



Impact Assessment Report of CSR Projects

2024-25

Key Projects

Independent Assessment by



Citation

Exide CSR Impact Report 2024-2025
Independent Impact Assessment of CSR Projects by **Consultivo**
Impact Design and Communication: **Slate of Swan**

Revision -

Report No: CBS/ASRN/25-26/38/CSR Dated 25 February 2026
Project ID: 21125038



IN THIS REPORT

▶	Setting the Scene	4
▶	Our Approach	8
▶	At a Glance: Dashboard	10
▶	Executive Summary	11
<hr/>		
▶	Key Projects	
	Skill Development Through the National Apprenticeship Promotion Scheme (NAPS)	14
	Old Age Home Reconstruction Project (Ongoing Project)	28
	School Transformation Programme: YUVA Unstoppable	31
	School Infrastructure Development Project: Exide Akshar	51
	Environment Protection and Conservation Projects: Exide Paryavaran	60
	Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)	76
	Facilitating Stem Cell Donation by Expanding Donor Registry	84
<hr/>		
▶	Independent Assurance Statement	97

Setting the Scene



◇ About this Report

This Impact Assessment Report, developed by Consultivo Business Solutions Pvt. Ltd. (Consultivo), provides a contextualised evaluation of Exide Industries Ltd.'s (EIL) CSR interventions during FY 2024-25.

Drawing from a mixed-method approach—including onsite visits, online sessions, stakeholder interviews, and secondary data—the report categorises initiatives across the logical framework of inputs, outputs, outcomes, and impacts.

The assessment reflects EIL's sustainability values, with emphasis on inclusive development, social upliftment, and environmental stewardship. Consultivo's field surveys and beneficiary interactions were carefully designed to capture ground realities and diverse community perspectives.

The insights derived from this report aim to enhance the strategic orientation and long-term effectiveness of EIL's future CSR programmes.

◇ About EIL

Established in 1947, Exide Industries Ltd. is India's leading battery manufacturer, offering energy storage solutions for automotive, industrial, solar, and other applications. Headquartered in Kolkata, the company has a wide distribution network and a growing global presence. EIL is also recognised for its commitment to responsible business practices, including sustainability and corporate social responsibility.

◇ Key CSR Initiatives of Exide Industries Ltd. (FY 2024-25)

In FY 2024–25, Exide Industries Ltd. demonstrated a strategic and inclusive approach to corporate social responsibility by supporting a diverse range of projects across India. With a total CSR spend of ₹15.85 crore towards key CSR projects, Exide reached **more than 34,300 primary beneficiaries** through these projects spanning education, health, skill development, environment, and community empowerment. The company's CSR efforts were aligned with national priorities and the United Nations Sustainable Development Goals (SDGs), with a focus on long-term impact and systemic change.

Total CSR spent against key projects implemented in FY 2024-25 stands at ₹12.85 Crore. The study also covers an ongoing CSR project initiated a few years back (FY 2021-22) and completed in FY 2024-25 with a total utilisation of ₹3.0 Crore over the years.

1. Livelihoods & Skill Development

The company invested in skilling and livelihood development as a pathway to long-term empowerment.

Key intervention included:

- ▶ **Skill Development Through the National Apprenticeship Promotion Scheme (NAPS)** – Training over 483 youth for FY 24-25 in industry-relevant trades across 7 plants.

This initiative helped bridge the gap between education and employability, advancing economic inclusion.

2. Rural Development and Community Empowerment

EIL supported the reconstruction of a 25-year-old senior citizen shelter operated by SHARAN in Thane District, Maharashtra, to ensure safe, dignified, and accessible living conditions for the elderly.

Key intervention included:

- ▶ **Old Age Home Reconstruction Project (Ongoing Project)** – Demolition of the aged structure and construction of a multi-storey, purpose-built residential facility designed to address geriatric care needs, safety standards, and accessibility requirements.

This initiative strengthens social protection for vulnerable elderly citizens by providing a secure, comfortable, and age-friendly residential environment that enhances their dignity and well-being.

3. Promoting Education

Education remained the most prominent theme in Exide's CSR portfolio. Through initiatives ranging from infrastructure upgrades to introducing digital learning tools, Exide's efforts targeted underserved students across rural and urban geographies.

Key interventions included:

- ▶ **School Transformation Programme - YUVA Unstoppable** — Implemented in 28+ schools in 7 locations across 3 states, integrating smart classrooms and sanitation units, facilitating digital access and executing other infrastructural upgrades.
- ▶ **School Infrastructure Development Project: Exide Akshar** — A comprehensive school development initiative aimed at strengthening infrastructure, ensuring access to clean drinking water and sanitation, and improving transportation access to promote safe and inclusive education, especially for girls.

These interventions enhanced access, retention, learning outcomes, and overall well-being of school-going students.

4. Environmental Sustainability

Exide's commitment to environmental resilience was reflected in initiatives focused on environmental protection and infrastructure improvement initiatives.

Key interventions included:

- ▶ **Environment Protection and Conservation Projects: Exide Paryavaran** - This initiative focused on water conservation and restoration, sanitation, infrastructure improvement, and pollution control in Bawal, Ahmednagar and Shyamnagar, directly benefitting local communities and enhancing environmental conditions.

These efforts contributed to climate adaptation, groundwater recharge, and ecological restoration.

5. Healthcare Initiatives

Exide made significant contributions to strengthening healthcare systems, both through infrastructure and direct patient support.

Key interventions included:

- ▶ **Facilitating Stem Cell Donation by Expanding Donor Registry** – Expanding stem cell donor databases and facilitating life-saving transplants.
- ▶ **Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)** – Integration of wellness and preventive healthcare in rural settings, promoting well-being and structured community development.

These projects addressed critical health gaps while improving access to affordable and quality care for vulnerable populations.

Impact at a Glance

▶ **Total CSR Spend**

₹15.85 Crore

▶ **Lives Touched**

~2,25,000

▶ **Coverage**

6

states across urban, rural, and tribal regions

▶ **Key SDGs Addressed**



Exide Industries Ltd.'s CSR initiatives in FY 2024–25 underscore its commitment to equitable and sustainable development through strategic partnerships and community-first interventions.



Theme-Wise Ranking of Key Projects by CSR Fund Allocation

The projects have been organised theme-wise and ranked from highest to lowest CSR fund allocation within each theme.

Projects	SDG Mapping	Amount Spent (₹Crore)
<p>●●●</p> <p>Skill Development Through the National Apprenticeship Promotion Scheme (NAPS)</p>	<p>●●●</p> 	<p>●●●</p>  <p>₹6.35 Cr.</p>
<p>●</p> <p>Old Age Home Reconstruction Project (Ongoing Project)</p>		 <p>₹3.00 Cr.</p>
<p>●</p> <p>School Transformation Programme: YUVA Unstoppable</p>		 <p>₹2.18 Cr.</p>
<p>●</p> <p>School Infrastructure Development Project: Exide Akshar</p>		 <p>₹1.31 Cr.</p>
<p>●</p> <p>Environment Protection and Conservation Projects: Exide Paryavaran</p>		 <p>₹1.01 Cr.</p>
<p>●</p> <p>Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)</p>		 <p>₹1.00 Cr.</p>
<p>●</p> <p>Facilitating Stem Cell Donation by Expanding Donor Registry</p>		 <p>₹1.00 Cr.</p>

Our Approach



🔗 Planning: Involving the Stakeholders

The impact assessment was designed to evaluate five flagship theme-based CSR initiatives undertaken by EIL during FY 2024-25.

These included:

EXIDE Akshar

Promoting Education

- ▶ Education through Yuva Unstoppable and Akshar (direct implementation) under Akshar

EXIDE Aarogya

Health and Wellness

- ▶ Health and Well-being support through MaitriBodh Charitable Trust and Marrow Donor Registry India (MDRI) under Aarogya

EXIDE Kaushal

Skill Upgradation and Livelihood

- ▶ Skill Development through NAPS under Kaushal

EXIDE Saksham

Empower and Elevate

- ▶ Community Empowerment through SHARAN under Saksham

EXIDE Paryavaran

Environment and Climate Action

- ▶ Environmental Sustainability initiatives through Paryavaran (direct implementation) under Paryavaran

The approach (OECD methodology) was consultative, experimental, and context-specific, developed in line with the individual project objectives and implementation frameworks. A robust stakeholder engagement process was followed, involving Community Beneficiaries, School Authorities, Programme Managers, and Implementing Partners.

The assessment methodology involved triangulating evidence from field visits, qualitative interviews, and document reviews. Surveys were conducted using both structured and semi-structured tools, developed and validated in alignment with each project's thematic focus.

The study was conducted between December 2025 and February 2026 by OECD methodology, which is considered gold standard in social research. It included a literature review, stakeholder consultations, and tool design workshops. Hybrid methods (onsite and virtual) were adopted to conduct in-depth interviews (IDIs), focus group discussions (FGDs), and physical verifications.

Quantitative and qualitative data were compiled, cleaned, and analysed using statistical software. The evaluation framework adhered to global best practices in CSR impact measurement, incorporating logical frameworks and SDG mappings for each project.

🔗 Sampling

A stratified random sampling method was employed to ensure representativeness across geographies and beneficiary groups. In most cases, the design achieved a 95% confidence level and 10% confidence interval. Respondents were engaged across different locations, including plant areas, rural and semi-urban schools, healthcare centres, and community clusters.

The quantitative questionnaire has been designed based on 5 point likert scale to measure the degree of the agreement in the responses where 1 is the lowest and 5 is the highest. Using a 5-point Likert scale is a standard and effective way to quantify subjective data. Since your scale ranges from 1 (lowest/Strongly Disagree) to 5 (highest/Strongly Agree), it provides a "neutral" midpoint (3), which allows respondents to opt out of a binary choice if they truly feel indifferent.

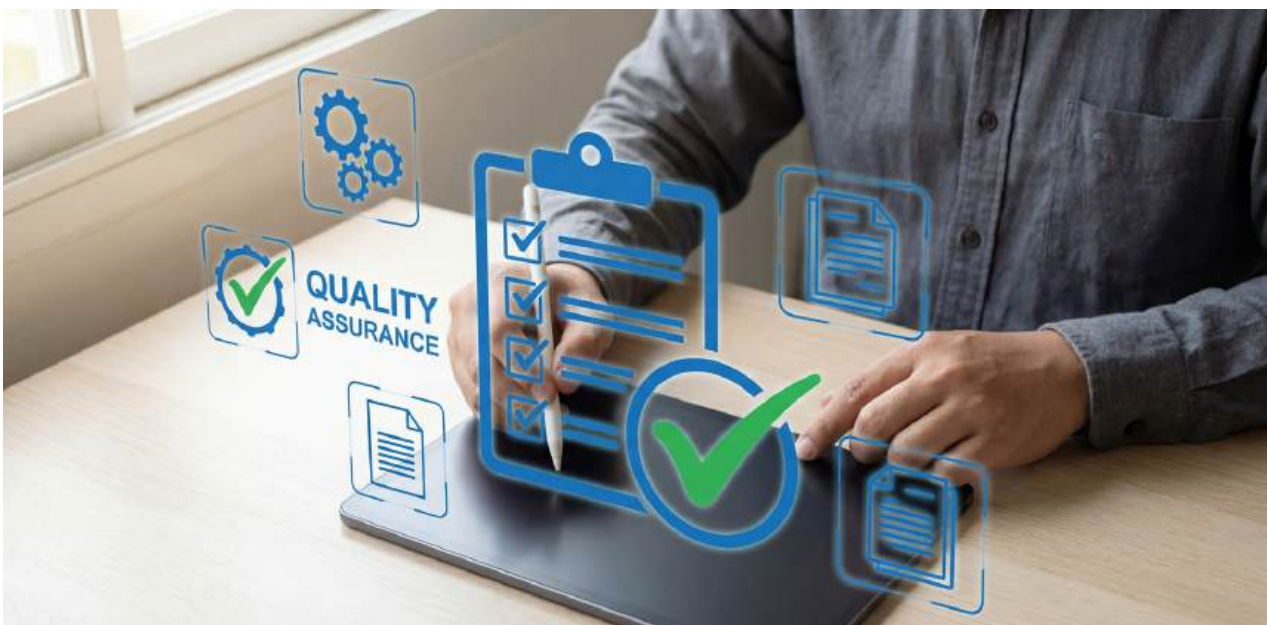
🔗 Bringing Transparency to the Core

All primary data were collected by trained enumerators using pre-tested tools. Secondary data were sourced from authentic documents shared by EIL and its partners. In each case, efforts were made to ensure credibility and consistency of information.

🔗 Quality Assurance Interventions

- Review of toolkits and alignment with project goals
- Scrutiny of sampling framework for coverage and bias mitigation
- Training of survey teams and real-time supervision during data collection
- Random field checks and virtual monitoring
- Data cleaning and validation
- Analytical framework reviews at each stage
- Final interpretation and report validation by a cross-functional expert group

This rigorous approach ensures that the findings presented in this report are grounded in evidence and offer actionable insights for EIL's future CSR strategies.



DASHBOARD

The Projects at a Glance

5 thematic areas

- Promoting Education
- Healthcare Initiatives
- Livelihoods and Skill Development
- Environmental Sustainability
- Community Empowerment and Development



Total funding in FY 2024-25

₹15.85 Crore

Locations for key projects

19 locations in 6 states



Key Projects

Number of lives touched

~ 2,500

Skill Development Through NAPS

Ongoing construction

Old Age Home Reconstruction Project (Ongoing Project)

~65,000

School Transformation Programme: YUVA Unstoppable

~ 26,000

School Infrastructure Development Project: Exide Akshar

~ 5,100-6,100

Environment Protection and Conservation Projects: Exide Paryavaran

~ 50,000

Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)

~75,500 (Direct Patients+Indirect Lives and Registered Donors)

Facilitating Stem Cell Donation by Expanding Donor Registry

Executive Summary



In FY 2024–25, Exide Industries Ltd. undertook five flagship CSR initiatives aligned with national development priorities and the UN Sustainable Development Goals (SDGs). These projects spanned skill development, education, health, environment, and community well-being and empowerment.

Collectively, these initiatives have directly benefitted approximately 34,300 individuals, positively impacted over 2,25,000 lives, and driven community upliftment across 19 locations in 6 states of India.



~ **34,300**

Individuals directly benefitted



~ **2,25,000**

Lives positively impacted



19

Locations



6

States of India

🔗 Skill Development Through the National Apprenticeship Promotion Scheme (NAPS)

Expenditure

₹6.35 Cr.

Lives Touched

~ **2,500**

Objective

To enhance employability of youth through structured, on-the-job apprenticeship training under NAPS.

Key Findings

- ▶ Over 483 youth trained for FY 24-25 in industry-relevant trades across 7 plants
- ▶ Increased workplace-based learning opportunities
- ▶ Inclusion of youth from marginalised communities

🔗 Old Age Home Reconstruction Project (Ongoing Project)

Expenditure

₹3.00 Cr.

Lives Touched

Ongoing construction

Objective

To reconstruct and modernise the existing senior-citizen shelter into a safe, accessible, and purpose-built residential facility that ensures dignity, security, and enhanced care for the elderly.

Key Findings

- ▶ The 25-year-old structure had significantly deteriorated, creating safety and accessibility concerns for elderly residents.
- ▶ Reconstruction is underway to meet geriatric care standards with improved structural safety and age-friendly design.
- ▶ The upcoming multi-storey, purpose-built facility is expected to enhance living conditions, operational efficiency, and residents' overall well-being.

🔗 School Transformation Programme: YUVA Unstoppable

Expenditure

₹2.18 Cr.

Lives Touched

~65,000

Objective

To improve learning environments and outcomes in government schools.

Key Findings

- ▶ ~65,000 total lives reached across three states
- ▶ Smart classrooms and WASH facilities installed
- ▶ Promoted digital literacy and inclusive education
- ▶ Infrastructure developments and educational equipment distributions

🔗 School Infrastructure Development Project: Exide Akshar

Expenditure

₹1.31 Cr.

Lives Touched

~26,000

Objective

To upgrade school infrastructure across multiple cities with a focus on inclusivity.

Key Findings

- ▶ Infrastructure improved in schools across six cities
- ▶ Gender-sensitive facilities (toilets, handwashing stations) built
- ▶ Over 26,000 lives touched by a safer school environment

🔗 Environment Protection and Conservation Projects: Exide Paryavaran

Expenditure

₹1.01 Cr.

Lives Touched

~6,100

Objective

To protect the environment and improve pond infrastructure.

Key Findings

- ▶ Community pond rejuvenated and fenced and local awareness on water conservation raised.
- ▶ Improved sanitation, reduced water-borne disease risks, and enhanced overall living conditions in the locality.
- ▶ 1.76 million litres of additional recharge is being added annually to the groundwater table.
- ▶ Airborne dust reduced, air quality improved, and a safer and healthier industrial environment created by spraying water in the winter season.

Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)

Expenditure

₹1.00 Cr.

Lives Touched

~50,000

Objective

To enable access to preventive healthcare and well-being and structured community development platforms.

Key Findings

- ▶ Over 7,000 rural individuals benefitted
- ▶ Development of comprehensive residential and utility infrastructure to ensure safe accommodation, reliable water and sanitation systems, and operational readiness of the centre.

Facilitating Stem Cell Donation by Expanding Donor Registry

Expenditure

₹1.00 Cr.

Total Patient Search Requests Received

~75,500

Objective

To expand India's bone marrow donor base for treating life-threatening diseases.

Key Findings

- ▶ Awareness sessions conducted in academic institutions
- ▶ Strengthened national stem cell transplant registry



Skill Development Through the National Apprenticeship Promotion Scheme (NAPS)



The National Apprenticeship Promotion Scheme (NAPS) is a Government of India programme started in 2016 to help young people gain practical skills and become job-ready. It connects industry needs with trained youth by providing hands-on training and work experience, which improves employability and supports industrial growth. Exide Industries Limited has been supporting NAPS since 2021–22. Although taking apprentices is a legal requirement and not counted as CSR, Exide has gone a step further by voluntarily supporting additional apprentices under its CSR initiatives. This has helped more young people receive structured training and better job opportunities.

In FY 2024–25,

Exide implemented NAPS as a CSR initiative across 7 plants:

- Ahmednagar
- Bawal
- Chinchwad
- Haldia
- Hosur
- Shyamnagar
- Taloja

contributing to skill development, inclusive growth, and a stronger skilled workforce in India.

Snapshot

- Investment: ₹6.35 Crore
- Duration of the project: FY 2024 to 2025
- Geography: Ahmednagar, Bawal, Chinchwad, Haldia, Hosur, Shyamnagar, and Taloja
- Thematic area: Skill Development - Livelihood & Employability
- Total direct beneficiaries: 2,500

Implemented directly by

EXIDE

SDG Linkage



Project Input

Input 

Exide Industries Limited extended financial support worth

₹6.35 Crore

in 2024-25 towards this intervention.

Project Output

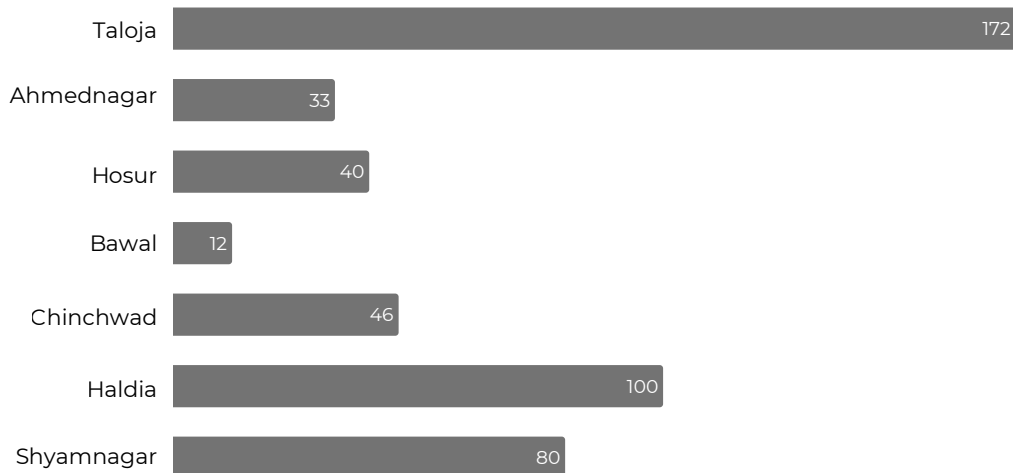
For financial year 24-25 (April 2024 to March 2025), a total of

483

apprentices trained under **NAPS** were **eligible under CSR initiatives**.

These apprentices received training across **seven Exide plant locations**, namely **Ahmednagar, Bawal, Chinchwad, Haldia, Hosur, Shyamnagar, and Taloja**.

Number of apprentices under NAPS (data from April 2024-March 2025) vs. Plants' name



Highlights in FY 2024-25

Taloja:

Apprentices gain hands-on experience in casting, molding, supply chain, box packing, and dispatch, which help them support the company while enhancing their skills.

Chinchwad:

NAPS provides structured training across operations, machine maintenance, and electrical maintenance, creating stabilised manpower aligned with skill metrics.

