



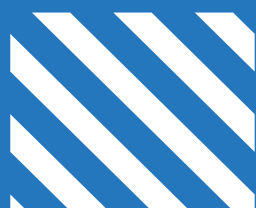
ANNUAL REPORT
2023-24





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Our Impact

By March 31, 2024, we have
directly impacted

14,37,000 people.

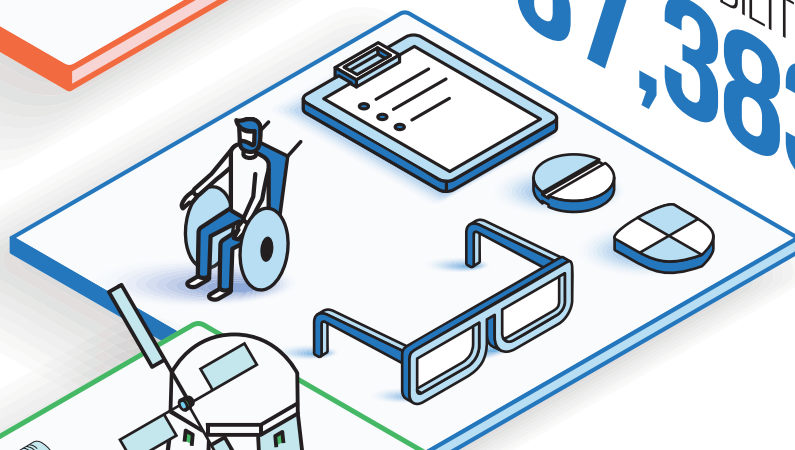
CHILDREN
4,13,505



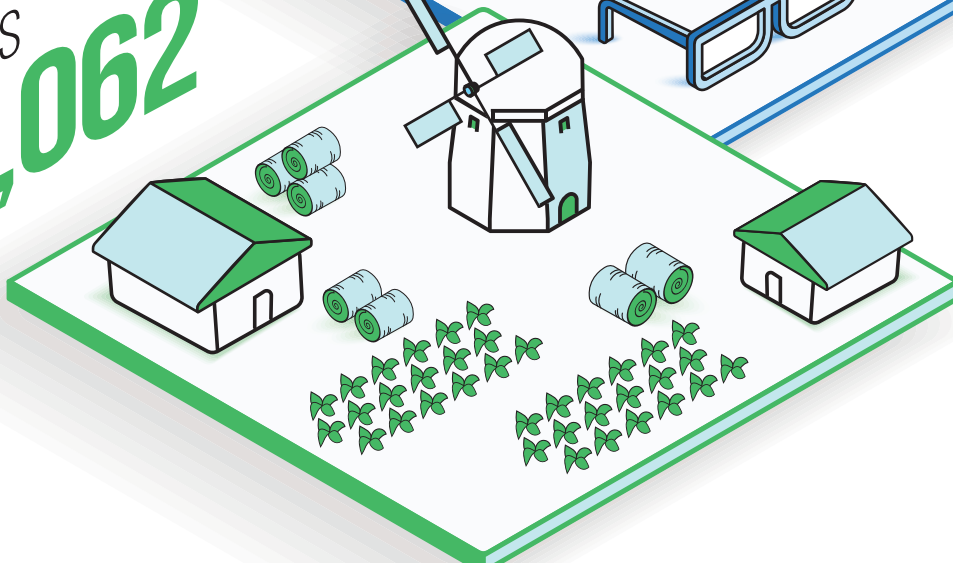
YOUTH
5,28,050



PERSONS WITH
DISABILITIES
37,383



RURAL
HOUSEHOLDS
4,58,062



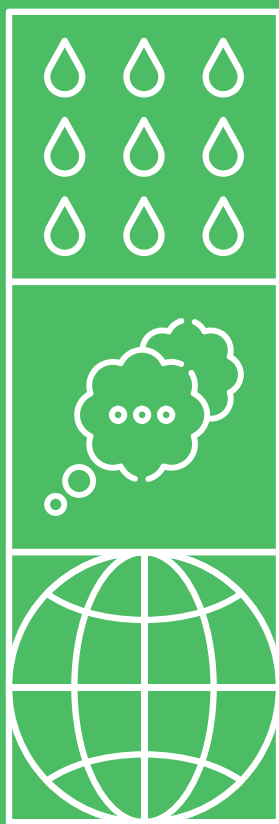


**Farmer using a 'Double-wheel Marker' to sow Maize.
(Srikakulam, A.P).**

Double-wheel markers facilitate uniform seed sowing without the need for ploughing, thereby minimizing soil disturbance and preventing the release of soil carbon into the atmosphere. This practice reduces emissions and enhances soil quality. Additionally, using double-wheel markers requires significantly less effort than manual transplantation, reducing the need for labour.







What We Think

Trustees' Message

CEO's Message

Trustees' Message

Dear Friends,

This year we complete 28 years of serving our communities. The Foundation remains committed to helping people progress in life by preparing them to become productive and lead meaningful lives. We continue to be inspired by our founder's vision of solving complex problems through passionate leaders and innovative ideas.

As our world advances through technological changes, we are faced with environmental degradation, a low-income trap, and lack of opportunities for many sections of society. Our teams have worked on solutions to some of these problems and developed solutions that are scalable and sustainable.

Here are a few highlights:

- Our intervention to promote self-employment and financial independence among persons with disabilities has facilitated grants worth Rs. 60,00,000 and trained disability entrepreneurs in various facets of business. This initiative is empowering them to succeed as small business owners.

- By providing kits and knowledge for indoor cultivation of oyster mushrooms, we have driven rapid adoption, increased incomes, and enhanced household nutrition. Women now earn an additional Rs. 2,000 per month by selling mushrooms in local markets. Detailed information on this initiative can be found on Pages 55 and 56.
- Upgraded Primary Health Centres are providing high-quality health services free of cost to rural households. Ten new PHCs were upgraded to offer comprehensive outpatient and diagnostic care services, with over 81,000 diagnostic tests performed. A feature note on diagnostic lab upgradation is on Pages 69 and 70.
- Agroforestry, a Negative Emissions Technology (NET), has been scaled up to 1,500 acres. These plants and trees sequester carbon, improve soil quality, and enhance food production. The yield from these plants and trees provides a new source of income for farmers.
- GROW Women, an initiative to increase women's labour force participation supports women in re-entering the workforce. Dedicated skill development centres are training women and helping them find hyperlocal and remote work opportunities. More highlights about this intervention are on spotlight pages 41 and 42.

5,65,433

Youth supported

76000

farmers have benefited



- Curriculums focused on technical skills are helping youngsters enter the growing green jobs sector as electric vehicle and solar panel technicians.

Through our established programs and new initiatives, we have impacted the lives of over 2,89,000 fellow citizens across the country this fiscal year. Beyond the numbers, we are inspired by the stories of transformation. From Vinaykumar, an aspiring handicapped young man who overcame bullying and discrimination to become a Talent Acquisition Advisor at Hewlett Packard, to Bhawna Choudhary, a bright girl from a remote village in Uttar Pradesh who made it to IISc and dreams of building affordable renewable energy solutions, to Aruna Devi from Bihar who cultivates mushrooms to afford quality education for her children—each story strengthens our faith in our mission and efforts.

To date, the foundation has supported 5,65,433 youth (including persons with disabilities) to bridge skill gaps and find productive jobs. We are pleased to report that over 30,000 youth are accessing courses on our in-house inclusive self-learning platform launched last year. This is a prime example of leveraging technology to disseminate knowledge faster and more efficiently.

The foundation has worked hard to enable farmers to use modern farming techniques and machinery while accessing markets. Over 76,000 farmers have benefited from our interventions in agriculture. Our work in climate action has been quite effective and is gaining scale and traction. Building on our experience with farmers, our teams are introducing climate-smart agricultural practices that minimize the agricultural footprint on climate and make agriculture resilient to changing conditions. The focus is on interventions that impact planet and livelihoods of farmers sustainably. It is highly satisfying to realise that the over 54 million kiloliters of water have been saved and over 72,000 tons of carbon has been sequestered. With upcoming interventions like mangrove restoration, crop residue management, and the development of an in-house soil testing facility, the future looks exciting and sustainable.

We have always believed that education is the best means for children from disadvantaged backgrounds to create a better life for themselves and their families. Children

from 111 government schools have benefited from quality Foundational Literacy and Numeracy & English Language (FLN&EL) education and improved infrastructure. The Sashakt scholarship program for promoting women in STEM is helping girls pursue their passion for science and research by providing financial support for their higher education costs and mentoring.

As we step into another year, we hope our actions will continue to create a positive impact and help people move forward in their lives through increased opportunities, and that collectively we can make the world a better place for all of us. We will continue to develop innovative ideas and support our leaders in their efforts to achieve this.

It has been a privilege to work alongside all our partners, stakeholders, beneficiaries, and colleagues. Our gratitude to everyone who has supported and encouraged us. Our collaborative effort is making the future better and brighter for all, while contributing to India's development goals.

With sincere thanks and warm regards,



K. Satish Reddy
Chairman



Anuradha Gunupati
Founder Trustee

CEO's Message

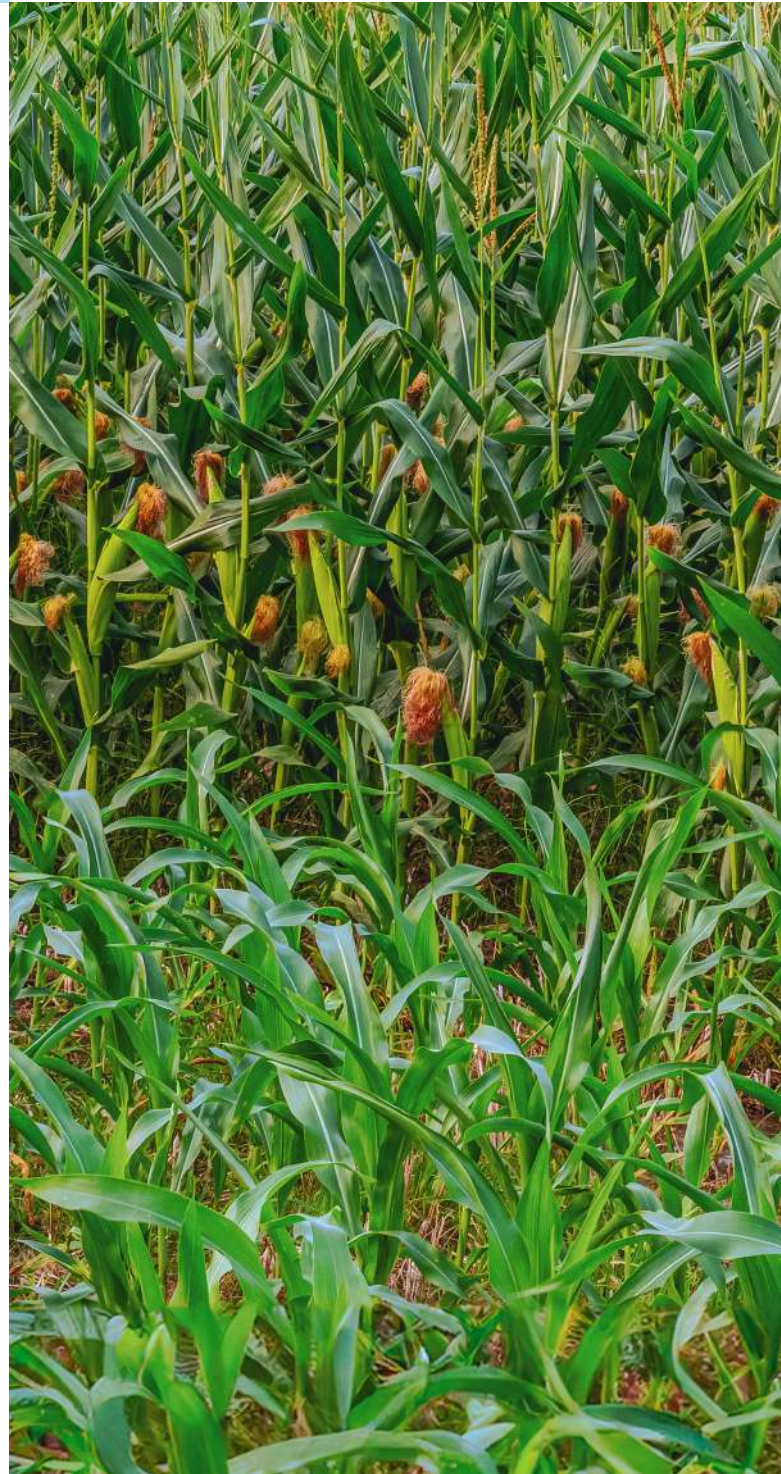
Dear Readers,

There is high optimism everywhere that this is India's decade. It is estimated that by the end of this decade, our economy will be around \$7 trillion. We will significantly increase our per capita income and absolute poverty will come down to a minimal level. We need to surely make this decade count big on the growth front by carrying forward the policy and reform measures that have supported growth; changing those that act as binding constraints; and strengthening state capacity and delivery mechanisms to improve outcomes. Today, we stand at an inflection point in our independent nation's progress. We ought to take full advantage of geo-political tailwinds, build on strong economic fundamentals and positively channel the energies of an aspirational young population to move India to an upper middle-income country.

However, the growth needs to be inclusive, so that it supports the aspirations of our fellow citizens to have a better quality of life for themselves and their families. These aspirations can only be realised if all our fellow citizens have access to quality basic social services of health, civic services, education, social security and income generation opportunities. This will require not only prioritising areas of resource allocation within each sector which can give us maximum bang for the buck but also taking up interventions that will improve equity and effectiveness of spending as well.

I remain optimistic that both of these can be achieved despite all the challenges and roadblocks that we face. The optimism is not based on the premise that progress is inevitable. It is based on our capability to develop a deeper and more nuanced understanding of issues that inhibit better resource allocation and achieving outcomes from the resources being spent.

Building on this deep understanding, we need to design and execute interventions that support



improving outcomes in the areas of health care, civic services, education, and livelihoods. Unless we do this, the growth the country is likely to witness in this decade and beyond will bypass the aspirations of the majority of our fellow citizens.

Dr. Reddy's Foundation is committed to supporting the endeavour of improving outcomes in the sectors of healthcare, education, livelihoods and climate action & environment. While the direct impact of our work will always be minor from a scale perspective, they have the potential to contribute to improving outcomes of the overall system.



Within these sectors, we have prioritised the following as our work areas- primary health care services, learning outcomes at the primary level, girls' access to STEM education, skills for youth and PwD employment, farm productivity, soil health, water usage in agriculture and coastal ecosystem.

In each of these work areas, we implement a list of interventions. We like to think about these interventions working on two axis. The first axis is about interventions that strengthen existing public and private systems to produce better outcomes but operate within the overall binding constraints of



We like to think about these interventions working on two axis. The first axis is about interventions that strengthen existing public and private systems to produce better outcomes but operate within the overall binding constraints of outcomes overriding the limitations and binding constraints of systems. “

the system. The second axis is about transformative interventions that have the potential to deliver outcomes overriding the limitations and binding constraints of systems. Two strands are integral to these transformative interventions- community platforms and technology. We will continue to work on both these axis, as one helps address the challenges we face in the present while the other has the potential to leverage the untapped opportunities and breakthroughs that we are likely to witness especially in the areas of scientific application and computational technology in the coming years.

