



**5027**

Corporate Volunteering Person hours



**Rs. 205** Lakhs

Invested in CSR projects



**8450**

Lives Touched



**1914**

Employees Volunteered





# CORPORATE SOCIAL RESPONSIBILITY

- Sustainable Livelihood
- Infrastructure
- Education
- Health and Hygiene
- Research





# CORPORATE SOCIAL RESPONSIBILITY

*Powered by our flagship programmes and various volunteering initiatives, we are delivering on our social responsibility. Our Corporate Sustainability Policy framework offers the foundation to build our social well-being programmes by leveraging our core capabilities. Our primary focus areas are Sustainable Livelihood, Education, Infrastructure, Health & Hygiene and Research.*

*TCE's fundamental principle in enriching the communities it serves is sharing its core skills and capabilities to benefit society. With every project the Company undertakes, TCE reviews the value creation in terms of long-term sustainability for its communities.*

*The programs are reviewed periodically with the working partners and the beneficiaries and course corrections adopted in consultation with the apex CSR Committee.*

*The Committee deliberates on the proposal and approves the programs. The Committee also guides & approves the program evaluation and monitoring.*

**Sustainable Livelihood**  
**375**  
 People Benefitted

**Education**  
**6075**  
 Kids Benefitted

**Health & Hygiene**  
**1625**  
 People Benefitted

**Infrastructure**  
**375**  
 People Benefitted

## SUSTAINABLE LIVELIHOOD PROGRAM



With close to 42% of rural India engaged in agrarian pursuits, we understand this segment's plight and lack of opportunities. Challenges like seasonal dependence, knowledge scarcity, dearth of resources, etc., plague the growth of this sector. However, we believe that armed with the right resources and opportunities, there is tremendous scope for the rural economy to rise above these challenges and unlock its potential to thrive.

Thus, we have been undertaking several initiatives to address the urgent need of stabilising and diversifying farm-based livelihoods in rural areas. One such Initiative is the Water Management and Income Generation Program in Jawhar block, Maharashtra. Further, we worked extensively to scale the Khoripada program to include two new clusters in Hateri Dapti & Malghar as they are especially susceptible rural regions of Maharashtra. This Initiative has led to a significant lasting impact among close to 2000 lives. Some of the key initiatives under this program are:

- Water Management through Farm pond fencing**  
 In the face of little groundwater and the absence of any perennial water source, rainwater harvesting is the saving grace that creates protective irrigation in the Dapti and Malghar villages of Maharashtra. Since its inception, this Initiative has helped build a total of 12 ponds totalling a capacity to harvest rainwater up to 1.80 Crore litres of water at one time. Five ponds with a capacity of 75 Lakhs litres were added in FY 2020-21. Harvested rainwater helps to store surface water for use both during and after the monsoon. It is used for the protective irrigation of horticulture plots and jasmine crops in the region, thus powering prosperity and growth. Through this protective irrigation, 35 acres of horticulture plantation was propagated by the farmers, along with rabbi vegetable cultivation by 14 farmers and propagation of jasmine plots by 44 farmers.
- Capability Building to foster Sustainable Livelihood**  
 Capability building has been a core focus area for our sustainable livelihood initiative. We believe that skill development can contribute leaps and bounds to alleviate the challenges in distressed agrarian zones. Several training initiatives were undertaken on farm cultivation, collective



marketing, fertiliser preparation, etc. These programs significantly improved the lives of the community both in terms of income and health.

Around 65 farmers were supported with the cultivation of various types of crops such as leguminous crop, Groundnuts, in Kharif season, which they successfully cultivated, resulting in an average yield of 26kg groundnut from 3kg of seed support. With the availability of excess yield, families could use a portion for home consumption as well. Through the course of this program, several farmers were trained in the cultivation of commercial vegetables. They successfully cultivated kharif and rabbi vegetables such as bitter gourd, chilli, brinjal, tomato, fenugreek, and ridge gourd. This was further made possible due to the availability of harvested pond water. They were also supported with the cultivation of moisture crops like gram and beans to ensure utilisation of the field after harvesting paddy crops. As a result of this program, net income per farmer significantly improved due to increased area under cultivation and yield from the field. The Initiative successfully resulted in an overall yield worth Rs. 3.5 Lakhs.

