

# CSR Annual Summary Report

2024 - 2025





## Technology with Purpose: Connecting Hearts, Scaling Impact



**“At BGSW, we believe technology is more than code - it is compassion in action. Every innovation we create, every platform we build, is a step toward a world where opportunity is inclusive, sustainability is non-negotiable, and collective progress is achieved. Together, we are not just shaping the future of business - we are shaping the future of humanity.”**

**Shilpa Deodhar** Head - Corporate Social Responsibility

At Bosch Global Software Technologies (BGSW), our CSR journey continues to be guided by the tenet: here to serve with love and compassion, nurturing inclusive communities, caring for our environment and ensuring a sustainable future.

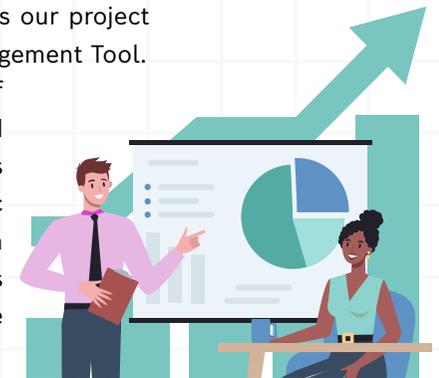
### Accelerating volunteerism with CoCo

This year, our volunteers designed systems for our associates. We conceptualised CoCo (Community Connect) - a volunteer management application for a unified volunteering experience. This was developed by a talented team of BGSW volunteers in collaboration with the CSR team. New associates breeze through a streamlined registration flow, while active volunteers track their live cumulative hours on a personal dashboard. Contributing more than 24 hours in a year self-generates a certificate - a small, timely nudge that celebrates consistency. A live engagement calendar consolidates every ongoing engagement across locations so you never miss a chance to give back. CoCo is more than an app; it is a culture-carrier that makes Personal Social Responsibility visible, rewarding, and easy to scale.



### Measuring what matters

To strengthen transparency and learning across our project portfolio, we onboarded the CSR Impact Management Tool. The tool enables monitoring and evaluation of project milestones and impact indicators, and equips our teams and partners with dashboards that can be sliced by location and thematic area. This single source of truth helps program managers course-correct faster, align resources where they matter most, and communicate outcomes with clarity.



### Where DEI, Sustainability, and CSR meet

Our work affirms a core belief: Diversity, Equity & Inclusion (DEI), Sustainability, and CSR are not parallel tracks - they are a mutually reinforcing loop. Inclusion shapes who all benefit from development; sustainability shapes how we deliver it; CSR reinforces where and why we act. From accessible technology and assistive innovations to climate-resilient livelihoods and inclusive skilling for PwD, we continue to integrate these lenses by design so outcomes endure, reach the underserved, and reflect community voice.



### Governance that keeps pace with growth

Last year, we constituted the CSR Steering Committee - with representation from diverse BGSW functions - to sharpen strategic oversight and elevate cross-functional accountability. This year, we have complemented it with an operational CSR Policy Manual that standardises processes across project selection, due diligence, partner management, volunteering, communications and impact reporting. Together, these steps enhance speed with stewardship.



### Assurance and continuous improvement

An external audit of our CSR operations reported no critical observations. A handful of minor process improvements were suggested, and action plans are already underway. This validates the robustness of our governance while reminding us that excellence is a journey, not a milestone.



### CSR Landscape Study for BGSW

Our Tech4CSR pillar continued to evolve, reflecting BGSW’s strength in building technology “invented for life,” including solutions that expand accessibility and agency for beneficiaries. In the coming year, we are commissioning an independent landscape study with a third-party consulting firm to deepen alignment between our CSR focus areas and business strategy - so our competencies, partner ecosystem, and community needs converge for systemic, scalable impact.

The Landscape Study was initiated to analyse a detailed overview of current CSR trends, industry-specific challenges, and key insights into stakeholder expectations and regulatory pressures. The overall study aims to understand Bosch’s business and social values by engaging with the CSR Leadership team, Board, Steering Committee, and volunteering groups to gather their insights on past interventions, challenges, and their vision for the next 3-5 years. **The culmination of this research will be a first draft of a strategic roadmap plan for FY25-26 and beyond.**

### Awards

BGSW has emerged as the winner of Corporate Social Responsibility Award under Large Category at the 13<sup>th</sup> VDMA Mechanical Engineering Summit held in Pune on 18<sup>th</sup> October 2024.



BGSW CSR was recognised with the Excellence in Collaborative Innovation Award for its support of the Robert Bosch Centre for Data Science and Artificial Intelligence at IIT Madras. The centre was established in 2017 and supported until 2022 with the vision to achieve global prominence in the areas of Data Science and Artificial Intelligence research by conducting fundamental research and creating top-quality researchers and intellectual property. These efforts aim to deliver significant societal impact.

