dec 2025 – Jan 2026
and covered thematic areas funded by Hexaware in CY2024.
The 27 projects included in this assessment and their beneficiary reached
were distributed among the following thematic areas



Objective of this assessment: _____

The objective of this report is to assess the social impact of CSR initiatives of Hexaware for the period CY-2024, in compliance with the directive of the Ministry of Corporate Affairs (MCA), Government of India, the nodal ministry for overseeing and regulating CSR activities.

The MCA notified the Companies (CSR Policy) Amendment Rules, 2021 ('Rules') vide notification dated 22.01.21 introduced the obligation for Impact Assessment of

specified CSR projects. To maintain accountability and transparency such reports are to be placed before the board as well as annexed to the annual report on CSR. This rule requires companies to undertake impact assessment through an independent agency, if the projects satisfy the criteria outlined in the rules. Hexaware commissioned MMJC Consultancy LLP to undertake the impact assessment of its selected CSR education projects in CY-2024.

Projects included in the Assessment

Education				
SN	Implementation Agency	Name of Project	Location	Beneficiaries
1	India Sponsorship Committee	Antar Bharti Balgram Yojna	Lonavala	Direct - 100 Indirect - 200
2	Apne Aap Women's Collective, Nerul	Udaan	Mumbai	Direct - 25 Indirect - 100
3	Association For Rural and Urban Needy	Rainbow Homes	Chennai, Mumbai & Bangalore	Direct - 425 Indirect - 850
4	American India Education	The Digital Equalizer	Chennai	Direct - 10000 Indirect - 20000
5	Art1st Foundation	Art Education and Seminar - Art 1st	Mumbai	Direct - 2122 Indirect - 4244
6	Foundation for Initiatives in Development and Education for all (IDEA)	Hexaware Scholarships	Pan India	Direct - 600 Indirect - 1200
7	Space Kidz India	Young Scientist India	Chennai	Direct - 1000
8	Purnkuti	Manosakha	Pune	Direct - 65 Indirect - 130
9	Jayaprakash Narayan Memorial Trust	Vidya&Child - Quality School Education Program	Noida	Direct - 100

Projects included in the Assessment

Skill Development				
SN	Implementation Agency	Name of Project	Location	Beneficiaries
10	Magic Bus Foundation	Skill development training for employability	Chennai, Mumbai, Lonavala	Direct -675 Indirect -2700
11	TRRAIN	Pankh 4 centers - Providing training to people with disability to get employment in retail industry	Chennai, Mumbai, Pune	Direct -475 Indirect -1900
12	V-Excel Educational Trust	Vocational training centre and support for Persons with Disability and Early intervention Program	Chennai	Direct -460 Indirect -1040
13	TWEET	Providing shelter for transgender community	Mumbai	Direct -180 Indirect -360
14	Yuva Parivartan	Providing Skills to the underprivileged	Nagpur	Direct -650 Indirect -2600
15	Atmadeepam Society Nagpur	Digital literacy program to visually impaired persons	Nagpur	Direct -180 Indirect -720

Woman Empowerment				
SN	Implementation Agency	Name of Project	Location	Beneficiaries
16	Human Capital for Third Sector	Katalyst - Mentorship & Skill Training for Girls	Pan India	Direct - 50 Indirect -100
17	Purnkuti	Dhara	Pune	Direct - 250 Indirect - 1000

Projects included in the Assessment

Health & Sanitation

SN	Implementation Agency	Name of Project	Location	Beneficiaries
18	Dreams Runner Foundation	Project Walk India	Chennai	Direct - 200 Indirect - 800
19	Yuva Unstoppable	Promoting hygiene, sanitation practices in 21 Government Schools	Mumbai	Direct - 3000 Indirect - 6000
20	Mission for Vision	Mission Netra	Chennai	Direct - 2000 Indirect - 8000

Environment

SN	Implementation Agency	Name of Project	Location	Beneficiaries
21	Environmental Foundation of India	NagVan	Nagpur	5000
22	Alibaug Solid Waste Management Association	Waste Management Project - AAMHI - Mumbai	Alibaug	2000

Rural Development

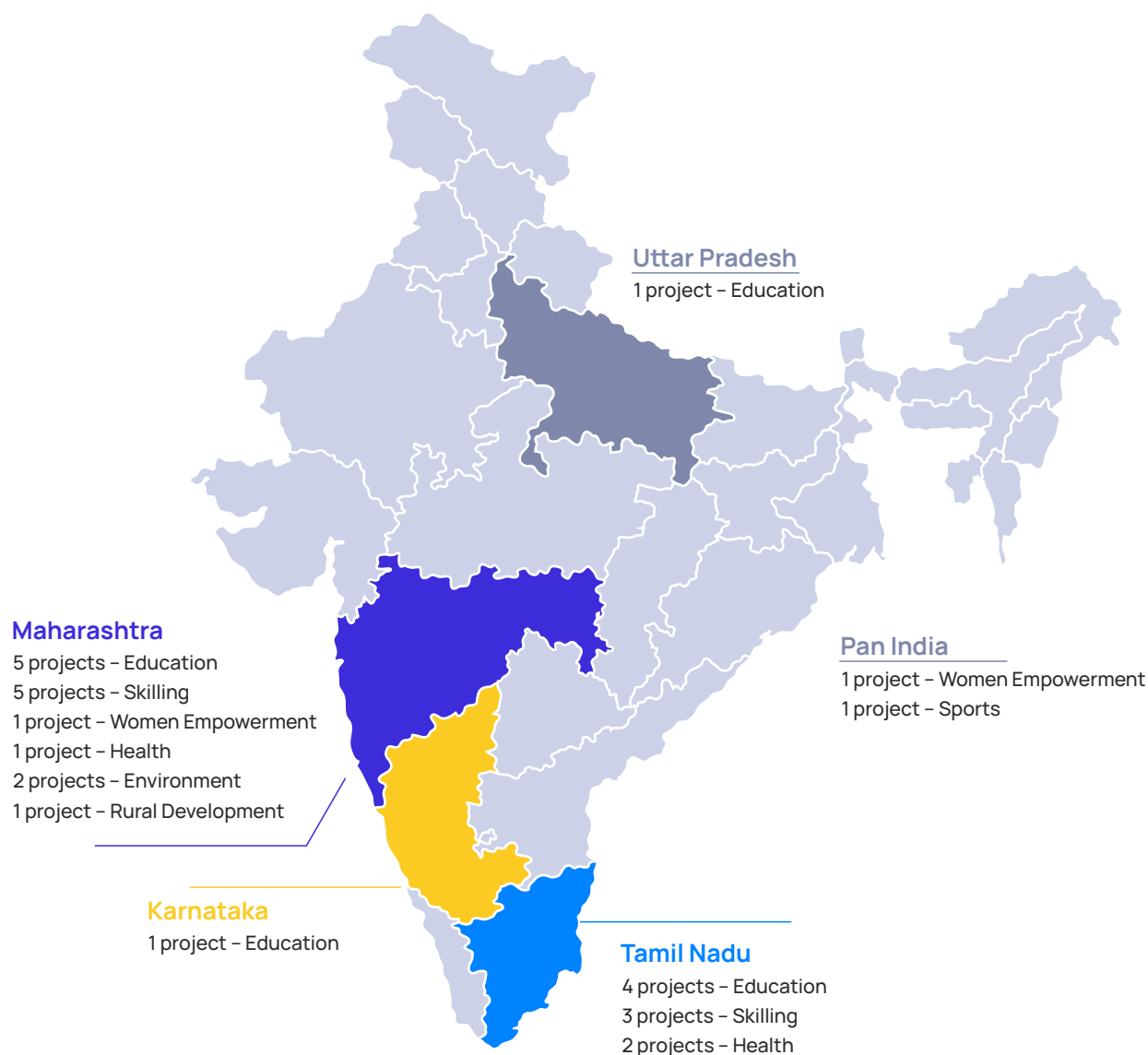
SN	Implementation Agency	Name of Project	Location	Beneficiaries
23	Seva Sahayog	Rural Development	Maharashtra	3000

Sports

SN	Implementation Agency	Name of Project	Location	Beneficiaries
24	Olympic Gold Quest	Supporting junior women athletes and para-athletes in sports training	Pan India	Direct - 360 Indirect - 1440

Hexaware CSR projects located in the states of Tamil Nadu, Karnataka, Maharashtra & Uttar Pradesh

CSR Spend (in crores)	
Total CSR Spend in CY24: 15.6	CSR Spend Assessed in this report: 14.6



Thematic Area	% of CSR Spend Assessed
Education	45
Skill Development	23
Women Empowerment	4
Health	9
Environment	4
Rural Development	3
Sports	13

Study Methodology

Concurrent Mixed Methods Research Design was adopted with review of primary and secondary data. A concurrent Mixed Methods Research Design involves collection of qualitative and quantitative data simultaneously.

As per the CSR Rules 2021, CSR projects with a budget ₹1 crore, for companies with ₹10 crore annual CSR spend, must undergo impact assessment one year after the completion of project. Based on this requirement, a two pronged strategy was used for this impact assessment,

- 1) Detailed assessment including field visit to project locations was done for 5 projects with CSR spend above ₹1 crore.
- 2) Document review of projects Document review of projects with CSR spend under ₹1 crore.

Detailed assessment

Detailed assessment including field visit to project locations was done for 5 projects with CSR spend above ₹1 crore.

The process followed for conducting detailed impact assessment was as follows:

01

Review Project Documents

Project documents provided by Hexaware were reviewed to develop an in-depth understanding of the project objectives, implementation approach, delivery mechanisms, and outcomes.

02

Reference Literature Scanning

Secondary open source reference literature were scanned to identify best practices, emerging trends, and sectoral benchmarks, which informed the development of assessment formats and tools.

03

Stakeholder Analysis

Stakeholders were identified for the projects and shortlisted for data collection enabling triangulation for enhanced validity.

04

Development of Study Tools

Customized tools were developed for each of the projects being assessed to capture project-specific results

05

Sampling Approach

Data was collected from different stakeholder groups on a sample basis using random or purposive as required for different stakeholders

06

Preparation of Impact Assessment Report

Highlights project impacts, implementation effectiveness, beneficiary experiences, and opportunities for improvement.

**Assessment Method for projects assessed according to the CSR Rules mandate**

(detailed with site visit, Mixed Methods approach adopted)

Projects	Stakeholders Interacted
India Sponsorship Committee	Survey with resident students; In-depth interview with Sadan Mothers, Teachers, Counsellors, Alumni, Project Staff
Apne Aap Women's Collective, Nerul	Interviews with resident girls, In-depth interview with Project Staff
Association For Rural and Urban Needy	Survey with resident students, In-depth interview with Project Staff, Parents
Magic Bus Foundation	Survey with trainees; In-depth interview with Project Staff, Employers
Olympic Gold Quest	Survey with athletes; In-depth interview with Project Staff

Document Review

To document the meaningful community impact through CSR, review of all projects is undertaken annually. 22 CSR projects with spend less than ₹1 crore were also reviewed based on an examination of project documents and reference materials on sectoral best practices available in the public domain.

Assessment Method for projects assessed voluntarily by Hexaware

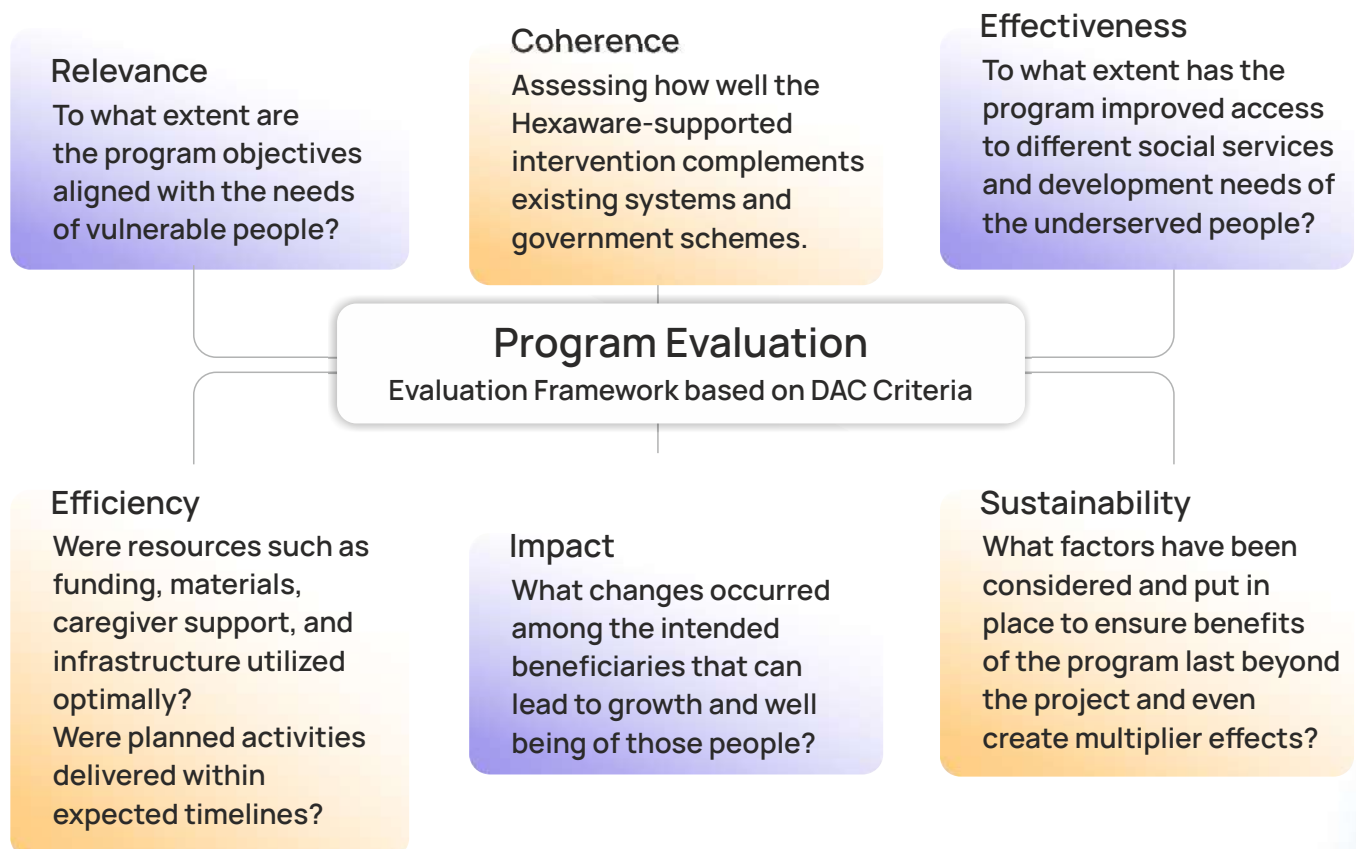
The assessment was carried out using secondary desk-based research approach. The assessment relies on data available in the form of annual reports, project logframe and related documentation provided by implementation agencies.

Impact Assessment Framework:

MMJC adopted two assessment frameworks to comprehensively record project impact across a range of indicators. Both frameworks were adopted keeping in mind their global acceptance for evaluation of and planning for development programmes, global nature i.e. they encourage documentation of contextual differences and applicability to multiple thematic areas.

A. OECD-DAC Evaluation Criteria

This standardized framework served as the basis for assessing the merit and effectiveness of the 27 projects within the broader social, policy, economic, technological, environmental and legal structure. The OECD DAC Network on Development Evaluation (EvalNet) includes six evaluation criteria: **Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability.**



B. UN Sustainable Development Goals:

Developed by the United Nations, the 17 Sustainable Development Goals (SDGs) are used as a guiding framework for development projects globally. MMJC assessed Hexaware's contribution to the SDGs through global and national-level indicator According to the **SDG India Index 2023-24 released by NITI Aayog, India's overall SDG score. at the national level was 71 out of 100**, showing significant progress across many Sustainable Development Goals.

FINDINGS – EDUCATION PROJECTS

In CY2024, Hexaware CSR spend on education was 45% of its total CSR budget and included a variety of projects across 4 states – Maharashtra, Tamil Nadu, Karnataka and Uttar Pradesh. There were 09 nos. education projects. The projects included in this section include,

1. Antar Bharati Balgram, Indian Sponsorship Committee
2. Apne Aap Women's Collective, Nerul
3. Rainbow Home, Association for Rural and Urban Needy
4. The Digital Equalizer, The American India Foundation
5. Art Education and Seminar , Art1st Foundation
6. Hexaware Scholarship, Foundation for Initiatives in Development and Education for all (IDEA)
7. Space Kidz, Sky Star Foundation
8. Manosakha, Purnkuti
9. Vidya & Child, Jayaprakash Narayan Memorial Trust

Antar Bharti Balgram (Indian Sponsorship Committee)

In CY 2024,
Hexaware
supported
100 children

Established in 1967, the Indian Sponsorship Committee (ISC) operates Antar Bharati Balgram, a premier 20-acre residential and

educational campus in rural LonaVala (Maharashtra).

With over 55 years of experience, the initiative provides a family-based care model for vulnerable children who have lost parental support or face extreme domestic distress.



Balgram Structure: The Balgram utilizes a decentralized "Sadan" (Home) structure to simulate a natural family environment:

- **Capacity & Reach:** Licensed for 100 children (currently serving 103), ranging from age 6 to 18, with extended support up to age 23.
- **Family-Based Care:** The campus features 10 individual bungalows. Each Sadan houses 10–12 children under the dedicated care of a Sadan Mata (House Mother).
- **Support Continuity:** While legal care concludes at 18, the ISC provides financial and educational backing until age 23 to ensure complete self-reliance and successful social reintegration.

Holistic Development Pillars: The program is built on three strategic foundations to ensure children transition into responsible, independent adults:

Cognitive & Educational:

Integrates an on-site SSC-recognized English-medium school (Grades 1–10) and an Industrial Training Institute (ITI). The focus is on academic performance, digital literacy, and vocational readiness.

Socio-Emotional:

Provides a trauma-informed environment with professional counselling, life-skills training, and extracurricular engagement to foster emotional balance and social cooperation.

Physical Well-being:

Implements rigorous health monitoring, nutritious meal planning, and hygiene audits to eliminate malnutrition and meet healthy growth milestones.



The Journey to Independence:

The initiative follows a structured lifecycle for every beneficiary:

- **Admission & Stabilization:** Children are admitted strictly through the Child Welfare Committee (CWC). New arrivals undergo immediate medical screening and a 2–3-month adjustment period supported by specialized sports and computer classes.
- **Individual Care Plans (ICP):** Managed by professional counsellors, these plans track legal records, personal history, and quarterly developmental goals tailored to each child's needs.
- **Post-Care Support:** Upon turning 18, youth transition to hostels or independent living for higher studies. The ISC continues to fund their education and professional training, and provides marital support for young women, ensuring no child is left without a safety net during their early adulthood.

FINDINGS

Evaluation Criterion 1: Relevance

ISC envisions an inclusive society where all children are empowered through education to reach their full potential. The key development challenge for children from vulnerable and low-income families is lack of consistency in care and access to resources. Balgram through its residential facility provides ongoing support for Cognitive & Educational, Socio-Emotional and Physical wellbeing.



Sadan houses offer a safe and good quality residence for children and sadan mothers

Food Security and wholesome diet for development:

The Balgram provided wholesome diet with a strict nutritional plan for children, often exceeding government-mandated protein requirements. In addition, regular checks are kept on groceries and fruits supplied by a dedicated vendor.

The program addresses the nutritional needs of children. About 97% of children interviewed reported

क्र.सं.	आहार	प्रमाण	विवरण	मूल्य	टिप्पणी
1	दाल	1 कप	मसूर दाल	10/-	
2	चावल	1 कप	भारतीय चावल	15/-	
3	तेल	1 कप	सूर्यमुखी तेल	20/-	
4	सब्जी	1 कप	कैलास	10/-	
5	फल	1 कप	आम्र	10/-	
6	दही	1 कप	घृत	10/-	
7	अण्डा	1 कप	अण्डा	10/-	
8	गन्धक	1 कप	गन्धक	10/-	
9	सोया	1 कप	सोया	10/-	
10	मूंग	1 कप	मूंग	10/-	
11	मूंग	1 कप	मूंग	10/-	
12	मूंग	1 कप	मूंग	10/-	
13	मूंग	1 कप	मूंग	10/-	
14	मूंग	1 कप	मूंग	10/-	
15	मूंग	1 कप	मूंग	10/-	

The daily food menu is maintained systematically

receiving more than three meals a day, while 80% said they consume fruits multiple times per week, 90% responding children enjoyed protein-rich foods such as eggs and chicken.

Child Friendly Teaching Method at Balgram for Cognitive Development:

Teachers use child-centric and activity-based approaches such as experiments, STEM lab projects, demonstrations, worksheets, storytelling, and play-way methods to make concepts easy to understand. The use of YouTube videos, charts, practical learning, and vernacular language support (especially through STAR classes) ensures that lessons are accessible and relevant to students with different learning abilities and language backgrounds.

Art & Hobby program for socio-emotional learning:

The teacher in charge highlighted that Innovations using local materials such as rice, ash, and soil are used rice for handicrafts and cooking ash for drawing, and soil for clay art. It has helped students to grasp concepts better and express themselves creatively. It also allows them to open up and share their experiences.

Coverage: The program engages over **200** students, with regular art classes



IDI with Art teacher Kumar Chorge

Evaluation Criterion 2: Coherence

By anchoring its operations in the formal structures, Antar Bharati Balgram ensures that its beneficiaries are not isolated from the mainstream. Instead, they are equipped to re-enter the national educational and economic systems with recognized credentials and a secure legal standing.

- 1. Right to Education (RTE) Act, 2009** The program's SSC-recognized school ensures compliance with the RTE mandate of free and compulsory education for children aged 6–14. By adhering to state curriculum standards and certification rules, the initiative allows students to transition seamlessly into higher secondary education within the public system, acting as a bridge rather than a substitute for formal schooling.
- 2. Juvenile Justice (Care and Protection of Children) Act, 2015** The residential care model functions as a critical component of the state's child protection ecosystem. It provides a supervised, stable environment for children in need of "care and protection" as defined by statutory norms. The program focuses on long-term emotional well-being and structured development, fulfilling the state's mandate for safeguarding vulnerable youth.