As part of the floriculture program, over 44 farmers joined the jasmine cultivation program. They were provided with regular training, exposure visits, field demonstration on aftercare, plant protection, and propping practices. Among them, 9 farmers initiated collective marketing for one month resulting in a successful sale of 19kg flowers at Rs 400/kg.

Another initiative under this program was establishing 30 guava and jack fruit model plots of high yielding variety, 700 mango grafts and plantation of 700 cashew grafts by 35 farmers in individual plots. In addition to this, over 4500 saplings of bamboo, teak, and acacia were also planted on the boundaries of these plots.

Training on organic fertiliser preparation was imparted to the farmers to help them understand and adopt low-cost organic techniques in cultivation. Further, to strengthen the existing kitchen garden of the villagers, we promoted the perennial saplings of curry leaves, guava, lemon across 150 families. This also involved an intervention to ensure the quality of health of the villagers through the installation of glass tiles and smoke tiles in the kitchen to allow clear passage of daylight and reduction of smoke due to cooking.

***A series of 5 training was also conducted, focusing on various topics such as Jasmine plot layout and its pit filling of Wadi pits, plantation and staking of horticulture plants, Organic techniques, Wadi aftercare and stacking, weeding etc. This was followed by a field exposure visit to a nearby project area to train over 30 farmers on soil water conservation and aftercare interventions.***



All these interventions have helped the farmers to incorporate the latest know-how into their daily operations. Enhancing their operations with these tools has led to the enhancement of farmers' knowledge in these areas and helped them adopt profitable, environmentally sound practices and contribute to the quality of life.

- **Empowering Self-Help Groups (SHGs)**

To empower Self Help Groups in the region with financial acumen and know-how, we organised a training session on effective record keeping and regular saving. The training helped raise awareness among 6 SHGs and led to a significant improvement in their financial planning behaviours. We went a step further to conduct field exposure visits for selective members of the SHG group to existing wadi plots and the oil extraction unit at Pimpalshet village. This field visit helped them get hands-on exposure to the best practices in this sector, empowering them with renewed approaches and techniques.

- **Facilitating rural banking through eDost Initiative**

Enabling access to banking and financial services in these remote villages is a key focus area of our sustainable livelihood initiative. This has been made possible by leveraging technology and partnering with BAIF Institute for Sustainable Livelihoods and Development to provide last-mile access in Malghar village. In the absence of banking services in this village, the villagers would have to walk miles away to the nearest Taluka to avail of this service leading to the loss of 1 full day of productive work.

Hence, we promoted the eDost Initiative, which provides services like withdrawal of money, mobile recharge, fund transfer, checking of account balance, electricity bill payment, etc., through the convenience of a digital application. This Initiative helped equip the villagers with easy and timely access to banking services, thereby saving time, effort, and money.

## HEALTH & HYGIENE



The first COVID-19 case in India was reported on January 30, 2020, and the first death in India due to COVID-19 happened on March 12.

We recognised the need to take care of the weak and underprivileged, daily wagers whose livelihoods were impacted. Provisions, supplies and hygiene kits were arranged to reach such sections, and healthcare workers, through our partner organisation.

In partnership with Prime Education Health Learning Services (PEHL), we distributed COVID-19 Kits to 277 families containing sanitiser, pulse oximeter, digital thermometer, material for cloth masks to a resident of Malghar, Navapada, Khoripada and Dapti villages.

Together with our partner organisation, Community Health workers in these villages received a demonstration on using Digital thermometer, Oxygen saturation checking and registration of villagers. Local linkages and contact details were provided in case of emergency.