[Link](#) 

**“Thank you to every Bosch leader, volunteer, NGO partner, community member, and government representative who co-created with us.”** - Shilpa Deodhar



**720+ acres**  
of land restored under afforestation  
and water conservation projects

**23.12 K**  
Direct Beneficiaries  
Impacted

**320 M**  
Litres of Water  
Conserved

**10.8 K**  
Saplings planted  
with 47+ species



**1.12 K**  
Direct Beneficiaries  
Impacted

**9.5 K**  
Hours of Care  
Services provided

**79350 Sq. ft**  
of built area

**203**  
social assets  
provided

**1.62 K**  
Direct Beneficiaries  
Impacted

**10.29 L**  
Economic Value  
Generated

**5.7 K**  
hours of care  
services provided

**29.7 K+ sq. ft**  
Built area across shelter homes and PWD projects

Environment

Healthcare



# Impact Snapshot

Community  
Development

Education

**36.76 K**  
Direct Beneficiaries  
Impacted

**64**  
upskilling and micro  
improvements enabled

**487+ Hours**  
of training enabled

**20.7 K**  
Schools Impacted



Tech4CSR

**24.17 K**  
Direct Beneficiaries  
Impacted

**109 K**  
Usage of  
accessible content

**36+**  
upskilling enabled





## Tech4CSR : Vision Empower

*Teaching children with visual impairments has always required a different kind of patience and creativity. Unlike sighted students, our girls couldn't rely on visual memory - so concepts often felt abstract, and gaps in understanding were common.*

*But everything changed when a new play-based learning approach was introduced, blending games, tactile activities, and assistive technology. Suddenly, math and science weren't just subjects - they became experiences. With tools like the Hexis Braille device, our students now read the morning news independently during assemblies. It's more than just literacy - it's confidence, voice, and visibility.*

*Math, which once felt intimidating, is now a favorite. Concepts like addition and division come alive through interactive games and real-world connections. One of my youngest students recently held up a bangle and said, "Circle!" Another pointed to a samosa and said, "Triangle!" That moment told me everything - learning was no longer confined to the classroom.*

*Technology has especially helped our younger girls, whose tiny fingers often struggle with Braille. With innovative tools and a hands-on approach, they're not just learning - they're thriving. They're applying lessons to everyday life, asking questions, and engaging with the world around them.*

*This transformation isn't just academic - it's emotional. It's about giving every child, regardless of ability, the chance to learn with joy, curiosity, and dignity. And that, to me, is the true power of innovation in education.*

**- Renuka, Teacher at Government Primary School for Blind Girls, Malakpet, Hyderabad**





## Designing an Accessible Resource Centre (ARC) for Visually Impaired Students

### Needs Assessment

In India, students with visual impairments have long been excluded from mainstream STEM education due to the lack of accessible learning materials. Most textbooks are only available in print, making it nearly impossible for blind or low-vision students to participate. This lack of access has hindered their ability to keep up with the curriculum and limited their academic growth.

### Implementation Partners:

Vision Empower

### Project Details

The project seeks to make STEM education accessible for over 32,000 visually impaired children in India through 400+ schools and 2,000 teachers. It tackles barriers like visual-based pedagogy and limited teacher training by introducing assistive technologies, accessible content, and capacity-building for STEM educators.



### Impact Overview

- In Bangalore and Hyderabad, the programme worked with 38 schools, reaching 356 teachers and 1,311 students, and benefiting 1,860 people overall through the use of 3,620+ assistive technologies.
- The project also enabled a built area of 880 sq. ft. of dedicated learning space, helping deliver over 800 hours of instruction, developing 36 key skills, and creating 413 social assets to strengthen inclusion and impact.

Link





### Smart Inclusion Centre - Accessible Devices and Technology

- The Smart Inclusion Centre was established, directly benefiting over 7,000 beneficiaries, with more than 350 youth trained in Assistive Technology and Assistive Devices.

### Skilling Programme

- 400 youth underwent comprehensive job-readiness training that enhanced their communication skills, confidence, self-reliance, and social integration, while focusing on placement strategies suited to their abilities and employer needs, resulting in 60% being placed in accessible and inclusive workplaces.

### Nature-Friendly, Climate-Resilient Precision Farming for Smallholder Farmers

- The project promotes Nature-friendly, Climate-Resilient Precision Farming (NfPF) to enhance food security, reduce environmental impact, and support over 14,500 smallholder farmers in Pune by using data-driven, climate-smart technologies - such as laptops, automated weather stations, IoT soil sensors, and sampling augers - to improve productivity, lower input costs, and drive overall rural development. Assets like laptops, automated weather stations, soil sampling augers, and IoT sensors for soil moisture, temperature, etc., were provided to the farm.

### Inclusive STEM: Empowering Visually Impaired and Low-Vision Individuals with AI-Driven Tools

- This project empowers blind and low-vision individuals through AI-driven tools - including a career discovery bot, conversational information access, and task automation modules - enabling users to explore inclusive careers, access critical civic information, and complete online tasks that were previously inaccessible.
- 20,404 users have been onboarded, with surveys estimating that 7,494 have found employment via the digital job access feature, and 14,459 users independently applied for government schemes. The platform has made 50% of the top 1 million webpages accessible, facilitated 105,064 career discovery and information access sessions, supports 12 Indian languages, and maintains a strong Net Promoter Score of 4.37.



## Education : Transforming Anganwadis in the Neighbourhood into Spaces of Excellence in Early Childhood Care and Education - Makkala Jagriti

### “From Helper to Heart of the Centre”

*I am 52 years old, and for the past 15 years, this Anganwadi has been my second home. In the beginning, I was seen as just a helper - someone who cleaned, cooked, and kept the children occupied. But I always felt there was more I could give, if only I knew how.*

*The training sessions opened my eyes. They sensitised me to the developmental needs of young children - their stages of growth, the importance of emotional security, and how early learning shapes their future. I began to understand how crucial it is to create a nurturing, stimulating environment. With this awareness, I transformed from a silent supporter into an active teacher.*

*Now, children enjoy 2.5 hours of uninterrupted, focused learning every day. I see the difference in them - more attentive, more expressive, and eager to learn. Their performance has improved, and their confidence shines through. Even when the teacher is away, I step in to guide the class. I never imagined I'd be trusted to lead learning - but here I am.*

