



CSR Impact Report 2021-22

Corporate Social Responsibility (CSR) Projects

Independent Assessment by



Citation

Exide CSR Impact Report 2022
Independent Assessment by Consultivo

Published date: 31 March 2023

Revision - R0






Report No: CBS/CSRN/22-23/10/CSR-IA&SA Dated 24 March 2023

Project ID: 30822007 Dated 18 August 2022

LOA Dated 31 October 2022

On the cover: A smart class in session | Impact photography by Consultivo.

IN THIS REPORT

Setting the scene	4
Our approach	6
Dashboard	8
Executive Summary	11
Corporate Social Responsibility (CSR) Projects	
	Impact Assessment of School Transformation Project 13
	Impact Assessment of Donation of Medical Equipment Across India 23
	Impact Assessment of Distribution of food products to COVID frontline workers 29
	Impact Assessment of Diabetic Association of India 36
	Impact Assessment of National Apprenticeship Promotion Scheme (NAPS) 48
Acknowledgement	62

SETTING THE SCENE



About this report

This Impact Assessment Report has been prepared by Consultivo Business Solutions Pvt Ltd (Consultivo). The analyses made in the report were based on onsite and virtual surveys and were contextualised by the data disclosed by the company and its associates in the public domain. The report has tried to segregate the interventions made by Exide Industries Ltd (EIL) and their results into inputs, outputs, outcomes and impacts (wherever possible).

This report has largely been guided by the sustainability policies and ethos of EIL. The surveys undertaken by Consultivo, though focused on the key objectives and intervention areas of the CSR projects of EIL, did not undermine the overall ground realities of the local communities.

The conclusions made in the report are specific to the interventions covered and encompass learnings which may be embraced in future endeavours.



About EIL

Exide Industries Ltd is one of India's leading manufacturers of batteries and storage power solutions. The company was founded in 1947 and has its headquarters in Kolkata, West Bengal, India. EIL offers a range of batteries for various applications, including automotive, two-wheeler, inverters, UPS, and solar systems.

The company has a strong presence in India, with a network of over 30,000 dealers and distributors. Exide Industries Ltd also exports its products to several countries in Asia, Africa, and the Middle East.

In addition to batteries, Exide Industries Ltd also offers a range of related products and services, including battery management systems, charging solutions, and battery recycling. The company strongly focuses on innovation and R&D and has several patents and trademarks to its credit.

EIL is committed to sustainable and responsible business practices, including environmental stewardship and social responsibility. The company has received several awards and recognitions for its commitment to sustainability and CSR initiatives



Some of the key CSR initiatives of Exide Industries Ltd

Education: EIL constructed classroom blocks and established smart classrooms in government schools and low-cost private schools spread across the country. The company also offered scholarships for higher studies to meritorious girls from underprivileged sections of society.

Health: EIL supported the augmentation of medical facilities in several healthcare institutions all over India. The company set up several health check-up camps, established community-based WASH facilities and improved wastewater management in rural areas through the improvement of drainage systems. EIL sponsored the improvement of WaSH infrastructure in schools which catered to children coming from the underprivileged section of society.

Environment: The company took several initiatives for environmental protection. EIL facilitated the renovation of several ponds in a number of water-stressed districts of India. It also supported programmes on municipal solid waste management, waste recycling and protection of flora and fauna.

Empowerment: EIL implemented several initiatives for the empowerment of vulnerable sections of society through a number of programmatic interventions in areas such as rehabilitation of orphaned/semi-orphaned children, rehabilitation of wards of sex workers, holistic development of rural and tribal communities and so on.

Employability: The company undertook a number of projects to enhance the employability and livelihood of members of the disadvantaged section of society. It provided, through a number of programmes, on-the-job training to underprivileged youth as apprentices, livelihoods-oriented skills training to unemployed youths, tribal and rural women, and promotion of skills for job-readiness in the academically-bright young girls.

Gender: The component of gender is built-in in a number of EIL initiatives cited above. EIL's CSR projects aimed at women's empowerment cover areas like entrepreneurship, employability, health and sanitation in schools and education.

The thematic areas:

Investment: more than ₹1 crore



Education



Health



Environment



Empowerment



Employability



Gender

The list of projects with the financial outlay and mapping with SDGs are given below:

Donation of medical equipment at the Diabetic Association of India

₹ 4.12 crore



Donation of rations and immunity-boosters: Aabhar Campaign

₹ 1.39 crore



Donation of medical equipment and materials for Covid relief at the hospitals across India

₹ 1.15 crore



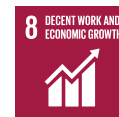
Creation of smart classes and WaSH infrastructure at schools

₹ 1.17 crore



Skills augmentation

₹ 7.39 crore



OUR APPROACH



Planning: Involving the stakeholders

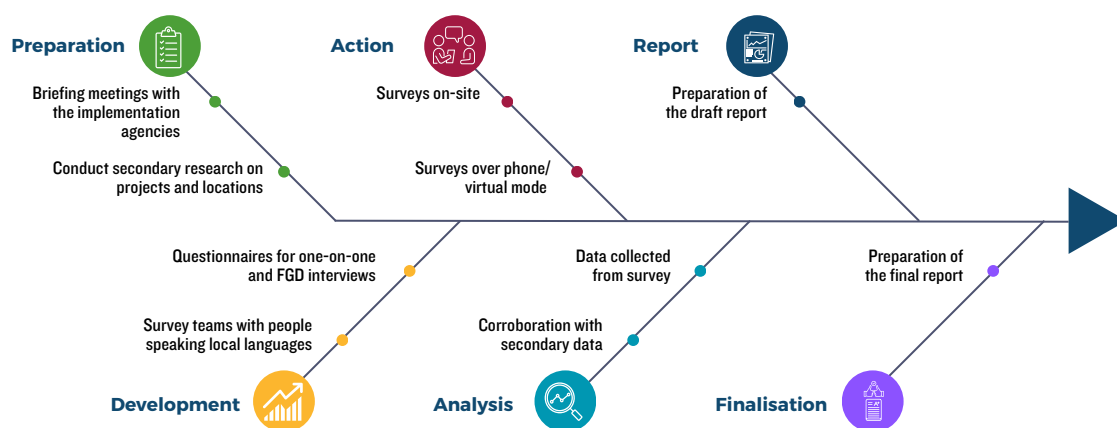
We planned an experimental design to understand the impact of selected CSR projects on different beneficiaries.

The evaluation approach has been designed in line with the objectives and scope of the project. A consultative approach for the impact assessment has been adopted. The findings have been triangulated based on interactions with key stakeholders, supplemented by primary and secondary research, complemented by domain knowledge and field expertise as per the project-specific research objective.

The research was conducted between mid-December 2022 to end-January, 2023. The research broadly involves a review of the literature of every project, interaction with the key stakeholders for each project, and development and validation of the questionnaire. The methodology of this study included designing the data points to be analysed and developing questionnaires for all projects.

The survey took place in a hybrid mode with individual and focus group discussions. It was also a mix of onsite and virtual assessments. Document review and physical verification were also conducted.

Further data cleaning, analysis and interpretation were done using statistical data analysis software.





Sampling

We covered representative samples and more using a stratified random sampling method at a 95% confidence level and 10% confidence interval in most cases.

However, the survey team had to depend on EIL and its partners to mobilise the beneficiaries.

Approximately 200 beneficiaries and stakeholders have been interviewed for preparing the impact assessment report.



Bringing transparency to the core

The data and analysis represented in this report are from primary sources and collected by our trained resources. The secondary information used is collected from authentic sources shared by respected project coordinators.

Quality Assurance Interventions

Development of questionnaires had been reviewed to check the alignment with

- the research objectives and confirm the data points;
- review of the sampling plan in terms of completeness;
- training of enumerators and sample data fill-up;
- on-site random witness (where planned);
- data cleaning and data accuracy checking;
- review and validation of the first set of samples being analysed;
- stage review of outcome analysis and interpretation;
- final review by review team/mentor group

DASHBOARD

The Big-Ticket Projects at a Glance

Thematic areas

Healthcare
Public health emergencies
Education
Skill development
WaSH

12

Locations

5

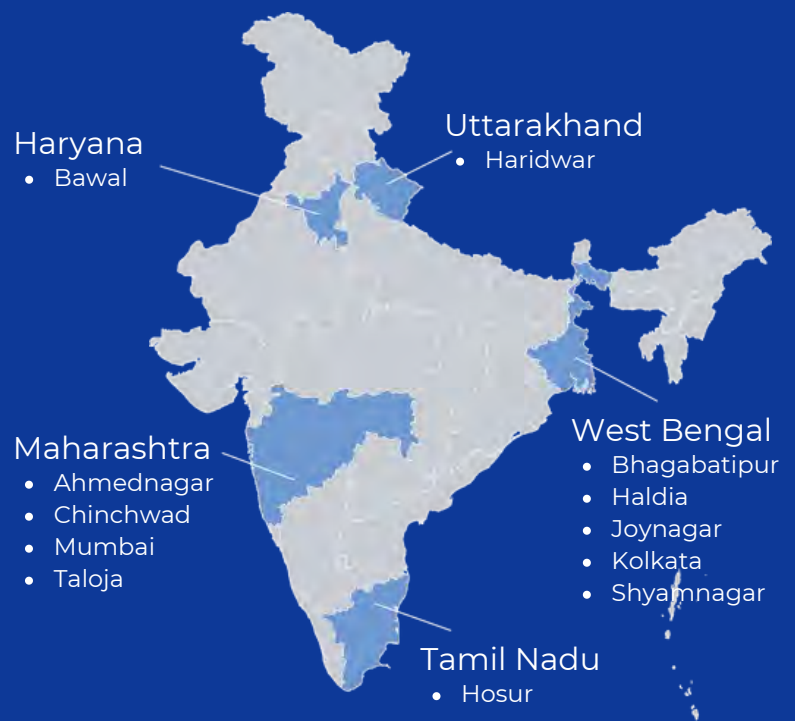
big-ticket projects

- Donation of medical equipment at the Diabetic Association of India
- Donation of rations and immunity-boosters: Aabhar Campaign
- Donation of medical equipment and materials for Covid relief at the hospitals across India
- Creation of smart classes and WaSH infrastructure at schools
- Skills augmentation

Total funding in FY 2021-22:

**₹ 15.22
crore**

Project locations



Project-wise funding:

Project	Amount spent (₹ crore)
Donation of medical equipment at the Diabetic Association of India	4.12
Distribution of food products to covid frontline workers	1.39
Donation of medical equipment and materials for Covid relief at the hospitals across India	1.15
Creation of smart classes and WaSH infrastructure at schools	1.17
Skills augmentation	7.39

SDGs covered

Donation of medical equipment at the Diabetic Association of India



Donation of rations and immunity-boosters: Aabhar Campaign



Donation of medical equipment and materials for Covid relief at the hospitals across India



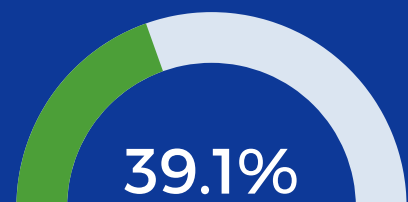
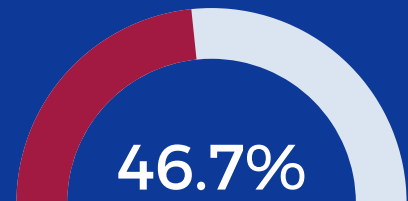
Creation of smart classes and WaSH infrastructure at schools



Skills augmentation



SDG-wise spend



Number of lives touched

Approximately

1,94,000



Project

Estimated number of lives touched in 2021-22

Creation of smart classes and WaSH infrastructure at schools

17,500

Donation of medical equipment and materials for Covid relief at the hospitals across India

70,000

Donation of rations and immunity-boosters: Aabhar Campaign

35,000+

Donation of medical equipment at the Diabetic Association of India

70,000+

Skills augmentation

1200+

Total volunteering hours: Project-wise

Project

Total volunteering hours

Donation of rations and immunity-boosters: Aabhar Campaign

50

Donation of medical equipment and materials for Covid relief at the hospitals across India

1225

Skills augmentation

176

TOTAL

1451

Apart from the projects mentioned above, the employees of EIL donated 657 volunteering hours in 2021-22 in other programmatic interventions of the company.