The COVID-19 pandemic is causing many changes in the daily lives of people around the world. However, some things can be done to maintain a healthy lifestyle in these difficult times. Various Community awareness programs were held in the Jawhar Cluster, including sessions on preventive measures of COVID-19, which health workers and 112 villagers attended. Further, a critical awareness session was conducted for the villagers in September on the Role of Nutrition during

COVID-19 to ensure adequate intake of essential nutrients to increase immunity that the villagers and health workers attended. Nutrient kit containing Turdal-2kg, Oil 1 kg, Salt -1kg and Turmeric- 100gm was distributed to 208 families in these villages.

To enhance the competencies and build the capacity of Community Health workers, detailed sessions on preventive measure for the COVID-19 pandemic were conducted in October.

A community awareness session on Food Security and Public Distribution System was conducted in December to educate the Health workers about the eligibility criteria, types of cards, functioning of the PDS, obtain a new ration card and other relevant forms.

In January 2021, Health workers training conducted on Self Help Groups (SHGs), 6 health workers and 28 villagers attended.

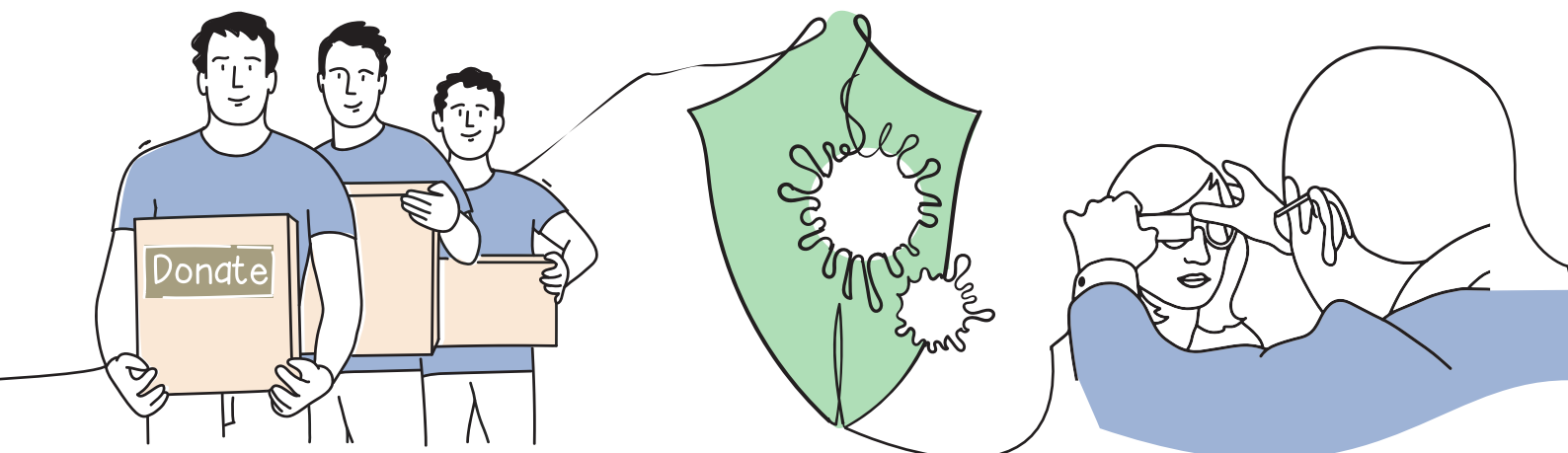
As the COVID-19 pandemic persists, governments face the challenge of promoting preventive behaviours. Simultaneously, they must ensure that enough individuals choose to get themselves vaccinated to achieve herd immunity.

As the nation embarked on another mass vaccination campaign, it was pertinent to raise awareness through campaigns & community awareness sessions.

In February Community Awareness Program addressing queries on COVID-19 & the potential benefits of the vaccine was held. The program benefitted Community health workers as well as 32 villagers in Malghar & Dapti villages.

More than 160 villagers were screened for various eye-related disorders during a free eye camp organised in 2 of the villages in Jawhar block in the month of February 2021. The camp aimed at providing free treatment to the villagers suffering from eye-related disorders also brought awareness about diseases that lead to vision loss.

