

TCEndeavour

CARE | SHARE | RESTORE



Corporate Social Responsibility

- Infrastructure Development
- Education
- Healthcare
- Sustainable Livelihood

8513

Corporate Volunteering Person hours

20005

Lives Touched

2426

Employees Volunteered

Rs 2.28 Cr

Invested in CSR projects

Corporate Social Responsibility

Tata Consulting Engineers Limited (TCE) is guided by the vision and philosophy of Tata Group’s founder Mr J N Tata, who believed that **“In a free enterprise, the community is not just another stakeholder in business, but it is, in fact, the very purpose of its existence.”**

Under its Corporate Social Responsibility (CSR) brand, TCEndeavour works with the motto of leveraging company core skills and employee volunteers to **“Engineer Life”**. We believe in building sustainable societies by creating the required infrastructure and imparting necessary education, skills, and training so that the community can improve its standard of living and be aware of the benefits of a healthy dwelling. Our efforts are aligned with select UN Sustainability Goals and are focused on four pillars:



Composition of the CSR Committee

The Corporate Social Responsibility Committee guides the functioning of the CSR team. As of the date of this report, the committee constituted:

1. Ms Anjali Kulkarni, Member Chairman
2. Mr Ashok Sethi, Member Director
3. Mr Amit Sharma, Member Director

The CSR Committee recommends the amount of expenditure for the CSR activities and monitors CSR activities from time to time.

The company held 3 Corporate Social Responsibility Committee Meetings during the financial year. The dates and attendance for the said meetings are given below.

The CSR contribution, as calculated under the provisions of the Act, was Rs 228.16 Lakhs and the total amount spent for the FY 2021-22 was Rs 179.34 Lakhs. The balance of Rs 48.82 Lakhs has been transferred to a separate account on April 22, 2022, in accordance with the provisions of Section 135 of the Act.

The Company’s spending for the current financial year is in line with the CSR Policy and guidelines. The Company has a long-term outlook for the design of the CSR programs, typically a three-year horizon, such that the intended benefits can be maximised and sustained by the beneficiaries. Phase I of the flagship programs was a pilot. Post an external audit, the programs were scaled up for another 3-year period in FY 2019-20. In FY 2021-22 the scaled programs were implemented as planned and resulted in the targeted outcomes.

Date of CSR Committee Meeting	No. of Directors present at the CSR Committee Meeting	Total Number of Directors	Attendance (%)
April 29, 2021	3	3	100
July 05, 2021	3	3	100
March 29, 2022	3	3	100

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.

Bridge School Program with the Society of Door Step School (DSS)

The Bridge schooling for children focuses on the segment among the poorest of the poor and children who do not come under the radar of any government initiative for primary education. The School on Wheels is a bridge schooling program designed to provide basic literacy for children of migratory labourers who live in urban slums. These children do not have access



to any formal education as they either move with their parents to construction sites or stay home to care for their siblings while their parents work. The program is designed to provide essential reading and writing to enable the children to access education in a municipal school near their homes.

This signature program of DSS, 'School on Wheels, 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. Education Activity Centers (EAC) is another program held in labour camps or construction sites where the builder provides a location, a tin shed or a room.

The COVID19 pandemic affected these labourers and their children in the worst possible way as schools were closed and classes could not be held for the first two quarters of the year. However, the education for these children continued through mobile phones, and WhatsApp calls with the full cooperation of the parents, even as the reverse migration to the villages took place. To bridge this COVID19-induced education gap, DSS launched 'Project Phoenix' in 2021, which TCE wholeheartedly supported.

We have reached out to 2913 children across 22 locations in Mumbai and Pune through all these programs. Fifty-three children were enrolled in government schools from April 2021 to January 2022.

TCE also supported DSS during the COVID19 pandemic by helping more than 5000 beneficiaries by distributing food

essentials and groceries. The training was also provided on COVID19 management, and parents were assisted with enrolment in the CoWin app for the government vaccination programs.