These interventions are based on our understanding of these work areas which we continue to deepen and sharpen based on ground realities, operating environment and changes at the system level. All the interventions are co-designed, tested and post-roll-out are continually updated based on inputs and feedback from users, technical partners, stakeholders operating in the ecosystem and data from measurement systems. We also are committed to sharing our learnings from the progress we make as well as the failures we encounter in our work through various mediums which include peer-reviewed papers, compendiums, reports, articles and blogs.

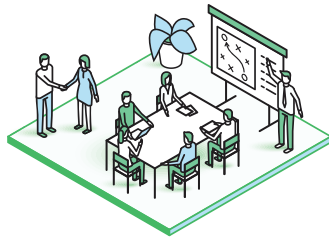
Below is the list of interventions aimed at improving outcomes in our work areas:

- Improving Functional Literacy, Numeracy & English Language learning outcomes at primary level in public schools
- Providing access to girls from very low-income backgrounds to pursue higher education in STEM through scholarship and comprehensive mentorship
- Strengthening the public health care system with a focus on improving coverage and quality of comprehensive primary health care services by upgrading a network of Primary Health Centers
- Skilling youth and PwD with better skills and support them get good quality jobs in the formal sector in medium and larger enterprises



The progress in FY 24 has been possible due to the trust reposed by the community whom we serve, our donors and partners and the tireless efforts of our people. In FY 25, we look forward to continuing to work towards improving existing interventions and developing new ones to achieve better outcomes in the areas of health, education, livelihoods and climate action for low-income households and help them improve their quality of life.

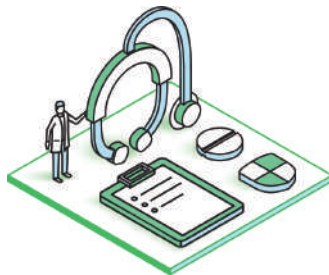




Improving Functional Literacy, Numeracy & English Language learning outcomes at primary level in public schools



Providing access to girls from very low-income backgrounds to pursue higher education in STEM through scholarship and comprehensive mentorship



Strengthening the public health care system with a focus on improving coverage and quality of comprehensive primary health care services by upgrading a network of Primary Health Centers

- Address systemic barriers related to PwD employment at the workplace
- Support small and marginal farmers adopt a package of practices that help in reducing costs, improve productivity and support interventions that lead to better market linkages and price realisation
- Supporting adoption and scaling up of evidence-based regenerative agriculture practises to improve soil health, conservation and efficient use of water
- Restoration of mangroves as part of improving our coastal ecosystems

More details about our interventions, overall progress made in the last FY and priorities for FY 25 are detailed in later sections of the annual report.

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in the areas of health, education, livelihoods and climate action for low-income households and help them improve their quality of life.

I also take this opportunity to thank our staff, our board of Trustees, donors and partners for their efforts, guidance and support and for helping us be true to our mission on a daily basis.

Warm Regards,



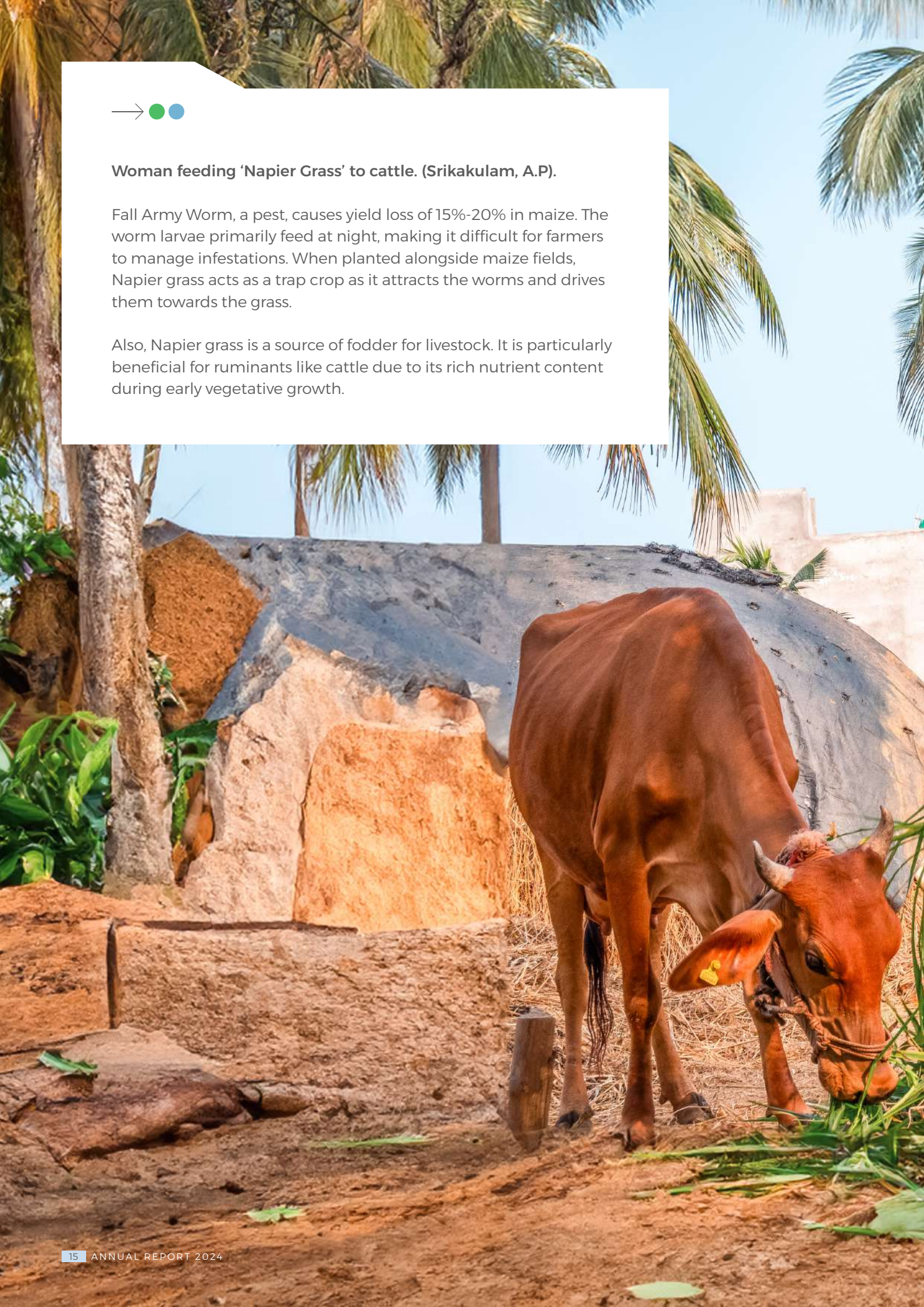
Shamik Trehan
CEO



Woman feeding 'Napier Grass' to cattle. (Srikakulam, A.P).

Fall Army Worm, a pest, causes yield loss of 15%-20% in maize. The worm larvae primarily feed at night, making it difficult for farmers to manage infestations. When planted alongside maize fields, Napier grass acts as a trap crop as it attracts the worms and drives them towards the grass.

Also, Napier grass is a source of fodder for livestock. It is particularly beneficial for ruminants like cattle due to its rich nutrient content during early vegetative growth.







How Do We Get There

Work Themes

Priorities

WORK THEMES

01 EDUCATION



Projects

1. Kallam Anji Reddy Vidyalaya & Vocational Junior College
2. School Improvement Program
3. Scholarship For Women In Science

Link to Schedule VII Activities (CSR Act)

- (ii) Promoting education & vocational skills among children

02 LIVELIHOODS



Projects

1. Youth Skilling
2. PwD Skilling
3. Healthcare Skilling
4. Agriculture

Link to Schedule VII Activities (CSR Act)

- (ii) Livelihood enhancement projects
- (iii) Promoting gender equality, empowering women
- (ii) Promoting employment enhancing vocational skills especially among differently abled

03 HEALTH



Projects

1. Primary Healthcare Services

Link to Schedule VII Activities (CSR Act)

- (i) Promoting healthcare including preventive healthcare

04 CLIMATE ACTION & ENVIRONMENT

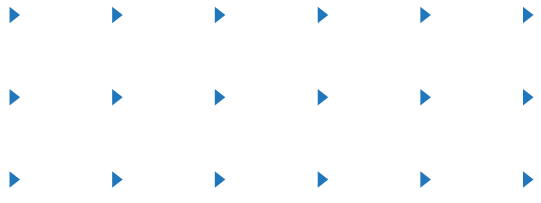


Projects

1. Action for Climate and Environment

Link to Schedule VII Activities (CSR Act)

- (iv) Ensuring environmental sustainability, agroforestry, and maintaining quality of soil and water



SDG 4	SDG 8	SDG 6	SDG 17	[Diagonal Green Stripes]	

ESG: SOCIAL

SDG 2	SDG 4	SDG 8	SDG 10	SDG 13	SDG 17

ESG: SOCIAL

SDG 1	SDG 3	SDG 17	[Diagonal Green Stripes]		

ESG: SOCIAL

SDG 2	SDG 7	SDG 13	SDG 14	SDG 15	SDG 17

ESG: ENVIRONMENT, SOCIAL

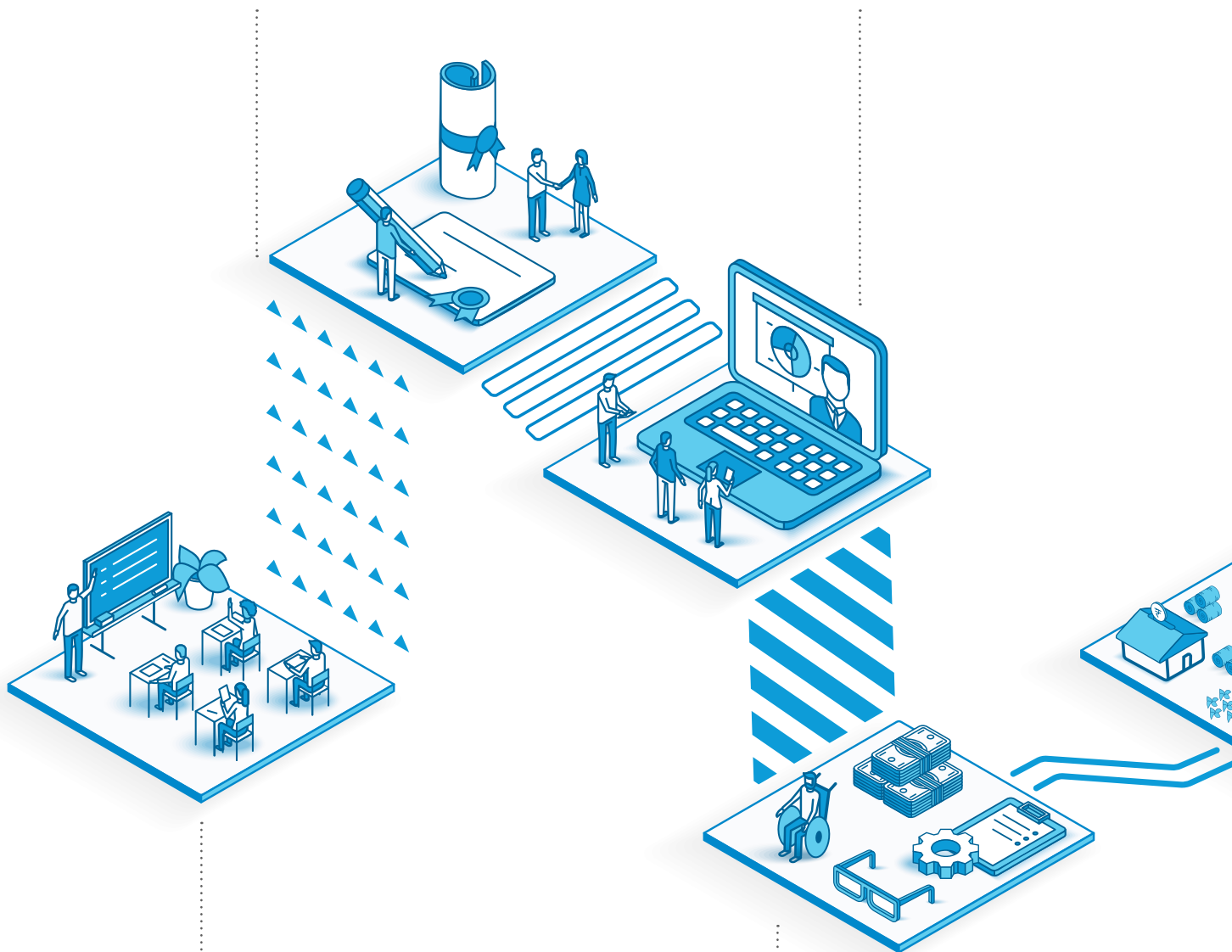
PRIORITIES 2024-25



Skilling **16,500** youth and **6,000** PwD and helping them find quality entry-level jobs



Furthering e-skill development by creating e-modules for courses in **GROW** training programs



Developing a 5-year school transformation plan for **Kallam Anji Reddy Vidyalaya (KARV)**