Hosur:

Apprentices are trained in quality assurance, maintenance, assembly lines, dispatch, and data entry, with continuous mentorship to fill skill gaps.

Shyamnagar:

From 2021, in totality, 87 out of 91 apprentices have been made permanent, demonstrating the programme's effectiveness in creating long-term employment for rural youth.

Key Findings of Outputs

◆ Awareness and Enrolment in the Apprenticeship Programme

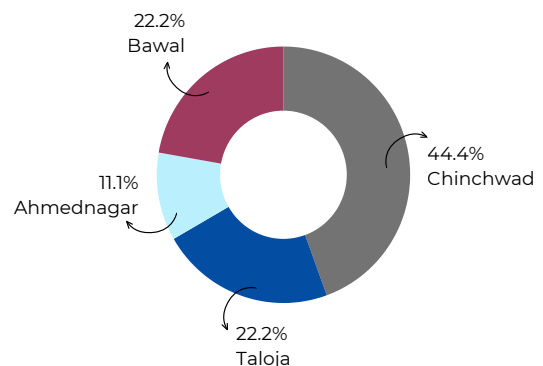
The assessment observed that awareness about the NAPS apprenticeship at Exide is mainly spread through employee referrals, with 54.5% of apprentices learning about the programme from existing employees. Passed or senior trainees referred junior candidates to join the apprenticeship programme. This shows steady internal word-of-mouth support within the company.

Educational institutions, including colleges and training institutes, were the second major source, accounting for **27.3%** of enrolments. This reflects Exide's growing linkage with academic institutions for reaching young talent.

Research shows that **advertisements (online/offline)** contributed **12.1%**, indicating a moderate role in outreach, while **friends and peers** accounted for **6.1% of awareness**.

Overall, the findings highlight that internal referrals and educational institutions are the most effective channels, while there is scope to further strengthen outreach through wider advertising and external networks. This reflects positively on work culture at Exide.

Plant-wise overall female candidates



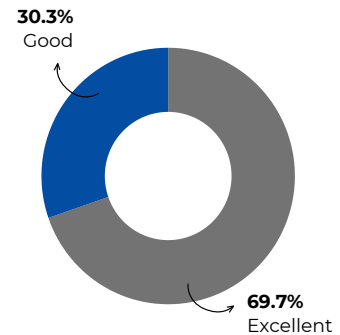
Based on data received from the plants, the total number of female candidates is 9.

Training and Work Culture

According to the assessment, the strength of the apprenticeship programme is its alignment with the apprentices' career goals. All apprentices (100%) said that the department they were placed in suits their interests and future plans. This shows that the programme places apprentices in roles that fit their skills and career aspirations.

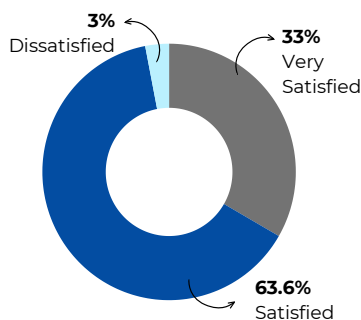
The quality of training provided during the apprenticeship has received positive feedback from participants. **Nearly 70% (69.7%)** of sample apprentices rated the training as **Excellent (5 out of 5)**, while the remaining **30.3%** described it as **Good (4 out of 5)**, on a 1-5 rating scale (1 = Poor, 5 = Excellent). This indicates a high quality training content of the apprenticeship programme.

Quality of Training



Satisfaction Level and Experience During Training

Satisfaction with overall apprenticeship experience



Most apprentices at Exide have expressed their satisfaction with their overall experience during training. About **33%** of them are very satisfied, showing a positive sense of appreciation for the programme. A larger group, **63.64%**, are satisfied, indicating that the majority find the apprenticeship beneficial and worthwhile. Only a small portion, **3.03%**, are **dissatisfied**, suggesting that very few apprentices expect more hands-on practice and focused career counselling sessions. Overall, these results reflect a high level of satisfaction among participants, highlighting the programme's effectiveness in providing valuable learning and growth opportunities.

Furthermore, stakeholder interactions reveal that a large majority of apprentices found the training to be closely aligned with their future career goals. **About 78.8%** of participants rated the training as **Highly Relevant**, while **21.2%** considered it **Somewhat Relevant**. This indicates that the programme effectively provides industry-specific knowledge and practical skills, supporting Exide's commitment to improving apprentices' employability and career readiness in the industrial sector.

Relevance of the training to future goals

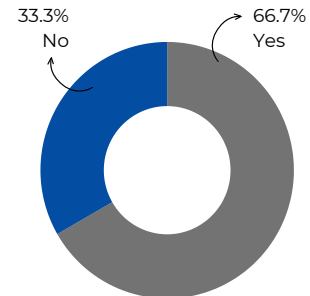


The training programme may be further improved through the inclusion of advanced skill modules and the provision of additional mentorship support. This will help apprentices keep learning, improve their skills, and grow in their careers over the long term.

Access to Learning Materials

Access to structured learning resources is important for building apprentices' technical knowledge. In this programme, **66.7%** of apprentices reported receiving learning materials or access to external courses, while the remaining **33.3%** did not. This shows that a majority of participants benefitted from additional learning support, although there is room to expand access further.

Access to Learning Materials



However, the **availability of learning materials varies across different plant locations:**

- **Taloja, Chinchwad, and Bawal plants** show full coverage (**100%**), with all apprentices receiving learning materials or access to external courses.
- **Ahmednagar** and **Hosur plants** report a **50%** availability rate, indicating that only half of the apprentices had access to learning resources.
- At **Shyamnagar**, **75%** of apprentices mentioned receiving materials.
- The **Haldia plant** stands out with **none** of the apprentices reporting access, highlighting a gap in learning support at this location.

These differences show the need to make training resources more consistent across all Exide plants. Providing the same access to study materials, technical guides, and external courses will give all apprentices an equal chance to learn, no matter where they work. Using digital learning tools, like online courses and virtual workshops, can also make learning easier and more flexible for apprentices in every location.

Stipend Received and Satisfaction Rate

Stipends are an important part of the apprenticeship programme, helping apprentices cover their expenses during training. These payments are set by the Government, with part of the amount given directly through the Government of India's Direct Benefit Transfer (DBT). However, apprentices' satisfaction with the stipend amount varies.

About **91%** of apprentices are **satisfied or very satisfied** with the stipend they receive, with **18%** reporting being very satisfied and **73%** satisfied. **9%** of apprentices remained **neutral**, neither strongly approving nor dissatisfied.

Stipend Satisfaction



The stipend provided to apprentices plays an important role in supporting their households, though its impact varies. Apprentices use their stipend for **household supplies**, including groceries and daily expenses, helping ease the financial burden at home. Some also use it to **pay rent, EMIs, or medical expenses**, contributing directly to essential needs like healthcare and housing. A portion of apprentices reported that the stipend allows them to **save money**, providing some financial security for the family.

Several apprentices emphasised that the stipend helps **fulfil basic family needs**, acting as a crucial support for their household. It also comes that the amount is not sufficient, especially in metro cities, and has not increased over the years, limiting its overall contribution to family finances. Overall, the stipend is considered an important financial aid that supports daily living, essential bills, and basic household requirements.



Outcomes and Impacts

Skill Development and Employment for Underserved Communities

The National Apprenticeship Promotion Scheme (NAPS) at Exide Industries is helping underserved communities by **providing skill training and job opportunities**. It supports individuals from low-income families, rural areas, and marginalised groups by combining practical training with financial support. This programme is supporting young people and giving them access to industrial employment.

Based on the sample survey from household monthly income data, the majority of households in the sample fall within the lower-income brackets, reflecting patterns commonly reported in Indian socio-economic studies such as the National Sample Survey Office (NSSO). Specifically, 42.42% of households earn between ₹10,001 and ₹20,000 per month (₹1.2–2.4 lakh annually), placing them in the low-income category with high financial vulnerability. Another 24.24% of households earn between ₹20,001 and ₹30,000 per month (₹2.4–3.6 lakh annually), which corresponds to lower-middle-income status and moderate financial resilience. Only 15.15% of households earn between ₹30,001 and ₹50,000 monthly (₹3.6–6.0 lakh annually), indicating a relatively stable middle-income group, while 15.15% earn above ₹50,000 monthly (>₹6.0 lakh annually), representing households with greater financial stability and lower vulnerability to economic shocks. A small proportion, 3.03%, earns below ₹10,000 per month (<₹1.2 lakh annually), which classifies them as economically vulnerable.

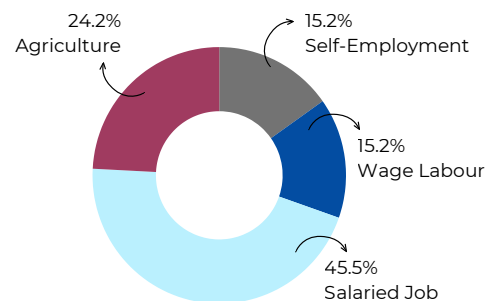
Overall, approximately 70% of households fall below the ₹30,000 monthly threshold, highlighting the limited financial resilience in this population and the importance of targeted interventions, such as healthcare support and financial assistance, to ensure access to essential services and reduce economic hardship.

>> Primary Source of Household Income

According to report findings, the families of apprentices depend on income sources that are often uncertain or limited. About **15% of households rely on daily wage labour**, and **24% depend on agriculture**, both of which are seasonal and unstable in nature. Another **15% of families are engaged in self-employment**, where earnings tend to vary month to month.

Nearly **45% of apprentices come from salaried households**, though many of these jobs are in lower-income roles with limited financial security. In this context, Exide's NAPS programme helps address these by providing structured industrial training and a steady stipend, helping apprentices move towards more stable and reliable career opportunities.

Primary Source of Household Income



Supporting Families Through Apprenticeship Stipends

One of the key impacts of Exide's National Apprenticeship Promotion Scheme (NAPS) is that it reduces apprentices' **financial dependency on their families and strengthens household income**. For many apprentices, the stipend is more than just personal earnings—it is an important source of support for their families, helping with daily expenses and contributing to overall financial stability.

>> Monthly Stipend Distribution and Financial Significance

Data show that the average monthly stipend of ₹13,701 per month has improved the financial situation of apprentices and their families considerably. For many, especially low-income households, this amount provides an extra income each month.

Interviews reveal that the majority of apprentices receive a meaningful level of financial support through their stipend. From the sample survey responses, about **88% of apprentices earn between ₹10,001 and ₹20,000 per month**, making this the most common stipend range.

This amount contributes to household income, especially for families with limited earnings. Around **9% of apprentices receive a stipend of exactly ₹10,000 per month**, providing steady but basic financial support. Only **3% receive a stipend below ₹10,000 (in Hosur)**, where the financial impact is more limited.

Stipend Received in Month

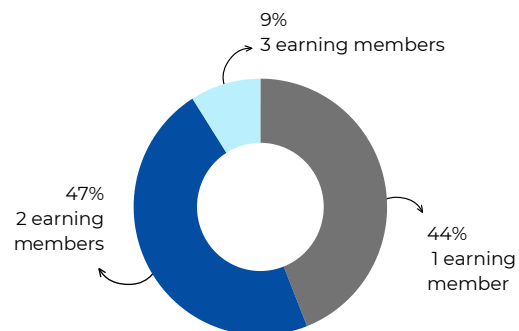


Overall, the data shows that for most apprentices, the stipend plays a strong role in supporting family expenses and improving financial stability, especially in low- and middle-income households.

>> Assisting Families with Few Income Earners

As per assessment observation, apprentices come from families with **only 1 or 2 earning members**, highlighting the financial constraints at home. About **44% of the apprentices** reported that their family has just 1 earning member, while around **47% have 2 earning members**, and **only a small portion (9%) reported 3 earning members**. The stipend from the apprenticeship programme is an important source of support for such households, which supplements income and helps manage daily expenses.

Earning Members in Families



In these cases, the apprenticeship income reduces the financial strain on parents or guardians, enabling families to meet essential expenses without overburdening a single earner.

>> Helping Families with Many Dependents

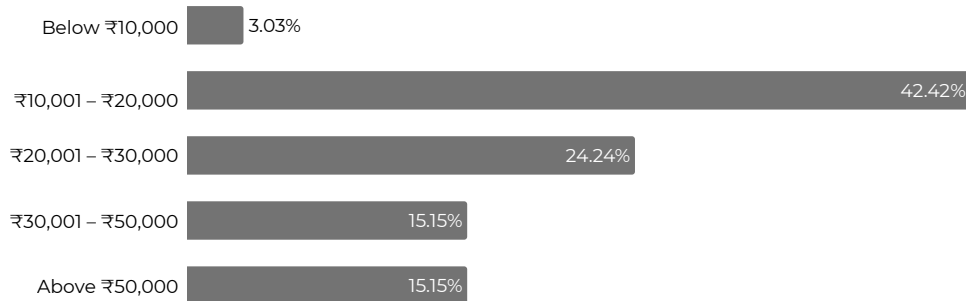
Most apprentices also support families with several dependents. Around 35% of apprentices reported 1–2 dependents, 38% reported 3–4 dependents, and about 9% have more than 4 dependents in family. This shows that many apprentices are contributing to families with multiple members relying on them for financial support.

The stipend helps ease this burden by covering essentials like groceries, healthcare, and other household needs. In these households, the stipend serves as more than just supplementary income—it is an essential financial tool that helps families manage their daily expenses and plan for the future.

>> Household Income Levels and Importance of the Stipend

Most apprentices come from low- to middle-income households, showing the importance of the apprenticeship stipend. Around 42% of families earn between ₹10,001–20,000 per month, while 24% earn ₹20,001–30,000, indicating that many households have limited financial resources. About 15% of families earn ₹30,001–50,000, and another 15% earn above ₹50,000, forming a smaller group with relatively stable income. Only 3% of families earn below ₹10,000 per month, where the stipend becomes especially critical for meeting basic household needs. Overall, the data highlights that the stipend plays a key role in supporting families with constrained incomes.

Household Monthly Income (in ₹)



For families dependent on agriculture or daily wage work, where income changes with seasons and market conditions, the fixed stipend offers steady and reliable support. It helps families plan their expenses better and reduces their dependence on uncertain and irregular earnings.



Building Skills in Apprenticeships

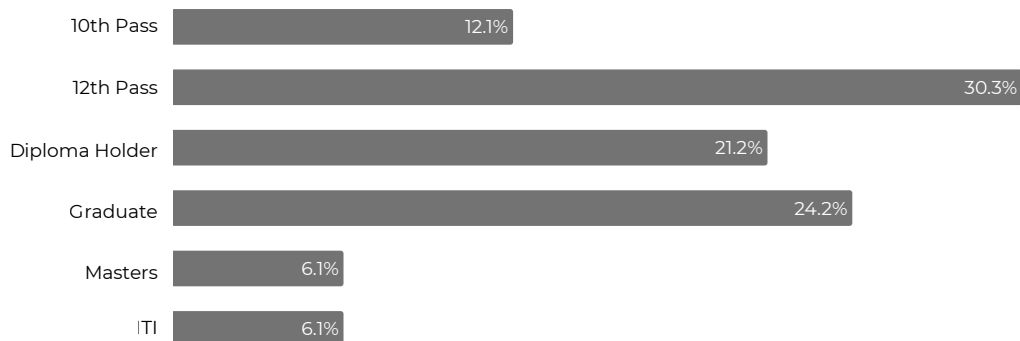
As per the sample data, the apprenticeship programme includes people from a wide range of educational backgrounds. It provides opportunities for both technically trained individuals and those with basic schooling to gain industry experience and develop new skills.

The sample findings showed that the apprenticeship programme includes participants from different educational backgrounds. About 21.21% of apprentices hold diploma qualifications and 6.06% have ITI certifications, showing a strong base of technical skills and readiness to work in industrial environments.

At the same time, a large group has completed 10th (12.12%) and 12th (30.30%) standards, indicating that the programme provides important opportunities for youth who may not have pursued higher education but want practical training and job skills. In addition, 24.24% of apprentices are graduates and 6.06% are postgraduates, which shows that even highly educated individuals are choosing apprenticeships to gain hands-on industry experience.

Overall, the programme includes both technically trained and academically qualified youth, making it a strong platform for skill development and employment.

Educational Qualification:



Educational Diversity: The analysis indicates that while the programme was designed primarily to target participants with basic schooling, such as 10th, 12th, or ITI-level educational backgrounds, the number of interns joining the programme is bachelor's or even master's degree holders. This trend appears to be driven by socio-economic conditions and the current job market situation, suggesting that higher-educated candidates are seeking opportunities due to limited employment options.

Career Goals Post Apprenticeship CSR Impact

The National Apprenticeship Promotion Scheme (NAPS) at Exide Industries Limited (EIL) is more than just a training programme. It helps apprentices **build long-term careers and achieve financial independence**. One of the main benefits of this CSR initiative is how it **influences the career goals of participants, guiding them towards meaningful professional growth**.

>> Majority Seek Full-Time Employment at Exide

Of the total apprentices, **60.61% plan to continue their journey with Exide by seeking full-time employment after completing their apprenticeship**. This shows that apprentices are satisfied with the company, see growth opportunities, and view Exide as a stable place to build their careers. Hiring trained apprentices helps Exide maintain a skilled workforce, reduces training costs, and allows immediate contribution to productivity. It also strengthens the company's CSR impact by turning apprenticeship into long-term employment opportunities.

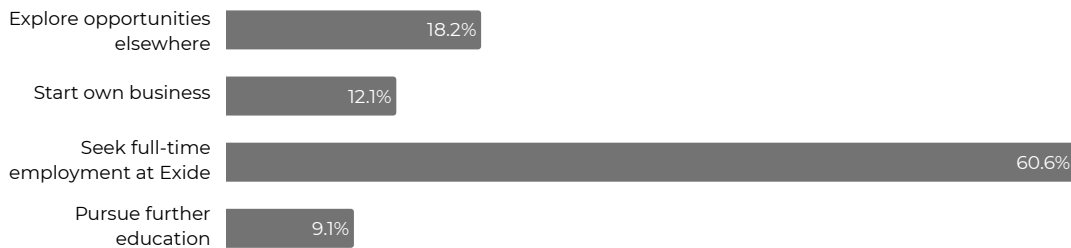
>> Exploring Opportunities Elsewhere

About **18.18% of apprentices wish to explore job opportunities outside Exide**. This indicates that the programme not only prepares individuals for careers within the company but also equips them with skills that are valued in the wider job market. The training enhances their employability and opens doors to various career paths across industries.

>> Entrepreneurial Aspirations

A smaller group, **12.12%, plan to start their own business**. These apprentices are motivated to use the skills and knowledge gained during their training to launch small businesses, such as service centres, repair shops, or manufacturing units. This reflects a growing entrepreneurial mindset, contributing to local economic growth and job creation.

Future Plans After Apprenticeship

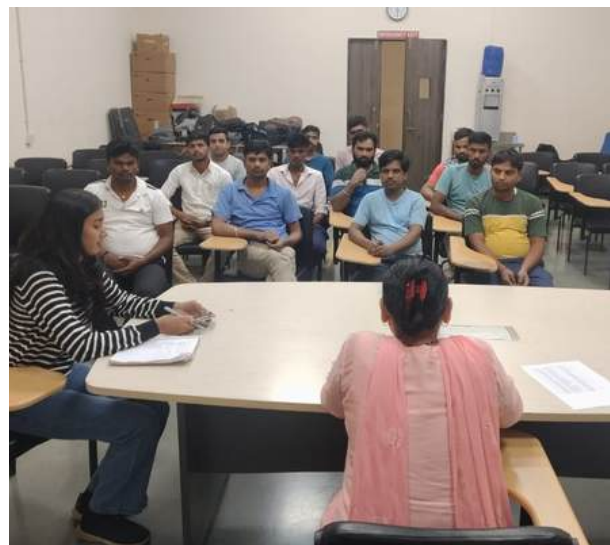


🔗 Career Alignment Among Apprentices

Around 90–95% of apprentices reported that they feel very confident or fully confident in using these skills in future jobs, while the remaining proportion expressed that they feel good and are continuously improving their confidence through learning and practice. Overall, the responses showed that the programme is aligned with the standard career aspirations and has helped build a confidence level among apprentices for their future employment.

🔗 Diversity and Equality

This project prioritises workforce inclusion by integrating female apprentices and differently abled youth, who were prepared through a dedicated CSR-supported training initiative. **The survey indicates that this commitment to equity is evident across the Shyamnagar, Ahmednagar, Bawal, and Hosur plant facilities, where many differently abled apprentices have successfully transitioned into casual labour roles, with some further securing permanent, full-time positions at Exide.** By addressing skill gaps among marginalised groups, the initiative contributes to reducing inequalities and enabling sustainable career pathways within the industrial sector.