EXECUTIVE SUMMARY



Creation of smart classes and WaSH infrastructure at schools

- 93% of students preferred smart classes over the traditional method.
- The smart classes improved students' attendance in the schools.
- The smart classes had a direct positive impact on students' understanding of the subjects, particularly the science subjects.
- The teachers confirmed that the smart classes led to increase in attendance in the schools.
- Augmentation of WaSH facilities in the Tiljala school is expected to improve the healthy practices in students, particularly adolescent girls.



Donation of medical equipment and materials for Covid relief at hospitals across India

- At Haridwar, medical equipment was given to three medical facilities for fighting Covid, viz., Mela Hospital, CHC Bhagwanpur and Civil Hospital (Roorkee).
- Materials and equipment were given to the Sevanganapalli Panchayat and a Covid Care Centre in Hosur.
- Rapid Antigen Test Kits were donated to the Medical Health Department, Panvel Municipal Corporation in Talaja.
- Sanitiser bottles, three-ply mask belts and three-ply masks were given to the District Administration Team in Bawal.
- The intervention directly or indirectly benefitted 70,000 people.



Donation of rations and immunity-boosters: Aabhar Campaign

- 8,650 packets containing rations and immunity-boosters were distributed.
- 35,000+ people benefitted.
- The ration distributed in Kolkata was sufficient to sustain a family of four for two months.



Donation of medical equipment to the Diabetic Association of India

- More than 72,000 patients treated in 2021-22. 68% increase over 2020-21.
- The intervention improved efficiency in ICU, microbiology, central sterile services and mammography.
- The doctors confirmed a reduction in the turnaround time and improved health outcomes because of the capital assets introduced in the hospital with the financial grant of EIL.
- Treated more than 5,000 Covid patients during 2021-22.
- Developed centres of excellence in Diabetes, Oncology, Orthopaedics, and critical care.



Skills augmentation

- 1200+ apprentices trained under the CSR programme in 2021-22. The majority of the apprentices were from Ahmednagar, Bawal and CHinchwad.
- 90% of the interviewed apprentices believed they were placed in the appropriate department commensurate with their off-job training.
- The apprentice turnover rate was found to be 6%, lower than the industry average.
- More than 98% were happy about the quality of the training.
- 15% of apprentices interviewed were the main breadearners of the family. The programme was the main source of livelihood for them.



Impact Assessment of **SCHOOL TRANSFORMATION PROJECT**

2021-22

ABOUT THE PROJECT

"Yuva Unstoppable" is a non-profit organisation based in India that works towards promoting education and providing essential resources to underprivileged children and young people. The organisation aims to empower young people and help them break the cycle of poverty through education and skill development.

They work in education, healthcare, and community development, focusing on sustainability and long-term impact. The organisation works on various issues, such as healthcare, the environment, and education, and has carried out many projects and initiatives.

EIL extended its CSR grants to Yuva for implementing projects in education and WaSH across locations in India spread over three states, viz., West Bengal, Haryana and Tamil Nadu.



INPUT



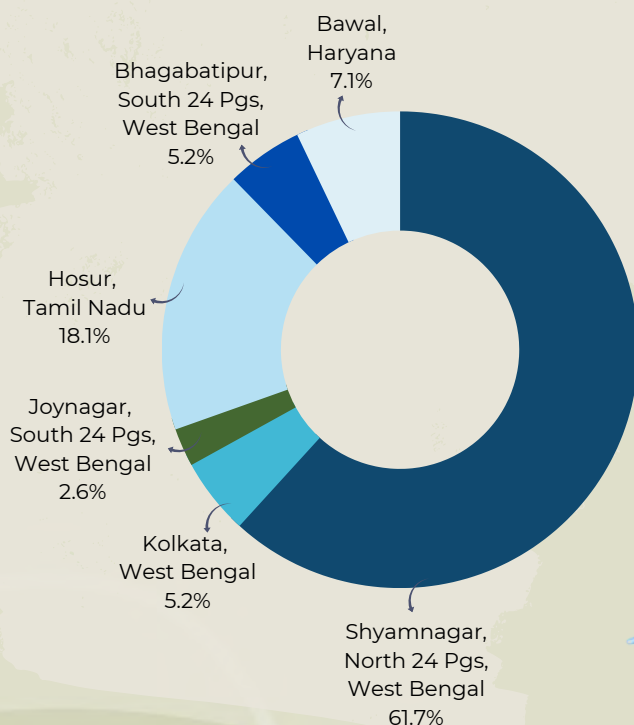
₹ 1,17,10,000

Grant from Exide Industries Limited was extended to 'Yuva Unstoppable' for the School Transformation Projects in parts of Haryana, Tamil Nadu, and West Bengal in the fiscal year 2021-22

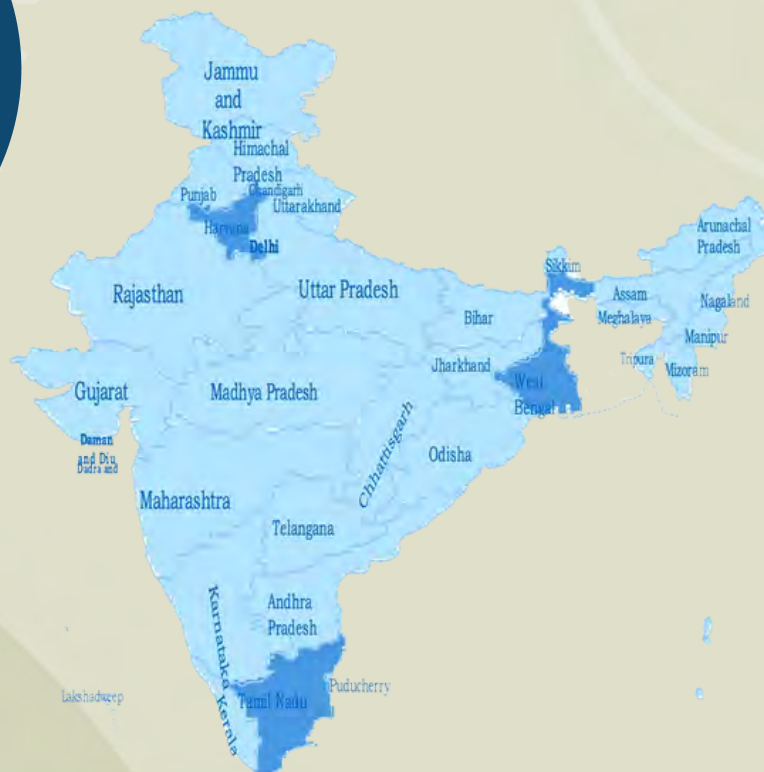
Location-wise financial allocation is shown in the table below:

Places	Expenditure (Rs)
Bawal, Haryana	837096
Bhagabatipur, South 24 Pgs, West Bengal	610849
Hosur, Tamil Nadu	2122620
Joynagar, South 24 Pgs, West Bengal	305424
Kolkata, West Bengal	607643
Shyamnagar, North 24 Pgs, West Bengal	7226368
Grand Total	11710000

Financial allocation



The Shyamnagar area in the North 24 Parganas, West Bengal, was the largest beneficiary, with nearly 62% of the funds.



OUTPUTS

The CSR grant released by EIL was spent in two thematic areas, viz., education and WaSH. In the area of education, 37 smart classes were created in 17 schools, and the WaSH infrastructure was augmented in one school.

The CSR fund was spent in the following places:



Shyamnagar, Bhagabatipur and Joynagar, West Bengal

Twenty-seven smart classrooms were set up at Shyamnagar, Bhagabatipur and Joynagar - all in West Bengal. The details are given below:

Project Location	Number of Classrooms	Capital Assets Procured
Mondal Pada School	5	KYAN Device, smart board, speakers, UPS, desks, paint and miscellaneous
Anglo India School	4	
Jagatdal Chasme Rehmat School	4	
Shri Hari Boys School	6	
Shamnagar Balika Vidyalaya	3	
Mulazore Sitanath Pathshala (Boys)	2	
Khelaghar, Bhagabatipur	2	
Khelaghar, Joynagar	1	



Hosur, Tamil Nadu

There were 07 smart classrooms installed in Hosur, Tamil Nadu as per the following details:

Project Location	Number of Classrooms	Capital Assets Procured
GHS Kothapalli	1	KYAN Device, smart board, speakers, UPS, desks, paint and miscellaneous
PUP Begepalli	1	
PUP Bartiyarnagar	1	
PUP Alasamatham	1	
GHS Onnalvadi High School	1	
Hosur Panchayat Union School	2	



Bawal, Haryana

Three (03) smart classrooms were set up in Bawal, Haryana. The classrooms were set up in the Bagthalla School. The capital assets provided at the school are cited below:

Project Location	Number of Classrooms	Capital Assets Procured
Bagthalla School	3	KYAN Device, smart board, speakers, UPS, desks, paint and miscellaneous

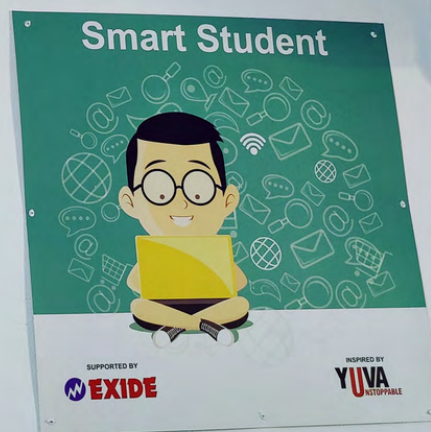
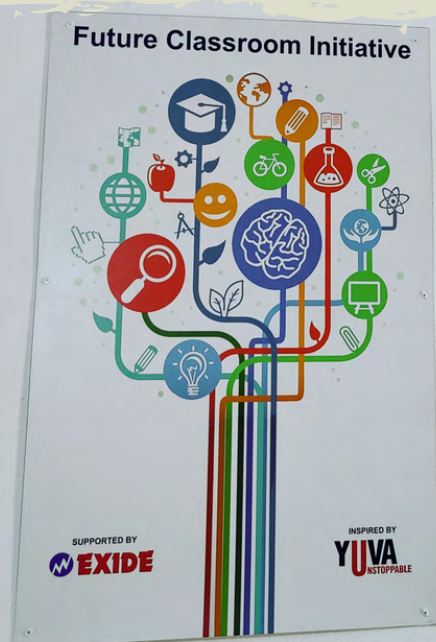


Tiljala, Kolkata

The WaSH infrastructure was improved at the Tiljala Brajanath Vidyapith, a school run by the Kolkata Municipal Corporation. The following improvements were made with financial assistance from EIL:

- Sanitation for boys and girls
- Drinking water stations
- Handwashing and dishwashing stations

Apart from the above, improvements were also made in the designated area for mid-day meals, and the painting of the school campus was done.