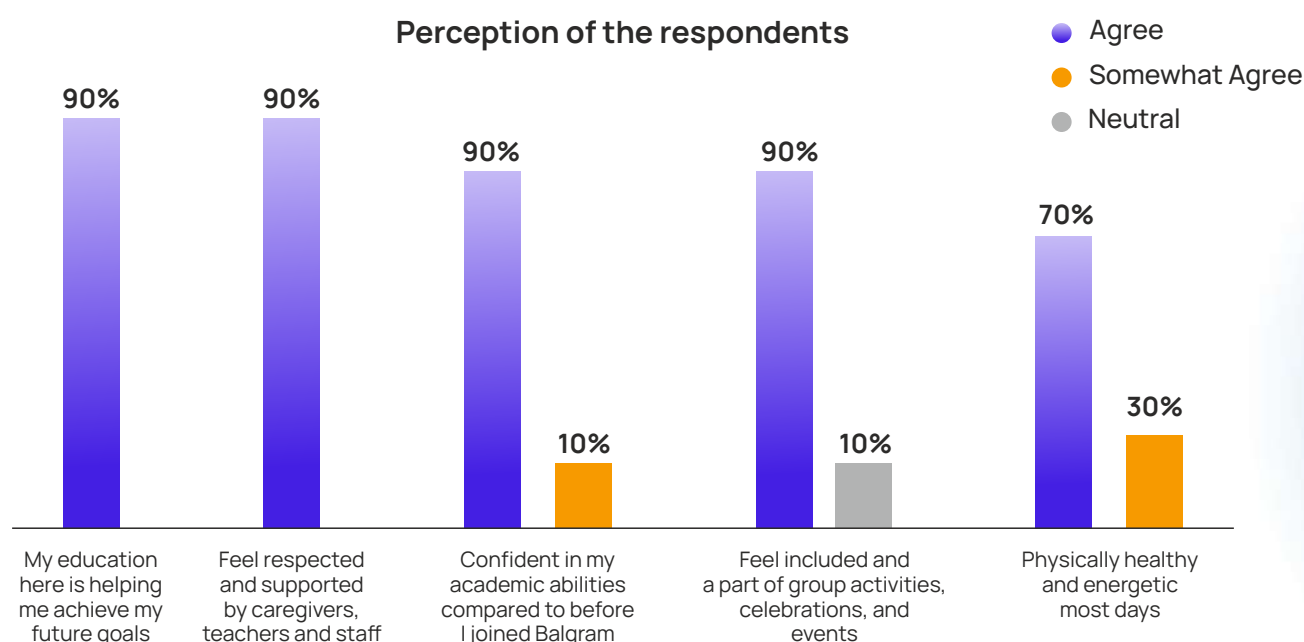


3. **Skill India Mission** Through its government-recognized Industrial Training Institute (ITI), the program aligns with national vocational standards. The ITI follows standardized trade curricula and certification processes, ensuring that beneficiaries graduate with nationally recognized qualifications. This alignment significantly enhances employability and supports the mission's goal of creating a self-reliant workforce.

Evaluation Criterion 3: Effectiveness

The initiative has demonstrated high efficacy in its core mission of providing continuous education, improving foundational learning, and enhancing the employability of youth. The integration of a structured residential model with quality academic and vocational pathways has successfully prepared beneficiaries for mainstream transitions.

- **Academic & Skill Development:** The assessment highlights exceptional progress in foundational and career-oriented learning:
- **Foundational Learning:** 100% of respondents reported a measurable improvement in their ability to read, write, and count, validating the effectiveness of the academic support systems.
- **Career Preparedness:** 100% of children received formal career guidance, ensuring they have the necessary direction and awareness to make informed professional choices.
- **Diverse Skill Acquisition:** Beyond the classroom, students demonstrated high engagement in computer literacy, arts, yoga, and sports, fostering a balance of physical and technical capabilities. Beyond these practical skills, they have also learned important values such as respect, honesty, and responsibility. These outcomes reflect the program's effectiveness in fostering both physical and socio-emotional development, contributing to the holistic growth of the children.

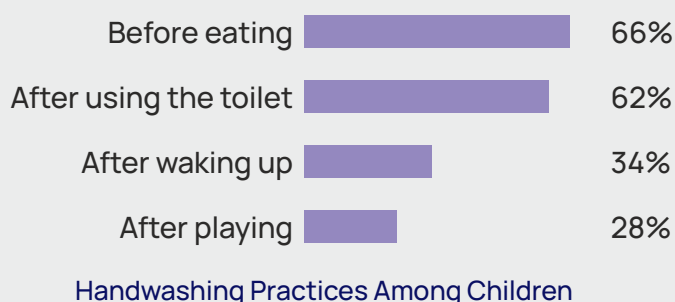


- **100% respondents agreed that the education provided is helping them achieve their future goals and that they feel respected and supported by caregivers, teachers, and staff**, highlighting a nurturing and empowering environment.
- **90% reported increased confidence** in their academic abilities and a strong sense of inclusion in group activities and celebrations. While **70% of children reported feeling physically healthy and energetic most days**, a smaller proportion expressed partial agreement, indicating scope for further strengthening health and wellness support
- **100% reported that they received career guidance to support their future educational aspirations** indicating that the program effectively provides students with direction, awareness of opportunities, and the necessary guidance to make informed decisions about their academic and professional paths.

Other Good Practices reported: The findings indicate positive hygiene practices among children. **66% respondents wash hands before eating and 62% respondents wash hands after using the toilet**, reflecting effective health awareness and routine supervision.

100% respondents use soap while washing their hands, indicating good handwashing habits.

However, relatively lower reporting of handwashing **after waking up (34%) and after playing (28%)** suggests scope for further reinforcement of hygiene practices during non-meal and recreational times.



69% reported brushing their teeth twice a day, reflecting good awareness and adherence to recommended oral hygiene habits. The findings indicate encouraging oral hygiene practices among children residing at Balgram.

Improved Emotive Behaviour through Music Therapy

Ms. Rashmi Patwardhan, Visiting Counsellor at Balgram, highlight in an Interview **Rational Emotive Behaviour Therapy**. and creative methods like music therapy has helped improve behaviour, confidence, stress management, use of and interpersonal skills. Based on her **19 years of experience**, she highlighted that focus areas of work here include **adolescent health, study skills, good touch-bad touch awareness, relationships, and value-based education (sanskar)** align well with the needs of children from vulnerable backgrounds. Individual and group counselling for all 220 students, including Balgram children and day scholars.



Evaluation Criterion 4: Efficiency

Antar Bharati Balgram demonstrates efficient use of resources through its integrated campus model, where residential care, schooling, and vocational training are co-located. This reduces logistical costs, ensures optimal utilization of infrastructure, and enables coordinated service delivery.

Overall, the results demonstrate the program's effectiveness in creating a safe, nurturing, and child-friendly environment that supports children's education, well-being, and daily needs. The program has also enhanced children's creativity, artistic skills, and self-expression. Some students have gained external recognition, including opportunities to **paint walls at SNTD Pune Hall** and other invited projects.

Teachers manage classrooms ranging from 18 to 23 students and use structured planning methods such as weekly timetables, portion-wise lesson planning, and regular assessments. Support mechanisms like extra classes, STAR classes, worksheets, and practical sessions help maximize learning without requiring additional infrastructure. The combination of classroom teaching and low-cost learning tools (videos, activities, charts) reflects efficient use of available resources.

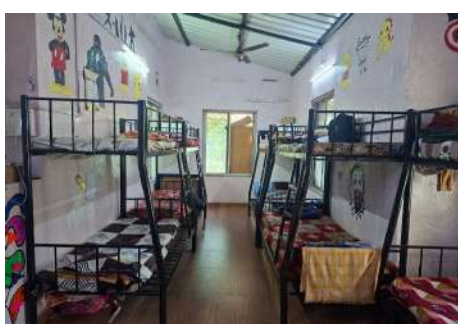
Coordination and Effective Management:

- Project Coordinator (Superintendent) at Antar Bharati Balgram, Lonavala, oversees the entire campus, including all 10 bungalows, and manages the admission and placement of children based on age and availability, coordination among Sadan Mothers, social workers, counsellors, and teachers, enabling smooth day-to-day functioning.

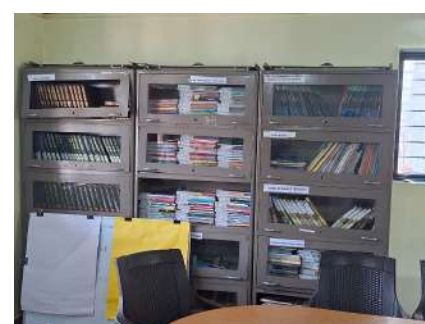
A structured management approach optimizes the use of human and institutional resources while ensuring compliance with Child Welfare Committee (CWC) norms and the Juvenile Justice Act,



Daily behavioral records of the children are maintained by the House Mother



Sleeping Space for Children



School Library



Ration and food material store properly



Maintenance of sanitary pad distribution records



Big Playground for students



Display Guidelines: Dos and Don'ts



Wheelchair and English washroom chair available



Fire extinguishers are installed in every house

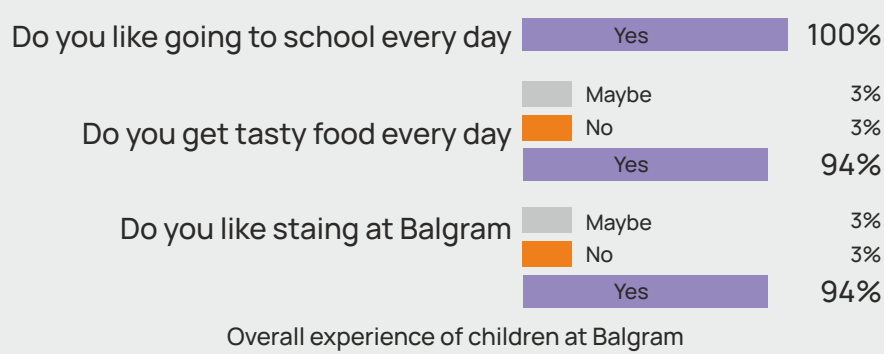
During an interview with Project coordinator, she informed that full-time nurse is available on campus, with an MBBS doctor visiting twice a week and a tie-up with a local hospital for emergencies. Every child is covered under medical insurance. Hygiene is actively monitored by Sadan Mothers and the nurse, and children are expected to maintain clean uniforms and shoes daily.

Evaluation Criterion 5: Impact

Academic Improvement:

Teachers reported clear improvement in children's academic performance and confidence over time. Students who initially struggled or showed low interest in subjects—especially science and mathematics became more comfortable through experimental learning and repeated practice.

Examples include introverted children becoming more confident, academically weak students scoring higher marks, and noticeable improvement in classroom participation.



100% reported that they like going to school every day, reflecting strong engagement with education and a supportive learning environment

Behavioral changes:

100% children reported bathing every day, while 93% consistently wake up on time and cut their nails on time, reflecting the development of discipline, responsibility, and personal care habits.



The findings show positive impact of the Balgram on children's daily hygiene and self-care behaviours.

The initiative has generated significant positive impacts by enabling vulnerable children to transition from conditions of instability to structured, secure, and development-oriented environments. Beneficiaries have gained access to formal education, employable skills, and psychosocial support, contributing to improved life chances, self-reliance, and social inclusion. Additionally, **97% of children maintain personal hygiene by cleaning their beds every morning**, demonstrating the adoption of healthy daily routines. These outcomes reflect both a supportive care environment and strong hygiene practices, contributing to the overall health, safety, and well-being of the children.

Over time, the program has supported the creation of educated and skilled youth who are better positioned to pursue higher education, secure employment, or become productive members of society, thereby contributing to intergenerational change.

The program has created a safe and nurturing environment for children, as reflected in their health and hygiene practices. **About 94% of children reported that Sadan mothers take care of them when they fall sick**, indicating attentive and responsive caregiving.

Social and Emotional Development:

The **Kalakarang Program** serves as a vital platform for creative expression and socio-emotional healing within the Balgram. By integrating arts, performance, and recreation, the program moves beyond traditional hobbies to build essential life skills and long-term economic empowerment.

Participation and Engagement

The program has achieved significant reach, with **over 50% of the children** actively participating in a diverse range of disciplines, including:

- **Performing Arts:** Dance, music, singing, drama, and acting.
- **Visual Arts:** Drawing, painting, and professional-grade decoration.
- **Physical Recreation:** Physical Training (PT), sports, games, and yoga.

Developmental and Therapeutic Impact



The arts are utilized as a tool for "holistic growth," providing children with a non-pressured environment to explore their potential:

- **Emotional Resilience:** Sessions are designed to help children express complex emotions, reduce trauma-induced fear, and build psychological safety.
- **Soft Skill Acquisition:** Observers and teachers noted marked improvements in teamwork, coordination, leadership, and stage confidence.
- **Self-Expression:** Activities like storytelling and drama allow children to find their voice and build a sense of identity.

Economic Empowerment and Professional Exposure

A unique feature of the Kalakarang Program is the bridge it creates between creativity and financial literacy:

- **Revenue Generation:** High-quality artwork produced by the children is showcased and sold at professional exhibitions.
- **Savings for the Future:** Earnings from these sales are managed and saved specifically for the children's future use, instilling a sense of ownership and financial independence.
- **Professional Achievement:** Participation in professional-level projects has provided children with high-stakes exposure, significantly boosting their confidence and sense of accomplishment.

Long-Term Outcomes and Alumni Success

Alumni of the Balgram—who once participated in these creative programs—have returned to the institution as teachers. This transition from beneficiary to mentor demonstrates the program's ability to create sustainable career paths and foster a deep-rooted sense of community responsibility.



A house wall painting competition was recently organized

Alumni – Life After Balgram

Balgram has supported children not only during their residence but also in building skills, confidence, and independence for life beyond the campus. Insights from three alumni highlight the long-term impact of the program. They are currently pursuing higher education in various courses. One of them is pursuing a Graphic Designing course and working as a Medical Social Worker.

Key Highlights:

- Balgram provides a **safe and nurturing environment** that fosters confidence, independence, and skill development.
- Alumni reflect long-term **academic, vocational, and social growth**, indicating program effectiveness.
- Participation in **counselling, mentorship, and extracurricular activities** plays a critical role in building life skills.
- Continued connections with Balgram friends and the desire to give indicate **sustained social bonds and a sense of responsibility**.

Digital Readiness & IT Program

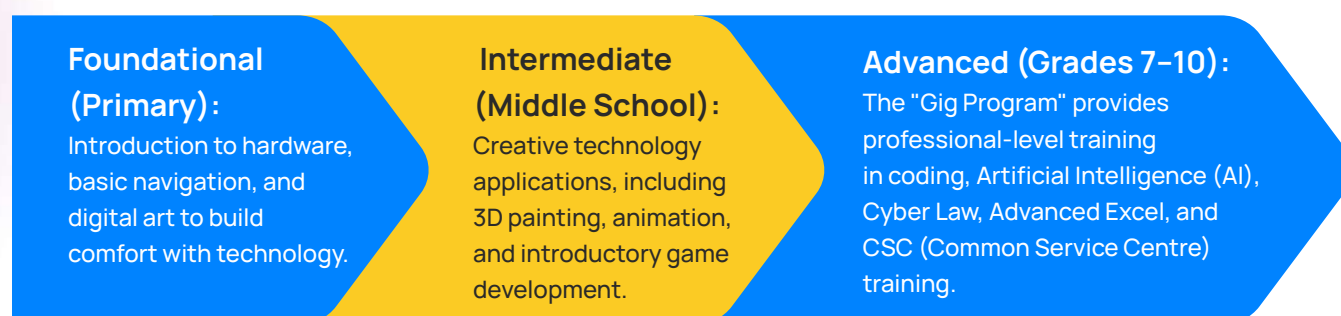
The IT and Computer program at Balgram is a cornerstone of the initiative's commitment to future-focused education. Led by a qualified Computer Science professional, the program transitions children from basic digital literacy to advanced technical proficiency, ensuring they are prepared for the modern workforce.



Computer lab for Children: features a dedicated IT lab equipped with a 22-computer network and a central server, providing students with consistent, hands-on access to technology.

Multi-Tiered, Age-Appropriate Curriculum

The curriculum is strategically structured to match the developmental stages of the children:



Measurable Impact & Success Stories

The program serves as a powerful tool for academic re-engagement and confidence building:

- **Behavioral Shift:** Digital training has directly improved student motivation and engagement across other academic subjects.
- **Case Study in Resilience:** A notable success involves a student who previously struggled academically and failed Grade 8. Through the IT program's mentoring, the student found a passion for technology, eventually winning a "Best Student" award and transitioning into a peer-mentor role, assisting in training other children.

Evaluation Criterion 6: Sustainability

The long-term success of the Antar Bharati Balgram initiative is rooted in its institutionalized governance, integration with government standards, and a "graduation" model that transitions children from dependency to self-sufficiency.

The following parameters should be continued to ensure sustainability of the program

- ✓ **Continued Participatory Leadership:** Age-specific Children's Committees (6–10, 11–15, and 16–18 years) continue to function and hold monthly meetings, empowering children to voice their needs and participate in campus decision-making.
- ✓ **Continuous Observation:** Daily evening assemblies serve as a real-time monitoring platform for coordinators to assess the well-being of the collective group and provide immediate guidance.
- ✓ **Structured Staff Coordination:** Monthly synchronization between Sadan Mothers and professional counsellors ensures that each bungalow receives consistent emotional and operational support.



- ✓ **Legal Continuity:** Annual renewal of CWC orders and periodic home visits by social workers ensure that every child's stay is legally protected and periodically reviewed for the best interest of the minor.
- ✓ **Licensing Evolution:** While currently supporting youth until age 23 through internal resources, the Balgram is actively pursuing a formal Government "After-Care" License to institutionalize its post-18 support framework.
- ✓ **The "Full Circle" Educator Model:** Sustainability is significantly bolstered by the retention of long-term staff and the return of former beneficiaries as educators. This ensures that the institutional memory and core values are passed down by those who have lived the experience.
- ✓ **Internalized Competencies:** Weekly sessions on values like responsibility and honesty are designed not just for classroom learning but for real-world application. Evidence of success is found in alumni who live independently and take leadership roles in their professional communities.
- ✓ **Career & Social Integration:** Beneficiaries are tracked until they are established in careers or settled into their personal lives, reflecting a commitment to impact that lasts decades beyond the initial intervention.
- ✓ **Transition to Self-Sufficiency:** By combining formal certifications (SSC and ITI) with life-skills training, the program systematically reduces the likelihood of future dependency on social welfare systems.

Case Study:

Unsung Heroines of Child Protection and Care at Balgram

The "Sadan Mother" is the central figure in the Antar Bharati Balgram ecosystem, serving as the primary bridge between institutional support and a family-like lived experience. With tenure spanning up to 24 years, these caregivers provide the emotional and operational stability required to transform a residential facility into a nurturing home.

The Sadan Mother manages the complex intersection of domestic life and institutional standards, ensuring a structured environment from 5:00 AM onwards. She provides a structure in the life of the students through:

- **Routine Management:** Overseeing grooming, school readiness, and discipline to instil a sense of order.



- **Empowerment through Chores:** Coordinating household tasks—such as cleaning and serving meals—to teach children responsibility and communal living.
- **Safety & Oversight:** They are the first line of defence in child protection and physical safety within the bungalow.
- **Adolescent Health:** Direct supervision of handwashing, dental care, and hair grooming. Providing specialized care and supplies for menstrual hygiene, ensuring adolescent girls have a safe and dignified environment. Partnering with the campus nurse, she ensures regular checks for BMI rainchecks for monitoring, while maintaining first-aid readiness for minor ailments.
- **Performance Tracking:** Maintaining rigorous daily records of learning progress, moods, and behaviour.
- **Intervention:** Utilizing personalized attention and peer-learning groups to support students struggling academically. This after-school support has been cited as a primary factor in significant academic turnarounds among children at Balgram.
- **Safe-Space Methodologies and Positive Discipline:** Using group discussions and games to help children process emotions and build trust. Employing a cooldown approach—giving children time to reflect before addressing behavioural issues—rather than immediate punishment. This builds emotional intelligence and accountability.
- **Adolescent Guidance:** Navigating the complexities of identity, social media exposure, and peer relationships with a "patience-first" philosophy.

Despite the strong caregiving system, challenges remain—particularly in managing teenage behaviour, language barriers in academic supervision, and logistical constraints such as limited transportation capacity for group outings and events. Sadan Mothers emphasized the need for improved infrastructure support to further enhance children's exposure and recreational opportunities.

Alumni connections are maintained, reflecting the lasting bonds formed within the Sadan structure. The consistency, dedication, and emotional investment of Sadan Mothers have been instrumental in creating a nurturing, stable, and empowering environment for children without parental care.

The effectiveness of this maternal led model is validated by the high-trajectory careers of Balgram alumni, including competitive professional fields, like **Engineering & Architecture, Civil Services, Media & Communications.**

The Sadan Mother model is a stability mechanism. By combining rigorous daily monitoring with trauma-informed emotional support, these mothers ensure that children are cared for and actively prepared for the social and professional demands of adult life. Their long tenure ensures institutional memory and deep-rooted trust, which are the hallmarks of successful long-term child welfare.

Apne Aap Women's Collective, Nerul

Hexaware supported the education of **25 girls** under the **udaan Program** in 2024.

Founded in 1998, AAWC is a specialized anti-human trafficking NGO dedicated to empowering women in brothel-based prostitution and protecting their daughters. Operating in the high-risk red-light districts of Mumbai and Navi Mumbai, the organization has supported over 6,000 beneficiaries, focusing on harm reduction, social

reintegration, and the prevention of inter-generational trafficking. AAWC operates through two primary wings designed to address the unique vulnerabilities of women and children in the commercial sex work (CSW) ecosystem:

- **Umeed (Hope) Program:** A comprehensive support system for women in brothels. It provides critical outreach, healthcare, and rights-based empowerment activities to improve their quality of life and facilitate a transition toward dignified livelihoods.
- **Udaan (Flight) Program:** A preventive intervention launched in 2000, specifically targeting the daughters (ages 5–18) of women in prostitution. This program is the cornerstone of AAWC's mission to break the inter-generational cycle of exploitation.

The Udaan Model: Preventive Rehabilitation

The Udaan program functions as a shield, removing young girls from the high-risk environment of the red-light areas and placing them in a holistic development framework:

- **Safe Shelter & Nutrition:** Provides a secure, nurturing residential environment that ensures physical safety and age-appropriate nutrition.
- **Education & Vocational Training:** Equips girls with formal schooling and market-relevant skills to ensure they have viable economic alternatives to the sex trade.
- **Mental Health & Well-being:** Offers specialized counselling and therapeutic recreation to address the psychological trauma associated with their background.
- **Healthcare:** Ensures regular medical monitoring and health education to build physical resilience.