*The Toy Library was a turning point. Watching children solve puzzles, share toys, and express themselves freely made me realise how powerful play can be. I learned how to guide their learning through joy.*

*Our centre also looks and feels different now. Clean toilets, a separate kitchen, and colourful murals have made it a place children want to come to. Parents trust us more. Attendance is up. Illness is down. And I feel proud.*

*“Eega nanu 'aaya' matra alla, makkalina belavanigege bembala needuva obba shikshaki.” Now, I'm no longer just a helper - I'm a part of their development, as a teacher. This journey gave me purpose and dignity.*

**- Jabin Taj, Anganwadi Helper, Bengaluru East Anganwadi Circle**





# District Education Empowerment Program

## Needs Assessment

India's education system, serving more than 250 million children, faces systemic and deep-rooted challenges - including a cumulative 30% dropout rate\* (UDISE 2023-24).

According to the National Achievement Survey (NAS) 2021, only 36% of Class 10 students across India were able to achieve the expected learning outcome level in mathematics. This reflects a significant learning gap at the secondary stage and low academic achievement.

The project strengthens the quality of education in government schools across the district/state by improving foundational literacy, increasing enrolment through the empowerment of teachers, headmasters, and district officials, and fostering active community engagement through parent-teacher meetings and volunteer programmes.



## Implementation Partners:

- Mantra Social Services – Karnataka and Telangana
- Vidhya Vidhai Foundation – Coimbatore
- Leadership for Skilled Education – Pune Zilla Parishad and Pimpri Chinchwad

## Project details

The programme takes a holistic approach to transforming public education across key districts by working with school leaders and district officials to address context-specific needs through targeted interventions.

By fostering peer learning networks, building leadership capacity, and enabling parent-teacher interactions, it strengthens every layer of the public education system.

## Impact Overview

### Sustaining Systemic Change

Across all regions, the programme directly impacted 32,000 educators in the Public Education System. A total of 24 upskilling initiatives were conducted, supported by 136 hours of training, handholding, the introduction of data-based decision-making in review meetings, and continuous monitoring mechanisms.

### Bangalore, Bidar, Kalaburgi, Raichur and Yadgir

- The project impacted 1.9L students, 50.8K parents, 5.7K teachers, and 1.8K headmasters.
- 69.8% of schools across 1,344 government schools in 4 Karnataka districts conducted quarterly PTMs, supported by training, monitoring, and process setting - strengthening headmasters' capabilities, enabling home learning spaces, open family communication, and better education practices.
- 90% of schools adopted structured morning assemblies with year-long calendars, daily discussion topics, and student rotations - building leadership, confidence, and public speaking skills.



- For the first time in Bangalore, a baseline FLN assessment was conducted across 4,042 schools in collaboration with DIET. Modules were created and shared, leading to measurable improvements in children's FLN competencies. This resulted in:
  - 12.48% increase in foundational literacy and numeracy skills across English, Kannada, and Maths.
  - 22% improvement in students reporting effective TLM usage by teachers.
  - 52% improvement in students reporting effective Activity-Based Learning usage by teachers.



## Coimbatore

The project impacted 1.6 L students, 3200 teachers, and 1200 headmasters.

- Reintegrating out-of-school Children (OoSC) led to the identification of key blocks, the revamp of existing learning centres, and the setup of 10 new ones. These centres provided academic support, skill-building, and community-led vision-setting, along with activities like 24 Origami workshops and 12 STEM sessions, significantly boosting student engagement and retention. They also enhanced the engagement and resource management skills of headmasters (HMs) and teachers. As a result, the number of OoSC has dropped to 9,219 - marking a 58% improvement in re-engagement.
- Formed the Anaimalai Steering Committee, comprising the District Collector, Chief Education Officer, Police, and Health officials, to address systemic barriers such as bus schedules and water supply timings that affected school attendance. This initiative led to actionable insights and improved coordination.
- Digital learning integration helped onboard and sustain 1,600 teachers. This strengthened educators' digital readiness and enriched classroom experiences, ultimately benefiting 20 district officials, 682 resource persons, 900+ headmasters, and over 1,11,730 students.

Video link



## Telangana

The project impacted 1L students, 2K teachers, and 15.4K headmasters.

- State-wide Parent-Teacher Meeting (PTM) Reform: Over 26,000 government schools were supported through 158 hours of training provided to 3,088 headmasters, teachers, and resource persons, enabling structured and meaningful PTMs. As a result, 62% of headmasters now regularly document meetings, 26% of parents actively participate, and state-issued agendas are being discussed - marking a shift toward institutionalised, data-driven engagement.
- Educators were trained in engaging methods such as role-based training, picture books, and show-and-tell sessions at workshops like the Young Orators Training programme to strengthen classroom interaction and student engagement. The Young Orators Club (YoC) was implemented across 1,761 schools in four districts,
  - Adilabad, Vikarabad, Narayanpet, and Peddapalli - training over 3,088 teachers and resource persons to enhance spoken English proficiency among students.
  - As a result, 31% of participating students advanced by at least one skill level, and there was a 14% increase in children achieving proficiency level, demonstrating the programme's strong impact in fostering critical communication skills and classroom confidence.
- A 10,000 sq.ft space at the Doulothabad Mandal Model Learning Centre (Vikarabad District) was beautified with artwork, while the children's section was enriched with 1,287 books, puzzles, and board games to encourage joyful learning.
- Social assets, collaterals, and handbooks were created to support awareness, training, and implementation at the school and district levels. The District Fellowship programme further showcased considerable impact by engaging 147 dedicated community volunteers who supported 1,703 vulnerable students across 105 learning centres, investing a cumulative 17,668 hours of engagement. This led to a 29.2% reduction in basic English-speaking level deficiencies, effectively addressing foundational education gaps.