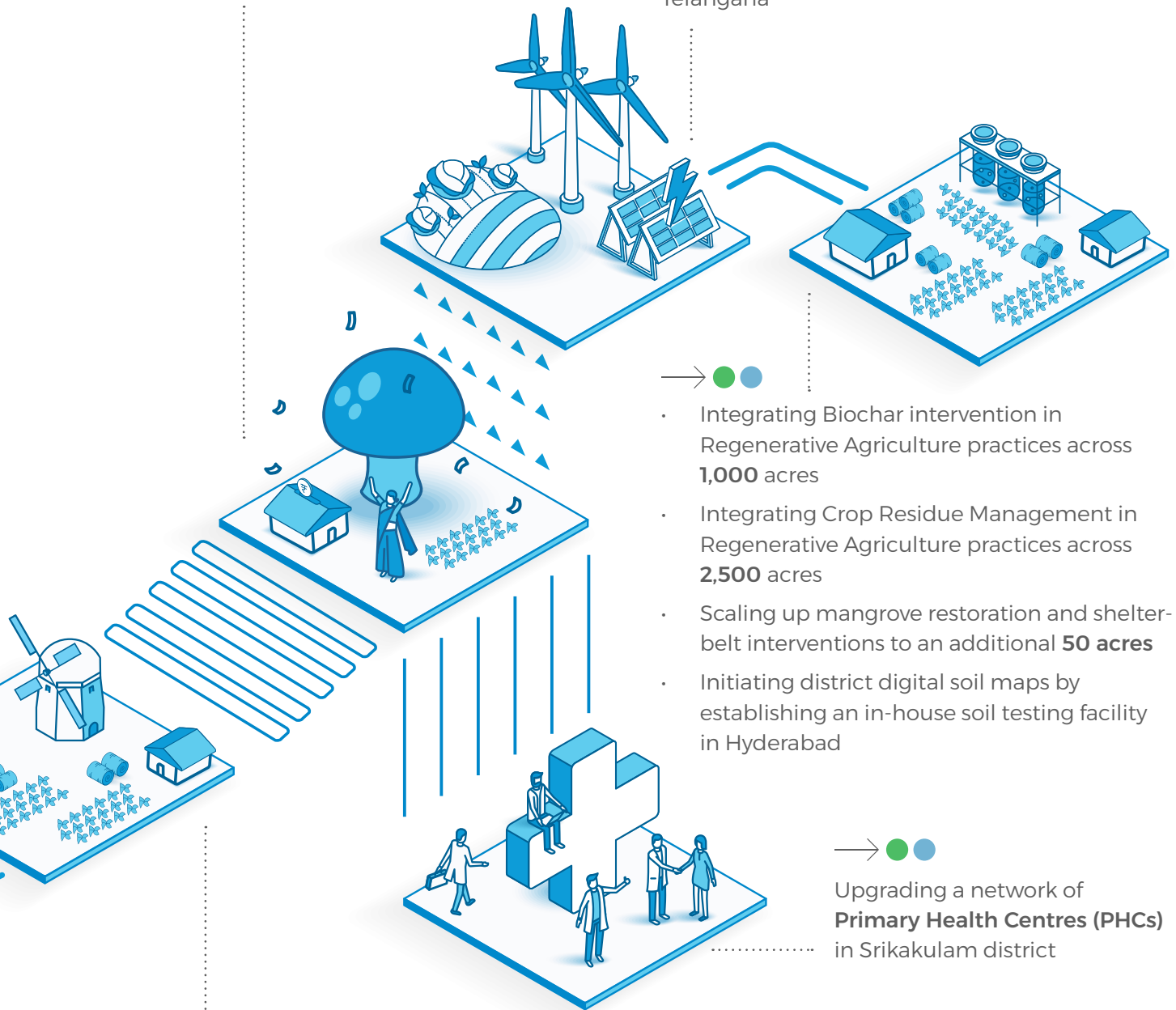
Empowering **1,000** disability entrepreneurs by facilitating seed funding and training



Enabling **5,000** women farmers to earn **Rs.2,000** per month through mushroom cultivation



Implementing regenerative and climate-smart agricultural practices on **1,50,000** acres in Uttar Pradesh, Madhya Pradesh, Andhra Pradesh and Telangana



- Integrating Biochar intervention in Regenerative Agriculture practices across **1,000** acres
- Integrating Crop Residue Management in Regenerative Agriculture practices across **2,500** acres
- Scaling up mangrove restoration and shelter-belt interventions to an additional **50** acres
- Initiating district digital soil maps by establishing an in-house soil testing facility in Hyderabad



Upgrading a network of **Primary Health Centres (PHCs)** in Srikakulam district



Enabling **50,000** farmers in Bihar to earn an additional income of **Rs.10,000** per acre



- Conducting consultative and expert workshops across the country on our focus areas by engaging diverse stakeholders
- Strengthening organizational Diversity, Equity and Inclusion initiatives
- Improving employee uptake of AI tools and capacity-building initiatives



**Farmer checking Guava tree in his 'Agroforestry' crop.
(Srikakulam, A.P).**

Agroforestry is a sustainable land management practice and a 'Negative Emissions Technology'. Agroforestry promotes soil carbon sequestration and enhances soil fertility. The trees also create habitats for a variety of species, promoting biodiversity.

The yield from these plants/trees is a new source of income for farmers. It supports the livelihoods of farmers who cultivate crops like coconut which have a higher yield stabilization period. during early vegetative growth.





How Are We Doing

Report Card 2023-24

Education

Skill Development

Inclusion

Rural Livelihoods

Climate Action

Healthcare

Education

Launched 'Foundational Literacy and Numeracy and English Language' (FLN&EL) education in **100 Government schools** in Andhra Pradesh

Received CBSE affiliation for **Kallam Anji Reddy Vidyalaya (KARV)**, in line with our strategy to better align with National Education Policy 2020 (NEP) objectives



Skill Development

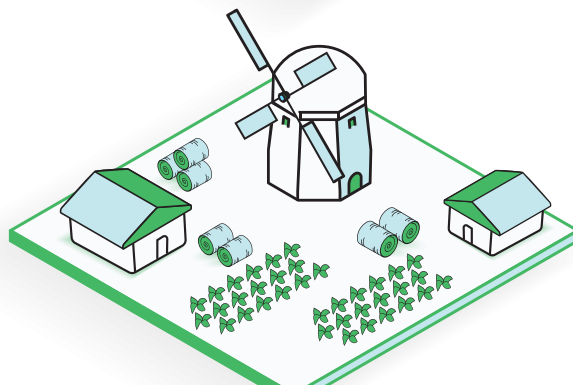
21,526 youth and Persons with Disabilities received job-focused skill training

Onboarded **33,425** youth, PwD and Children on our e-learning platform 'Skillfy'



Rural Livelihoods

Enabled **80,196** farmers in Bihar to earn an additional income of **Rs.10,000**



Healthcare

Upgraded and launched **8 PHCs**, in the Srikakulam district, with improved out-patient services, pathological services, medicine availability, patient management system, stabilization of emergency cases and bio-medical waste management



REPORT CARD

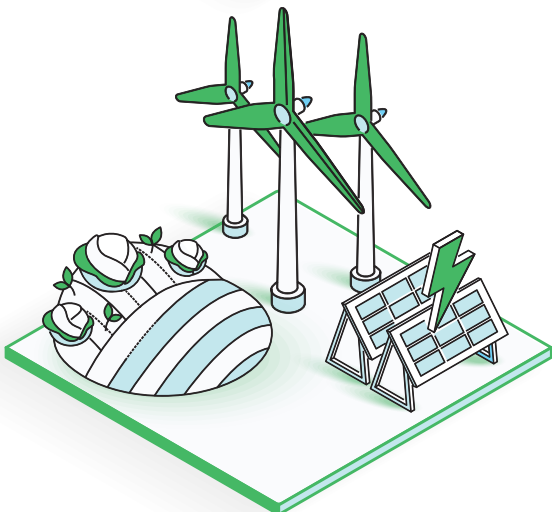
2023-24



Inclusion

Expanded the Sashakt Scholarship program to include students pursuing graduation in medicine and engineering

Supported **250** small businesses owned by persons with disabilities by facilitating training and seed funds



Climate Action and Environment

Implemented regenerative and climate-smart agricultural practices on **1,50,000** acres in Uttar Pradesh, Madhya Pradesh, Andhra Pradesh and Telangana



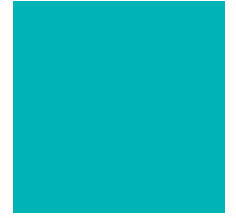
Program Expansion

Launched **14 GROW PwD** skill development centres, supported by Standard Chartered Bank

Launched **3 HQHCS** centres, supported by Gramya Vikas Trust and Cognizant Foundation

Scaled-up agroforestry, through inter-cropping in coconut plantations, to **1408 acres**





Communities are Navigating Educational Empowerment

SDG 4

Quality Education

SDG 8

Decent Work and Economic Growth

SDG 6

Clean Water and Sanitation

SDG 17

Partnerships For The Goals





Kallam Anji Reddy Vidyalaya and Vocational Junior College

Accessible education is the most profound gift we can offer children from economically and socially disadvantaged backgrounds. Our school and college provide quality and affordable education, cultivating the skills and attributes necessary for students to excel.

At Kallam Anji Reddy Vidyalaya and Vocational Junior College, our mission is to provide accessible, high-quality education and vocational training to children and youth. Established in 2001, Kallam Anji Reddy Vidyalaya (KARV) is a co-educational institution serving over 2,250 students from Kindergarten to Grade X. In alignment with our commitment to educational excellence and in support of the National Education Policy 2020 (NEP), we have recently secured affiliation with the Central Board of Secondary Education (CBSE). Over the past year, we have developed the necessary facilities and infrastructure to meet CBSE standards. Our focus on Competency-Based Education (CBE), SAFAL assessments, and the continuous professional development of our teachers ensures that our students are equipped to become lifelong learners. Beginning with the 2024 academic year, KARV will fully implement the CBSE curriculum. Kallam Anji Reddy Vocational Junior College (KARVJC) is dedicated to supporting students who may not have the means for a traditional university education. We offer eight vocational courses designed to prepare students for immediate employment. Additionally, we provide bridge courses in Mathematics, Physics, Chemistry, and Biology, aligning with regular college syllabi, to facilitate students' transition to degree programs. Our institutions stand as pillars of opportunity and growth, empowering the next generation with the skills and knowledge needed to thrive in their chosen paths.

Current Challenges

1. At KARV, where many children are first-generation learners, their parents cannot often provide academic guidance.
2. Transitioning from the State Board to CBSE presents challenges such as curriculum adaptation, faculty readiness, and infrastructure upgrades.
3. Many students at KARVJC, compelled by low household incomes, seek part-time work after college hours, which impacts their educational outcomes.

Key Learnings

1. Dedicated sessions on Foundational Learning and Numeracy (FLN) enhance learning outcomes, even for students who may lack sufficient parental guidance.
2. The launch of a placement cell at KARVJC has demonstrated that career counselling is essential in guiding students to make informed decisions about jobs and higher education after vocational training.

IMPACT

FY 2023-24

KARV



100%
of students passed the **SSC** examinations

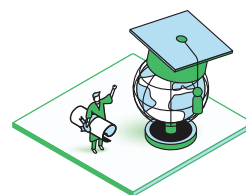


68
students achieved a **GPA >= 9**

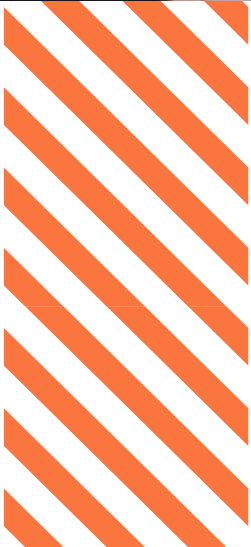
KARVJC



50%
of students secured an **'A'** grade



₹14,103
average **placement salary**



School Improvement Program

Assisting government schools in enhancing FLN (Foundational Literacy and Numeracy) outcomes represents an effective pathway to positively influence the lives of a large number of children from low-income households enrolled in local public schools.

The School Improvement Program (SIP) was designed to elevate the standard of education in government schools. Focused on building foundational skills, promoting children’s health, and enhancing need-based infrastructure, SIP aims to realize the objectives of the National Education Policy 2020 and the UN Sustainable Development Goals (SDGs).

Academically, SIP enhances Foundational Literacy and Numeracy and English Language (FLN&EL) skills and also promotes WASH (Water, Sanitation, and Hygiene) practices. Foundational skills are essential for advanced learning. Through a comprehensive year-long curriculum and trained resource persons, the FLN&EL initiatives address learning gaps and prepare students for future opportunities. In the WASH intervention, trained Public Health Educators (PHEs) establish and train school health clubs led by student representatives, fostering healthy habits and knowledge sharing.

On the non-academic front, SIP supports schools by providing essential classroom infrastructure and RO water plants. Currently, the program is active in Himachal Pradesh, Andhra Pradesh, and Telangana, driving significant improvements in educational outcomes and overall well-being for students.

Current Challenges

1. Children studying an unfamiliar language, such as English, face a ‘double learning disadvantage’. They must simultaneously learn the new language and grasp concepts from other subjects, hindering their overall academic progress.
2. Research has conclusively shown that students who fall behind in foundational literacy and numeracy often maintain flat learning curves for years, struggling to catch up. This challenge makes teaching foundational skills to higher-grade students particularly difficult.

Key Learnings

Foundational Literacy and Numeracy (FLN) and English Language (EL) proficiency significantly accelerate learning outcomes as children advance to higher grades.



IMPACT

FY 2023-24



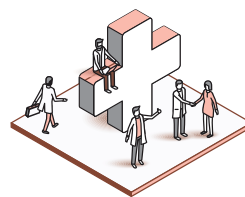
52,539

students received FLN&EL education



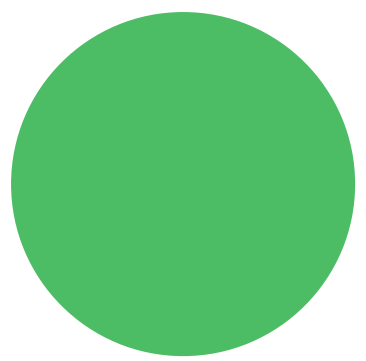
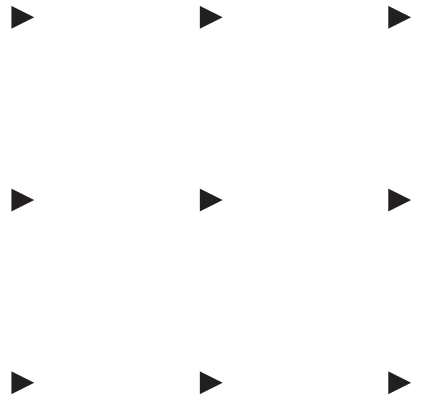
111

schools supported



2700

school health leaders trained



Preparing Students for Next-stage Success:

Vocational Skills in School Education

The implementation of NEP 2020 (National Education Policy) has accelerated the integration of vocational education in schools across the country. A robust skilling ecosystem at the school level will facilitate smoother and more effective transitions from school to work and higher education. NEP advocates for early exposure to vocational education starting from Class VI, with a goal of having about 50% of students gain this exposure by 2025. In line with our mission to provide quality education that supports national education goals, we have introduced vocational modules for Classes VI and above to enhance vocational skills of students at KARV (Kallam Anji Reddy Vidyalaya).

Leveraging our extensive experience in large-scale skill development programs and vocational education at Kallam Anji Reddy Vocational Junior College, our teams developed three structured, age-appropriate, and industry-aligned modules. These vocational courses in Financial Literacy, Healthcare, and Soft Skills are offered through a blend of classroom sessions, audio-visual content, activity-based learning, and hands-on training. The curriculum emphasizes experiential learning, with students engaging in various simulations and mock trials to thoroughly understand the concepts.

Sushma, a Class IX student, shared her experience with the General Duty Assistant (GDA) course: “I learned about infection control and basic first aid. The CPR session was fascinating, and now I feel

confident that I can help someone in need.” The GDA module focuses on basic patient care, while the Financial Literacy course covers saving and investments. Soft Skills classes develop students’ interpersonal skills and interview techniques. “I used to struggle with talking to people, but now I speak with confidence. My favorite part of the course was the group discussions, which helped me express myself better,” recounts Keerthana, a Class X student, highlighting the importance of activity-based learning.

Integrating vocational courses with the mainstream school curriculum fosters career awareness and supports a seamless transition to work or further education. KARV provides dedicated guidance support to help students make informed career choices. Vocational curricula aligned with industry needs, along with exposure through industry visits and internships, enhance students’ prospects for success in the job market. Moving forward, we aim to integrate more courses and establish partnerships with colleges and industries to prepare students for next-stage success.