Key Impacts of the project:

Breaking the Cycle:

By providing daughters with education and a safe environment, so they do not follow their mothers into the sex trade and disrupt the systemic nature of human trafficking

Dignified Reintegration

AAWC works to reduce the social stigma associated with red-light areas, preparing beneficiaries for successful integration into mainstream society.

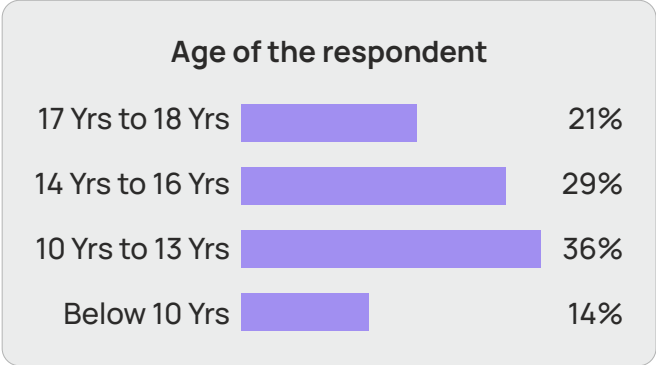
Empowerment through systemic change

Through outreach and advocacy, the organization strengthens the legal and social safety nets for one of the most marginalized populations in India.

FINDINGS

AAWC's "Udaan" creates a comprehensive exit and prevention strategy. By addressing immediate health and safety needs while simultaneously building long-term educational and economic capacity, the organization successfully creates a pathway toward dignity, stability, and a future filled with opportunity.

Respondent Profile: The age distribution of respondents was, **10–13 years age group (36%)**, followed by **14–16 years (29%)**. In addition, interviews were conducted with Project team members and coordinators at the centre.



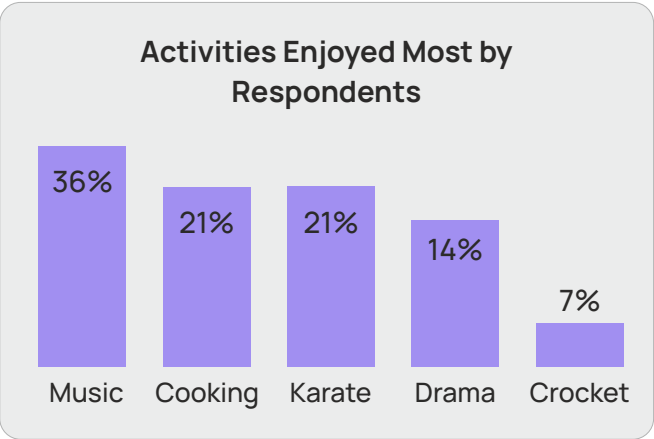
Evaluation Criterion 1: Relevance

Women and girls living in the shadow of commercial sex work need safety, emotional support, and a stable environment. The AAWC initiative addresses educational, health, and empowerment needs of marginalized girls and young women who face social, economic, and emotional vulnerabilities. Education is used as the core tool for empowerment through enrolment in schools, colleges, and the NIOS Open Basic Education program, supported by structured academic assistance and digital learning.

The program in CY2024 supported 25 beneficiaries (currently 26 residents), including 6 new enrolments identified through outreach. Among them, 5 were temporary shelter cases referred by the Child Welfare Committee (CWC), who were later released by the CWC.

The beneficiaries showed strong academic progress, with all passing their final exams and some promoted under the RTE Act. One beneficiary received a school-level award for outstanding performance.

A variety of 97 non-academic activities were done at the AAWC Nerul center for wellbeing and emotional support.



The responses indicate a strong preference for **creative and skill-based activities**, with **music** emerging as the most enjoyed activity (36%). 02 beneficiaries won gold and silver medals at the National Karate Championship. **Cooking** and **karate** were equally appreciated by 21% of respondents each, reflecting the program's effectiveness in combining practical life skills with physical discipline and confidence-building.

Drama (14%) contributed to self-expression and teamwork, while **crochet** (7%) appealed to a smaller group, indicating varied individual interests.

Maintaining consistent communication with mothers helps reduce anxiety and builds trust. To support this, regular home visits are conducted, weekly audio and video calls are facilitated between mothers and children, and monthly in-person visits are arranged. These interactions help strengthen family bonds, reassure mothers about their children's well-being, and support the emotional needs of both women and girls.

Evaluation Criterion 2: Coherence

AAWC (Udaan Program) aligns with India's national legislative frameworks and social welfare schemes into its core operations, AAWC ensures that marginalized girls are not just protected, but are formally recognized and empowered by the state. The AAWC initiative functions as a multiplier for government schemes. By providing this "last-mile" support—such as documentation, tuition, and nutritional monitoring—it ensures that the most marginalized girls in India can access the benefits promised to them by national law.

- **Right to Education (RTE) Act, 2009:** The Udaan program acts as a bridge to formal schooling for girls in red-light areas, directly fulfilling the RTE mandate for free and compulsory education (ages 6–14). AAWC facilitates enrolment in formal schools, colleges, and the National Institute of Open Schooling (NIOS). In-house tuition, digital learning resources, and volunteer mentoring ensure that these girls don't just enrol but successfully transition through academic levels.
- **National Health Mission (NHM):** AAWC's clinical care work includes regular check-ups by in-house doctors and medical referrals to partner hospitals. Implementation of monthly diet charts, growth tracking, and provision of multivitamins to combat the specific health vulnerabilities associated with the beneficiaries' backgrounds.
- **Beti Bachao Beti Padhao (BBBP):** AAWC's empowerment activities directly advance the BBBP goals of preventing discrimination and promoting girl-child education through Child Management Committee meetings and participatory platforms like debates and essay writing, the program builds the agency and confidence of girls. It promotes Civic Participation and Leadership to transform these girls from passive beneficiaries into active decision-makers, challenging the gender-based limitations typically found in high-risk environments.
- **Skill India Mission:** Vocational training at AAWC is designed to build Self-Reliance (Atmanirbharta), a core tenet of the Skill India Mission. The activities fostered creativity and discipline, providing a foundational skill set that prepares girls for future employment and independent living.



Evaluation Criterion 3: Effectiveness

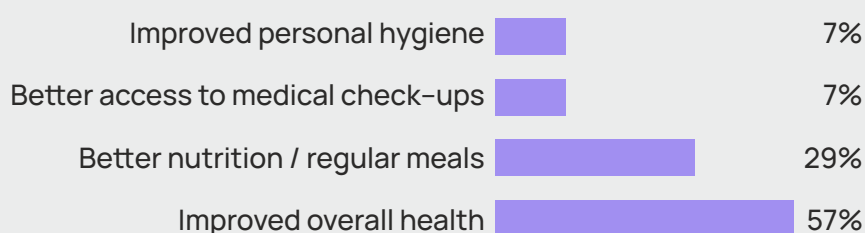
The nexus of vulnerability facing children of women in brothel-based prostitution is complex and requires comprehensive, trauma-informed intervention strategy. The effectiveness of the program as noted during the study were:

- ✓ **Removing the Environmental Risks**, by creating distance from sex work locations and groups to reduce daily encounters with social stigma, economic instability and threats of exploitation.

The AAWC center was relocated From Kamathipura to Nerul to reduce exposure to exploitation and external threats.

- High exposure to social exclusion and trauma leads to significant mental health challenges and reinforces the cycle of marginalization. Mothers are often vulnerable to external pressure: High rates of addiction among mothers can impede consistent engagement and informed consent for a child's enrolment. Moreover, Partners or family members often exert pressure on mothers to withdraw children prematurely, often to utilize the child for domestic labor or due to the influence of the brothel environment.
- ✓ **Reducing Documentation Gaps**, like absence of official records (birth certificates) enable the children to enrol and benefit from government schemes/ entitlements. Thereby successfully countered educational exclusion through a high-intensity academic support model.
 - ✓ **Life Skills & Vocational Training**: By building confidence and self-expression, the program prepares girls to enter the mainstream workforce with both technical skills and social capital.

Changes noticed in health after joining the Udaan program



The most important change noted by the responding beneficiaries was improved health and wellbeing (57%), followed by nutrition and food security (29%), access to healthcare checks and personal hygiene (7% each).

The effectiveness of this intervention lies in its integrated nature. In-house teachers, doctors, counsellors, and volunteer support reduced dependency on external services while ensuring continuity of care.

Group counselling, collective learning activities, and participatory platforms such as the Child Management Committee allowed the program to reach multiple beneficiaries simultaneously, maximizing outcomes with available resources.

By simultaneously addressing the legal (documentation), physical (health), and cognitive (education) needs of the child, the program created a secure exit route from the red-light area. The findings confirm that targeted, multi-layered support is the only viable method for breaking the intergenerational cycle of exploitation and ensuring these children can thrive as independent citizens.

Evaluation Criterion 4: Efficiency

The Udaan program is built on a "Continuum of Care" model that bridges community outreach with residential protection.

Key benefit of the process followed is that it is cognizant of trauma care needs and legal compliances, ensuring that the most vulnerable "Children in Need of Care and Protection" (CNCP) are prioritized.

The process followed at Udaan is as follows:

01

Coordination with District Authorities:

All admissions for CNCP are conducted through due process, ensuring full legal compliance with child welfare regulations.

02

Specialized Referral:

To maintain the safety and stability of the residential facility, children identified with severe self-harm tendencies are not admitted but are instead referred to appropriate specialized psychiatric or medical services.

03

From Day-Care to Residential:

In high-intensity areas like Falkland Road and Kamathipura, staff monitor children in day-care centers. Those identified as needing 24/7 protection due to environmental risks are escalated to the Udaan residential facility.

04

Direct Engagement:

Field workers from the Umeed (women's) program lead home visits, introducing mothers to the program's long-term objectives.

05

Familiarization Visits:

Before enrollment, mothers and children are brought to the shelter home. This allows them to interact with counselors, tour the facilities, and demystify the residential environment.

06

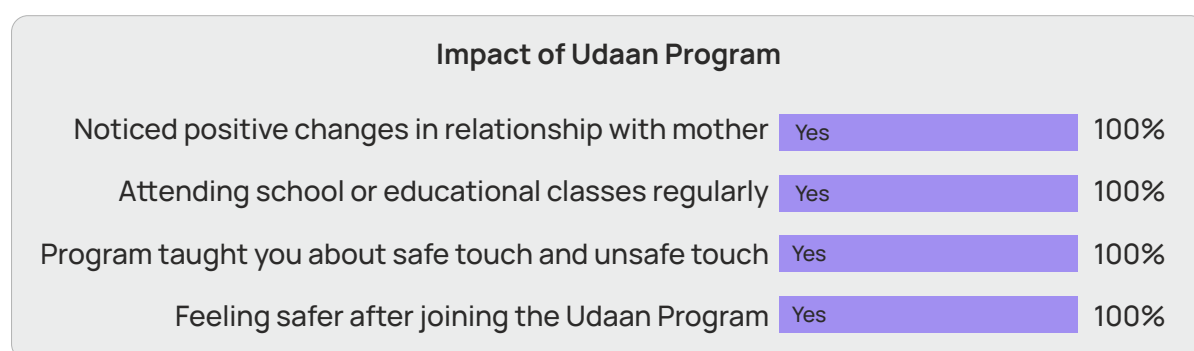
Community Networking:

AAWC leverages established networks in Mumbai and Navi Mumbai (Turbhe) while expanding into new high-vulnerability pockets like Kalwa.

The Udaan outreach model is characterized by its proactive identification system. By utilizing four field offices and a centralized shelter, the program ensures a **rapid response to at-risk children**. However, the identified challenges suggest that success depends heavily on the program's ability to maintain a permanent, trusted presence in the community to counteract the external pressures that often pull children back into the cycle of exploitation.

Evaluation Criterion 5: Impact

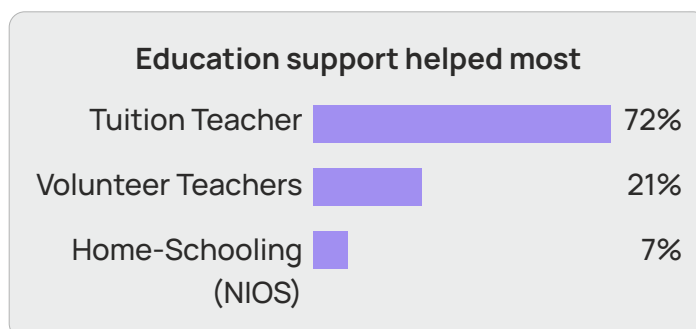
The program has been effective in addressing the multiple vulnerabilities of the 25 children at risk.



100% respondents reported feeling safer after joining the program and confirmed that they were taught about **safe touch and unsafe touch**, indicating effective delivery of critical safety education. Additionally, **100% of the girls stated that they are attending school or educational classes regularly**, reflecting the program's positive influence on educational engagement. Notably, every participant also observed **positive changes in their relationship with their mother**.

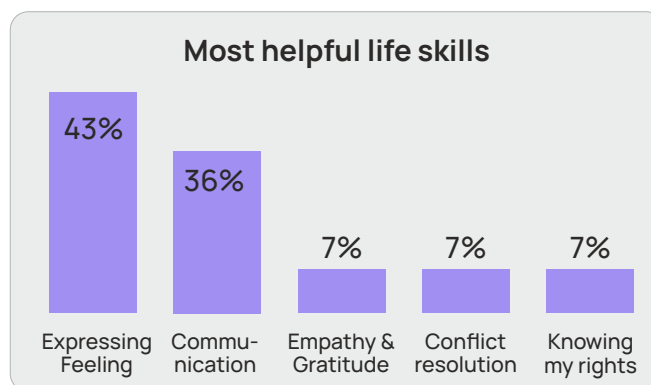
Structured Pedagogy and 1,645 specific educational activities have ensured improvements in foundational reading, writing, and arithmetic. Utilization of personalized study plans, weekly testing, and volunteer-led subject support and targeted preparation ensures that students do not just attend school but successfully navigate and successfully transition to competitive academic atmosphere.

72% of the respondents agreed that **tuition support provided by dedicated teachers** was the most helpful form of educational assistance, followed by **Volunteer teachers (21%)**. This support helped bridge the learning gaps and cope with pressures of academic levels required within the formal schooling, as highlighted by the girls during interview at the center.



Systemic Access: Legal documentation is the gatekeeper for all government schemes. By bridging this documentation gap, AAWC ensures that girls are recognized by the state, making them eligible for formal exams and government entitlements.

To break the cycle of disadvantage, the program integrates physical health with emotional resilience. The most impactful skills developed by respondents in dealing with emotional turmoil were space to expressing feelings (43%), communication skills (36%), empathy and gratitude, conflict resolution, and awareness of rights (7%) each. These skills respondents highlighted has improved their emotional awareness, confidence, and ability to articulate thoughts in personal and social settings.



Happy and Memorable Experiences

Children shared many joyful memories from **birthdays, festivals, sports events, and outings**, such as celebrating Diwali and Christmas, visiting gardens and water parks, and participating in Zumba, karate, and music classes. Achievements in sports and collective celebrations made them feel appreciated and proud.

These experiences reflect a **happy, inclusive, and supportive environment** that strengthens children's emotional well-being and sense of belonging.

Evaluation Criterion 6: Sustainability

Sustainability is ensured through an integrated focus on education, life skills, and institutional linkages that equip beneficiaries for long-term independence. Formal schooling, NIOS certification, vocational skills, and improved health practices enhance future education and livelihood opportunities.

90% of the respondents have been part of the program for over two years, showing strong continuity and long-term involvement. This indicates that the program is well accepted and trusted by beneficiaries and caregivers.

Leadership development through participatory platforms like the CMC builds decision-making capacity and ownership among beneficiaries. By strengthening personal capabilities, healthy habits, and confidence, the program ensures that positive outcomes are likely to continue even beyond the period of direct support.

Rainbow Homes, Association for Rural and Urban Needy

In CY 2024,
Hexaware supported
425 children

Supported by Hexaware Technologies, the Rainbow Homes Program by ARUN in Chennai, Mumbai and Bengaluru serves as a comprehensive care ecosystem for 425 vulnerable children. The initiative operates through a "hub-and-spoke" model consisting of three Rainbow Homes, one Sneh Ghar, and a Community Care & Learning Centre.

The **Rainbow Home Program** is a specialized intervention model designed to transition children from street situations and high-vulnerability contexts into a comprehensive framework of rights-based care. The program is built on the philosophy of social inclusion, ensuring that a child's past does not limit their future potential. The program utilizes two complementary models to ensure no child is excluded based on their living situation:

Rainbow Homes (Residential):

- Provides 24/7 integrated care, housing, and protection for children in difficult circumstances.

Rainbow Community (Non-Residential):

Delivers targeted educational and remedial support to children who have stable housing but face academic exclusion



FINDINGS

Rainbow Homes – Chetpet Branch, Chennai: The Chetpet branch of Rainbow Homes, operational for 12 years, provides residential care, protection and education to underprivileged girls in Tamil Nadu. Outreach is led by a dedicated social mobilizer, alongside voluntary admissions by parents. **In Jan 2025 at the time of visit, out of the 111 current residents, 23 were also residents in 2024. 24 children were shifted to childcare homes in accordance with the JJ Act.**

Key Intervention Pillars

Education & Digital Literacy: Implementation of bridge courses to help out-of-school children re-enter formal education, supplemented by remedial tuition and digital learning tools.

Healthcare & Nutrition: Strategic partnerships with Apollo Hospitals and SRM Dental College provide regular medical camps, while daily growth monitoring and

balanced meals ensure physical development.

Socio-Emotional Life Skills: Focuses on financial literacy, mental health support, and personal safety.

Exposure & Volunteerism: Enrichment through corporate volunteering (e.g., Taj Coromandel) and educational visits to sites like Guindy National Park.

Evaluation Criterion 1: Relevance

The Rainbow Homes Program serves as a critical intervention in India's urban landscape, specifically targeting the **high-risk demographic of street and homeless children**. By providing a structured alternative to life on the streets, **the program mitigates systemic risks and creates a pathway for social reintegration**. While there is no consolidated data on the number of children living on streets, various estimates by **UNICEF and national level think tanks**, put this number as **approximately 110 lakhs (11 million)**. With government focus on urbanization and economic recessions, this number is expected to rise in the coming years.

Hexaware has supported Rainbow Homes at Chennai- 2 for girls (Chetpet & Kosapet) and 1 for boys (MS Nagar), Bengaluru and Mumbai.

In CY24, Hexaware supported 425 children in different Rainbow Homes away from physical and sexual abuse, organized crime, addiction



Rainbow Home at Chetpet, Chennai

Registered under the Juvenile Justice Act, The Rainbow Foundation's model is highly relevant because it does not apply a one-size-fits-all approach. By offering both residential and community-based care, it ensures that intervention is tailored to the specific degree of vulnerability of each child, effectively strengthening the urban social safety net and promoting inclusive city growth.

Interviews with parents during visit to Chetpet Rainbow Home, highlighted that **several families are putting their children in the home due to economic pressures and not only homelessness**.

Evaluation Criterion 2: Coherence

The Rainbow Homes program integrating residential care, community outreach, and formal education into a single pathway, the program eliminates service duplication and ensures that children—regardless of their level of vulnerability—receive consistent, high-quality support. It acts as force multiplier for government welfare schemes.

- **Right to Education (RTE) Act, 2009:** The Rainbow Home ensured that the 425 children are mainstreamed into age-appropriate classes in regular schools and ensures that street-connectedness does not result in educational exclusion. Intensive remedial support was provided to fill learning gaps, ensuring beneficiaries meet the quality standards mandated by the RTE.
- **JJ Act:** Provides a supervised environment for children, protecting them from the moral and physical hazards of street life. The use of **Child Protection Committees** ensures that safety protocols are not just administrative but part of the daily lived experience.
- **National Health Mission (NHM), mandates are promoted by reducing** child mortality and malnutrition among underserved populations. Balanced meals directly addressed chronic malnutrition often seen in children living in street situations. Regular clinical check-ups and growth monitoring help identify developmental delays early.

Evaluation Criterion 3: Effectiveness

The program effectively supports children through a **comprehensive, multi-dimensional approach**. Educational interventions include bridge and remedial courses, mainstreaming in age-appropriate classes, experiential learning, sports, and life skills education.

Nutrition and health care are provided through balanced diets, growth monitoring, preventive and curative care, and mental health counselling. Protective measures in the homes ensure **safe, child-friendly environments**, free from abuse or neglect. The images below showcase different activities at the Home.



The “Futures Program” prepares children above 14 years for higher education, vocational training.

Evaluation Criterion 4: Efficiency

The Rainbow Homes Program demonstrates efficiency by integrating multiple services including education, nutrition, health, protection, and life skills—within a single residential or community-based structure.

Form 22 and Records of items provided by the Home are maintained by staff as per JJA.

Individual Case Files, Academic Progress records, Health and Nutrition Register on each child to ensure adequate personalized care is provided.



The Rainbow Homes program has improved value for money by sharing infrastructure within government schools or collaborating with other NGOs, trained staff, learning resources and partner networks across both models. This reduces operational duplication, allows flexible allocation of services based on children's need.

In collaboration with Banyan Academy, children are trained in emotional management. This collaboration is critical for sustaining the project. One of the major challenges faced in the project is the sense of confinement after enrolment and several children display emotional outbursts such as aggression, bed wetting, abusive language and fighting as highlighted by project team. The major reasons include- fear of academics, distance from family, adjusting to a routine.

The use of trained staff, volunteers, and local partners allows simultaneous support for large groups of children while minimizing resource duplication. Centralized planning of nutrition, remedial education, and after-school support further maximizes reach and impact per unit cost.