Vocational Courses for Sustainable Income

The Career Cell program is a short-term skilling program for out of school urban poor. The beneficiaries come from the poor urban segment who strive for a better life by enrolling themselves in night schools. In FY 2021-22, 70 (30 carried forward from previous) students were enrolled in various short-term vocational skill development programs targeting about 84% placements for these students. Cumulatively, about 187 students have undergone the vocational skilling program. The FY 2021-22 is expected to receive placements by April-June 2022 once they complete their courses. Courses such as automobile mechanic, welding, beautician, tailoring, photography, fashion designing, computer hardware and software programs, mobile repairs, air-conditioning maintenance, interior design, multimedia, animation, etc., were imparted.

Before the TCE intervention, the students worked primarily in the unorganised sector earning an average income of Rs 2000 to Rs 10,000. Post-intervention, the students were employed in the organised sector with income ranging from Rs 8000 to 25,000. There was a shift from menial jobs to data entry, beautician, mechanic, technician, tally operator, photographer, graphic designer, animator, back-office executive, sales & marketing executives, bookkeeping professionals, etc.

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.



SUSTAINABLE LIVELIHOOD ●

● Sustainable Livelihood – Livelihood Security Program

The Livelihood Security Program in Jawhar block began as a pilot in 2015-16 in the hamlet of Khoripada, aiming to uplift the rural poor from below the poverty line. The program evaluation at the end of three years recommended the scale-up of the program to include more hamlets in the region in the same format. In 2018-19 three more hamlets Malghar, Navapada and Dapti, were selected to increase the ambit and reach out to more beneficiaries. The baseline study conducted revealed the unique needs of the three hamlets. A geological survey of the land terrain was undertaken to assess the possibilities of water sources. The selection criteria were from among the poorest of the poor in the most remote forest areas on the periphery of Mumbai. The focus areas for the new hamlets were:

- Infrastructure for Water
- Sustainable Livelihood means
- Health and Hygiene
- Governance

Water Management Initiatives

The underlying issue identified in the three hamlets in the Palghar block was water scarcity. Since it started working in this region, TCE's efforts were first to address the water issue as the resultant outcome would decide the effectiveness of other livelihood interventions.

As a part of water management related initiatives, in FY 2021-22, 4 more farm ponds were added, totalling 16 farm ponds so far, thus helping harvest about 2.4 Cr litres of water now. Eleven solar panels (3 installed in FY 2021-22) were set up for water distribution. Harvested rainwater helped restore surface water for use both during and after the monsoon.

The Wadi Programme – Tree-based, Horticulture & Floriculture

With the availability of water, the means for additional and sustainable income throughout the year was enabled through jasmine cultivation and vegetable cultivation. Through the unique Agri-Horti-Forestry model, 65 acres of land belonging to 65 farmers were brought under cultivation. On 65 acres, 2600 fruit saplings (mango and cashews) and 11500 forestry saplings were also planted as an afforestation measure. Eighty-five families planted short duration crops like vegetables, moisture crops and jasmine flowers cultivation, which helped the farmers increase their annual income between Rs 6000 and Rs 10000. The farmers were also trained in crop management techniques to increase the yield from the major monsoon crop. A water lift project is underway for pumping river water to the higher farmlands for irrigation.

TCE also provided water wheels to all the families in Dapti village, thus reducing women's struggle.



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.

e-Dost is now fully running, and many villagers, along with those from the nearby villages, are utilising this facility for their respective banking needs. We have

successfully trained a young woman beneficiary from Dapti village, who is now maintaining records of all the transactions done through this programme.

TCE's intervention has helped reduce the need for frequent migration to earn a living. In all, 71% (106) out of 150 families have benefitted and the migration reduced by 49%.

Governance

A village committee was set up to plan and contribute to village development work as a self-governance measure. A collective marketing system for jasmine produce was also developed that successfully sold an average of 39 kgs of jasmine at Rs 634.5 per kg per month.



