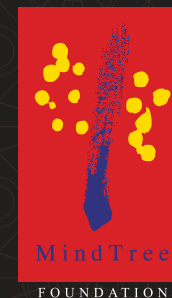




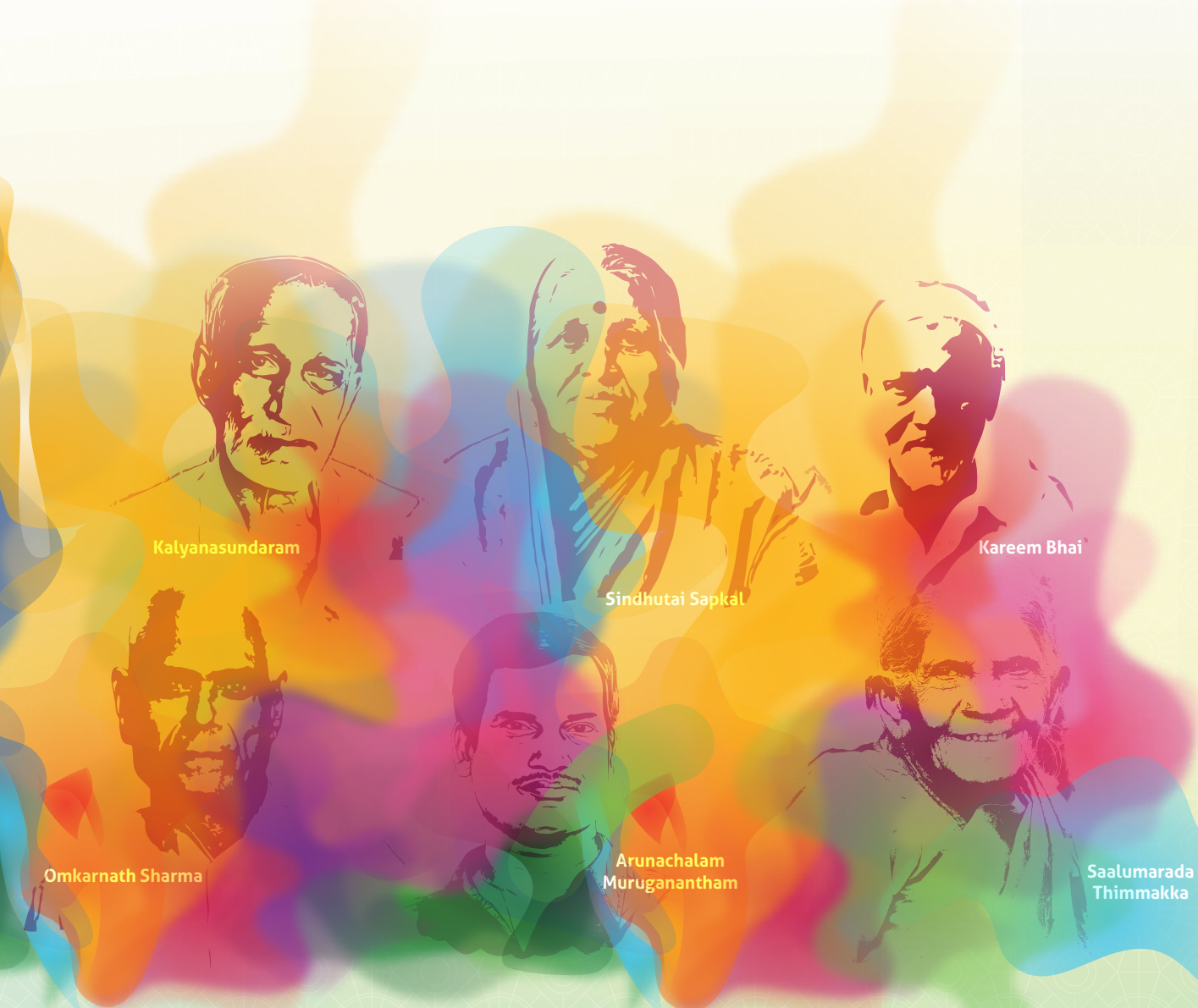
Mindtree

A Larsen & Toubro Group Company



Mindtree Foundation Annual Report FY 2019 - 2020

#BeTheGiveR



Paying our tributes to the unsung heroes

Real heroes neither crave nor care for recognition. They are our invisible engines that inspire and keep moving the wheels of the society.

Today, we celebrate such heroes who, silently and steadily, have been making an everlasting impact on us, our society, and our planet.

These unsung heroes are around you in the form of a parent helping you grow, a colleague helping you progress, police keeping you safe or a teacher educating.

Let's take a moment to salute and thank such heroes who are our inspiration for giving.

Unsung Heroes

Support Staff Members



Our security staff during the blood donation camp

Thank you for keeping us safe

Giving starts at home.

Support staff, as the name suggests, takes care of us in every walk of our corporate life. This team creates a welcoming workplace with clean carpets, tidy desks, hygienic restrooms, washed utensils, cleaned garbage cans and well-kept cafeterias.

Our support staff works tirelessly, day in and day out, to ensure that we have the best and healthy environment to execute our ideas. And, they do it 365 days a year.

It is only appropriate that we begin this report by paying a tribute to all our support staff members across the world.

Thank you for keeping us safe.



Our support staff were given solar lamps, on the occasion of Mindtree's 15th anniversary

Mindtree Foundation Charter

Mindtree Foundation charter is aligned with the United Nations Sustainable Developmental Goals 2030 to ensure we deliver collaborative progress. Our focus areas include:



**Benefit the people
with disability (PwD)**



**Promote
education**



**Create sustainable
livelihood opportunities**

We collaborate with a valuable network of NGO partners in executing the diverse range of projects. Here are the guiding factors for our project implementation:

- We take a personal and a 'deep-dive' approach to needs assessment, problem-solution, and monitoring
- Our focused projects often evolve into full spectrum programs
- We adopt a taluk-level focus in our CSR planning



*Students at the BRDO
coaching centre*

Mindtree Foundation Impact

31,711
Beneficiaries

6,777
Volunteers

18
Projects

14
NGO partners

17
Locations across India

2049
Livelihood opportunities
created

#BeTheGiveR



"Go get it," "Be a go-getter"

Most of us have been nurtured to be the "go-getters." We've been asking and continue to ask, "what do I get in return?", "what's in it for me?"