OUTCOMES



Promoting education to the lower strata of the society

The interventions with EIL's financial support were made in the government-run or aided schools which predominantly catered to people with limited means. According to the responses collected from teachers, most of the students' parents worked as auto drivers, vegetable vendors, housemaids, farmers, and daily wage labourers.

The total number of students hailing from the marginalised section of the community benefitting from the EIL's interventions has been estimated at 17,203.

In September 2022, a Central government Project Approval Board (PAB) statistic revealed that the dropout rate in class 10 in West Bengal is over 15%, which is higher than the national average (14.6%). Dropout is a burgeoning problem in schools that cater to children coming from the lower strata of society. These children typically get enrolled in government-run or aided schools, continue their education up to the primary level and then drop out of the schools.

The main reason behind dropping out of school, till today, is the lack of interest in continuing studies, both on the part of the children and their parents. The very nature of the EIL interventions addressed this point and promoted joyful learning at these schools, thereby positively contributing to the retention of students. The visual learning aspect of smart classes has been particularly helpful for students who may struggle with traditional methods of learning. By making learning more enjoyable and accessible, digital tools have helped to improve academic performance and outcomes for underprivileged students, ultimately contributing to the bridging of the educational divide. The augmented WaSH infrastructure at the Tiljala school ensured that they get safe learning and get habituated to healthy WaSH practices.



Improvement in Attendance

All the 79 students surveyed across schools reported that the integration of digital tools and resources in classrooms led to significant improvements in their attendance. The teachers interviewed also confirmed that the smart classes were always full with students. Whenever a class was scheduled in the smart classroom, there was lesser absenteeism as compared to the other days. This indicates that its use has helped improve attendance rates. As a result, students reported an overall improvement in their academic performance, leading to better grades and increased motivation to learn. Further investments in this area could lead to continued improvements in the quality of education,



Visual and Interactive Learning leading to better learning outcomes

Learning outcomes are an essential component of the new education policy of 2020, as they help ensure quality education, align education with job requirements, support personalised learning, and promote continuous improvement in the education system.

Smart classes are important in improving learning outcomes because they provide an interactive, engaging, and personalised learning experience for students. They help to make education more accessible and effective, and they have the potential to transform the way that students learn and engage with the world.

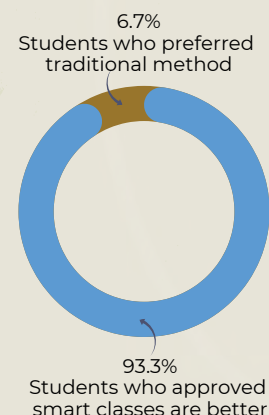
A study by the Central Square Foundation found that using smart classes in government schools in Delhi led to a significant improvement in learning outcomes in English, Mathematics, and Science. The study also found that teachers were more motivated to teach using smart classes and that students were more engaged and interested in learning.

Smart classes sponsored and promoted by EIL, as revealed in the individual interviews, were found to promote visual and interactive learning through the use of multimedia content, interactive tools, and online resources.

Visual learning was found to be particularly interesting to students, and it was found that the use of technology made it easier for students to remember what they learned, as compared to traditional methods like reading only from books. Additionally, the interactive digital interface made it easier for students to clarify their doubts and participate more actively in the classroom, which has led to better learning outcomes.

93% of students preferred smart classes over traditional methods of teaching. Visual content, such as videos, animations, and images, was reported to be particularly helpful in illustrating concepts and ideas, while interactive tools, such as whiteboards and virtual simulations, created dynamic, engaging lessons that encouraged participation and peer learning. These findings suggest that smart classes have provided an effective and engaging learning environment for the students.

Traditional learning vs Technology-driven learning

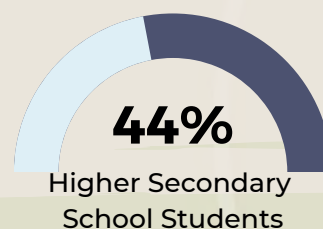
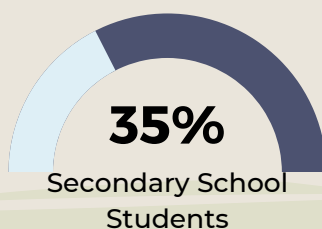
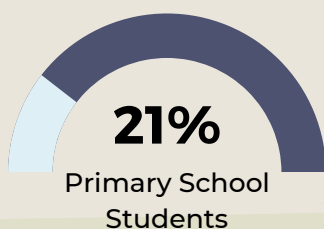




Impact of Smart Classes on Holistic Development across Different School Grades

The online resources used in the smart classes, such as interactive quizzes and games, were found to aid routine education and promote self-directed learning and help students develop a deeper understanding of the subject. Students from the secondary and higher secondary sections reported a high level of satisfaction with the smart classes. Additionally, the smart classes also had a significant positive impact on the primary grade students as well, as evidenced in the pie chart below. In fact, 100% of the students interviewed got to attend smart classes, and all of them reported liking the classes. Smart classes were accessed by students across different school grades, with 66.67% of students stating in the survey that they accessed smart classes at least once a week.

Distribution of students across grades



IMPACT



Enhanced teaching effectiveness in an improved environment

A study by the National Council of Educational Research and Training (NCERT) found that the use of technology in teaching helped to improve student motivation, participation, and engagement in learning. The study also found that technology can help to personalise learning, allowing students to learn at their own pace and level.

In individual interviews conducted with teachers, many reported that the integration of digital tools and resources in classrooms had enhanced teaching effectiveness. One teacher commented that teaching became easier in smart classes, and for the students, learning became more enjoyable. 100% of teachers believe that smart classes directly improved their teaching output and made learning a more enjoyable experience for them as well as the students.

The use of digital tools, such as smart boards and visual aids, made it easier for teachers to convey complex concepts and engage students in the learning process. One of the respondent teachers noted that, prior to using the smart board for teaching physical science, many students did not enjoy the subject. However, after visualising the subject through the smart board, almost all of them began to like the subject.

83% of teachers did not restrict their smart classroom use to specific classes but kept it open for requirements across subjects as they came. This demonstrates how using smart classes improved student engagement and interest in subjects they may have previously found challenging or uninteresting. Overall, using smart boards and resources in classrooms did enhance teaching effectiveness, making it easier for teachers to convey information and engage students in the learning process.



Enhancing creativity and critical thinking

The survey findings suggest that by engaging with visual resources, students are able to explore complex topics in more depth and with greater creativity. For example, one survey respondent noted that the use of pictures in the smart class helped to "imprint" the information about the structure of the atom in their mind, indicating a more creative approach to learning. Additionally, it also helps to foster critical thinking skills by providing students with more opportunities to question, analyse and evaluate information. By allowing students to engage with information in new ways, smart classes have helped to develop the creativity and critical thinking skills that are increasingly in demand in today's workforce.



Improving pupils' health

WASH infrastructure, which stands for Water, Sanitation, and Hygiene, plays a significant role in promoting good health among pupils. Access to clean water, adequate sanitation facilities, and proper hygiene practices can prevent the spread of diseases and promote overall health and well-being.

Here are some specific ways in which WASH infrastructure can impact pupils' health:

- **Improved access to clean water:** Clean drinking water is essential for maintaining good health, and lack of access to clean water can lead to a range of illnesses, including diarrhoea, cholera, and typhoid fever. Access to safe and clean water in schools can prevent the spread of waterborne diseases and help pupils stay healthy.
- **Adequate sanitation facilities:** Proper sanitation facilities, including toilets and handwashing stations, are critical for preventing the spread of disease. Without access to these facilities, pupils may be forced to use unhygienic and unsafe alternatives, leading to infection and illness. Adequate sanitation facilities can also help to promote dignity and privacy for pupils.
- **Hygiene education:** Teaching pupils about proper hygiene practices, such as handwashing and maintaining cleanliness, can help to prevent the spread of diseases. When pupils understand the importance of hygiene, they are more likely to practice good hygiene habits at school and at home.
- **Improved attendance:** When pupils are healthy, they are more likely to attend school regularly. Improved WASH infrastructure can lead to fewer absences due to illness, improving academic performance and overall educational outcomes.

It is expected that sustained WaSH interventions in schools in need will bring about changes in the lives of the students.



Impact Assessment of DONATION OF MEDICAL EQUIPMENT ACROSS INDIA

2021-22

ABOUT THE PROJECT

Exide Industries Ltd has always supported the healthcare sector that caters primarily to the less-than-privileged section of society. The support increased manifold during the times of the pandemic. EIL's support to the healthcare sector transcended into FY 2021-22 as the pandemic situation in India complicated further.

India experienced a severe second wave of the COVID-19 pandemic in the months of March, April, and May 2021. During this period, there was a sharp rise in the number of COVID-19 cases and deaths across the country, with some of the worst-hit regions being Maharashtra, Delhi, Uttar Pradesh, and Karnataka. The second wave was caused by the highly infectious Delta variant of the virus. It was characterised by a shortage of hospital beds, oxygen, and other medical supplies in many parts of the country.

India also experienced a third wave of the pandemic towards the end of 2021 and the beginning of 2022. However, the third wave was not as severe as the second wave and was more localised in certain regions of the country. Some of the states that were worst affected during the third wave were Kerala, Maharashtra, and Tamil Nadu. The third wave was also characterised by the emergence of new variants of the virus, such as the Omicron variant, which was first detected in South Africa in November 2021.

