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CSR Annual Summary Report 2023-2024

Creating Connected Communities to Serve

What's Inside

The CSR Annual Summary Report 2023-24 provides an overview of the Corporate Social Responsibility initiatives that Bosch Global Software Technologies has undertaken between 2023-2024. Driven by our core values of innovation, sustainability, and social responsibility; we strived to create lasting positive impact through programs focused on education, environment, community development, People with Disabilities (PwD), and volunteering. We hope that this deep-dive into our work will provide you key insights into how Bosch moves mountains.
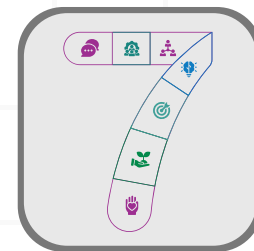
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From the Desk of BGSW CSR

Shilpa Deodhar,

Head - Corporate Social Responsibility, Bosch Global Software Technologies

Co-creation is empowered by the **7-stages of CSR** Innovation pioneered by us. It begins by closely engaging with the communities, understanding the unsaid needs, identifying the stakeholders, engaging in transparent dialogue, brainstorming ideas, forging partnerships. We have MoUs signed with Department of Women Child Development, Department for Empowerment of Differently abled and Senior citizens; partnerships with State Forest departments, Department of Education, District Collectors and Department of Social Justice and Empowerment. This stage is followed by observe and measure, ensuring the impact extending through volunteering and sustainable exit.

2024 brings us to a fulfilling decade of CSR at BGSW. We evolved into an integral function of **"FitforFuture"**, extending our footprint beyond business. We significantly grew as a team, expanded in four locations and invested in Flagship Projects for elevated social impact. Our scholarships nurtured meritorious students from **30** to **921**, water storage capacity increased from **210** to **1500+** Million litres, extended welfare towards **25,000+** animals, touched **57,000** students, planted **140,000+** saplings and diverted **1000+** tonnes of waste from landfill.

2023-24 marked the formation of CSR Steering committee, curating Flagship projects, evolution of Tech4CSR to support assistive technology and transitioning towards a digital platform for Impact Assessment, Monitoring & Evaluation process. Culture of Volunteerism enhanced **240,000+** cumulative hours, transforming Corporate Social Responsibility to Personal Social Responsibility into the lives of our volunteers and impacting communities. **179** Social leaders from various departments were trained to catalyze weekend workcamps, long-term volunteering and volunteering with families.
Our vision is **"To serve with love and compassion, nurturing inclusive communities, caring for our environment and ensuring a sustainable future"**. This is aligned with our mission of **"Co-creating connected communities for equitable access and environmental stewardship."**

District Administration of Coimbatore recognized us as an inclusive thought leader in providing care to homeless people through the rescue ambulance, overall infrastructure and operations of shelter Home. We received appreciations from our NGO partners for investing in the growth, capacity building towards financial management, human resource management, procurement, and statutory compliances.

We were awarded as the winner of the **"Transformational Partnerships Award"** by IIT-Madras in recognition of our long-term collaboration providing technology solutions to combat prevalent issues in the society. **We were also announced as the 2nd runner up in the 3rd Edition CSR & Sustainability Awards by ASSOCHAM.**

> **Our scholarships nurtured meritorious students from 30 to 921, water storage capacity increased from 210 to 1500+ Million litres, extended welfare towards 25,000+ animals, touched 57,000 students, planted 140,000+ saplings and diverted 1000+ tonnes of waste from landfill.**

Our aspiration as thought leaders is to establish models of excellence and drive systemic change programs at scale. We will continue to leverage and integrate the Bosch core competencies of technology and 'Invented for Life' in our social projects. The nature of our projects is unique, transformative, and designed for the most underserved communities.

I invite you to look through our kaleidoscope which encompasses the diverse portfolio of projects curated, and the impact that has emerged from them. We hope our efforts brings you closer to a sense of Personal Social Responsibility, prompting you to connect and engage with the communities around you.

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Strategic CSR Approach Towards Social Innovation – The Seven Stages

Baseline Survey and Needs Assessment:

A Benchmark for all future activities which Project Managers refer to make project management decisions.

Community Connects and Dialogues:

We delve into Why, What, How, Past, Present and Future whilst evaluating the maximum potential of this collaboration. Experts for each topic bring further value, and discussions are kept on through various phases of the project.

Communicate, Communicate, Communicate

The key factor is to keep the communication lines open.

> BGSW's efforts in the last 6 years at AMC has demonstrated its commitments to building healthy communities and how it recognizes the business and social value of such community involvement.
>
> **- Vani Manohar from AMC**

The process has helped us stay connected with most of our partners since 2015.