A team of eye specialists examined around 160 people, along with free consultation, free medicines and eye drops were distributed to patients. Of the people screened, a total of 12 people was referred for surgery to correct cataracts, and free spectacles were provided to 57 patients.



## EDUCATION



TCE is a technology company and has been supporting projects on enhancing education standards in the country. TCE recruits and trains hundreds of engineers every year. It partners with other non-profits like Door Step School to improve the quality of education for underprivileged children. It seeks to ensure pre-primary and primary education for all children up to 14, leading to their overall development.

- **School on Wheels**

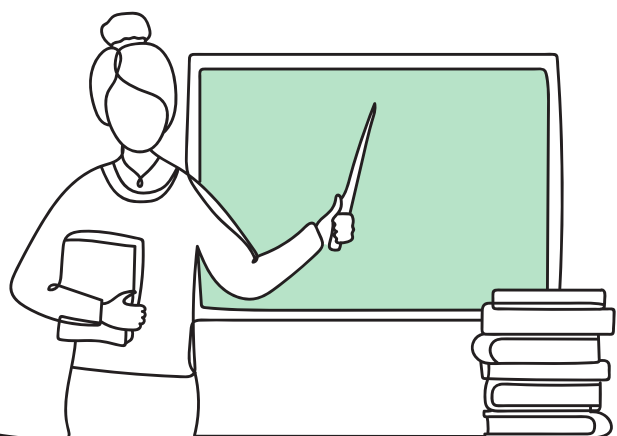
The School on Wheels (SoW) is a Door Step School's signature program. The key component of the project is a bus designed as a mobile classroom to provide alternate educational facilities to children in different locations such as pavement dwellings, road construction sites, temporary slums and areas where street children are found in large numbers, and there is a lack of space for conducting classes.

Since the inception, the project has benefitted thousands of children between 3-18 years.

In a day, the School on Wheels visits 2 or 3 locations, and 2-hour sessions are held in each location. In FY 21, School on Wheels has reached out to more than 834 children.

COVID-19 impacted the project as the lockdown was enforced in the country, creating a terrible effect on the students' lives. Since migrant workers moved to their natives and work in large construction sites slowed down, the children's education started to get badly impacted, and students started to drop out.

SoW immediately conducted a diagnostic study to understand the needs and challenges considering the pandemic, post which an action plan was created and deployed. In the new plan, we moved classes closure to their home. SOW started with online WhatsApp classes 45minutes session, the library was opened, and study material and practise worksheets to all the students were distributed.





The parents and elderly family members were onboarded to the program to support virtual learning. This new form of knowledge has helped the onboarding parents. Parents have also started taking an interest in their children's education and engaging with teachers on children's challenges.

Efforts are being made to enroll these children in formal schools at the beginning of the next financial year

Other key components of the project include a community-based educational program, a school partnership program, and adolescent children from the community.

#### • Career Awareness

In partnership with one of the non-profits firms, TCE has been helping students from low-income groups studying in government schools to acquire skills that help them get employment and stable careers.

TCE has been able to help 117 students from marginalised communities studying in government schools by providing them job-oriented skilling programs to make them employable through phase I, II, III, IV of the programs. The students were offered vocational skills covering 30 courses offered by 15 Institutes. The partnership has helped underprivileged students access quality education and training in vocational programs and achieve their dreams.

Out of 117 students, 101 (86%) beneficiary students are in the age group 18-25 years, and 42 (36%) of the students were females.

81 (69%) students have completed their course, and 68 students post-completion are employed. The students received an average salary of Rs 16,500; the balance 13 students pursued advanced study/higher education.

#### • CSR Grants for Research Programs:

As part of CSR, TCE has engaged with Academia in the following areas: -

Laboratory Support for Supercritical Carbon Dioxide Thermal Cycle at Inter-disciplinary Centre for Energy Research with IISc Bangalore – This lab supports the development of technology that uses CSP (Concentrated Solar Power) Super-critical CO<sub>2</sub> thermal cycle.

