DR. REDDY'S FOUNDATION

ANNUAL REPORT 2022

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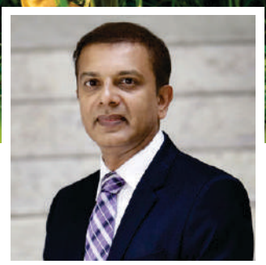
What we think



Trustees Message

Satish Reddy
Chairman

Anuradha Gunupati
Trustee

Dear Friends,

As Covid-19, conflict and climate emergency continue to impact our lives the need to collaborate and explore sustainable solutions is greater than ever. When we started Dr Reddy's Foundation, the focus was on the immediate needs of the community, and so while all the tenets were potentially there, in retrospect it probably needed more integration. Over time, and with the need to keep pace with societal change, the Foundation's efforts have become much more consistent and strategic and the programs while addressing poverty and inequality now embed inclusion and sustainability as the bottom line of all their work.

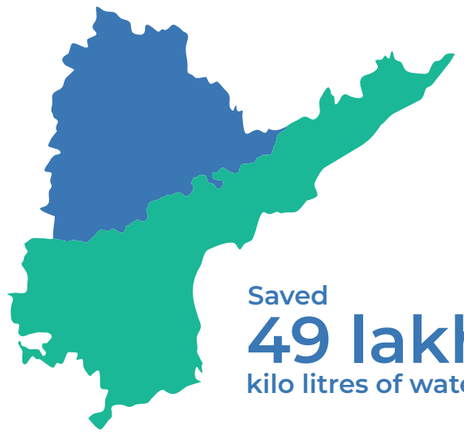
Economists at the World Bank estimate that 97 million people across the globe were pushed back into "Covid induced" poverty in the last two years and while overall poverty is expected to go down, exacerbating inequalities will continue to be a challenge as climate change peaks at a frenetic pace. With climate crisis being unquestionably the biggest challenge of our times, the urgency to find new solutions cannot be overemphasised; and as global leaders grapple with new strategies at the COP 26 meetings, our government has mandated all businesses to include the ESG lens by supporting environmental and social goals. While these are important and will certainly bring in dividends, the stark reality is communities cannot be put be on hold especially when livelihoods are at stake. Therefore, even small steps at the local level can go a long way and we are particularly encouraged by the efforts of the Foundation's MITRA and ACE programs. In a short span of time MITRA together with ACE (Action for Climate and Environment) managed to reduce the water footprint along with cultivation costs by increasing the yield per hectare of land by tapping on the local ecosystem and focusing on carbon sequestration and increased stakeholder collaboration.

In Srikakulam district of Andhra Pradesh, where maize yields were a disappointment to the farmer (India's maize productivity is much lower than the world average), our team partnered with scientists from the Krishi Vigyan Kendra to address technology gaps and impart agricultural solutions like soil testing, seed and water optimization. Farmers were introduced to the zero tillage system, which apart from conserving soil and water, requires no capital investment in machinery. Most importantly, zero tillage improved maize yields. The result was in addition to saving about 40% water; more than 4,000 farmers grossed an average income increase of Rs. 25,000 per hectare during the pilot phase and since then, yields have gone up by a minimum of 15 percent.

"The 'Lead Farmer' model has significantly increased yield and have benefitted 40,400 farmers.

MITRA also works to encourage women at the grass roots to become financially independent by teaching them to cultivate mushrooms and women are excited about the prospect of making an additional income of Rs. 20,000 yearly. But it is the 'Lead Farmer' model, a peer learning prototype that is testing new ideas for sustainable farming to tackle climate crisis and creating ripples of change. This has significantly increased yield and have benefitted 40,400 farmers.

Similarly, the ACE program works in 1,628 villages in AP, Telangana, Bihar, UP and MP. The efforts of the program have managed to persuade 68,000 farmers to practice regenerative agriculture. Also this collaborative endeavour ensured that 6,331 acres transferred from Transplanted Rice (TPR) to Direct Seeded Rice (DSR) and about 7,736 acres shifted from conventional farming to 'Zero Tillage'.



In AP and Telangana, third party verification showed that we saved 49 lakh kilo litres of water with the implementation of the above two interventions - Zero Tillage and Direct Seeding of Rice – and in terms of carbon mitigation, approximately 12,369 tons of CO_2 equivalents have been abated in the project areas.