From Trainee to Skilled Professional

Tushar Rajale's Growth Journey at Exide

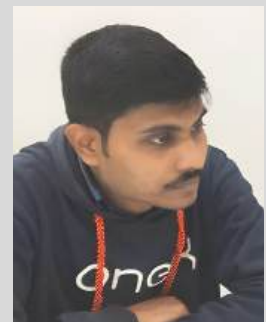
Tushar Rajale joined Exide Ahmednagar plant, as a worker and initially had limited access to training, resources, and career development opportunities. At first, he faced challenges due to limited exposure to advanced tools and guidance, which made it difficult for him to handle complex processes and multiple responsibilities. To support his growth, the company provided targeted training sessions, mentorship programmes, and access to resources. As a result, Tushar became proficient in his role, took on additional responsibilities, and contributed to key projects. The training and mentorship helped him grow professionally and handle responsibilities independently. His productivity and skillset improved significantly, as reflected in performance reviews.



Gaining Skills and Confidence

Suvik's NAPS Success Journey

Suvik Santra, a 26-year-old single graduate (BA) from Shyamnagar plant, has been working in the H.R. Department for three years. His role involves taking contractor attendance, checking their serial numbers, and managing complaint or pay bills. Initially, Suvik was unfamiliar with the job and unsure about how to navigate the tasks or workplace dynamics. However, through the NAPS training programme, he learnt essential skills for managing work efficiently, resolving issues, and collaborating with colleagues. Today, Suvik has significantly improved his abilities; he can perform a variety of tasks independently and earn a good salary that supports his family's well-being. He is particularly happy that he receives timely payment, has the flexibility to take leave when needed, and does not have to work overtime, making him feel secure and satisfied in his job.





From Apprentice to Professional

Vivek Gayen's NAPS Journey



Vivek Gayen from Haldia plant comes from a middle-class family in which his father works as a contractual labourer at Tata Steel, his mother is a homemaker, and his elder brother works as a home tutor. Vivek completed his M.Sc. in Chemistry but lacked practical work experience, which made it difficult for him to secure a job despite attending several interviews. He joined the NAPS apprenticeship programme to gain hands-on experience and build his technical and professional skills. Currently, he works in the inventory control department, where his main challenge is balancing work responsibilities.

With the support of helpful seniors and good management, he has been able to manage his tasks effectively. Through the programme, Vivek has gained strong technical knowledge and confidence, making him better prepared for future job opportunities. He is particularly happy that after completing his training, his manager extended his apprenticeship for another year, reflecting the company's satisfaction with his performance. Vivek appreciates that the programme not only enhances skills but also focuses on youth employment, retention, and job security, positively impacting his career and economic situation.

From Apprentice to Supervisor

Shishupal Singh's Growth at Exide Industries

Shishupal Singh, from Sikandra Rau village in Hathras, Uttar Pradesh, comes from a family of six, including his parents, wife, and two siblings. He joined Exide Industries in Bawal, Haryana, as an apprentice in 2021. Initially, Shishupal faced challenges in understanding the work culture and adapting to the industrial environment.



During his apprenticeship, he focused on identifying inefficiencies, following safety protocols, and promoting safe work practices, which helped reduce minor incidents on the shop floor. Over time, he gained strong practical and hands-on experience, learnt to organise tools and materials efficiently, and improved workflow, which increased productivity. Today, he has been promoted to Men Power Supervisor and motivated due to the skills and real workplace exposure he gained. The programme helped improve his technical knowledge, job readiness, and overall employability, making him more productive and capable in his daily work.

Total Number of Lives Touched

483

The NAPS Apprenticeship Programme at Exide Industries directly benefits 483 apprentices for FY 24-25 (April 24 to March 25).

Given that each apprentice's family consists of an average of 4 members.

$483 \times 4 = \sim 2000$

So,

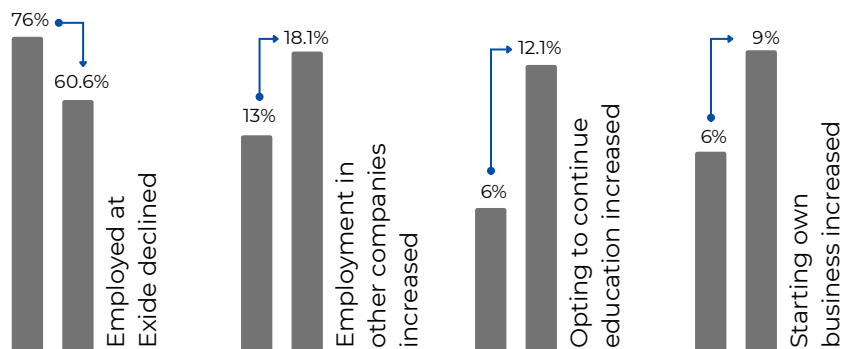
$483 + 2000 = 2,483 \sim 2500$

By considering the wider household impact, the programme is estimated to have positively influenced approximately 2,500 lives.

The graph compares the career trajectories of apprentices for 2023–2024 and 2024–2025. Exide continues to be the primary employer in both years; however, the proportion of apprentices employed at Exide declined from 76% in 2023–2024 to 60.6% in 2024–2025.

At the same time, there is a noticeable increase in diversification of career pathways:

- Employment in other companies increased from 13% to 18.18%.
- Apprentices opting to continue education rose from 6% to 12.12%.
- Those starting their own business increased from 6% to 9.09%.



Overall, the trend indicates a gradual shift from single-employer absorption towards more diversified career outcomes, suggesting broader employability and expanded post-apprenticeship opportunities in 2024–2025 compared to the previous year.

Old Age Home Reconstruction Project (Ongoing Project)



Old homes provide shelter for elderly people. However, the aging structures of these homes can be detrimental to their well-being. The project supports the redevelopment of a 25-year-old senior citizen shelter operated by Society for the Rehabilitation of Paraplegics (SHARAN) in Thane District, Maharashtra. The previous structure of the shelter had aged considerably and required comprehensive reconstruction to ensure safety, accessibility, and suitability for elderly care.

The intervention involves demolition of the old structure and construction of a multi-storey, purpose-built residential facility designed to support geriatric needs.

Snapshot

- Investment: ₹3.00 Crore
- Duration of the project: FY 2024–25 (ongoing into FY 2025-26)
- Geography: Thane District, Maharashtra
- Thematic Area: Exide Saksham (Empowerment & Rehabilitation)
- Total Live Touched: On-going Project

Implementing Partner:

**Society for the Rehabilitation
of Paraplegics (SHARAN)**

SDG Linkage



Project Input

Input 

CSR Financial Support

₹3.00 Crore

Architectural redesign and structural planning

Demolition of previous structure

Construction of six-floor residential building

Oversight by Exide Corporate Affairs

Implementation by S



The design integrates elderly-friendly features such as wider corridors, designated recreational zones, and planned medical support spaces.

Assessment Scope and Methodology

This independent assessment is based on:

Review of CSR sanction letters of

₹3 Crore

Declaration and supporting documents submitted by SHARAN

Project status note (construction progress)

Financial allocation details

Discussions with key representatives

As the project is currently under implementation, this assessment focuses on **input adequacy, output progress, governance alignment, and projected outcomes**, rather than long-term impact measurement.

Project Outputs (As of Reporting Period)

Assessment findings show the following outputs from the project:

Physical Progress

Multi-floor structure constructed up to sixth-floor slab

Zoning provisions incorporated into layout

Infrastructure development aligned with planned capacity expansion

Governance

Formal sanction documentation available

Project declared as ongoing under CSR framework

Monitoring oversight in place

Outputs are consistent with sanctioned project scope.

Outcome Assessment (Projected – Post Completion)

Since the facility is not yet operational in its completed form, the following outcomes are considered anticipated outcomes, subject to post-completion validation:

Increased Residential Capacity

Estimated 40% increase in bed capacity (subject to final occupancy plan).

Improved Structural Safety

Replacement of aging infrastructure with a structurally compliant facility.

Enhanced Living Conditions

Provision of recreational and designated care spaces.

Improved Health-Supportive Environment

Design features incorporating improved airflow and zoning.

These outcomes will require verification through post-completion evaluation.

Project aligns with **Schedule VII – Promoting healthcare and senior citizen welfare.**



School Transformation Programme: YUVA Unstoppable



The School Transformation Programme supported by Exide for FY 2024–25 focuses on improving the overall learning environment in Government Schools, Government Aided Schools, and other low-cost schools serving underserved communities. Many of these schools face challenges such as inadequate sanitation facilities, lack of clean drinking water, poor infrastructure, and limited access to quality learning resources, which directly impact student attendance, health, and academic performance.

Through this initiative, Exide Industries Limited, in partnership with YUVA Unstoppable, aims to address these critical gaps by upgrading WASH facilities, constructing safe and durable infrastructure such as toilets and compound walls, and introducing Smart Classroom technology to enhance learning outcomes. The programme also emphasises creating child-friendly spaces through educational paintings and improved school environments that support both learning and well-being.

Snapshot

- Investment: ₹2.18 Crore (approx.)
- Duration of the project: March 2024 to April 2025
- Geography: Ahmednagar, Sangli district (Shirgaon), Malur, Supa, Kolkata, Shyamnagar, Talaja
- Thematic area: **Holistic School Transformation and Educational Enrichment**
 1. Educational Infrastructure Development
 2. Digital and Smart Learning Enhancement
 3. Water, Sanitation, and Hygiene (WASH)
 4. Early Childhood Care and Development
 5. Educational Equipment and Well-Being
- Total lives touched: ~ 65000

Implementing Partner



SDG Linkage



In addition, the project extends its impact by strengthening foundational and community-based education systems. This includes the development of libraries to promote reading habits and self-learning, as well as improving Anganwadi infrastructure to support early childhood education.

The distribution of essential learning materials such as school bags and stationery further ensures that children from economically weaker backgrounds are not left behind. By creating safe, inclusive, and resource-rich educational spaces, the programme helps reduce educational inequalities and encourages regular attendance and academic engagement. Overall, the initiative contributes to building sustainable, supportive, and future-ready learning environments, promoting long-term educational and social development in underserved communities.

Project Input

Input 

Exide Industries Limited provided a financial contribution of

₹2.18 Crore (approx.)

towards the School Transformation Programme in FY 2024-25.



Project Outputs

28 schools **7** locations **3** states **>10** different interventions

15,884
students directly impacted

Data reveals that the School Transformation Programme improved the learning environment in 28 schools across 7 locations of 3 states with approximately more than 10 different interventions in India. The initiative directly impacted 15,884 students, enhancing their access to better educational facilities.

The programme was implemented across multiple districts and states, covering rural, semi-urban, and urban locations.



Based on the requirements of schools across various locations, the geographical spread is outlined below:

State-Wise Distribution of Project Locations

The School Transformation initiatives were implemented across three states—Maharashtra, Karnataka, and West Bengal—covering multiple districts and educational institutions.



9
schools

Ahmednagar District (Ahmednagar & Supa)

1. Senapati Bapat Vidhyalaya
2. Mahesh Munot Vidhyalaya
3. Dhyanganga Vidhyalaya
4. Ramrao Funde Madhyamik Vidhyalaya
5. Z.P. Primary School, Supa
6. Chincholi Gram Panchayat, Supa

Sangli District (Shirgaon)

1. Sangli Library Project

Raigad District (Taloja, Panvel)

1. R.Z.P. School, Tondare
2. Loknete D.B. Patil School, Panvel



10
schools

Kolar District (Malur)

1. Malur Anganwadi Construction
2. Govt. Lower Primary School-Pura
3. Govt. Higher Lower Primary School-Thalakunte
4. Govt. Higher Lower Primary School-Baragur
5. Govt. Higher Lower Primary School-Patalama - Hosur
6. Anganvadi School Sakthi Nagara - 1
7. Anganvadi School Sakthi Nagara - 2
8. Govt. Lower Primary School-Hulimangla
9. Urudu Lower Primary School-S`halli
10. GLPS-S`halli



9
schools

Kolkata

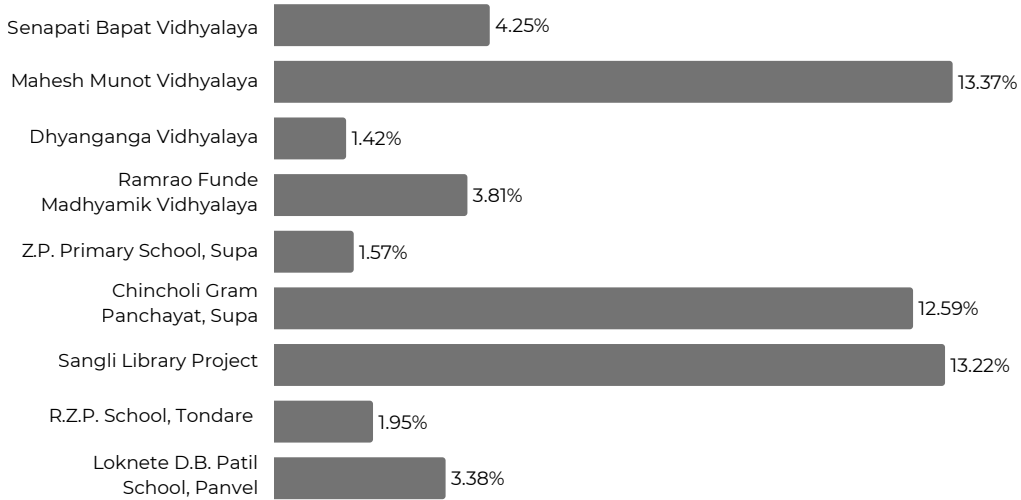
1. Antyodoy Anath Ashram
2. Young Men's Welfare Society – Khelaghar Bhagbatipur
3. Young Men's Welfare Society – Khelaghar Joynagar
4. Sri Ramakrishna Sharda
5. Tiljala School

Shyamnagar (North 24 Parganas)

1. Sundia Bandhab Prathmik Vidhyalay, Kankinara
2. Shyamnagar Balika Vidhyalay
3. Nona Chandanpukur Manmatha High School
4. Anandamath Vidyapith

Beneficiaries Number (Percentage)

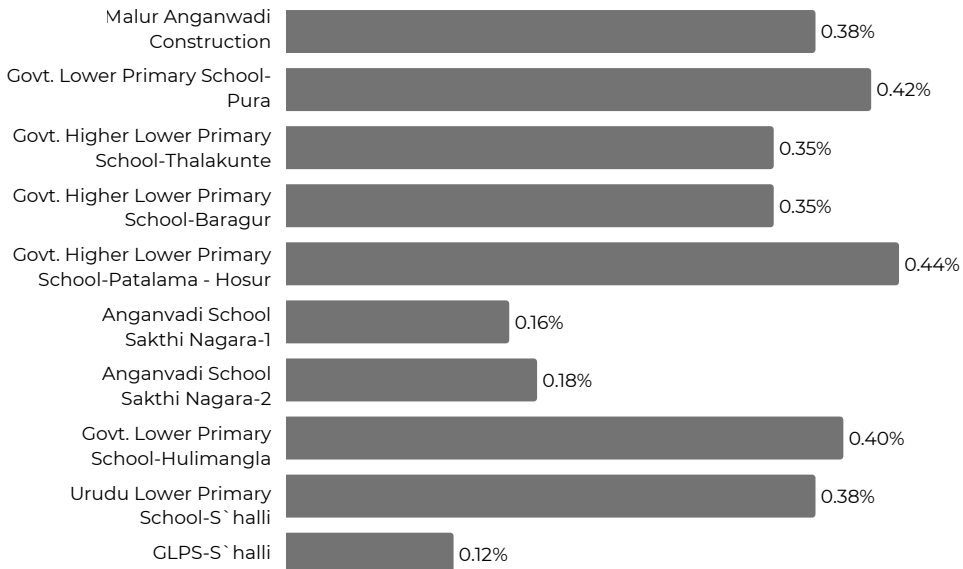
Maharashtra



Total Beneficiaries Number (Percentage)



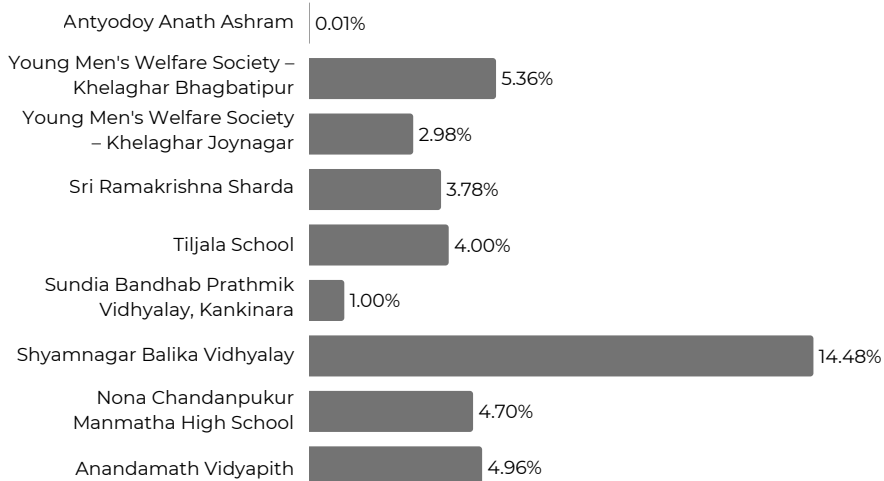
Karnataka



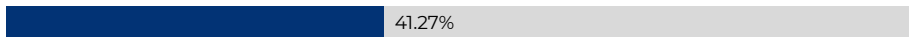
Total Beneficiaries Number (Percentage)



▶▶ **West Bengal**



Total Beneficiaries Number (Percentage)



Infrastructure and Educational Enhancements

Assessment findings reveal the following key transformations achieved across the supported schools:

Smart Classrooms

Smart classrooms were established and equipped with



K-Yan devices



UPS systems



Student benches



Digital learning infographics

These facilities enhanced student engagement and enabled more interactive, technology-enabled learning experiences.

WASH Facilities

Schools were upgraded through the provision of comprehensive WASH facilities.



Girls' and boys' toilets



Drinking and dishwashing areas



Staff sanitation facilities



Handwashing areas

These facilities improved access to clean water and proper sanitation.

Classroom Seating



Benches were provided across schools, ensuring comfortable seating arrangements and improved classroom learning environments.

Roof and Structural Works



The school in Taloja underwent renovation of its roof and staircase, including iron staircase installation and MS shade installation to enhance safety and infrastructure durability.

Mid-Day Meal (MDM) Support



2 schools received MDM sheds, providing sheltered spaces for students to eat hygienically and comfortably.

Library Development



1 school (Shirgaon) was equipped with a fully functional library, including ground floor construction and one room for reading and learning resources, promoting a culture of reading among students.

Additional Educational Equipment



Schools were equipped with labs, educational paintings, stationery kits, water purifiers, and desktops to promote practical learning and overall academic development.

These interventions collectively created a safer, more inclusive learning environment, supporting students academically and personally while strengthening school infrastructure for long-term development.

SUCCESS STORIES

Priyam Karmakar

Computer Teacher of Anandamath Vidyapith,
Shyamnagar



The support provided to our school through smart classrooms and toilet renovation has positively impacted the students. Earlier, the water system and sanitation facilities were not functioning properly, which created hygiene-related challenges. Now, with upgraded tiles, a proper water system, and regular maintenance, the toilet facilities are well-maintained and hygienic.

The introduction of two smart classrooms has significantly improved the teaching-learning process. Earlier, we did not have access to visual learning tools and live classes which required more speciality to understand the logics of computer, or subject-related videos. Now, classes are more interactive and engaging. Students show greater interest in learning and are eager to attend smart classes. Their understanding of concepts has improved, and we can clearly see the impact on their studies.

Attendance is also more regular on days when smart classes are conducted. Overall, the integration of new technology and improved facilities has positively influenced both academic performance and student motivation.



Project Outcomes

The intervention led to the following key outcomes:

1 Smart Classrooms: Transformation of Traditional Learning

Smart classes across locations such as Taloja, Ahmednagar, Kolkata, and Shyamnagar have improved student engagement, understanding, and academic performance. Feedback from both students and teachers indicate a shift from traditional teaching methods to more interactive and visual forms of learning through digital classes.

1.1 Enhanced Understanding of Science and Mathematics

Before the introduction of smart classes, students across locations reported challenges in grasping subjects like Science and Mathematics due to the lack of visual aids, practical demonstrations, and interactive teaching methods. Many students from Taloja, Ahmednagar, Kolkata, and Shyamnagar mentioned that lessons felt abstract, making it difficult to stay engaged. They often had to spend extra time at home to understand concepts, and complex topics like the human digestive system, solar system, and advanced mathematics were particularly hard to follow.

After the implementation of smart classes, 100% of students reported significant improvement in their academic performance. Digital learning through videos, animations, and 3D visuals made lessons more interesting, easier to understand, and helped build strong conceptual clarity.

- **In Taloja**, students mentioned that Mathematics became easier to comprehend through digital explanations and problem-solving demonstrations.
- **In Ahmednagar**, 3D animations helped students complete group projects and clarified concepts in Science, such as the digestive system and the solar system.
- **In Kolkata**, students highlighted improved learning in Mathematics and Science through visual simulations and practical demonstrations.
- **In Shyamnagar**, students reported better understanding of computer applications, including Excel, Java, and C language, through smart class sessions.