Communities are Finding Dignified Jobs

SDG 4

Quality Education

SDG 8

Decent Work and Economic Growth

SDG 10

Reduced Inequalities

SDG 17

Partnerships For The Goals





GROW & HQHCS

Young people are driven by aspiration, seeking dignified employment that aligns with their skills and ambitions, propelling them toward a higher quality of life. Through targeted and tailored skill development initiatives, we are paving the way for various segments of the unemployed population to advance toward fulfilling their aspirations.

Since 1999, Dr. Reddy's Foundation has pioneered short-term placement-linked skill training programs in the country. Our focus lies in equipping diverse segments of the unemployed population with 'core employability skills' and 'technical skills' through programs tailored to market demand and career aspirations.

Our sector-agnostic 'Core Employability Skills' programs foster competencies such as communication, spoken English, digital literacy, aptitude, financial literacy, digital problem-solving, soft skills, and job interview skills, preparing individuals for entry-level positions across industries. 'GROW Youth' stands as our flagship initiative, addressing the scarcity of core employability skills among high school graduates.

In line with our commitment to uplift youth from low-income backgrounds for better employment prospects or entrepreneurship, we've developed a range of specialized programs. 'GROW Plus' offers advanced employability skills modules for graduates seeking higher-paying positions, while 'GROW Women' supports women in re-entering the workforce. 'GROW Digital' delivers fully online training to rural youth, 'GROW Tech' prepares technology graduates for roles in Data Science and UI/UX, and 'GROW Green' provides technical training

for solar and electric vehicle jobs. Additionally, our High Quality Healthcare Skilling (HQHCS) program imparts technical skills to those pursuing opportunities in the non-medical healthcare sector. Complementing these initiatives is our self-learning app 'Skillfy,' featuring easily accessible courses that promote self-paced learning, revision, and repetition. These programs collectively have empowered over 5.3 Lakh unemployed individuals to progress towards their aspirations.

Current Challenges

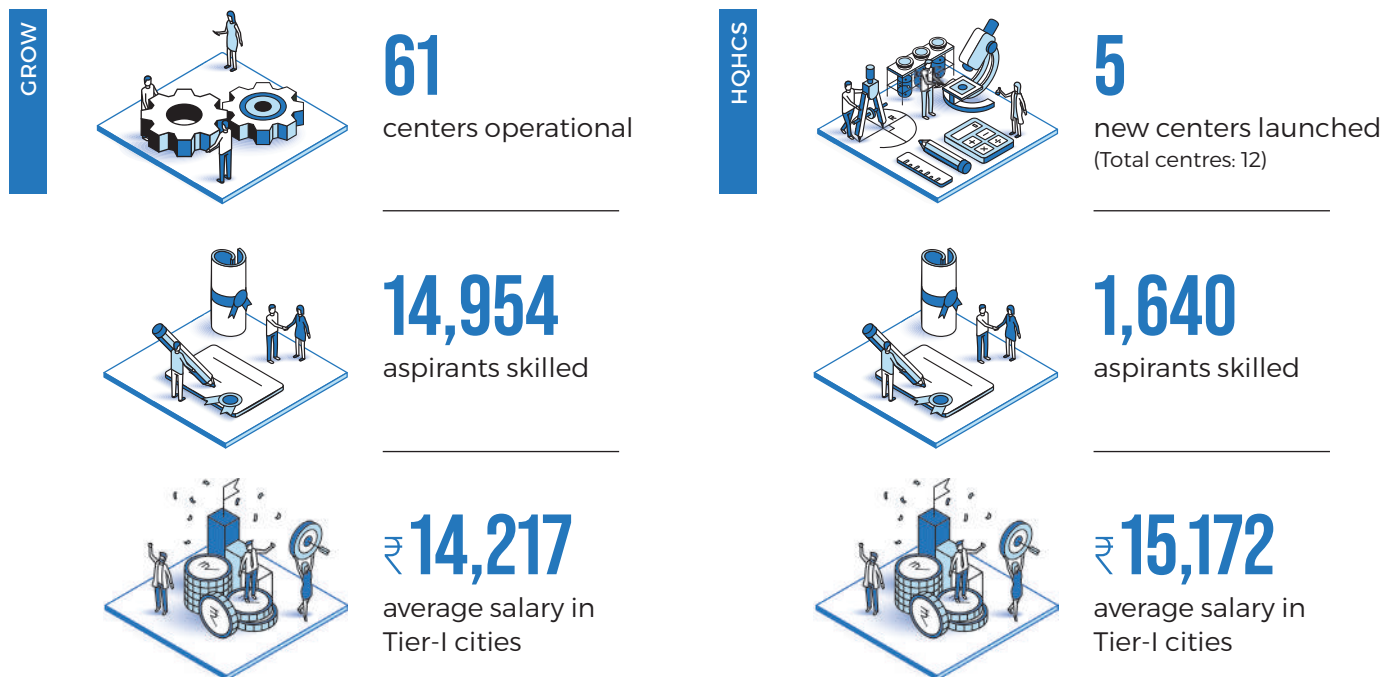
Delivering a short-term yet impactful skilling program that equips youth to secure quality employment poses formidable challenges regarding skill shift, especially as they enter the training with deficient foundational skills.

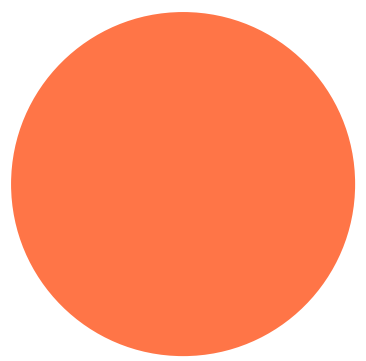
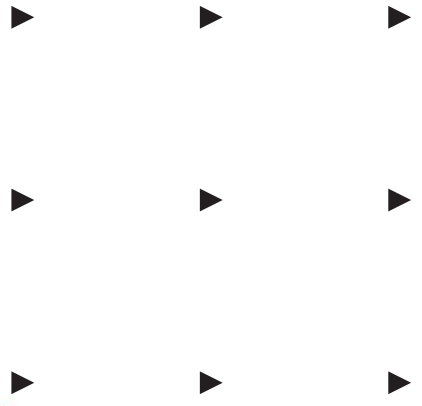
Key Learnings

Continuously aligning skill development initiatives and curriculums with market demand is vital for achieving desired employment outcomes. This year, we have updated our Core Employability Skills curriculum, further aligned HQHCS content with the changes by NSDC, and introduced technical domains such as GROW Tech and GROW Green.

IMPACT

FY 2023-24





Unlocking Women's Economic Prospects:

Training for enhancing “Women's LFPR”

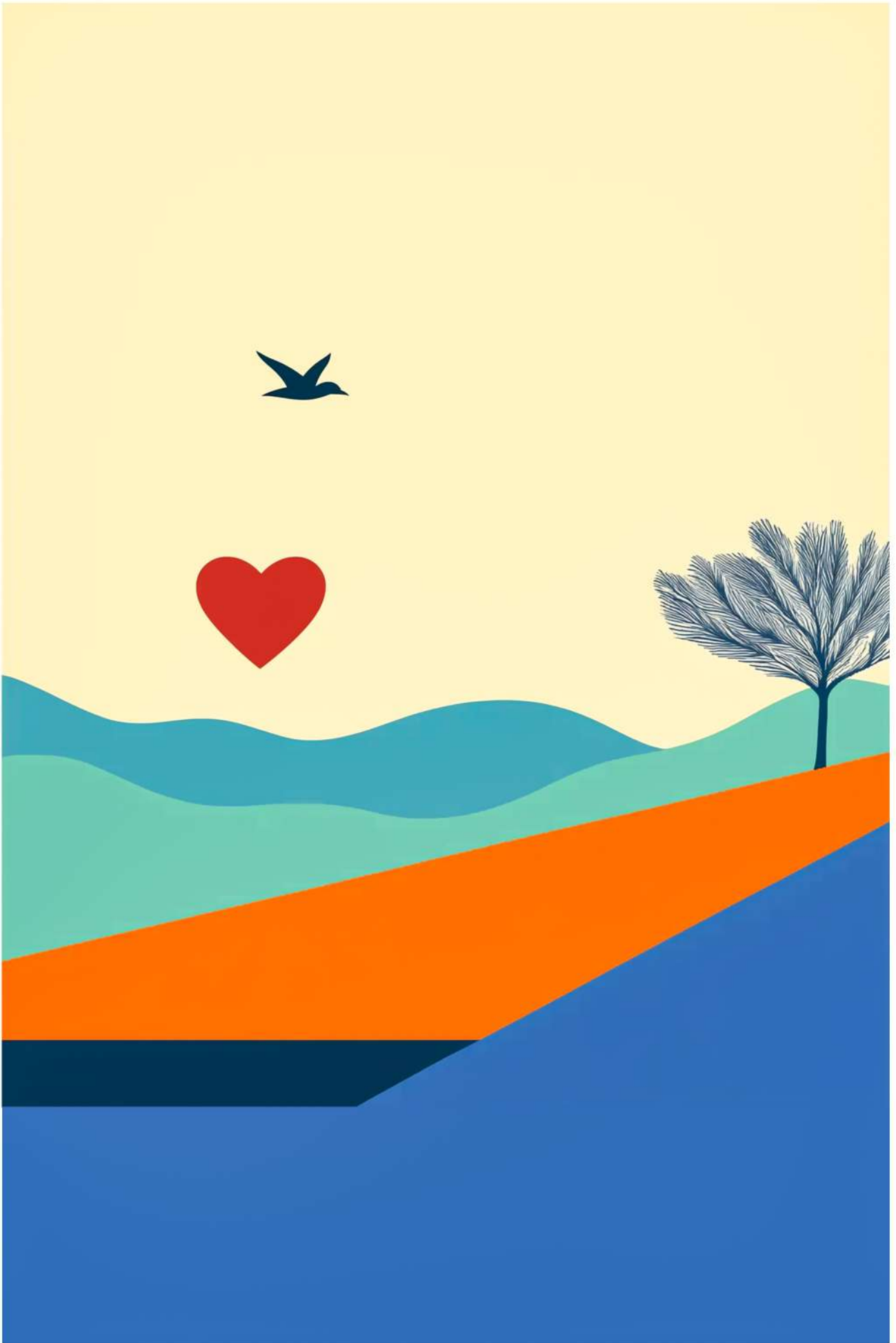
At 44, Manisha Shinde who quit a full-time job half a decade ago decided to take a shot at rejoining the workforce. As a single mother, faced with economic distress, Manisha forwarded multiple job applications daily, yet all she received were rejection emails. While the motherhood penalty forces women to withdraw from work, there are significant barriers to continuing in or re-entering the workforce after marriage. “Hardly any married women from the neighbourhood are willing to go out and work because of household duties and customs that restrict the women's mobility beyond their homes. I overcame the hesitation because I had to provide for my children, but my skills were outdated and no one offered me a job,” says Manisha a resident of Bhopal.

There has been a decrease of 5% in the female labour force participation rate among married women aged 25 to 49 years, with a decline from 50% in 2004-05 to 45% in 2022-23, according to the Periodic Labour Force Survey 2022/23. One dimension of the problem is clearly that social and cultural obligations reduce women's proclivity to participate in the labour market. On the other side, financial needs coupled with factors like low levels of education and lack of skills make the large informal labour market a go-to choice for women. Rough working conditions at construction sites or in manufacturing severely affect the health of both mother and child, thus making employment an extremely taxing endeavour. Such complex social challenges often have multiple dimensions.

To further the understanding of deterrents to a married woman's participation in the labour force, in collaboration with the National Skill Development

Corporation (NSDC), we co-designed a skill training pilot project for women in the 30-45 year age group. In 2021-2022, 240 women with children less reliant on maternal care underwent market-aligned core employability skills training. In these training centres in Hyderabad and Kochi, the focus was also on sensitising the husband or guardian on how a household can benefit from working women. The project encountered various challenges, including employer age bias and job drop-outs due to a lack of family support, yet it was evident that many women possessed a strong will to learn and enter the workforce. “After my SSC, I married and didn't go to college. I experienced domestic violence. Following my separation from my husband, I had to find employment to support my son. I was ready to learn any skill to secure a job,” shared Naveena, an aspirant at our Hyderabad centre. After training, Naveena joined a Toyota dealership as a Sales Executive, earning a monthly salary of Rs.22,500.

Our targeted measures to tackle supply and demand side hurdles are yielding results, although significant progress is still needed. By pinpointing hyperlocal work opportunities and educating employers on the value of a trained female workforce, we have observed a consistent increase in placement rates, rising from 57% in 2021 to 75% in 2024. We are continuously refining the program based on our insights. There's a lot more to do because a large part of the workforce in the productive age remains out of a productive sphere. When we unlock women's economic prospects, we unlock the economic growth of households and the country. Hopefully, with the collaboration of more partners this year, we aim to expand the program further.





Communities are Striving for Inclusive Futures

SDG 4	Quality Education
SDG 5	Gender Equality
SDG 8	Decent Work and Economic Growth
SDG 10	Reduced Inequalities
SDG 17	Partnerships For The Goals





GROW PwD

Strategically targeted interventions addressing various factors affecting Persons with Disabilities are pivotal in fostering inclusion and enhancing livelihoods. By creating pathways for participation in productive sectors of the economy, these initiatives pave the way for greater integration and advancement.

GROW PwD (GROW for Persons with Disabilities) works to advance inclusive employment opportunities for youth from low-income households. Our skill development centres, equipped with accessible infrastructure and trained professionals such as sign-language interpreters and special educators empower aspiring individuals to pursue jobs aligned with their competencies and market demands. Tailored curricula cater to the diverse learning needs of individuals with different disabilities, including those with intellectual disabilities.

In addition to training, our program focuses on sensitizing employers and conducting accessibility audits to create more inclusive and accessible workplaces for employees with disabilities. In 2023, aligning with our strategy to promote the financial independence of persons with disabilities, GROW PwD launched a self-employment intervention. This intervention provides support to individuals facing barriers to traditional employment opportunities, often stemming from obstacles in accessing mainstream education, skill development programs, and geographical constraints.

Beyond offering financial assistance through seed grants, our comprehensive approach involves equipping beneficiaries with essential entrepreneurial skills and providing personalized assistance for six months. This assistance encompasses various aspects of business operations, from procurement plans to effective marketing

and sales techniques. Through our efforts, we are powering individuals to thrive as entrepreneurs of small businesses, thereby advancing inclusion and economic independence.

Current Challenges

1. While organizations are eager to hire graduates, access to graduate-level education for individuals with disabilities remains limited.
2. The scarcity of trained instructors poses a significant barrier to delivering effective training.
3. Tier 2 and Tier 3 companies exhibit low readiness to invest in accessibility infrastructure and customize job roles to accommodate individuals with disabilities. This limitation restricts employment opportunities for individuals with severe and complex disabilities, such as intellectual disabilities.

Key Learnings

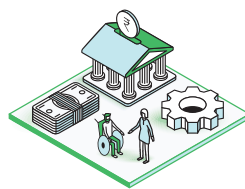
1. Individuals with intellectual disabilities find a greater number of suitable employment opportunities in the retail and hospitality sectors.
2. Persons with disabilities encounter bias and exclusion from institutional credit. Access to credit can be enhanced by providing credit assessment services to lenders and offering supportive guidance to effectively manage businesses.