In addition to our work in skill development, which despite the challenges of the pandemic is cruising forward with new teaching modules and with a placement record of more than 10,000 young people; two other programs high on the Foundation's agenda are Education and Health. The struggle to restore access to good education and access to healthcare persists as children, despite the reopening of schools, confront huge loss of learning and healthcare facilities continue to be stretched.

And while it is easy to get overwhelmed with the challenges, we are encouraged to report that regardless of the challenges, the Foundation has made notable progress this past year. Despite the ordeals, we saw resilience rising all around us. Communities undeterred, teams eager to test unchartered paths with new pilots, youth quickly adapting to new technology and our stakeholders willing to support us – all of which is a testimony of how much we can achieve when we work together.

Among the several inspiring stories of change, we cannot but be impressed by our Sashakt[3] scholar, Saakshi Sharma, a young girl from a remote village in Himachal Pradesh making it to Oxford University to pursue D. Phil in Chemistry on a merit scholarship by the University. Her life will never be the same again and we are happy for her.

More than 90% of our Sashakt scholars have an annual family income of less than Rs. 15,000 per month and it is noteworthy to see, despite the lockdown and having to navigate their courses stoically from homes with unreliable wi-fi connections, all the girls completed their graduation from some of the top ten colleges in the country and some went on to join IIT, IISc, Delhi University etc to pursue careers in STEM studies.

We are happy to see how the Foundation's PwD work has expanded over the last one decade and is now operating in 40 locations across the country and training 20000 youth with eight different disabilities.

Another narrative that has stayed with us is Suchismita Manna's story. A bright adolescent and an aspiring dancer, this young girl at 21 lost her leg to bone tumour; but her indomitable spirit helped her to surmount her pain and loss and join the skill training program for persons with disability. Today she works at Flipkart and is back to dancing on a prosthetic leg!

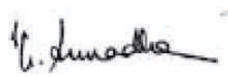
Suchismita is one of the many students who after joining DRF's PwD skill training program regained her independence, courage and self-worth; thereby amplifying the need to embrace inclusion not as "charity" but as a core value, integral to our way of life. In this context we are happy to see how the Foundation's PwD work has expanded over the last one decade and is now operating in 40 locations across the country and training 20000 youth with eight different disabilities. What is more encouraging is to learn that the team is now exploring to work with intellectual disabilities and aspires to include 15 new disabilities by 2024.

Finally, while we now routinely confront uncertainty, new maladies, income inequality, environmental crisis and new emerging technology - all of which will have a significant influence on our lifestyle and livelihoods; I believe we can still remain buoyant and even thrive, if we work together to find solutions that are sustainable and inclusive. For like Mahatma Gandhi said "The future depends on what we do in the present."

Thank you for your partnership and passion.

Best wishes

Satish Reddy



Anuradha Gunupati

CEO's Message

Shamik Trehan
CEO

Dear Readers,

The last financial year, has been toughest year that humanity has faced in recent history. The second wave of Covid 19 had devastating impact on both lives and livelihoods across the globe including India. Many among us lost someone in our extended family or someone we knew closely. In addition, millions of people in low income group were hit the hardest because of loss of livelihoods and also due to Covid-19 related health expenditure.

While the loss is irreparable, what stood out was the how the government, private sector, social sector and individuals all worked together to manage and respond to the unprecedented humanitarian crisis. Everyone went way beyond their given roles and contributed selflessly. It has reinforced our trust in humanity working together against all odds when faced with events that threaten both our lives and livelihoods.

We at DRF also made our small contribution by supporting a range of activities across the country and it included strengthening public and private health infrastructure at hospitals by deploying oxygen plants, supplying patient care equipment, and medicines, and providing ration supplies and medical kits to vulnerable population. We also initiated an income generation program in rural areas for migrant workers who returned to their villages due to lockdown; community awareness on non-pharmaceutical interventions and conducted vaccination delivery for low income groups. Detailed updates related to our Covid-19 response program is mentioned in Report Card section

At the same time, we were able to quickly adapt and innovate so that all our programs could continue to be implemented with minimalistic disruptions. It is well known, that the resilience of any institution or organization is tested during tough times. And it does not get more tougher than this. The execution capabilities, systems and culture that we have been developing over the last five years for creating impact and scaling interventions helped us not only to be resilient but also drive innovation, especially in use of digital technologies to deliver our programs. What certainly helped was the readiness of the community both in urban and rural to partner with us as we overnight transitioned from physical to fully digital models. As the second wave receded we started adding hybrid models and during the last few months we also went back to having all three models - physical, hybrid, digital. This has totally altered how we deliver programs and brought forward changes which seemed at least five years away.