These findings indicate a positive shift from passive listening to active participation, reduced dependency on teachers and parents, and stronger engagement with complex topics through visual and interactive learning methods.

1.2 Increased Participation and Confidence

Group responses indicate that smart classes have encouraged collective learning and improved classroom interaction.

- The teachers of **Ahmednagar** observed that test and assignment scores improved as students could revise concepts more effectively using digital content.
- **In Kolkata**, teachers shared that abstract topics such as poetry became easier to visualise, increasing student interest and participation.

1.3 Enhanced Teaching Methods and Learning Environment

Teachers across locations highlighted that smart classes have transformed teaching methodologies.

- **In Kolkata**, teachers reported that smart classes helped visualise complex topics, such as 19th-century farming, through documentaries.
- **In Shyamnagar**, structured smart class sessions improved computer-based learning.

Teachers stated that access to internet resources, digital content, quizzes, and multimedia lessons has made teaching more effective and student-friendly. The classes have become more interactive and engaging compared to earlier, making learning more interesting for students. The shift from chalk-and-board teaching to technology-enabled instruction has created a more inclusive and engaging learning environment.

2 Improved Sanitation and WASH Facilities: Transformation in Health, Hygiene, and Clean Water Access

Responses from students' and teachers' interviews reveal that the WASH (Water, Sanitation, and Hygiene) interventions across locations such as Taloja, Ahmednagar, Shyamnagar, and Kolkata, have transformed inadequate and unhygienic conditions to cleaner, safer, and healthier school environments.

2.1 Improved Sanitation Facilities (Toilets & Cleanliness)

Before the intervention, schools reported poor sanitation conditions. In Taloja, students mentioned that earlier there were only two washrooms for boys and girls, with fewer taps and unhygienic conditions. In Ahmednagar, students shared that toilets were unclean, water was limited, and facilities were uncomfortable to use. Teachers in Shyamnagar reported bad conditions and lack of sufficient water, which caused health problems. After the renovation:

- 100% of student responses across Taloja and Ahmednagar confirmed improvement in toilet cleanliness and availability.
- More washrooms, proper seating arrangements, mirrors, washbasins, and regular cleaning were introduced.
- Students now feel comfortable using toilets and no longer avoid them due to poor hygiene.

It reflects an improvement in sanitation infrastructure and school cleanliness practices.



2.2 Strengthened Handwashing and Hygiene Practices

Earlier, limited water supply and poor wash facilities affected hygiene habits.

After the WASH upgrades

- More than 95% of students reported that they now wash their hands before and after meals. In Ahmednagar, students mentioned that they regularly practice handwashing and also encourage classmates to maintain cleanliness. In Taloja, students stated that improved washbasin facilities made hygiene practices easier and more regular.

These findings indicate a visible improvement in personal hygiene behaviour and peer influence in maintaining cleanliness within the school environment.

2.3 Access to Clean Drinking Water (Water Purifier & R.O. Machine Impact)

Before installation

- In community responses, households reported no access to safe and purified drinking water before R.O. installation. Drinking water was often unsafe, limited, or took around 30 minutes to collect.

After the installation of R.O. Plant / Water ATM

- 100% of households reported daily use of R.O. water.
- 100% reported shifting fully to R.O. water as their main drinking source.
- Water quality was rated “Very Good” by 100% of respondents (taste, clarity, smell).
- 100% reported reduction in water-borne diseases such as diarrhoea and stomach infections.
- 100% expressed satisfaction with the R.O. plant services till installation.

3 Library Construction: Improved Access to Learning and Study Environment

Feedback from both students and teachers shows that the construction and upgrading of libraries in Sangali resulted in a shift from limited, noisy, and uncomfortable spaces to structured, spacious, and resource-rich learning environments. The library building was dilapidated before. The construction of the building was developed from scratch.



3.1 Improved Study Environment and Infrastructure

Before the upgrade, students reported major challenges:

- One of the students stated that, “I have to travel 14 km daily to Islampur for library access.”
- Respondents stated that earlier, the library had only two small overcrowded rooms, leading to noise, disturbance, and very limited seating arrangements.

After the new library construction:

- Nearly 100% of group responses mentioned improved space, calm environment, and better seating arrangement.
- Travel time and cost for students have reduced since the new library is closer to their homes.
- Separate reading rooms and discussion areas are available.
- The location near the river provides a peaceful and fresh environment.

Teachers reported that earlier, the confined and overcrowded room space posed difficulty in guiding students properly. After the upgrade, larger space and better management have improved student comfort and access. This reflects an infrastructure-level improvement, creating a distraction-free and student-friendly learning space.



3.2 Increased Access to Books and Competitive Exam Resources

- **100% of teacher** responses confirmed that the library now has all types of books, including science, language, storybooks, and competitive exam materials.
- Students preparing for UPSC, MPSC, Police, and PSI exams highlighted that requested books are added to the collection.
- Around 30-40 competitive exam aspirants regularly use the library in Sangli.
- Students shared that they now have access to educational, science, and exam-related books, which has improved the quality of their preparation.

This indicates improved academic resource availability and exam-focused support.

3.3 Increased Study Time and Learning Habits

Data reveal that before, library use was irregular owing to distance and confined space. But after construction, students visit daily or several times a week, spending 3-4 hours, followed by assigned school time slots for classes.

Nearly 80-90% of responses suggest that students are spending more productive time in the library. This shows growing reading habits and disciplined study routines among the students.

4 School Equipment and Stationery for Enhanced Learning

- Assessment findings show that school bags and stationery items in Malur help with students' learning and school participation. Many students reported that before receiving these items, they lacked the necessary materials, while some faced financial challenges, with parents working as domestic help to support their studies.
- After the intervention, **100% of students** reported regular use of the provided items, including school bags, notebooks, pens, pencils, water bottles, and tiffin boxes.
- Students reported that separate notebooks for **different subjects and systematic stationery** helped them complete classwork and homework more effectively, improving organisation and academic performance.
- Teachers observed **increased attendance**, greater interest in studies, and better preparedness for daily classroom activities, with students using the items consistently to support learning.



Overall, the school equipment and stationery have enhanced motivation, confidence, and study habits, with students expressing high satisfaction - rating 5 from the responses and reporting improved engagement and participation in class.



5 School Infrastructure Development

Data show that the interventions across **Supa, Malur, and Shyamnagar** have created a safe, learning environment, and led to overall student well-being in schools and Anganwadi centres. Feedback from students and teachers highlights changes in infrastructure, safety, and daily learning experiences.

5.1 Compound Wall Construction: Enhanced Safety and Security

In Supa, prior to the wall construction, students and staff reported unsafe school premises due to the risk of outsiders, animals, traffic, and other disturbances.

- **100% of student** responses indicated feeling unsafe or moderately unsafe before the wall construction.
- After the wall construction, all students reported feeling **“very safe”**, and teachers also stated that the wall has significantly reduced external disturbances and outsiders. **The average satisfaction is 4 out of 5 after the interventions.**
- Students noted improved focus during study hours and outdoor activities, with playgrounds and assembly areas now more secure.

Responses indicate that the compound wall has provided school security, reduced noise and intrusion, and created a safer learning environment for all students.

5.2 Anganwadi Construction and Upgradation: Child-Friendly Learning Environment

The new Anganwadi in Malur has introduced a child-friendly classroom, safe toilets, play areas, and smart learning tools like TVs and educational materials.

- Approx. 100% of responses report daily attendance of children after the construction, reflecting increased motivation and engagement.
- Students reported improved interest in learning and activities, while teachers highlighted that the upgraded space allows better teaching and care.
- Assessment findings show that the infrastructure has created a safe, secure, and stimulating environment. Features like adequate lighting, play areas, and smart learning tools have encouraged children to participate actively and develop better habits.

Overall, the Anganwadi upgrade has enhanced both learning outcomes and child safety.



5.3 School Infrastructure Development: Mid-Day Meal Shade and General Improvements

Nona Chandanpukur Manmatha High School and **Sundia Bandhab Prathmik Vidhyalay** lacked proper sheltered spaces for mid-day meals, forcing students to eat in open areas exposed to heat, rain, and dust.

Report findings reveal that this led to hygiene concerns and frequent disruptions, especially during extreme weather conditions. Responses stated that **Nona Chandanpukur Boys High School** students particularly struggled during summer and monsoon seasons due to inadequate dining shelter and open area.

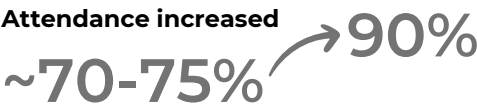
- The construction of Mid-Day Meal (MDM) sheds provides students with a protected, clean, and designated space for meals. This has led to **100% reported improvement in lunchtime comfort, better hygiene practices, and a more organised meal routine.**
- Teachers also observed that students are more energetic and attentive in post-lunch classes, indicating overall positive academic performance.



Project Impact

🔗 The initiative resulted in the following impacts:

1 Increased Student Motivation and Attendance

- Following the responses of the beneficiaries, smart classrooms, improved infrastructure, libraries, clean toilets, drinking water facilities, and mid-day meal sheds have increased students' motivation to attend school regularly. Students shared that digital learning has made studies easier and more interesting, especially in subjects like Mathematics and Science.
- Teachers also reported that student attendance enhanced after the introduction of smart classes. **Attendance increased** 
- Responses from interviews reveal that better WASH facilities have particularly encouraged girls to attend school regularly, as issues related to hygiene, water, and privacy have been resolved.
- Data show that infrastructure improvements such as compound walls, and meal sheds have reduced disruptions caused by rain, safety concerns, and poor facilities, ensuring fewer missed school days and a more stable learning environment.

2 Stronger Social Development and Learning Culture

- Due to the holistic development of school activity-based learning, students are now more involved in group discussions, competitions, reading activities, and public speaking events. The students using the library reported the improvement in their confidence levels, enhanced communication skills, and a reduction in stage fear, enabling them to participate more actively in discussions, presentations, and other academic activities.
- Library initiatives and competitive exam preparation activities have encouraged curiosity and long-term goal setting.
- Responses reveal that students now take responsibility in maintaining cleanliness and participating in activities. Teachers and community members also observed that students have become disciplined, cooperative, and ambitious about their future careers.

3 Improvement in Academic Performance

- The shift from traditional blackboard teaching to digital and interactive learning has strengthened academic performance. Students mentioned that earlier they struggled to understand complex topics through textbooks alone, but now visual explanations, 3D animations, and smart board presentations make concepts easier to grasp.
- According to assessment findings, subjects like Science and Mathematics have shown the most improvement, as visual demonstrations and interactive lessons simplify abstract topics such as the human heart, digestive system, algebra, and geometry.

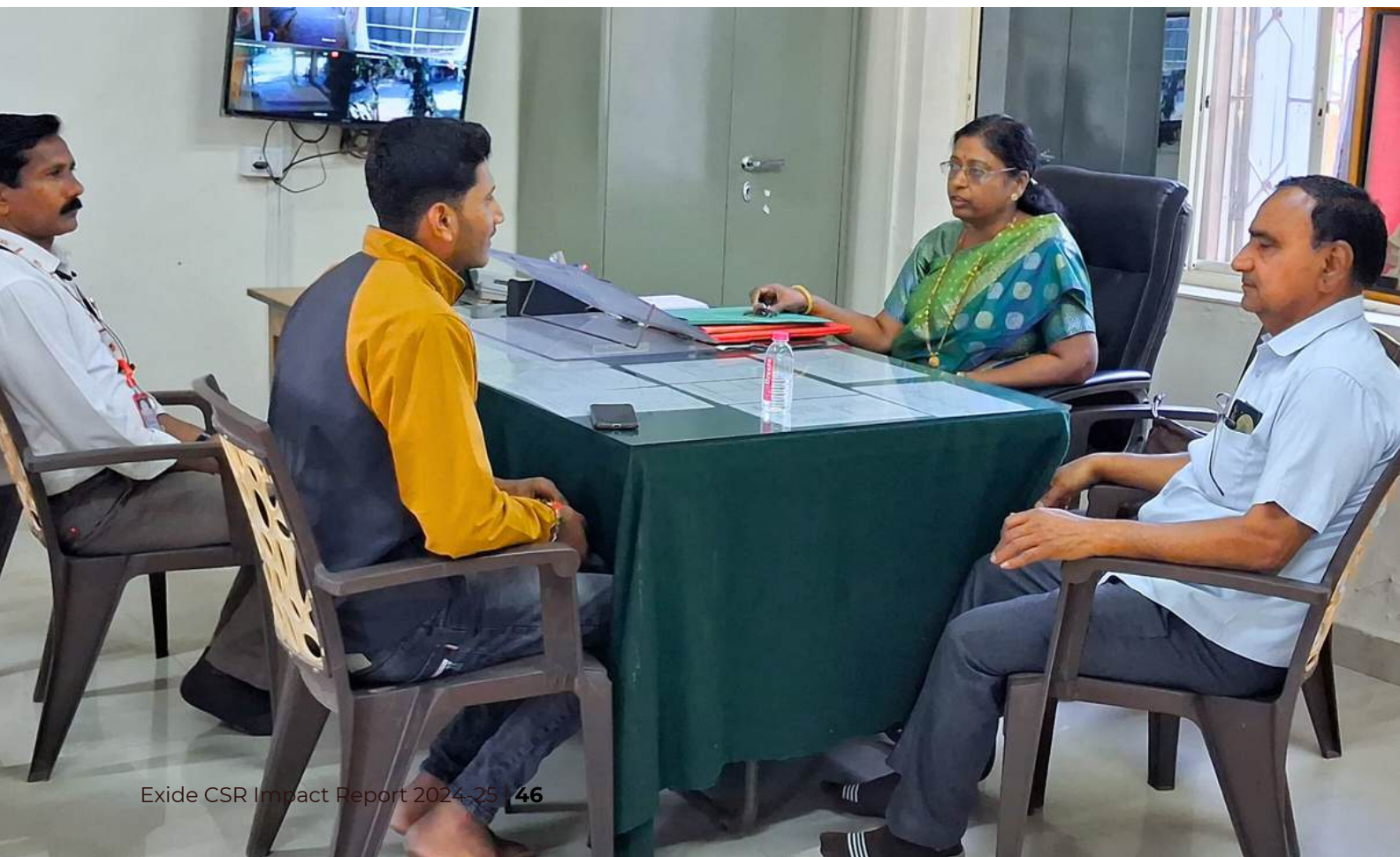
- Teachers reported better classroom results, improved handwriting and reading skills, and stronger performance in district-level competitions. Students are now more confident in applying their knowledge rather than memorising content.

4 Better Classroom Participation and Engagement

- It was observed that earlier, most of the students were passive learners and often hesitant to participate. With digital tools, multimedia presentations, and activity-based teaching methods, classrooms have become more interactive and lively. Students expressed that they now attend school more regularly and feel more confident in answering questions and participating in discussions.
- From the responses, teachers noted that students are now more attentive during smart class sessions and show greater enthusiasm in subjects presented visually.

5 Enhanced Teacher Efficiency and Teaching Quality

- Teachers have found it easier to deliver lessons using smart boards, projectors, and digital content. Complex topics can now be explained through animations, videos, and demonstrations, saving time and improving clarity. This has reduced the burden on teachers and helped them complete the syllabus more effectively.
- Teachers reported that students understand lessons faster, require fewer remedial classes, and show greater interest in learning. Overall, the programme has improved both teaching quality and student outcomes by creating a more structured, engaging, and resource-rich educational environment.





Transforming Soham's Learning Through Smart Class Education



The Smart Class initiative at Dhyanganga Vidhyalaya has enhanced the learning experience of students by integrating digital tools into regular classroom teaching. Soham Sharad Kolkare, a school-going student, has shown notable academic improvement following the intervention.

Before the introduction of the smart classroom, Soham faced challenges in understanding complex subjects through traditional textbook-based teaching methods. Limited visual explanations made it difficult for him to grasp concepts clearly, which affected his classroom participation and confidence in asking questions. He often struggled to stay attentive during lessons.

The implementation of the Smart Class initiative introduced digital learning tools such as visual presentations, educational videos, and interactive content. This simplified difficult concepts made classroom sessions more dynamic. As a result, Soham's understanding of subjects improved significantly.

He became more attentive, actively participated in discussions, and showed greater confidence during lessons. His overall academic performance also improved noticeably. Soham shared that learning through visuals made lessons clear, enjoyable, and easier to understand, which increased his interest and happiness in attending school.



CASE STUDY

Improvement in WASH Facilities and Sanitation



Jayashree Saha, a Class XI student from Bioscience department at Shyamnagar Balika Vidyalay, shared her experience on the earlier condition of sanitation facilities in her school.

Before the intervention, the toilet infrastructure was in poor condition. The toilet doors were broken and had no proper lock system, which compromised privacy and safety. At times, students had to request their friends to stand outside and hold the door while they used the toilet. Additionally, there was a serious water problem, making it difficult to maintain hygiene. These issues created discomfort and inconvenience for the girls and affected their overall well-being.

After the installation and upgradation of WASH facilities in the school, the situation has improved significantly. The toilets are now clean, well-maintained, and equipped with proper doors and locking systems, ensuring privacy and dignity. Adequate water facilities are now available, which helps maintain proper hygiene and supports better health practices among students.

Jayashree mentioned that this improved infrastructure has benefitted all the girl students in the school. She expressed happiness and satisfaction saying that,

“ We now feel comfortable and secure due to the upgraded sanitation facilities. The intervention has created a healthier and more supportive school environment for girls.

GOOD2KNOW



Pragati Sarvaganik Wachanalaya, Shirgaon is more than just a library; it is a step towards a brighter future for the students. The library is stacked with books.

Teachers and library members are working to educate each student through books and new activities. It is inspiring to see that even in a small village, the community is proud of the library and understands that true education is an outcome of good facilities, dedicated teachers, and collective efforts.

Total Number of Lives Touched

Direct Impact

15,884

students, including 28 schools

Indirect Impact

Parents (2 per student):

Siblings (1 per student)

15,884*2= ~ 31,768

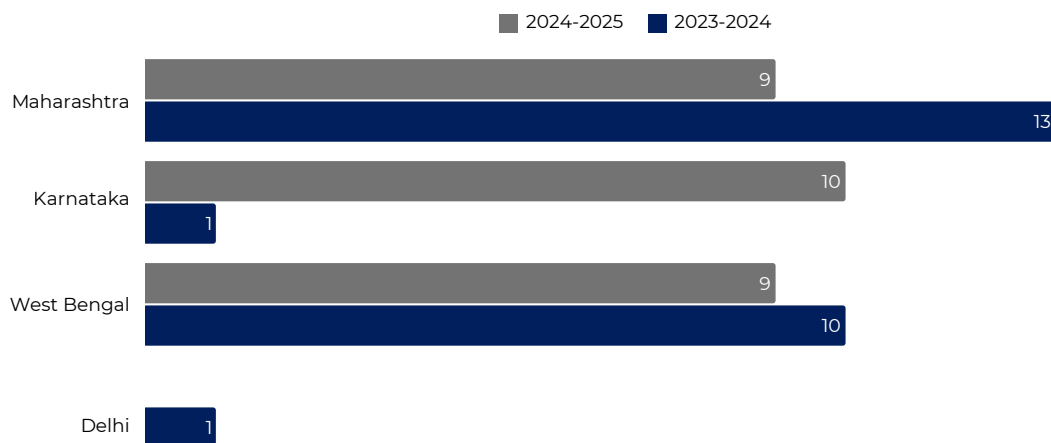
15,884*1= ~ 15,884

Lives touched, direct and indirect beneficiaries, including school teachers and staff [estimated indirect beneficiaries based on assumed average household size]

~65,000

Trendwise Analysis for Last 2 Years (23-24, 24-25)

Location-Wise School Numbers

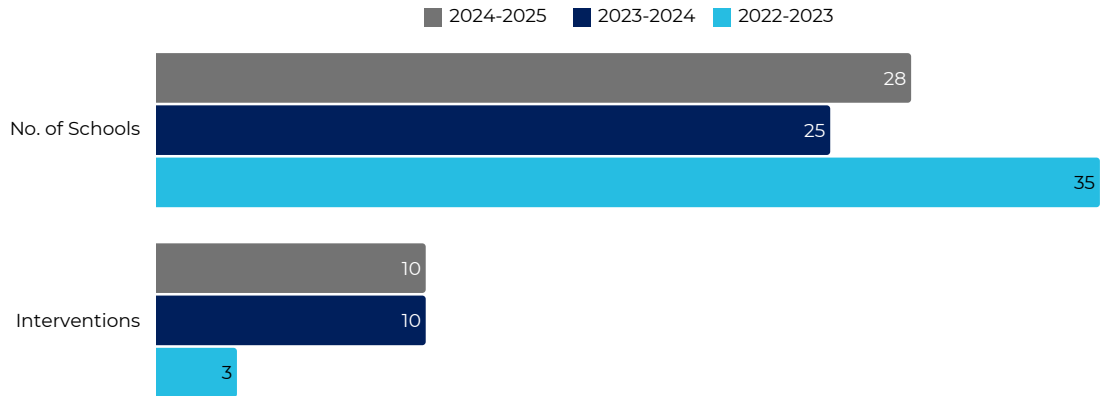


The location-wise trend shows a shift in the geographical focus of interventions between 2023–24 and 2024–25.