Topical Stakeholder Mapping and Workshop:

Best solutions are often produced when all stakeholders come together to discuss a project in a structured manner. In such workshops, diagnosing the problems and framing the right questions leads us halfway through the answers, ensuring that the root causes are tackled and not just the symptoms.
Social change requires consensus from all the parties and this approach has been a game changer.

Proposals and Ideas:

While brainstorming, we bring in experts across platforms like Design Thinkers, Environmentalists...etc. and collaborate across public-private partners for their inputs. Human-centered designs help us realize the true needs from the beneficiaries making it a creative blend of ideas.

Implement, Observe and Measure:

In this step, goals and KPIs are defined along with roles, responsibilities, and relationships. A plan is chalked out for project management covering connects, visits and documentation. Challenges are tackled with innovations whilst checking how the process is enabling beneficiaries.
Actual outcomes are measured vis-a-vis expected ones and course corrected where needed. Further, balanced reporting is encouraged to support when needed.

Impact Sustaining and Sustainability:

A few initiatives towards this have been regenerating a positive feedback loop, renewing essence of community ownership and personal social responsibility, empowering stakeholders, increasing resilience, expanding collaborations and advocacy efforts, creating self-sustaining infrastructures and community hubs.

Volunteering and Personal Social Responsibility (PSR):

Volunteers and trained social leaders are mapped to projects through weekend workcamps. It provides a diverse portfolio integrated with volunteering and curates enriching experiences with partner organizations.
The vision is to nudge them towards long term causes with clear and consistent communications to embrace this responsibility in their personal lives. Our mission "Here to Serve" enables volunteers to serve via empathy, safety, courtesy, efficiency and willingness to serve embedded in all our projects.
BGSW has been a pioneer in evolving the 7 stages of social Innovation which has been appreciated by many corporates working in this space.

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Key Highlights

Education

15,860
students benefitted from various upskilling workshops and empowerment programs.

583
students and **5689** government teachers were impacted through Pi-Labs, focusing on digital literacy and computational skills in Pune

9.13 LPA
is the average annual CTC earned by **23** of the **29** recipients who were awarded engineering scholarships for higher education.

921
students from economically disadvantaged backgrounds have been supported through the SCALE scholarship program, with **56%** being girls.

Environment

754 farmers
have started using sustainable farming practices, impacting over **100** hectares of farmland and benefiting over **3023** households.

95,000
saplings planted; **1060** animals conserved; and **175** species of flora and fauna addressed for biodiversity improvement

207.75 Million
Litres of water conserved

30 tonnes
of waste processed.

Community Development

165
youths with disabilities were placed in jobs in the IT, ITES, or BFSI sectors.

4,266
cumulative hours of care services provided through physiotherapy, occupational therapy, and speech therapy at the Wellness Centre for Early Intervention.

82
women successfully started collective livelihoods in tailoring, nutri foods units, and art & craft units.

400
students with special needs benefited from infrastructure enhancements at **18** Bhavitha Centers, which were improved to enhance accessibility.

Tech4CSR

20,000
pages of STEM textbooks were converted into five accessible formats for students with visual impairments and got over **27,000** downloads.

11
new regional languages were added for a job portal, enabling around **1400** applicants to get jobs generating over **1.5Cr** INR in economic value.

428
students completed Level **1**, and **278** students advanced through Levels **2** and **3**, at the STEM Tinkering Labs.

5
working prototypes created and designed by tribal students through the DESI initiative with the potential to solve real-life problems.

Volunteer

33,747
hours of volunteerism across all key areas.

10,899
Boschlers engaged in volunteering activities.

423
engagement activities were conducted.

4.79 out of 5
ratings provided by volunteers for their volunteering experience.

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Equity through Education

📖 **Systemic Education Programs** 👥 **Model Schools and Anganwadis**

🎓 **Future Ready Skill Development** ✏️ **Scholarships**

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Systemic Education Programs

Why this Matters

The program was designed to address the complex and systemic challenges within India's education system, which directly impacts the future of **250** million children. With a **42%** dropout rate in high school and significant declines in learning levels, where only **36%** of 10th-grade students meet basic standards, states like Karnataka, Tamil Nadu, Telangana, and Maharashtra struggle with low enrollment, poor foundational skills, and subpar performance in national assessments. By transforming these government schools into model institutions, the project aimed at improving the quality of education and set a standard for others to follow.

Understanding the Project

The Systemic Education Empowerment Program is a multifaceted initiative aimed at improving the educational landscape across several districts in India. This program focuses on micro improvements at government schools, comprehensive need assessments, capacity building of headmasters and district officials, and community engagement to enhance school enrollment, teacher effectiveness, and student outcomes.