Societies, in reality, thrive when we do quite the opposite - GIVE. All great people and organizations across the world believed in this simple yet powerful reality and made a lasting impact by their acts of giving.

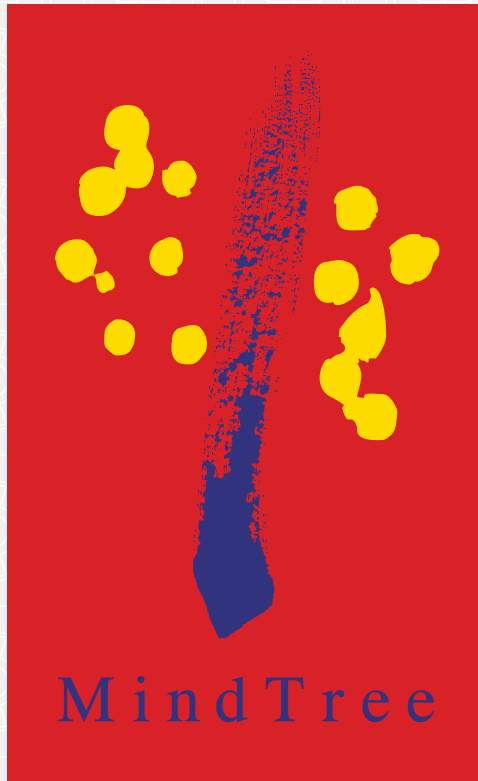
Giving isn't always associated to monetary donations, it could be the giving of simple things that matter a lot. Giving can take various forms, such as giving a smile to people we meet in the elevator, giving appreciation to colleagues, giving time to family, sharing expertise, ideas and so on.

#BeTheGiveR is our guiding force for all that we do at Mindtree Foundation. This force drives us to inspire individuals and organizations to give more to the underprivileged, empower them to earn dignified livelihood and in turn be the givers.

The "R" in #BeTheGiveR stands for "Responsible". While giving is important, it is equally important to do so responsibly. When we give, we work closely with our partners and constantly follow through to ensure that the objective is achieved.

Societies flourish when we have more givers.

Go, #BeTheGiveR.



FOUNDATION

Mindtree Logo Story

Our culture and philosophy of giving is deeply rooted in the way our first logo was designed. Way back in 1999, we approached the children at the Spastics Society of Karnataka (SSK) to design our visual identity. Children with cerebral palsy are often blessed with fine minds that are trapped in a disobedient body. Yet, they have brave, creative minds and some of them are extremely gifted artists.

Mindtree leadership team stood in front of ten young students of the SSK and gave a brief about Mindtree brand. Some of the students were in wheelchairs, some had to be carried and some barely managed to stand on their unwilling legs. But they listened with magical spark in their eyes. These children, boys and girls between ages of 13 to 20, understood our Mission, our Vision and our Core Values.

Two weeks after the first meeting with our young friends, we were flooded with several possible options. The one that clearly stood out was the work of 17-year-old K. S. Chetan. Chetan has a form of cerebral palsy that denies him coordinated limb movement and affects his speech. But his brilliant mind overcame all odds. In one skyward blue brush stroke, Chetan depicted boundless imagination. He surrounded the skyward blue brush stroke with yellow dots, pretty much like a tree in bloom. To him, the yellow dots symbolized "bubbles of joy".

Today, Mindtree Foundation takes the story forward and is the custodian of the logo.

It's not progress if it's not inclusive

As a nation, we've achieved outstanding economic and technological progress over the past few decades. But, can we call it a complete and fulfilling progress for everyone?

At Mindtree and Larsen & Toubro at large, we believe that inclusive progress is the right kind of progress and all our efforts are aligned towards making it possible.

We believe in a world where growth and happiness are for all irrespective of their socio-economic status, caste, creed, gender & nationality. This is the reason why we chose 'flourishing societies' as the purpose for all our work, innovation and expertise.

To us, progress is in re-creating

yesterday's clean natural conditions, education, livelihood and healthcare for all for an improved standard of living. This can only happen when all of us join hands and accept responsibilities. The first step in the journey is Human Social Responsibility and it starts with caring for our fellow human and our surroundings.

As you continue to grow in your personal and professional lives, I urge each of you to think one thing "Is my growth inclusive or am I growing at someone else's cost?"

I invite you to experience several transformational stories that might inspire you to #BeTheGiveR



“

We need to display devotion, passion, conviction, and commitment at a different level, when we work for other and strive for inclusion.

”

Anil Manibhai Naik

Group Chairman, Larsen and Toubro
Non-Executive Chairman, Mindtree

"Deeply grounded and connected to his roots. This is where Shri AM Naik was brought up as a child. The four houses produced at least 16 teachers at any given time. The family was called, Master Kutumb (Teachers Family)"

Corporate Social Responsibility Mentors

Our Board of Directors and CSR committee members set high standards for our social integrity and inclusion.

Each member of the team is a distinguished authority and their passion for giving helps us drive the most impactful projects that creates a difference to the society we live in.



Jayant Damodar Patil

Chairman, CSR Committee
Non-Executive Director,
Mindtree



Apurva Purohit

Member, CSR Committee
Independent Director,
Mindtree



Bijou Kurien

Member, CSR Committee
Independent Director,
Mindtree



Deepa Gopalan Wadhwa

Member, CSR Committee
Independent Director,
Mindtree





Debashis Chatterjee

Chief Executive Officer
and Managing Director, Mindtree

Social and environmental value to society must be our core business

My respect and desire to work with clients multiplies when they ask us about how we are making an impact on the society and being inclusive. When clients ask this question, they know that when we genuinely care for the society, we can take care of them and their business too.

To us, development by sacrificing the planet is not progress. Hence, we do our due diligence to ensure that our projects with clients is advancing their business and at the same time maintaining the environmental integrity.

Corporate Social Responsibility is not an aside and an afterthought at Mindtree. It is at the core of what we are, what we do and very much an integral part of our business strategy.

There is a heart-warming change happening in the business world today. Earlier, we've seen companies focusing on making profits and doing their bit for the planet. Today, we

are witnessing that most companies have "social and environmental value" at the core of their business. Not just the NGOs, but real businesses have this as their mission.

I urge and encourage all business leaders, entrepreneurs and especially the startups to reimagine their strategies with "social and environmental value" as the core to business. This way, you will make good progress in business and leave behind a better planet for the future generations.

Mindtree Minds are not just go-getters. Mindtree Minds are go-givers.