In 2023–24, Maharashtra had the highest number of locations (13), followed by West Bengal (10), while Karnataka had limited coverage (1) and Delhi had a single location.

In 2024–25, the distribution became more balanced, with Maharashtra, Karnataka, and West Bengal each covering 9 locations, indicating an expansion of activities in Karnataka. No interventions were reported in Delhi during this period.

Year-Wise Trend of Number of Schools

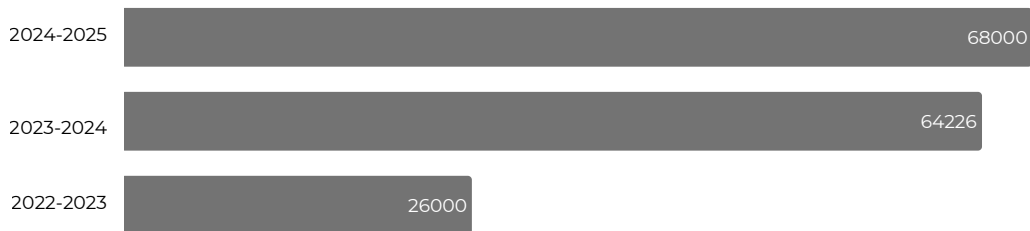


The year-wise trend shows that the number of schools supported has changed over the last three years, while the number of interventions initially increased and then remained stable.

In 2022–23, the programme covered the highest number of schools (35), but only 3 types of interventions were implemented. In 2023–24, the number of schools slightly decreased to 25, but the interventions increased significantly to approx. 10.

In 2024–25, the number of schools increased again to 27, with approx. 10 interventions continuing. This indicates a shift from covering more schools with fewer activities to focusing on quality improvements through multiple interventions across schools.

Year-Wise Trend of Total Lives Touched



The year-wise trend shows a steady increase in the number of lives touched by the programme.

In 2022–23, around 26,000 individuals were reached. This number increased significantly to 64,226 in 2023–24.

In 2024–25, the impact expanded further, reaching 68,000 lives.

This consistent growth indicates that the programme has been expanding its outreach and positively impacting more beneficiaries each year.

School Infrastructure Development Project: Exide Akshar



Students from underserved communities in different schools continue to face several challenges such as poor infrastructure, lack of safe drinking water and sanitation facilities, transportation difficulties, and limited access to proper learning equipment. These problems directly affect the overall quality of education and students' learning experiences. Over time, irregular attendance due to inadequate infrastructure contributes to learning gaps, poor academic performance, and a higher risk of school dropouts.

Understanding these challenges, the School Infrastructure Development Programme under Exide Akshar was designed to address infrastructure and access gaps by strengthening school facilities, improving essential services, and creating safe and inclusive learning environments.

Snapshot

Investment: ₹1.31 Crore (approx.)

Duration of the project: 2024 to 2025

Geography: Haridwar/Roorkee, Kolkata, Taloja and Shyamnagar

Thematic area: **Integrated School Development and Educational Support**

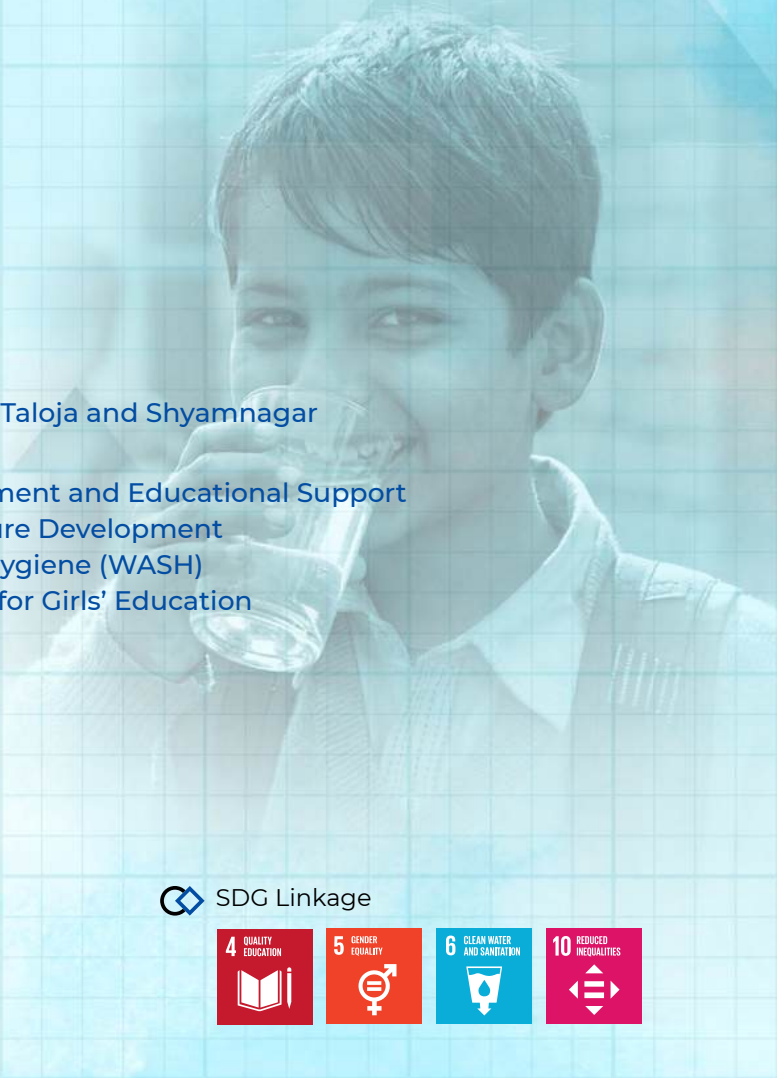
- Educational Infrastructure Development
- Water, Sanitation, and Hygiene (WASH)
- Transportation Support for Girls' Education

Total lives touched: ~ 26000

Implemented directly by

EXIDE

SDG Linkage



Project Input

Input 

Exide provided a total financial assistance of

₹1.31 Crore (approx.)

for 2024-2025



The school development initiatives are as follows:

1 Model School Development

- ▶▶ 1 school: Government Girls Inter College (G.G.I.C), Roorkee

 Haridwar / Roorkee


3 School Infrastructure Development

- ▶▶ 1 school: Raigad Zilla Parishad School

 Taloja


2 Facilitating Access to Clean Drinking Water and Sanitation

- ▶▶ 7 schools:
 - Sundia Bandhab Prathamik Vidyalaya, Kankinara
 - Vivekananda Vidya Mandir
 - Shyamnagar Balika Vidyalaya
 - Uttam Chandra Primary School
 - Barrackpore A.B. Model High School (H.S.)
 - Anandamath Vidyapith
 - Sukanta Primary School

 Shyamnagar

4 Transportation Access for Girls' Education

- ▶▶ 1 school: Haltu Arya Balika Vidyalaya (High)

 Haltu, Kolkata



As per assessment findings, EIL undertook the following activities in 10 schools across India under the programme:

1 Model School Development – Government Girls Inter College (GGIC), Roorkee, Haridwar (Uttarakhand)

- ▶▶ Under the Model School Development project at GGIC, Roorkee, infrastructure development is ongoing and focuses on equipping the two-floor school building.
- ▶▶ In the FY 24-25, the construction of the first floor of the school building was completed. This newly constructed floor includes dedicated classrooms for classes XI and XII, a fully developed Computer Lab, Science Lab, Maths Lab, and sanitation facilities for students.
- ▶▶ In addition to this, a rainwater harvesting system is ongoing to promote water conservation; a submersible pump has also been provided to ensure regular water supply.

Overall, the key outcome of the project is the successful completion of the building blocks and the first-floor infrastructure, for improving the school's academic and basic facilities. The schools, particularly those serving underprivileged communities, lack adequate learning equipment and specialised facilities. Without proper infrastructure, students often struggle with overcrowded classrooms and limited access to modern learning tools. The programme constructed additional classrooms and functional laboratories to address infrastructure gaps. Students reported limited access to functional systems and equipment prior to the intervention.

In total,
255
girl students
benefitted from
this project.

▶▶ Construction of Classrooms and Infrastructure



Research finds out that overcrowded classrooms, limited lab facilities, and inadequate sanitation facilities often restrict students' overall development. At GGIC Roorkee, Haridwar, students reported facing several challenges in their practical learning across different labs.

- In the Computer Lab, they highlighted limited access to functional systems and software, which restricted opportunities to practice coding, simulations, and other digital tasks.
- Similarly, in the Maths Lab, insufficient resources and manipulatives made it difficult for students to engage in practical problem-solving and interactive learning.

Across these subjects, the lack of dedicated space and adequate facilities, as per assessment findings, forced students to rely largely on theoretical knowledge, limiting their practical understanding and preparation for examinations. Almost 100% of students stated that they are satisfied with this lab construction.

▶▶ **Sanitation Facilities**

Sanitation infrastructure for girl students plays a key role in reducing health risks and promoting student attendance. Data shows that at GGIC Roorkee, the programme undertook the civil construction of the first floor to add improved sanitation facilities.

Prior to the intervention, teachers observed a lack of girls' toilets and poor hygiene, which contributed to absenteeism. Lack of proper sanitation facilities is a major cause of dropout among girls in secondary and higher secondary classes. By constructing a dedicated toilet block, Exide has addressed one of the pressing issues leading to girls' dropouts, thereby supporting better health, attendance, and retention.



CASE STUDY

Transforming Aspirations Through Modern School Infrastructure



Aditi Saini, a Class XI science student at GGIC, Roorkee, comes from Bhagwanpur and belongs to a low socio-economic background.

For her, gaining admission to the school itself was like a dream fulfilled. The recent infrastructure development supported by Exide Industries Limited under its CSR initiative further transformed her educational experience. Aditi shared that she feels happy to study in a school with spacious, well-ventilated classrooms, safe staircases, clean toilets, and proper drinking water arrangements. She was particularly enthusiastic about the newly developed Math Lab, which could help her better understand mathematical concepts through practical learning.

The modern infrastructure has not only enhanced academic opportunities but also created a safe, organised, and motivating learning environment. Aditi believes that these improvements have strengthened her confidence and aspirations.

Her journey reflects how improved educational infrastructure can encourage young girls and support the broader vision of "Beti Padhao, Desh Badhao" by enabling them to pursue quality education in a safe and nurturing ecosystem.

2 WASH: Facilitating Access to Clean Drinking Water and Sanitation

Location: Multiple Schools, Shyamnagar (West Bengal)

Research confirms that maintaining proper WASH (Water, Sanitation, and Hygiene) facilities in schools is essential for ensuring student health, improving attendance, and creating a safe and conducive learning environment. Recognising the challenges faced by schools in underprivileged areas, several targeted interventions, according to assessment findings, were implemented to improve access to clean drinking water, upgrade sanitation facilities, and promote hygiene practices.

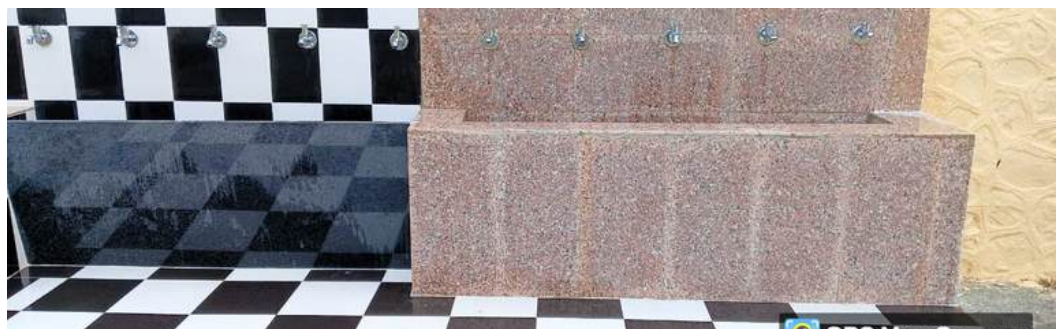


Evaluation of Outputs

The evaluation confirms that the programme's execution aligned with the initial logic model. Resource inputs were successfully converted into planned outputs, specifically installation of water cooler at:

- Sundia Bandhab Prathamik Vidyalaya, Kankinara (one)
- Vivekananda Vidya Mandir (one)
- Shyamnagar Balika Vidyalaya (two)
- Uttam Chandra Primary School (one)
- Barrackpore A.B. Model High School (H.S.)
- Anandamath Vidyapith
- Sukanta Primary School (with two coolers in each school)

The scale and reach of these outputs suggest that the "pre-conditions" for change were established. The intervention resulted in improvements in school infrastructure, education, access to learning resources, transportation facilities, sanitation, and clean drinking water facilities, positively impacting students and staff across multiple locations.



Outcomes

i. Water Facilities

Research findings show that schools, particularly in rural and semi-urban areas, previously struggled with inadequate drinking water facilities and unsafe water sources.

To combat this, the School Infrastructure Development Programme, as has been observed, installed industrial-grade water purifiers and coolers in schools, improving access to clean drinking water.

Sundia Bandhab Prathamik Vidyalaya, Kankinara, Shyamnagar Balika Vidyalaya, Barrackpore A.B. Model High School (H.S.), Anandamath Vidyapith, Sukanta Primary School, Uttam Chandra Primary School and Raigad Zilla Parishad School received water coolers with clean drinking water taps.

ii. Sanitation Facilities

Sanitation infrastructure plays a key role in reducing health risks. As per assessment findings, **Uttam Chandra Primary School received renovation of a female teachers' toilet.** These interventions ensured that the staff had access to functional and private sanitation spaces, improving hygiene, and creating a safer school environment.

iii. Hygiene Facilities

Data shows that in schools like **Vivekananda Vidya Mandir**, the construction of a handwashing area near the mid-day meal section encouraged regular handwashing and proper hygiene among students. The students of the school responded that they practice hygiene on a regular basis and also train other fellow students to do so. It has been observed that coupled with the availability of clean water and upgraded sanitation infrastructure, these measures not only provided better personal hygiene but also reduced the risk of waterborne diseases and promoted long-term healthy practices in the school community.

3 School Infrastructure Development

Raigad Zilla Parishad School – Tondare, Taluka: Panvel, District: Raigad (Maharashtra)

Research shows that the schools serving underprivileged communities lack adequate learning equipment and specialised facilities. Without proper infrastructure, students are often found to struggle with overcrowded classrooms and limited access to modern learning tools. Prior to the intervention, the students reported limited access to functional systems and equipment.

Output

According to data, the infrastructure support included distribution of 50 benches, each accommodating two students, thereby improving seating arrangements and benefitting approximately 100 students. In addition, water coolers with clean drinking water taps were installed to enhance access to safe and cool drinking water within the school premises.

➤➤ **Outcomes**

The assessment finds out that Raigad Zilla Parishad School received benches, which were distributed to improve seating arrangements, benefitting students and reducing classroom discomfort. Overall, these interventions were found to have strengthened the educational ecosystem, improved student attendance and engagement, and contributed to a more positive and motivating learning atmosphere.

Furthermore, 100% of students shared that the new infrastructure has made learning more enjoyable, indicating a positive impact on both academic performance and overall school experience.

4 Transportation Accessibility for Education for Girl Students
Location: Haltu Arya Balika Vidyalaya, Kolkata (West Bengal)

The assessment observed that Exide has been providing bus services for the past 7-8 years to Haltu Arya Balika Vidyalaya ensuring safe and reliable access to education for students from surrounding areas. As a result of this sustained support, the school has witnessed an impressive 100% increase in enrollment, reflecting the accessible transportation and increased attendance rate. The number of students enrollment has increased from less than 40 to more than 200 now.

According to research findings, Exide Industries Limited has provided **one 56-seater bus for students**, especially **girls from underprivileged backgrounds** who had limited access to transportation.

The bus service operates from Monday to Saturday on a single route, transporting students from remote locations to the school and ensuring they return home safely and on time after the school day concludes.

Data shows that the transportation support and school facilities have helped enroll new students and reduce student absenteeism. This in turn creates a safe and supportive learning environment, improving retention and academic growth.

➤➤ **Outcomes & Impacts**

For underprivileged girls residing in remote areas like Dhapa and Khanaberia, access to education has historically been a major challenge. Most of these girls are first-generation learners, coming from families of rag pickers and garbage collectors. With the expansion of the city, many families were relocated from areas near the school to distant settlements such as Dhapa and Khanaberia. This shift significantly reduced their access to education, especially as there are no middle or secondary schools in close proximity, increasing the risk of dropout among these girls. In the absence of safe and reliable transportation, many minors were either married off at a young age or engaged in work in the Dhapa area.



To address this critical barrier, the provision of a free and secure bus service has ensured that these girls can safely travel to and from school. Teachers have reported a noticeable improvement in attendance among girls from these distant locations. This intervention has not only reduced absenteeism but also played a crucial role in preventing early dropout, enabling girls to continue their education. Overall, the initiative supports long-term educational continuity and contributes to the social development of these vulnerable communities.

GOOD 2 KNOW

A teacher at Haltu Arya Balika Vidyalaya mentioned that in the year 2017 when the Exide CSR team provided the school with a bus, the underprivileged girls residing in far-off areas like Dhapa, Khanaberia could safely attend school. Since then, these minor girls at the Dhapa are getting free and safe access to education.

Total Lives Touched (Estimated Range)

The estimated total number of lives touched by the School Infrastructure Development Programme is approximately **26,000** individuals.

This includes:

~6,500

students directly benefitting from improved education, sanitation, and learning environments.

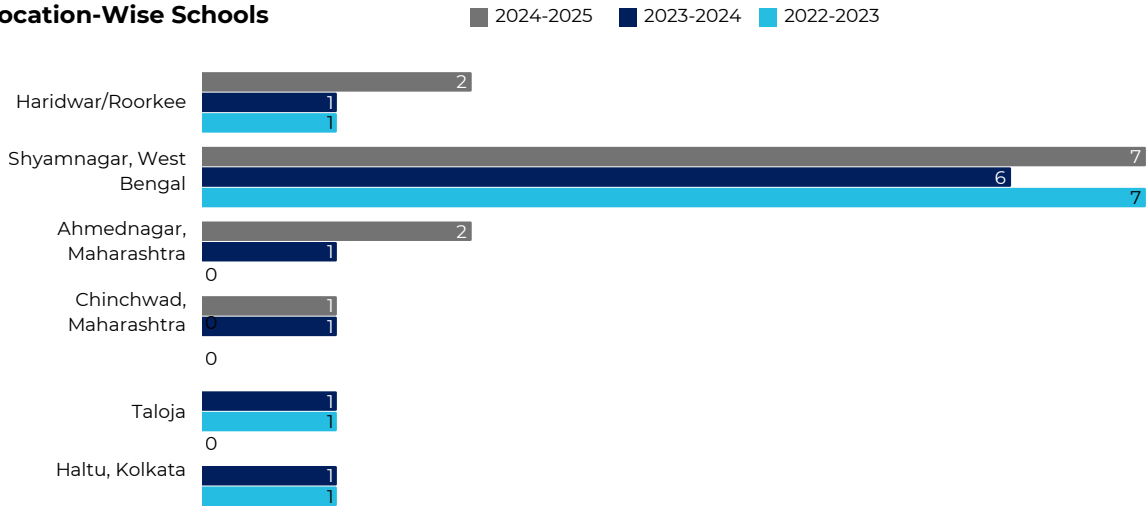
19,500

family members, including teachers, indirectly benefit from improved educational opportunities for their children.



Trendwise Analysis for Last 3 Years (22-23, 23-24, 24-25)

Location-Wise Schools



The year-wise trend depicts an overall picture across locations. In Shyamnagar, West Bengal, coverage remained consistent, with 7 schools during 2022-23, slightly dropping to 6 in 2023-24, and again increasing to 7 in 2024-25.

Overall, while some older locations phased out and schools were added, the project maintained its impact by continuing locations and expanding to new ones.

The overall trend shows a growth in the number of lives touched over the three years. Overall, the project is found to have expanded after the first year and has maintained consistency in the following years, reaching a larger number of beneficiaries and impacting the community.

Year-Wise Trend of Total Lives Touched



Environment Protection and Conservation Projects: Exide Paryavaran



Exide Industries Limited has implemented several environmental initiatives under the “Exide Paryavaran” programme. These projects focus on water conservation and restoration, sanitation infrastructure improvement and pollution control directly benefitting local communities and enhancing environmental conditions. Environmental protection is a key focus area for Exide.