The Difference Made

Coimbatore

In Coimbatore, a comprehensive needs assessment was conducted across **150** schools in the district, engaging **1,200** School Management Committee (SMC) leaders, **208** school administrators, **32** district leaders, and **111 SSA** members to address the issue of Out-of-School Children (OoSC).

Bengaluru

Under the School Improvement Program, **75.2% (647)** of headmasters initiated Parent-Teacher Meetings (PTMs), bringing together **25,000** parents across the district. This effort also led to the creation of **412** verified learning spaces at home.

Furthermore, **90% (778)** of headmasters took part in capacity-building workshops on PTMs, with **86% (84)** attending these sessions. During the PTMs, **61% (61)** of Cluster Resource Persons (CRPs) visited schools to provide on-ground support.

Telangana

Over **26,000** schools held nine Parent Teacher Meetings (PTMs) on topics like Positive Parenting, Learning Spaces, and Child Safety, with over **650,000** parents attending. A new MIS feature was introduced to manage PTM data, while more than **10,000** college students were onboarded and trained as volunteers, with **6,000** teaching weekly at government schools to support foundational literacy and numeracy.

Pune

(Pune Zilla Parishad and PCMC- Pimpri Chinchwad Municipal Corporation)

500 teachers and **17** mentors were trained, resulting in an 8% improvement in teaching practices. Three officer training workshops were conducted for 120 officers resulting in a 20% improvement in post-test scores.

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Model Schools and Anganwadis

Enhancing educational and Anganwadi environments for children through focused interventions and improved infrastructure.

- At Keeranatham Model School, over **270** students actively developed their skills across seven key dimensions of wellness: Physical, Academic, Emotional, Environmental, Social, Financial, and Occupational.

- At Viveknagar Model School, **275** children received support through interventions like teaching, coaching for weaker students, and non-formal education, resulting in an **80%** increase in student enrollment and a **50%** rise in parental involvement.

- **43** Anganwadis were transformed into conducive learning centers, increasing learning hours by **2.5** times and fostering excellence.

- **200+** children were enrolled in fitness tests and provided sports coaching in sports like kabaddi, kho-kho, cricket, and volleyball.

- **124** students were impacted through Primary Education Activity Centers

Future Ready Skill Development

Designed to equip students with essential skills for the 21st century through innovative educational interventions and hands-on learning experiences.

- Four digital labs set up, benefiting **1,030** students and **8** teachers, with no students left at level **0**.

- Non-conventional educational interventions focused on design thinking, creative thinking, and critical problem-solving, resulting in **150+** real-life problems being identified along with potential solutions and functional prototypes created by students.

- Pi-Labs were set up as technology learning hubs to provide computational skills training for digital literacy, digital citizenship, and creative computing. Over **100,000** students and **6,000** government teachers were impacted.

- A STEM Tinkering Lab was set up at VCV Government School to boost job readiness, offering modern tools, DIY kits, and training on equipment, safety, and STEM concepts. **428** students have completed Level **1**, and over **80%** reported strong understanding of lab equipment and safety.

Education Activity Centres

- **319** students impacted through primary education and **82** parents through sensitization workshops.

Scholarships

"Scholarships Catapult Aspirations and Lead Excellence **(SCALE)**", a program initiated in **2015**, has become a powerful tool in enabling children to pursue their studies and passions. Through the SCALE scholarship program, Boschlers have supported **921** students from economically disadvantaged backgrounds, with **56%** being girls. This initiative assists single-parent families, unemployed parents, and youth working odd jobs, empowering them to pursue higher education and break the cycle of poverty.

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Environment

- 💧 **Water Stewardship**
- 🌱 **Afforestation**
- 🌳 **Biodiversity Restoration**
- 🗑 **Waste Management**
- 🐾 **Animal Welfare**

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Integrated Watershed Project

Why this Matters

This project was initiated to address the pressing challenges faced by a district where over **70%** of the agricultural land had become unproductive due to severe drought and unsustainable farming practices. With minimal rainfall, communities previously managed barely one productive agricultural harvest cycle per year. The land, once fertile, had deteriorated, leaving communities vulnerable and food security threatened. The project was crucial to restore the ecological balance, improve water resources, and empower the local population. By focusing on sustainable development and economic resilience, it aimed to transform the region, ensuring long-term prosperity and stability for the communities involved.

Understanding the Project

The project focused on revitalizing the region through strategic land restoration, improving water storage, and training farmers in climate-adaptive practices. Village Development Committees were formed to engage local communities, while various livelihood activities, including silage production and artisanal enterprises, were introduced to diversify income sources and ensure economic sustainability. These efforts were designed to address the area's environmental challenges and empower its people for long-term resilience.