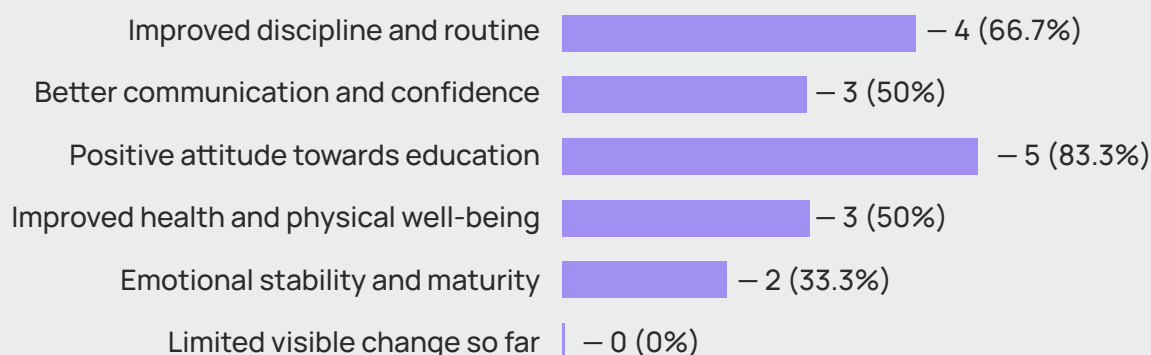
Evaluation Criterion 5: Impact

The Program has led to significant positive outcomes for children from street and vulnerable backgrounds. Beneficiaries now have access to safe shelter, consistent education, nutritious meals, and comprehensive care. Children in community-based care receive continued support in learning, nutrition, and life skills, while those in specialized learning centres are successfully mainstreamed into formal schools after bridge and remedial courses. Young adults are supported to pursue higher education and vocational training, preparing them for independent and productive lives-

- Platforms such as Children's Committees and Bal Sabha promote leadership, responsibility, communication, and emotional expression which has resulted in reduced stress, improved peer relationships, and a strong sense of belonging.
- The Futures Program and Aftercare Program further strengthen long-term impact by equipping adolescents and young adults with legal awareness, life skills, career guidance, and continued protection up to 23 years of age.



Overall, the program has improved children's physical and mental health, literacy, social behaviour, confidence, and civic awareness. They are better nourished, emotionally resilient, and equipped to transition into adulthood with dignity.



Changes noted by parents interviewed at Chennai

Ravi's Academic Transformation

Ravi, an 11-year-old from Chennai, joined the Rainbow Homes struggling academically due to significant gaps in his learning. Rainbow homes evening tuition classes and individual attention from dedicated volunteers provided the support he needed to catch up with his peers. Ravi also participated in bridge courses and remedial classes, which helped him strengthen his foundation in core subjects. Motivated by the encouragement he received, Ravi worked hard and developed a great confidence in his abilities. His efforts culminated in winning first prize in the Inter-Home Competition, a proud moment that marked a turning point in his academic journey. Ravi now dreams of becoming a teacher to help others like him. His story highlights how personalized education and emotional support can transform a child's life.

Selvi's Journey: From Challenges to Leadership and Financial Independence

Selvi, a young adult supported by the Rainbow Homes Program in Chennai, had once faced immense challenges in accessing basic education and resources. Through the program's financial literacy training and career guidance sessions, she gained critical skills to manage her finances and make informed decisions about her future. She was selected to participate in the prestigious JP Morgan Chase Community Program, where she excelled and represented her peers with confidence. Also, Selvi's involvement in the Katalyst (another project funded by Hexaware) Annual Meet highlighted her remarkable transformation into a self-assured young leader.

Evaluation Criterion 6: Sustainability

Sustainability of the Rainbow Homes program can be measured by the "Social Inclusion" of its alumni. By building strong foundations in formal education and leadership, the initiative reduces long-term dependency on welfare systems and empowers a formerly invisible population to contribute actively to India's economic and social fabric. The key aspects of the program design that makes it sustainable include:

- ✓ **Mainstreaming:** By placing children in government schools, the program ensures they hold recognized credentials that are valid long after they leave the residential home.
- ✓ **Vocational & Career Guidance:** Strategic support for higher education and skill development ensures that beneficiaries possess the market-relevant competencies needed for financial autonomy.
- ✓ **Life Skills:** Training in financial literacy, communication, and problem-solving provides the "social capital" necessary to navigate adult life independently.
- ✓ **Child Protection Committees (CPC):** Children are not just subjects of protection; they are active participants in managing safety protocols, building a deep understanding of rights and boundaries.
- ✓ **Children's Clubs & Parliaments:** These platforms cultivate decision-making, negotiation, and leadership skills. These "enduring traits" ensure that alumni can take initiative in their workplaces and communities post-program exit.
- ✓ **Institutional Linkages:** Strong ties with government schools and vocational institutions ensure that the educational journey is seamless and supported by state infrastructure. Several Ngo collaborations like Banyan Academy, Don Bosco, Bhumi, Hand in Hand.
- ✓ **The Dual-Care Advantage:** The combination of Residential Care (for high-risk cases) and Community-Based Support (for family-linked children) prevents the fracture of family units while providing the necessary academic scaffolding to prevent future dropouts.

The Digital Equalizer Program, The American India Foundation Trust

In CY 2024, Hexaware funded the Digital Equalizer (DE) Program in **20 Government schools**, in Tamil Nadu.

The American India Foundation (AIF) operates at the intersection of technology and public education. Through its partnership with Hexaware Technologies, AIF is addressing the "Digital Divide" in Tamil Nadu's government school system, transforming traditional classrooms into tech-enabled learning hubs.

Key Objectives:

- **Student Impact:** Enhancing STEM (Science, Technology, Engineering, Mathematics) learning outcomes for 10,000 students (Classes 6–10) across 20 government schools.
- **Teacher Training:** Training 200 educators in blended pedagogy, enabling them to transition from traditional rote learning to technology-integrated teaching.
- **TLMs:** Supporting teachers in creating "Edu Reels" (short-form digital content) to make complex STEM concepts more digestible for modern learners.

OCED-Criteria	Key Findings
Relevance	According to the UDISE (Unified District Information System for Education) 57.2% of schools in the country have functional computers while 53.9% have Internet access. The Digital Equalizer Program directly addresses this gap by improving access to digital infrastructure and digital learning for students.
Coherence	The Digital Equalizer Program implemented in 20 government schools implements National Education Policy (NEP) 2020 mandate by integrating technology in school education and equitable access to digital learning.
Effectiveness	- The program has benefitted ➤ subject teachers of science, mathematics, and social sciences, as well as all students in grades 6 to 10 of 20 government schools. 60 schoolteachers training have been conducted in maths and science. ➤ 350 students were given exposure to Electronics such as Tinker Cad activities ➤ In 3D Printing, 256 students are given exposure to the filament and its uses

OCED-Criteria	Key Findings
	➤ In 1165 students on Picto blox coding and 150 students on Toxicode ➤ 658 (STEM CLUB) students got hands-on training on STEM Workstation  In 1165 students on Picto blox coding and 150 students on Toxicode  In 1165 students on Picto blox coding and 150 students on Toxicode  350 students are given exposure to Electronics such as Tinker Cad activities. 
Efficiency	• The Digital Equalizer (DE) Program, strategically integrated with existing government infrastructure rather than building parallel systems and addressed a recorded gap in the schooling system of the country as recognized by the USDISE. This asset light model by focussing on software is also a highly scalable implementation model. • Standardised digital tools (DE Edukit HUB), shared training modules for teachers and centralised monitoring across schools reduce duplication of efforts, enable faster implementation, and ensure that financial and human resources are used optimally to reach 10,000 students.
Effectiveness	• 10,000 students from class 6th to class 10th in 20 government schools bridged the digital divide by getting trained in multiple 21st skills like Tinker Cad • 202 teachers have been digitally trained to ensure systemic and persists beyond the project's duration • 2444 Students got training to learn about STEM concepts and to improve the opportunities for accessing STEM Kits emphasizing logical thought processes, problem- solving skills and improve their ability to think critically and come up with their solutions.

OCED-Criteria	Key Findings
	Students won prize at Boeing IIT Aero Modelling Competition 
Sustainability	The Hexaware funded The Digital Equalizer Program in 20 government schools demonstrates strong sustainability by building the long-term digital capacity of teachers and students rather than only providing equipment. By integrating digital learning practices within the regular school system and strengthening teacher competencies

Art Education and Seminar – Art 1st, Art1st Foundation

In CY 2024, Hexaware funded Art Education and Seminar - Art 1st

Art1st Foundation, mission is to elevating art from a secondary subject to a foundational pillar of learning. Through its School of Joy and Mentorship Model, the foundation seeks to transform how children perceive, analyse, and create in the 21st century.

OCED-Criteria	Key Findings
Relevance	The program emphasises multidisciplinary learning, creativity, critical thinking, and learner centred pedagogies. By strengthening teachers' knowledge quotient, self-awareness of personal strengths and growth areas, and pedagogical methodologies and tools, the programme addresses a critical capacity gap within schools. It was implemented in 3 schools in Mumbai viz Antar Bharti Balgram, Prerana Hindi Vidyalaya and Vivekanand Sankul.
Coherence	The program implements the NEP's mandate on strengthening students' critical thinking, creativity, emotional expression and sensory development beyond the academic curriculum. It integrates integrating visual arts into mainstream education.
Effectiveness	- The program trained 14 teachers and 310 students in the 3 schools - The program touches upon The Four Circles Of Self (Me, You, Us & Nature) to help children build a positive self-view, resilience and spiritual fortitude. However, the metrics for assessing this project needs to be defined    

OCED-Criteria	Key Findings
Efficiency	The program leverages existing school infrastructure, classrooms and timetables to deliver visual arts sessions, which minimises additional operational and infrastructure costs. The use of age-appropriate, low-cost and easily available art materials and flexible activity-based modules enables effective implementation without placing a high financial burden on schools or implementing partners.   Teachers at MRS, Mumbai engrossed in an reflexion activity to discover their core values and underlying belief systems on the school premises.
Impact	The Hexaware funded art education program trained 310 students in 3 schools to improve creative confidence, critical and visual thinking abilities, and emotional and sensory expression through regular engagement with age-appropriate, project-based and exploratory art activities. However, Outcome Mapping may be taken up in the next funding cycle to document the impact of the program.
Sustainability	Outcome mapping is essential to identify how the pedagogy translates into real world skills and aids academic learning.

Hexaware Scholarship, Initiatives in Development and Education for All Foundation

In CY24, Hexaware provided a Scholarship to **600** underprivileged and meritorious students.

The **Foundation for Initiatives in Development and Education for All (IDEA)** is dedicated to bridging the opportunity gap for India's most vulnerable populations. In partnership with **Hexaware Technologies**, IDEA implements a targeted "Education-to-Employability" model through its flagship scholarship program.

OCED-Criteria	Key Findings
Relevance	- The Hexaware scholarship supported high school and college students across Pune, Mumbai, and Chennai, with a rigorous focus on Gender Equity. It works on the philosophy of equity, by ensuring that merit and potential are not stifled by economic constraints. - This program has provided sponsorship benefits to 600 underprivileged children in Pune, Mumbai and Chennai and life skills which increases their chance of better livelihoods.
Coherence	The National Education Policy (NEP) 2020 aims to increase the Gross Enrolment Ratio (GER) in higher education to 50% by 2035. The Hexaware scholarship program enabled 600 students to continue their education.
Effectiveness	- Key activities included in the program that provided educational resources: ➤ Materials such as notebooks, stationery, and bags were distributed among 639 students across multiple locations. ➤ Cultural Exchange Session was held between Swedish Social Work College students and sponsorship students fostering discussions on diverse topics related to Sweden and India, promoting cultural understanding. ➤ A Creative Activities are being conducted such as Fireless cooking, Ganesha idol making, diya painting, and Kandil making workshops to fostering artistic expression and teamwork among students. ➤ 130 students from grades 1 to 12 were taken to visit to the Thraahi Foundation-supported Chennalpatti Learning Centre ➤ 2 sessions on career guidance were conducted in Pune for 48 students

OCED-Criteria	Key Findings
Efficiency	- The Hexaware funded educational program is being efficient as timely delivery service such as tracking of progress among students both at home and learning institutions have been made. 179 home visits were made to track the academic and personal growth of the children; 19 schools and college visits were made to track the progress of sponsored students. - A celebratory event was held to honour the academic achievements of 10th and 12th-grade toppers and college graduates.
Impact	600 students in three different locations got better education among which 20 students were able to get jobs. - The sponsorship program also supported 16 students who successfully graduated with an A+ grade.     Priyanka Kharat In the bustling city of Pune, amidst the challenges of economic instability, Priyanka Kharat's story stands as a testament to the transformative power of education and support. Originally from Beed, Priyanka's family migrated to Pune in search of better opportunities, but found themselves in the midst of financial uncertainty. With an unemployed father and a mother toiling as a domestic worker, Priyanka faced the dreaded prospect of having her education interrupted after completing 10th. However, fate intervened in the form of a ray of hope – a scholarship program. When she was in her 11th standard, social workers from a foundation visited her college and extended a helping hand. This defining moment not only revived Priyanka's academic aspirations but also gave her the means to pursue them. With the support of the scholarship, Priyanka embarked on a journey that would change the course of her life. Equipped with a laptop provided by the foundation, Priyanka entered the field of commerce with unwavering determination. She used the tools at her disposal to master essential applications like Tally, Excel and MS Office, laying the foundation for her future as an accountant. Priyanka's proactive approach to learning, evidenced by her enrollment in MS-CIT classes since her 10th grade, is evident in her relentless pursuit of knowledge and skill development. As she progressed in her academic journey, Priyanka did not rely on theoretical knowledge alone. She recognized the importance of practical experience and accepted a part-time job as an accountant. This dual commitment not only honed her skills but also provided much-needed financial support to her family. Currently working as an Account Executive at DACCESS IT INFRA Pvt Ltd, Priyanka's persistence has earned her a monthly income of Rs. 10,000, a significant contribution to her family's stability. 
Sustainability	The Hexaware CSR funded scholarship program ensures sustainability by creating long-term educational and livelihood pathways for underserved and underprivileged students, leading to improved learning outcomes, enhanced employability, and overall personal development.

Space Kidz, Sky Star Foundation

In CY 2024, Hexaware funded Young Scientist India (YSI) to increase science understanding and attract 1000 high school students into scientific careers.

Space Kidz India, headquartered in Chennai, is a premier aerospace innovation organization operates on the principle of "**Democratizing Space and Science.**" By providing school students with access to high-end aerospace technology, they break the barrier between elite research and grassroots talent.

Young Scientist India (YSI), a flagship national program designed to transition students from theoretical learners to applied innovators.

OCED-Criteria	Key Findings
Relevance	The Young Scientist India (YSI) directly responds to the need for strengthening scientific temper, innovation capability and problem-solving skills among school students in India. While formal school education largely focuses on theoretical instruction, YSI addresses a critical gap by enabling students to apply scientific concepts to real life challenges through innovation and learning.
Coherence	- The program also demonstrates strong alignment with national priorities under the National Education Policy (NEP) 2020, which emphasizes experiential learning, critical thinking, creativity and early exposure to science, technology and innovation. - This science awareness program also supports the national objective of building an innovation-driven and technology-enabled workforce, in line with initiatives such as Atal Innovation Mission (AIM) and school-level innovation and tinkering programmes that foster creativity, problem-solving and design thinking among young learners.
Coherence	- The Hexaware funded program has been effective in promoting science awareness among high school students viz: ➤ Over 1000 students to participate in structured innovation, expert interaction, and peer learning in 10th edition of YSI, in which 110 students were selected after evaluation. This scientific cohort comprises 60 students from government schools and 50 from private schools.

OCED-Criteria	Key Findings												
	  Day 1 - Raj Bhavan: Hon'ble Governor Interacting with the students Day 2 - Raj Bhavan: Students Exhibiting their Projects ➤ In addition to project evaluations, students benefited from direct interaction with international cosmonauts, an experience that provided unique insights into space exploration, scientific discipline, and global collaboration. ➤ The rigorous selection process ensures that student innovations are not merely theoretical exercises but are technically sound, socially relevant, and future ready.												
Efficiency	• The Hexaware CSR funded The Young Scientist India (YSI) 10th Edition science awareness program was designed to minimize financial and logistical barriers for students to participate such as registration fees were waived, and institutional arrangements were made for accommodation and meals where provided. • The alignment of the science awareness program timeline with National Space Day 2024 also allowed for effective convergence with existing awareness campaigns and institutional support, minimizing duplication of efforts and maximizing visibility and participation.												
Impact	• 110 school students engaged directly with real-world problems through applied science and technology projects. • The program shows inclusivity as many students from marginalized communities, rural populations, and vulnerable groups participated. • Student projects were done in a variety of themes indicating that students apply the scientific principles to the gaps seen or experienced in their immediate environment. <table> <tr> <th>Thematic Area</th><th>Illustrative Focus</th></tr> <tr> <td>Accessibility</td><td>Assistive devices and inclusive technologies</td></tr> <tr> <td>Environment</td><td>Pollution monitoring, water and waste management</td></tr> <tr> <td>Healthcare & Safety</td><td>Diagnostic aids, women's safety solutions</td></tr> <tr> <td>Agriculture</td><td>Smart irrigation and automation</td></tr> <tr> <td>Technology</td><td>Robotics, AI applications, space science models</td></tr> </table>	Thematic Area	Illustrative Focus	Accessibility	Assistive devices and inclusive technologies	Environment	Pollution monitoring, water and waste management	Healthcare & Safety	Diagnostic aids, women's safety solutions	Agriculture	Smart irrigation and automation	Technology	Robotics, AI applications, space science models
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Technology	Robotics, AI applications, space science models												
Sustainability	• The Hexaware CSR science awareness program exhibits the durable student competencies such as scientific inquiry, teamwork, design thinking and critical analysis which remain applicable across academic stages and future career choices.												

Manosakha project, Purnkuti

In CY24, Hexaware funded Manosakha Project, a learning center for children of sex workers under the ages 6 to 15 year.

Project Manosakha is a specialized remedial education and support program. It is particularly critical for the children of Female Sex Workers (FSWs) and migrant labourers who face a high dropout burden in Pune. The objectives of the project.

- To ensure access to inclusive and equitable education for children, especially those from economically disadvantaged and socially marginalized communities.
- To strengthen the social, economic, and educational status of women and girls through skill development, awareness, leadership, and capacity-building programmes.

OCED-Criteria	Key Findings
Relevance	• Project Manosakha provides comprehensive assistance, including academic support, health, nutrition provisions, life skills education, parent-teacher meetings, school visits, home visits, and counselling services to the Children of sex workers. • The intervention supports the eradication of child labour among sex works dignified childhood inclusive growth and women's economic empowerment hereby contributing to poverty reduction and social inclusion • Education was provided at two centres in Pune.
Coherence	• The project is aligned with New Education Policy and the SDGs that it ensures all children irrespective of their background receive education support.
Effectiveness	• 65 underprivileged sex worker children who consistently participated in academic support sessions focused on Marathi, Mathematics, and English. • 36 parents from Manosakha willingly signed consent letters, pledging their commitment to stand against child labor and child marriage. • The ASER (Annual Status of Education Report) toolkit is used to assess children's abilities in reading, writing, and arithmetic in a standardized and objective manner. Improvements were noted across Language and Math between Baseline and Endline with more students passing the age-appropriate learning levels.



OCED-Criteria	Key Findings																																																																																																
	3.1 ASER Evaluation: Manoskaha Budhwar Peth Center <table><tr><th colspan="6">ASER Evaluation – Manosakha Budhwar Peth Center</th></tr><tr><th>ASER Evaluation</th><th colspan="5">Marathi</th></tr><tr><td></td><td>Beginner level Not able to read</td><td>Able to recognize letters</td><td>Able to read Words</td><td>Able to read Paragraph</td><td>Able to read the entire Story</td></tr><tr><td>Baseline</td><td>10 (56%)</td><td>2 (11%)</td><td>2 (11%)</td><td>2 (11%)</td><td>3 (17%)</td></tr><tr><td>Midline</td><td>6 (30%)</td><td>3 (15%)</td><td>2 (10%)</td><td>0</td><td>3 (15%)</td></tr><tr><td>Endline</td><td>2 (13%)</td><td>8 (53%)</td><td>2 (13%)</td><td>1 (6.6%)</td><td>2 (13%)</td></tr><tr><th colspan="6">Mathematic</th></tr><tr><td></td><td>Beginner Unable to understand the basic numbers</td><td>Able to recognize numbers from 1 to 10</td><td>Able to recognize numbers from 1 to 100</td><td>Able to do Subtraction</td><td>Able to do Division</td></tr><tr><td>Baseline</td><td>5 (28%)</td><td>1 (6%)</td><td>9 (50%)</td><td>2 (11%)</td><td>1 (6%)</td></tr><tr><td>Midline</td><td>3 (15%)</td><td>0</td><td>8 (40%)</td><td>1 (5%)</td><td>2 (10%)</td></tr><tr><td>Endline</td><td>4 (27%)</td><td>0</td><td>8 (53%)</td><td>1 (6%)</td><td>2 (13%)</td></tr><tr><th colspan="6">English</th></tr><tr><td></td><td>Beginner - Not able to read alphabets</td><td>Able to read and write Capital Letters</td><td>Able to read and write Small Letters</td><td>Able to read and write Words</td><td>Able to read and write basic Sentence</td></tr><tr><td>Baseline</td><td>6 (35%)</td><td>0</td><td>7 (41%)</td><td>3 (18%)</td><td>2 (12%)</td></tr><tr><td>Midline</td><td>3 (15%)</td><td>1 (5%)</td><td>4 (20%)</td><td>4 (20%)</td><td>2 (10%)</td></tr><tr><td>Endline</td><td>2 (13%)</td><td>5 (33%)</td><td>4 (26%)</td><td>3 (20%)</td><td>1 (7%)</td></tr></table> Please note the number of students in the Baseline Assessments – 18, for Midline – 14 and children for Endline assessments – 15. • 4 days summer camp for children was arranged where they explored creative activities such as Painting, Dance workshop, cooking class and Movie screening. • 12 Life Skills Education (LSE) sessions were conducted, providing children with valuable insights and practical learning experiences. • 15 children at Budhwar Peth center received nourishing meals/ dry nourishment regularly, which allows them to focus on their academics and satisfy their short-term hunger. • 8 students of migrant workers were enrolled in private and semi-government schools to continue their education.	ASER Evaluation – Manosakha Budhwar Peth Center						ASER Evaluation	Marathi						Beginner level Not able to read	Able to recognize letters	Able to read Words	Able to read Paragraph	Able to read the entire Story	Baseline	10 (56%)	2 (11%)	2 (11%)	2 (11%)	3 (17%)	Midline	6 (30%)	3 (15%)	2 (10%)	0	3 (15%)	Endline	2 (13%)	8 (53%)	2 (13%)	1 (6.6%)	2 (13%)	Mathematic							Beginner Unable to understand the basic numbers	Able to recognize numbers from 1 to 10	Able to recognize numbers from 1 to 100	Able to do Subtraction	Able to do Division	Baseline	5 (28%)	1 (6%)	9 (50%)	2 (11%)	1 (6%)	Midline	3 (15%)	0	8 (40%)	1 (5%)	2 (10%)	Endline	4 (27%)	0	8 (53%)	1 (6%)	2 (13%)	English							Beginner - Not able to read alphabets	Able to read and write Capital Letters	Able to read and write Small Letters	Able to read and write Words	Able to read and write basic Sentence	Baseline	6 (35%)	0	7 (41%)	3 (18%)	2 (12%)	Midline	3 (15%)	1 (5%)	4 (20%)	4 (20%)	2 (10%)	Endline	2 (13%)	5 (33%)	4 (26%)	3 (20%)	1 (7%)
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Efficiency	• The project leveraged existing community networks, training infrastructure and local institutions to deliver vocational training, entrepreneurship support and awareness sessions to underprivileged women at lower operational cost and within shorter timeframes. • 12 monthly parent-teacher meetings, one each month, which were valuable for building rapport, strengthening relationships, and encouraging open dialogue about the students' progress.																																																																																																

OCED-Criteria	Key Findings
Impact	65 children of sex workers in Pune received better education, life skills and personality development for social and economic inclusion in the society.
Sustainability	- The Hexaware project demonstrates strong sustainability by building long-term livelihood capacities of underprivileged women particularly migrant and low-income groups through market-relevant vocational skills, entrepreneurship development and financial and digital awareness. - The focus on skills ownership, enterprise linkages and community networks ensures that improvements in income, employability and living standards are likely to be maintained over time.