Video link





## Pune Zilla Parishad and Pimpri Chinchwad Municipal Corporation

The project impacted 1.6L students and 10.2K teachers.

- The 2024–25 academic year focused on the Foundational Literacy and Numeracy (FLN) programme, aiming for all children in India to achieve FLN by Grade 3 by 2026–27. Leadership For Equity (LFE) embedded FLN across all workstreams - training, capacity-building, and advisory support - ensuring strong stakeholder ownership.
- Throughout the year, 17 Teacher Mentors conducted 1,949 classroom observations and 161 demo classes, benefiting over 700 teachers. In Pune district, 18 Teacher Professional Development (TPD) sessions led to a 19% improvement in teacher competencies. TM workshops also saw strong participation across 27 sessions, with a high attendance rate of ~83%.
- A WhatsApp ChatBot was developed and configured for the programme, successfully onboarding 16K+ users, and enabling user engagement with over 30K messages exchanged.

 Video link



## Model schools and Anganwadis

### Transforming Koramangala Anganwadis: Excellence in Early Childhood Care and Education

- 8 capacity-building workshops trained 45 teachers and 33 helpers in experiential, play-based learning and classroom management, overall supporting over 950 students with school readiness.
- More than 85% of Anganwadis have structured routines and dedicated activity zones that encourage independent learning, while 1,244 parents actively participate in structured PTMs, strengthening community involvement.
- Children now enjoy 2.5 hours of uninterrupted learning each day, as community members - after consistent sensitisation efforts - have begun visiting only during allotted slots instead of frequently interrupting learning hours for scheme-related services. This marks a notable shift in community behaviour, strengthening the learning environment for students.

 Video link



### Transforming Keeranatham Model School: Inclusive, Tech-Enabled Learning

- The Model School Development Project at Keeranatham supports 278 students and 7 teachers, aiming to transform the school into a tech-enabled, inclusive hub for learning and community growth.
- The project impacted 247 students and 13 staff members, with over 100 parents engaged. Key outcomes include 217 students attending spoken English sessions, 6 co-curricular activities, 8 community events, and one student clearing the NMMS scholarship exam. Infrastructure upgrades like CCTV, UPS, and classroom audio systems were also completed.



## Future Ready Skill Development

### Computer-Aided Learning and Digital Literacy in Government Schools

- The programme provided 1,156 students in government schools with access to digital technology, enhancing their foundational literacy, numeracy, and essential digital skills for the 21<sup>st</sup>-century economy.
- Students in grades 5–10 showed a 77% improvement in theory assessment scores from baseline to endline. 100% of the students progressed beyond the beginner stage.
- For Grades 1-4, literacy scores improved by 43%, while numeracy scores increased by 68%. In Grades 5–10, theory assessments reflected a 77% learning gain, and practical assessments showed a 100% improvement in students achieving advanced level scores (from 61% to 100%).

### Promoting problem-solving skills in Government Schools

- The Think and Make Kit helped students develop 150+ ideas and 27+ prototypes, helping improve problem-solving abilities and tinkering capacity.
- 300+ hours of educational sessions provided, and benefited over 385 students in skills like - critical thinking, creativity, risk taking, empathy, problem solving etc.

### STEM Tinkering Labs for Skill Development

- The project set up STEM Tinkering Labs in government schools, training grades 6-12 in digital skills and life skills while reducing barriers, resulting in 100% enhanced creativity, 98% improved teamwork, and 95% stronger interest in STEM careers.

- The baseline assessment, completed by 414 students, provided critical insights into their literacy, numeracy, visual, and processing skills, enabling the academic team to identify key improvement areas and effectively design the Level 1 training sessions.
- 2 groups with 3 students each represented the school for the Vaanavil Mandram competition organised by the Tamil Nadu Government, showcasing their work.

### A Digital Vision: Enhancing 21<sup>st</sup>-Century Skills

- The Pi Lab project equipped 5th to 8th-grade students in 2 government schools with 21<sup>st</sup>-century skills through the establishment of Computer Science and Tinkering Labs, aiming to enhance digital literacy, problem-solving, and computational thinking.
- The programme engaged 503 students across 2 schools, supported by 4 dedicated teachers, and active participation from 25 parents, reflecting strong community involvement.

[Video link](#)

## Scholarships

### SCALE Scholarships: Enabling Equitable Access for Marginalised Children

- The SCALE Scholarship (Scholarships Catapult Aspirations and Lead Excellence) is a transformative initiative aimed at empowering deserving, marginalised students across India.
- In FY2024–25, a total of 293 scholarships were awarded, accompanied by 14 laptops to further support academic success.
- Notably, 55% of the recipients were female scholars, reflecting a strong commitment to gender equity in education.