Paneesh Rao
Chief People Officer, Mindtree

By nature, people are social beings – they connect and stay connected because of the bond and the experiences they've experienced together. There is a distinct chromosome that keeps Mindtree Minds together and motivates them to make societies flourish. It is the unique gene of Giving.

It is in giving that we take pride – whether it is the success of a project, sharing knowledge, a simple pat on the back, a helping hand, a gift to self or even a smile. These selfless and genuine acts of giving have created a unique bond and

unbelievable impact around us.

We are happy to share that from 2020 onwards, we are expanding our focus by adding environment, clean water, sanitation, and public place restoration to our charter. Our programs are aligned with the United Nations Sustainable Developmental Goals 2030 to ensure that the impact we make are in line with the global standards.

Here is my open invitation to visit Mindtree to get a first-hand experience of how we impact the society with a single war cry #BeTheGiveR.

Thangam and Eswari achieved their goals

Dream2Reality (D2R)

During our first visit to Somanahalli, a village in Tamil Nadu, we observed several bright minds with high potential trapped in helpless socio-economic circumstances.

D2R aims to identify bright and talented children with dreams and enable them to realize such dreams. Mindtree Foundation admits these talented children in good residential schools in the nearby cities and grooms them through their careers.

Today, Somanahalli has its heroes who have excelled in their life. Some of these children have become professors, engineers, and nurses in leading institutes. Currently 23 students are under the umbrella of this program. One such student cleared the NEET exam and is now pursuing MBBS.



Project started: 2002 | Lives impacted: 45 children

Thangam was one of the first students selected for the program. Her mother works in a paddy field for daily wages and her father sells buttermilk on the roadside to make a living. Despite the difficulties, Thangam had dreams to achieve higher goals. After her schooling, she enrolled for BSc and took up Botany as the main subject. She continued with her MSc post-graduation studies and secured 2nd rank in the university. Today, she is a lecturer at the Pachamuthu College for Arts and Science in Dharmapuri, which has a strength of nearly 2800 women students. She is also in the process of pursuing an M.Phil. and Ph.D. in Botany alongside her job.

Another bright and ambitious student selected for this program was Eswari, a shy and soft-spoken girl, who dreamed of becoming a nurse. Eswari completed her schooling with flying colors and joined Narayana Nursing College to study BSc nursing. The supportive college environment and teachers brought about a positive change in Eswari's personality. She became fluent in English and other languages, she made new friends and her confidence improved significantly. Despite many challenges, she achieved her goals and it is a delight to see her shine in her new profession. Eswari's story did not stop here. She was an inspiration to two more girls from her village who were encouraged to walk on the same path. Today, these two girls are pursuing their education and are on their journey of becoming medical professionals.

“Give me the tip you want to give my father. I have a house to run”

Gubbachi

Education is a fundamental right of every child. We facilitate the education of migrant children through Gubbachi, an NGO that works with children from extremely marginalized families – particularly distress migrants from rural areas, who have come to Bengaluru in search of livelihood.

Gubbachi provides foundational literacy and numeracy for migrant children enrolled in grade 1 to 3 and creates a positive mindset for their future learning.



A student learning to write the Kannada alphabet

Here's a narrative from a teacher at Gubbachi:

“Chandra, a six-year old girl, joined Gubbachi in Class 1. She was a quiet child and rarely spoke. In one of the sharing sessions, we were discussing about our families. When it was Chandra's turn, the other children said, 'Her mother is dead,' in a matter of fact manner. 'She lives alone with her father, Miss' said another. Chandra did not respond to any of this. No tears, nothing. Just silence.

In time, Chandra began to speak and participate actively in class. I was delighted when her eyes sparkled with mischief! By the end of the 2nd term, Chandra was way ahead of the rest of the class. She volunteered to arrange books, fold mats, and sweep the classroom. Watching her, others also helped with the tasks. She just knew and would quietly guide the others. Chandra was evolving into a leader.

She participated in the inter-school talent competition (Pratibha Karanji) and deservedly won the prize in poetry recitation. This was a turning point in Chandra's life. She represented her class every year in Pratibha Karanji and won several prizes in poetry and dance competitions. Chandra is now in class 4 and is the class leader.

Chandra's father did odd jobs and was part of the team renovating a teacher's house. The teacher gave him a generous tip since he was Chandra's father. Observing that her father had more than his usual drink for the day, Chandra requested the teacher, 'Please give me whatever tip you want to. I need it to run the house! 'I was humbled by the maturity of this 10-year-old.'”

Project started: 2018 | Lives impacted: 219 children | Beneficiaries for 2019-2020: 71

Empowering fine minds

Spastics Society of Karnataka (SSK)

Our association with SSK began two decades back and it grew from strength to strength. We partnered with SSK to provide remedial education to children with learning difficulties. A team of teachers train these children in reading, writing, mathematics, social-emotional skills, and language development through activity-based learning. SSK works with 6-12-year-old children studying in 12 Government schools located in Harohalli, rural Bengaluru.



SSK teachers and children in an interactive learning session

Here is how Subash benefitted from this program.

Subash is a cooperative child and is regular to school. His parents are daily wage workers and are unable to help him in his studies. Subash had difficulty in reading grade level Kannada and doing simple Math.

The SSK teachers helped Subash read Kannada using flash cards. He learnt counting and addition using sticks and tamarind seeds which any child is excited to play with. The team used songs to help him memorize multiplication tables. Today, Subash is able to read simple words, and understand numerical concepts. The child who was shy and quiet earlier now mingles with other children and participates in group activities.

Project started: 2014 | Lives impacted: 1607 children | Beneficiaries for 2019-2020: 285

Caring beyond menstrual health and hygiene

Goonj

Goonj, an NGO, addresses basic but neglected issues of the poor by reusing discarded materials as a tool to alleviate poverty and enhance the lives and dignity of economically weaker sections in the society.

Mindtree Foundation and Goonj joined hands to work with the Kui tribal women and help them understand the importance of physical and menstrual health and hygiene. The team makes 'My Pad' kits from surplus cotton cloth collected in cities and distributes these kits free of cost to the tribal women. The program named, #NotJustAPieceOfCloth has distributed millions of kits and ensures that millions of rural women don't use sand, ash, rags or cow dung during menstruation, and instead take care of their health and hygiene. Goonj involves these tribal women in finding relevant circumstantial solutions for their problems, trains them in specific skills, and helps them earn a livelihood with dignity.