The Difference Made

Through this initiative, **754** farmers have transitioned to sustainable farming methods, incorporating activities such as neem oil application, vermi-bed cultivation, and the adoption of efficient irrigation systems.

The project's water harvesting efforts have created **68,288** cubic metres of water storage capacity by constructing two check dams, two gabion structures, repairing four check dams, deepening and widening **1,900** metres of nala, installing four borewell recharge systems, and establishing three recharge shafts.

As a result, significant improvements have been observed in the livelihoods of marginal and asset-less farmers, with **13** livelihood activities completed, contributing to diversified income sources.

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Bio Diversity Restoration

High Density Forest

9000 saplings with over **30+** native and adaptive species planted at Jaganguda & Adraspally Villages

Wetland Restorations

30 NGO partners trained in educational techniques for interventions targeting a diverse profile of species - including **30** bird species, **120** invertebrates, **120** plants, and more than **15** reptiles and amphibians.

1076 Boschlers sensitized on topics like restoration, evolution, and biodiversity conservation, and **160** Boschlers visited the Nilgiri biosphere nature ark for this education.

Afforestation

Planting Trees to Increase Biodiversity and Preserve Soil

15,000 trees in Telangana and **75,000** trees in Jharkhand will sequester **1,800,000** kgs of **CO2** annually, creating **7,300** workdays for local tribal communities.

Urban Forestry and Clean Neighborhood

13 activities for Environment Sustainability - **600** volunteers for social causes - including tree plantation, cleanliness drives etc.

1500 saplings planted.

Water Stewardship

The water stewardship initiative focuses on enhancing water resource management through a series of comprehensive projects aimed at rejuvenating water bodies and implementing sustainable practices.

Rainwater Harvesting Structures at the Fire Station

With an annual average rainfall of **650**mm, a total of **2.1** million litres on the roadside and **3.2** million litres on the rooftop were harvested.

Desilting and Rejuvenation of Oothupallam Check Dam

Completed desilting of the **2**-acre dam; distributed the sand as manure to local farmers.

Through the construction of **3** gabion structures and dam renovation, the water catchment improved, increasing the dam's water holding capacity to harvest and store **12.3** million litres of rainwater.

Rejuvenation of Choodasandra Lake

26 acre Choodsandra lake restored - source of water for **3000+** families

Silt, debris, and waste removed from the main bund area.

Rejuvenation resulted in increased storage capacity from **84** million litres to **145** million litres.

Rejuvenation of Waterbodies and Afforestation Drives at Kalapatti

Impacted **340** households - **80** to **100** farmers supported with enhanced water storage and replenishment.

Water storage capacity increased from **5493** cum to **9266** cum.

Plantation of **4900** native saplings - bringing green coverage to **5.5** acres of empty land.

Water Resource Management for Miyawaki Plantation

Restoration of pond ecology and surrounding - increasing storage capacity by **5000** cum.

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Waste Management

Solid Waste Management and Awareness at Keeranatham Housing Board and Samrani Kuttai Colony

Awareness provided in **500+** households in the community.

Waste segregated: fully mixed waste - **1592kg**, partially mixed waste - **980kg**, mixed micro plastic waste - **2970kg**, used plastic linears - **680kg**, clean segregation - **799kg**.

Solid Waste Management with Coimbatore Corporation

Solid waste management sensitization projects conducted for creating change in social behaviours.

A total of **3912** tonnes of wet waste, **615** tonnes of dry waste, and **193.46** tonnes of garden waste have been managed, benefiting over **500** households involved in the program.

The program set a benchmark, leading Coimbatore's corporation to replicate it in over **13** other centres.

Waste Sensitised Citizenry - Namma Swachha Koramangala

8 waste collection points established to which **164** households provide waste everyday.

82% sustenance rate in quality of waste segregation and **99%** collection efficiency maintained.

8 women were trained in tailoring, producing **150+** products from textile waste.

10m wall stretch area was covered by artwork promoting Beautification of Public Spaces.

Comprehensive Waste Resource Management in Rural Telangana

Skits raised awareness on source segregation for **10,000+** beneficiaries across **4** villages.

Animal Welfare

Infrastructure Upgradation at the Animal Birth Control (ABC) Centre

100 ABC surgeries, **20** rescues, and **15** adoptions per month completed.

200+ people sensitised on topics like - first aid and street animal care, responsible feeding etc.

100 animals are impacted each month at the door-to-door vaccination camps.

Helpline platform saw a surge in the number of daily enquiries from **100** to **170**.

Elephant Care Ecosystem

Infrastructure, operational cost support, and mental health care for **8** elephants facilitated their rehabilitation and reintegration into the wild.

Veterinary Camps and Geriatric Dogs Welfare

Anti-rabies vaccination benefited **4,636** animals, **20** dogs received lifelong care, and **30** dogs underwent behavioural therapy and adopted.