## Environment: Integrated Watershed Development – WOTR

*I've lived here all my life. This land - dry, cracked, and stubborn - is part of me. For years, we waited for rain that never came. We dug deeper and deeper for water, but the wells stayed dry. Crops failed. Money was tight. Many families left. Even I thought of leaving once. But I stayed. Maybe because this is my father's land. Maybe because I couldn't imagine life anywhere else.*

*Then one fine day the watershed work began at this village. Slowly, things started changing. We built small structures to hold water. I didn't believe it at first - but then I saw water staying in the fields longer. My crops looked healthier. I felt hope again. We were taught new ways to farm - ways that don't depend so much on the rain. I tried them and they worked.*

*And it wasn't just me. Gayatri from our village started making vermicompost from waste. Her vegetables look better than ever. Sheetal got a flour mill and now runs her own business from home. Earlier, we had to go far just to grind grain. Now, we go to her. People aren't leaving Massa anymore. We're staying. We're growing. We're smiling again.*

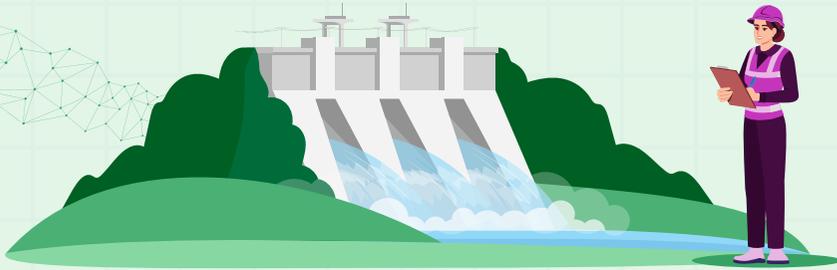
*This land gave me life. Now, I feel like I'm giving something back.*

- **Manojkumar, Farmer, Massa, Dharashiv, Maharashtra**





# Restoring Water Ecosystems Through Integrated Watershed Management



## Needs Assessment

This project was launched to address the urgent issues in Bidar (Karnataka) and Dharashiv (Maharashtra), where more than 70% of the farmland had become barren due to drought and poor farming practices. With little rainfall, farmers can manage only one harvest a year, leaving the land degraded and communities at risk.

**Implementing partner: Watershed Organisation Trust**

## Project Details

This initiative aims to tackle water scarcity and promote sustainable rural livelihoods by restoring ecological balance, enhancing water resources, and strengthening local communities. The focus is on soil and water conservation, water resource development, and climate-resilient agriculture, with an emphasis on long-term impact through community engagement and capacity-building via village-level training programmes.

## Impact Overview

- The initiative positively impacted 4,400 direct beneficiaries and generated an economic value of ₹24.6 lakhs.
- 93.5 million liters of water were conserved, with a surface storage potential of 209,000 cubic meters.
- Green coverage of 715 acres of land was enhanced, including:
  - 72 hectares under micro-irrigation
  - 533 hectares under organic farming
  - 125 hectares for fruit and vegetable cultivation
- Over 14.8 lakh sq. ft. of built area was created for gabion structures, drainage line treatment systems, renovations, desilting infrastructure, and other related developments.



## Afforestation and Biodiversity Restoration

### Wetlands Restorations for Promoting Biodiversity

- 12 biodiversity surveys completed for species analysis (over 260 species), to increase overall awareness and sensitisation of over 2000 beneficiaries.



## Conservation Seed Grants Programme

- The grant empowered 10 emerging conservation leaders, who are advancing work across India - studying topics like sea snake bycatches on the Malabar coast and documenting dragonflies in Kanyakumari. Over 50 species are being closely monitored through this initiative, and the team is building a global footprint with 30+ blogs, 5+ research papers, and 2+ articles planned for international conservation journals.

## Reinstating a Biodiversity Park

- 9250 Saplings were planted across Adraspally and Jaganguda village, with a 90% plant survival rate, aiding a green coverage of 3.5 acres. Additionally, 300+ kgs of plastic and weeds were removed, and 1 acre of land was de-weeded.

## Animal Welfare

### Enhancing Animal Shelter Facilities and Care

- An 845 sq. ft. garage was constructed to protect three rescue vehicles from rodents, sunlight, and rain, saving an estimated ₹50,000 annually in repair costs.
- A cattery for 19 cats, equipped with small houses, tunnels, scratch posts, CCTVs, and an incinerator, was created, improving their behaviour, making them more playful and relaxed. Additionally, the project completed 105 rescue operations, 780+ hours of care, and 720+ sterilisations.



## Rescue and Care Services for Companion Animals

- A total of 1,127 animals were rescued and cared for over 15,000 hours using the veterinary ambulance, while the community contributed 4,000+ hours to feeding local strays, vaccinations, and grooming.

## Animal Welfare Initiatives: Medical Care, Sterilisation, and Infrastructure Improvements

- 100% reintegration activities were completed for 500 animals, with vaccinations, surgeries, medical treatments, and sterilisations.
- Animal living conditions were improved through two key projects: a 500 sq. ft. cattery at the Trauma Centre, and the construction of a donkey shed, with upgraded facilities to enhance comfort and human interaction.

## Advancing Captive Elephant Management Through Sustainable Practices

- A 2,412 sq. ft. hydrotherapy pool was constructed for 6 handicapped arthritic elephants, helping reduce joint stress and pain, improve mobility and range of motion, strengthen muscles, enhance foot health, and slow the progression of degenerative conditions.
- Renovation of old wells, greywater recycling, and groundwater regeneration increased water holding capacity to over 6.9 lakh litres and significantly improved soil replenishment.

Media Recognition

Link





## Care, Recovery, and Release of Injured Wildlife

- Through this project, 656 injured, orphaned, or trafficked wild animals received specialised medical care, supported by two wildlife ambulances and an online knowledge bank, with structured efforts aimed at rehabilitating and releasing at least 60% back into the wild.

## Water Conservation



## Sustaining Urban Green Spaces: Plantation and Water Management in Kalapatti and Aerocity

- 800 plants were planted across the designated areas, and the bore well was renovated - including deepening and improving pump efficiency, helping resolve water flow issues and enhancing the overall sustainability.