Our work in education, livelihoods, health, climate action and environment last year achieved targeted outcomes and expanded the reach.

Key highlights of our work

Phygital engagement with farmers.

Strengthening district public health system to test, track, treat and post COVID follow-up treatment.

Minimizing learning loss in schools through online delivery and focusing on core concepts.

Digital skilling programs for youth and PwD.

Our work in education, livelihoods, health, climate and environment in the last year achieved targeted outcomes and expanded the reach. The Report Card section provides detailed updates. The key highlights of our work included minimizing learning loss in schools through online delivery and focusing on core concepts; digital skilling programs for youth, PwD and phygital engagement with farmers; strengthening district public health system to test, track, treat and follow up post treatment of Covid; rolling out climate smart agriculture practices for rice, wheat and maize crop production across multiple states.

In the upcoming FY 23, our focus will be on: developing an impactful and scalable model for reducing learning poverty among school children at primary and upper primary levels; kickstarting digital transformation of skilling programs for youth and PWD by launching a self-learning app built for learners and content creators; developing a self-employment package for PWD that can help PwD start small business; initiating a skilling program for youth for green economy jobs and tech roles which address the growing need of a skilled workforce in both these sectors. We are also working on strengthening public health care system with focus on improving coverage and quality of comprehensive primary health care services; expanding climate smart agricultural practices for cereals which are crucial to reduce GHG emissions and saving water; testing carbon farming model which brings together industry and farmers to work together. Other areas of focus include scaling up of existing initiatives to new geographies through new partnerships and collaborations and as part of our people focus strengthening employee life cycle management systems and process as well as overall improvement in employee well-being; and lastly dissemination of our findings and learnings through multiple channels and platforms.

The trust of the community whom we serve and our people who against all odds have worked tirelessly have enabled us to deliver our programs and meet intended outcomes for FY22. In the FY 23, we look forward to continue working towards improving health, education, livelihoods and climate action outcomes for low income groups.

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

Warm Regards,

Shamik Trehan

Climate Justice and Climate Smart Agriculture

The effect of our radically changing climate can no longer be ignored. While the outcome of these changes are being experienced globally the impact of climate change on the lives and economy of the people vary significantly; especially as low-income communities and ethnic minorities continue to be among the most vulnerable to the changing climate.[1]

Undoubtedly tackling climate crisis requires a rapid response and while it is important to keep the global warming below the 1.5° C threshold; too often in our haste to find a quick solution we disregard the heterogeneous composition of the global community and are generally indifferent to the adverse impact this has on their social, economic and health status.

Unfortunately, until recently the attitude and tone towards developing nations have been different[2]. Though developed countries like USA, Canada and Germany are responsible for 79% of historic emissions, countries like India have been called out for their CO2 emissions[3], thereby overlooking the crucial point regarding the need to be perceptive about securing a liveable future for all, which in turn necessitates the protection of all countries and groups without favour or bias. The need therefore is to find solutions that are inclusive, practical and sustainable, which calls for us to be collectively vigilant about factoring in socio-economic and environmental factors and consider issues like low-level household incomes as well as the cumulative pollution burden as an important criteria while addressing climate issues.

Cautiously optimistic

Admittedly this makes finding solutions more complex and challenging but the problem is not unresolvable. A study released by BP (Statistical Review of World Energy 2021/70 Edition) cites the historic dip in carbon emissions last year (the biggest fall seen for 75 years) – but we need to also recall that it was one which came at a huge economic and social cost especially for the poor; thereby underscoring while the prospect of reversal of carbon emissions is a possibility if we were to collectively manage our over indulgence, and be vigilant about finding equitable solutions.

Finding sustainable solutions that respond to the threat of climate change has to focus on integrating mitigation with adaptation while ensuring economic development. So while we work on replacing fossil fuels and focus on renewable energy, climate smart agriculture and technological innovations; one way to take this forward is to address local needs and concerns by finding local green solutions.

The India Challenge

India is a diverse and a complex lower-middle-income country with a population of nearly 1.4 billion (2019 estimate) and as per the HSBC Global Research report (2018) ' is the most vulnerable country to climate change among the 67 countries evaluated based on indicators related to vulnerability, energy transitions and response capacity.'

Overall, absolute losses incurred by India in 2019 arising from extreme weather events amounted to nearly $69 billion (in purchasing power parity), the highest of any country in the world. India faces high disaster risk levels, ranked 38 out of 191 countries by the 2022 INFORM Risk Index. It has very high exposure to hazards (ranked 24) and limited coping capacity (ranked 91).