India faced a significant scarcity of medical supplies during the second and third waves. The surge in cases during the second wave, which began in March 2021, led to a sharp increase in demand for medical oxygen, hospital beds, and medicines, which outstripped the available supply. The situation was particularly difficult in some of the worst-hit states, such as Maharashtra, Delhi, and Uttar Pradesh.

Overall, the scarcity of medical supplies during the second and third waves of the pandemic in India had a significant impact on the ability of the healthcare system to provide care to COVID-19 patients.

EIL took a policy decision in 2020-21 to support Covid-related infrastructure augmentation in the primary and secondary healthcare centres in smaller cities and villages and also reach out to the community, as much as possible, to vaccinate them and provide them with relief in terms of food and immunity-booster kits. In continuation of this policy, EIL rose to the occasion and supported the medical fraternity, communities and local government institutions with protective equipment, medical supplies, equipment and also vaccinations in certain cases.

INPUT



₹ 1,15,02,916

The financial assistance allocated by Exide Industries Limited

Initiatives were taken in the following locations:

- Taloja and Ahmednagar, Maharashtra;
- Haridwar, Uttarakhand;
- Hosur, Tamil Nadu; and
- Bawal, Haryana.

The amount spent in each location is shown below:

₹ 48,26,000

in Haridwar

₹ 33,53,027

in Hosur

₹ 5,00,000

in Taloja

₹ 5,00,000

in Bawal



OUTPUT

Location-wise key outputs are listed out below:

1. Haridwar

Donating healthcare equipment at **Mela Hospital, Haridwar**

- Radiant Warmers
- Oxygen Concentrators

Donating healthcare equipment at **Civil Hospital, Roorkee**

- ECG Machine BPL 9108
- Infusion Pump

Donating healthcare equipment at **Community Health Centre, Bhagwanpur**

- Lensometer
- Refractometer
- Motorised Table
- HBA1C Machine
- Electrolyte Machine
- Binocular Microscope
- Centrifuge Machine with Rotor Head
- High Flow Heated Respiratory Humidifier
- BiPap machine
- Digital X-Ray Machine 300 Ma
- ABG Machine

Covid vaccination camps

Vaccination camps were organised in the following places.

- Sikanderpur Community Centre;
- GIC Kunja Bahadurpur;
- Rajendra Nagar;
- KGBV, Bajuherr; and
- KGBV, Mohitpur.

1,029 people were vaccinated under this **Project Jyotirmay initiative.**

2. Hosur

Donation of materials for protection from Covid and immunity booster to the **Sevanganapalli Panchayat**

- | | |
|----------------------------|--------------|
| • Hand sanitisers – 120 ml | 3000 bottles |
| • Surgical masks | 3000 pieces |
| • Cotton knitted gloves | 3000 pieces |
| • Bleaching powder | 250 kgs |
| • Lyzol | 500 ltrs |
| • Kabasura Kudineer | 3000 pkts |

Equipment for Covid Care Centre at **Tamil Nadu Sericulture Training Institute, Hosur**

- | | |
|--|------------------------|
| • Crash cart trolley | • Infrared thermometer |
| • Multipara monitor | • IV stand |
| • Oxygen cylinders | • Triple layer masks |
| • Oxygen concentrate | • Bedpans |
| • Pedestal fans | • Digital BP monitors |
| • PPE kits | • Disposable head caps |
| • Automatic portable suction apparatus | |

Covishield vaccine drive in **Chichurganapalli Village** in association with **Kauvery Hospital**
3,100 villagers were vaccinated.

3. Taloja

Donation of Rapid Antigen Test Kits to the **Medical Health Department, Panvel Municipal Corporation.**

4. Bawal

Covid relief support provided to the **District Administration Team under Project Jyotirmay:**

- 6000 bottles of 100 ml sanitiser
- 13000 three-ply mask belts
- 108700 three-ply mask



OUTCOMES AND IMPACT

Nearly 70,000 lives touched in 2021-22

The main objective behind these initiatives was to rise to the occasion and put up the fight against the Coronavirus Pandemic. It was more of a response to the need of the time, without expectations of any short- or long-term impact.

However, the following outcomes have been estimated:

- The vaccines and the antigen test kits benefitted approximately 5,000 people.
- Each of the three hospitals under the Haridwar Plant had approximately 100 beds each and about 1,000 outpatients visiting every day. Even if the inpatients are not counted, and we consider that only 5% of the outpatients have benefitted from the infrastructure augmentation, we can safely presume that the interventions at these three hospitals touched at least 55,000 lives in 2021-22.
- More than 9,000 people stay in Sevanganapalli Village in Hosur (as per the Jal Jeevan Mission Dashboard). These people have been served by the Panchayat during the second and third waves of the pandemic.





Impact Assessment of **DISTRIBUTION OF FOOD PRODUCTS TO COVID FRONTLINE WORKERS**

2021-22

ABOUT THE PROJECT

The second wave of the Coronavirus pandemic hit India in March 2021. The wave reached epic proportions in April 2021 and stayed strong until May 2021. According to the Ministry of Health and Family Welfare, Government of India, the second wave placed an unprecedented burden on the Indian health systems, which contributed almost 47% of single-day incident cases in the world during its peak.

Frontline workers, such as healthcare professionals, bore the brunt of this unprecedented burden. Many of them had compromised access to food, first owing to their extremely busy schedule, and secondly, a large part of our society turned its back on them in fear of contracting the Covid-19 infection. Helping them with foodstuff, therefore, was a welcome decision. Moreover, donating food products to COVID frontline workers was an important way to show appreciation and support for their tireless efforts during the pandemic.

The COVID-19 pandemic has had a significant impact on daily wage earners, who are among the most vulnerable and marginalised populations in India. Daily wage earners often work in informal sectors with little job security and are reliant on their daily earnings to meet their basic needs, such as food, shelter, and healthcare.

With the implementation of lockdowns and other measures to contain the spread of the virus, many daily wage earners have lost their source of income and have been unable to access essential goods and services. This has resulted in a significant increase in poverty, hunger, and other social and economic problems.

Moreover, daily wage earners who were still able to work during the pandemic were often exposed to greater risks of infection, as they had little access to personal protective equipment or other forms of protection.

Exide Industries Limited intervened, with the help of YUVA Unstoppable, to address the issue of access to food for frontline workers and daily wage earners in 2021-22.

INPUT

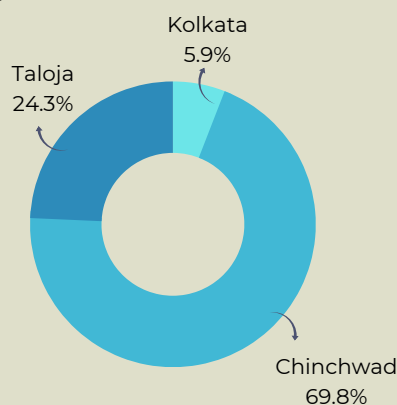


₹ 1,39,29,850

Grant from Exide Industries to 'Yuva Unstoppable' for the purpose of providing ration and essential immunity boosters for those in need.

The amount was spent in three locations, viz., Kolkata, Taloja and Chinchwad. The locational distribution of funds is captured in the following table:

Location	Expenditure (Rs)
Kolkata	12000000
Chinchwad	1430000
Taloja	499850



OUTPUT



In Kolkata

With the financial grant from Exide, YUVA Unstoppable arranged to create food packets consisting of the following:

Item	Quantity	Amount (in ₹)
Rice	12 Kg	360.00
Pulses	5 Kg	425.00
Turmeric Powder (Haldi)	250 Gm	35.00
Chili Powder (Mirchi)	250 Gm	45.00
Sugar	2 Kg	85.00
Salt	2 Packet	25.00
Cooking Oil	3 Litre	450.00
Chyawanprash	500 Gm	165.00
Horlicks	500 Gm	200.00
Reusable Masks	4 Units	60.00



Each food packet cost around

₹ 2,000

including nominal charges towards transportation, packaging and administrative cost @5%.

The contents of the food packets served a family of

four for two months.

Name of Institution	Beneficiary Type	Number of Beneficiaries
M.R. Bangur District Hospital	Frontline Workers	400
ID&BG Hospital	Frontline Workers	800
Kolkata Medical College & Hospital	Frontline Workers	1500
NRS Medical College & Hospital	Frontline Workers	400
R.G.Kar Medical College & Hospital	Frontline Workers	900
SSKM Hospital	Frontline Workers	1000
Chittaranjan Seva Sadan	Frontline Workers	250
Sambhunath Pandit Hospital	Frontline Workers	30
Anandlok Hospital	Frontline Workers	250
Nightingale hospital	Frontline Workers	150
Daily Wage Earner / Unorganized Workers near Exide More.	Daily Wage Earners / Casual Labourers / Unorganized Workers, etc.	120
Apish Para Khabar - Street Food Vendors beneficiaries	Daily Wage Earners / Casual Labourers / Unorganized Workers, etc.	200
TOTAL		6000



In Taloja

Six hundred fifty ration kits at Rs 769 per Kit were provided to the people in need in Taloja, Maharashtra. The distribution of kits was done in June 2021. The kits were distributed among workers from the unorganised sector whose livelihoods were challenged during the pandemic.



In Chinchwad

A total of 2000 kits were distributed in Chinchwad in two phases, in May 2021 and August 2021. Each kit distributed in May 2021 cost Rs 1140. These kits were elaborately prepared and had rations as well as immunity boosters. The ones distributed in August 2021 were smaller as the pandemic situation had improved significantly by then. Each of these kits cost Rs 290.

8650

food packets were distributed.

35000+

Expected number of actual beneficiaries considering an average family size of 4.5.



OUTCOME AND IMPACT



Taking care of the mental health of the frontline health workers

The COVID-19 pandemic has had a significant impact on the mental health of health workers in India, who had been at the forefront of the pandemic response. The pandemic has created unprecedented levels of stress and anxiety for health workers, who were facing a range of challenges, including long work hours, exposure to the virus, shortage of personal protective equipment (PPE), and a high risk of burnout and moral injury.

Health workers also faced stigma^[1] and discrimination due to their role in the pandemic response, which exacerbated their mental health problems. Health workers were stigmatised due to fears and suspicions about the virus, with some people viewing them as potential carriers of the virus.

They also faced discrimination in their communities, with some being denied access to public spaces such as shops and restaurants and some being evicted from their homes due to fears about the spread of the virus.

The food packets given away by Exide Industries Ltd have, therefore, took away a lot of mental stress from the healthcare workers, thereby helping them to devote selflessly to curing the patients.

[1] <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7314449/>



Helping people in need

The CMIE Unemployment Data reveal that as of 16 May 2021, rural unemployment spiralled to 14.34% and urban unemployment to 14.71% in India.