## Rejuvenation of Choodasandra Lake

- The project positively impacted over 16,000 beneficiaries and 13+ species of fauna, while raising the water table by 2.9 feet.
- A 30,000 sq. ft. wetland was also restored, discharging 40,000 litres of water per day, with a vegetative submerged bed (VSB) functioning like a sewage treatment plant. This was completed alongside other infrastructure upgrades, including a security room and CCTV installation.

[Link](#)

## Waste Management

### Building a Resilient and Sustainable Ward in Adugodi

- The initiative has made significant strides in transforming waste management and community engagement in Bangalore. A total of 12 tonnes each of wet and biodegradable waste were processed, while green education programme and over 275 hours of door-to-door training helped improve awareness and active participation among residents.
- Additionally, a 3,500 sq. ft. Dry Waste Collection Centre was developed with semi-mechanised support, benefiting approximately 12,000 households. The initiative also focuses on empowering waste picker communities by providing training and opportunities to enhance their skills and earning potential

### Waste resource management in rural Telangana

- Construction of a 2,500 sq. ft. integrated waste resource management centre progressed significantly. Equipped with assets such as baler machines, electric vehicle autos, etc., it is expected to benefit over 10,000 people this year.

### Creating sensitised citizenry towards Sustainable Waste Management

- Over 14,000 individuals across 5 communities benefited through sustainable waste management, community development, and upskilling efforts.
- With continued effort over the last 3 years, Mestri Palya became South India's first urban poor settlement to fully adopt sustainable practices, with a Community Hub promoting SHGs and low-waste entrepreneurship.



## Community Development : Skilling & Livelihood of youth with Disabilities and Setting up a Smart Inclusion Centre - Youth4Jobs Foundation

*I couldn't walk until I was seven. Most of my early childhood was spent lying in bed, watching the world move while I stayed still. My right leg and both arms didn't work the way others' did, and even after therapy helped me stand, every step felt like a challenge.*

*I worked hard, studied, and earned a college degree. But when it came to finding a job, doors stayed closed. I knew I had the skills - but no one seemed willing to look past my disability.*

*Then came the Youth Training and Skilling programme. For the first time, someone saw potential in me. I learned technical skills, built confidence, and discovered how to present myself professionally. That training changed everything. Today, I work from home as a GO AI Associate at Amazon. It's not just a job - it's independence, dignity, and proof that I belong.*

*My friend Nikhil, who has a hearing impairment, faced similar struggles. After training, he now works as a Junior Software Developer at F5 Networks and proudly supports his family.*

*We've both come a long way. What we needed wasn't sympathy - it was opportunity. And thanks to this programme, we're building lives we once only dreamed of without creating dependency on anyone!*

**- Shiva Sunil, PwD Professional, Hyderabad**





## Skilling and Livelihoods for Youth with Disabilities: Establishing a Smart Inclusion Centre



### Needs Assessment

Many talented individuals face significant barriers to employment due to disabilities, leaving a critical gap in the workforce. Addressing this ensures a more inclusive economy where all skills are recognised and valued, enabling people to contribute fully regardless of physical or cognitive differences.

### Implementing Partner:

Youth4Jobs Foundation

### Project Details

The project implemented a comprehensive training and placement programme for youths with disabilities across Hyderabad, Bangalore, and Pune. This began with targeted recruitment drives and specialised training, which included food, accommodation, and mock interviews. Sensitisation workshops were conducted for IT and non-IT companies, while mentorship and career counselling supported participants throughout the placement process. Additionally, data collection and analysis with the Department of Employment Exchange & District Disabled Welfare Offices (DDWO) ensured effective outreach and tailored support for the youth.

### Impact Overview

#### Placements

Over 275 youths with disabilities were benefited by the project, among whom 60% were placed for jobs in the IT, ITES, or BFSI Sectors, while the remaining youths are expected to be placed in the next 6 months.

#### Job Drives

More than 15 job drives with 850 companies were conducted across multiple locations like - Hyderabad, Bangalore, Mandya, Avalahalli, Chikkamagaluru, Bagalkot, Raichur, Pune, etc.

#### Sensitisation initiatives

Workshops were held for over 50 HR personnel and senior managers in each location.

#### Stakeholder collaboration and data collection

The project engaged key stakeholders such as the National Career Service (NCS), Disability Welfare Departments, and local employment authorities, collaborating with government agencies for data collection and analysis to strengthen outreach, participant support, and programme evaluation.



## Empowering Persons with Disability



### Swag Cafe: Workplace Inclusion for People with Disabilities

- “Swag Cafe,” the first of its kind in Brookfields Mall, employs 10 individuals with disabilities - including those with Autism Spectrum Disorder, stroke survivors, and low vision. These employees have been trained for over 120 hours to promote workplace diversity and inclusion.

### An Inclusive Park for Children with Disabilities

- Namma Special Park, spread across 1.25 acres, was built to foster an inclusive culture where children of all abilities, including those with disabilities, can play and learn.
- The park includes 28 functional play equipment and five dedicated zones, with accessible installations such as wheelchair-friendly swings, mother-and-child swings, wheelchair spinners, and sensory play elements. Educational and artistic features, including murals celebrating achievers with disabilities and interactive learning walls, enhance the inclusive spaces, creating a welcoming environment for joyful learning.

[Link](#)

### Early Intervention Centre for Children with Disabilities

- The dedicated centre for wellness, therapy, early interventions, and integrated rehabilitation for persons with disabilities served 52 children, delivering a total of 5,909 therapy hours and helping participants prevent and overcome developmental delays and disabilities.