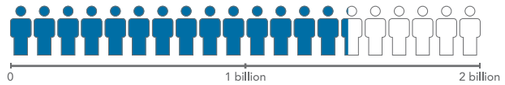
The report also cited that the most impacted will be marginal farmers, coastal and mountain communities, low income families, forest communities and women.

According to Action Aid (2020) report on internal climate migration, an estimated 14 million people in India may have migrated in 2020 due to the slow onset of climate change events largely because more than 650 million rural Indians are dependent on rain-fed agriculture for their livelihoods. Hence any climate induced disaster or other related shocks can force them to adopt adverse coping strategies like forcing children to dropout from school, sell assets or migrate thereby leading to significant losses in human capital and increase in poverty and related vulnerabilities.

Population

1.4 Billion

(2019 estimate)



Losses incurred by India in 2019

$69 Billion

(in purchasing power parity)

Ranked

38	24	91
High disaster risk levels countries by the 2022.	Very high exposure to hazards	Limited coping capacity

Agriculture is the principal source of livelihood for many. Around 44 % of our country's total workforce aemployed in the sector.

70% of this workforce are from rural households.

82% of farmers are small and marginal.

Smart Agriculture, a viable option

Though the share of agriculture in India's Gross Domestic Product has declined over the years, its role in the country's overall economic and social wellbeing cannot be ignored. Agriculture is the principal source of livelihood for many with around 44 % of our country's total workforce employed in the sector. Rural households comprise almost 70 percent of this workforce, with 82 percent of farmers being small and marginal. According to the Economic Survey 2018–19, it also employs the largest share of women workers (71%) in rural areas with the highest concentration (28%) again being among the small and marginal. An average Indian household spends about 45% of its expenditure on food making agriculture equally important for consumers. While India may have made significant progress since independence in our journey towards becoming self-reliant in food production, owing largely to the institutional and technological innovations, agriculture remains highly susceptible to changing climate. Already climatic changes like increasing temperatures and erratic rainfall are having a negative impact on aspects like crop growth, irrigation and yield, which consequently affects rural livelihoods, exacerbates poverty and can even lead to instability in regional food supplies. For example, Ahluwalia and Malhotra (2006) estimated that for India, an increase in temperature by 1.5° C and decrease in the precipitation of 2 mm can lead to reduction in the rice yield by 3 to 15 percent. Adding to this India ranks within the top ten in Global Climate Risk Index 2021 and is highly vulnerable to a diverse range of natural hazards and climate risks, including droughts, extreme heat waves, flooding, cyclones and sea level rise. Economic losses and fatalities from such risks have been increasingly rising in India, and the agriculture sector is highly vulnerable to these risks. For example, the early extreme heat waves in March in Northern India this year affected the wheat crop during their growth stage, leading to shrivelled and broken grains that draw lower prices in the market, resulting in income losses. A Report by the Parliamentary Standing Committee on Agriculture in 2017 estimated that climate change impact on agriculture could lead to up to 1.5 percent loss in India's GDP. Furthermore, agriculture is not just vulnerable to climate change but also, a key driver of climate change. In India, agriculture is the second highest contributor to GHG emissions, 19.6% of total emissions (WRI CAIT 4.0 2017). Agriculture is also water intensive. India has 4% of the world's freshwater, out of which 80% is consumed by agriculture, with more than 60% being used for the cultivation of two water-intensive crops i.e. sugarcane and paddy, which adds to the distress.

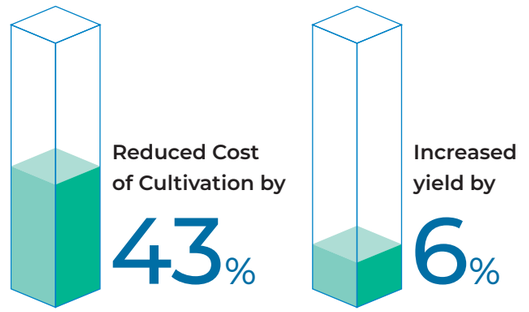
India has started focusing on building resilience, climate proofing agricultural value chains and developing adaptive capacity of vulnerable farmers to adapt and mitigate to climate change impacts on agriculture in varying contexts.

Climate Smart Agriculture (CSA)

As an integral part of this larger stakeholder network concerned about supporting vulnerable farmers adopt climate smart agriculture at scale, DRF's has been focusing on promoting Climate Smart Agriculture (CSA) since year 2020. Through our voluntary peer-to-peer farmer extension system called Lead Farmer Platform (LFP), we are promoting a series of location and crop specific improved agricultural practices that focus on cropping system optimisation, improving water use efficiency and soil health, and synergising resource conservation while improving mitigation outcomes and optimizing adaptation co-benefits.