During a Goonj session at Sulumaha village, the women shared their need to go to a nearby well to bathe and wash clothes. Since it was an open well, adolescent girls and women found it extremely embarrassing and uncomfortable, particularly during their menstrual cycles and were unable to maintain personal hygiene. Reshma shared her experience.

Reshma too would go to the well to bathe and wash clothes. Whenever she went to the well to bathe, she

would often find young boys playing near the well. This restricted her from having a bath and maintaining hygiene especially during her menstrual cycle. After the Goonj awareness session, the villagers decided to make a bathroom near the dug well. This made the women very happy, as it helped them maintain cleanliness and personal hygiene.

Women constructing an eco-friendly bathroom



Project started: 2018 | Lives impacted: 5046 children | Beneficiaries for 2019-2020: 2523

Curiosity for creative thinking

Agastya International Foundation

During our work in Hinjwadi - Pune & Kanakapura – Karnataka we observed that students lacked access to innovative and hands-on learning, unlike their counterparts in cities. This motivated us to partner with Agastya Foundation and help children experience the joy of hands-on activity-based learning. Agastya ignites curiosity, nurtures creativity, and builds confidence among children in rural schools by bringing practical, hands-on science experiments to their schools through a unique model called Lab-on-Bike (LoB) in Physics, Chemistry, and Biology. A team of dedicated instructors facilitate this learning and many children have overcome their fear of Science and Maths.



Students engrossed in a Science experiment

Here's a short story of how Agastya's way of teaching expanded the creative horizons of Ismail.

Ismail, a student of class 7 enjoyed learning. His father is a farmer and mother, a homemaker. His sister studies in class 6. In his leisure hours, he reads books and played games.

Ismail, without giving a second thought, credits all his ability of understanding concepts to Agastya classes. The instructors of Agastya answered all his questions in the most lucid manner that his interest in Science increased with every session. Ismail prefers to look for extra information in books and only then use the Internet to seek answers. His favorite topics include thermal energy, atomic structure, and the digestive system. He participated in the Agastya Science fair and summer camp and acquainted himself with many new concepts, with clarity. While sharing his experience about model making, he said that he tried a model named 'Tesla Tower' although it was a difficult model to make, given the minimal resource materials in his village.

Agastya instructors admire Ismail's endeavors and appreciate his growth from a docile natured boy to a smart student with enhanced creative and problem-solving skills, as well as good academic grades. Ismail wishes to be a doctor and serve poor people.

Project started: 2014 | Lives impacted: 44926 children | Beneficiaries for 2019-2020: 14395

Medical professionals from rural areas

Udaan

It all began when Dr. Devi Shetty, founder of Narayana Hrudayalaya (NH) realized that doctors in urban areas were not willing to work in rural areas. To resolve this problem, he decided to sponsor the medical education of aspiring students in the rural areas and enable them to become doctors and serve the rural communities.

In December 2014, Mindtree and Narayana Hrudayalaya launched the program called 'Udaan' in Karnataka. Udaan provides students from rural areas with scholarships, end-to-end financial support, and mentoring right from 9th std until the completion of their medical/paramedical course. 1,423 children from 36 schools in Kanakapura Taluk, Karnataka, participated in the initial screening and 52 students with high potential were selected for the educational program. Presently, 4 students are on their journey of becoming physiotherapists.



Harshitha, Sangeetha, Divya, Suchitra - budding Physiotherapists

Educating the unreached children

Rani Kajal School

Rani Kajal School is a residential school in an interior village Kakrana, Madhya Pradesh supporting education of Bhil Adivasi children from 52 surrounding villages. Most of their parents are marginalized farmers who have migrated to towns and cities and work as daily wagers for supplementary income. The Rani Kajal team encourages these parents to leave their children at the school where children live safely, get nutritious meals, and learn with joy. Along with academics, children learn about agriculture, alternate energy sources and they make models of windmills using dry leaves of palm trees.



Children at Rani Kajal school

Inculcating social responsibility among students

Samruddhi Abhiyan

While we were implementing educational programs in rural Government schools within Kanakapura taluk, we observed that basic hygiene and cleanliness in schools was neglected, mostly due to ignorance and lack of awareness. We joined hands with Sikshana Foundation and designed a unique program called "Samruddhi Abhiyan" to create awareness on cleanliness and hygiene not only among students but also among parents, teachers, and the School Development and Monitoring Committee (SDMC) of Kanakapura taluk.

The program focused on four different components:

- Quality Education – Empower children with the right knowledge
- Clean Environment – Maintain a cleaner, sustainable environment for themselves
- Sports - Physical well-being and spirit of collaboration through sports and athletics
- Extracurricular activities - Platform to exhibit creativity and promote culture

In 2017-18, Samruddhi Abhiyan was implemented in 127 government higher primary schools and 34 government high schools in Kanakapura. A competitive environment was created among the schools for effective implementation of the program and the winning teams were awarded cash prizes. The program has benefitted 13395 students.



Students participating in various cultural programs

Project started: 2017 | Lives impacted: 642 children | Beneficiaries for 2019-2020: 214

Dignified livelihood against all odds

AMBA

The intellectually challenged are perhaps the most marginalized section of society. They need alternative methods of training and employment for their livelihood. Our charter on livelihood and disability aligns with AMBA's program where intellectually challenged youngsters over 16 years of age with moderate to severe intellectual disability, are trained in computer data entry and in social and behavioral skills such that they earn their livelihood with dignity. The program uses innovative teaching methodologies to enable youth with requisite skills and helps them become employable in a supportive environment.



AMBA team and students

Project started: 2014 | Lives impacted: 1070 youth | Beneficiaries for 2019-2020: 247

Early intervention helps prevent disability

Sparsh Foundation

To alleviate the burden of disability at a very early stage, especially among the rural children from economically weaker sections, we engage with Sparsh Foundation and Association of People with Disability (APD), to sponsor orthopedic corrective surgeries, which help children have mobility. Every year, Sparsh Foundation conducts field screen camps to identify children with disabilities and undertakes orthopedic correction surgeries and post-operation physiotherapies through SPARSH hospitals' VACHANA program.



Children and their parents during the surgical camp inauguration at SPARSH hospital

Project started: 2010 | Lives impacted: 819 children | Beneficiaries for 2019-2020: 15

She is not letting Down Syndrome control her life

Spastics Society of Tamil Nadu (SPASTN)

SPASTN helps children with disabilities through early detection, early intervention, post-corrective therapies, and school readiness interventions at their Community Based Rehabilitation (CBR) Centers. SPASTN conducts various programs on disabilities to create awareness on dealing with situation.