### Upgrading the Bhavitha Centres for People with Disabilities

- Infrastructure improvement initiatives covering over 8290 sq. ft. across 12 Bhavitha centres now include ramps, railings, and modified toilets. These upgrades have improved mobility for wheelchair users and increased overall accessibility significantly.
- 1348 social assets were provided, including Teaching and Learning Materials, furniture, utility products, etc., impacting 470+ beneficiaries.



### Empowering Adults with Intellectual Disabilities Through Adaptive IT Skills

- The project empowered 40 adults with intellectual disabilities through 2,874 hours of adaptive learning, peer-led training, and task-specific data entry skills, enabling sustainable livelihoods for even low-functioning individuals.

### Improving Shelter and Care for Persons with Disability and Homeless Communities

- At Kempatty, 1,002 sq. ft. of construction was completed, complementing the infrastructure provisions developed over the years to meet the needs of residents. The shelter has supported 52 PwD individuals with access to basic necessities such as food, shelter, and clothing, enabled the rehabilitation and reintegration of 2 individuals, and provided end-of-life care to 13 beneficiaries.

### Advancing Holistic Development of People with Intellectual Disability

- The programme established a self-sustaining care and engagement model at the Social Service Complex for Men (SCM) and the Home for Mentally Retarded Women (MRW), reducing long-term reliance on external facilitators by training 110 residents through structured peer leadership. The initiative also helped train 14 government staff to independently run daily living, hygiene, and vocational activities.

### Inclusive Sustainable Horticulture Centre

- The project enabled inclusive skill-building and therapeutic engagement for 118 beneficiaries across government care homes through hands-on horticulture training and eco-therapy. Through over 1,160 training hours and 252 therapy hours, participants developed the ability to perform core horticulture activities independently. The initiative also created 3,096 sq. ft. of accessible infrastructure, planted 1,996 saplings, and produced 5 tonnes of vermicompost, strengthening participant well-being, confidence, and the long-term sustainability of the centre.

[Link](#)



## Vulnerable Population



### Promoting Education for Vulnerable Youth Through Tech Labs and Residential Training

- The project supported 25 marginalised youth, including those with disabilities, through a year-long residential training programme. The curriculum included the development of 8 essential skills - from leadership and critical thinking to technology and emotional resilience - preparing them for competitive exams like UPSC and banking services.

### Supporting Vulnerable Children: Education, Health, and Well-Being Initiatives

- The project benefited 46 students in multiple ways. A 30+ seater bus was provided, which reduced absenteeism and saved valuable commuting time. Overall living conditions were improved with the addition of cots and cupboards.
- 88 awareness programmes were conducted across 22 study centres, reaching over 4,000 individuals and raising knowledge on the importance of education, child rights, health, and overall well-being. To enhance recreational and physical well-being, a 1,450 sq. ft. basketball court was also built.

### Empowering Children in Correctional Institutions Through Bridge Education

- The programme impacted 123 beneficiaries over 975+ hours of training, increasing their foundational literacy and numeracy (FLN) levels by 24% while fostering functional social behaviour and life skills. It focused on 10 key life skills - ranging from self-awareness and empathy to critical thinking and problem solving.

### Capacity Building for Child Protection: Through Social Investigation Reporting

- A comprehensive video training series on Social Investigation Reports (SIRs) was launched in English, Kannada, and Hindi to enhance the quality of SIRs and strengthen child protection systems. The series provides practical guidance and research-based tools to support Child Welfare Committees in making informed decisions for vulnerable children.
- Complementing this, an in-person certification workshop in Bangalore trained 29 child protection professionals over 54 hours. Additionally, 14 multi-lingual resources, including handbooks and facilitation guides for short programme on life skills, personal safety, and sexuality education for children and staff, as well as the SIR video series for Children in Need of Care and Protection, were created to further support capacity building and system strengthening.

[Link](#)



## Shelter Homes



### Empowering Institutionalised Children through Holistic Development

- A total of 15,213 hours were spent on training and counselling across three institutionalised homes, benefiting 227 children (40 Children in Conflict with Law and 187 Children in Need of Care and Protection) by imparting skills such as psycho-social competencies, interpersonal skills, hospitality management, and technical tinkering to enhance employability.

### Creating a Model Reformative Home for Juveniles

- 6,589 sq. ft. of shelter structures were built at the special home, and all 61 juveniles were successfully reintegrated into society, achieving a 100% reintegration rate.

Link



### Digital Literacy for Juvenile Undertrials of the Government Observation Home

- The project strengthened digital, communication, and life skills for juvenile undertrials, enrolling 244 students and conducting over 117 life skills sessions.

## Livelihood

### Youth Empowerment Through Skill Development and Livelihood Training

- A total of 165 youths, including 9 transgender individuals, were trained in Tally ERP.09, Desktop Publishing, Beauty Therapy, Home Appliance Repair, and Mobile Repair. Among them, 60% have already secured jobs or started self-employment, while the remaining are in transition - exploring opportunities, or preparing for placements with continued support from the programme.