Rescue and Care for Companion Animals

286 animals rescued and rehabilitated.

55 Animal Birth Control Surgeries performed.

Upgraded rescue vehicle accommodated over **3** small domestic animals per trip.

286 rescue operations and **35** ABC surgeries completed.

Wildlife Rehabilitation Centre

Veterinary care and rehabilitation of **2,000+** injured wildlife.

Community Cat Sterilisation

500 cats and **1551** dogs sterilised

Upgraded medical infrastructure and equipment benefit **120** large animals for long-term care.

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Community Development

- 💼 **Skill and Job Placement for PwD**
- ♿ **Enabling People with Disabilities** 👤 **Vulnerable Population**
- ✊ **Community Empowerment**

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Skill and Job Placement for People with Disabilities

Why this Matters

This initiative aimed at addressing a critical gap in the workforce by offering targeted support to individuals who face significant barriers to employment due to disabilities. By investing in the empowerment of these individuals, we challenge a more inclusive economy where talent is recognized and valued regardless of physical or cognitive differences.

Understanding the Project

The project utilized a comprehensive approach to training and placement for youths with disabilities across Hyderabad, Bangalore, and Pune. It began with recruitment drives in Andhra Pradesh, Telangana, Maharashtra, and Karnataka to engage individuals with disabilities. Specialised training, including support such as food, accommodation, and mock interviews were provided for the youth. Sensitization workshops were held for IT and non-IT companies. Support mechanisms, including mentorship and career counselling, were provided to address challenges during the placement process. The project also involved data collection and analysis with government departments to ensure effective outreach and tailored support.

The Difference Made

Sensitization Initiatives

Workshops held for over **50** HR personnel and senior managers in each location (approximately **150** individuals total).

Stakeholder Collaboration and Data Collection

Engaged with key stakeholders including NCS, Disability Welfare Departments, and local employment authorities to enhance the effectiveness of outreach and placement efforts. Collaborated with various government departments to gather and analyse data, aiding in effective participant support and

Training

Participants underwent a structured training process tailored to their career aspirations and existing skills. The **480** hours of training included both technical skills (programming, coding, debugging, problem-solving) and soft skills (communication, time management, teamwork). Accommodations were made for various disabilities, ensuring equitable access to resources. Practical experience was delivered through internships and on-the-job training.

Job Drives

More than **15** job drives were conducted across multiple locations, through contacting **~850** companies.

Placements

Over **275** youths with disabilities across Hyderabad **(125)**, Bangalore **(75)**, and Pune **(75)** were positively impacted by the project, among which **60%** target (accounting to **165** youths) were placed for jobs in the **IT, ITES,** or **BFSI** Sectors, with the other youths expected to be placed in the next **6** months.

The placed students have a **70%** retention rate in the jobs, which aims to be increased further.

Disability into Strength: Impact Story

My disability is just a part of me, not the whole story. I was born with a locomotor disability, and faced many challenges growing up, but I refused to let it define my life. After completing my post-graduation in commerce in 2023, I struggled with job interviews where my disability overshadowed my abilities. Once I discovered the 2-month Soft Skills Development course - it was transformative, improving my MS Office skills, communication, and professional abilities. Thanks to their training, I excelled in my interview for a customer support role at ACT Fibernet and was selected immediately. I'm incredibly grateful for this.

Bhavani Jakkula

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Enabling People with Disabilities

Uplifting Daycare

Free transportation provision encourages families to regularly do mental health checkups.

Standardised uniforms for promoting a sense of equality and uniformity among beneficiaries.

Office remodelling, nutritious meal program, and the Day care centre for the severely affected - benefits **130+** individuals including the staff and beneficiaries.

75+ PwDs were trained in vocations - weaving, carpentry, photocopying, candle making, tailoring and making paper products.

Ramp installed at photocopy centre to assist with easy mobility

Wellness Centre for Early Intervention

Dedicated centre for wellness, therapy, early interventions and integrated approach for rehabilitation of PwD which helped them avoid and overcome developmental delays and disabilities.

Necessary infrastructure support with amenities and equipment were provided.

85 families received psycho-social support

256 families counselled to cater to the needs of toddlers and infants for further developing empathy.

27 children received physiotherapy sessions

62 children received occupational therapy sessions

24 children received Speech Therapy sessions

The above sessions were achieved through **4266** cumulative hours of intervention with children and their families.

Adaptive, Visual, and Functional IT Training

40 adults with Intellectual Disability attended the training for non-computer activities, alphabet matching etc.

Social Inclusion Therapy

39+ women were supported in overall development through speech therapy and physiotherapy.