Vidya and Child, Jayaprakash Narayan Memorial Trust

Jayaprakash Narayan Memorial Trust was established in memory of Sri Jayaprakash Narayan, a noted Indian freedom fighter and social thinker. The Trust focuses on holistic development and welfare of underprivileged communities, especially children.

Quality School Education Program provides Nursery to Class 8 school education for children from marginalised communities, providing a child centric, value-integrated and holistic learning environment. The learning process is holistic and includes academic and creative exploration such as class teacher work, Child Wise Review Process, Life Skills, Projects and Exposure, Arts & Performing Arts (APA) - Creative Exploration and Sports Activities.

In CY24, Hexaware funded Vidya & Child Project, a Quality School Education Program, Noida, U.P. to support children from marginalized communities throughout their education journey with value-integrated and child-centric learning

OCED-Criteria	Key Findings
Relevance	The Vidya project delivers a holistic education program for Nursery to Class 8 that bridges foundational learning gaps in underserved communities. By integrating life skills, arts, sports, and exposure visits with core academics, the intervention effectively fosters emotional resilience, critical thinking, and physical well-being alongside traditional literacy and numeracy.
Coherence	- The project aligns its Nursery to Class 8 framework with the National Education Policy (NEP) 2020. By utilizing theme-based engagement for early years and structured, child-wise review processes for older students, the program reinforces state priorities in foundational literacy and competency-based learning. - Rather than duplicating existing systems, the initiative adds significant value to public education through teacher support and the integration of life skills, arts, and sports. This holistic approach strengthens pedagogical practices and ensures age-appropriate, inclusive development that complements the formal school system.

OCED-Criteria	Key Findings
Effectiveness	- The project maximizes operational efficiency by embedding theme-based engagement (Nursery–Class 2) and subject-specific activities (Classes 3–8) directly into regular classroom processes, significantly reducing staffing and overhead costs. - Consistent relationship building with parents through 210 home visits ensured overall 85% attendance. Moreover, the total beneficiaries are 100 students with equal ratio of male and female students all aged between 4+ to 14+ years and all are first generation learners. 
Efficiency	- Rigorous child-wise reviews and early orientations identify learning gaps promptly, minimizing future remedial expenses and dropout rates. - By streamlining academic and holistic development within existing school structures, the project ensures a sustainable and cost-effective pathway for student growth.
Impact	Successfully reached 100 first-generation learners, maintaining a perfect 1:1 gender balance with 50 girls and 50 boys. Moving beyond a standard academic focus, the program integrates foundational literacy and numeracy with essential life skills, ensuring a holistic approach to each child's personality development and long-term empowerment.
Sustainability	The Hexaware funded quality education program focuses on teacher orientation at the beginning of the academic year, continuous student review mechanisms, and the integration of life skills, arts, sports and project-based learning builds institutional capacity and promotes a culture of holistic education.

FINDINGS – SKILL DEVELOPMENT PROJECTS

In CY2024, Hexaware CSR spend on skill development was 23% of its total CSR budget and included a variety of projects in 2 states – Maharashtra and Tamil Nadu. There were 06 nos. skill development projects. The projects included in this section:

1. Skilling and Employability for Youth, Magic Bus India Foundation
2. Pankh Program, TRRAIN
3. Vocational training centre and support for Persons with Disability and Early intervention Program, V- EXcel Educational Trust
4. Garima Greh, TWEET
5. Yuva Parivartan, Kherwadi Social Welfare Association
6. Providing Skilling for Visually Impaired, Atmadeepam Society Nagpur

Skilling and Employability for Youth, Magic Bus India Foundation

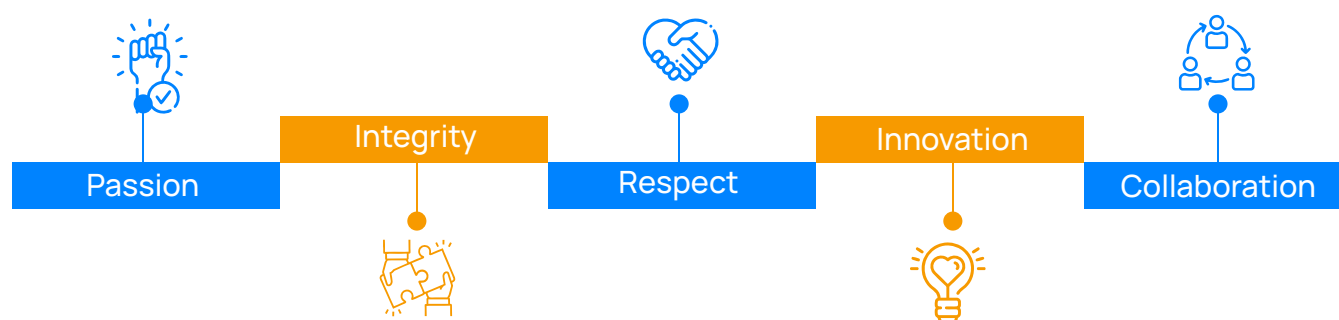
In CY 2024, Hexaware funded programme to empower **675 young people** with the skills, confidence, and support needed to secure sustainable livelihoods, improve life outcomes, and contribute to social and economic development.

Magic Bus India Foundation focuses on the critical transition from education to employment. The program implemented in Chennai, Mumbai, and Lonavala, targets youth aged 18–25 from marginalized backgrounds, providing them with a professional finishing school environment required to break the cycle of poverty.

Magic Bus India Foundation is a leading NGO in education and skilling in India, working nationwide since 1999. The programme adopts a finishing school model that is structured to address the specific soft skill and technical

skill gaps that often prevent disadvantaged youth from clearing corporate interviews. The model acknowledges that this the last mile effort helps transform vulnerable youth into productive professionals, directly supporting India's national goals of Skill India and Atmanirbhar Bharat.

Core Values:

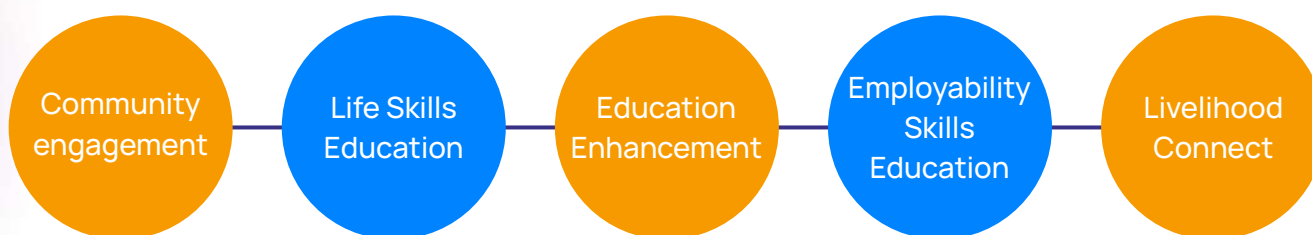


Approach:

Young people from underserved communities face risks such as school dropouts and child labour due to poverty. Magic Bus addresses these challenges through its Childhood to Livelihood approach, aligned with the National Education Policy 2020, by focusing on life skills and holistic development through its Adolescent and Livelihood programmes.

Component	Location	Target Enrolment
Tally Course	Chennai & Mumbai	225 youths
Standard Skilling	Lonavala	225 youths
Total	—	675 youths

Key Component:



FINDINGS

The project is an employability course of 240 hours with 120 hours of tally training and 120 hours of soft skills and employability training.

Evaluation Criterion 1: Relevance

Hexaware has funded Magic Bus centre in Govandi, Mumbai for four years and in Chennai for six years. Both evolving into robust hub for vocational excellence. This year's assessment highlights a high-efficiency model that transitions underprivileged youth from basic education to specialized corporate roles.

India's youth population is one of the largest in the world, with over 600 million people under the age of 25. Despite significant progress in education, a substantial portion of young people face challenges in accessing quality education, acquiring relevant skills, and securing gainful employment. According to **Economic Survey 2025-26**, nearly **92% of adolescents have received no formal skilling**, while only **0.97% have received certified vocational training**, highlighting a critical gap between education and employability.



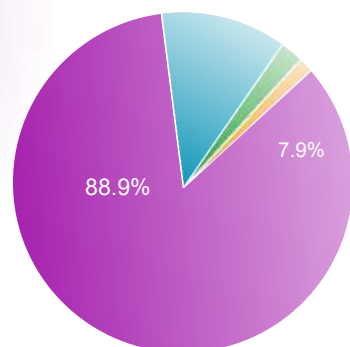
The experience of the project attests to this trend of educated employment among youth. Approx. 80% respondents were aged under 22 and 18.5% under 25 years. Almost 90% of the respondents were graduates but could not find job. 57% learnt new skill.

The programme trained 675 youth in employability, and life skills needs of youth. The design responded to limited employability, and lack of career guidance.

Employers met during the data collection highlighted difficulty in finding qualified graduates within specific underprivileged pockets. Therefore, they found the Magic Bus trainees were highly in demand as they undergo a rigorous interview training.

What is your highest educational qualification?

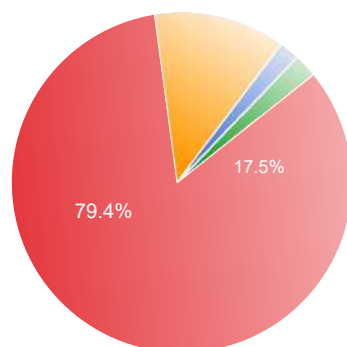
63 responses



- No formal education
- Primary
- Secondary
- Higher Secondary
- Graduate
- Postgraduate

Age of Beneficiary on data of data collection

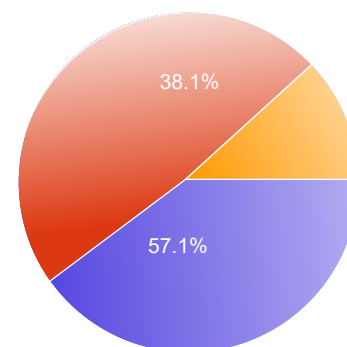
63 responses



- Less than 18 years
- 18 years to 22 years
- 23 years to 25 years
- More than 25 years

Were you skilled or upskilled through this program?

63 responses



- Skilled (learned new skills)
- Upskilled (improved existing skills)
- Both
- Neither

Evaluation Criterion 2: Coherence

The Hexaware-Magic Bus partnership aligns with the following five key policies:

National Education Policy (NEP) 2020: The program provides the missing link of education— life skills and mentoring to ensure that students possess the emotional intelligence and creativity required for lifelong learning.



Skill India Mission & Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Vocational guidance and hands-on skill-building prepares beneficiaries to meet the standards required for **PMKVY certification**, turning untrained labor into a skilled workforce.

National Youth Policy 2021: The National Youth Policy promotes youth engagement in education, health, leadership, and economic participation aims to create a generation of empowered, responsible, and skilled youth capable of contributing to national development.

The Hexaware-Magic Bus programme aligns with the policy by enhancing life skills, and employability among adolescents, promoting leadership, civic awareness, and confidence through mentoring and structured interventions and supporting inclusive access, particularly for underserved youth, bridging gaps highlighted in the policy.

The respondent profile indicate that the programme has supported youth from low income families, with 38.1% belonging to families with less 1 lakh annual income.

Atmanirbhar Bharat Abhiyan: The program directly supports this by fostering entrepreneurial thinking.

Evaluation Criterion 3: Effectiveness

The programme has contributed positively to improved life skills, self-confidence, and job readiness among participating youth. Beneficiaries reported enhanced communication skills, workplace preparedness, and clarity on career pathways.

220 youth were trained in Chennai and 207 were certified Tally experts by NIIT Foundation.

225 youth trained in Mumbai.

Education support and skill training have facilitated improved participation in further education and access to employment opportunities. **78% students found resources given to be useful and easy to understand.**

81% respondents found the career guidance useful. The major learnings from the guidance sessions included:

- **Interview Preparation:** Key learnings included interview training, mock interviews, communication skills for interviews (including speaking bravely, preparation, dressing, confidence, and eye contact), attitude tests, and general knowledge questions.
- **Job Searching Methods & Platforms:** Respondents learned about online job searching, using platforms like LinkedIn and Naukri, getting job recommendations, and being aware of job searching platforms. Some mentioned learning through references or walk-ins.



Evaluation Criterion 4: Efficiency

The use of centralized monitoring and professional Tally training makes it a scalable model for urban poverty alleviation. The integration of Cyber Security and GST training ensures that the curriculum remains highly relevant to the current Indian fiscal and digital landscape.

93.7% respondents had completed the 3-month course. 85.7% had successfully passed and received certificate from Magic Bus.

Regional Placement Managers and Retention Executives are a critical link and impact factor as they conduct continuous checks on post-training job security and long-term employment tracking. A comprehensive MIS Software tracks the student lifecycle from entry to exit, including evidence of employer placement.

Programme resources, including funding, trainers, and infrastructure, were largely utilized effectively to deliver planned activities within stipulated timelines. Structured training modules, standardized curricula, and batch-based implementation supported cost-effective delivery, Biometric attendance, CCTV surveillance, and mandatory parental consent forms for all enrolments.

Alumni is the primary source of marketing for the programme, with 77.8% respondents mentioned having referred this course to others.

Evaluation Criterion 5: Impact

intervention has led to positive changes in participants' educational progression, employability, income potential, and self-esteem. Youth demonstrated increased confidence, improved decision-making abilities, and greater readiness to engage in the workforce or pursue higher education.

Respondent profile – 58.7% Male and 41.3% were female. The project has been reducing the gender gap in workplace by training women in job skills. As a policy, the enrolment ratio of its program was kept at 50%. In 2025 the same has been increased to 55%.

The programme has made a meaningful difference by enabling beneficiaries to transition from vulnerability to more stable and aspirational livelihood pathways, with a significant number of youths directly benefiting from the initiative.

81% respondents were currently employed and 70% reported using the skills learned from the training in their current job role. Examples included:

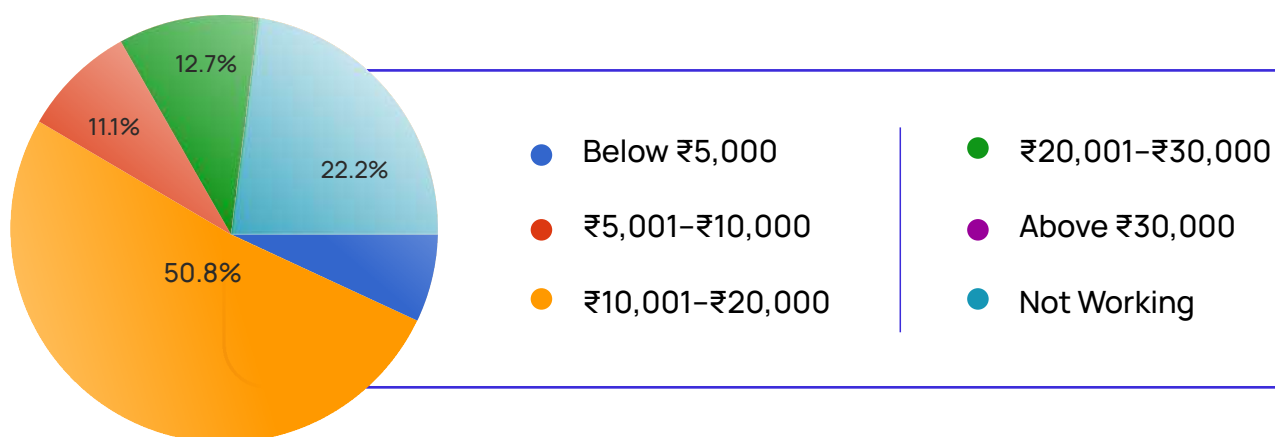
- **Technical Skill -Tally** (including Tally Prime, GST, payroll, TDS, sales, creating ledgers, E-way Bills, and GST returns) and **MS Suite** (Excel and Word) are frequently mentioned as helpful for their current work.
- **Life and Behavioural Skills:** The program aided in developing life skills, behaviour, confidence building, presentation skills, time management, and team coordination/work. Improved professional etiquettes, problem-solving, creative thinking, and fast typing skills, which are being used in various jobs including HR and telecaller roles.
- The program helped with job applications (pursuing MBA), their first day at work, and one respondent is currently working within the Magic Bus.



Evaluation Criterion 6: Sustainability

The programme promotes sustainability by equipping youth with transferable life skills, employability competencies, and exposure to continued learning opportunities. Post-training handholding, mentoring, and linkages with employers support longer-term employment retention.

Although only 27% respondents are currently in the same job. 81% were currently employed indicating an improved ability to find employment. 50% of those employed were earning between 10-20 thousand rupees per month.



Pankh Program, TRRAIN

In CY2024, Hexaware supported Pankh programme providing vocational training to 475 PwDs

The Pankh Project is a training program for Persons with Disabilities run by Trust for Retailers and Retail Associated of India (TRRAIN) in multiple locations such as Mumbai, Thane, Pune and Chennai. The project aims to intervene and train Persons with Disabilities and provide them employment opportunities in retail industry and help them

become financially independent. The initiative thus aims to create sustainable livelihoods for PwDs and also promote inclusive growth in retail sector. The training program provides the complete spectrum skills in a very interactive and easy-to-learn manner with focus on three key skills – Life Skills, English Language Skills and Retail Specific Skills. The youths are also provided exposure visits to Malls covering various formats of retail – QSR, Hypermarket, Supermarket, Apparel store, Luxury store etc. The project aims to achieve a minimum of 70% placement for the trainees under the program.

OCED-Criteria	Key Findings
Relevance	The Pankh Project provided 475 Persons with Disabilities for employable skills and sustainable livelihoods. By aligning training in life skills, English communication and retail-specific competencies with real labour-market demand in the retail sector, the programme ensures strong contextual and market relevance.
Coherence	The project has network of more than 500 retailers it demonstrates a strong coherence by aligning its skills training and placement approach with wider disability inclusion, employability and private-sector engagement priorities.
Effectiveness	- The Hexaware funded Pankh project has shown effective results viz: ➤ Total 475 beneficiaries were supported ➤ 475 beneficiaries successfully trained with 0 dropouts ➤ 22.9% of trained beneficiaries are women ensuring gender inclusion and diversity. ➤ 85% of the trainees are between 18 to 30 years of age with highest participation from 22 to 25-year age group ➤ 70% trainees placed, 81.5% of the trainees were employed in retail sector placed as store centre associates or sales associate, customer service associate, and associate trainees. Employers include BigBasket, Paytm

OCED-Criteria	Key Findings
	
Efficiency	The Pankh Project demonstrated good use of resources by delivering short-term, focused and industry-oriented training that directly linked 330 participants with 500 employers in the retail sector.
Impact	475 Persons with Disabilities are self-dependent Case Study: From Aspiration to Achievement Jaydatta Maroti Kshirsagar, a young man from Jambhulwadi, Katraj, Pune, grew up in a hardworking family. Learning difficulties made his journey challenging, frustration and self-doubt crept in as he faced constant pressure from his parents to focus on his education and career. The Pankh training program. became a turning point in his life. Jaydatta thrived in goal-setting exercises, retail skills training, and soft skills development. He realized that success was possible with hard work and the right support system. After completing the training, Jaydatta secured a job at Amazon as a Packing Associate, earning ₹18,400 per month. The day he received his first salary was a moment of pride and joy not just for him but for his parents, who saw their son finally achieving stability and growth. 
Sustainability	The Pankh project shows strong sustainability as it builds long-term employability of Persons with Disabilities through market-relevant retail and life skills, enabling continued participation in the workforce beyond the project period.

Vocational training centre and support for Persons with Disability and Early intervention Program, V- EXcel Educational Trust

In CY2024, Hexaware supported Vocational training centre and support for **460 persons** with disability through the V Excel Education Trust Vocational Training Centre.

V-excel Educational Trust in Chennai provides vocational training up to 1-4 years and placement opportunities to the young adults aged 19 and above with special cognitive disabilities through its YES (Youth Empowerment Services) program. It also focuses on children aged 0-7 years who have not achieved key developmental milestones by providing a rich, sensory-based learning environment that promotes social, emotional, cognitive and physical development, especially for children with developmental and learning challenges. The Bridges Learning Programme with remedial services supports children aged 8-18 years with learning gaps through one-to-one, intensive academic and skill-based instruction. The program follows a holistic, full-time school model and uses activities such as circle time, art, movement and rhythm to help students complete NIOS OBE, Class 10 and Class 12. School readiness and need-based therapies are also provided for children facing academic, health or developmental difficulties

OCED-Criteria	Key Findings
Relevance	- The Hexaware funded YES (Youth Empowerment Services) vocational training program corresponds with Technical and Vocational Education and Training (TVET) and employment generation, as it equips young adults aged 19 and above in Chennai with cognitive disabilities with skills, training, and placement opportunities for sustainable livelihoods. - The Early Intervention Program aligns with Basic Education and Early Childhood Development by supporting children aged 0-7 with developmental delays through sensory-based learning and therapies that promote cognitive, social, and physical growth. The Bridges Learning Programme relates to special education and remedial learning, helping children aged 8-18 overcome learning gaps and complete academic milestones such as NIOS OBE, Class 10, and Class 12.
Coherence	The vocational training, early intervention, and bridge learning initiatives funded by Hexaware Technologies and implemented by V-Excel Educational Trust demonstrate strong coherence by aligning education, social inclusion, and employment interventions for persons with disabilities.