Special education session in progress.

Sheena is a 10-year old child. Her father works as a daily wager and her mother is a homemaker. Sheena has one elder sister studying in 11th standard.

During her birth, the doctors diagnosed that Sheena has Down syndrome. Little did the parents know how to deal with the condition. Without any awareness or support, they went on with their lives for six years. When Sheena was six, her parents brought her to the Vaniyanchathram CBR Centre. At the center, she did not make an eye contact and was hesitant in speaking with others.

The SPASTN team started teaching her by using flashcards from numbers 1 to 5 and matching primary colours and shapes. The Oro motor exercises were given for speech improvement and Sheena was encouraged to play with her peer group. The special education teachers taught her activities for daily living (ADL), self-hygiene, self-dressing, applied for her disability ID card and helped her receive maintenance grant.

Sheena is now studying fifth standard at a nearby Government school. She is able to identify primary colors, write numbers, identify shapes, mingle with her peer group, and take care of her daily activities.

There are several Sheenas at SPASTN who have challenged their developmental condition and are becoming self-sustained.

Project started: 2014-15 | Lives impacted: 1488 children | Beneficiaries for 2019-2020: 305

Standing for self

The Association of People with Disability (APD)

Children with disabilities in rural areas do not have access to disability related services and their parents cannot afford due to their difficult socio-economic and environmental background.

Mindtree along with APD conceptualized a multipronged approach to alleviate the pain of such children. From home accessibility, hygiene, government welfare/disability benefits, early corrective surgery, physiotherapy, mobility aids, school accessibility and provision of special education teachers, we support APD in their efforts to transform the lives of these children. Today, 176 community schools are supported, and five government schools have been transformed into model schools in Vijayapura taluk.



A child in Vijayapura using her mobility aid

Here's a poignant story of Shiva's resilience.

Since birth, Shiva was not able to walk, stand, had poor coordination skills, and always depended on his mother. He was brought to APD at the age of six, which is when he underwent corrective surgery. Shiva was then put through several other interventions from physiotherapy, locomotion to mobility before he started showing progress.

Shiva is now able to stand by himself, has indoor mobility, can independently manage daily activities, and goes to school. The mobility aids help him go outdoors on his own. Shiva is now ten years old, is trying to be functionally independent, and is inspiring several others to do so.

Project started: 2014-15 | Lives impacted: 1488 children | Beneficiaries for 2019-2020: 305

Weaker background but a stronger future



Children at a KSCCW function

It is a fact that many children with disabilities don't have access to medical treatment or special education due to utter poverty in their families and are deprived of basic educational and medical facilities. KSCCW identifies such children from economically weaker backgrounds and supports their education, their medical treatment, assistive devices, and physiotherapy.

Project started: 2013

Lives impacted: 450 children

Beneficiaries for 2019-2020: 85

Karnataka State Council for Child Welfare (KSCCW)

Empowerment through education and self-reliance



In its livelihood program, KSCCW aims to bring positive social and economic change in the lives of young abled women from economically weaker sections residing in the urban area. The program offers a 10-month comprehensive training in child development, preschool education, health, physiotherapy, nutrition, social work, computer education, and spoken English, that enables them to work in preschools, foster homes, childcare institutions, special schools, and not-for-profit institutions.

Project started: 2014

Lives impacted: 203 women

Beneficiaries for 2019-2020: 40

Recognizing the role model individuals and organizations

NCPEDP – Mindtree Helen Keller Awards

Mindtree Foundation collaborates with National Centre for Promotion of Employment for Disabled People (NCPEDP) to create awareness about job opportunities in the organized sectors for PwD, and to lobby with the Government agencies to bring in many changes in improving the lives of PwD.

One of the proud outcomes of this engagement was the legislature of the new Rights of People with Disabilities Act (RPWD Act 2016). This Act replaces the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995. It fulfils the obligations to the United National Convention on the Rights of Persons with Disabilities (UNCRPD), to which India is a signatory. The Act came into force during December 2016.

In this act, the number of types of disabilities covered was increased from 7 to 21 and employment quota was increased to 5% which is an eye opener for the industry.

In addition, Mindtree and NCPEDP instituted "THE NCPEDP - MINDTREE HELEN KELLER AWARDS" - the most prestigious Indian benchmark to honor individuals and organizations that work towards promoting employment opportunities for people with disabilities under 3 categories:

1. Role model person with disability
2. Role model supporter of increased employment opportunities for people with disabilities
3. Role model companies/NGOs/institutions

In 2019, this award was given to 7 role model individuals and 5 role model organizations.

Mr Debashis Chatterji unveiling the new NCPEDP logo



Enabling self-reliance

Gram Tarang Employability Training Services (GTET)

This unique livelihood program is implemented in rural Odisha, for youth with hearing and speech disabilities from economically weaker sections. The training is a combination of vocational skills, cognitive and practical abilities, social and behavioral skills and prepares the youth to be employable in specific industries. GTET provides livelihood skills training in carpentry, quick service restaurants, and industrial sewing machine operation.



Students of Gram Tarang

Project started: 2015 | Lives impacted: 1112 youth | Beneficiaries for 2019-2020: 250

Here's how Sheena gained her identity and financial stability.

Sheena is the youngest child of a daily wage family. Her parents were unaware about her disability until she was five. They realized it on a fateful day when she didn't respond to their loud calls. Doctors confirmed that she had hearing impairment since birth and suggested that Sheena be admitted in a special school. Sheena's financially unstable family couldn't afford a special school and somehow managed to admit her in a regular school. Sheena had a trying time at school as other children teased and bullied her to an extent that she felt ashamed of her situation. She discontinued her education after tenth standard, as her parents couldn't afford her school fees anymore.

Sheena then joined GTET to be trained in Retail and Hospitality trade. She was initially a shy student, but the counseling and guidance from her teachers made her adapt to the new environment, helping her make several new friends. Yet, her father doubted her skills, as she is a person with disability, and considered her as a burden to the family.

All these challenges only made her stronger and determined to have her own identity. After completing her training in GTET, she joined Café Coffee Day as a café brew master. The initial fear and confusion gave way to relentless focus and confidence. Today, she is a popular staff member and a star performer. In Sheena's words, "All our dreams can come true, if we have the courage to pursue them."