Snapshot

- Investment: ₹1.01 Crore
- Duration of the project: FY 2024-2025
- Geography: Ahmednagar in Maharashtra, Bawal in Haryana, and Shyamnagar in West Bengal
- Thematic area: Environmental Sustainability
 - Sanitation & Wastewater Management
 - Water Conservation & Community Development
 - Air Pollution Control
- Total Lives Touched: ~ 5,100 to 6,100

Implemented directly by

EXIDE

SDG Linkage



Under its flagship CSR programme for FY 2024–25, the Exide Paryavaran projects include the following:

1 Pond Rejuvenation and Plantation Project – Village Narsinghpur, Bawal



This pond restoration project has strategic investment from last 5-6 years for community development. The village pond in village Narsinghpur had deteriorated due to siltation and neglect. This resulted in limited water storage capacity of the pond and affected groundwater recharge and ecological balance. Through pond rejuvenation and plantation efforts, the project restored water availability, strengthened groundwater recharge, promoted environmental sustainability, and improved water security for the community.

2 Underground Drainage Project – Samarth Nagar, Ahmednagar

Residents of Samarth Nagar in Vadgaon Gupata, Ahmednagar faced persistent waterlogging and were exposed to unhygienic open drains and health risks due to improper wastewater management. By laying an underground drainage system, the project improved sanitation, reduced water-borne disease risks, and enhanced overall living conditions in the locality.



3 Water Spray for Pollution Control Project – Shyamnagar, West Bengal



Industrial activities and heavy vehicle movement around the factory premises led to excessive dust pollution, affecting air quality and posing health risks to workers and nearby communities. Through regular water spraying, the project reduced airborne dust and improved air quality for community people, creating safer and healthier industrial surroundings.

Project Input

Input

In **FY 2024-25**, Exide Industries Limited incurred the following expenditures towards environmental protection and infrastructure improvement initiatives:

<ul style="list-style-type: none"> Underground Drainage Project at Samarth Nagar, Ahmednagar 	₹13,19,372
<ul style="list-style-type: none"> Pond Rejuvenation Project at Village Narsinghpur, Bawal 	₹86,37,000
<ul style="list-style-type: none"> Water Spray for Pollution Control Project at Shyamnagar, West Bengal 	₹1,53,000



Pond Rejuvenation and Plantation

🔗 Outputs

The pond rejuvenation project focused on restoring a traditional village pond that earlier existed as a poorly functioning water body.

The following key outputs have been observed through the project:

- A large village pond was constructed and rejuvenated with proper dimensions (approximately **300 feet length, 250 feet breadth, and 30 feet depth**) to improve water holding capacity.
- Excavation, desilting, reshaping and levelling of the pond were carried out to restore its overall structure.
- Strong embankments were built with soil reinforcement and compaction to prevent erosion, leakage, and overflow.
- **Inlet** and **outlet** structures were installed to allow proper inflow and outflow of water into the pond.
- **Fencing** was provided around the pond to prevent dumping of waste and unsafe access by animals.
- Pathways and seating areas were constructed around the pond for community use, walking, and social interaction.
- The pond is located around **500 meters from the village**, making it easily accessible to nearly **100 households (approx. 400–500 people)**.
- The renovated pond is now a water source for **irrigation, livestock, and other daily uses** of the villagers.
- The ponds have been renovated in the Aravalli region - which is of national importance (Aravalli Green Wall Project)

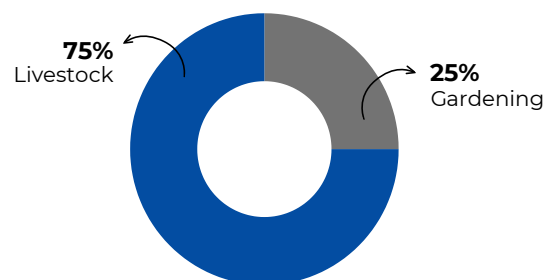
🔗 Outcomes and Impacts

➤➤ Improved Water Availability

Data confirms that the pond can now store sufficient water during the monsoon and can also retain it for longer periods. Farmers, who now have access to water during dry seasons, no longer depend only on rainfall for water. It has been observed that the pond water is mainly used for gardening and livestock purposes.

Interviews reveal that about 25% of people use the water for gardening, while a larger number, around 75%, use it for livestock. After the pond renovation, most people have reported feeling that the water quality has improved.

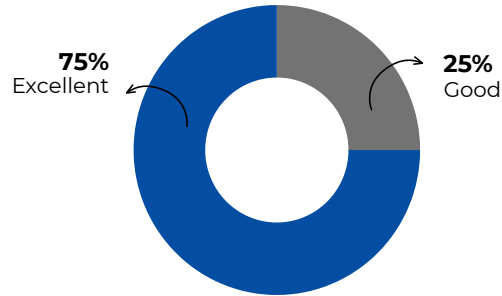
Primary Purpose of Pond Water Usage



▶▶ Improved Water Quality

Beneficiary interviews reveal that after the pond renovation, most people feel the water quality to have improved. Around 75% rate the water quality as 'good', while for the remaining 25%, it is 'excellent', indicating overall satisfaction with the improved condition of the pond water.

Water Quality After Pond Renovation



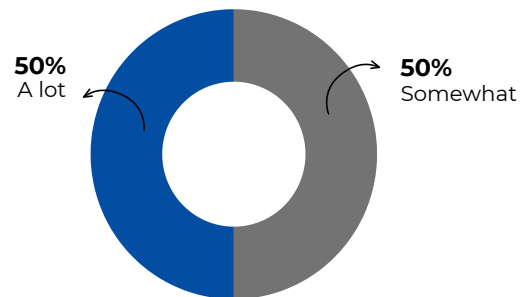
Assessment has found out that the removal of silt, waste, and stagnant water has reduced foul smell and contamination. No other responses were reported in the survey.

▶▶ Agriculture and Livelihoods Improvement

Post intervention, farmers reported better irrigation practices that have resulted in improved crop yield and quality. As per assessment observation, livestock now receives adequate and cleaner water. This has led to better health, increased milk production, and higher household income. Moreover, report findings suggest that improved irrigation has had a positive impact on agricultural productivity and economic stability in farming households. Reduced crop failure risk has improved food security and enhanced confidence among farmers.

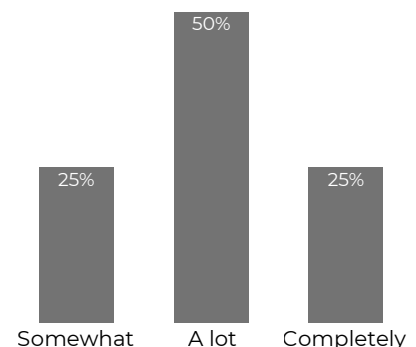
About 50% of farmers reported feeling that it has helped them 'somewhat', while the other 50% said that it has helped them 'a lot'. Overall, better availability of water, according to report findings, has made farming easier and supported better crop growth and yields. No other responses were reported from the survey.

Impact of Improved Irrigation on Agricultural Productivity



The availability of water for livestock, as per data, has improved after the renovation. About 50% of respondents reported feeling that it has 'improved a lot', around 25% reported it has 'improved somewhat', while another 25% said it has 'improved completely'. As per assessment, overall, better water availability has helped improve the health and productivity of livestock. Moreover, report findings suggest that improved irrigation has had a positive impact on agricultural productivity and economic stability in farming households. Reduced crop failure risk has improved food security and enhanced confidence among farmers.

Improvement of Water Availability for Livestock

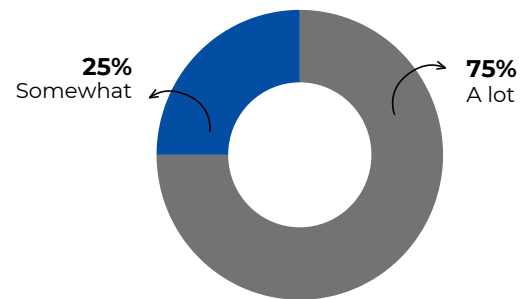


Health and Hygiene Improvements

Assessment observations suggest that reduction in stagnant water has led to a decrease in waterborne and mosquito-borne diseases in the local households, such as waterborne infections, skin problems, malaria, and dengue. Cleaner surroundings and safer water access now contribute to healthier living conditions.

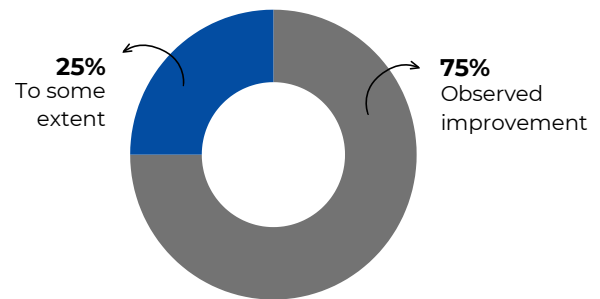
About 75% of respondents said the reduction has been 'a lot', while the remaining 25% said it has reduced 'somewhat'. This indicates that overall, most families have experienced better health due to cleaner and safer water. No other such responses were received from the survey.

Reduction in Waterborne and Mosquito-borne Diseases After Renovation



About 75% of people reported an 'observed improvement', while the remaining 25% said they experienced benefits 'to some extent'. This implies that the majority felt the situation to have improved, showing a positive impact of the intervention.

Improved Situation After Pond Renovation



Groundwater Recharge

Villagers noticed a **rise in water levels in nearby wells and hand pumps** which indicates groundwater recharge. Research findings confirm that some water sources that were earlier active only during monsoon are now functional for a longer duration.

Environmental Improvements

It has been observed that greenery around the pond has increased due to plantation and moisture retention. Soil erosion around agricultural fields has also been found to have reduced. Research findings show that improved water quality has encouraged the comeback of fish, birds, frogs, and other aquatic and bird species, enhancing local biodiversity.

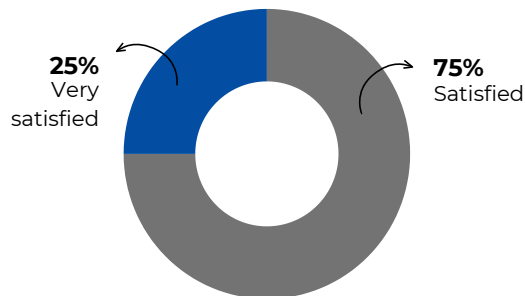


➤➤ **Community Well-Being and Ownership**

It has been reported that the pond is now seen as a shared community asset belonging to farmers, women, children, and elderly people. Villagers expressed their satisfaction and happiness with the impact of the project and feel good about the transformation.

In terms of overall impact on their lives, 75% of people said they are 'satisfied', while the remaining 25% said they are 'very satisfied' with this renovation. According to assessment findings, women and youth use the pond pathways for walking and recreation, improving overall quality of life.

Overall Satisfaction with Pond Renovation Impact



Villagers feel that the pond renovation has enhanced the overall appearance of the village. About 75% of respondents said this improvement has been 'a lot', while for 25%, it has improved 'completely'. This implies that the renovation has had a positive impact on the village environment and the villagers' daily lives.



🔗 Number of Lives Touched

The pond rejuvenation initiative in **Village Narsinghpur** has created a wide-ranging socio-economic and environmental impact. The estimated number of lives touched is detailed below:

▶▶ Direct Beneficiaries – Village Residents

~2,400 individuals of Narsinghpur and surrounding communities are the primary beneficiaries.

These community members directly benefit from:

- >> Improved water availability
- >> Enhanced groundwater recharge
- >> Better sanitation and hygiene conditions
- >> Increased agricultural productivity
- >> Improved livestock health

The direct beneficiary group includes:

- >> Farmers
- >> Livestock owners
- >> Women
- >> School children
- >> Households across the village community

▶▶ Indirect Beneficiaries – Economic and Livelihood Impact

The project also generated employment and economic opportunities during and after implementation:

- >> Around **100 local labourers and workers** were engaged in activities such as excavation, fencing, and plantation.
- >> An additional **~100 vendors, suppliers, traders, dairy agents, and market participants** have benefitted from increased agricultural output and milk production.

~200 people indirectly benefitted

▶▶ Downstream Watershed Beneficiaries

The rejuvenated pond has contributed to groundwater recharge and overflow benefits, particularly during the monsoon season, positively influencing **2-3 downstream villages**.

Improved aquifer recharge and runoff infiltration have strengthened local wells, hand pumps, and farmlands in lower-lying areas.

Based on conservative estimates, approximately **500-1,000 people** in these neighbouring villages are experiencing improved water access and enhanced agricultural conditions.

>> Estimated Total Lives Touched for this Project

2,400 (Direct) + 200 (Indirect) + 500-1,000 (Downstream)
= Approximately 3,100-3,600 people

Overall, the pond rejuvenation project demonstrates a comprehensive and multi-layered impact. What began as a water conservation effort has evolved into a broader community transformation—strengthening livelihoods, improving public health, promoting environmental sustainability, and enhancing regional resilience.

Water Data Calculation

Based on the secondary data source from '23-'24, hydrogeological assumptions and available data, the following estimation was made:

1) Pond Dimensions and Storage Capacity



2) Groundwater Recharge Contribution

- **Infiltration rate (sandy-loam soil typical of Haryana):**
 - 10% of stored pond water per year
- **Recharge from pond retention:**
 - 10% of 12,600 m³ = ~1,260 m³ (1.26 million litres per year)

3) Additional Recharge from Rainfall Percolation

- **Annual rainfall in Haryana:** ~600 mm (0.6 metres)
- **Total rainfall over the pond's surface area:**
 - 4,200 m² × 0.6 m = ~2,520 m³ (2.52 million litres per year)
- **Estimated percolation rate (~20%):**
 - 0.2 × 2,520 m³ = ~504 m³ (0.5 million litres per year)

4) Total Estimated Groundwater Recharge



Given that **1.76 million litres of additional recharge** is being added annually to the groundwater table, its impact on **household and agricultural water security** is substantial:

- >> Increased groundwater levels have improved well and hand pump sustainability, ensuring year-round water access.
- >> Irrigation efficiency has improved, allowing farmers to reduce dependence on expensive borewells.
- >> Livestock water availability has become more reliable, supporting animal health and dairy production.
- >> Reduced groundwater extraction stress allows for long-term sustainability of the aquifer, securing future water needs.

CASE STUDY

Pond Construction for Water Resource Development



Dharmendra Sharma from Village Narsinghpur Garhi was elected as the Sarpanch of the village in 2022. Since then, he has actively worked for the welfare and development of the village. He has been dedicated to public service and has initiated several development projects, including the construction of a pond to benefit the entire community.

The construction of the pond was challenging due to social, administrative, and environmental factors. Initially, there was a lack of consensus among villagers about the location and utility of the pond. This delayed the planning process. The pond project was planned to improve the reliability of the water source for agriculture, livestock, and other village activities. The initiative focused on creating a sustainable community water resource to address water scarcity and environmental concerns.

After the pond was constructed, water availability in the village improved. Wells and handpumps in nearby areas experienced a rise in groundwater levels. Farmers noted better crop yields, reduced crop failure, and saved time and effort in managing water resources. The project also contributed to overall village development and enhanced livelihoods.

The biggest benefit for the villagers has been access to water throughout the year. A reliable water supply has given farmers and households peace of mind, supporting both daily life and agricultural activities.

The following outcomes were achieved because of the intervention:

- Rise in groundwater levels in wells and handpumps.
- Improvement in crop yield and reduction in crop failure.
- Enhanced livelihoods through increased farmer income and time savings.
- Overall development and better resource management in the village.

Underground Drainage Project

Outputs

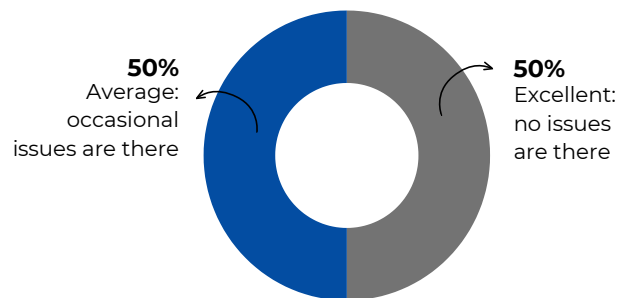
Complete Coverage of Residential Streets

According to assessment findings, the underground drainage pipeline now covers all residential streets of Samarth Nagar as planned. Households across the area are now connected to the new drainage system, ensuring proper wastewater flow.

Functional Drainage System

50% of the residents rated the system as 'excellent' and said, "no issues are there."
The rest of the villegers rated the feelings 'average', stating, "occasional issues are there."
Overall, the drainage system is found to be working well, with no major blockages or breakdowns reported.

Functionality of the New Drainage System

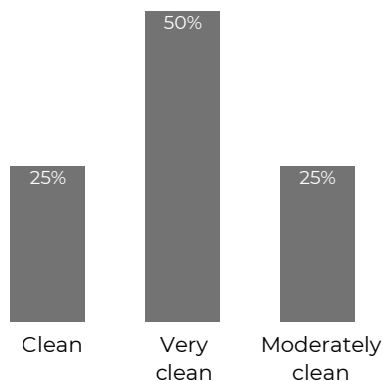


Maintenance Mechanism and Reduction in Water Stagnation

The assessment finds out that the Grampanchayet and the community people have established a clear process for regular cleaning and maintenance of the drainage lines. Half of the respondents reported that the situation improved compared to before the project began. They noted a reduction in stagnant and open sewage water near their homes. Findings show that the Panchayet and community people have taken ownership to maintain the overall programme and its well-being.

Improved Cleanliness and Hygiene

Overall Cleanliness and Hygiene



25% of residents rated the cleanliness of the locality as 'clean', 50% rated it as 'very clean', and the remaining 25% provided moderate ratings. Overall, roads and public spaces appear more organised and hygienic due to the proper disposal of wastewater through the new drainage system.

Outcomes and Impacts

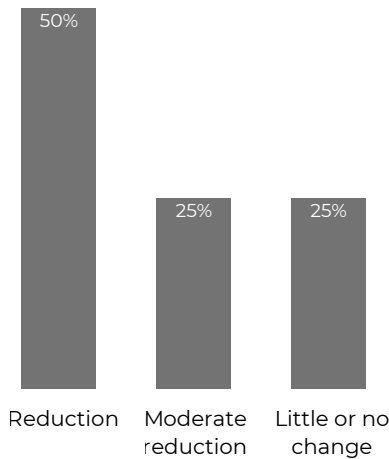
Reduction in Waterborne and Contagious Diseases

Households reported a drop in diseases such as malaria, typhoid, and skin infections. Report findings suggest that the removal of stagnant water has reduced the frequency of mosquito-borne and other water-related diseases.

Lower Household Medical Expenses

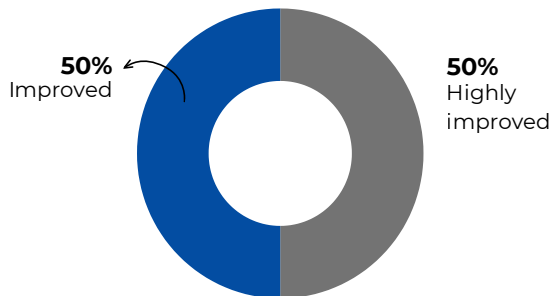
Local families reported a decrease in expenditure on doctor visits and medicines for sanitation-related illnesses. While 50% of households reported having experienced a reduction in these cases, 25% noted a moderate reduction, and the remaining 25% observed little or no change. Overall, improved hygiene from the new drainage system has resulted in better health and lower healthcare costs for the community.

Change in Healthcare Expenses



Improved Overall Quality of Life

Improvement in Quality of Life

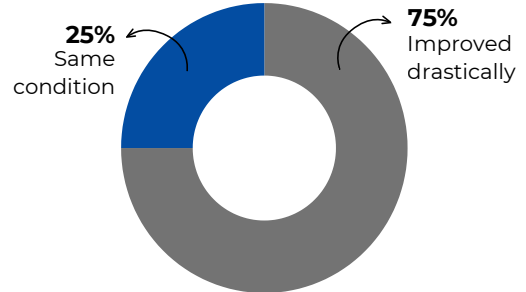


Residents reported that their quality of life has improved since the drainage project. 50% of people feel it has 'highly improved', while the other 50% reported it has 'improved'. Cleaner surroundings, better health, and reduced stress have positively impacted their daily lives.

➤➤ **Improved Overall Quality of Health**

Assessment has found out that more than 75% of the residents believe that the health of the location has improved and is expected to remain better in the long term due to sustained sanitation improvements; the rest 25% feels the condition is same pre and post intervention

Improvement in Health of the Location



➤➤ **Sustainable Development and Community Ownership**

The assessment confirms that the drainage system has not only improved sanitation of the area but has also created a foundation for future community improvements, such as solid waste segregation, better road maintenance, and enhanced water facilities. At the same time, it has been observed that the project has increased residents' awareness of hygiene, sanitation, and the importance of maintaining community infrastructure. This encourages long-term ownership and responsibility.



CASE STUDY

Public Sanitation and Health Improvement Through Underground Drainage System



Sachin Bibhishan Gaikwad lives with his family in Samarth Nagar. Like many other residents of the area, his family faced serious sanitation and health-related problems for several years due to poor drainage facilities.

Open drains ran along the roads, causing water stagnation, foul smells, and unhygienic surroundings. During the monsoon season, the situation became worse, with frequent waterlogging near houses, disrupting daily life and giving rise to unsafe living conditions.