IMPACT

FY 2023-24



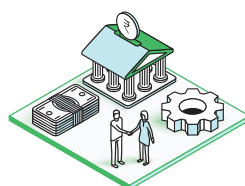
6,572
aspirants impacted



250
disability entrepreneurs supported



₹ 14,117
average salary in Tier-1 cities



₹ 61,07,000
grants facilitated for self-employment



Sashakt

When women are granted equal opportunities to pursue STEM careers alongside men, society advances exponentially, leveraging the power of diversity to achieve remarkable outcomes across all disciplines.

Sashakt is dedicated to eliminating financial barriers that hinder talented young women from underprivileged backgrounds from pursuing STEM careers. Thanks to a generous grant from philanthropists Radha Sasisekharan and Viswanathan Sasisekharan, renowned bio-physicist, in 2019, we were able to provide scholarships and mentorships to 20 deserving girls, enabling them to pursue B.Sc degrees at top universities and colleges nationwide.

Building on our success and with the support of CSR grants from multiple organizations, our scholarship program now extends to cover tuition and living expenses for B.Tech and MBBS courses, empowering even more young women to pursue their dreams. Coupled with mentorship from accomplished female scientists, our scholars receive invaluable guidance to navigate their career paths with confidence and insight.

In 2022, Sashakt expanded its reach by launching "Junior Sashakt," offering scholarships to high school girls pursuing science education at the 10+2 level. As we work towards establishing a digital network of scholars and mentors to enhance support, our girls continue to achieve remarkable success, gaining admission to prestigious institutions such as the University of Oxford, the Indian Institute of Science, and the Indian Institute of Technology. Their success is a testament to the transformative impact of empowering women with equal opportunities.

Current Challenges

1. According to the Ministry of Science and Technology's 2023 'Research and Development Statistics at a Glance' report, women represent a mere 18.6% of the R&D personnel directly involved in research activities in India. Deep-rooted gender norms regarding marriage and women's roles pose significant obstacles to their pursuit of advanced career opportunities in research.
2. The absence of mentors and adequate guidance from an early stage dissuades girls and families from pursuing education and careers in science and research.

Key Learnings

1. Encouraging talented girls from low-income backgrounds to pursue careers in science and research poses challenges, as it often requires more time to establish their careers while supporting household income.
2. Guidance from experienced female scientists in relevant fields helps students define precise educational objectives and career trajectories.



IMPACT

FY 2023-24



90%

students with household income <Rs.2lakhs



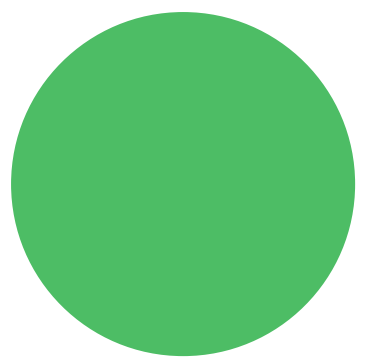
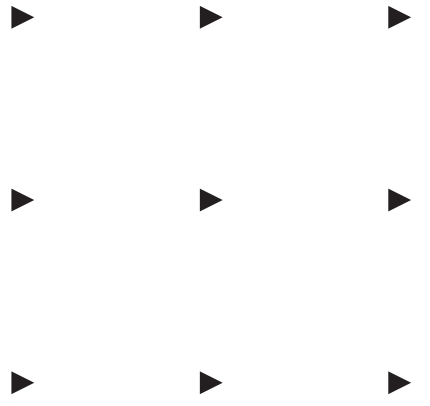
78%

scholars are first-generation college goers



62%

students opted for master's level courses in sciences



Reaching the Most Vulnerable:

Skilling Persons with Intellectual Disabilities

“People with disabilities face a myriad of challenges, often compounded by poverty, social exclusion, and limited accessibility—the more complex the disability, the more severe the effect. We made it a point in our strategy to proactively and systematically support those who are most vulnerable.” — Srilakshmi. B, Head of PwD initiatives. While strides have been made in disability rights and inclusion, significant barriers persist, hindering the full participation of all individuals with disabilities in civil society. After over a decade of training individuals with disabilities for employment in the organised sector, we identified the need to address complex disabilities with targeted skill development programs. Our feasibility study across Delhi, Mumbai, Hyderabad, Kochi, and Bangalore revealed glaring gaps in education and a scarcity of employment-oriented training opportunities for individuals with intellectual disabilities. Vyshnavi’s parents, whose daughter has Down Syndrome, echoed this sentiment: “After she completed 10+2, we didn’t know what next because we didn’t know of any colleges that provided special education and training.”

Pooling resources, expertise and perspectives to drive a comprehensive solution, teams at Dr.Reddy’s Foundation and Sol’s ARC, an inclusive education solutions provider, designed a thorough 12-month capacity-building program for jobs in the retail sector. With sessions ranging from foundational literacy and numeracy to digital literacy and workplace simulation, the inaugural batch of ten aspirants underwent specialized training suiting their learning needs. Strengthening our belief in their abilities, when provided with the right guidance, five of the ten aspirants were chosen for permanent job roles at Amazon following a one-month paid internship. Abhijit, an aspirant

with intellectual disability, joined as a part-time Associate at an Amazon warehouse facility. “In the course, I got practical training on sorting products. In the warehouse, I can do it like anyone else. I never believed that I could be like anyone else,” he said. Based on a variety of learnings like aspirant receptivity for different modules, acceptance from employers and suitable roles, the twelve-month program was iterated to a more focused six-month training.

As we hustle to skill over 60 aspirants this year, employers’ apprehensions about hiring these youth remain a significant challenge. With only a handful of employers fully willing to identify suitable job roles in their organisations and make accommodations for fostering an inclusive workplace, placements are an uphill task. “In our experience of working with intellectual disability, we have seen that once they are well-trained, they have practised and they understand the tasks, the understanding of tasks is so clear in mind that they can perform it as well as a person without a disability and that’s quite incredible,” Aradhana Lal, Senior Vice President (Sustainability & ESG), Lemon Tree Hotels Ltd. said acknowledging the importance of proper balance of training and supervision.

We are leveraging the internship period to address employer concerns by adding dedicated Job Coaches who assist aspirants in performing daily tasks at workplaces and sensitise employers. Additionally, we are expanding job mapping across organisations to identify suitable roles for persons with intellectual disabilities. Over the next twelve months, we are committed to making every attempt to empower the most vulnerable to secure decent employment.





Communities are Cultivating Prosperity

SDG 2

Zero Hunger

SDG 10

Reduced Inequalities

SDG 13

Climate Action

SDG 17

Partnerships For The Goals





MITRA

Through timely access to agriculture-extension services, even small and marginal farmers with landholdings less than 2 acres can effectively boost crop productivity, elevate incomes, and bolster food security in a sustainable manner.

MITRA is a peer-to-peer exchange platform facilitating the last-mile delivery of agriculture extension services. In 2016, recognizing the limitations of centralized extension service models, we pioneered a lead farmer network for dynamic farmer-to-farmer knowledge exchange on modern agronomic practices and training.

This model harnesses the voluntary participation of small and marginal farmers from diverse backgrounds to enhance crop productivity sustainably, reduce farm input costs, and improve market access. Lead farmers receive training on new

technologies and agronomic practices through local agri-extension support systems, including government, non-government and private partner agencies. Our teams further this by facilitating field demonstrations and dissemination of learning among fellow farmers.

This collaborative knowledge-sharing loop enables rapid dissemination of information across villages. By leveraging different nudging techniques including digital social media and community gatherings, we are able to significantly amplify the scale and impact. Our focus extends beyond farming practices to optimising the entire agricultural value chain, from sowing to marketing and creating opportunities for additional income generation. We have compelling evidence of farmers achieving a 20% to 30% increase in yields through adopting new seeding techniques and making substantial savings on input costs. To complement the peer-to-peer network, we introduced 'MITRA Mandi,' a marketplace connecting farmers directly with buyers for better price realisation. Additionally, initiatives such as indoor mushroom cultivation offer supplementary income and enhance household nutritional security.

In this endeavour, farmers take the lead in disseminating region-specific knowledge and

embracing advanced practices, thereby boosting crop productivity, elevating incomes and bolstering food security.

Current Challenges

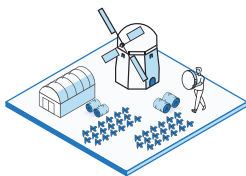
- 1. Extreme and unpredictable weather patterns are disrupting scheduled field demonstrations and community outreach activities.
- 2. The absence of large-scale manufacturing facilities for small farm implements is impeding the timely delivery of farm machinery and equipment.
- 3. Insufficient farm machinery service facilities are constraining the expansion of farm mechanization.
- 4. Gender norms present a hurdle to the rapid scaling up of women-centric interventions.

Key Learnings

- 1. Encouraging the cultivation of high-value horticulture crops with high local demand leads to significant scalability and valuable returns.
- 2. Farmers prefer selling their produce at markets offering higher prices when the opportunity cost of selling at alternative markets outweighs the time, money, and effort required to transport their produce.

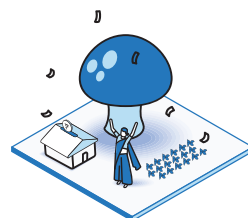
IMPACT

FY 2023-24



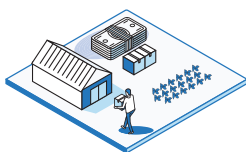
76,851

farmers adopted improved agricultural practices



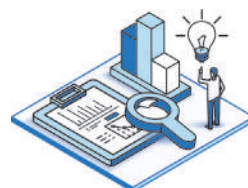
2,511

women are cultivating Mushrooms



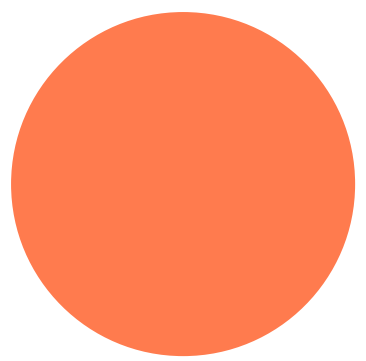
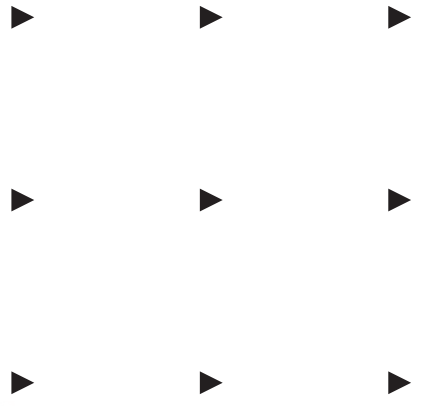
15-35%

higher incomes through MITRA Mandi unit



₹ 2,000

increase in average income through Mushroom cultivation



Sowing Seeds of Economic Independence:

Women-Led Mushroom Farming

Farmers bear the brunt of crop losses induced by various factors like climate change, flood inundation, pest infestation and inadequate post-harvest infrastructure. These losses aggravate the economic vulnerability of farming communities and perpetuate poverty. Shobha Kumari, residing in Mankowli village, Bihar, stopped the cultivation of paddy crops due to recurring flooding and waterlogging. “Our lands are submerged entirely by the waters of the Bagmati River during floods. We stopped cultivation. I don’t have any income during this season,” she laments.

We have been facilitating agriculture extension services by enabling farmer-to-farmer exchange networks, in Bihar, since 2016. Each season, farmers shoulder the burden of crop losses caused by floods and waterlogging. Building on the idea of providing our farmers a cushion against unforeseen crises, the program design team began a search for interventions that could provide an alternative source of income.

As Suman Saraswathibatla, the head of agriculture and climate action initiatives says of the solution: “It had to be a low-cost intervention with minimal capacity building requirement to make it accessible to farmers at large. We started exploring indoor cultivation because it doesn’t occupy space on already small landholdings of marginal farmers, and cultivating vegetables indoors is less expensive.” It also presented an opportunity to empower women financially as growing vegetables in the backyard is more convenient for women.

In September of 2021, ten farmers, each from a different village in Samastipur district, were inducted into a pilot project to test the cultivation of Oyster Mushrooms. Unlike other locally grown varieties, Oyster Mushrooms are more resistant to higher temperatures and can be cultivated for six months in a year. They don’t need a highly controlled environment and are grown on agricultural waste like paddy straw (substrate), making them an economical alternative with a high-return potential. The unit cost economics from the sale of the first batch harvested revealed the potential to generate substantial and stable income. With a total investment of Rs.3,000, a farmer can earn up to Rs.20,000 by selling mushrooms locally. Besides training farmers on aspects ranging from substrate preparation to sale, local teams collaborated with trusted spawn suppliers to further ease of adoption.

The initiative impacted 4,600 farmers including 1,200 women farmers and what’s more heartening to witness is the impact on household nutritional security. “We eat it thrice a week. It’s so delicious and nutritious,” a resident of Rosera, Mamata Kumari said. Oyster Mushrooms are rich in fibre, vitamins, minerals and antioxidants and have a good market potential including an export market. As we look ahead, with women as the focal point, we will strive to scale up and improve market linkages, ushering in economic independence for 5000 women farmers this year.





Communities are Healing the Earth

SDG 2 Zero Hunger

SDG 7 Affordable and Clean Energy

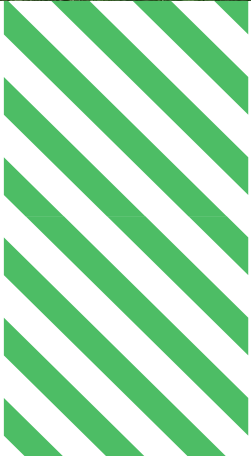
SDG 13 Climate Action

SDG 14 Life Below Water

SDG 15 Life on Land

SDG 17 Partnerships For The Goals





Action for Climate and Environment

Agriculture both contributes to and suffers from the impacts of climate change. Our strategic priority is to implement integrated solutions focused on mitigation and adaptation, employing a co-benefit approach that supports the environment and benefits participating communities.

Action for Climate and Environment (ACE) safeguards livelihoods against escalating climatic risks and reduces greenhouse gas emissions through a combination of mitigation and adaptation strategies. Our strategic plan, detailed in pages 63 and 64, prioritises interventions for socio-economically vulnerable groups, including

indigenous communities and women. Since launching our initiatives in 2020, we have made good progress across our two strategy components—Regenerative Agriculture and Coastal Ecosystems.

In Regenerative Agriculture, the focus is on implementing practices centred around enhancing soil health. Regenerative Agriculture has three sub-components. Under the 'Agriculture and Water' sub-component, we empower farmers with advanced seeding techniques, site-specific soil nutrition plans, intercropping, integrated pest management, and water use efficiency irrigation. These practices enhance soil carbon sequestration, conserve water, and boost productivity. In the 'Afforestation and Biodiversity' sub-component, our efforts focus on minimising GHG emissions and promoting biodiversity, alternative livelihoods and disaster mitigation. Small and marginal farmers benefit from agroforestry, bee boxes, and pollinator gardens. The 'Smart Energy Management' sub-component aims to reduce fossil fuel usage by promoting smart farm mechanisation and using crop residue as an alternative energy source.