Giving life a second chance

Bengaluru Central Prison



Mindtree Foundation in collaboration with BRDO runs a skill development and livelihood program for the inmates of Bengaluru Central Prison. Inmates are trained in tailoring, embroidery, computer data entry, mushroom cultivation and gardening.

This program was implemented for the following reasons:

- *Inmates divert their attention to progressive activities helping them reduce their mental health issues*
- *Earn daily wages while serving their term*
- *Opportunity to reduce their sentence through remissions, or go out on parole for any family emergencies*
- *Learn various skills that help them earn a livelihood and become financially independent once they are released*

Project started: 2017-18 | Lives impacted: 365 inmates | Beneficiaries for 2019-2020: 120

Prison Radio Station



Inauguration of the radio station at Bengaluru prison

Music is therapeutic

Mindtree Foundation launched a radio station within the prison, for the benefit of more than 5000 inmates. Around 40 prison inmates and personnel were trained as radio jockeys by the team of Radio City 91.1 FM, who also provided complete technical consultation services for setting up this radio station.

This initiative aims to use music as a therapeutic medium to relieve mental stress and anxiety and infuse positive energy amongst the inmates. The radio program also creates awareness on various topics and disseminates news on current affairs.

I've earned my livelihood and my respect

Urban Micro Business Center (UMBC)

Mindtree Foundation in partnership with UMBC brings a positive social and economic impact in the lives of youth and women residing in the Kargil slum located on the outskirts of Bhubaneswar. Women receive skills training and infrastructure support to run Meals on Wheels food service centers and beauty salons. The program also trains youth in local market surveys relevant to low-income micro-enterprises.



A UMBC student working at a food store

Here is an inspiring story of Seema who is associated with UMBC for three years now.

Seema hails from a village in Odisha. Nine years ago, she was compelled to move out, owing to family disturbances. She landed at a slum in Bhubaneswar in search of a secured life and livelihood. Seema started her work with a financing company and later worked in a social organization – in both the firms the salary that she received was uncertain and untimely. Struggling to survive, she noticed the UMBC next to the slum area, and eager to learn something new and earn more income, she joined UMBC as a community mobilizer with a stipend of Rs. 4000. Working at UMBC for two years increased her confidence, her professional skills, and she learnt computer skills, office management, beauty, wellness, and store management.

Today, Seema manages the center's stocks and inventory and is now the interface between the community and UMBC. Every month, Seema contributes Rs. 6000 - 7000 to her family. UMBC has given Seema financial security and has helped her regain respect from her family and society.

Project started: 2014 | Lives impacted: 780 | Beneficiaries for 2019-2020: 89

Skills for an alternate livelihood opportunity

BEEM Rural Development Organization

Migration is a complex phenomenon burdened with multiple psychosocial consequences, and one of them is a poor quality of life of the migrant community.

BRDO was cognizant of the issue and through its free livelihood and skill development program, it ensures that youth and women are trained to earn alternate source of income in times of distress or drought. Women complete their household work and then come to the center for training. 80% of students are women. People from 100 villages in and around Tumkur district are trained. At any point in time, 5000 people are in the waiting list to be trained

While most of them are self-employed, BRDO proactively strives to place the trained youth in suitable industries, within the vicinity of their villages and thus prevent migration.



Women getting computer training at DRDO center

Here's the story of Malathi, who became a breadwinner for her family.

Malathi hails from Byeranahalli village of Korategere taluk. Her husband is a farmer and the couple have a 7-year-old son. Malathi's husband depends on seasonal rain to grow crops and with incessant drought and lack of water resources in his village; he struggles with finances to manage his family expenses. He couldn't afford to send his son to school either. Malathi wanted to support her family but she had not completed her education and she couldn't afford a paid training course, which made her feel helpless and dejected. One day, a neighbor mentioned about BRDO's free training program. She immediately enrolled for the tailoring and embroidery course. She successfully completed the training and wished to set up of her own tailoring shop in her village. BRDO helped her get a loan from the local bank for setting up the shop. Today, she earns Rs.9000/- per month through tailoring. She is able to send her son to school and take care of her household expenses.

Project started: 2014 | Lives impacted: 6805 | Beneficiaries for 2019-2020: 1800

Events conducted by Mindtree Foundation The Mindtree RRRun



Paneesh with support staff at the RRRun event

Healthy mind in a healthy body

We care for the physical health and wellbeing of our Mindtree Minds. Along with the initiatives that focus on wellbeing, we sponsor and organize the RRRun event in collaboration with Rotary Bangalore Rajarajeshwari Nagar Centennial.

The first RRRun event was conducted in 2015. The fifth edition of this event was organized in February 2020 and was a grand success with participation of more than 3700 runners. What made it even more special was the active participation from more than 150 Mindtree support staff. The proceeds from the run were used for various social causes.

Mindtree Inclusivity Day



Mindtree minds, Prashanth Kamath and Priyanka felicitate Ms. Malathi Holla

Joyful Celebration

Mindtree completed 20 glorious years of its existence. To commemorate this stupendous milestone in a meaningful way, Mindtree Foundation chose the theme as "Inclusivity Day". As part of this celebration, we invited and honored champions of disability like Padma Shri Ms. Malathi Holla, the Indian Blind Cricket team, Paralympic champions who demonstrate that physical or mental ailment cannot stop anyone from moving ahead in life and achieving their goals. We also honored our NGO partners working in the disability sector.

We organized several cultural events in which Mindtree Minds across India and global locations participated in these events of togetherness and brought forward the essence of inclusion with creativity. We salute each one who was part of this inclusive and joyful celebration.

Mindtree, being a global organization, ensures that all its CSR initiatives are implemented in Indian and global offices with equal enthusiasm and encourages all Mindtree Minds to be the givers.

Here are stories of giving from our Mindtree global offices.

Europe

Mindtree Minds based out of Europe involve themselves in unique forms of giving, such as:

- 'Sleep Out' to help raise awareness and funds for Railway Children. Mindtree Minds sleep on platforms on cold winter nights to raise the much-required attention
- Involvement with Sikh Welfare and Awareness Team (SWAT) to provide food and drinks to the less fortunate and homeless people





America

Mindtree Minds across North America participate in diverse initiatives to bring the much-required smiles on the faces of the under-privileged. From volunteering at the Children's Hunger Fund warehouse in Dallas to feeding the hungry at the Grace Market Place in Florida to a Heart awareness run, the team is showing a different dimension of Giving.