In a country where a majority of the workforce is in the informal sector, people were massively affected due to the loss of jobs and the lack of access to the benefits (including social security) that come with formal employment. The daily wage-earning labourers, construction workers, street vendors and domestic helpers were disproportionately affected by the pandemic and lockdowns and were living a life of uncertainty and disrupted incomes.

The pandemic and resulting unemployment made India's hunger crisis worse. The First Phase of the National Family Health Survey (2019-2020) revealed alarming findings, with as many as 16 states showing an increase in underweight and severely wasted children under the age of 5.

The pandemic in India became a nutrition crisis due to overburdened healthcare systems, disrupted food patterns and income loss, along with the disruption of programmes like the Integrated Child Development Scheme (ICDS) and the mid-day meal.

The food packets distributed to the daily wage-earning labourers, casual workers and workers in the unorganised sector were, therefore, well appreciated by the beneficiaries. The food packet, apart from food products like rice, pulses etc., also had immunity-boosting supplements such as chyawanprash. The anecdotal evidence suggests that the packets were hugely appreciated, and many respondents were consuming the immunity-boosting supplement for the first time in their lives.



Impact Assessment of **DIABETIC ASSOCIATION OF INDIA**

2021-22

ABOUT THE PROJECT

In 1955, a group of doctors and well-known citizens established the Diabetic Association of India (DAI) to raise awareness of diabetes among the general public, healthcare providers, and diabetic patients. Over the past seven decades, the organisation has significantly expanded, boasting 12,000 members and 41 branches across India. It is the only association in India that operates its hospital, offering not only diabetes care but also treatments for Oncology, Cardiology, Orthopaedic surgery, and more. The hospital features a cutting-edge critical care unit, a sophisticated theatre complex, and departments for Ophthalmology and Nephrology. It provides care for about 20,000 patients annually through both inpatient and outpatient services.

The DAI continues to have the goal of promoting diabetes care and education in India. It is committed to improving the quality of life for people with diabetes by raising awareness about its complications, providing education and training for healthcare professionals, and advocating for the rights of people with diabetes. DAI also works to improve access to diabetes care and treatment, and to promote research aimed at finding a cure for diabetes. DAI is one of the largest diabetes organisations in India and has a network of branches and affiliated organisations throughout the country. It is headquartered in S.L. Raheja Hospital, which is also staffed by renowned specialists from various fields.

The DAI is affiliated with the International Diabetes Federation (IDF). The IDF is a coalition of over 230 national organisations focused on diabetes in 170 nations and regions. It acts on behalf of the increasing population of individuals with diabetes and those at risk of developing the condition. The Federation has served as the leading authority for the global diabetes community since 1950.

INPUT



₹ 4,11,95,000

The grant from Exide Industries in 2021-22

The funds disbursed under the project were utilised towards renovation, purchase of medical equipment, bio-engineering equipment and related infrastructure upgradation. The distribution of these funds is given as follows:

₹ 1,28,97,426

for renovation

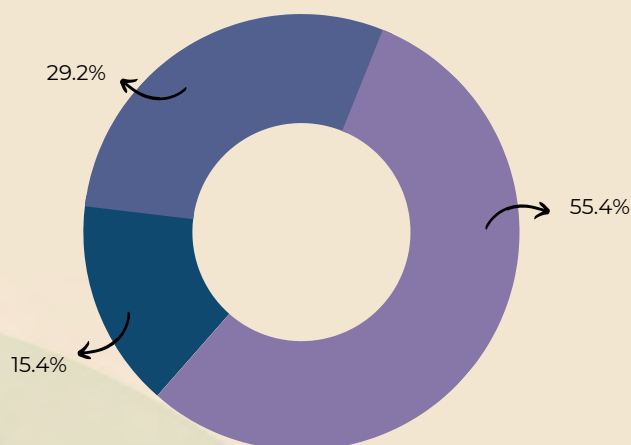
₹ 2,44,69,473

for procurement of medical and
bio-engineering equipment

₹ 68,28,101

for infrastructure
upgradation

Funds allocated (as % of total)



■ Procurement of medical equipment ■ Renovation ■ Infrastructure upgradation



Allocation of Human Resources per department

Sub-departments	Nurses	Paramedical Staff	Doctors	Grand Total
AKD	1			1
Anaesthesiology		3	2	5
Cardiac Anaesthetist			1	1
Cardio Thoracic Vascular Surgery		1		1
Cathlab	4	2		6
Clinical Pathologist			1	1
Critical Care and ICU	56	5	21	82
CSSD		7		7
CVTS on a partial retainership basis			1	1
Day-Care	2			2
Diabetic Foot Surgery			1	1
Education	1			1
Emergency	8		8	16
Endoscopy	1	2		3
General Medicine			1	1
General OT	17			17
General surgery			2	2
Haematology			1	1
HBOT	1			1
Histopathology		1		1
Infection Control	2		1	3
Internal Medicine			1	1
Medical Oncology			1	1
Microbiology			1	1



Allocation of Human Resources per department

Sub-departments	Nurses	Paramedical Staff	Doctors	Grand Total
Neonatology			1	1
Nephrology	5	8		13
Neurology			1	1
NICU	7			7
Non Invasive Cardiology		2		2
Nuclear Medicine	1			1
Nuclear Medicine Technologist and Radiation Safety Officer		1		1
Nursing Administration	8			8
Obstetrics & Gynaecology	1		3	4
Oncology	10		1	11
OPD	5			5
Orthopaedics			5	5
Paediatrics			4	4
Paramedical		1		1
Pathology		33	4	37
Radiology	1	13	1	15
SICU	1			1
Surgical Oncology			3	3
Transfusion Medicine	2	9	1	12
Ward	101		11	112
Grand Total	235	88	78	401

OUTPUT

The funds disbursed to DAI were channelled into three broad streams. Firstly, the renovation and improvement of physical infrastructure. Secondly, the procurement of medical equipment. Thirdly, the allocation for departmental expenditures.



Renovation components

The components of the renovation output comprise:

- HVAC work.
- Fabrication work.
- Renovation of water supplies.
- Painting work.
- Lighting work.
- Others, including consultancy fees.



Procurement of medical equipment

The following medical equipment was procured:

- | | |
|--|--|
| • C-Arm. | • Patient Monitor. |
| • TURP Cautery machine. | • TCPO2 Machine. |
| • Digital Mammograph. | • A-Scan Machine. |
| • Uroflowmetry machine. | • Defibrillator. |
| • Anaesthesia workstation. | • Portable blood donor equipment (including centrifuge). |
| • Dryer and washer disinfectant. | • Portable X-Ray Machine. |
| • Bacterial Alert machine. | • Ventilator. |
| • Equipment for Operation Theatre. | • Orthopaedic tools. |
| • Video Bronchoscope. | • Tube sealer. |
| • ECG machine and trolley. | |
| • Deep freezer. | |
| • Patient warmer. | |
| • Wheelchair. | |
| • Spirometer machine. | |
| • SPO2 Monitor, including oximeter and sensor. | |

OUTCOME



Holistically treating diabetic patients.

The World Health Organization (WHO) recognises diabetes as a major global health issue and highlights several issues related to the disease. Some of these issues are:

- **Rising prevalence:** Diabetes is on the rise globally, with an estimated 422 million people living with the disease in 2014, a fourfold increase since 1980.
- **High cost of care:** Diabetes is a costly disease to manage, both for individuals and health systems. The direct and indirect costs of diabetes can have a significant impact on household finances, especially in low- and middle-income families.
- **Complications:** Diabetes can lead to a range of serious complications, including cardiovascular disease, blindness, kidney failure, and lower limb amputations.
- **Disparities in access to care:** Access to diabetes care and treatment varies greatly around the world, and even within India, with many people in low- and middle-income countries lacking access to even basic care.

The Diabetic Association of India is working to raise awareness of diabetes and its impact, promote best practices in diabetes care, and develop effective diabetes programs.

The number of specialities that benefited from the purchase and procurement of medical equipment is 11. These are:

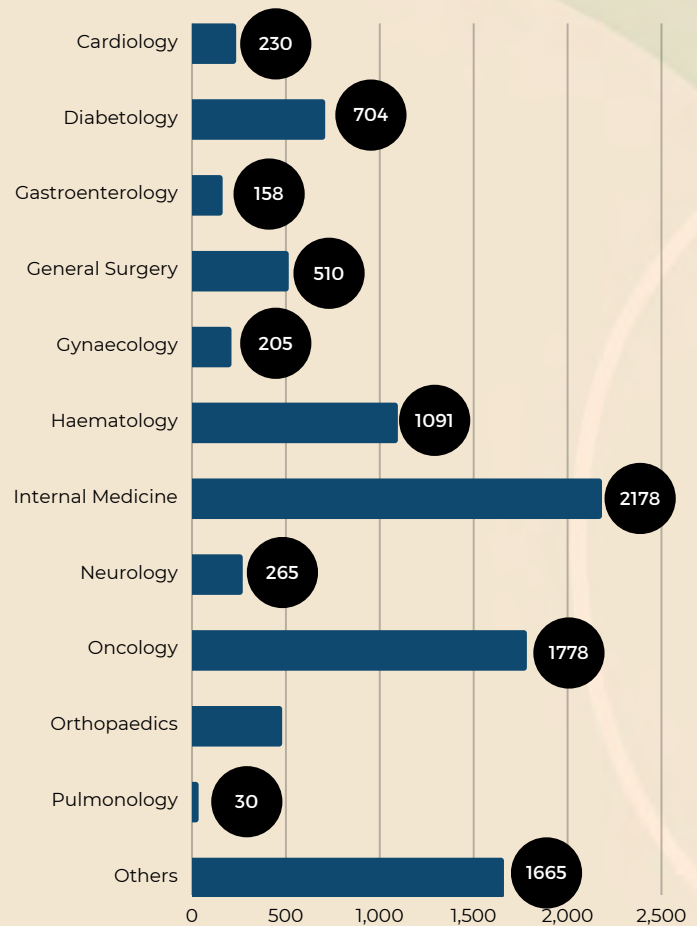
- Cardiology,
- Diabetology,
- Gastroenterology,
- Haematology,
- Internal Medicine,
- Neurology,
- Oncology,
- Orthopaedics,
- Pulmonology and
- General Surgery.