HEALTH & HYGIENE & COVID19

One hundred ninety families from all the three hamlets adopted seasonal kitchen gardens that ensured better nutrition, health, and quality of life for all the villagers. Regular training on Solid Waste Management was also imparted to all the households for maintaining appropriate village cleanliness and sanitation.

The pandemic brought in more hardships as the supply of essentials was hampered due to the region's remoteness. Food essentials and groceries were supplied to tide over the times. COVID19 related awareness programs were conducted, and assistance in vaccination of the population was provided.



INFRASTRUCTURE DEVELOPMENT

Leveraging Solar Power

Solar streetlights were installed in the Konkanpada hamlet that ensured enough lighting conditions and safety in the village. TCE provided LED lighting for all households in the three hamlets. The terrain being a forest area, the villagers were facing dangers from snake bites as there was no electricity or lighting at night. Eight solar-powered lights were supplied as there were no streetlights.

School Infrastructure

One school building roof was refurbished, and its playground was developed in Dapti village, thus positively impacting 44 children.

Infrastructure for Disaster Management

TCE participated in the relief programs in the aftermath of Cyclone Fani relief in Orissa and the floods in Hyderabad. TCE worked with Tata Communities Initiative Trust, Tata Sustainability Group, and Tata Consultancy Services Foundation to provide relief in disaster management by rebuilding infrastructure. TCE is helping construct six government schools from Orissa and Hyderabad that would benefit 1760 children.



R & D for Sustainability

TCE continued to provide R & D support to the Indian Institute of Technology, Bombay and the Indian Institute of Science for R & D programs and innovation for new era requirements. The R & D assistance promoted renewable energy grid efficiency, waste recycling, and asset lifecycle management zeolite synthesis core lab for oxygen generation.

Volunteering Programs

Tata Consulting Engineers Limited (TCE) volunteering program is aligned to the Tata Group Volunteering program, Tata Volunteering Week (TVW), conducted in September-Oct & Mar-April every year.

FY 2021-22 saw volunteering person-hours of 8513 contributed by 2426 volunteers. The volunteering programs touched the lives of 20005 beneficiaries across the country.



CSR Program External Assessment

In FY 2021-22, an independent assessment was conducted by Tata Sustainability Group (TSG) on the three CSR programs to gauge the efficacy of the programs. The assessment outcome is the basis for required course corrections and further scale to cover more beneficiaries. TCE's CSR programs focus on segments among the poorest of the poor to bring about transformation.

The outcome of the third-party evaluation was placed before the CSR committee on 29 March 2022, and the recommendations will be considered in the next financial year's CSR programs.

Evaluation summary:

Career Cell Programme in Mumbai with non-profit, Masoom

- The profiling and selection of the target beneficiaries for the project were on point, ensuring that the project reached out to the socio-economically marginalised youth
- Course mapping in line with interest and education of students and post consideration of employability quotient after training
- High placement/self-employment percentage – 84%
- Increase in average earnings of students – From 7,042 to 11,219 per month
- Heightened self-esteem, confidence and finding a purpose/goal to pursue in life

School on Wheels (SoW) and Education Activity Centres (EAC) in Pune with non-profit, the Door Step School

- 85% of children reached the 'expected level' during the 120 days programme, of which 13% of children can read and write fluently.
- Learning continuity during the pandemic. Dropouts at 0.6% even during pandemic times
- 56 children mainstreamed in schools during 2019-22

Livelihood Security Program in Jawhar block, Palghar, with non-profit BAIF Institute for Sustainable Livelihoods and Development (BISLD) –

- The Wadi Programme is an excellent programme offering a bouquet of farm livelihood options to ensure short, medium- and long-term gains
- Successful efforts are being made towards building livelihood security.
- E-dost is an exemplary initiative not only in terms of empowerment but also in terms of the convenience, cost and time-saving services offered to the community

TCEndeavour plans to continue Engineering Lives of the beneficiaries it serves and grow with the communities it operates in while Engineering Infinite Possibilities.