Singapore

Mindtree Minds and their families in Singapore have chosen a variety of Giving activities. They range from cleaning the beach side and making them an enjoyable experience for all the visitors to collaborating with Willing Hearts, Singapore to feed the underprivileged. It's a delight to see the young ones participating enthusiastically.



Middle East

People are perhaps the largest source of beach side debris. A clean beach side can be a very exciting place for families and children. Mindtree Minds in Middle East regularly participate in beach side cleaning activity to make it a healthy experience for the visitors. In addition, the Middle East team actively participates in several Giving activities led by the leadership team.

Australia

The Mindtree team at Australia is pretty active in Giving as they participate in several internal and external programs. Recently, the team chose to support the Salvation Army that runs a program called Hope Pantry, to feed the homeless population in Sydney. Mindtree Minds purchased foodstuff as per a list provided by Hope Pantry. Additionally, the Mindtree Australia team sponsored The Chappell Foundation 2020 Annual Dinner for the homeless youth of Australia. One of Australia Mindtree Minds took part in the Great Cycle Challenge in October 2019, and raised funds to support the Children's Medical Research Institute to continue their research in finding a cure for childhood cancer.



Mindtree Foundation Awards

Mother Teresa Award for Corporate Citizen

The Mother Teresa Award for Corporate Citizen, instituted in 1998, is conferred on companies that show exemplary social commitment, render service to society, care for the environment, and follow scrupulously ethical principles in business.

In 2019, Mindtree received this prestigious award in recognition of its significant contribution to empowering and making a difference in the lives of orphans, differently abled, and the marginalized. Mindtree was appreciated for its mindfulness in its responsibility to the communities and its people-centric culture within the organization.



Paneesh receiving the Mother Teresa Award

Rotary Karnataka CSR and NGO Award

Mindtree Foundation was awarded the "Rotary Karnataka CSR and NGO Award" for 2019-2020 under the 'Skill Development and Livelihood' category. Dr. Ashwath Narayan C.N., Deputy Chief Minister, Karnataka, gave the award to the Mindtree Foundation team.



Moses and team receiving the award from the deputy chief minister of Karnataka

Our special thanks and gratitude to our partners

**Ravi Kumar - Founder and Trustee,
BEEM Rural Development
Organization**

**Sugandha Sukrutaraj – Founder
and Honorary CEO - AMBA**

Our Partners

Anshu Gupta – Founder, Goonj

The partnership of Goonj and Mindtree is important on two aspects:

1. The remote areas we are reaching out, especially the tribal belts where not many institutions work
2. The issue of menstrual hygiene is largely an untouched issue and the partnership is taking it up in a comprehensive way

In the relationship of CSR or corporates and voluntary organization, what is important is valuing each other for what each of the entity stands for. Very important to see the issues through the lenses of those practicing on ground organization instead of deciding the issue or approach at a larger city office level. And this can only happen if we the corporates, the social development organization and the grass root people work together.

Dr. Mukti Mishra – Co-Founder and Chairman, Gram Tarang Employability Training Services (GTET)

The experience with Mindtree foundation has been gratifying and often invigorating because unlike any other partnerships we have their conclusive engagement. The foundation's model is to institutionalize a particular initiative, and with their support, we launched the training program for differently abled youth. We have a long-term commitment from Mindtree foundation and this is a key factor for making NGO and corporate relationship successful.

Sudha Raghunandan – President, KSCCW

Mindtree Foundation has played a vital role in strengthening 2 key programmes of KSCCW by way of supporting its growth and consolidation for the past 5 years (from 2015). The experience in this process has mostly been very positive. Representatives from Mindtree Foundation have taken great interest in meeting our women and children who are part of the program.

Venkata Rama Krishna Nakkina – CEO, Association of People with Disability (APD)

APD is proud to be associated with Mindtree Foundation since 2014-15 through the Sanchalana project providing mobility aids to children with special needs.

Since that small beginning, Mindtree Foundation has been a partner who gave more than a cheque. They challenge our thinking, help us expand the horizons of our engagement, and are an independent sounding board for APD. The team members are passionate advocates for social change. This makes the task of bridging the corporate – NGO worlds, far easier in this partnership.

We are proud to say that the contribution from Mindtree has helped children with special needs to become

- Independent and confident
- Participative
- Reduced burden on parents
- Less vulnerable to secondary complications
- Improved mobility
- Included in society

Somya Nand – Founder Director, Gubbachi

The team members of Mindtree Foundation have demonstrated a deep understanding of the issues of the social sector, in general, and education for the underprivileged, in particular. As an implementing organization, we are often asked hard questions by the Mindtree Foundation members, which help us, strengthen our intervention. There have been cross-linkages created which help NGOs benefit from each other. For e.g. we use wooden dice for our Teaching Learning Material. We were connected with a resource in Channapatna, a traditional toy-making hub in Karnataka. This collaboration resulted in the creation of livelihood for the craftsmen there and good quality eco-friendly materials for us for the Government school classrooms.

Rukmini Krishnaswamy, Director Spastics Society of Karnataka

The partnership with Mindtree immensely helped SSK in screening and enhancing learning outcomes of children in government schools. This has been done through Maximizing their potentials; Working with teachers to make adaptations in teaching practices; Working with parents for understanding the need of education. In course of time this has increased the confidence of the children thus making a change emotionally, economically and in their future livelihood.

Ramji Raghavan – Founder, Agastya Foundation

It has been a wonderful journey with Mindtree so far. As a key partner, we appreciate your support for Agastya's movement - To sparking curiosity, nurturing creativity & instilling confidence in underprivileged children in the region of Pune & Kanakapura (Bangalore). With this support, Agastya has reached around 14,000 children & 270 teachers through Lab on a Bike, Campus visits, and Quiz programs. We look forward for more fruitful collaborations to build a nation of solution seekers and tinkerers.

Jayashree – Director, Spastic Society of Tamil Nadu (SPASTN)

SPASTN's relationship with Mindtree Foundation has always been "interactional". The team regularly engages us in a dialogue with our organizational head, project coordinator, and field staff to understand the needs and service gaps of the stakeholders we serve. So conversations usually go around "Improving performance-assessment and accountability" as well as emerging needs of the community we serve. Mindtree Foundation understands that SPASTN always promotes the value of 'Person and Family Centered Care' and so they support training of parents as part of service delivery.

Mindtree Minds - The real soldiers on the giving field



Ashraf Kattikkunnan

All the great things are simple, and many can be expressed in a single word: love, justice, honor, and thank you Mindtree foundation for allowing me to do good things in a simple way.