OCED-Criteria	Key Findings
	This approach ensures that educational support, therapeutic services, and skill development are mutually reinforcing, reducing learning gaps of 102 students and enhancing long-term livelihood opportunities for youth aged above 19 in the training centre.
Effectiveness	Vocational Training: YES (Youth Empowerment Services) program - The Program provides vocational training in printing and documentation solutions, laundry and housekeeping, culinary arts, baking, confectioneries, basic computing skills, and front- and back-office skills. 29 trainees have placed at different sectors such as Hexaware Technologies, Baker's Cafe, Writer's cafe, ITC Grand Chola, Buhari Resorts, Accor group of hotels, Super Auto Forge and Hotel Savera, with an average monthly remuneration of ₹ 11,000. - Provided internship of 2 trainees and sensitization program at Equitas and 1 trainee at Rane. - Assignment based training is provided where trainees work on small tasks with MSMEs to pursue assignment-based projects and on-the-job training - Periodical vocational assessments are conducted along with focused observations to understand each trainee's progress in terms of skill development and endurance - Apart from vocational skills, Occupational and Physical therapy services are provided to improve specially abled trainee's stamina, endurance level, gait and posture, fine and gross motor skills, general fitness and cognitive skills. - Structured training in soft skills and communication such as group discussions and individual sessions are conducted periodically to address their challenges in communication. These sessions improve their life skills to get better employment and social inclusion. Early intervention and bridge learning program: - About 50% of children 3-8 years of aged joined had Student Readiness Program (Ability Group), a half-day program designed for children in small groups of 10-15 to increase independence in basic life skills, and effective behaviour management by focusing on therapy, functional academics, activities of daily living (ADL), arts, sensory integration, movement, and basic life skills through activities such as circle time, ADL training, music and movement, art, and free play, resulting in improved classroom regulation, enhanced speech and communication, better

OCED-Criteria	Key Findings
	social interaction and adjustment to social situations, increased independence in basic life skills, and effective behaviour management. • 50 children participated in 6 Screening Camps & Awareness Camps in primary schools where teacher sensitization workshops about how to give access to services for children with developmental delays and awareness of developmental disabilities” • 75 beneficiaries were given therapy and remedial intervention. • 352 children with special needs and young adults participated in sporting event called Sangam 2024 • 516 students were counseled on personal hygiene, knowing oneself, handling emotions and understanding peers.
Efficiency	• The Program funded by Hexaware shows efficiency by providing age-specific interventions from early childhood therapy to academic support and employment-oriented vocational training with placement opportunities. The initiative ensures timely support and smooth transition from education to livelihood, thereby maximizing outcomes while maintaining cost-effective program delivery.
Impact	• The Early Intervention and Bridges Learning Program has a positive and transformative impact on 75 beneficiaries for one-to-one sessions and 516 students through counselling to improving developmental functioning, learning abilities and educational continuity for children with developmental delays and learning disabilities. • 260 Persons with Disability in Chennai were provided vocational training through the V Excel Education Trust Vocational Training Centre. 

OCED-Criteria	Key Findings
	Case Study: Kaviya Saravanan, a 14-year-old student, joined the program on January 19, 2024. Following an initial assessment that identified intellectual impairment and speech challenges, she was enrolled in a dual-track intervention plan: Occupational Therapy to address sensory regulation and Remedial Intervention to bridge academic and developmental gaps. Her educator, Ms. Shobana, utilized a personalized
Sustainability	The program empowers children with the necessary skills to progress within the formal education structure. The foundational developmental, cognitive and life skills make the children school ready and continue their education.

Garima Greh, TWEET

Transgender Welfare Equity and Empowerment Trust (TWEET) is a transgender-led community organisation working to empower and uplift transgender and gender-diverse individuals in India. It focuses especially on the needs of young Trans-men and Trans-women who face high levels of marginalisation and violence.

The works to reduce transphobia and advance equal rights for the transgender community by providing safe housing through Garima Greh, improving employability and inclusive workplace practices, advocating gender-sensitive policies, and empowering trans youth through digital learning and corporate engagement enabling long-term dignity, leadership, and social integration.

In CY2024, Hexaware funded shelter and skilling of **180 transgender people**

OCED-Criteria	Key Findings
Relevance	TWEET's Garima Greh is a sanctuary for the transgender community, directly addressing the systemic challenges of homelessness, physical insecurity, and social exclusion. By offering safe shelter, the initiative mitigates the risks of violence and ensures access to basic services for a population frequently marginalized from traditional support systems.
Sustainability	The project aligns with the global "Leave No One Behind" mandate and India's Transgender Persons (Protection of Rights) Act, by providing a safe haven, the initiative directly supports national social protection goals and functions as a vital complement to existing government ecosystems. Specifically, it mirrors and enhances the impact of the Garima Greh scheme (shelter homes) and the SMILE (Support for Marginalized Individuals for Livelihood and Enterprise) sub-scheme, fostering dignity and systemic inclusion for the transgender community.
Effectiveness	- The project benefited transgender community by: ➤ Mentoring and mobilizing over 180 transgender people, including trans masculine identities, trans women, and Jogti communities, fostering community groups and leadership through monthly meetings, counselling, and peer support.

OCED-Criteria	Key Findings
	➤ More than 100 young transgender leaders have received leadership training and are now at the forefront of community mobilization and social sensitization. ➤ Skilling and placement support have benefited over 200 transgender individuals, with 60% successfully placed in jobs with companies such as The Lalit Hotel, Asian Paints, Capgemini, CEAT, and Netflix.
Efficiency	• The Hexaware funded project enhances efficiency by combining safe shelter with skill development and livelihood training, enabling transgender beneficiaries to gain independence while minimizing resource duplication. By integrating vocational programs, digital literacy, and entrepreneurship training within the shelter.
Impact	Journey from Crisis to Enhanced safety and professional capacity Aditi, a transgender Arts graduate from Gondia, Maharashtra, faced severe social and familial exclusion due to her gender identity. At TWEET, she received 6-month job training at The Lalit Hotel for six months. Garima Greh, a specialized shelter that provided a safe residence and a sense of belonging.   Today, Aditi is a full-time professional, working as a call operator in the Front Office department at The Lalit Hotel. She credits TWEET not only for her job placement but for advocating for her right to healthcare, employment, and dignity. Her journey exemplifies how targeted NGO interventions can successfully transition marginalized individuals into mainstream corporate roles. Madhav Tiwari's journey embodies the triumph of resilience and opportunity. A 23 year old trans man, Madhav's his ascent into the corporate realm of JPMC is not just a milestone but a testament to the transformative power of inclusion.
Sustainability	• The project ensures long-term sustainability by integrating immediate aid (safe shelter, security and well-being needs) with strategic empowerment. • The concurrent focus on skill-building and livelihood programs fosters self-reliance. This dual approach ensures that the project's impact endures well beyond the initial intervention.

Yuva Parivartan, Kherwadi Social Welfare Association

In CY24, Hexaware supported Yuva Parivartan, a vocational training program for 650 underprivileged youth

Yuva Parivartan aimed to improve the socio-economic status of the underprivileged youth from the peri-urban and urban slums of Nagpur, through vocational and capacity-building initiatives. Training not only provides technical vocational skills but also has a Soch Ka Parivartan (Attitude Transformation) module for participants to develop self-esteem to take up sustainable livelihoods. The objectives of the project are to get 650 underprivileged youth trained and

certified through a skilled based employability program, at least 70% of the youth to linked to placements in an income range of INR 8000 to INR 15000 per month.

OCED-Criteria	Key Findings
Relevance	The project tailored to the specific needs and socio-economic constraints of 650 underprivileged youth in peri-urban and slum areas. The program's design strategically addresses both technical skill gaps and behavioral barriers to entry-level employment, ensuring students are socially and professionally prepared for the workforce. By focusing on high-demand, realistic career paths—including Nursing Assistant, Basic Computer Skills, Sales Associate, Data Entry Operator, and Account Executive/Tally—the initiative directly bridges the gap between local talent and the labor market, resulting in consistently high placement outcomes.
Coherence	- The project aligned with Skill India Mission & Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Vocational guidance and hands-on skill-building prepares beneficiaries to meet the standards required for PMKVY certification, turning "untrained labor" into a "skilled workforce." - National Youth Policy 2021: The National Youth Policy promotes youth engagement in education, health, leadership, and economic participation aims to create a generation of empowered, responsible, and skilled youth capable of contributing to national development. 

OCED-Criteria	Key Findings
Effectiveness	• Yuva Parivartan has shown effective results viz: ➤ 650 youth were trained - 201 are women and 149 are men. ➤ All 650-participant got certification. ➤ 245 i.e. 70% youth have been linked to placements and jobs with an average salary of INR 10000 ➤ Youth have undergone an additional 80 hours of digital literacy apart from the technical skills, as a top up component. 
Efficiency	• All project components were completed in timely manner
Impact	• The project has significantly enhanced the economic mobility of 650 underprivileged youth by equipping them with industry-certified skills in high-demand fields such as Nursing Assistance, Tally/Accounting, and Data Entry. This technical training has translated into a robust 70% placement rate, with graduates securing stable employment at a starting income of approximately INR 10,000 per month.
Sustainability	• Beyond technical proficiency, the project achieves a deeper, transformative impact through its "Soch Ka Parivartan" (Attitude Transformation) module. This specialized curriculum bridges the "readiness gap" by fostering self-confidence, professional communication, and workplace etiquette. By shifting the participants' mindsets, the program ensures they are not only job-ready but also highly motivated to pursue sustained, long-term career growth.

Providing Skilling for Visually Impaired, Atmadeepam Society, Nagpur

In CY2024 Hexaware funded skilling of **180 visually impaired persons**

The digital skilling training program is funded by the Hexaware Technologies and implemented by Atmadeepam Society which provides for visually impaired persons to build computer proficiency. The program equips beneficiaries with essential digital skills, enabling them to access employment opportunities that require computer literacy. It also promotes self-employment through home-based digital work and enhances their eligibility for government jobs that mandate basic computer knowledge, thereby fostering independence and economic empowerment. The program aims to equip them with essential computer and mobile literacy skills, including Android operations, enabling them to apply for government and private sector jobs, pursue higher education, and explore self-employment or work-from-home opportunities. The short-term goal is to build basic digital and computer literacy for self-dependence, while the long-term goal is to promote digital empowerment, helping beneficiaries earn a livelihood and lead a life of dignity.

OCED-Criteria	Key Findings
Relevance	The Digital Literacy Program funded by Hexaware addresses the digital exclusion and employment barriers faced by visually impaired students who have completed Class 10. The program aligns with the needs of beneficiaries by providing computer literacy fundamentals, communication skills, and mobility training, which are essential in today's digital economy.
Coherence	- The Digital Literacy Program funded by the Hexaware demonstrates strong coherence as it complements existing national and social initiatives aimed at promoting digital inclusion and empowerment of persons with disabilities. - The program's focus on computer literacy, Android mobile usage, and employability skills aligns with broader government priorities such as Digital India and the Rights of Persons with Disabilities Act, 2016, which emphasize accessibility, equal opportunities, and skill development for persons with disabilities.
Effectiveness	➤ High Participation and Inclusion: The program enrolled a significant number of visually impaired students across different courses, with strong female participation. for example with 180 visually impaired persons were trained in digital courses, communication and English.

OCED-Criteria	Key Findings
	➤ Educational Background of Participants: Many participants already had basic educational qualifications, with over 13 students being graduates (BA Arts) and others having completed 10th and 12th grade in English Communication Course, showing that the program effectively supported further skill enhancement and employability readiness. ➤ Support for Severely Visually Impaired Learners: Across all courses, more than 80% of participants had severe or total blindness, demonstrating the program's effectiveness in reaching and training individuals with high levels of visual impairment. ➤ Strong Female Representation: Several courses recorded majority female participation, such as: MS Excel: 15 enrolled, 14 females Foundation Course: Majority female participants 17/8 Orientation Course: 14 enrolled, 13 females This highlights the program's role in promoting gender inclusion among visually impaired learners. ➤ Comprehensive Digital Skill Development: The program covered multiple digital competencies including: MS Office and PowerPoint: 34 students enrolled (14 females) MS Excel: 15 students enrolled (14 females) Fundamentals of Computer: 17 enrolled (11 females) Fundamentals of Internet: 14 enrolled (7 females). These courses enhanced digital literacy, productivity skills, and online accessibility. ➤ Assistive Technology Training: Through the Android Mobile Workshop, visually impaired students learned to use Android smartphones and accessible applications. Out of 6 participants, 4 were females, demonstrating practical learning for independent digital navigation. The program provided formal certification for the Android Mobile Workshop, strengthening students' confidence and employability prospects. ➤ Functional Skill Development: The Foundation Course and Orientation Training supported students in building basic computer skills, mobility awareness, and digital adaptability, which are essential for independent learning and daily functioning.



OCED-Criteria	Key Findings
Efficiency	- The Digital Literacy Program for visually impaired demonstrates efficiency by utilizing available resources, to deliver multiple digital and employability courses within a single program. Through structured modules such as computer fundamentals, MS Office applications, Android mobile usage, communication skills, and mobility training, the program maximizes learning outcomes for visually impaired students - By equipping beneficiaries with practical digital skills that can lead to employment, higher education, or self-employment, the program ensures that the resources invested translate into meaningful socio-economic outcomes.
Impact	- The program enabled visually impaired students, including those with severe or total blindness (over 80%), to independently use computers, the internet, and smartphones for communication, learning, and daily activities. - Training in increased readiness for education, internships, and employment opportunities. - Internet Fundamentals and Android Mobile Workshops made online educational resources, digital platforms, and assistive applications, improving their access to knowledge and services accessible. - contributed to greater digital inclusion and empowerment of visually impaired women, who often face multiple barriers to education and employment. (e.g., 14 out of 15 participants in MS Excel were female) - Certification and hands-on digital training increased self-confidence among participants, enabling them to participate more actively in educational, social, and professional environments. Case Study: Khushboo Goyal  Khushboo Goyal, a 20-year-old from Punjab, has been blind since birth. Despite her visual impairment, she has pursued her education and skill development with remarkable determination. She completed her schooling up to the 10th standard at DAB School in Punjab and later graduated from Punjab Agricultural University in Ludhiana with her intermediate studies. Currently, Khushboo is pursuing a bachelor's degree at Krishna College in Punjab while also providing online training in basic computer skills. Her journey in skill development began with a Basic Computer Course at NAB Delhi. She further enhanced her knowledge by completing the Fundamentals of

OCED-Criteria	Key Findings
	PowerPoint Course through online training offered by Atmadeepam Society, Nagpur. Through this course, she learned how to create well-formatted presentations and insert audio and video elements, skills that were entirely new to her. Before joining this course, Khushboo had no experience with PowerPoint, but now she can confidently create professional presentations. • Khushboo's ambition is to become a Computer Instructor for the Visually Impaired, using her expertise to empower others like herself.
Sustainability	• The Digital literacy program enabled visually impaired students to independently use computers, assistive technologies, and smartphones, the program promotes self-reliance and lifelong learning, allowing them to continue using and upgrading their skills. • Strong participation of female beneficiaries supports sustained gender inclusion and ensures that visually impaired women continue to benefit from digital education and livelihood opportunities.

FINDINGS – WOMEN EMPOWERMENT PROJECTS

In CY2024, Hexaware CSR spend on women empowerment was 4% of its total CSR budget and included 2 project – Maharashtra and Tamil Nadu. The projects included in this section:

1. Katalyst, Human Capital for Third Sector
2. Dhara project, Purnkuti

Katalyst, Human Capital for Third Sector

The Katalyst India program, is a specialized intervention designed to bridge the gender and economic gap in professional STEM education. By targeting high-potential young women from low-income households, the initiative provides a holistic development framework that transitions students into empowered corporate leaders.

In CY2024, Hexaware supported Katalyst, a mentorship program for 50 girls

OCED-Criteria	Key Findings
Relevance	- The program's integrated interventions curriculum, mentorship, financial support, digital enablement, health cover, counselling and internships align closely with the real and priority needs of 46 young engineering women aspiring for sustainable careers. - Hence, 74% of Katalyst students rated the program as “extremely relevant” to their career goals 
Coherence	Program focus on women is aligned with government initiatives on increasing women in the workplace. 51% of Katalyst students were first-generation learners, compared to 28% among non-Katalyst students, confirming accurate targeting of underserved populations.
Effectiveness	- The structured pathway of mentorship program from academic and personal development to internships and placements, supports the achievement of clearly defined outcomes such as: ➤ 83% of students reported high satisfaction with training quality. ➤ 82% of Katalyst students reported significant improvement in job readiness. ➤ 89% participated in extracurricular and competitive activities, compared to 69% of non-Katalyst students. ➤ 68% found mentorship extremely helpful, particularly for career clarity and confidence. ➤ 66% reported high confidence in managing academics, personal life, and professional goals. ➤ 76% reported mentoring or guiding juniors, reflecting early leadership behaviours.

OCED-Criteria	Key Findings
	➤ 34% of students earned income during college through internships or freelancing, with 61% reporting internship as highly useful for career readiness.
Efficiency	The mentorship program funded by Hexaware integrates multiple services such as learning, mentoring, health, digital access and industry exposure within one delivery model, the program reduces fragmentation and duplication of efforts. This coordinated approach improves resource utilization and enables faster and more cost-effective transitions into employment.   
Impact	82% of Katalyst students reported significant improvement in job readiness and soft skills to succeed in evolving professional environments. - Accelerating career progression ensured sustainable financial independence to 46 female engineers. As per AY 25-26, Average salary: ₹7.4 LPA Maximum salary: ₹45 LPA Case Study: Women in STEM & AI Sanchita Singh, a Computer Science (AI) student at G.L. Bajaj Institute, Delhi, was raised in a single-income household where her parents prioritized education despite financial constraints. Motivated by their sacrifices, Sanchita developed a strong sense of independence and a drive to excel in the competitive field of Artificial Intelligence. Katalyst provided the "missing links" in her professional development: through specialized Enguru sessions and mentorship, she overcame barriers in English fluency, gaining the confidence to articulate complex technical ideas clearly. 
Sustainability	Sustainability is embedded through capacity-building, confidence development, professional networks, and exposure to real workplace environments to young 46 female engineering workforces.

Dhara project, Purnkuti

In CY Hexaware supported Dhara skilling **250** underprivileged women

The Purnkuti Dhara project which focuses on empowering underprivileged women in Vadgaon Sheri, Pune. By offering sustainable development and opportunities, it aims to elevate living standards through livelihood promotion and entrepreneurship programs.

OCED-Criteria	Key Findings
Relevance	The project responds to the specific needs of underprivileged women especially migrant and low-income groups under there project Dhara by improving access to vocational skills, entrepreneurship opportunities and awareness support, which are critical for improving livelihoods and living standards. A key outcome was the support provided to 40 women for mental health and emotional support through One-to-one counselling. Mental Health awareness programs encouraged women to open up about their stress, fears, family relations, goals, and strengths.
Coherence	The Hexaware funded project demonstrates strong coherence with India's existing policy and programme ecosystem for women's economic empowerment and livelihoods, and upflitment of children of sex workers as it complements national initiatives such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) for skill development, Deendayal Antyodaya Yojana –, National Rural Livelihoods Mission (DAY-NRLM) for women's self-help groups and enterprise promotion, Stand-Up India and the Prime Minister's Employment Generation Programme (PMEGP) for women entrepreneurship and access to credit and Mission Vatsalya.
Effectiveness	Project Dhara: - The Hexaware funded project has helped women who are migrant workers, domestic workers, single mothers, and who are socially and economically disadvantage 250 trainees got benefited in 7 different vocational training (Advance & Basic Beauty Parlour Course, Bakery Course, Basic Tailoring Course, Masala Making, Mehandi Course and Cooking & Catering Course) - Awareness sessions were conducted to create awareness and acceptance of the beneficiaries regarding mental health. - Counselling was done on the issues related to marital conflicts, domestic violence, legal conflicts, parenting skills, Exposure Visits to observe and learn from real-life, examples, enhancing their knowledge, skills, and perspectives in a practical setting. - Awareness sessions were conducted on health and nutrition, menstrual



OCED-Criteria	Key Findings
	hygiene, mental health, saving and budgeting, de-addiction and gender equality etc. 85 women are actively making a livelihood in the range of 28,880/- 52,500/-.
Efficiency	The Hexaware funded project Dhara to leveraged existing community networks, training infrastructure and local institutions to deliver vocational training, entrepreneurship support and awareness sessions to underprivileged women at lower operational cost and within shorter timeframes.
Impact	- Vocational training courses like Tailoring Course, Basic and advanced Beauty Parlour Course, Masala Making Course, Bakery course, Cooking and Catering course, Mehandi Course provided essential skills for income generation with minimal investment. - Beneficiaries started their income in various vocational courses such as 28,880/-, 36,300, 32,650/- 43,920/-, 45,500/-, 52,500 in different quarters. 40 cases we observed through one-to-one counselling, where women were encouraged to open up about their stress, fears, family relations, goals, and strengths. It provided a supportive environment for addressing their personal and emotional needs. 2 Dhara Mela events we conducted and also provided 20 stalls which showcased a diverse range of products, including laptop bags, shopping bags, sling bags, bed sheet and pillow covers, tiffin bags, travel bags, mini laptop bags, pouches, handmade thread jewellery set, Flower Jewellery Set, Oxidized Jewellery Set. Name: Rohini Dhaware Type of Beneficiaries: Migrant, Low Income Community VT done: Bakery Course What they are doing now: Establishing herself as Cake Maker Income Generation: Rohini Dhaware, and lived in Vadgaon Sheri for the past 20 years. To support her family and manage household expenses, she enrolled in a bakery course and after completing the course she started taking cake orders. After completing the course, she attended business management sessions where she learned about costing, packaging, and market strategies. This knowledge helped her grow her business and boosted her confidence. Today, she is earning ₹2,000 to ₹3,000 per month from cake orders, which has made a significant difference in supporting her family. 