Hygiene Initiatives for PwD

47 men and **51** women residents were trained on hygiene practices.

Infrastructure support

The project aims to enhance the infrastructure and civil works of **18** Bhavita Centers impacting **400** students with special needs. These centers cater to children with special needs, providing tailored support, resources, and inclusive environments.

The project improved accessibility for children with disabilities through - installation of ramps, railings, upgrading basic facilities such as toilets and seating arrangements.

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Vulnerable Population

Shelter Homes

Juvenile Homes

State Special Home for Juveniles into a Model Reformative Home

- Infrastructure support for reintegration of **36** inmates into the society by constructing training halls, staff quarters, cow sheds etc. **15** staff of the Special Home Project.

Juvenile Shelter Home - Infra and Vocational Training

- **40** Students have been provided with vocational training on hair cutting, photography, and soft skills. The students also have an improved understanding of STEM concepts through access to the BGSW STEM Lab.

Observational Homes

- Constructed a multipurpose hall along with a variety of sports equipment

- Observation Home renovated benefitting more than **100** children

Elderly Care

Care and Wellbeing of Marginalised Senior Citizens in Bangalore

- Studies were conducted on **170+** elders for analyzing access to - cooked meals **(79.4%)**, medical checkups **(74.2%)**, income generation **(67%)**, social gatherings **(24.7%)** and pensions.

Transforming Hospice Care Home

- **87** terminally ill homeless people's lives were transformed in which **12** people have been recovered well and reintegrated with family/community, **36** people have been supported with end-of-life care support along with dignified funeral rituals.

- Facilitated **726** hospital visits supporting **343** homeless residents (people with mental illness - **101** people a year, terminally ill people - **104** people a year, elderly people - **138** people a year)

- **176** people from streets were rescued and admitted in shelter homes for their recovery process (People with mental illness - **69** people a year, terminally ill people - **59** people a year, elderly people - **48** people a year)

- **26** differently abled lives were transformed in which **2** people have been recovered well and rehabilitated with family/community and **1** person has been given end-of-life care.

Special Homes

Inclusive and Sustainable Horticulture Centre

- **115** beneficiaries are exposed to horticulture vocational training, with **6** state home superintendents, caregivers and other beneficiaries identified from Government homes, social service complex for men etc.

- Renovated area of **32000** sq ft added, and converted into horticulture centre increasing no. of training hours received, financial value of compost generated.

Child Care Institutions

Care Ecosystem at Correctional Institutions Complex

- Foundational literacy, numeracy, and life-skills were being taught for children as improved intervention programs in arenas like - community building, Maintaining healthy relationships, self awareness, anger management, friendship, respect, self love etc.

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Livelihood
Nurturing Collective Livelihoods

✓ Post mapping skill sets and ensuring members embrace group ownership **82** members from **233** were enrolled in **10** groups and successfully started the collective livelihoods training in tailoring, nutri foods units and art & craft units).

✓ Project impacted **82** women, homemakers, and daily wage labourers who emerged as micro entrepreneurs by producing eco-friendly livelihood products - helping increase their monthly incomes.

✓ Out of the **10** units **4** groups invested on additional equipment for the business development and **2** groups received **2.9** lakh loan from the government as a funding support.

Youth Empowerment Through Targeted Training

✓ **140** youth and **80** children completed life skills training programs.

✓ **180** youth and **90** children completed spoken English training

✓ **160** youth completed computer skills training.

✓ **200** youth attended training for competitive exam coaching from which **50** attempted the exam.

Impact Initiatives

Fostering Inclusion of Trans Communities with Public Art Works

✓ Designed public art works considering accessibility in design, inclusivity, educational value, community engagement, inspiration, and empowerment.

Uplifting Interventions for Hyper Local Communities

✓ **150+** elderly regularly visit the park and enjoy their leisure time - there has been an increase in the number of visitors by **45%** compared to **25%** last year.

✓ **400** school children benefit from this to play sports like kabaddi, kho kho, cricket, and volleyball under professional coaching.

✓ Created a space for **220+** volunteers to engage in social action for **8** weeks.

Community Empowerment

Youth Empowerment at Keeranatham Housing Board

140 youth and 80 children completed Life skills training programs.

160 youth completed computer skills training.

180 youth and 90 children completed Spoken English training

200 youth attended training for competitive exam coaching from which 50 attempted the exam.

Establishing the first 'Yojana Kendra' in Bengaluru

A hub and spoke model for scheme linkage services to serve as nodal point of access to welfare benefits and social protection - A total of **37** Haqdarshaks onboarded and 1 Yojna Kendra has been set up with around **27000** citizen reached out for Awareness Creation.