Mukthiyar Syed

Volunteering for Mindtree Foundation events has not only taught me to serve others, but also how small acts of kindness to others bring joy to one's own life.

Sailesh Kumar Mishra

At Bhubaneswar, we are a group of enthusiastic people who want to make a difference in society. The primary aim is to create a healthy society, help people with whatever resources are available with us. With guidance from Mindtree foundation, we collaborate with many organizations in Orissa and contribute to many social causes.



Dnyaneshwar Mankulwar

I have been part of Mindtree Foundation CSR activities since 11 years and I enjoy participating in each activity. Also, the smiles and blessings we receive from the people whom we serve, motivates me to continue with these activities.



Volunteers



Bharathi Chandrappa

I am eternally grateful for everything Mindtree Foundation taught me, Thank you for helping me improve my thoughts, be more kind, and for giving me an opportunity to help society.



Shравanthi Madala

It's a great experience working as a volunteer for Mindtree Foundation, where we feel we are responsible for the wellbeing of our society. In the busy schedule of our professional lives, we never bother to observe what's happening around us. Mindtree Foundation introduced me to society, and gave me an opportunity to contribute and make a difference even if it is small and I am able to bring a smile on many faces.



Naveen Shanmugam

Working with Mindtree Foundation has been an overwhelming journey since my first (Technologists for Social Action) TSA trip. What started out as a mere mundane activity has now become important. I now participate in all Mindtree Foundation activities and am proud to be a part of the core volunteer team.



Sudhanshu Sekhar Shadagi

My heart and soul are to work for society. Although I'm in the R&D Bluetooth division, I still take out time for the foundation activities because I feel happy to help and see a smile on people's face.



Abhishek Agrawal

Volunteering is a stress buster for me. It has taught me the greatest thing of my life: "A Smile is a universal language", you can communicate with every kind of people with a smile.

Note for Mindtree Foundation Head



**Abraham Moses & Team
Good Samaritan and Head
of Mindtree Foundation**

Thank you very much for taking the time to go through this report. I hope you've enjoyed reading and hope this has inspired you further in your journey of giving.

We often use the phrase – "Giving back to the society". I feel that this is more of a mindset than a phrase that we all as individuals need to inculcate. We have all taken more from this world than what we need, and hence the need for us to give back to society. It is our collective responsibility to give to society and ensure that people around us are equally happy.

As for me, I have had the blessing of several individuals, rather several givers during my formative years who have given me shelter, food and education. I'm forever grateful to them. Which is why, I have made it my life's goal to pass it on. It is when the receiver transforms into a giver, that a society truly starts to flourish. We are entitled to give. It is every human's contract with society to give back.

I do 2 things every night before I go to bed,

1. I ask myself - Did I give enough today?
2. I thank all my givers.

I take this opportunity to thank my organization, Mindtree leaders, the CSR board, all Mindtree Minds, volunteers across all Mindtree locations, and my NGO partners, for their constant support and encouragement, which has enabled us to achieve our milestones every passing year.

#BeTheGiveR

Audit Report

An external audit was conducted to measure the social impact that we are creating. We are happy to share some key snippets from the audit report 2019-2020.

Quotes from the report:

Quality and access to education is the major concern in rural areas, leading to very poor quality of education imparted in rural schools, hardly fulfilling the needs of education. To address this issue Mindtree has taken up projects that enhance the learning skills among rural children.

The education programs were designed to reach the most needy and vulnerable sections of society such as children of migrant workers and people below poverty line. The programs were conceptualized keeping in mind the urgent need to reduce the number of school dropouts, to address disparities arising due to their family environment and to give them equal opportunity to be mainstreamed into the government schooling system.

Social impact on rural children, adolescents and women through Education projects:

- Reduced education disparities
- Mainstreaming of children from disadvantaged backgrounds
- Reduction in school dropouts
- Increased self-confidence among rural children
- Equal opportunities for tribal and migrants children
- Improved scientific temper
- Independent thinkers
- Better health and wellbeing among tribal women

Disability is a complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which he or she lives. Overcoming the difficulties faced by people with disabilities requires interventions that not only address the physical barriers but also removes environmental and social barriers. To address these issues, Mindtree has identified 6 partners across 4 states in India who work in identifying, rehabilitating and educating persons with disability (PwD).

The programs are all aligned as part of Mindtree's charter to address the needs of PwD who require physical support, and a supportive environment that nurtures, encourages and cultivates their strengths.

Social impact on rural youth with or without disabilities, through projects in the livelihood sector:

- Improved quality of life of children
- Improved coping skills amongst children and families
- Improved self-confidence
- Inclusion of children in educational institutions
- Reduced dependency on caregiver
- Reduced health disparities
- Reduced educational disparities
- Rebuilding life of child with PwD
- Modified self-identity
- Progress in activities of daily living

Social impact on rural youth with disabilities through projects in the disability sector:

- Sustainable livelihood
- Higher self-esteem
- Higher economic and financial independence
- Attitude change in family as PwD turns from liability to asset
- Employability
- Improved quality of life
- Self-reliance among youth

Livelihood opportunities in rural areas bring about socio-economic transformation in the living conditions of rural people, especially for women. With this intention in mind, Mindtree Foundation has implemented four livelihood projects focusing on women and youth hailing from rural areas, slums, and inmates of Bengaluru Central Prison.

Skilling of youth and women helps address the requirement of two sizeable vulnerable sections of society. The programs crafted by Mindtree have taken into account the needs of these two target groups and have effectively addressed them.

Specialized skill trainings like Tailoring, Embroidery, and Computer Skills etc. were provided to the youth while the women were trained to become special educators, crèche teachers, caregivers, etc. In addition to providing women and youth with technical skills, the programs prepare them to be job-ready by providing a multitude of trainings on soft skills, spoken English, public speaking, confidence building, self-grooming and handling interviews.

Social impact on rural women and youths through Livelihood projects:

- Sustainable livelihood
- Alternate employment opportunities generated
- Increased employment opportunity for women in the organized sector
- Equal opportunities for women
- Boost in local economy
- Women in leadership roles
- Micro enterprises created
- Improvement in women's social status
- Personal happiness of beneficiary
- Improved role in decision making related to family matters

All the three verticals have a 4+ score indicating that the performance of all the projects implemented by Mindtree Foundation were HIGHLY SATISFACTORY.



Auditing Company: Social Audit Network (SAN)

Auditor Name: Latha Suresh, Director, SAN



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