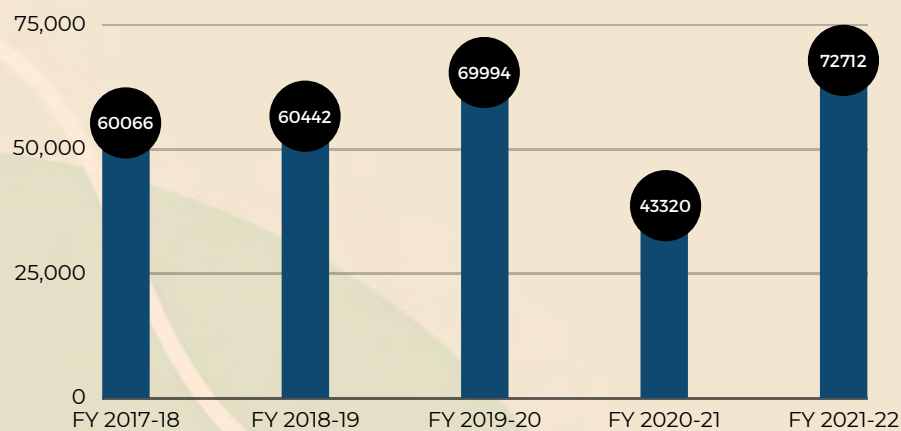
The number of patients served, as per speciality are listed as follows:

IPD	9,280
Cardiology	230
Diabetology	704
Gastroenterology	158
General Surgery	510
Gynaecology	205
Haematology	1,091
Internal Medicine	2,178
Neurology	265
Oncology	1,778
Orthopaedics	475
Pulmonology	30
Others	1,656
OPD Footfalls	63,432
Grand Total (IPP & OPD)	72,712

**Number of Patients served
as per speciality in 2022**



Patients served in the preceding five years by DAI



Financial Year	Total Financial Input	Number of Patients Served	Total cost per patient
FY 2020-21	4,00,00,000	43320	Rs. 923.36
FY 2021-22	4,11,95,000	72712	Rs. 607.81

Thus, in FY 2021-22, there was a more efficient utilisation of financial resources allocated to the Diabetic Association of India, as compared to FY 2020-21.



Hospital upgradation

Renovation and infrastructural capacity-building

The findings of the survey team upon visiting the hospital are given below:

- Upon visiting the floors where renovation was done, it was noted that the work done was of a good standard.
- Through a comparative analysis, our team noted that the floors which were not renovated showed notable signs of ageing and needed restoration. Subsequently, we believe that the floors (other than the top three floors) were also in need of renovation.
- The renovation was a good use of CSR funds disbursed by Exide Industries Limited.

Procurement of advanced medical equipment

Based on further exploration of the DAI facilities, the team surveyed the Intensive Care Unit, as well as the Out Patient Department, to verify the utilisation of devices procured through Exide CSR. The following machines were examined:

- C-Arm
- Anaesthesia Workstation
- Ligature Cautery
- Mobile X-Ray
- Mammography Machine
- Washer Disinfector
- Dryer
- BacT Alert





Qualitative Improvement in Workflow

The team had interviews with various doctors at the hospital. Interviews were also conducted with other staff, such as lab technicians and medical social workers.

- Those from the Intensive Care Unit appreciated the financial input and the medical equipment procured with it. It is clear that the equipment has brought great improvement in workflow.
- The BacT Alert machine had become a valuable tool in the arsenal of the Microbiology Department. It made analysing blood cultures easier and more efficient.
- The Central Sterile Services Department evidenced how the newly procured machines reduce human effort while simultaneously reducing the chances of the team getting nosocomial/hospital-acquired infections.
- The mammography machine enabled the hospital team to discover very early-stage malignant tumours which could turn into breast cancer.

With the increased efficiency of detection, health outcomes greatly improved in the hospital. Across the board, Heads of Departments, nurses, housekeeping staff and technicians agreed that the new machinery had been a great boon to their workflow.



IMPACT



Spreading awareness about diabetes

DAI continuously endeavours to spread awareness about diabetes through their hospital facilities, lectures in corporate organisations and special campaigns for the community. It also organises Continuing Medical Education (CME) programmes every week for doctors and other medical staff. Their Special Officer visits schools in the community to spread awareness about diabetes. A specific focus in the awareness generation process is on the early detection of diabetes, for instance, through foot ulcers. There is also a significant emphasis on patient compliance with prescribed medication, insulin, and nutritional diets. The promotional campaigns are conducted on three levels: Corporate, Administrative and Community. The target groups for awareness generation are as follows:

- Doctors
- First aid practitioners
- Paramedics
- Community
- Corporates
- Police



Quality of healthcare



4.25/5

How adequate are the facilities in the hospital?



4.25/5

How adequate is the capacity of the hospital?



4.5/5

How much would you rate the achievements of the hospital considering the challenges?

These ratings are compiled and averaged from responses in the individual interviews with doctors, as well as the focus group discussions.



Major accomplishments of the DAI

- Regular weekly medical education sessions for general practitioners on various diabetes-related topics.
- Monthly educational programs for dietitians, paramedics, and other healthcare professionals
- Regular diabetes detection camps throughout Mumbai
- Frequent educational lectures in corporate and community centres.
- Monthly diabetes education program for individuals in diabetes, cardiology, and nephrology fields at the hospital.



Impact created by DAI

From the respondents, we find that the significant contributions of DAI are as follows:

- Orthopaedic procedures, especially those related to diabetes.
- Immediate relief for suffering patients and prompt staff response due to inputs.
- Significant upgrades to the Intensive Care Unit.
- The Hospital Administrator found that DAI had made significant contributions to combating the pandemic, directly leading to the treatment of more than 5000 patients. DAI developed a centre of excellence in Diabetes, Oncology, Orthopaedics, and critical care. They initiated patient support groups and widened coverage leading to better reach.





Impact Assessment of NATIONAL APPRENTICESHIP PROMOTION SCHEME (NAPS)

2021-22

ABOUT THE PROJECT

The National Apprenticeship Promotion Scheme (NAPS) is a flagship scheme of the Government of India, launched in 2016 under the Ministry of Skill Development and Entrepreneurship. The primary objective of the scheme is to promote the apprenticeship training and skill development of youth across the country. Under the Scheme, the employers opting for it are required to engage apprentices to the extent of a minimum of 2.5% of the total strength of the establishment.

NAPS helps to bridge the gap between education and employment by providing individuals with practical skills and work experience that are highly valued by employers, making them more employable and better equipped to meet the needs of the job market. NAPS focuses on providing apprenticeship training in industry-relevant skills, which means that the skills and knowledge that apprentices acquire are in high demand by employers. This makes them more attractive to potential employers and increases their chances of being hired.

Apprentices who complete their training under NAPS receive a certificate from the National Council for Vocational Training (NCVT), which is recognised by employers across the country. This certificate serves as proof of their skills and knowledge, which increases their employability.

Exide Industries Limited has been engaging apprentices under the Scheme since long. However, it decided, in 2021-22, to bring it under the ambit of its CSR activities by way of supporting a group of apprentices over and above the statutory minimum requirement of 2.5% of the total workforce.

INPUT



₹ 7,39,69,084

The financial assistance allocated by Exide Industries Limited

EIL pursued its journey to upskill the youth in seven of its manufacturing facilities, viz., Ahmednagar (Maharashtra), Taloja (Maharashtra), Shyamnagar (West Bengal), Haldia (West Bengal), Hosur (Tamil Nadu), Chinchwad (Maharashtra), and Bawal (Haryana).



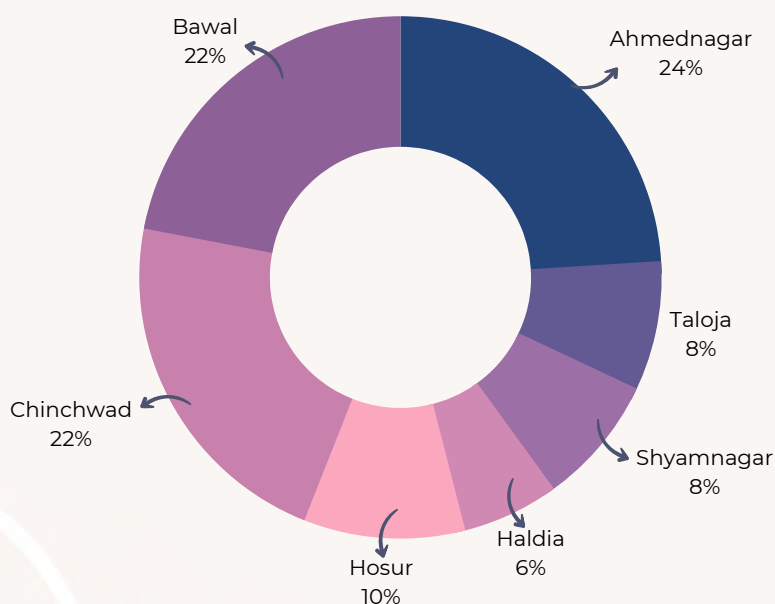
OUTPUT

In 2021-22, EIL trained 1200+ apprentices as its CSR activity. However, at the time of the impact assessment survey, a total of 1508 apprentices were found who were being upskilled under EIL's CSR activities. The distribution of these beneficiaries, location-wise, is given below:

Number of beneficiaries (excluding 2.5% minimum statutory requirement)

Ahmednagar	Taloja	Shyamnagar	Haldia	Hosur	Chinchwad	Bawal
358	124	126	93	153	328	326

Percentage distribution of beneficiaries



OUTCOMES

The survey team conducted interviews in different locations in order to understand the nature of the on-job training, the training module, the efficacy of the training and also the level of satisfaction of the apprentices. The survey team communicated with the EIL plant heads who were overseeing the training. The interviewed EIL employees strongly believed that all the apprentices trained well and were continuously upgrading their capabilities with expert guidance.

The survey team studied the assembly line, pasting department, quality control wing, and other parts of the factories in order to check whether the working conditions of the employees were proper and whether the apprentices received adequate support from their hirer. The survey team learned that the training was conducted primarily through two modes: first, online and classroom training, and second, on-job training.