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Tech4CSR

- ⚛ **Conversion of i-STEM Content**
- 📖 **Project DESI**
- 🔍 **Job Portal for PwD**
- 🖐 **Assistive Technology Lab**

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Conversion of I-STEM Content

Why this Matters

There lies a significant gap in accessible educational resources for students with visual impairments. In India, **STEM** education materials were traditionally available only in print formats, which posed substantial barriers to students who are blind or have severe visual impairments. Without accessible versions of textbooks, these students faced difficulties in engaging with the curriculum, limiting their educational opportunities and decreasing inclusivity.

Understanding the Project

The project involved converting Telangana State Syllabus textbooks for **STEM** subjects (grades 1 to 12) into five accessible formats: Epub, accessible **PDF, Word, MP3,** and **BRF** (Braille). This transformation makes the content available for digital consumption, audio playback, and Braille printouts, accommodating various needs of students with visual impairment.

The Difference Made

The STEM textbooks in English and Telugu, totaling about 20,000 pages across 35 books, were converted.

This conversion led to over 27,000 downloads by more than 5,000 unique users from the blind community in just a few months, with usage expected to grow further.

The effectiveness of this project was validated through feedback from a survey of 100 people and testimonials from 10 individuals.

Led to a 3% improvement in the accuracy of the AI platform.
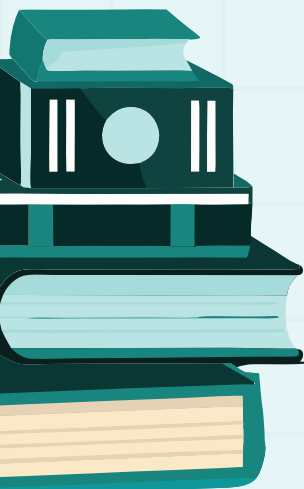
Empowering Independence: Impact Stories

"I like these new books a lot. They're easier to use than Braille. I can study without any help."

Moulana Akhil,
Devnar School
for the Blind

"I used to get lost in audio books, but these books are different. I can go right to the chapter I need."

K.Arun,
Devnar School
for the Blind

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DESI (Discover & Empower Student Innovators)

DESI was an initiative to enable student innovators from Government schools and give them an opportunity to develop social innovation programs.

7 Government schools at Shaikpet and Film Nagar in Hyderabad were adopted under this program

Over **600+** ideas were generated for social innovation through this project, impacting over **500+** students.

Improvement in student **creativity, critical thinking, problem solving, collaboration, confidence, curiosity** and **presentation** skills.

As an advanced component, students from marginalised communities who had demonstrated potential to be the future innovators and changemakers in their communities were identified and participated in competitions with special mentorship stakeholders from the government, ecosystem partners such as Y-Hub, employees from BGSW who volunteered their time and the Inqui-Lab team.

One team for example built **"INVIU SYSTEMS"** with a vision of bringing the personal safety monitoring systems to hazardous workplaces and advanced healthcare monitoring systems for rural areas.

Job Portal for PwD

The job portal was enabled a multilingual feature in **11** new languages to provide people with disabilities (PwD) across the country with easy access to job vacancies.