Some of our widely adopted practices include direct seeding of rice (DSR), alternate wetting and drying, zero tillage systems in maize and wheat, green manuring, napier grass promotion, crop diversification among others. Such practices simultaneously achieve multiple outcomes namely increasing productivity; enhancing resilience, reducing GHG emissions and saving large quantities of water. For example, DSR, which is the process of establishing a rice crop from seeds sown directly in a prepared, levelled dry fields instead of the transplanting seedlings, has been initiated in 5 states including AP, Telangana, Bihar, UP and MP by DRF. An analysis of observed data where we covered 2232 acres in Kharif 2021

Dry DSR method compared to Manually transplanted rice



revealed that in comparison to manually transplanted rice, Dry DSR reduced cost of cultivation by 43%, increased yield by 6% and helped in an overall emancipation of income of around Rs. 13191 per acre for Telangana. Along with AWD, another major water saving technique where the paddy fields are not kept continuously submerged but are allowed to dry intermittently during the rice growing, farmers can reduce methane emissions - approximately two tonnes/hectares/year (Bayer 2022). Furthermore, farmers who adopt carbon saving practices like AWD, DSR and ZT can also monetize their efforts under carbon farming schemes by selling carbon credits generated from their farms to different interested buyers. This is a mutually beneficial strategy for the farmers and for mitigating global GHG emissions.

A small but crucial step

DRF is already helping farmers take advantage of such benefits by helping farmers adopts CSA practices and then connecting farmers with the right industry partners. In Kharif 2022, we plan to cover 31,000 acres under regenerative agriculture, to get carbon credits, which can consequently be routed to the carbon market in the coming years. Paying farmers to restore carbon in their soils offers a lucrative and natural climate solution that could help India meet their commitments under the international Paris agreement to stabilize global warming below 2 degrees Celsius. Also, climate smart activities like Direct seeding of Rice or zero tillage not only have Carbon mitigation benefits but also ancillary benefits like tackling labour shortages and making farming systems more efficient making adoption of such solutions a 'win-win strategy for all.

Conclusion

Finally, while several governments agree that climate change needs to be the priority, the urgency to address this issue seems to be stymied by economics and global political will even as shifting weather patterns and rising heat is threatening global development and burdening the poor and the most vulnerable.

Therefore while countries work out tangible plans that include details on localised implementation, we need not wait for the next summit for a road map but instead, can take small steps to mitigate climate impact and protect livelihoods. It is for this reason that DRF has included climate action as part of the organisation's mandate and is working on a mix of mitigation and adaptation strategies to reduce the impacts of climate change. Our strategy includes focusing on Agriculture and water, Smart Energy Management, Coastal ecosystems, Solid Waste Management and Water, Sanitation and Hygiene.

[1] Climate Change 2022: Impacts, Adaptation and Vulnerability (Report by the Panel on Climate Change (IPCC) in its' second phase Sixth Assessment Report. Ar6)

[2] refer to Tackling the Climate Crisis at Home and Abroad and Justice40 Initiatives

[3] India's per capita emission today are 1.6 tonnes of CO_2, well below the global average of 4.4 tonnes, while its share of global total CO_2 emissions is approx. 6.4 per cent.

How do we get there

Work Themes

Organisation Priorities

WORK THEMES

EDUCATION

Projects	Link to Schedule VII Activities (CSR Act)
KallamAnji Reddy Vidyalaya & Vocational Junior College	(ii) Promoting education & vocational skills among children
School Improvement	
Scholarship for Women in Science	

SDG 4:
Quality Education

SDG 5:
Gender Equality

ESG

Social

LIVELIHOODS

Projects	Link to Schedule VII Activities (CSR Act)
Youth Skilling	(ii) Livelihood enhancement projects. (iii) Promoting gender equality, empowering women.
PwD Skilling	(ii) Promoting employment enhancing vocation skills especially among differently abled. (iii) Promoting gender equality, empowering women.
Healthcare Skilling	(ii) Livelihood enhancement projects. (iii) Promoting gender equality, empowering women.
Agriculture	(ii) Livelihood enhancement projects.

SDG 8:
Decent Work and Economic Growth

SDG 5:
Gender Equality

ESG

Social

HEALTH

Projects	Link to Schedule VII Activities (CSR Act)
Improving Primary Health Care Services	(i) Promoting health care including preventive health care.