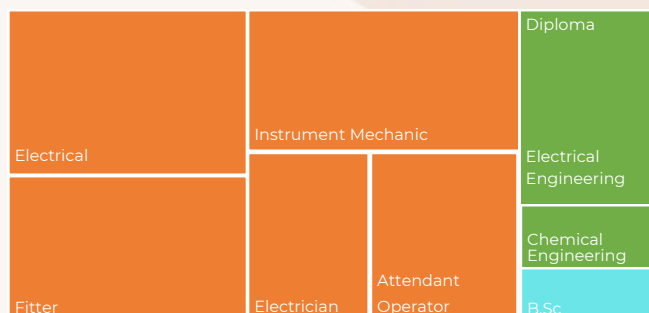




Supporting a diverse pool of young talents

The trainees inducted at the EIL plants came from three different qualifications holding nine different degrees. A hierarchy chart containing the qualifications of the apprentices is shown here:

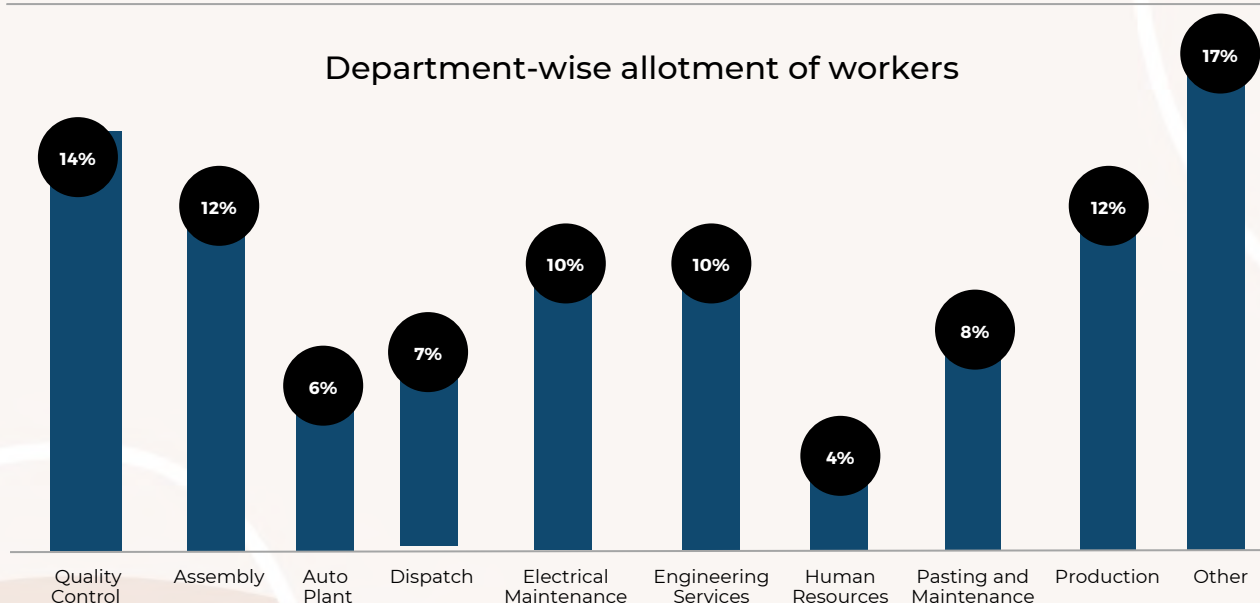
Hierarchy of Qualification of Apprentices from Sample



The apprentices were sorted into various departments (irrespective of trade qualification). For instance, Engineering Services (Mechanical & Electrical), Electrical Maintenance, Industrial Traction, Industrial Quality Control, Raw Materials Control, Industrial Generation and other departments as per the plant's requirement.

Department of Apprentice	Quality Control	Assembly	Auto Plant	Dispatch	Electrical Maintenance	Engineering Services	Human Resources	Pasting and Maintenance	Production	Other
Proportion of Workers (from sample)	14%	12%	6%	7%	10%	10%	4%	8%	12%	17%

Department-wise allotment of workers



Diversity in abilities brings with it as much challenges as it brings opportunities. It appears that the issue of diversity in skillsets has been handled by the EIL plant management commendably.

90%
believed they had been placed in the right department.



Enrolment, Dropout Rate and Completion Rate

During the survey, the total number of apprentices being supported by EIL under its CSR programme was found to be a little more than 1500. According to the respondents, approximately 6% dropped out of the apprenticeship, as per the survey results.

Therefore, a 94% completion rate was achieved, which is very high considering the dynamic and demanding nature of work.

The turnover of 6% can be considered good, as the average turnover rate in the Indian manufacturing industry was estimated to be 7.51%^[1].

According to 50% of the respondents, no one they knew dropped out of the apprenticeship programme. Those who did drop out had a variety of reasons for doing so, including:

- To pursue further education.
- Because they got better offers.

The anecdotal evidence obtained from the survey suggests that the turnover was minimum in the Eastern Region. This directly corresponds to the regional size of the manufacturing sector.

Therefore, none of the respondents claimed that they left the work due to issues inherent to Exide's training or programme implementation.

[1] <https://economictimes.indiatimes.com/news/economy/indicators/manufacturing-services-log-8-27-per-cent-attrition-in-q3-report/articleshow/97455089.cms>



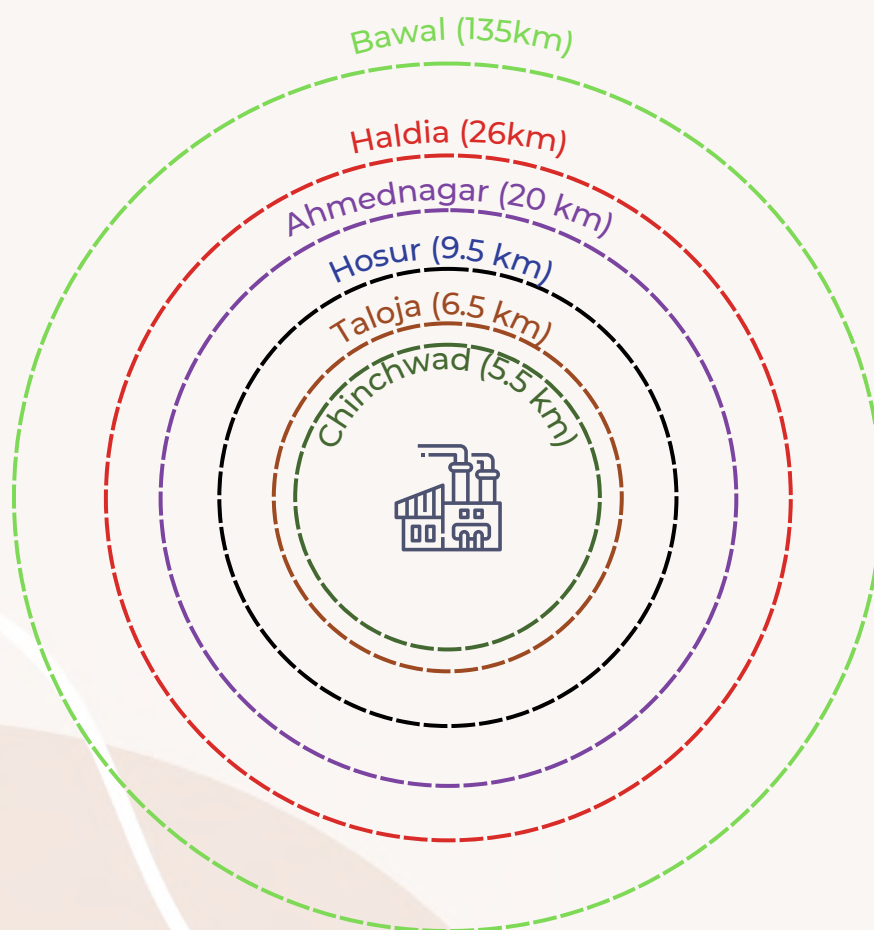


Geographical Reach of the Apprenticeship

It was found during the survey that all EIL plants catered to a vast hinterland as a source of livelihood. The geographical spread of the benefits emanating from the apprenticeship programme was ascertained by the distance of the plant from the permanent place of residence of the apprentice. It appeared that the Bawal plant was getting apprentices from the farthest areas (the average distance reported by the apprentices being 135 kms), while Chinchwad had apprentices living closest to the plant.

While it depends on various indicators such as the economic potential of the location, its connectivity with the adjoining areas, the presence of nearby locations with similar or comparable economic potential and so on, it can be said without loss of generality that this somewhat compromised Gravity Model does give an indication of the spread of the economic (and social, accordingly) benefits a plant generates through the apprenticeship programme.

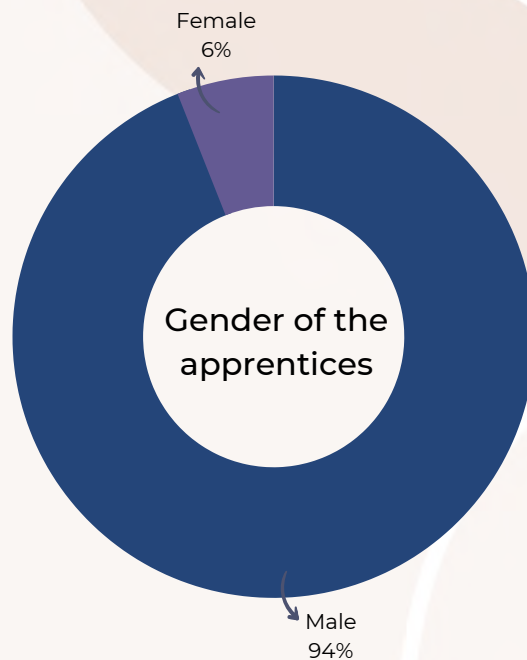
Average distance of apprentices from Exide factories





A scope for more balanced gender profile

A scope of improvement is seen in the gender profile of the apprentices. According to the survey responses, only 6% of the respondents identified themselves as female. There are many reasons for the under-representation of women in this workforce. For EIL, it was a source-level problem as they did not get enough women candidates for the posts of the apprentices. EIL follows no discrimination policy, and the plant heads interviewed were of the opinion that more women candidates can be taken in as apprentices in future.





Quality standards, Facilities and Trainer-Trainee Ratio

In order to be enrolled into the NAPS programme with Exide, 45% of the apprentices had to undergo an oral interview on trade-related topics followed by a medical examination and orientation on the safety requirements at the plants. The following diagram shows the responses to various survey questions related to the quality standards of the apprenticeship programme. Notably, more than 98% of the respondents liked the way they were being trained, and nearly 4 out of 5 apprentices believed they were getting the right pay/stipend. Additionally, the training was not limited to industrial matters since a majority (57%+) reported that they learned more skills than were mandatory under the NAPS programme. However, there was a dearth of educational material, since most of the training was hands-on rather than theory-based.

Responses to Survey Questions	Yes	No
Are you getting any training on issues concerning occupational health and safety?	86%	14%
Do you have the chance to learn anything else (like how to behave in an office etc.) apart from the specific skills you need for a job	57%	43%
Do you think that you are getting the right pay/stipend under the programme?	78%	22%
Do you like the way you are being trained?	98%	2%
Have you been given enough educational material during your apprenticeship?	41%	59%
Did you have to appear for a test before getting this opportunity?	45%	55%

The average rating of the programme was 4.2 out of 5, which is impressive considering the rigorous nature of the training.



How much would you rate your experience of the programme (out of 5)?

Additionally, from 98% of the respondents, there was a variety of positive responses about the training. Nearly 60% of all the respondents said their favourite part of the apprenticeship was the training. 52% of the respondents said that the work environment was the most attractive part of their apprenticeship. Whereas a small number of respondents (approximately 10%) found that learning how to operate new machinery, studying about the manufacturing process, and prospects of future work was the most favourable aspect of Exide's NAPS implementation.