Lastly, our 'Coastal Ecosystem' interventions build the resilience of coastal communities to climate change, enrich coastal biodiversity, and create alternative livelihood opportunities through activities like mangrove restoration and coastal plantation.

We collaborate with public and private organisations, government bodies, and communities across five

states, contributing to India's climate goals. Each practice we implement not only addresses climate action but also generates secondary economic, social, and environmental co-benefits, inspiring communities to lead the way in healing the planet.

Current Challenges

1. The lack of region-specific suitability mapping for technologies like Direct Seeded Rice (DSR) necessitates investment in preliminary studies to determine scalability.
2. Comprehensive, site-specific soil health management shows results over several years, but securing long-term investments from funding organisations remains a challenge.
3. Full-page solutions for managing issues such as weed growth in Direct Seeded Rice (DSR) are insufficient for finer rice varieties, hindering the technology's widespread adoption across regions.

Key Learnings

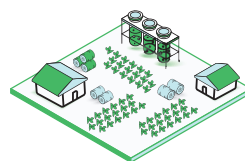
1. Implementing a combination of practices throughout the cropping season creates a deeper impact than adopting just one or two practices.
2. Timely communication of weather predictions is crucial for adhering to the seasonal crop calendar, enhancing crop efficiency.

IMPACT

FY 2023-24



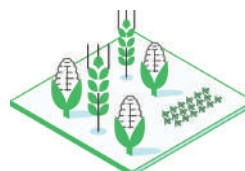
64,943
farmers impacted



72,035
tons of carbon sequestered



1,92,786
acres with climate-smart practices



1,437
acres under Agroforestry



5.47 Cr.
kiloliters of water saved

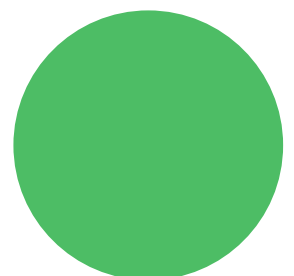


124
acres of Mangrove restoration



Nurturing Sustainability with a Triple-cropping System:

Direct Seeded Rice, Zero Tillage
and Cover Crops



Soil and water are vital ecosystems for growing our food. With the changing climate deepening erratic weather patterns, soil degradation, desertification and water stress, unilateral interventions have a limited impact on the resilience of farming. Discussing the unpredictable weather patterns in the region, Haribabu Rongali, who oversees our climate action initiatives in Andhra Pradesh, highlights, “Direct Seeded Rice helps reduce input costs such as labour and seeds and conserves water. It also promotes soil protection by eliminating puddling and intensive tilling. However, the early arrival of monsoons poses a challenge as it leaves insufficient time to prepare the land for the subsequent crop after rice harvesting. Consequently, farmers experience yield losses, indicating that relying solely on one intervention is inadequate for maintaining a sustainable crop cycle throughout the year.”

In the words of Percy Bysshe Shelley, “O, wind, if winter comes, can spring be far behind?”—a reminder of the cyclical nature of existence, wherein the seeds of resilience must be sown amidst the chill of adversity. Thus, it becomes imperative to adopt a holistic approach, one that acknowledges the interconnectedness of soil health, water management, and climate adaptation. From supporting farmers in adapting to chosen regenerative agriculture techniques, we are taking a big leap forward. Our teams have initiated efforts to nudge farmers to integrate a combination of three practices into their annual cropping system.

Direct Seeded Rice (DSR), Zero Tillage, and Cover Crops form a continuous cycle aimed at conserving and rehabilitating vital soil and water ecosystems, ensuring the sustained health of the land for subsequent cropping seasons. The cycle begins at the start of the crop calendar, during the Kharif season, where farmers utilize direct seeder machines to sow paddy directly into levelled fields. This method, unlike manual transplantation, eliminates intensive flooding and reduces labour costs significantly, with machine transplantation costing a quarter of manual labour charges. Moreover, it preserves soil structure and microbial activity by

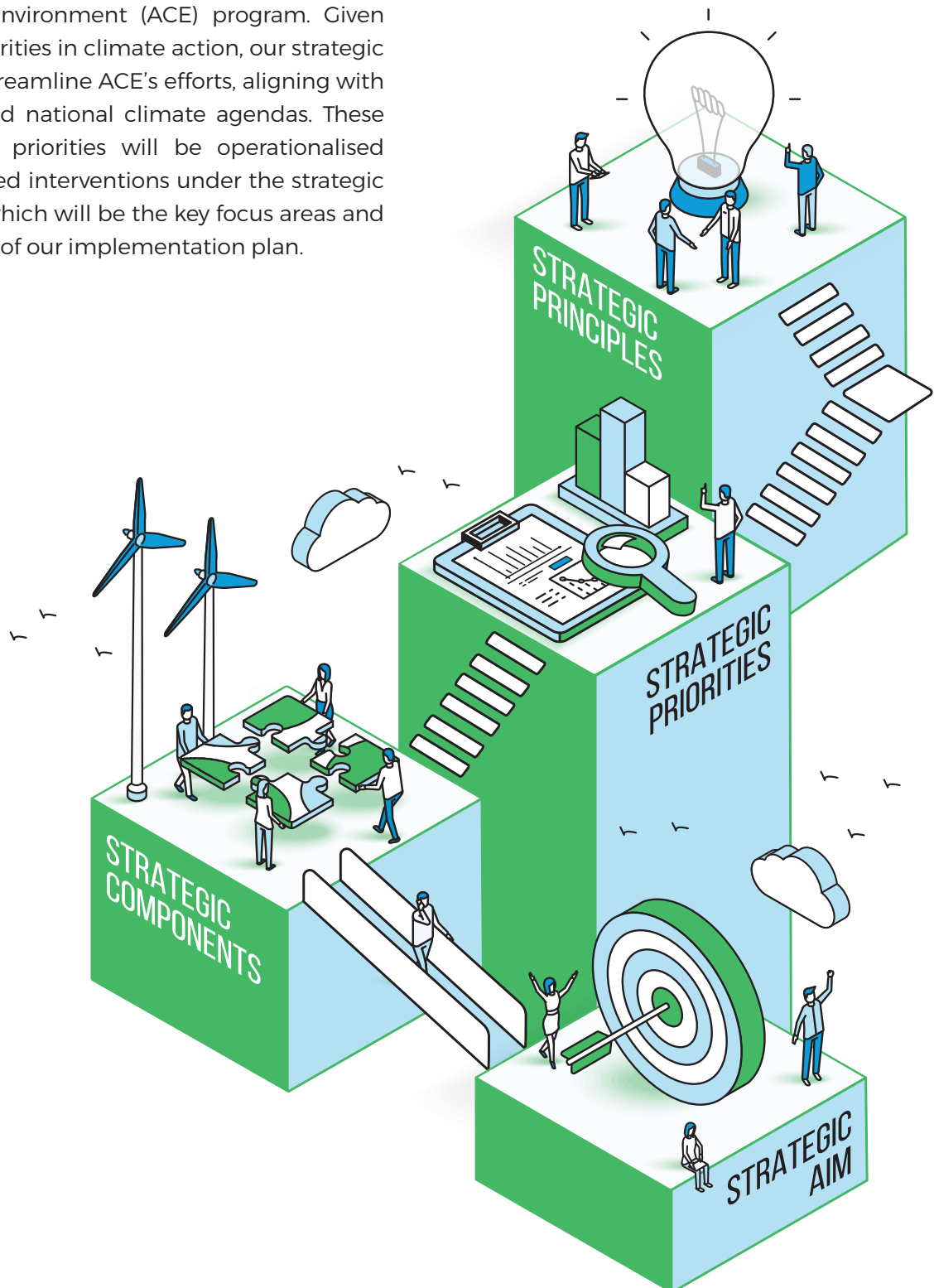
avoiding deep-tilling and puddling. Transitioning to the harvesting season, farmers employ zero-tillage equipment to sow maize or wheat directly over the residue of the previous crop. This practice minimizes soil disturbance, preventing carbon loss into the atmosphere and maintaining soil structure. Consequently, it creates optimal conditions for essential soil microbes, enhancing soil biodiversity. Traditionally, after harvesting the second crop, farmers leave the land fallow during the summer months. However, this practice exposes the land to erosion, direct exposure to sun and moisture loss, diminishing soil fertility for the upcoming crop cycle. To counteract this, cover crops are introduced as living mulch, aiding in moisture retention and improving soil quality. The resulting enhancement in soil health reduces the reliance on fertilizers in subsequent cropping seasons, thus closing the loop of the continuous cycle of sustainable farming.

“Through DSR, I saved Rs.6,000 per acre on labour and seeds. I used a double-wheel marker (zero-tillage) for maize sowing, resulting in approximately seven quintals more yield per acre and also Rs.8,500 savings per acre on labour. In summer we don’t farm but after a community meeting on cover crops, I cultivated Green Gram. I made Rs.27,500 by selling it in the market. Previously, the land was parched and cracked; now it remains moist. Timely crop sowing is now achievable without waiting for labourers or extensive land preparation,” says Akula Ramana, a resident of Pallipeta village in Andhra Pradesh, sharing his experience about the triple-cropping system.

As we forge ahead, furthering our dedication to both farmers and the environment, we are committed to expanding the adoption of our integrated practices. This year, we are excited to introduce site-specific soil nutrient plans and advanced soil biologics to enhance our interventions. Through concentrated efforts we aim to positively impact yields, incomes, and the health of our planet, nurturing sustainability.

Our strategy for climate action for a resilient future.

Strategic principles, priorities, and components will guide our work in climate action. Eight strategic principles will form the core philosophy of any intervention undertaken through the Action for Climate and Environment (ACE) program. Given the diverse priorities in climate action, our strategic priorities will streamline ACE's efforts, aligning with both global and national climate agendas. These principles and priorities will be operationalised through targeted interventions under the strategic components, which will be the key focus areas and the foundation of our implementation plan.



Strategic Principles

Sustainable

Actions are to balance three pillars of sustainability i.e. be environmentally friendly, economically sound and societally acceptable across time

Scalable

Interventions are to be feasible for large-scale implementation across geographies

Inclusive and Participatory

Solutions are to be designed by utilising diverse perspectives and knowledge of multiple stakeholders, including beneficiaries

Relevant and Aligned

Actions are to be relevant to the local context and align with climate policies and developmental priorities

Evidence-based Research

Actions are to be backed by evidence-based research that reflects current scientific knowledge and local understanding

Fair and Equitable

Solutions that focus on vulnerable socio-economic groups like marginalised farmers and women are to be prioritised

Integrated

Interventions are to focus on reducing carbon emissions and strengthening resilience through a mix of adaptation and mitigation actions

Measurable

The outcomes are to be measurable, verifiable and reportable

Strategic Priorities

Vulnerable Groups

The focus is on economically vulnerable individuals and groups including indigenous communities and women

Mitigation and Adaptation

The focus is on undertaking a mix of mitigation and adaptation actions across sectors

Co-benefit Approach

The focus is on identifying strategies with co-benefits i.e. prioritising win-win solutions aimed at capturing not only climate benefits but also

secondary economic, social or environmental benefits in a single measure or policy

Technology as a Solution

The focus is on blending hard technologies, soft technologies and organisational tech infrastructure for enhancing outcomes

Awareness, Communication and Capacity Building

The focus is on effective communication on different facets of climate change and capacity building through easy-to-understand language and audio and visual content

Partnership and Network Development

The focus is on leveraging the power of multi-stakeholder partnerships and knowledge of existing climate networks for effective and efficient implementation

Strategy Components

I. Regenerative Agriculture

In regenerative agriculture, the focus is on promoting practices aimed at enhancing soil health. The component has the following three sub-components:

A. Agriculture and Water

promoting practices that enhance carbon sequestration, conserve water and improve crop productivity

B. Afforestation and Biodiversity

Promoting green cover, biodiversity, alternate livelihoods and community resilience to natural disasters

C. Smart Energy Management

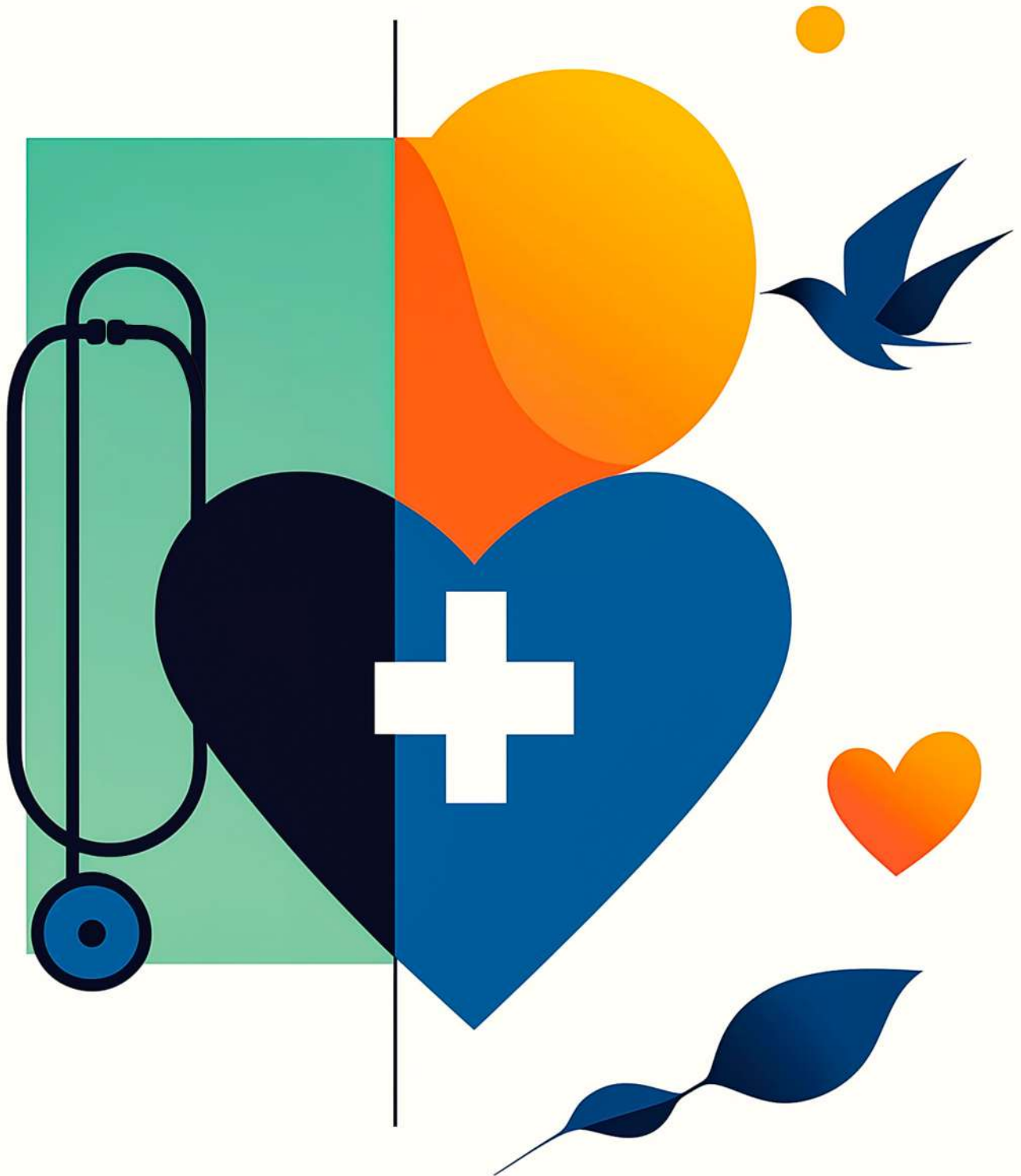
Promoting smart-farm mechanisation and reducing fossil fuel usage

II. Coastal Ecosystems

Promoting interventions that build resilience of coastal communities to climate change, enrich coastal biodiversity, and create alternative livelihood opportunities

Strategic Aim

To enable adoption of climate-smart agricultural practices on 1 million Acres by 2029.