SDG 3:
Good Health And Well-Being

ESG

Social

CLIMATE ACTION & ENVIRONMENT

Projects	Link to Schedule VII Activities (CSR Act)
Action for Climate & Environment	(iv) Ensuring environmental sustainability, agroforestry, and maintaining quality of soil air and water.

SDG 13:
Climate Action

ESG

Social & Environment

PRIORITIES 2022 - 2023

Education

- Launching **'Junior - SASHAKT'** program to provide scholarship and mentorship support for meritorious girls to pursue science education at HSC level
- Launching an intervention to improve Foundational Literacy & Numeracy (FLN) among upper primary students (classes 6 & 7) in select public schools
- Integrating vocational courses in the curriculum, at Kallam Anji Reddy Vidyalaya, in line with the New Educational Policy 2020

Rural Development

Enabling

80,000

farmers, in Samastipur, to get an additional income of

₹10,000

per acre

Climate Action

Implementing climate-smart agricultural practices like DSR & Zero tillage in

10,000 acres

in 8 districts, across MP and UP

Testing Carbon-farming model in

10,000

acres with at least 2,600 farmers, in AP and Telangana

Healthcare

- Improving access to **Primary Health Care services** in Andhra Pradesh by **Upgrading select PHCs** and expanding the initiative to cover additional PHCs

Skill Development

Kick-starting the digital transformation journey through a self-learning app, where individuals can create and publish courses in their areas of expertise

Developing a minimum of **100** Courses

Onboarding a minimum of **10,000** Users

- Designing a comprehensive intervention package for People with Disabilities who are self-employed / entrepreneurs
- Conducting a feasibility study to explore possible options to provide skill training and job opportunities to transgender community
- Design & test a skilling intervention in the area of Green Jobs and Tech Jobs

Partnerships

- Identifying and leveraging new partnerships to scale-up skill development and climate action programs

People & Technology

- Prioritizing employee well-being by enhancing Health and Well-being benefits.
- Enhancing Artificial Intelligence and Machine Learning capabilities for achieving better program outcomes

How are we doing

Report Card 2021-2022

Skill Development

19,245

people trained

- 3,000 video lessons have been made available in 10 languages including sign language, on LMS

Climate Action

14 Lakh

kilolitres of water

&

20,000

tons of Co2

have been saved through climate-smart agriculture practices

Agriculture

- Started operations in MP, Punjab and Haryana apart from scaling up interventions to 6 new districts in UP
- Improved market linkages for turmeric farmers in Samastipur, Bihar

Education

60%

of Sashakt scholarship awardees from first batch (2018-19) joined Postgraduate programs in sciences

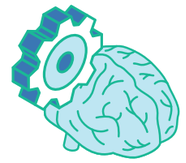
99% of students in Kallam Anji Reddy Vidyalaya passed SSC Board examinations

Healthcare

27 LAKH

people covered under District Health System Strengthening Initiative (DHSSI) implemented in collaboration with Government of Andhra Pradesh, to enable public health system tackle second and subsequent waves of COVID-19

New Initiatives



Launched skill development initiative for People with Intellectual Disability

Launched training program to increase women LFPR, for age group 35-45 years

People and Technology

- Launched a new Employee Assistance Program (EAP) for employees to track their well-being goals, schedule online consultation with doctors, and speak to psychologists
- In line with our efforts to create Data Lake/Data Connectivity, GROW App and LMS have been integrated. This has resulted in having consolidated data sets and API integration of Data

Started Integrated Soil Moisture Conservation, Agroforestry, and Inter-cropping in coconut plant as part of out climate action internventions

PROGRAM UPDATES

CHILDREN

Education

Kallam Anji Reddy Vidyalaya

Kallam Anji Reddy Vidyalaya was established in the year 2001 at Chandanagar, with a vision to uplift and enhance the education quality and standards of learning capabilities among children from low-income communities by offering them equal access to education from Nursery to X in English medium. There are 2023 students on its rolls and 90% of the students come from underprivileged communities.

Our Approach & Activities

The protracted time away from school had a significant impact on young children's learning agility, social behavior and mental well-being. Education took a back seat as survival was key with struggling parents losing jobs and having to leave the city. Return to regular classes presented several challenges and to help offset the learning lag, our priorities included.

1. **Identify student learning levels**
   We identified student proficiency and skill levels in language by conducting reading and comprehension assessments in addition to quizzes and informal conversations. We also tested basic math skills and concepts.