OCED-Criteria	Key Findings
	Name: Swati Dalavi Type of Beneficiaries: Migrant, Low Income Community VT done: Cooking And Catering Course What they are doing now: Establishing herself as Caterer Income Generation: 2000/- to 2500/- Impact in Life: Swati Tai, and for the past 20 years, I've lived in Vadgaon Sheri with my family. With my husband's monthly income of ₹12,000 as a driver and high living expenses, managing our finances was difficult. To help support my family and secure a future for my three daughters, I enrolled in a cooking and catering course. The training gave me the confidence to start my own business. Counseling sessions helped me make decisions on my own, and the business management and 
Sustainability	The project ensures long-term sustainability by equipping underprivileged and migrant women with market-relevant vocational skills, entrepreneurship training, and financial-digital literacy. By fostering skill ownership and establishing strong enterprise linkages and community networks, the program creates a self-sustaining model. This strategic focus ensures that gains in income, employability, and living standards persist well beyond the initial intervention.

FINDINGS

HEALTH PROJECTS

In CY2024, Hexaware CSR spend on Healthcare empowerment was 9% of its total CSR budget and included 3 project – Maharashtra and Tamil Nadu. The projects included in this section:

1. Walk India, Dream Runner Foundation
2. Mission Netra
3. Yuva Unstoppable

Walk India, Dream Runner Foundation

In CY24, Hexaware supported Project Walk India providing prosthetic legs for amputees in Chennai, Tamil Nadu

Dream Runners Foundation supports physically challenged people by providing prosthetic limbs and aids for improved mobility and independence, violence and trauma survivors. It's The "Walk India" project aimed to provide essential Artificial Limbs and appliances to physically challenged individuals across various regions, such as Neelankarai & Koratur Chennai, Chengalpattu and Mysore, enabling them to lead more independent and dignified lives.

OCED-Criteria	Key Findings
Relevance	- Project Walk India strengthened the rehabilitation needs of people with disabilities by providing free artificial limbs to enhance mobility, independence, and quality of life for economically vulnerable beneficiaries in Neelankarai & Koratur Chennai. - Hexaware supported livelihood restoration and poverty reduction through improved functional ability, social inclusion and equity for marginalized groups.
Coherence	The Hexaware funded project has been coherent by aligning the project to the state and national disability welfare schemes and public health objectives by complementing existing rehabilitation services such as DIP Scheme (Assistance to Disabled Persons for Purchase/Fitting of Aids and Appliances), Rashtriya Vayoshri Yojana (RVY) and Sugamya Bharat Abhiyan (Accessible India Campaign).
Effectiveness	- Project Walk India rehabilitated 200 people by providing customized artificial limbs and assistive appliances. The project targeted lower-limb amputees who lost mobility due to accidents, gangrene, or diabetes, ensuring each device was tailored for maximum comfort and utility. Key milestones include: ➤ DRHM EXPO, Chennai: 30 Artificial Limbs and 2 Appliances. ➤ Tirukazhukundram, Chengalpattu: 29 Artificial Limbs and 17 Appliances. ➤ SRM Eswari Engineering College, Chennai: 40 Artificial Limbs and 11 Appliances.  

OCED-Criteria	Key Findings
Efficiency	The Hexaware funded project has been used efficiently to ensure timely service delivery, the camp-based delivery model, reducing logistics and outreach costs per beneficiary. The on-site assessment, fitting and distribution in a single visit, saving time for both beneficiaries and service providers.
Impact	By providing customized artificial limbs and assistive appliances, the project empowered beneficiaries to transcend physical limitations and regain their independence.
Sustainability	The distribution camps also functioned as vital advocacy platforms, raising public awareness regarding the rights of people with disabilities and need for truly inclusive society.

Mission for Vision

Mission for Vision conducts evidence-based research to improve eye care practices and influence policy and advocates for eye health inclusion in public health agendas. The Trust acts as a catalyst by strengthening partner institutions so they can deliver excellent, equitable eye care services to underserved communities.

In CY24, Hexaware supported Mission Netra Restoring sight and Transforming lives, Chennai and Maharashtra

OCED-Criteria	Key Findings
Relevance	- In both Chennai and Maharashtra, cataracts remain the leading cause of blindness, accounting for 57.6% and 61.6% (in individuals aged 50+) of cases, respectively. Regional studies highlight a severe impact in rural Chennai, where cataracts are responsible for approximately 75% of bilateral blindness cases. - Through its CSR project, Hexaware directly addresses this public health priority by strengthening the healthcare ecosystems in Chennai and Mumbai. By restoring the visual acuity (VA) of 2,000 underprivileged patients, the initiative effectively eliminates a primary cause of avoidable blindness, restoring functional independence and significantly improving the quality of life for the beneficiaries.
Coherence	Mission Netra complements the National Health Mission which aims to reduce the prevalence of blindness through widespread screening, treatment, and cataract surgeries across primary, secondary, and tertiary levels of care, the National Blindness Control Programme and the National Netra Jyoti Abhiyan.
Effectiveness	 2,000 Surgeries Enabled at no Cost  2,000 Households Impacted  55% Women Patients  58% Elderly Poor Total Cataract Surgeries (April to December 2024) Target for 2024 2000 Achieved for 2024 2000 Q2 457 23% Apr to Jun'24 Q3 976 49% Jul to Sep'24 Q4 567 28% Oct to Dec'24 2,000 100% Gender-wise Surgeries 591 263 253 409 237 247 Chennai Mumbai Pune Chennai Mumbai Pune Female Male Age-wise Surgeries 16 263 874 656 191 80 to 90 years 70 to 80 years 60 to 70 years 50 to 60 years Less than 50 years

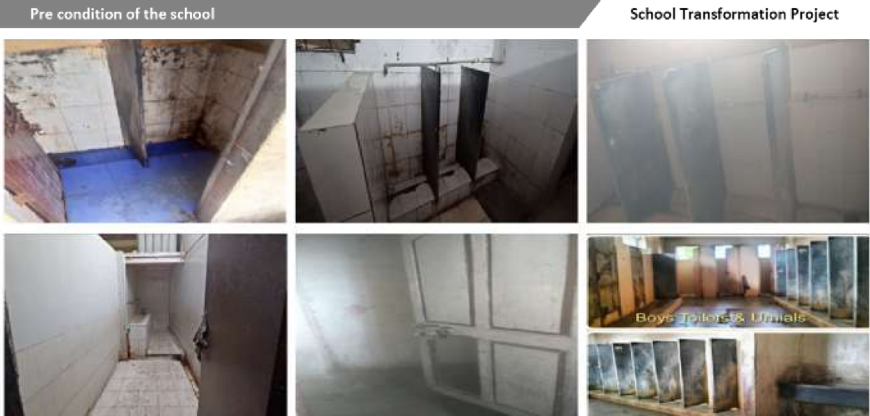
OCED-Criteria	Key Findings
Efficiency	Mission Netra has demonstrated efficient timely use of financial and human resources, enabling timely improvement in patient outcomes while maintaining cost-effective with 100% utilization of funds with zero balance. Picture Gallery  HEXAWARE Mission Netra programme in action.
Impact	Mission Netra impacted on the lives of beneficiaries across ages and genders viz Impact Story – Laxmi* regains her independence and livelihood  *Name changed HEXAWARE Laxmi, a 59-year-old woman from the bustling Dharavi area of Mumbai, has always been the backbone of her family. As a housewife and a part-time worker, she juggled household responsibilities and odd jobs to support her family of six. Despite the challenges of her daily life, she carried on with determination and resilience. However, since 2023 Laxmi's life became increasingly difficult. She began experiencing poor vision, which made even simple tasks a struggle. Cooking, cleaning, and earning an income all became daunting, leaving her feeling frustrated and helpless. The uncertainty of her condition and its impact on her family's future weighed heavily on her, leading to anxiety and mental stress. One day, a neighbor informed her about the screening camp. With hope in her heart, Laxmi visited the camp, and was diagnosed with cataract in her right eye. The medical team explained that her vision could be restored through surgery. Encouraged by the team, Laxmi successfully underwent the right eye cataract surgery, and her vision was restored. The transformation was nothing short of miraculous. She could now manage her household chores with ease, take up work opportunities, and contribute to her family's income once again. Overwhelmed with gratitude, Laxmi expressed her heartfelt thanks to the dedicated staff and Hexaware Technologies for making her treatment possible at no cost. With her vision restored, she regained not only her independence but also her confidence and hope for the future. Laxmi's story is a powerful reminder of how access to quality healthcare can help change lives. Impact Story – Govind* resumes driving and contributing to his family  *Name changed HEXAWARE Mr. Govind 58 years, lives with his wife and 4 sons in a small village of Pune district in Maharashtra. Govind is a truck driver by profession and transports materials like gravel and stones from one location to another. However, few months ago, Govind started experiencing vision problems. One evening, while driving, he narrowly avoided a collision because he was unable to see an oncoming vehicle clearly. Driving at night became increasingly difficult as he was not able to see approaching vehicles or potholes, leading to several near-accident situations and even a broken mirror. Due to these challenges, he decided to stop driving altogether. The family's financial situation worsened as there was less household income. Govind also found it difficult to perform simple tasks and contribute at home. In desperation for a solution, he visited a private eye hospital. However, when the doctors mentioned the high surgery cost – he had to search elsewhere, as it was beyond his means. Fortunately, he heard about the community screening camp in his village, and underwent an eye check-up. He was advised cataract surgery and all the procedure was successfully completed. Post-operation, Govind's vision improved significantly, and he has hit the road again with his new found vision and independence. He no longer is reliant on family members for simple tasks, but is an active contributor to the household income. With this renewed sense of freedom and happiness, he expresses gratitude towards Hexaware Technologies for the surgery support.
Sustainability	By embedding its services within established clinical systems rather than operating in isolation, the project ensures long-term continuity of care and the efficient use of local medical resources.

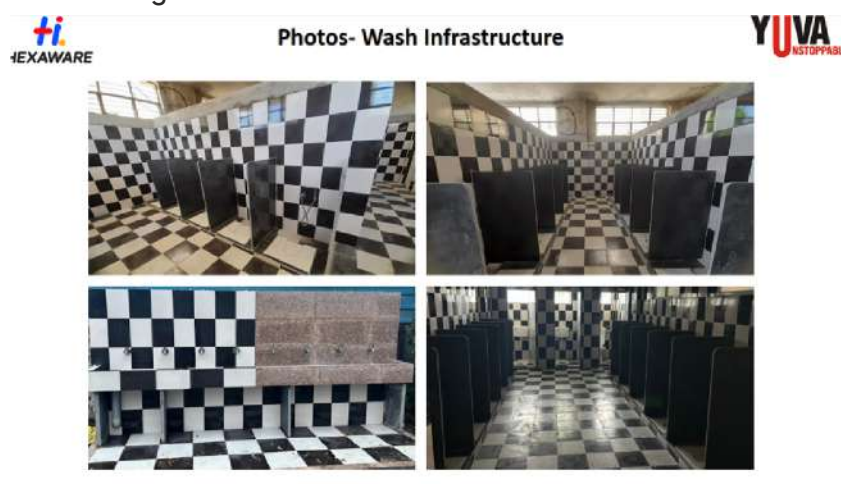
Yuva Unstoppable's Promoting hygiene, sanitation practices schools

In CY 2024, Hexaware supported hygiene, sanitation practices in **21 Government Schools in Mumbai, Maharashtra**

Yuva Unstoppable's mission centers around improving educational environments through infrastructure upgrades (toilets, clean water, and digital classrooms). This healthcare project dealing with hygiene and sanitation practices is implemented by Yuva Unstoppable in 21 government schools in Mumbai, Maharashtra.

The objective of this sanitation facility project in schools is to provide clean and safe toilets for all students. The activities included renovating/constructing toilets, providing maintenance, and educating students and staff on proper sanitation practices.

OCED-Criteria	Key Findings
Relevance	The project strengthened the WASH ecosystem in Mumbai government schools where children from low-income and vulnerable communities and addressed the root causes of preventable diseases and high absenteeism, while simultaneously dismantling gender-related barriers caused by unsafe or inadequate sanitation facilities. Pre condition of the school School Transformation Project 
Coherence	The Hexaware funded project shows coherent network on promoting hygiene and sanitation practices in Government schools in Mumbai demonstrates strong coherence with India's national policy and programme framework, particularly the Swachh Bharat Mission (Urban and Gramin), the Swachh Vidyalaya Initiative, the Jal Jeevan Mission, the National Education Policy (NEP) 2020 and the Ayushman Bharat – School Health Programme.
Effectiveness	50% increase in number of toilets in Bharatiya Jain Sangathas Sec. and Higher Sec. School and Siddharth Vidhyamandir Kalyan. 2 New blocks of toilets were made in each school. 3115 Students were benefited across the three schools out of which 1880 beneficiaries (~60%) were girl students.

OCED-Criteria	Key Findings
Efficiency	The Hexaware funded sanitation and hygiene facilities in Prerna High School, Bharatiya Jain Sangathas sec. and higher sec. school and Siddharth Vidhyamandir kalyan has ensured the timely delivery and effective delivery of services and has supplemented the government initiatives to provide WASH faculties across genders and primary focus on menstrual hygiene of schoolgirls.
Coherence	The Hexaware funded project shows coherent network on promoting hygiene and sanitation practices in Government schools in Mumbai demonstrates strong coherence with India's national policy and programme framework, particularly the Swachh Bharat Mission (Urban and Gramin), the Swachh Vidyalaya Initiative, the Jal Jeevan Mission, the National Education Policy (NEP) 2020 and the Ayushman Bharat – School Health Programme. 
Impact	- The project has shown effective results across the 3 schools in Mumbai Prerna High School, Bharatiya Jain Sangathas Sec. and Higher Sec. School and Siddharth Vidhyamandir Kalyan - More than 10% increase in school attendance has been seen across these three schools. - Across three schools 825 girls benefited with mensuration hygiene
Sustainability	By building the capacities of students, teachers and school authorities to manage hygiene and sanitation practices and basic facility upkeep in government schools, the intervention reduces long-term dependence on external support and promotes lasting behavioral changes, thereby ensuring sustainable health, educational and social benefits of this Hexaware funded project.

FINDINGS

SPORTS PROJECTS

In CY2024, Hexaware CSR spend on Sports Project was 13 % of its total CSR budget and included 1 project – Pan India. The project(s) included in this section is:

1. Olympic Gold Quest

Olympic Gold Quest

Olympic Gold Quest is a program of the Foundation for Promotion of Sports and Games, a Not for Profit (Section 8) Company founded by Indian sports legends Geet Sethi and Prakash Padukone. The mission of OGQ is to support Indian athletes in winning Olympic and Paralympic Gold medals. OGQ helped Indian athletes and para-athletes win Olympic and Paralympic Gold medals through Sports Science backed Coaching and Nutrition, Foreign Training and Competition, Domestic Training & Competition, Equipment & Kit and monthly stipend to athletes in need. In addition, it is developing India's next generation of High-Performance coaches within the sports of Badminton, Shooting and Para athletics under the OGQ's Coaches Program.

In the last four Olympics, 13 out of the 21 medal winners for India were supported by OGQ and 35 out of the 48 medals for India at the Tokyo 2020 & Paris 2024 Paralympics were supported by OGQ.

Vision: To scout for potential medal talent, to help identify areas of support, to work with all stakeholders to aid deserving talent.

Mission: To support Indian athletes, win Olympic and Paralympic gold medals.

 Shooting	 Archery	 Boxing	 Wrestling	 Athletics
 Table Tennis	 Swimming	 Badminton	 Squash	 Weightlifting
 Para Athletics	 Para Shooting	 Para Badminton	 Blind Judo	 Para Archery
	 Para Powerlifting	 Para Canoe	 Para Table Tennis	

OGQ shortlisted sports with high medal potential for India

Hexaware supported 360 athletes in 2024

Hexaware, in collaboration with Olympic Gold Quest (OGQ), supports aspiring athletes and para-athletes by enabling access to high-performance training, sports science support and holistic development opportunities.

Athletes are selected through a structured and expert-led process refined over years of experience. Once selected, OGQ assumes all responsibility for providing them with full-fledged support in their preparation towards winning at the Olympic and Paralympic Games.

This partnership is aimed at nurturing sporting talent, enhancing athletic performance and helping athletes achieve excellence at national and international levels, while contributing to the long-term growth of India's sports ecosystem.

FINDINGS

Evaluation Criterion 1: Relevance

The Hexaware–OGQ (Olympic Gold Quest) partnership address critical training and resources gaps in the Indian sports ecosystem. By providing high-potential athletes with access to scientific training, best in class medical support, and international-level exposure, the initiative directly enhances the international competitiveness of Indian athletes, including podium finishes. This program is seamlessly aligned with national priorities. The **Ministry of Youth Affairs & Sports (MYAS)** report, "India's Sporting Transformation – Building Champions, Inspiring a Nation," highlighted the record budgetary allocation of **₹3,794 crore** for the 2025–2026 fiscal year. This funding includes **₹1,000 crore** commitment to the flagship **Khelo India Programme**, and funds distributed across various Central Sector Schemes and youth development initiatives to strengthen the national sporting ecosystem.

At present, OGQ supports approximately **480 athletes**, including around **350 Olympic and 130 Paralympic athletes**. The program covers athletes across different stages of their high-performance journey, with equal emphasis on Olympic and Para-athletes.

Evaluation Criterion 2: Coherence

India's sports landscape has shifted toward a highly structured, inclusive, and performance-driven ecosystem. The Government of India's flagship initiatives such as **Khelo India**, **Khelo India Para Games**, and the **Target Olympic Podium Scheme (TOPS)** have strengthened grassroots mobilization and elite performance development. These flagship initiatives have created a robust pipeline of athletes at all levels of competition. The 2025 Youth Games engaged over 10,000 athletes across 28 disciplines, while the 2023 Para Games saw 1,450+ athletes, signalling a new era of Paralympic.

Through target driven collaborations with **Indian Olympic Association (IOA)** the apex body responsible for selecting and managing Indian teams at the **Olympic Games, Asian Games, Commonwealth Games, and other international multi-sport events**, the **Sports Authority of India (SAI)**, the **Target Olympic Podium Scheme (TOPS)** under the Ministry of Youth Affairs and Sports, various recognized **National Sports Federations (NSFs)**, and the **Paralympic Committee of India (PCI)**, performs PCI plays a IOA parallel role for para-athletes, OGQ maximizes impact of its initiatives. **Target Olympic Podium Scheme (TOPS)** is a dedicated high-performance program focused exclusively on preparing medal prospects for the Olympic and Paralympic Games.

These collaborations ensure a seamless progression pathway for athletes. By aligning with Khelo India for data tracking and TOPS for elite support, OGQ leverages existing government capacities to ensure performance continuity. This unified approach eliminates duplication and ensures that every intervention—whether medical, scientific, or logistical—is coherent with India's national sports policy and systemic strengthening goals.



Evaluation Criterion 4: Effectiveness

OGQ follows a **strict merit-based selection approach**. Socio-economic status, geography, or demographic background do not influence selection decisions. Athlete identification is carried out by a dedicated research team using a **two-tier assessment framework**:

- **Quantitative assessment**, which includes analysis of past performance, rankings, scores, and competition outcomes.
- **Qualitative assessment**, which evaluates an athlete's mindset, discipline, resilience, and potential to perform under high-pressure international conditions.

All 14 athletes interviewed for the report agreed the following support to be beneficial without which they would not be able to continue their sport:

- **Coaching and Training**: Including attending tournaments, continued coaching to improve game, and going to international competitions for practice before the world junior championship for exposure.
- **Physical Support**: Personal strength and conditioning, and continued diet advice increased resilience and strength required for global competitions.
- **Financial and Logistical Support**: Financial support including stipend and assistance with foreign training adaptation.

The program optimized athlete performance by providing direct access to specialized sports science, structured training, and expert coaching. These targeted interventions have

resulted in measurable gains in competitive readiness, injury recovery, and psychological confidence on the international stage. By identifying individual needs and deploying customized support, the initiative has become a significant driver of athlete progression and elite-level success.

- ✓ Athletes from 12 sports were supported in 2024 – Archery, Athletics, Badminton, Boxing, Canoe, Wrestling, Shooting, Table Tennis, Running, Powerlifting, Swimming, Weightlifting
 - ✓ 49 OGQ supported athletes took part in the 2024 Paris Olympics
- Other wins include Youth Asian Championship Gold & Bronze, Asian Games gold medal, Vikram Award, Arjuna Award, Maharana Pratap Award.

Evaluation Criterion 5: Efficiency

OGQ provides **comprehensive, 360-degree support**, allowing athletes to focus entirely on performance. The support ecosystem includes:

- **Sports science services**, such as physiotherapy, nutrition, strength and conditioning, mental conditioning, and injury management.
- **International exposure**, including overseas coaching and participation in international tournaments not covered by government schemes.
- **Equipment support**, ensuring access to world-class gear, particularly in equipment-intensive sports.
- **Financial support**, including a **monthly stipend of up to ₹30,000**, to help athletes manage personal and family responsibilities.

The program maximizes impact by aligning financial and expert resources with the specific, data-driven needs of each athlete. This comprehensive support system—including nutritionists, physiotherapists, and sports psychologists—to ensure that athletes have access to all the different components required for competing at global stage – training and technique, physical resilience and discipline. Additionally, dedicated financial and logistical aid removes external stressors, allowing athletes to focus exclusively on training.

OGQ Support Areas



Evaluation Criterion 6: Impact

The project drives a transformative impact for Indian athletes enabling performing for global success. It operates at an ecosystem level and champions sporting excellence exclusively, ensuring that even para-athletes compete and succeed at the highest levels alongside their able-bodied peers. **More than 100 medals won by athletes and para-athletes in 2024.** By supporting talent from economically disadvantaged backgrounds, the program eliminates financial and infrastructural hurdles, allowing athletes to focus exclusively on their sport. At 2024 Paris Olympics



5 out of 6 Olympic medals (individual) were won by athletes supported by OGQ



13 out of 29 Paralympic medals were won by para-athletes supported by OGQ



At the **Shooting World Championships**, all 17 medals won by India were by OGQ-supported athletes.