Before the project was implemented, wastewater flowed through open drains, leading to mosquito breeding and frequent illnesses, especially mosquito- and water-borne diseases, among the residents. Roads were often damaged due to water stagnation, making movement difficult, especially for children and elderly people. To address these challenges, an underground drainage system was constructed in Samarth Nagar. The initiative included laying covered pipelines and making proper connections to the main drainage network. This system ensured smooth and efficient disposal of wastewater and prevented water from collecting on roads and in nearby residents.

After the completion of the project, the living conditions in the area were reported to have improved. Waterlogging was reduced even during heavy rainfall, and open drains were removed.

Streets and public spaces became cleaner, safer, and more hygienic. The improved drainage helped reduce foul smells and created a healthier environment for Sachin's family and other residents. Public health and hygiene also showed an improvement. With no more stagnant water around houses, mosquito breeding is reduced, leading to fewer cases of malaria and skin infections and other water-borne diseases. Children and elderly people, who were earlier more vulnerable to these illnesses, now live in a safer and healthier environment.

The project also encouraged better sanitation practices among residents. People became more aware of cleanliness and avoided dumping waste in open areas. Community members actively supported maintenance efforts, helping ensure long-term benefits of the drainage system.

Overall, the underground drainage project brought positive change to Samarth Nagar. It provided a clean, safe, and hygienic environment, protected families from health risks, improved daily living conditions, and contributed to a healthier and better neighbourhood.

Water Spray for Pollution Control Project

The Water Spray for Pollution Control Project was implemented in and around the factory premises located at 91, New Chord Road, Atpur, Shyamnagar, North 24 Parganas, West Bengal. The project, which focused on regular water spraying on roads, was carried out by SAHA Supply Agency over a period of approximately three months, from 16 December 2024 to 28 February 2025.

The objective of this project was to control excessive dust on roads, as per response of community people.

Outputs

Reduction in Road Dust Levels

Assessment findings indicate that dust levels on the road were reduced, especially during dry winter months in pick pollution season when dust pollution remains usually high. Regular water spraying helped suppress excessive dust generated from road movement, vehicle traffic, and dry conditions, leading to cleaner roads. This improved air quality created a safer and healthier environment for factory workers, nearby residents, and communities.

Improved Cleanliness Around Factory Area

It was observed that the surroundings of the factory became cleaner, with less dust accumulation on roads and nearby areas, improving the overall environmental health conditions.

Outcomes

Improved Air Quality

As per report findings, dust particles in the air were reduced, which resulted in better air quality for factory workers and people living or commuting around the area. This resulted in air that is fresher and healthier for people to breathe, improving lung health.

Enhanced Comfort for Daily Commuters

It was observed that earlier, people found it difficult to use the road due to dust and waste, especially during the winter season. After the intervention, it has been reported that the road became easier and safer to use for everyone.

Positive Impact on Workplace Environment

Assessment findings indicate that factory workers benefitted from a healthier and cleaner work environment in and around office premises, leading to improved well-being.

Increased Awareness on Pollution Control

Data confirms that the project helped highlight the importance of simple pollution control measures and encouraged continued efforts to maintain cleaner surroundings.

GOOD2KNOW

According to report findings, following the pollution control initiatives, regular water spraying was introduced on the road. This, it has been observed, has benefitted many people who use the road daily. Beneficiary interviews reveal that earlier, the street was dirty, and people had to walk through garbage and dust. Post intervention, the road is clean, and everyone can commute safely and comfortably.

Total Number of Lives Touched

The total number of lives directly and indirectly impacted by these projects:

▶▶ Pond Rejuvenation and Plantation Project – Village Narsinghpur, Bawal

Data confirms that the project helped highlight the importance of simple pollution control measures and encouraged continued efforts to maintain cleaner surroundings.

Direct	Indirect	Downstream	Estimated Total Lives Touched
2,400 people	200 people	500–1,000 people	3,100–3,600 people

▶▶ Underground Drainage Project – Samarth Nagar, Ahmednagar

~1,500 residents from the nearby area benefitted from this project as a totality.

▶▶ Water Spray for Pollution Control Project – Shyamnagar, West Bengal

500–1,000 population/residents from the surrounding areas and plant people are benefitted from this project.

So, the estimated total lives touched:

$$\begin{aligned}
 & (\sim 3,100\text{--}3,600) + 1,500 + (\sim 500\text{--}1,000) \\
 & = \sim 5,100\text{--}6,100
 \end{aligned}$$

Transformation Project - Maitri Centre of Transcendence & Transformation (MCTT)



Communities across Karjat Taluka in Raigad district of Maharashtra have limited access to preventive healthcare and well-being and structured community development platforms. Inadequate infrastructure, along with limited opportunities for collective engagement and capacity building, has negatively impacted the overall health, awareness, and well-being of the population. The absence of organised spaces for health camps, wellness activities, and skill-building initiatives further limited holistic development and social empowerment.

The Transformation Project by Maitri Centre of Transcendence & Transformation (MCTT) aims to establish a dedicated centre for holistic well-being and implement structured programmes focused on yoga, meditation, preventive healthcare, medical camps, skill development, and water access infrastructure. The initiative seeks to strengthen community infrastructure, improve access to essential services, and promote spiritual growth, health awareness, and sustainable living, thereby enhancing overall community resilience and participation.

Snapshot

Investment: ₹1 Crore

Duration of the project: FY 2024-25

Geography: Jambrung Village, Karjat Taluka, Raigad District, Maharashtra

Thematic area: Healthcare, Community Development and Holistic Well-being

- Preventive Healthcare and Medical Support
- Water, Sanitation and Hygiene (WASH)
- Spiritual Development and Mental Well-Being (Yoga & Meditation)
- Community Infrastructure Development
- Skill Development and Capacity Building
- Sustainable Living and Community Empowerment

Total lives touched: ~50,000

Implementing Partner



MaitriBodh Parivaar
Charitable Trust

SDG Linkage



Project Input

Input 

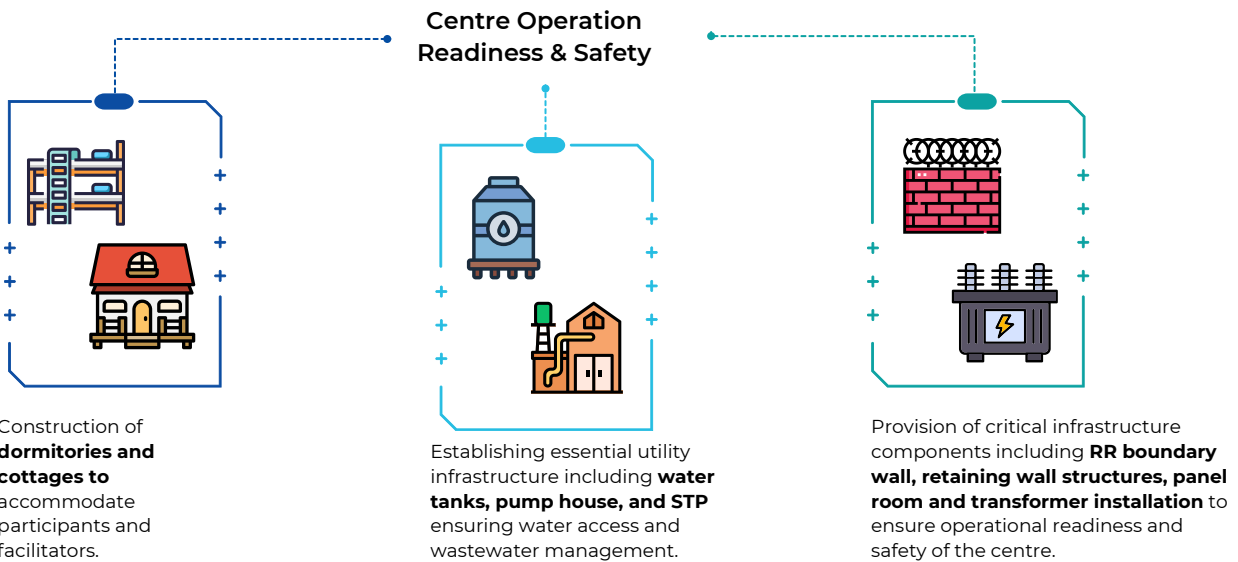
Exide Industries Ltd. has contributed

₹1 Crore

as CSR funding to MaitriBodh Parivaar Charitable Trust during the financial year 2024-25.

Project Outputs

Research shows that the project has led to the development of physical and community infrastructure to support holistic development and wellness activities. Key outputs include:



These structured and sustainable campuses are designed to facilitate wellness programmes, community engagement, and transformation activities. 100% of respondents agreed that the infrastructure was well maintained. They highlighted the cleanliness, accessibility, and availability of essential facilities as key strengths. Respondents also noted that the quality of infrastructure created a comfortable and supportive environment for programme participation.

Research highlights the multifaceted benefits of the Immersion Programme on brain health and overall well-being. The studies indicate that participants show increased blood perfusion, ensuring better oxygen and nutrient supply to critical brain regions. The programme also enhances neural connectivity, promoting stronger communication between different parts of the brain. Key regions like the precuneus, important for self-awareness, memory, and consciousness - are strengthened, supporting higher-order cognitive functions.

Further, the data reveals that the programme encourages neuroplasticity and brain rewiring, allowing the brain to adapt more effectively to new experiences and learning. This rewiring translates into improved cognitive functions, including attention, memory, and problem-solving skills. Beyond cognition, MaitriBodh's findings reveal that participants experience enhanced emotional well-being, reduced stress, and better resilience, demonstrating the programme's holistic impact on both mental and neurological health. In essence, the Immersion Programme not only optimises brain performance but also leads to long-term psychological and emotional balance.

Additionally, the project is progressing steadily with developments across core infrastructure and functional facilities. Key structural components such as retaining walls, boundary walls and fencing, and storm water drainage systems are being developed to ensure site safety and effective environmental management. The installation of sewage lines is underway to strengthen sanitation systems across the campus. Accessibility within the premises is being enhanced through the construction of the main gate along with internal roads and pathways. In addition, dedicated functional spaces including the facilitators' campus, meeting and waiting rooms, and a yoga hall are under development to support training programmes, wellness sessions, and broader community engagement activities.

From the Secondary data source, "MaitriBodh Parivaar Charitable Trust in collaboration with P. D. Hinduja Hospital and Medical Research Centre demonstrates that the Maitri ShaktiPravaah process leads to measurable and positive changes in brain function. Post-intervention Magnetic Resonance Imaging (MRI) and Single Photon Emission Computed Tomography (SPECT) imaging revealed enhanced neural connectivity and improved blood circulation, particularly in regions linked to awareness and emotional regulation. These neurological shifts are complemented by tangible improvements in well-being, emotional stability, and cognitive clarity among beneficiaries, highlighting the process as a promising complementary approach to mental health and holistic development."



Project Outcomes

Easy Access to Drinking Water

- Assessment observed that easy access to drinking water was improved through the distribution of rolling water drums during the inauguration of the yoga hall. Nearly **85–90% of beneficiary women reported a reduction in physical strain**, as they no longer needed to carry heavy water containers on their heads. Instead, they can now roll the drums, which has reduced back and neck pain and made water collection safer and easier.
- Approximately **80% of women shared that the time and effort saved** has allowed them to focus more on household responsibilities, health, and explore small income-generating activities. In addition, **improved water access for over 90% of participating households** has supported better hygiene practices and overall well-being in the community.

Construction of Dormitories and Cottages

- The dormitories and cottages were built to accommodate participants and facilitators of residential and non-residential programmes at MCTT. Data reveals that it was **partially functional since 2023**, but these facilities have been **fully functional from 2024** providing a safe, comfortable, and clean environment for over **7,000 direct beneficiaries per year**. Villagers and programme participants have highlighted that these accommodations allow uninterrupted participation in spiritual, yoga, and wellness programmes. College students and volunteers reported that the airy, spacious dormitories and cottages have helped them engage actively in seva and learning activities.
- Around **90% of participants** reported comfort and satisfaction with the living spaces, which has indirectly enhanced their engagement in programmes. This facilitates extended participation, improves mental and physical comfort, and strengthens volunteer engagement.

Development of Structural Components

- Research shows that the development of core structural components is currently under progress. Boundary walls construction and fencing, as per report findings, are fully completed. Even in its current stage, villagers have observed that the site is becoming more accessible and secure, with approximately 95% of users expressing that these measures will minimise risks during events or daily use.
- Assessment finds out that sewage lines are being installed to strengthen sanitation systems and improve hygiene for participants and villagers. **100% of respondents** noted better hygiene and reduced health risks, with women and children particularly benefitting from these sanitation improvements.

Research confirms that the main gate has **enhanced accessibility and mobility** within the campus. Around **95% of villagers** mentioned that accessibility has improved. Villagers have noted that remote areas are now easier to access - the gate provides security while the pathways allow smooth movement, especially for elders and women. All of these have enabled easier movement within campus, improved participation in programmes, and enhanced security.

🔗 Critical Infrastructure Components

- Data confirms that the construction of the RR boundary wall, retaining wall structures, panel room, yoga hall and transformer installation is central to ensuring the operational readiness and safety of the MCTT campus. These components provided a secure and well-managed environment for participants, villagers, and staff.
- The assessment observes that reliable **power supply and safety measures** have supported uninterrupted conduct of wellness programmes, yoga sessions and all kinds of activities. The programme team has highlighted that these facilities are essential for smooth programme operations, reducing risks and ensuring consistent functionality.

🔗 An Overall Well-Being and Personal Transformation

- Research findings indicate that they contributed to the holistic development of the surrounding Scheduled Tribes (Adivasi communities) by enhancing physical, mental, emotional, and socio-economic well-being. 100% community members reported that the centre's inclusive environment free from discrimination and accessible to all, has encouraged regular participation in meetings, training sessions, and cultural events, reinforcing social cohesion and community ownership.
- Overall, respondents demonstrated a comprehensive and integrated approach to community development, combining infrastructure, health, livelihood, and spiritual development interventions to create measurable and sustainable personal transformation.
- One of the participants reported psychometric tools can be utilised to assess changes in stress levels, emotional resilience, self-efficacy, and overall life satisfaction among beneficiaries.
- A structured post-intervention assessment framework enables systematic comparison of outcomes, allowing for the measurement of improvements in physical health—such as reduced musculoskeletal strain due to the use of water rollers and enhanced mental well-being, including stress reduction resulting from regular yoga sessions.





Transformational Experience at

Maitri Centre of Transcendence & Transformation (MCTT)

Background



Falaksh Desai holds a Bachelor's degree in International Relations and Foreign Policy and is currently pursuing a Master's degree in the same field. With over six years of experience in academic research, he has assisted in analytical, writing, and research skills development. A resident of Thane, Falaksh began volunteering with MaitriBodh Parivaar and YGPT in 2023.

Prior to participating in the programmes, Falaksh, who is hardworking, sincere, and intelligent, struggled with emotional distress. He was often bogged down by small issues and lacked peace of mind despite having friends. Over time, these challenges began to manifest psychosomatically, affecting his health and overall well-being.

Challenges Faced

- Difficulty in coping with daily stress and small life challenges
- Emotional distress exacerbated by the pandemic
- Feeling of being unsupported despite social connections
- Looking for a safe, non-judgmental space to regain emotional balance and resilience

Intervention

Falaksh enrolled in residential programmes at the Maitri Centre of Transcendence & Transformation (MCTT). The MCTT offered:

- Structured and guided spiritual programmes aimed at personal and emotional transformation.
- Spacious, well-ventilated dormitories and adjoining campus designed for comfort, mindfulness, and growth.
- Yoga sessions, meditation retreats, and holistic well-being programmes.
- Opportunities to volunteer in community and youth programmes (through YGPT) to help others overcome stress and challenges.

Experience

- The serene environment of MCTT located in the Bhimashankar mountains provided clarity, calmness, and a sense of purpose.
- Dormitories and yoga halls created a space that encouraged reflection, self-awareness, and mindfulness.
- Falaksh engaged in programmes that focused on stress management, emotional resilience, and inner growth.
- He began volunteering, sharing his learnings, and supporting youth and community members dealing with mental and emotional challenges.

Outcomes

Emotional and Spiritual Well-Being:

- Increased patience, self-confidence, and emotional intelligence
- Reduced stress, anxiety, and emotional turmoil
- Developed resilience and inner clarity

Better Sleep and Stress Relief:

- Deep relaxation and peaceful sleep after sessions
- Improved coping mechanisms to manage stress effectively

Personal Transformation and Empowerment:

- Gained tools to navigate life's challenges with a calm and empowered mindset
- Enhanced sense of purpose and positivity through volunteering and community engagement

Holistic Growth:

- Connection with nature and immersion in a supportive environment enabled mindfulness
- Participants like Falaksh reported feeling rejuvenated, mentally clear, and physically relaxed

Falaksh Desai's journey at MCTT illustrates the **impact of structured spiritual and well-being programmes**. The combination of guided interventions, supportive infrastructure, and a serene environment enabled him to overcome emotional distress, develop resilience, grow and help others grow. His experience demonstrates how the MCTT provides not only personal healing but also a platform to support community well-being and transformation.



Estimated Total Number of Lives Touched Annually

Direct Beneficiaries

7,000

Indirect Beneficiaries

7,000*4 = 28,000

(estimated by including the family members of each of the direct beneficiaries)

Additionally, MaitriBodh Parivaar is also supporting 95 surrounding villages through various initiatives.

Total lives touched are more than ~ 50,000



Facilitating Stem Cell Donation by Expanding Donor Registry



Marrow Donor Registry India (MDRI) is a non-profit organisation founded in 2009 with the mission of building a robust database of voluntary stem cell donors for patients battling blood cancers, leukaemia, thalassemia, and other genetic blood disorders.

Recognising the critical need for a reliable donor registry in India, MDRI works to bridge the gap between patients requiring bone marrow transplants and potential matching donors. Through nationwide awareness initiatives, donor registration drives, and high-precision HLA (Human Leukocyte Antigen) testing, the organisation strives to increase access to compatible stem cell matches and offer hope to those in need.

Snapshot

- Investment: ₹1 Crore
- Total registered donors (cumulative): 75,100
- Total transplants facilitated till 2025: 40
 - 36 Indian patients
 - 4 International patients
- 2 transplants lined up in January 2026
- Total patient search requests received: 6,180+
- More than 550 searches received recently (annual reference)
- Total camps conducted: 756 camps conducted cumulatively
- Awareness sessions conducted across colleges and corporates.
- Registry integrated with WMDA (World Marrow Donor Association) (57 countries, 41.9 million donors globally as of December 2025).

Implementing Partner



**Marrow Donor
Registry (India)**

SDG Linkage



🔗 Marrow Donor Registry: India vs. World Comparison (as of late 2023)



As a long-term partner, Exide Industries Limited has been supporting MDRI through its corporate social responsibility (CSR) initiatives and has made a meaningful contribution to its mission.

In FY 2024–25, Exide’s support helped MDRI grow its donor database, carry out HLA testing, and strengthen logistics to ensure smoother transplant processes. This partnership also made it possible to conduct awareness sessions in colleges and corporate offices and register new donors. Through its continued support, Exide has played an important role in strengthening India’s stem cell donation system and helping more patients receive timely, life-saving treatment.

🔄 Project Inputs

Input  In FY 2024-25, EIL contributed

₹1 Crore

through its corporate social responsibility (CSR) initiative to support MDRI’s mission to expand its donor registry, facilitate life-saving stem cell transplants, and increase awareness about bone marrow donation.



Project Outputs

With **EIL's CSR contribution of ₹1.00 crore in FY 2024-25**, MDRI strengthened its donor registry, enabled life-saving **stem cell transplants**, and significantly increased awareness about **bone marrow donation** – bringing hope to patients in need.

The key measurable outputs for the year include:

Expansion of the Donor Registry

MDRI currently has 75,100 registered voluntary donors since inception in 2009.

Between April 2024 and March 2025, the cumulative donor base stood at 71,524 donors, reflecting sustained annual growth.

The registry has expanded from:

In the year of 2009

600

donors at inception

In the year of 2025

75,100

donors

This represents more than

↑ 12,400%

increase since inception.



A total of

756

donor registration camps has been conducted across colleges, corporates, and institutions.