2. **Support students to improve literacy skills**
   We modified our teaching strategy and focused on 'teaching at the right level' for age appropriate and class appropriate results. Teachers focused on improving reading fluency and comprehension of text. Students were provided with intensive reading practice sessions and reading fluency tests were conducted to track their progress. 80% of the students improved in literacy skills. Remaining 20% had challenges in reading and comprehending.

3. **To cover learning loss and ensure class level proficiency**
   Teachers revised essential basic concepts in Maths and Science to cover what students might have forgotten or learnt in the previous class. Simultaneously teachers started to cover the class level topics, choosing connected concepts to minimize the gaps due to unfinished learning from the previous year. Offline formative and summative assessments were conducted for the students to assess their progress.

Highlights & Achievements

Percentage of Students passed in SSC Board Examinations

47%

Students with **GPA 9+ score**

06

Students with **10 on 10 GPA score**

Key Issues

The transition from online classes to offline and then again from offline to online classes in this academic year impacted students and had a bearing on their dropout rate, attendance and also in the teaching learning process. Around 400 students could not attend offline classes as their parents migrated back to their native places due to Pandemic.

Current Challenges

- Unfinished learning: To cover the previous year's missed course curriculum
- Learning loss: To refresh and renew interest in topics they learnt previously but have now forgotten due to the long break because of the pandemic

Kallam Anji Reddy Vocational Junior College

Kallam Anji Reddy Vocational Junior College established in 2003, offers two-year vocational courses for students who passed the 10th Class SSC board exam or equivalent exam. The objective continues to be to encourage 10th class students from economically weak sections to pursue higher studies and get skilled.

The co-education institute is particularly popular with students from Telugu-medium schools as subjects are taught in English and Telugu till students are comfortable with English. A distinguishing feature of this vocational college is the full day curriculum which includes after college tutoring to include EAMCET coaching, digital classes, along with personal counseling and remedial class for slow learners. In addition we support eligible students with good placements.

Our Approach & Activities

In a shift from the regular academic calendar, the year's session started on July 1st (instead of June) as final exams were deferred from March to May due to the drawn out impact of the pandemic.

Also, 70% of the students could not attend the college during the academic year due to various reasons and while online and offline classes were conducted as per BIE guidelines only 30% students could attend classes. Despite these setbacks, we secured good results for the first and second years with state ranks.

Highlights

Physiotherapy course was added to the syllabus for the academic year 2022-23.

All the labs were equipped with good infrastructure and new apparatus.

35%
of second-year students achieved 85%+ score in Intermediate Public Examinations

97% **Second-year students passed the IPE**

Key Issues

- As per government norms attendance is not mandatory for vocational colleges therefore students opt to enroll but instead of attending the course, take up jobs thereby impacting continuity.
- Students struggled to find on-the-job opportunities to gain practical exposure as companies hesitated to hire candidates and parents were reluctant to send their ward for training during the pandemic.
- In the last academic year, while students cleared the examinations there was a pronounced lag in their practical knowledge as lab practicals could not be held due to the pandemic.
- Addressing and managing parents who de-prioritized education and were unconcerned about their wards attending college.

Current Challenges

- Addressing drop-out problem as the pandemic forced several students to put their studies on hold and support their families. To encourage them to keep in touch with their studies, we continued to provide them with basic study materials but onboarding them for regular classes continues to be a challenge
- The new guidelines from the government (intended to counter the pandemic's impact on learning) resulted in some students to be directly promoted without attempting the 8th, 9th, & 10th grade exams; as a result there was obvious lag in their learnings. To address this gap we have bridge courses (focusing on the basics for grade 8th,9th,10th)
- Increase in dropout rates as families migrated back to their villages with their children.

YOUTH

Skill Development

PwD

Sashakt

Skill Development Programs for Youth

Placement-linked skill development programs have been the flagship program for Dr. Reddy's Foundation since its inception. In 2020, DRF expounded its skilling strategy till 2025 and the strategy can be summarised as equip youth from low-income households with market aligned foundational and technical skills for better jobs or self-employment by using a segmented approach. Purpose of this strategy is to help DRF contribute methodically to the national skilling priorities and to help: [a] have clarity and a road map for our work in skilling [b] sharpen current programs [c] respond to emerging opportunities and [d] to align better with the priorities of its partners and the larger ecosystem needs.

Our Approach & Activities

Our youth skilling efforts pivot towards "Core Employability Skills" and "Technical Skills". Core employability skills are foundational skills which are universally applicable, transferable and essential to prepare youth for the organised sector and our young aspirants from GROW benefit from it.