One of the major reasons for the favourable feedback from the trainees is the low trainer-trainee ratio, which according to Exide's representative, stands at 1:5 (trainer: trainee). Furthermore, the representative argues that Exide ensures that the quality of training imparted to the apprentices is proper through regular process feedback, alongside constant evaluation and re-evaluation of the training programme.

The subjects taught to the apprentices include mandatory courses such as those on manufacturing processes and production-related safety issues, as well as ancillary content such as behavioural and communication training.

IMPACT

The NAPS programme involves two types of training - basic training and on-the-job training - with a duration of 6-24 months and 6-36 months, respectively, for designated trades. The trainees are paid a stipend as per the prescribed rates under the NAPS programme. The programme helps establishments identify talent, evaluate the performance of the trainees, and retain them if they wish to. The establishment can train apprentices in-house or outsource training and flex the duration of the training period from 6 to 36 months. The impact of the NAPS Programme can be divided broadly into three categories, which are as follows:

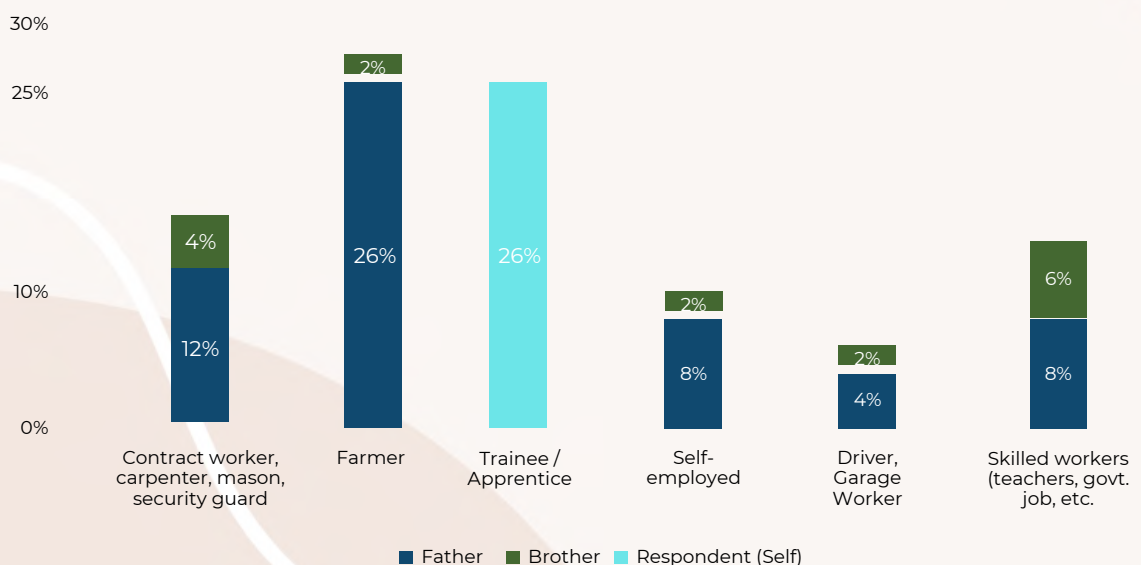


Impact on the livelihoods- Financial Security and Independence

Though a notable number of the respondents continued to be dependent upon other male members of their family, nearly **30% of the apprentices** are the **sole breadwinner** of the family. Furthermore, **100% of the female respondents** are dependent on male earning members. The earning patterns are elicited below:

Occupation of the main earner of family	Father	Brother	Respondent (Self)
The proportion of Workers (from sample)	58%	14%	26%

Occupational Pattern of the main earner in the family



The impact on livelihoods can thus be distributed into two streams:

- **Financial Security:** the apprentices can supplement the incomes of their families, thereby bringing them out of the precariat.
- **Financial Independence:** Women earners can assert and claim their agency after becoming earning members of their families. This could go a long way in improving the social outcomes of women in surrounding areas. However, this is dependent upon whether Exide is successfully able to draw more women into the NAPS programme.

Fifteen of the apprentices confirmed that they were the main bread earners of the family. All of them were earning stipends (including the perks wherever applicable) to the tune of ₹ 10,800 to ₹ 18,000 per month. They confirmed that the apprenticeship was a major support to them and their families.





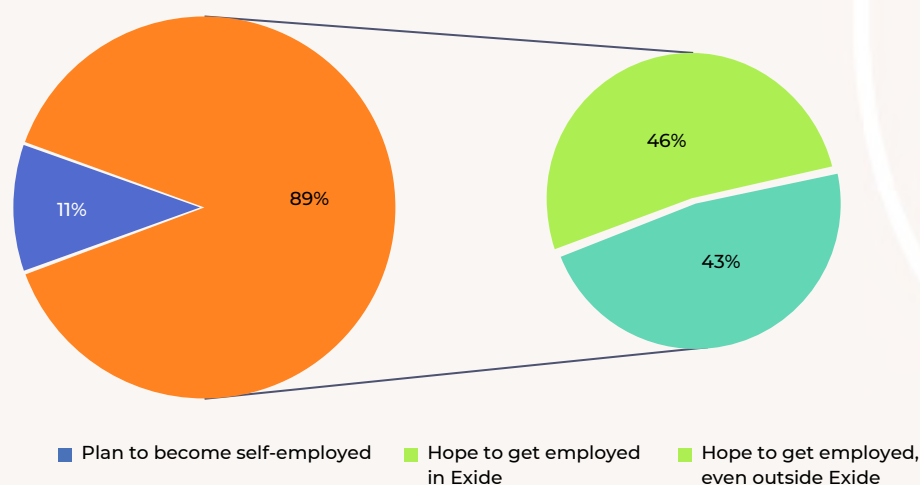
Further employment and future prospects of those who completed the course

The trainees are placed in various departments (irrespective of trade qualification) and are engaged in all three shifts of the plant. Most of the trainees, after successful completion of their training periods, are given the opportunity to work in the plant. While most respondents hoped to become a part of an employment rotation scheme of Exide, others had different plans after their apprenticeship.

According to the respondents, they held the following expectations following the training:

- 46% hoped to get employment in Exide.
- 43% hoped to get a job somewhere else, even if they were not absorbed into Exide.
- 11% hoped to set up their own business or trade (become self-employed) following the skills acquired during the apprenticeship.

Pattern of expectations of apprentices following NAPS



Qualitative improvement for all the involved parties

From the Exide Representatives, the survey team learned the following significant successes of the NAPS Apprenticeship Programme:

After completing NAPS, 8 trainees have been secured jobs in the Railways during the year 2021-2022		
After completion of training period 4 trainees got jobs in Haldia Refinery, Indian Oil Corporation Limited.	Following completion, 3 trainees have been employed in Jamnagar Oil Refinery.	
Exide has been achieving higher production targets ever since NAPS was implemented.	2 trainees, after 36 months have been regularised in Haldia factory, with Rs. 30,000 monthly.	



Disclaimer

Consultivo Business Solutions Pvt Ltd (Consultivo) is a management advisory and consulting firm helping global businesses in the areas of Sustainability, Business Excellence and Risk Management – both at the strategic and operational levels. Consultivo has carried out an independent advisory service on behalf of EIL to assess the impact of the CSR projects by EIL. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance that any third party may place on this report is entirely at their own risk. All conclusions are based on our on-site visit, interviews and study. The findings of this report are valid as of the date of the interviews. No member of the advisory team has a business relationship with the customer beyond required for this assignment. We have conducted this advisory service independently, and there has been no conflict of interest.

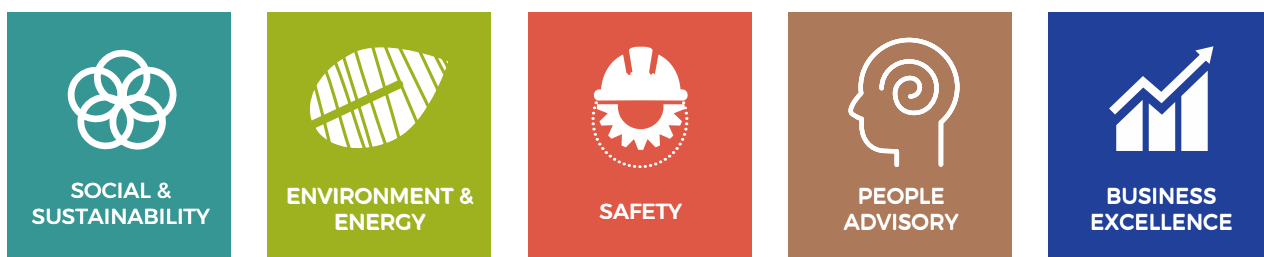
Consultivo complies with the Code of Ethics across businesses to maintain high ethical standards among staff in their day-to-day business activities. All trademarks, trade names or logos mentioned or used are the property of their respective owners.

Consultivo helps organisations globally to solve business challenges in Sustainability, ESG, Business Excellence & Risk Management.

Offering 100+ solutions in Social, Safety, Environment, Climate Change & Energy, Management Systems, Organisational Development and Human Capital across the value chain.

Delivering through Advisory, Research, Assurance & Training – both in strategic and operational levels.

ESG and Sustainability solutions include the development of sustainability/ESG strategy, voluntary sustainability standard (VSS), sustainability reporting as per GRI standard, materiality assessment & study, stakeholder engagement, water sustainability management, carbon footprint, energy audit & conservation, ethical supply chain management, business and human rights, due diligence and related services.



Metal & Mining	Engineering	Cement	Oil & Gas	Chemical	Construction
Hospital	Mall & Hypermarket	Technology & Telecom	FMCG	Supply Chain	Agribusiness

Consultivo works with 200+ National and International codes, standards and guidelines.

Partnership with academic institutions, research organizations & industrial associations is a significant activity to create powerful business solutions bespoke to customer needs.

- Approved ESG consultant of International Finance Corporation (World Bank Group)
- Approved Social Impact Assessment (SIA) Agency of Govt. of Jharkhand, India
- Global Approved Auditor of Pharmaceutical Supply Chain Initiative (PSCI), UK
- Approved Audit Body for CORE (Code of Responsible Extraction)
- Knowledge & Technical Partner of Confederation of Indian Industry (CII), Training & Knowledge Partner of Indian Chamber of Commerce (ICC)
- Approved Audit and Monitoring Partner of Ethical Tea Partnership (ETP), UK

Consultivo is uniquely placed to offer advisory and assurance services free from commercial constraints and conflict of interest to find ways to improve business performances.

Consultivo Academy is the strategic business unit for training and capacity building services. It nurtures and enrich people potentials through interactive & solutions oriented course design in both conventional and new age e-learning platforms.

Partnering in your journey towards ESG, Sustainability and Risk Management



www.consultivo.in
contact@consultivo.in | +91 98311 45556



TOGETHER FOR A BETTER TOMORROW