Large Scale Grid Integration of Renewable Power with IISc Bangalore – Integration of large-scale solar power with the grid will result in grid stability issues. This study finds the scale at which this happens and the remedial measures.

Digital Twins for Mechanical Components with IIT Bombay – This project aims to combine physics-based models with real-time data analytics and machine learning to predict the behaviour of mechanical components.

Design and Develop printable alkali activated mortar with construction and demolition waste. This project has started in March 2021 and aims to develop a framework for the systematic characterisation of construction and demolition wastes. A systematic and straightforward mixture design procedure for 3D printable mortar using alkali activation. Development of materials proportions suitable for printing alkali activated mortar with CDW. Demonstration and one-day training of making the alkali activated mortar with CDW and using the same for extrusion with the 3D printer at IIT Bombay for the TCE team. mortar/concrete with industrial by-products/residues as binders. Printing ability of alkali activated binders with CDW using 3D printing technology.



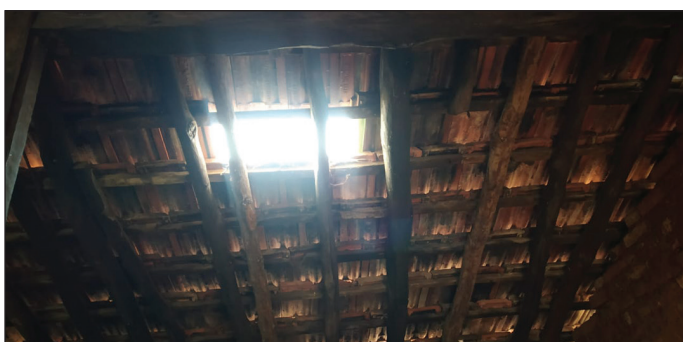
## INFRASTRUCTURE



At TCE, we strive to achieve balanced rural infrastructure imperatives by facilitating the setting up of projects designed to ensure sustainable and secure growth for the rural areas. We continue to contribute to rural development through our unceasing endeavours to electrify rural households, create infrastructure, and engage in community-based interventions. As part of this program, we have successfully supported developmental initiatives in the 3 hamlets of the Malghar cluster of Maharashtra. One of the key areas of impact includes the renovation of 2 schools and the creation of playgrounds. The program also included providing rechargeable LED lamps to 150 households and installing 9 solar streetlights in all three hamlets. Village electrification has significantly impacted these regions as it has mitigated the problems arising due to frequent power cuts and low voltage.

- **Disaster Management**

TCE has been actively supporting disaster relief schemes. We continue to do our bit towards the post-disaster relief, rehabilitation and reconstruction efforts in the affected areas. Recently, TCE has played a pivotal role in bolstering infrastructure development in six schools in the Krushnaprasad and Brahmagiri block of Odisha, severely impacted by Cyclone Fani. Our endeavours included providing services of project planning, cost estimation, tender enquiry and preliminary architectural drawings. This has significantly helped save time, efforts and money and ensure unhindered access to professional services for rehabilitation in this region.



## TATA VOLUNTEERING WEEK



The fourteenth edition of Tata Volunteering Week (TVW14), launched on 5th September 2020, was successfully concluded on 7th October 2020. TVW14 offered a range of company-organised virtual volunteering opportunities and witnessed the participation of senior leaders, colleagues, family members from across the locations, who came together to join in the 'Work From Heart' campaign, a special edition where a large part of the volunteering was done remotely for the first time due to the pandemic.

37 volunteer programs, including Career Counselling, COVID-19 Awareness, Mask Making, Teaching School Kids, Scientist in Making, etc., were conducted by our volunteers. A special session on the theme of Poshan Maah (Nutrition Month) 2020 was held for caregivers and teachers, which demonstrated how to grow and consume nutrient-rich microgreens, along with a workshop on kitchen gardening.