It has not only enhanced India's global sporting presence but also popularized athletics among public. This aligns closely with the Viksit Bharat @2047 vision, particularly its focus on Youth, Women, and the Underprivileged. OGQ supports young and women athletes by providing early-stage training and long-term performance development, enabling them to progress from grassroots levels to national and international competitions. This inclusive, India-centric approach empowers athletes to pursue excellence and contribute to the nation's aspiration for global sporting success and create a pipeline of excellence for the country.

Evaluation Criterion 7: Sustainability

The program supports sustainability by building athletes' long-term capacity through performance tracking, injury prevention, and access to expert support. By embedding sports science practices and strengthening partnerships with key institutions, the initiative creates benefits that extend beyond the period of direct assistance. Knowledge sharing, athlete self-management, and regular monitoring help ensure lasting performance outcomes within India's sports ecosystem.

However, as the national ecosystem is still maturing, athletes face significant barriers to self-sustenance, including high equipment costs and limited post-retirement opportunities. Consequently, the Hexaware-OGQ commitment to training and sports science remains critical. Until the ecosystem matures further, sustained impact will depend on long-term institutional support alongside systemic strengthening efforts.

FINDINGS

ENVIRONMENT

PROJECTS

In CY2024, Hexaware CSR spend on Environment Project was 4% of its total CSR budget and included 2 project – Maharashtra. The projects included in this section are:

- NagVan- An afforestation project in Nagpur by Environmental Foundation of India (E.F.I)
- AAMHI- Waste Management Project in Alibaug by Alibaug Solid Waste Management Association in Maharashtra

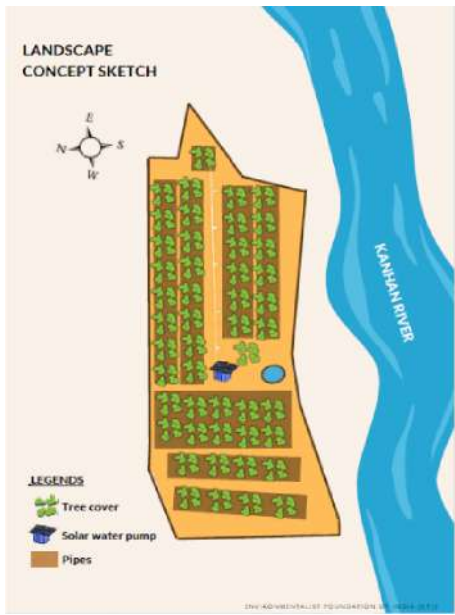
NagVan- An afforestation project in Nagpur by Environmental Foundation of India (E.F.I)

In CY24, Hexaware supported Nagvan, an afforestation Project aimed at restoring degraded green cover and strengthening local biodiversity.

Environmental Foundation of India (E.F.I) is a wildlife conservation and habitat restoration NGO focused on the scientific revival and community-based conservation of freshwater bodies like lakes, ponds, and wetlands across India. Its mission is to “volunteer for India & her environment through result-oriented and real-time projects” and to motivate communities to conserve natural habitats.

OCED-Criteria	Key Findings
Relevance	- Nagpur region is home to diverse species of birds, reptiles, mammals and more. Nagpur has experienced a long-term reduction in green cover due to urban expansion and infrastructure development, satellite studies show that Nagpur's green cover fell from about 31% in 1999 to around 21% by 2018, which equals a loss of nearly 4,000 hectares of green vegetation. Hexaware supported the afforestation program in Nagpur alongside of river Kanhan which has seen significant loss of green cover, habitat fragmentation, and degradation of natural ecosystems. - Hexaware's funded the NagVan Afforestation Project responds to urgent local environmental needs by restoring degraded land along the Kanhan River, enhancing urban and peri-urban green cover, supporting biodiversity conservation, mitigating the environmental impacts of urbanization and industrial growth.
Coherence	Hexaware funded the NagVan Afforestation Project demonstrates strong coherence by aligning well with local, national, and global environmental policies and development frameworks such as India's National Afforestation Programme and National Action Plan on Climate Change (NAPCC), particularly the National Mission for a Green India, while complementing other ongoing environmental and urban sustainability initiatives in Nagpur.

OCED-Criteria	Key Findings																																																															
Effectiveness	- Hexaware funded afforestation project has been effective in regenerating the ecosystem of banks of Kanhan river in Nagpur viz: 6 acres of land has been brought under afforestation. 13,000 native saplings were planted of 12500 survived. - Removal of weeds and 20 different new species of fruit bearing trees were planted such as mango, guava, peepal, oranges, jamun and lemon. - Installation of solar powered – water pumps and Pipes to use clean and green energy. - To enhance soil fertility and provide essential nutrients for the plants, manure, green waste, husks, and hay were added to the plantation beds.																																																															
	Installing Solar Water Pump & Pipes  Solar-powered motor pumps were installed at the borewells to draw water. The motors will help in the usage of clean and green energy. An intricate pipe system with drip irrigation network was laid out to water the saplings efficiently.  Saplings Planted <table><tr><td>Amla</td><td>Cassia</td><td>Aakash neem</td></tr><tr><td>Amltash</td><td>Cassia (kini)</td><td>Karanj</td></tr><tr><td>Arjun</td><td>Cercis canadensis</td><td>Karvand</td></tr><tr><td>Ashoka</td><td>Chakotra</td><td>Kavit</td></tr><tr><td>Australian babul</td><td>Chichva</td><td>Kevlari</td></tr><tr><td>Basel patra</td><td>Cardia</td><td>Khair</td></tr><tr><td>Baheda</td><td>Pangara</td><td>Lemon</td></tr><tr><td>Bahunia</td><td>Papada</td><td>Mango</td></tr><tr><td>Bakka Neem</td><td>Peepal</td><td>Orange</td></tr><tr><td>Bakul</td><td>Peltaforum</td><td>Pahadi anjan</td></tr><tr><td>Pride of India</td><td></td><td>Rain tree</td></tr><tr><td>Curry Leaf</td><td>Jaewand</td><td>Ramphal</td></tr><tr><td>Drumstick (Mugna)</td><td>Kadam</td><td>Ritha</td></tr><tr><td>Emli</td><td>Kadu Neem</td><td>Rose</td></tr><tr><td>Gadha Palas</td><td>Kaner</td><td>Sapota(chikoo)</td></tr><tr><td>Giricidia</td><td>Kapok</td><td>Shahtoot</td></tr><tr><td>Guava</td><td>Karam</td><td>Shisham</td></tr><tr><td>Gulmohar</td><td>Lawsonia inermis (mehndi)</td><td>Shivan</td></tr><tr><td>Jamun</td><td>Spathodia</td><td>Sita ashok</td></tr><tr><td>Umber</td><td>Tabeuba</td><td>Sitaphal</td></tr><tr><td>Wad</td><td>Tamrind(Emli)</td><td>Paulownia elongat</td></tr></table> Saplings Planted  GUAVA  PEEPAL  ASHOKA TREE  BAMBOO  GULMOHAR  BLACK PLUM  CASSIA  BASEL PATRA  GUADBERRY TREE  TAMARIND  LEMON  CUSTARD APPLE  BAKUL TREE  ARJUNA TREE	Amla	Cassia	Aakash neem	Amltash	Cassia (kini)	Karanj	Arjun	Cercis canadensis	Karvand	Ashoka	Chakotra	Kavit	Australian babul	Chichva	Kevlari	Basel patra	Cardia	Khair	Baheda	Pangara	Lemon	Bahunia	Papada	Mango	Bakka Neem	Peepal	Orange	Bakul	Peltaforum	Pahadi anjan	Pride of India		Rain tree	Curry Leaf	Jaewand	Ramphal	Drumstick (Mugna)	Kadam	Ritha	Emli	Kadu Neem	Rose	Gadha Palas	Kaner	Sapota(chikoo)	Giricidia	Kapok	Shahtoot	Guava	Karam	Shisham	Gulmohar	Lawsonia inermis (mehndi)	Shivan	Jamun	Spathodia	Sita ashok	Umber	Tabeuba	Sitaphal	Wad	Tamrind(Emli)	Paulownia elongat
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OCED-Criteria	Key Findings
Efficiency	- The NagVan afforestation project utilized CSR funding support from Hexaware in a cost-effective manner by prioritizing; ➤ Use of locally available native saplings, reducing procurement and transportation costs. ➤ Plantation along the Kanhan river banks, where natural soil moisture and existing ecological conditions supported higher sapling survival, reducing the need for intensive irrigation and maintenance. 
Impact	- Plantation of native tree species has the potential to revive local biodiversity, improving habitats for birds, reptiles, and small mammals. - Enhanced vegetation cover has helped in soil stabilization and reduction of river bank erosion, thereby protecting the Kanhan River ecosystem. - Use of energy efficient solar powered systems. - Trees planted under the project contribute to carbon sequestration, supporting climate change mitigation efforts and improving local air quality. 
Sustainability	- The project emphasizes plantation of native and climate-resilient tree species, which are well adapted to local soil, rainfall, and temperature conditions, increasing long-term survival rates. - Location along the Kanhan River provides natural moisture availability, supporting tree growth and reducing dependence on artificial irrigation. - Increased green cover contributes to self-sustaining ecological processes, such as improved soil fertility, biodiversity regeneration, and natural carbon sequestration.

Alibaug Solid Waste Management Association's AAMHI- Waste Management Project in Alibaugh, Mumbai

In CY24, Hexaware supported AAMHI- Waste Management Project in Alibaug, Mumbai

Alibaug Solid Waste Management Association was founded with the goal of establishing a dedicated, sustainable solid waste management system for Alibaug and surrounding villages, where existing infrastructure was insufficient and garbage was often burned or left scattered. The organisation emphasises social progress by creating shared environmental and economic value.

OCED-Criteria	Key Findings
Relevance	Studies find that plastics make up the majority of marine debris on Mumbai's beaches and mangroves; around 75% of litter on city beaches is plastic. In mangrove areas, plastics accounted for 62% of surface debris by number and 43% by weight, with plastic bags and food wrappers among the most common item. The project addresses an urgent environmental and urban governance challenge of solid waste management such as marine pollution, affecting ecosystems, fisheries, tourism, and public health.
Coherence	This project supports and operationalizes national environmental priorities such as Swachh Bharat Mission, Plastic Waste Management Rules (2016, amended 2021) and Coastal Regulation Zone (CRZ) norms.
Effectiveness	- The Hexaware CSR funded project has been effective in protecting the environment by achieving the following outcomes in CY-2024 viz: 238 reusable bags produced from post-consumer marine & waste textiles, diverting material from landfills and coastal ecosystems. 3-5 rural women livelihoods supported through decentralised cutting, stitching, and finishing work. ~160,000-170,000 single-use plastic bags replaced over product lifetime. ~0.5-0.8 tonnes CO2e emissions avoided through upcycling and reduced virgin plastic use.
Effectiveness	A diesel tempo donated covered 3,947 km enabling reliable last-mile waste collection across rural Murud to be segregated waste to authorised recyclers, reduced unsafe accumulation in public spaces, and supported Safai Saathis working in remote villages with no public transport access. This complements government initiatives.



OCED-Criteria	Key Findings
Impact	Reduced 160,000–170,000 single-use plastic from going to landfill in coastal rural Murud in Maharashtra by upcycling them into usable products, and providing livelihoods of women in SHG's who were engaged in circular economy model to do decentralised cutting, stitching, and finishing work of marine wastes
Coherence	This project supports and operationalizes national environmental priorities such as Swachh Bharat Mission, Plastic Waste Management Rules (2016, amended 2021) and Coastal Regulation Zone (CRZ) norms. 
Sustainability	The long-term viability of this pilot may be assessed in the subsequent funding cycles.

FINDINGS

RURAL DEVELOPMENT

PROJECTS

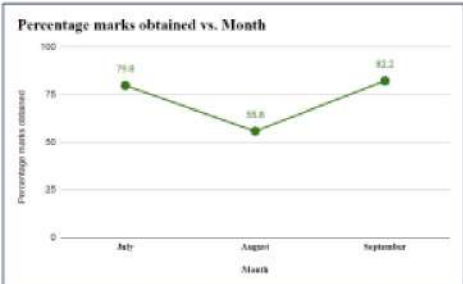
In CY2024, Hexaware CSR spend on rural development was 3 % of its total CSR budget and included 1 project – Maharashtra. The projects included in this section is:

- Seva Sahayog's Rural Development project adopted an integrated approach to improve education, livelihoods, water access and health in underserved communities in Maharashtra

Rural Development project, Seva Sahyog

In CY24, Hexaware supported an integrated Rural Development project to improve education, livelihoods, water access and health in underserved communities in Maharashtra.

OCED-Criteria	Key Findings
Relevance	Notable gaps persist in employment diversification, water security, rural infrastructure, and access to quality education and health services in rural Maharashtra despite being one of India's most industrialised states. According to census and rural economic profiles, about 68.9% of its population live in rural areas, According to Periodic Labour Force Survey (PLFS) (Jul '23–Jul '24), Maharashtra's overall unemployment rate was ~3.3% (Rural male unemployment was about 2.8% and rural female unemployment around 1.1%). • Hexaware strengthens the rural development in Maharashtra through funding the multiple rural development projects pertaining to improving the education, skill development, water scarcity, good health and wellbeing and community awareness. • Hexaware promoted comprehensive education program consisting of Abhyasika (Study Center), Solar System for study center, Digital learning center, Library and Special training for educational quality improvement. • To promote skilled community members/ enterprising women and youth programs such as sustainable cultivation module, Tailoring training and Food processing training. • To improve water resources programs such as Water wheels for adolescent girls and Water filter for study center are implemented. • To promote good health and wellbeing in rural areas programs like Arogya Rakshak, Kishori Vikas (Adolescent development program) and Repair and renovation of Anganwadi are implemented. • For program awareness rural leadership training and cultural events for village integration are conducted in different villages.
Coherence	• India's rural policy has evolved from post-independence area-based programs to poverty alleviation (1970s–90s), and finally to modern rights-based and livelihood-oriented models. Current priorities emphasize sustainability, women-led development, and institutional resilience to drive local socio-economic transformation. It aligns with the following flagship programs of the government - NEP 2020, Samagra Shiksha, Skill India Mission, PMKVY, Beti Bachao Beti Padhao, National Health Mission, POSHAN Abhiyaan, Jal Jeevan Mission, Swachh Bharat Mission, NRLM

OCED-Criteria	Key Findings																
Effectiveness	Education: - Under the Abhyasika program the average attendance for Q1, Q2, Q3 and Q4 are 80%, 67%, 76% and 76.2% respectively. - Multiple educational exposure activities were conducted, including visits to the Nehru Science Centre for exploration of science models and concepts. Educational visits to the Chhatrapati Shivaji Maharaj Museums and exposure visits to national parks to promote environmental awareness. Balmitra Sessions were conducted in every quarter comprising 12 sessions on strengthening reading skills, science activities, English speaking, solving mathematical problems, grammar and writing skills. - For digital education support, installation of a Smart TV to conduct e-lesson sessions in Mathematics and Aas Vidhalaya. Three laptops were installed to support digital learning and academic activities.   State-Level Street Play Participation: 13 students participated in a state-level street play competition. 40 Teams were selected at the state level. - Students performed an anti-addiction themed street play. - The team secured First Prize at the state level. Shivpratap Abhyasika - Balmitra  <table border="1"> <caption>Shivpratap Abhyasika - Balmitra</caption> <thead> <tr> <th>Month</th> <th>Percentage marks obtained</th> </tr> </thead> <tbody> <tr> <td>July</td> <td>23.87</td> </tr> <tr> <td>August</td> <td>16.75</td> </tr> <tr> <td>September</td> <td>34.67</td> </tr> </tbody> </table> Percentage marks obtained vs. Month  <table border="1"> <caption>Percentage marks obtained vs. Month</caption> <thead> <tr> <th>Month</th> <th>Percentage marks obtained</th> </tr> </thead> <tbody> <tr> <td>July</td> <td>75.8</td> </tr> <tr> <td>August</td> <td>55.8</td> </tr> <tr> <td>September</td> <td>82.2</td> </tr> </tbody> </table> Skilled community members / Enterprising youth and women: - The sustainable cultivation module demonstrated strong adoption and early economic outcomes. In Q1, 19 farmers were trained in vegetable and seed farming for the Kharif season, followed by three training sessions in Q2 engaging 31 farmers on land preparation, seed treatment, and organic pesticide preparation. Increased interest was reflected in 38 farmers registering for Rabi season farming. As a result,	Month	Percentage marks obtained	July	23.87	August	16.75	September	34.67	Month	Percentage marks obtained	July	75.8	August	55.8	September	82.2
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OCED-Criteria	Key Findings
	12 farmers achieved measurable outputs, 6 farmers produced 117 kg of vegetables earning ₹4,660, while another 6 farmers produced 332 kg of marigold flowers generating ₹23,135, highlighting improved productivity and income through sustainable practices. - Multiple taior training sessions were conducted each quarter to build skills among girls and women. In Q1, eight stitching training sessions enabled participants to produce 3,249 school kit pouches, generating an income of ₹11,372. - In food-processing enterprise development, in Q1-Q2, 10 women/girls registered for training. Continuous snack production began in May, generating ₹5,600 in two months, while sales of aam panna and ragi cookies earned ₹2,200. 22 women participated in training in Q3, producing and selling 31.75 kg of laddoos and earning ₹13,855. Five women also provided kitchen services, completing 15 orders and earning ₹13,500. In Q4, 26 women were trained and produced 62 kg of laddoos (₹24,544) and 20 kg of ragi and maida cookies (₹8,265). Improving the water resources: - Water wheel having carrying capacity of 45 litres was disturbed among 20 adolescent's girls in Q4 and 1 installation of filtration plant was done.  Health and well-being: - In Q1-Q2, two Kishori Vikas health camps were conducted, including BMI and ENT check-ups, along with year-long sanitary pad support provided to adolescent girls. In Q3, 12 awareness sessions were held on balanced diet, menstrual health, time management, study skills, and behaviour. In Q4, 13 sessions covered goal setting, time management, study skills, self-acceptance, gender and gender equality, child sexual abuse, and the Child Rights Act. - In Q1-Q2, medicines were procured for 12 months under the Arogya Rakshak program, benefiting 27 households. In Q3 and Q4, Arogya Rakshak conducted 140 and 80 patient care visits procuring and providing medicines to villagers, respectively.  

OCED-Criteria	Key Findings
Effectiveness	Awareness: - Cultural workshops were organized to strengthen village integration and encourage women's participation in development activities. a rural leadership workshop for men and women was held on 15 August, with 54 participants (14 men, 40 women), focusing on village education status, livelihood resources, climate-resilient Rabi crops, and community participation in development. - Women-focused rural leadership workshop on 27 September engaged 30 women and addressed women's role in family economic growth, local livelihood opportunities, and the importance of women's empowerment.
Efficiency	- The Hexaware funded rural development project in Maharashtra is being used efficiently to ensure inclusive and sustainable development of the vulnerable population of the region in supplement to the government initiatives. - The funds are being efficiently used to enhance the standard of living among the adolescent girls, farmers, women and youth of the area.
Impact	The Hexaware supported the economic, socio-cultural empowerment of rural families by providing quality education (improving literacy), skill development (better employment), water sanitation (access to clean water, better health and productivity), health and wellbeing (adolescent girls mensuration healthcare, nutrition) and awareness and behavioural changes (cultural participation).
Sustainability	The project sustainability is ensured through skill based livelihoods, capacity building of implementing partners and local Anganwadi centres and self-help-groups, environmentally sustainable practice, alignment with government schemes and sustainable development goals ensuring lasting positive change.

CONCLUSION: HEXAWARE'S CONTRIBUTION TO SOCIAL DEVELOPMENT

Hexaware Corporate Social Responsibility (CSR) is committed to ethical conduct and community betterment. Through a diverse portfolio of CSR initiatives and collaborations with 27 non-profit organizations Hexaware is driving systemic change across its project locations and beyond. Targeted funding has enabled **the company to transform lives of more than 93,746 individuals.**

MMJC evaluated Hexaware's CSR portfolio vis-a-vis their proposed objectives. The contribution of Hexaware to social development is summarized here with reference to the UN Sustainable Development Goals (SDGs) and the National Indicator Framework. By prioritizing healthcare, education, and skill-building for vulnerable women and children, Hexaware strengthens the "means of implementation"—the essential foundations required for long-term social impact. This inclusive approach mirrors India's 'Sabka Saath Sabka Vikaas' (Inclusive Growth) and the UN's 'No One Left Behind' mandates. These findings provide a strategic roadmap for Hexaware to align future CSR Action Plans with the 'Viksit Bharat' vision.

By skilling 2620 youth and women from economically disadvantaged households, Hexaware has enabled these individuals and their families to break out of poverty and access necessities. Hexaware's support to vocational programs increased participation rate of youth and adults in formal and non-formal education and training and eventually added. to the skilled workforce. Magic Bus promoted psychosocial well-being among adolescents and youth through structured life skills education, mentoring, and confidence-building activities, contributing to improved mental health, resilience, and positive directly coping mechanisms.



14,437 individuals benefitted from a variety of education initiatives, ensure girls and boys complete free, equitable, and quality primary and secondary education, achieving minimum proficiency in reading and mathematics. Projects focussing of persons with disabilities, children and youth in vulnerable and violent contexts, and transgenders help eliminate gender disparities in education, ensure equal access for vulnerable populations, end abuse, exploitation, trafficking and reduce the proportion of women and children subjected to violence and violence against children.

Hexaware's partnership with OGQ promoted equitable access to elite training, financial support, and performance resources for 360 both athletes and para-athletes, encouraging parity in high-performance sports.

Plantation of 13,000 native tree species on 6 acres of land with 96% survival has the potential to revive local biodiversity, improving habitats for birds, reptiles, and small mammals. To enhance soil fertility and provide essential nutrients for the plants, manure, green waste, husks, and hay were added to the plantation beds. Removal of weeds and 20 different new species of fruit bearing trees were planted such as mango, guava, peepal, oranges, jamun and lemon. The project's energy requirements were supplied through clean energy sources - solar powered water pumps. In another project, Hexaware also addressed plastic pollution along the Indian coastline. In coastal Maharashtra, with support of local authorities and local women, 160-170,000 single use plastic were segregated and prevented from going to landfills. This collected plastic was eventually upcycled into usable products and providing livelihood to women SHGs. Through this assessment MMJC sought to understand and assess effectiveness of Hexaware CSR projects in redressing the services gaps and fulfilling the development needs of different vulnerable groups of people. Through this assessment MMJC also documented the positive socio-economic or other improvements in the quality of life of the different communities reached in CY 2024.



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