Communities are Advancing Health

SDG 1

No Poverty

SDG 3

Good Health And Well-Being

SDG 17

Partnerships For The Goals





Primary Healthcare Services

By making high-quality primary healthcare accessible to economically strained communities, we cultivate resilient, healthier households free from the burden of excessive medical expenses.

Our Primary Healthcare Services aim to fortify public health infrastructure, enhancing accessibility and quality of primary healthcare for economically disadvantaged rural households. Informed by the lessons of the COVID-19 pandemic, which underscored the critical role of a robust public health system in ensuring equitable health access, our strategy aligns with the national health mission agenda, universal health coverage priorities, and UN sustainable development goals.

Primary healthcare constitutes 80% of all healthcare services accessed by individuals throughout their lives. Comprehensive primary care services alleviate the burden of disease and out-of-pocket health expenses by facilitating early detection, prevention, treatment, community-based care, and health promotion. Collaborating with the District Public Health Administration, we are upgrading Primary Health Centers (PHCs) by enhancing eight key parameters: diagnostic services, pharmacy management, labour room facilities, staff capabilities, patient management technology, emergency case stabilization, water and power supply, and bio waste management. The improvements aim to bolster outpatient and emergency care services effectively.

Having upgraded eleven PHCs, we aspire to extend coverage to 2 million rural population, using a district saturation approach. Through collaboration with

public health systems, our pursuit seeks to establish a replicable intervention, adaptable either in whole or in part, by other districts and state governments, in partnership with development agencies and private CSR initiatives.

Current Challenges

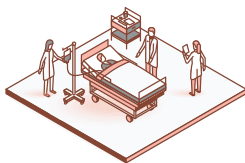
1. Numerous Primary Health Centers lack sufficient facilities to deliver quality primary care, encompassing outpatient, diagnostic, pharmacy, and referral services. This deficiency contributes to substandard health outcomes and also results in high out-of-pocket health expenditure.

Key Learnings

1. Staff ownership and community trust are essential for the success of upgraded facilities. A complete transformation of a Primary Health Center will significantly enhance both ownership and trust.

IMPACT

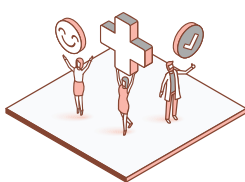
FY 2023-24



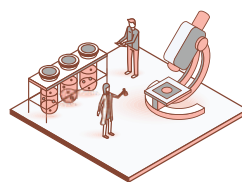
10
newly upgraded PHCs



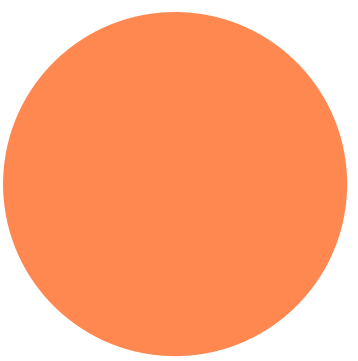
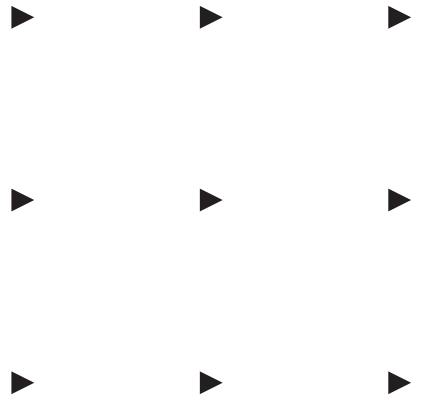
67,997
OPD consultations



2,74,358
population coverage



81,718
diagnostic tests



Fostering Sophisticated and Timely Care:

Upgrading Diagnostic Labs

Laxmi lives in Patharlapalli, a village in Srikakulam District of Andhra Pradesh. She stopped seeking medical attention for her Chronic Nephropathy because lab tests at a private facility were too expensive. “I required several tests each month and initially visited a private clinic. However, the tests were very expensive. As a farm labourer, I couldn’t always afford them, so I had to stop going to the clinic,” Laxmi explained.

In India, approximately 50% of health expenditures are financed through out-of-pocket payments. Such expenditures exacerbate poverty and significantly impact the livelihoods of low-income communities. The high costs often deter the poor from seeking diagnostic care, leading to adverse health outcomes. Satti Srinivas, head of our health and nutrition initiatives, highlighted the issue: “Diagnostic tests are not covered under private or public health insurance. In rural areas, primary health centres (PHCs) offering free tests and treatment are essential for achieving universal health coverage (UHC). Ensuring adequate lab infrastructure in PHCs is critical for moving closer to UHC.”

Our mission to strengthen public health infrastructure by upgrading primary health centres has focused significantly on bridging gaps in diagnostic care. Robust diagnostic care facilitates early detection, prevention, and treatment, thereby reducing disease burdens. Our teams consider the health demographics of each region and consult with doctors at PHCs to determine essential lab investigations. By assessing existing lab equipment, we identify gaps in essential investigations and

provide the necessary equipment to fill those gaps. Discussing the new facilities, K. Jagadeesh, a lab technician at the Patharlapalli Primary Health Center, stated, “Previously, we could only conduct Hemoglobin and Random Blood Sugar tests. Now, with the newly installed biochemistry analyser, we can perform complete blood pictures, lipid panels, renal panels & various hormonal tests. This significantly aids in early diagnosis and prevention.” Well-equipped labs reduce out-of-pocket expenses and eliminate the need for patients to travel to distant towns or cities, making healthcare more accessible and timely, thereby improving health outcomes.

“The government pension is my only source of income, and I used to spend much of it travelling to the city for lab tests. Now, at the PHC, I get all the medicines and necessary tests for free, leaving me with more money for food and other household needs,” said Bhulakshmi T., a beneficiary of the upgraded PHC at Meliaputti.

In addition to providing modern diagnostic equipment such as Haematology Analyzers, Biochemical Analyzers, and Coagulation Analyzers, PHCs are equipped with supporting infrastructure like refrigerators, air-conditioning, and power backup to ensure testing efficacy. Lab technicians and assistants receive comprehensive training on using and maintaining the lab equipment. From April 2023 to March 2024, diagnostic labs at eight newly upgraded PHCs conducted over 81,000 tests, fostering sophisticated and timely care.





**A farmer is installing an 'AWD Pipe'.
(Srikakulam, A.P).**

Alternate Wetting and Drying (AWD) is an irrigation technique where water is applied to the field a few days after the ponded water's disappearance. This is in contrast to the traditional irrigation practice of continuous flooding.

The depth of perched water is monitored using a perforated PVC tube embedded in the soil. With the threshold of 15 cm, roots can still extract water from the perched water table without stress to the plants. Apart from saving water, no continuous flooding results in a reduction of GHG emissions from the field.





Communities are Narrating Their Stories





I want to give
back to society
with
kindness.



I had wings; I just needed to learn how to use them.

"I am still amazed by how far I've come. My journey from a small village in Uttar Pradesh to a research student at India's most prestigious institute has been anything but easy. Born into a farming family, I am a first-generation college student, and this achievement fills me with immense pride. My parents, despite never attending college themselves, ensured that my brother and I never missed an opportunity to chase our dreams.

My mother often tells me how she prayed for a daughter after my brother was born, and her wish came true when I arrived. In a society where girls are often seen as a burden, I feel incredibly fortunate to have parents who gave me the same opportunities as my brother. As a child, I was known for my love of school. It's funny, isn't it? I loved studying because I understood that knowledge was the one thing no one could ever take away from me. That belief has brought me to where I am today.

I was always the top student in my class. One of the proudest moments of my life was scoring 98.6% in my 10th board exams and becoming the district topper. Seeing my face on hoardings across the district was surreal. It made me realise that dreams do come true and that one should never hesitate to dream big. The tears of joy in my parents' eyes were my greatest reward. That day, I vowed to make them proud every single day.

However, life threw me a curveball when I couldn't crack the JEE in my 12th standard. As someone who had always been praised for her efforts and results, this failure made me feel unworthy. I cried myself to sleep for weeks. But looking back, I laugh at how foolish I was to think that an exam could determine my future. I had wings; I just needed to learn how to use them. It was then I realised my passion for chemistry, a subject I could never tire of. I enrolled at the University of Delhi for an honors course in chemistry, but the challenges were far from over.

The COVID-19 pandemic hit, and life became a struggle. Finding a means of livelihood was difficult. During this tough time, a senior told me about the Sashakt scholarship by Dr. Reddy's Foundation. I am forever grateful to her. The financial support from Sashakt made my stay in Delhi possible, and the moral support and guidance from the foundation shaped my future in ways I cannot describe.

Now, I am pursuing a master's program at IISc Bangalore, focusing on organic electronics. I aspire to continue my studies and pursue a Ph.D. My long-term goal is to set up my lab and conduct independent research, contributing to renewable energy resources to make the world, especially India, a brighter place with affordable, environmentally friendly energy.

When I achieve my goals, I want to give back to society with kindness. One of my dreams is to open an orphanage combined with an old age home, where children can learn values from the elders, and the elders receive the love they deserve. My life motto has always been that everything happens for good. This belief helps me let go of things beyond my control and focus on what I can change.

Times have been tough and will continue to be, but my message to everyone, especially girls, is to be strong, be brave, and never lose your confidence. I hope Sashakt continues to give wings to those who need them, and we will see an increased number of women in research."

Bhawna Choudhary
Sashakt Scholar (Uttar Pradesh)



If you can
**find a
purpose,**
you can overcome the
most profound grief.



In each patient, I see my brother, and helping them brings me a deep sense of fulfillment

"I was filled with excitement for my first Holi after my wedding. I spoke to my parents and my younger brother, Dhaval, that morning before diving into the festivities. But in the evening, my husband rushed me back to my village with the alarming news that my grandmother had fallen sick. As I stepped into my home, I immediately sensed something was wrong. The house was filled with people, yet it was eerily quiet. My parents' tears led me to my brother, who lay there lifeless.

My father made and sold jute bags, while my mother helped him. I took care of Dhaval, helping with his homework, playing with him, and sometimes scolding him like a mother. I was always protective of him. Even after I got married and moved to my in-laws' house, Dhaval called me every day, sharing stories about school and his dreams of taking care of our parents.

Dhaval, who dreamed of becoming a photographer, tragically drowned in a dam while playing Holi with his friends, just a month before his 12th board exams. I had recently lectured him on the importance of studying hard to secure a good job and promised to buy him a camera if he did well. Seeing him lying there, my heart shattered. I couldn't accept his loss. The grief was so overwhelming that I barely spoke or ate that week. I felt numb.

Returning to work as a computer operator at a local bank seemed like a way to distract myself, but the sorrow was too intense, and I eventually left my job. My husband, trying to help me recover, handed me a pamphlet about the HQHCS training. He told me that this was an opportunity to help others recover and save lives, a new purpose that could help heal my heart.

Coming from a non-medical background, I doubted my ability to understand the material. The three months of training turned out to be the most

transformative period of my life. The trainers helped me navigate my grief and grow emotionally strong. The sessions were interactive and engaging, and I never felt like I had to struggle to learn. The practical training sessions were particularly rewarding, providing a hands-on experience that was both fulfilling and enlightening.

Throughout this journey, my husband was my greatest supporter. He motivated me to cope with the training classes and supported me at every step. He managed our home and his dairy farm, ensuring I could focus on my training.

After the training, I joined Ayush Super Specialty Hospital in Bhuj as a member of their PRO team. My role is to ensure that patients receive the utmost care and dignity. In each patient, I see my brother, and helping them brings me a deep sense of fulfilment. My work at the hospital gives me a profound sense of contentment.

In honour of my brother's dream, I bought a house for my parents and named it 'Dhaval'. I miss him every day and often wish he could be with us in that house. But I also know he would be watching over me with pride.

In life, it's often the small actions that make the biggest difference. If you can find a purpose, you can overcome the most profound grief and find happiness even in the deepest struggles."

Falguni Bhanushali
Aspirant, HQHCS (Gujarat)



Living with a disability has been
**my
greatest
teacher.**



My friends taught me to never give up.

“When I was in 4th grade, during our Dussehra vacation, my father finally bought me a cycle after days of begging him for one. I spent every day practising riding it. The day after Dussehra, while my family was out working in the fields, I was out riding. While taking a turn, I hit something and crashed my cycle. The next thing I knew, blood was flowing from my left hand. There was blood everywhere, and the pain was excruciating.

Our neighbors rushed me to the nearby hospital. Due to the holidays, there weren't many doctors around. I was given some first aid and sent home to rest. But the next day, the blood circulation to my hand stopped. It turned blue, and I couldn't feel anything. My parents rushed me to a bigger hospital in Warangal. The doctors informed us that the infection had spread and that they should amputate.

I loved playing games with my friends and riding my bicycle. I often got hurt while playing, but this injury was too grave. I couldn't even pick up my school bag or button my shirt. Everyone at school looked at me differently. I was never picked for games, and students would just stare at my hand when talking to me. It made me uncomfortable and sad.

However, my friends never let me feel lonely. They were always around, pushing me to try new things and cheering me up. They taught me to never give up, no matter the circumstance, and this gradually became my life's motto. As soon as I recovered, the first thing I did was learn to ride a bicycle again, but this time with one hand. I practiced for months, fell many times, and got up again, but finally, I learned to ride it.

I carried this never-give-up attitude throughout my life. When I was denied admission to my preferred college because of my disability, I didn't let that stop me. I enrolled in another college. It was far from home and the facilities weren't great, but I was determined to complete my degree. At home, my parents were struggling to support my sister and

me. As a son, I felt it was my responsibility to support my family. So, I started selling food on the streets. I attended college in the morning and worked in the evenings. Balancing both was incredibly challenging, but I was determined to help my parents.

After graduation, I began looking for jobs, but due to the pandemic, the job market was tough. I joined a course in Hyderabad and was placed as a store trainee in Bangalore. The job was physically demanding, and with my disability, it was quite challenging. I always wanted to be an HR professional myself. My brother, who works in the HR department at an MNC, was my inspiration. So, I quit the job within ten months.