Facilitation of Stem Cell Transplants

Total Peripheral Blood Stem Cells (PBSC) transplants facilitated till 2025: 40



2 transplants lined up in January 2026

All stem cell grafts transported within 24 hours



16 female donors



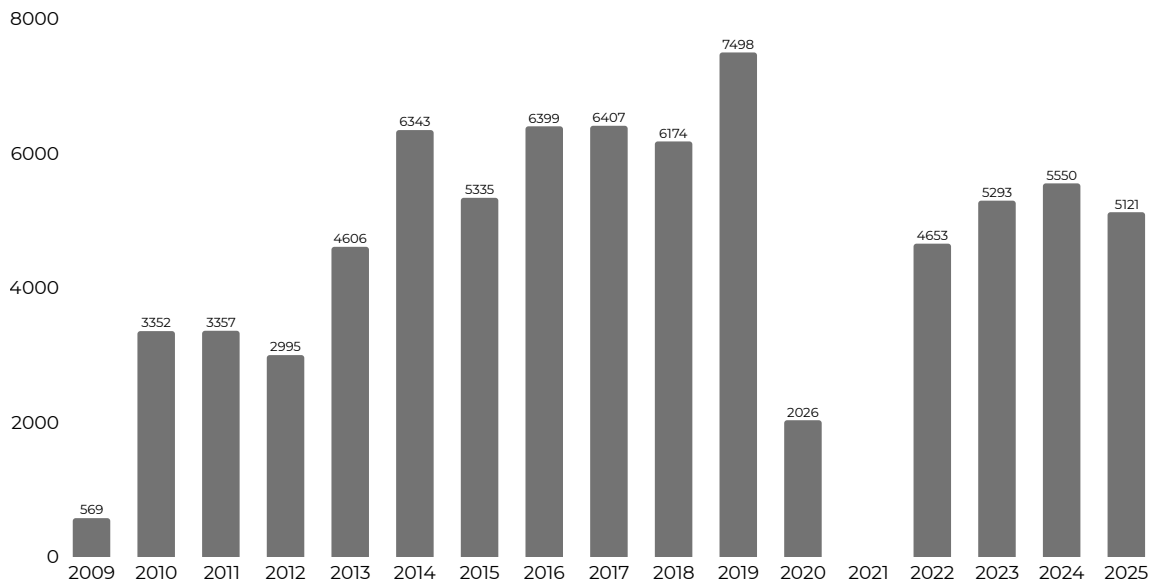
24 male donors

contributed to 40 transplants

Logistical support ensured all stem cell grafts were transported within 24 hours, enabling timely transplants.

An extremely rare case involved a donor donating bone marrow twice within a gap of 2 years. The donor, a busy professor in an engineering college in Punjab, was found to be a suitable match for two different patients, thus saving two lives – a rare occurrence. The product stem cells were collected in Chandigarh.

Yearly Donor Registration



Awareness and Outreach Initiatives

45 awareness sessions conducted in colleges, corporate offices, and community spaces.

Only one doctor was engaged through awareness programmes on **stem cell donation and its impact.**

HLA Testing and Data Management

5,000

newly registered donors underwent HLA (Human Leukocyte Antigen) testing, crucial for accurate donor-patient matching.

450

patient search requests processed for potential donor matches.

Strengthened **high-precision matching software**, ensuring **faster and more accurate donor-patient compatibility checks.**

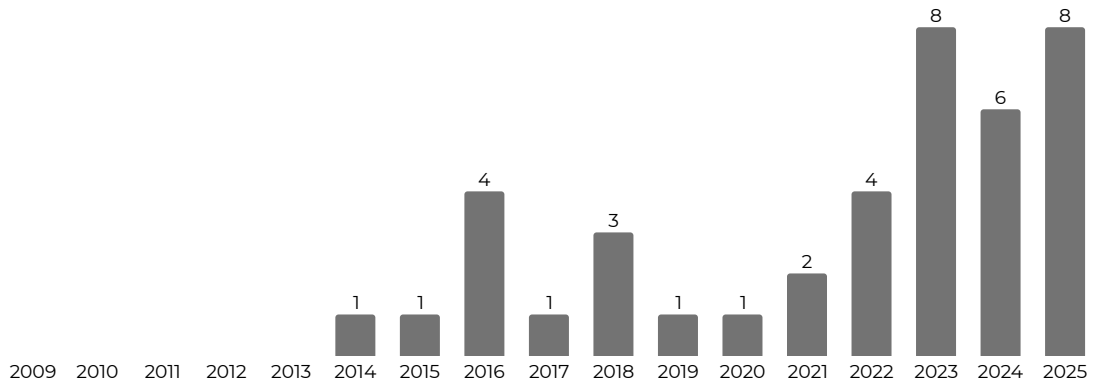
Logistics and Donor Support

2 new accredited blood banks and collection centres added to the network – 1 in Pune and 1 in Nanavati Hospital, Mumbai – facilitated stem cell donations.

All 8 matched donors underwent fitness assessments and counselling sessions before donation.

1 donor was identified twice as a match and donated stem cells twice within a span of 2 years, a rare occurrence.

Transplant done vs. Year



Project Outcomes

Expansion of the Donor Registry

Expanding the donor registry has always been a key focus of the project, helping more patients find suitable matches within India.

In FY 2024-25

5,121 new donors were added,, taking the total number of registered donors to 75,000. This growth is an important step in strengthening India's stem cell donor pool, which is still limited compared to international registries.

An **average annual growth rate of 15.9%** reflects **steady and sustained increases in donor enrolment**, driven mainly by stronger outreach efforts and greater awareness. Although there were **no new registrations in 2021 due to the COVID-19 pandemic**, the overall trend shows a **strong and consistent rise** in new donor sign-ups.

This progress was largely achieved through donor registration drives that were conducted in **756 locations** cumulatively, including colleges and corporate offices during **FY 2024-25**. These outreach efforts focused on **young and healthy individuals**, who can remain active donors for many years. The project also **made a strong effort to diversify its registry** by enrolling donors from different ethnic and regional backgrounds, improving the chances of finding **genetically compatible matches** for patients across India.

To encourage long-term commitment, the project introduced **structured counselling sessions** before donor registration. These sessions helped potential donors understand their **lifelong commitment** of remaining available if matched with a patient, reducing **future dropouts** and ensuring the registry remains dependable for patients in critical need.





A Rare Match, A Renewed Life

When a young patient was diagnosed with a rare and life-threatening blood disorder, the family's world changed overnight. Doctors confirmed that the only curative treatment was a stem cell transplant. However, as is often the case, no matching donor was found within the family. With the probability of finding a perfect unrelated match being as low as 1 in 20,000, the chances appeared slim.

At this critical juncture, the treating hospital initiated a search through the Marrow Donor Registry India (MDRI). With its growing database of voluntary, HLA-typed donors, MDRI immediately activated its search protocols. Within a short span, a 10/10 HLA-matched donor was identified from its registry.

The donor—an unrelated volunteer who had registered during a previous awareness drive—had committed to being available whenever called upon. After comprehensive counselling and medical fitness assessments, the donor underwent Peripheral Blood Stem Cell (PBSC) donation at an accredited blood bank. The collection process was smooth and completed within a few hours.

True to its protocol, the project ensured that the stem cell graft was transported to the transplant centre within 24 hours, preserving cell viability and enabling timely transplantation.

The transplant was successfully performed, giving the patient a second chance at life. This case, later covered in national media, highlighted the importance of building a strong Indian donor registry. It demonstrated how awareness sessions, donor registration drives, HLA testing, and robust logistics collectively translate into real, life-saving outcomes.

For the patient and family, the transplant was more than a medical procedure—it was hope restored. For the donor, it was a silent act of courage and compassion. And for the project and its CSR partner, it reaffirmed that expanding the registry is not merely a numerical achievement, but a direct pathway to saving lives.

Improved Access to Life-Saving Transplants

From its inception until 2020, MDRI facilitated 12 stem cell transplants. However, since 2021, with the support of Exide Industries Limited, this number has more than doubled to 28, marking a significant shift in India's stem cell transplant landscape. This growth highlights the vital role of sustained funding, increased awareness, and focused donor recruitment in saving lives.

The growth of MDRI's registry has had a clear and measurable effect on transplant success. Annual transplant numbers increased from **just 4 in 2022 to 8 in 2023, with additional procedures carried out in January 2025.**

166.67%
increase over two years.

This surge underscores the tangible impact of greater donor awareness, effective registration campaigns, and enhanced matching efficiency, all of which have improved the ability to connect patients with compatible stem cell donors.

Even if no additional donors are added, **the initiative will continue saving 5 to 10 lives annually for the foreseeable future**, ensuring that the existing donor registry continues to provide critical matches and life-saving transplants to patients in need.

Till date, MDRI has successfully facilitated **40 Peripheral Blood Stem Cell (PBSC) transplants**, comprising **36 transplants for Indian patients and 4 for international patients**. Each transplant's logistical complexity demanded flawless coordination among donors, hospitals, and logistics teams to ensure the procedures were executed efficiently. 100% of the collected stem cell grafts were transported within 24 hours of donation, a key factor in preserving graft viability and securing transplant success.

Additionally, through this initiative, two additional transplants were scheduled for January 2026, extending the initiative's impact beyond the assessed financial year. These results underscore the critical role of registry expansion in accelerating and improving transplant procedures, ultimately saving lives that might otherwise be lost due to a shortage of matching donors.



Increased Awareness and Willingness to Donate

A major driver of the rise in donor registrations and successful transplants has been MDRI's focus on public awareness and education. Despite medical progress, stem cell donation remains widely misunderstood in India, with many misconceptions about its risks and complexity. Common myths - such as the belief that donating stem cells is painful or dangerous - often deter potential donors from registering.

To address this, MDRI, with EIL's support, conducted 45 awareness sessions across educational institutions, colleges, corporate offices, and community centres in FY 2024-25, reaching more than 25,000 individuals. These sessions aimed to demystify the process of stem cell donation and show attendees how a simple act of registering could one day save a life.

A highly effective approach in these awareness sessions was sharing real-life success stories of donors and recipients. Hearing firsthand accounts from transplant survivors and donors who experienced a smooth, non-invasive donation process helped alleviate fears and build trust in the programme.

Additionally, the project strategically incorporated digital campaigns into its outreach efforts, using social media, email newsletters, and online donor registration portals to expand its reach beyond physical awareness events. Providing individuals with easy access to educational resources and remote registration played a key role in maintaining a steady flow of new donor sign-ups throughout the financial year. A key outcome of the intensified awareness campaign was a significant rise in the conversion of participants into registered donors. Unlike previous years, when many showed interest but did not follow through, FY 2024-25 demonstrated strong commitment rates. This improvement was driven by interactive Q&A sessions and real-time registration opportunities offered during the awareness drives, enabling interested individuals to take immediate action.

Strengthened HLA Testing and Data Management

HLA (Human Leukocyte Antigen) testing is crucial for identifying compatible donors for patients in need of stem cell transplants.

With funding support from EIL, MDRI processed

5,000

new donor samples for HLA testing in FY 2024-25 ensuring that all newly registered donors were accurately profiled and ready for potential matches.

6,180+

cumulative search requests received.

>550

search requests received in the recent period.

Recognising the complexity of HLA matching, the project integrated advanced matching algorithms into its system, improving the accuracy and speed of donor-patient compatibility assessments. This global connectivity improved the chances of finding compatible donors for Indian patients who were unable to locate matches within the country.

The project's health and technical framework ensures that all registered donors undergo high-resolution HLA testing utilising NGS (Next-Generation Sequencing)-based DNA typing. Once the biological data is processed, it is uploaded to a centralised registry to facilitate efficient matching and tracking. Furthermore, this system is fully integrated with the World Marrow Donor Association (WMDA) under ION 4131, ensuring international standards of data interoperability and medical compliance.

NGS stands for Next-Generation Sequencing, a high-throughput modern DNA sequencing technology. It allows for rapid, simultaneous sequencing of millions of DNA or RNA fragments, significantly lowering costs and increasing speed compared to traditional methods. It is widely used in genetic research, diagnostics, and personalised medicine.

Enhanced Logistics and Donor Support Systems

Ensuring smooth and efficient stem cell donation processes depends on a strong logistical framework. In FY 2024-25, EIL's CSR funding was instrumental in enhancing MDRI's logistical coordination and donor management systems. Over the year, stem cell donations were successfully conducted at 9 accredited blood banks and collection centres across India, providing donors with accessible and reliable facilities. To ensure donor safety and comfort, all 8 matched donors received comprehensive medical screenings and pre-donation counselling prior to the procedure. An extraordinary case involved a donor who was successfully matched twice within 1.5-2 years, completing two separate stem cell donations. Such instances are extremely rare, highlighting both the effectiveness of MDRI's expanding registry and the dedication of its committed donors. By enhancing donor engagement, logistical coordination, and post-donation support, EIL's funding in FY 2024-25 directly strengthened India's capacity to carry out timely, life-saving stem cell transplants.



Project Impact

Creating New Hope for Patients with Life-Threatening Conditions

The most profound impact of this initiative is reflected in the lives saved through timely and successful stem cell transplants. Often the only curative option for patients with aggressive blood cancers, genetic disorders, or life-threatening immune conditions, these transplants offer a critical lifeline.

In FY 2024-25, EIL's support made it possible for patients who had exhausted all other treatment options to receive a renewed chance at life. Finding a compatible donor in time can be a matter of life or death. Many patients matched this year may not have survived had they faced longer waits. While the number of transplants facilitated provides a measurable outcome, the true impact is reflected in the additional years of life granted to each recipient and the profound relief brought to their families.

A notable example was the case of a two-month-old baby who urgently required a transplant. The ability to locate a suitable donor within 15 days was a notable success, showcasing the effectiveness of the improved registry and search mechanisms supported by EIL's funding. Without these improvements, this child may not have survived. The impact of this case goes beyond one individual—it symbolises a shift towards faster, life-saving interventions that will continue to benefit critically ill patients in the future.



Expanding the National Donor Pool for Future Patients

The impact of expanding the donor registry extends well beyond the number of registrations recorded in FY 2024-25. Each new registrant represents a potential future match, ensuring that the benefits of this expansion will continue to be realised over the coming decades. A larger and more diverse donor pool improves the likelihood that patients will find genetically compatible matches in a shorter time frame.

With the probability of a random individual being a match as low as 1 in 20,000, the addition of 5,121 new donors in FY 2024-25 substantially strengthened the chances of identifying suitable donors for future patients. Moreover, as new registrants remain active in the registry for many years, their participation will continue to benefit patients well beyond the current financial year. A donor registered in 2024-25 may be identified as a match in 2030 or later, underscoring the initiative's long-term impact.

The commitment-focused registration approach implemented this year also reduced dropout rates, increasing the likelihood that donors proceed with donation when a match is found. This impact is further strengthened by the 816.7% growth in the donor registry since MDRI's inception in 2009. The sustained upward trend in registrations reflects increasing public trust in the donation process and a growing willingness to participate in life-saving medical initiatives.

A Cultural Shift Towards Greater Awareness and Participation

One of the most important long-term outcomes of this initiative is the positive shift in public awareness and perception surrounding stem cell donation. In India, donor registration has historically been hindered by misconceptions about pain, health risks, and the donation process, with many potential donors remaining hesitant due to lack of clear and accurate information.

Through extensive EIL-supported awareness campaigns, more individuals now understand both the simplicity and the life-saving significance of stem cell donation. The initiative has helped normalise conversations around stem cell transplants, promoting more open dialogue and encouraging greater participation in donor registration. A key component of the awareness effort was the use of real-life donor and recipient stories. Firsthand accounts from patients whose lives were saved through transplants, as well as from donors who reported no adverse effects, helped dispel persistent misconceptions.

The lasting influence of these stories is expected to inspire future generations to register as donors, ensuring a sustained pool of willing donors. Additionally, corporate engagement in donation campaigns has resulted in a stronger sense of social responsibility within workplaces, with more employees stepping forward to register as donors. Over time, these educational efforts will extend beyond individual participation, helping shape public attitudes that view donation as a shared civic responsibility rather than an exceptional act.

Strengthening the Medical Infrastructure for Stem Cell Transplants

The EIL-funded enhancements to data management, HLA testing, and donor–patient matching algorithms in FY 2024–25 have laid the groundwork for faster and more accurate donor identification in the future. These upgrades streamline the matching process, reducing wait times and helping ensure patients receive transplants before their conditions deteriorate. Strengthened collaboration with the World Marrow Donor Association (WMDA) has enhanced the international visibility of India’s donor database.

This expanded reach enables Indian patients to access global donors when a suitable domestic match is unavailable, while also allowing Indian donors to support patients worldwide, thereby increasing India’s contribution to the global medical community. The funding also facilitated the optimisation of logistical operations, ensuring that stem cells collected from donors reached transplant centres within 24 hours. This improved efficiency is expected to enhance transplant success rates in the future by minimising delays that could affect the viability of the donated cells.



A More Sustainable and Committed Donor Base

One of the less visible yet highly significant changes in FY 2024-25 was the focus on donor commitment and long-term retention. While recruiting new donors is important, maintaining the willingness of registered donors to donate when needed is equally crucial. MDRI has consistently prioritised awareness and counselling initiatives to educate donors about the significance of their commitment. By helping donors appreciate the life-saving impact of their contributions, MDRI cultivates a culture of responsibility and preparedness among its registered members.

A notable example of this impact was a rare case in which a donor successfully donated twice within two years. This donor's continued engagement and readiness to donate again highlights the strengthening culture of commitment among registered donors. This shift will significantly benefit future patients, as a stronger and more dependable donor network increases the likelihood of successful transplants when a match is found.

Future Impact: A Long-Term Transformation of India's Transplant Ecosystem

While the immediate outcomes of this initiative are evident, its full impact will continue to emerge in the years ahead. The patients who received transplants in FY 2024-25 will enjoy healthier lives, serving as examples of successful interventions that strengthen confidence in stem cell transplantation. The donor registrations completed this year will continue to yield matches in the future, giving newly diagnosed patients with blood disorders a greater chance of quickly finding a suitable donor. Furthermore, the positive cultural shift, enhanced medical infrastructure, and streamlined logistics will create a more efficient and effective transplant system in India. With ongoing support and public participation, the country's ability to carry out life-saving transplants will continue to expand, positioning this initiative as a driver of long-term healthcare transformation.

Total Number of Lives Touched

Direct Medical Impact

40

patients received life-saving stem cell transplants.

Family-level impact (conservative estimate) assuming 6 family members per patient:

40 × 6 = 240

indirect lives positively impacted.

Registry Impact

75,500

registered donors represent:

- Long-term life-saving potential
- Increased match probability (1 in 20,000 likelihood)

Total Live touched: ~ 75,500

(Direct patients+indirect individuals and registered donors)

INDEPENDENT ASSURANCE STATEMENT

To,
The Management of Exide Industries Limited

Introduction and objectives of work

Consultivo Business Solutions Pvt. Ltd. (Consultivo) has been engaged by Exide Industries Limited (here in after abbreviated "EIL") to conduct an Independent Impact Assessment of its CSR Projects for the year 2024-25. This Impact Assessment Statement applies to the related information included within the scope of work described in this report.

The assessment process was conducted in line with the Consultivo internal protocol for Impact Assessment, which is developed based on requirements of The Companies (CSR Policy) Amendment Rules 2021, ISO 26000, IFC/World Bank, national, and international guidelines and relevant industry best practices. The relevant data and information have been verified by Consultivo through a hybrid mode (both onsite and remote engagement) of data collection - onsite survey, online survey, focus group discussion, key informant interviews and observation.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that the projects described in this report demonstrate impact benefitting stakeholders through the project's output, outcome and long term effects with a strategic intent for social change.

Statement of independence, impartiality and competence

Consultivo is an independent professional services company that specialises in ESG (Environmental, Social and Governance) and Sustainability in providing independent assurance services. Consultivo has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest. The impact assessment team has extensive experience in conducting baseline study, monitoring & evaluation (M&E) and impact programmes over different thematic areas, geographic regions with an excellent understanding of Consultivo's standard methodology for the Independent Impact Assessment of CSR projects.



Saikat Basu

CEO, Consultivo

25 February 2026

Consultivo Business Solutions Private Limited
2, Rabindranath Tagore Road,
Kolkata 700 076, India



www.consultivo.in

contact@consultivo.in | +91 98311 45556

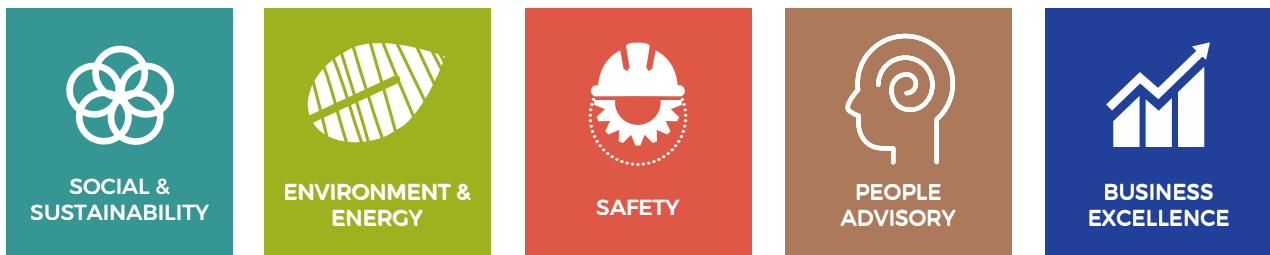


Consultivo helps organisations globally to solve business challenges in Sustainability, ESG, Business Excellence & Risk Management.

Offering 100+ solutions in ESG, Social, Safety, Environment, Climate Change & Energy, Management Systems, Business and Human Rights 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 and 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 organisations & 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 corporate training and capacity building services. It nurtures and enriches 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

Audit and Assurance | Consulting and Advisory | Research and Analytics | Training and Capacity Building



consultivo.in

contact@consultivo.in | +91 98311 45556



Impact design and communication: Slate of Swan (slateofswan.com)

TOGETHER FOR A BETTER TOMORROW