In the first quarter, there were **1,377** users and over **1,000** employers posting more than **1,000** vacancies for PwD.
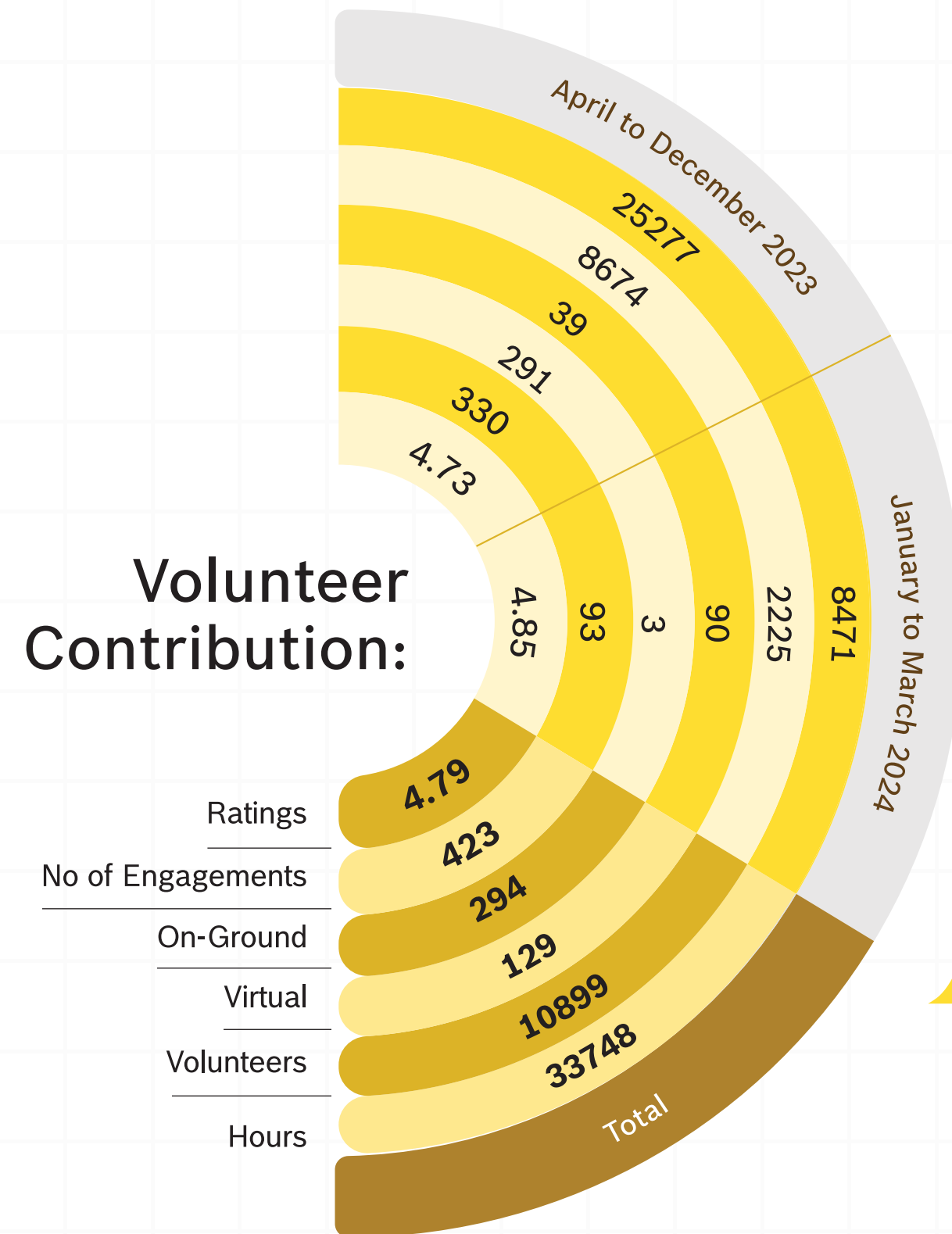
Assistive Technology Lab

Over **50** assistive technologies and devices have been set up in a small tech lab for PwD undergoing training for competitive exams. This initiative provided experiential learning and exposure to various solutions, devices, and tools for their empowerment.

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Voice of Volunteers

Volunteer Contribution:

April to December 2023
- 25277
- 8674
- 39
- 291
- 330
- 4.73

January to March 2024
- 8471
- 2225
- 90
- 3
- 93
- 4.85

Total
- 33748
- 10899
- 129
- 294
- 423
- 4.79

- Hours
- Volunteers
- Virtual
- On-Ground
- No of Engagements
- Ratings

"It was a very enriching experience to take part in this volunteering activity. Just wanted to give kudos to CSR which designed the events for the day. It wasn't just about engaging with the elders, they were also designed in such a way it was empathetic and soul-satisfying. To design the events in such a way that even a non-Tamil speaking participant could engage with an elderly participant without much problems is no small feat to achieve. Just wanted to thank the entirety of the core CSR team for the day. Thank you.

Arjun Murugesan (MS/ESY3-VM) – Coimbatore

Happy to teach and learn from children. Children were disciplined and eager to learn. Bosch is doing very good work by initiating specially for Govt school children were its very important so that they can also be competent with real world.

Sourab S (MS/EET13-PS) – Bangalore

The experience and learning were truly remarkable. It's a fantastic opportunity to put these newfound insights into action, and I am eager to contribute to making a positive difference in society as I strive forward.

Naladala Mahesh Babu (SDS/BSV-IF3) - Hyderabad

I'm a fresher who joined the organization in the October 2023 batch, so it was the first CSR activity I participated in, and indeed, it was a fantastic experience. I found the mural painting activity to be a refreshing and fun exercise, offering not only a platform to explore my creativity but also helping me to understand the importance of collaboration and communication in a creative project. I can't wait to contribute my best to the upcoming activities!

Kothawade Neha Ravindra (BD/ERA-ASL2) – Pune"

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BOSCH

> Here to serve with love and compassion, nurturing inclusive communities, caring for our environment and ensuring a sustainable future.

Top L to R: Niraj Sabnani, Mouli TC, Shilpa Deodhar, Immanuel Alphonse, Bezaleel Johnson

Bottom L to R : Sohn Saldanha, Nagoor Kani, Aakanksha Tiwari, Rajat Khajane