## Health : Project Aarogya

*Life has always been a daily struggle for my husband, Parameshwar Munda, and me. As daily wage labourers, private hospitals were never an option - they were too expensive and too far from our reality.*

*When I became pregnant, we heard that the village hospital (Valparai Primary Health Centre) had been upgraded. It was part of a project that improved ten rural and tribal village hospitals, equipping them with better medical tools and facilities. We decided to trust it.*

*From the moment I arrived, I felt the change. The birth waiting room was clean and peaceful. The staff treated me with kindness and respect. I had a normal delivery, and throughout the process, I felt safe and cared for - not just as a patient, but as a woman going through one of life's most vulnerable moments.*

*What made it even more special was knowing that our own community now helps monitor and maintain the hospital, with support from the Block Doctor (BDO). It's not just a government building anymore - it's something we all take pride in.*

*After returning home, I shared my experience with other women in our village. Many had fears about institutional deliveries. Now, they feel confident knowing that high-quality care is available right here in our village.*

*I'm deeply grateful to those who made this possible. Our PHC has become a place of dignity, safety, and hope - for women like me, and for the future of our community.*

**- Annalise Kindo, Villager of Valparai, Coimbatore**





# Strengthening Rural Healthcare Communities: Upgrading Primary Health Centres



## Needs Assessment

Coimbatore's 89 PHCs, spread across 12 rural blocks, are under strain due to limited infrastructure and rising demand driven by population growth and an expanding industrial workforce. They face mounting challenges, with limited access, gender disparities, and rapid urbanisation adding pressure. Upgrading them is crucial to enhancing health outcomes and sustaining the district's social and economic growth.

### Implementing partner:

Native Medicare Charitable Trust

## Project Details

The project upgrades 10 PHCs across 3 Coimbatore blocks to improve rural healthcare access and quality. Services will cover maternal and child care, emergency treatment, and vaccinations, enabled by modernised infrastructure, better equipment, and stronger service delivery.

## Impact Overview

- In Phase 1, over 203 assets were provided, equipping PHCs with delivery tables, warmers, autoclaves, ECG machines, and dental chairs. The 10 upgraded centres, spanning 79,000 sq. ft. of built space, were formally handed over in Coimbatore.

Link 



Before



After



Before



After



### Improving Impact at Sowkya Pain Rehabilitation Physiotherapy Centres

- Beneficiaries at the physiotherapy centres increased from 20 to 70 per day.
- Across the year, 1,118 people benefited through neuro-muscular rehab, strengthening exercises, trigger point therapy, post-op rehabilitation, balance and coordination training, mobilisation, and posture correction, leading to overall improvement in daily living.
- Over 9,000 hours of therapy were delivered at the centre and 465+ hours at patients' homes.





## Snapshot of Volunteer Impact:

April 2024 to March 2025



## Milestone moments

- Volunteering alongside Helping Hearts for a day of outdoor recreational activities with Senior Citizens, including theatre visits and boating, brought joy, relaxation, and enhanced mental well-being.
- Volunteering with ResQ Charitable Trust, enriched wildlife enclosures through species-appropriate activities that encouraged natural behaviours and helped reduce animal stress.
- 230 volunteers collaborated with Makkala Jagriti to enhance Anganwadi education by improving classroom spaces and encouraging direct child participation, making the experience both enjoyable and meaningful.
- Volunteers supported Nirmaan Trust to create vibrant mural art at Bhavita Centres for Children with Special Needs in Hyderabad.

## Work Camp at Government Schools - Infrastructure Improvement and Community Participation

### Hyderabad

Beneficiaries - 905  
Schools - 3

### Coimbatore

Beneficiaries - 335  
Schools - 2

### Pune

Beneficiaries - 160  
Schools - 1

The work camp initiatives were conducted across Hyderabad, Pune, and Coimbatore, focusing on improving school infrastructure and community spaces. Activities included providing sports kits, installing mosquito meshes and completing electrical repairs, constructing a shed for dining and multi-functional use, enhancing outdoor usability with paver block areas for extracurricular and prayer activities, and improving classroom environments through better seating.

Alongside this, community engagement was strengthened through beautification projects such as mural art painting, while sustainability was promoted through creative and environmentally conscious actions.

In parallel, the Social Leadership skill-building training programme designed to nurture personal social responsibility was conducted, with 48 volunteers from Pune and Hyderabad participating. Through this programme, they enhanced their skills in social work and now serve as ambassadors for volunteering at BGSW.



## Voice of Volunteers

**Pradeep Kamble (SX/ETD12-MM) - Bangalore** - "Volunteering shows you the real existence of yourself! And I truly felt it. This was my first volunteering experience at BGSW - it was very nice, and I really enjoyed spending time with the kids at the government home for boys and girls."

**Sachin Surendar R (MS/ESH4-VM) - Coimbatore** - The CSR activity with the elderly was a heartwarming experience. Watching movies, serving food, and listening to their stories taught me the value of kindness, connection, and empathy. This experience has left a lasting impact on me, and I believe activities like this help foster understanding and compassion between generations. I hope we can continue organising more events like this in the future, and I look forward to being involved again.

**Akhila Potnuru (MS/ETA2-VM) - Hyderabad** - Mural painting is an activity everyone loves to be a part of and so do I. It was a great pleasure to participate, especially knowing that the artwork we created was meant to raise awareness about environmental issues. Thanks to the CSR team for making me a part of such a meaningful project.

**Pawar Gauri (BD/ERA-SPO10) - Pune** - It was a positive experience for me. The staff and volunteers were knowledgeable, and the rescue centre does a fantastic job maintaining clean and well-organised facilities, which clearly benefits the animals' health and comfort. Thanks to the BGSW who visited the Animal Centre with me.

**Phirke Rahul (MS/ETA1-VM) - Pune** - Thanks to the CSR Team for providing us with such a wonderful opportunity and experience. It was truly a valuable training in which we learned various skills required as social leaders to bring a positive change in society. As the sessions were purely practical activities, we got to experience many different concepts and learnings. All the team members bonded and also got a chance to connect with each other and work as a team. We all learned as well as enjoyed together.