The 15th edition of Tata Volunteering Week (TVW15), launched on 3rd March 2021, successfully concluded on 31st March 2021. The theme for the TVW15 edition was Shatter the Status Quo, and the program encompassed unique activities which were executed both virtually and on-ground with utmost safety precautions. We had a total of 55 volunteering programs which included career counselling, e-mentoring, teaching school students, safety awareness for construction site workers, Women's Day celebration, virtual heritage tour etc.

### ProEngage-12

ProEngage is a part-time, skill-based volunteering programme that offers unique opportunities to contribute domain expertise and lead exciting projects that can help civil society achieve its goals faster. The duration of the activity undertaken as part of the program can range from one to six months, and volunteering is mainly done during weekends and holidays.

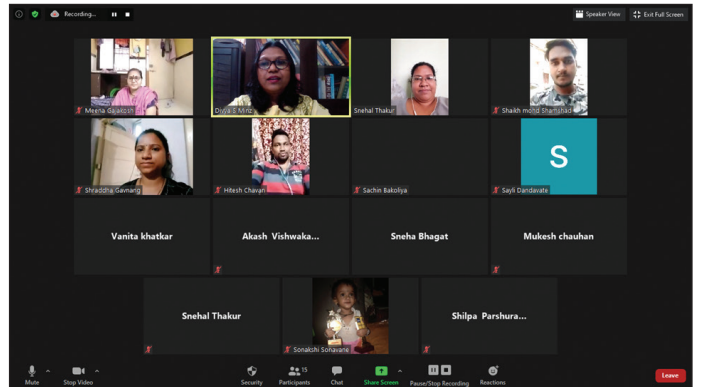
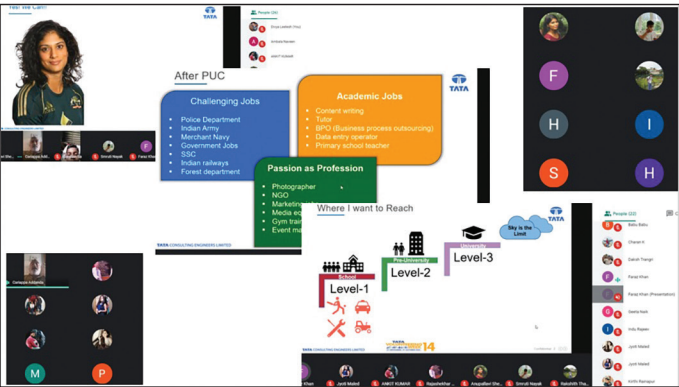
This year the program saw enthusiastic participation from 14 volunteers, including two family members of TCE employees, who completed their projects across various domains. The volunteers rendered their time and skills in helping partner



organisations in projects such as conducting soft-skills sessions for youth, researching "Climate action in Rural India", creating a fundraising strategy, designing a Performance Management System, conducting online sessions for students on various topics, Value-Based Holistic Education, writing out an Annual Report, creating a Project Management Framework, conducting telephonic spoken English sessions for youth, recording audiobooks for the visually impaired and writing blogs.

**OVERALL CSR FIGURES FOR FY21:**

*Through these initiatives in FY2020-21, with 1914 volunteers, we successfully clocked 5027 hours across 96 programs while impacting 8450 lives. The overall CSR investment for the year stood at Rupees 205 lakh.*



**A BIG ROUND OF APPLAUSE TO ALL THE CHAMPIONS OF THE CAUSE!**



**THANK YOU FOR VOLUNTEERING WITH TIME, SKILL AND PASSION TO HELP US IN SHATTERING THE STATUS QUO!**

Mr. Raghavan, a senior leader, invested 27 hours and guided students of an orphanage on evaluating various career options and choosing the one most suited for them. He also spent quality time with the students and delivered a lecture while hosting an essay competition



**RESPONSIBLE LEADER**

**R RAGHAVAN**

Associate Vice President,  
Head of Delivery, Power Business,  
TATA Consulting Engineers Limited