While applying for jobs, I came across the GROW PwD course. I enrolled in the three-month training program. Our trainer, Gayathri Madam, was an inspiration. She believed in me and encouraged me throughout the training. The activities conducted as part of the training were also very engaging, and I could improve my English skills.

Upon completing the course, I began applying for jobs again. When I heard about an opportunity at HP in Bangalore, I eagerly submitted my resume. To my delight, I was hired as a Talent Acquisition Adviser. Since then, my life has changed. My team leader and managers are very supportive. I'm part of a team that recruits people with physical disabilities, and it gives me great happiness.

Living with a disability has been my greatest teacher. It instilled in me a drive to overcome obstacles and achieve my dreams. Today, I am proud to support my family financially and have earned the respect of those who once doubted me.”

Kalakoti Vinay

Aspirant, GROW PwD (Telangana)



We should all believe

in our capacity to
succeed.



I took the first step to support my children's education, believing in our capacity to succeed.

"My husband and I always dreamed big for our children, aspirations we never had the chance to fulfill ourselves. We got married young—he was 17 and I was 15—and never finished school. But we wanted a different future for our kids. We sent them to a private school, even though the fees were high. We believed that the best education would open doors for them, that they would learn, grow, and eventually work in big companies. It filled us with pride to see them go to school and speak in English.

My husband's tea shop was our only source of income. In our small village, business is tough. He barely made Rs. 8000 - 9000 a month, working from early morning till late at night. Though he never showed it, I could see how exhausted he was. As a mother, I felt it was my duty too to help secure our children's future. After talking to a didi in our village, I started working as a JEEViKA Didi. Every day, I traveled to different villages, teaching new mothers how to care for their newborns and the importance of nutritious food. I earned about Rs. 5000 a month. It wasn't much, but every rupee counted.

As the years passed, our children grew up, and we sent them to study in the city. When my husband's shop suffered a loss, he had to close it. We had borrowed money to pay our children's college fees, and with his shop closed, we struggled to repay the loan and support our children.

One day, while I was training women in our village, I saw a mushroom farm at one of their homes. I was curious and wanted to know more. The didi told me that mushroom farming required little time and, with a small investment of Rs. 300, provided her with an extra income. She connected me with Majnu sir of Dr. Reddy's Foundation. He provided training for me and 30 other women. We learned how to cultivate mushrooms, the necessary precautions, and how to pack and sell them. At the end of the training, we received a free kit of seeds, fertilizers, and plastic bags.

My husband and I spent two days planting the seeds in a small room in our house. I dedicated two hours every morning and evening to check them, ensuring they were neither too wet nor too dry, and adding fertilizer when needed. After 21 days, we harvested our first crop. After expenses, I earned Rs. 25,000. This extra income made a great difference in our lives.

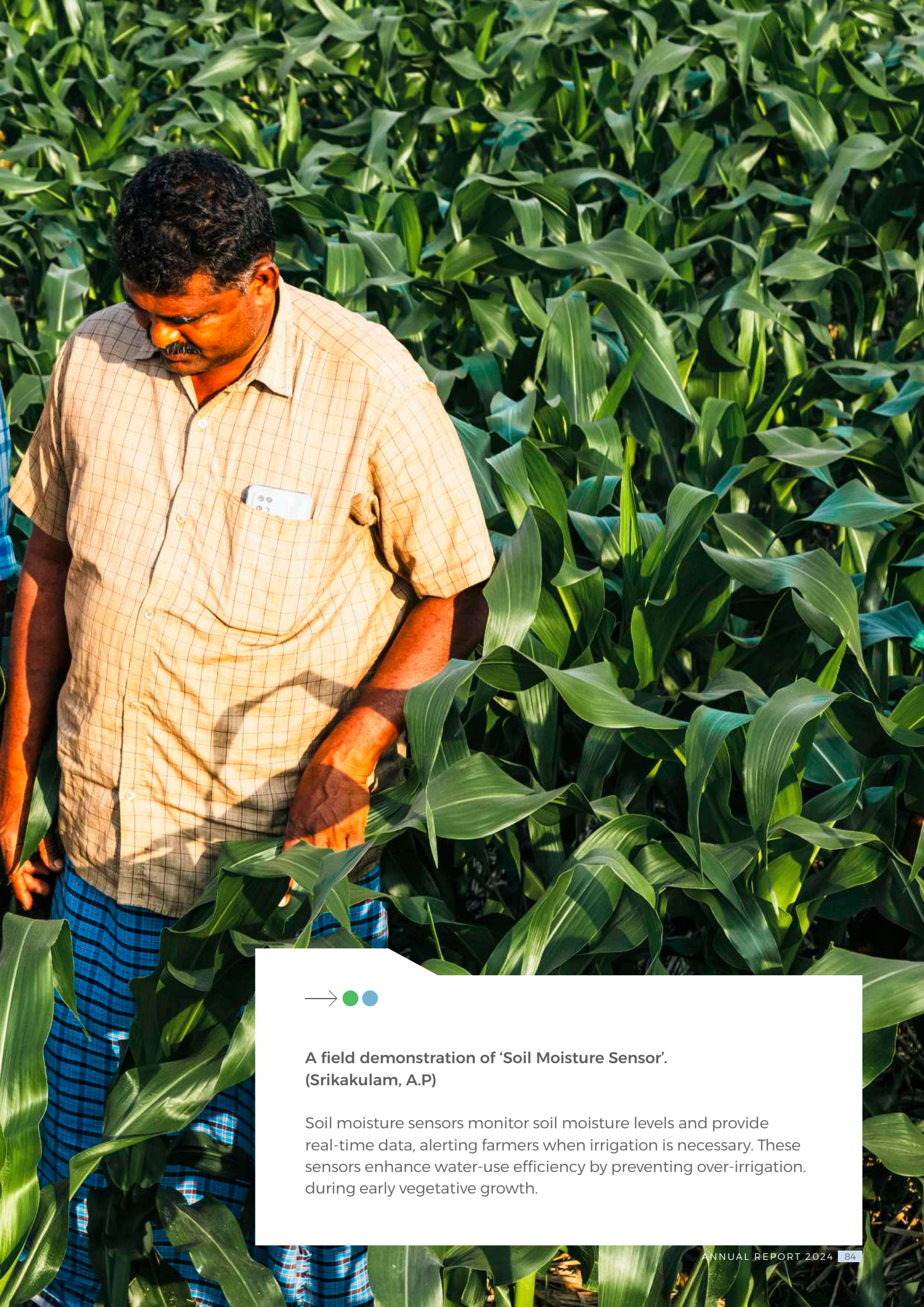
For the first time in months, we didn't have to borrow money or worry about paying our bills. We could send money to our children without taking on more debt. My husband also bought some supplies and reopened his shop. We save a small portion of the mushrooms for ourselves and sell the rest within our Jeevika community. My family loves mushroom sabzi.

I now share my knowledge of mushroom farming with other women in our JEEViKA community. I believe it can help them earn extra money and become more independent. Many women in our village struggle financially, and I believe this could make their lives easier.

Every morning, I woke up with a dream for my children. Instead of relying solely on my husband to send them to school, I took the first step. I started working. It encouraged me to take another step, and then another. When my husband had to shut his tea shop, I held on to hope. I found ways to earn and to support my family. We should all believe in our capacity to succeed. No matter the obstacles, if we have the determination, we will find ways to overcome them."

Aruna Devi
Farmer (Bihar)





**A field demonstration of 'Soil Moisture Sensor'.
(Srikakulam, A.P)**

Soil moisture sensors monitor soil moisture levels and provide real-time data, alerting farmers when irrigation is necessary. These sensors enhance water-use efficiency by preventing over-irrigation, during early vegetative growth.



Reports

Financials

POSH

DR. REDDY'S FOUNDATION
HYDERABAD
Balance Sheet as on March 31, 2024

(Amount in Rs.)

Particulars	Note	As at March 31, 2024	As at March 31, 2023	
Sources of funds				
1	Corpus fund	02	2,86,001	2,86,001
2	General fund	03	25,25,45,690	21,00,67,325
3	Capital grant / Asset fund	04	12,69,62,004	14,78,42,545
4	Non-current liabilities			
	a) Long term provisions	05	1,20,49,802	95,23,509
5	Current liabilities	06		
	a) Payables		61,59,604	33,09,304
	b) Other current liabilities		4,88,49,286	3,39,55,108
	c) Short term provisions		39,90,961	26,64,457
Total			45,08,43,348	40,76,48,249
Application of funds				
1	Property, Plant and Equipment and Intangible assets	07		
	a) Gross block		30,95,71,354	28,47,97,907
	b) Less: Accumulated depreciation		15,75,27,963	13,69,55,362
	c) Net block		15,20,43,391	14,78,42,545
2	Current assets	08		
	a) Cash and bank balances		27,35,11,695	23,84,83,986
	b) Receivables		5,85,696	34,73,583
	c) Other current assets		42,65,326	15,21,018
	d) Loans and advances		2,04,37,240	1,63,27,117
Total			45,08,43,348	40,76,48,249

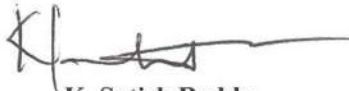
Summary of significant Accounting Policies 01


The accompanying notes are an integral part of the financial statements

As per our report even date
For M S K A & Associates
Chartered Accountants
ICAI Firm Registration No.:105047W

For and on behalf of Dr. Reddy's Foundation


Ananthakrishnan Govindan
Partner
Membership No: 205226


K. Satish Reddy
Chairman


G. Anuradha
Managing Trustee

Place: Hyderabad
Date: August 20, 2024



Place: Hyderabad
Date: August 20, 2024



**DR. REDDY'S FOUNDATION
HYDERABAD**

Income and Expenditure for the year ending on March 31, 2024

(Amount in Rs.)

Particulars	Note	For the year ended March 31, 2024	For the year ended March 31, 2023
Income			
1 Grants / Donations / Contributions	09	96,41,10,206	84,53,45,189
2 Other income	10	11,02,44,109	8,89,28,564
3 Interest income on advances		-	2,23,433
Total income		1,07,43,54,315	93,44,97,186
Expenditure			
4 Programme expenditure	11	96,74,76,157	83,95,48,768
5 Administrative and general expenditure	12	6,23,32,631	5,30,57,050
6 Depreciation	07	20,67,162	-
Total expenditure		1,03,18,75,950	89,26,05,818
Excess of Income over expenditure for the year		4,24,78,365	4,18,91,368
Total		1,07,43,54,315	93,44,97,186

Summary of significant Accounting Policies 01

The accompanying notes are an integral part of the financial statements

As per our report even date

For M S K A & Associates

Chartered Accountants

ICAI Firm Registration No.:105047W

For and on behalf of Dr. Reddy's Foundation


Ananthakrishnan Govindan

Partner

Membership No: 205226

Place: Hyderabad

Date: August 20,2024





K. Satish Reddy

Chairman

Place: Hyderabad

Date: August 20,2024



G. Anuradha

Managing Trustee



**DR. REDDY'S FOUNDATION
HYDERABAD**

Receipts & Payments statement for the year ended March 31, 2024

(Amount in Rs.)

S.No	Particulars	For the year ended March 31, 2024	For the year ended March 31, 2023
Receipts during the year			
A)	Grants / Donations / Contributions	95,71,92,447	81,74,53,370
B)	Interest	1,28,09,656	1,16,88,146
C)	Gross receipts - Rural Livelihoods	82,26,121	35,34,612
D)	Gross receipts - Education	7,79,03,609	6,44,98,244
E)	Rent & Miscellaneous income	63,08,498	37,02,736
F)	TDS refund	-	11,32,124
G)	Other receipts	1,48,50,000	36,15,763
Total		1,07,72,90,331	90,65,87,185
Payments during the Year			
A)	Expenditure	97,07,30,417	88,11,51,695
B)	Purchase of fixed assets	6,87,04,603	3,95,82,695
C)	Advances (net)	55,95,799	45,98,568
D)	Fixed deposits (net)	4,76,67,058	6,80,86,489
Total		1,09,26,97,877	99,34,19,447
Opening balances			
	- Cash	-	-
	- Bank	10,15,56,357	18,83,88,618
Add: Net receipts over payments		(1,54,07,546)	(8,68,32,261)
Closing balances		8,61,48,811	10,15,56,357
Represented by			
	- Cash	-	-
	- Bank	8,61,48,811	10,15,56,357
		8,61,48,811	10,15,56,357

Summary of significant Accounting Policies 01

The accompanying notes are an integral part of the financial statements

As per our report even date

For M S K A & Associates

Chartered Accountants

ICAI Firm Registration No.:105047W

For and on behalf of Dr. Reddy's Foundation


Ananthkrishnan Govindan

Partner

Membership No: 205226

Place: Hyderabad

Date: August 20,2024





K. Satish Reddy

Chairman

Place: Hyderabad

Date: August 20,2024



G. Anuradha

Managing Trustee



POSH

Date: 29th January, 2024

To,
The Hon'ble District Collector
Hyderabad District
Abids, Hyderabad
Telangana, Pin: 500001

Dear Sir,

Sub: Annual Report under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 for the year ended 31st December 2023 for Dr Reddy's Foundation situated at 6-3-655/12, Somajiguda, Hyderabad - 500082.

We enclose herewith the Annual Report of Dr Reddy's Foundation, situated at 6-3-655/12, Somajiguda, Hyderabad - 500082 under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, with regards to, complaints received and their redressal for the calendar year ended 31st December 2023

Yours faithfully,

For **Dr. Reddy's Foundation**



Authorised Signatory



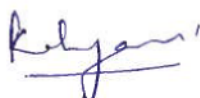
ANNUAL REPORT FOR THE YEAR 2023 FOR Dr. Reddy's Foundation 6-3-655/12, Somajiguda, Hyderabad - 500082 SUBMITTED TO THE HON'BLE DISTRICT COLLECTOR, HYDERABAD DISTRICT UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT, 2013 AND RULE 14 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) RULES, 2013

- a. Number of Complaints received by the Internal Committee : NIL
during the year.
- b. Number of Complaints disposed off during the year : NIL
- c. Number of Cases pending for more than 90 days : NIL
- d. Number of Workshops or Awareness Programs : 4
Against Sexual Harassment carried out
- (1) Shared the POSH Policy to all employees through HR portal (Darwinbox)
- (2) Periodic Reiterations of POSH is done through Posters over mail and Workplace (Official Social Platform)
- (3) Communication to all employees towards changes in IC members.
- (4) Conducted sessions to all employees to raise awareness towards the POSH policy and reiterate on the provision and protection to female employees through the policy and statute.
- e. Nature of Action taken by the Employer : As per Annexure

Annexure

The numbers of complaints received by the Internal Committee during the calendar year 2023 were **NIL**; therefore, no action was needed to be taken by the Employer.

For Dr. Reddy's Foundation



Authorised Signatory







Dr. Reddy's Foundation,
#6-3-655/12, Somajiguda, Hyderabad, Telangana - 500082.

Photography by Saurabh A. Chatterjee and Abhishek Reddy M
Design by Kranthi Marri | Illustrated by Anish Pentti