Simultaneously we also train young people on technical skills which are specialized and aligned to working in sectors like healthcare. Our High Quality Health Care Skilling (HQHCS) training focuses on training marginalised youth, especially women, for General Duty Assistance. Post training, aspirants are placed in reputed corporate hospitals or private clinics.

This year we continued SAMHITA training to create awareness on non-pharmaceutical intervention (NPAs) at the community level. The program helped to provide timely and correct information on COVID-19. A vaccination module was added this year to address the vaccine hesitancy issue in the community. After completion of this virtual training, participants are assessed and certified and encouraged to support their local communities.

Highlights

GROW

Total Youth Trained
11,004
Males 5,067
Females 5,937

Total Placed
7,051
Males 3,192
Females 3,859

Average Salary INR (tier wise)
12,017
T-1: **14,055,** T-2: **11,597,** T-3: **10,952**

Number of Centres
53
in **17 States**

GROW-Digital

Total Youth Trained
3,595
Males 1,628
Females 1,967

Total Placed
2,154
Males 993
Females 1,161

Average Salary INR (tier wise)
12,815
T-1: **15,165,** T-2: **12,090,** T-3: **10,968**

Number of Centres
10
States

GROW-Plus

Total Youth Trained
470
Males 178
Females 292

Total Placed
281
Males 109
Females 172

Average Salary INR (tier wise)
13,648
T-1: **14,486,** T-2: **13,412**

Number of Centres
04
in **3 States**

HQHCS

Total Youth Trained
299
Males 23
Females 276

Total Placed (M&F)
202
Males 11
Females 191

Average Salary INR (tier wise)
12,926
T-1: **15,503,** T-2: **10,043,** T-3: **8,798**

Number of Centres
03
in **2 States**

SAMHITA

Total Youth & Community Members Trained
6,120
Males 2844
Females 3276

Total Certified
6,072
Males 2819
Females 3253

* Data of FY 2021-2022

* T-1 : Tier 1 city, T-2 : Tier 2 city, T-3 : Tier 3 city

Key Issues

1. The pandemic disrupted the training schedules and created a bigger urgency for employment. Our challenge was to ensure a smooth transition to digital classes.
2. Addressing the placement lag due to the stalling of job availability as a fall out the pandemic.

Current Challenges & Learnings

Agility, using digital technology more, and investing in a Training of Trainers (ToT), helped us survive the crisis during the second wave when centres were closed again. DRF was able to quickly transition and manage all key processes for "core employability skills" training programme to online classes based on the "digital delivery" system we built last year. However, in the healthcare skilling program, it was difficult for trainers to deliver classes online due to the need for practical classes. This forced us to wait till we could reopen our centres in Sep 2021.

One key challenge was the availability of digital infra & internet for our aspirants, especially when classes where delivered virtually.

Investing in a ToT course for trainers was very helpful. We trained our trainers to deliver virtual training effectively and developed more than 3000 short videos on core modules in vernacular languages. We used our learning management system to administer assessments and share videos on core modules that students used for self-learning.

Skill Development Program for PwDs

As GROW PwD program celebrates its decennial this year, we are proud of our many milestones just as we are humbled with our long learning curve. We have grown from one training center (on a pilot basis) to establishing centers in 35 locations in 15 states and have enrolled 25000 youth with eight different disabilities.

As we continue to grow, we aspire to work with 15 disabilities by 2025. This is an ambitious project goal closely aligned with our strategy plans and we are unwaveringly inching towards this goal.

Our Approach & Activities

While the lingering impact of the Pandemic affected the program and its stakeholders - particularly the beneficiaries – our trainings continued online but needed to be extended till the end of January, 2022 as young people with disabilities struggled to cope with their own set of challenges to re-join the trainings. Also, young people were slow to shift from their accustomed “work-from-home” mode to their office space. This transition from chaos and uncertainty to restoration and stability demanded a lot of effort by the team.

Our focus is now on reaching geographies which are not covered by others; and as we continue with our training work, we are simultaneously working with employers to create awareness and encourage the mainstreaming of employment for persons with disabilities. We started this effort by focusing on two cities - Guwahati in Assam, Raipur in Chhattisgarh.

Also another big step in ensuring gender equality is by working to increase women participation in the program from the present 22% to 30%. We also conducted “sensitization” workshops for corporate representatives and emphasized on safety guidelines while accommodating people with disability.

Highlights

We launched a training program to enable people with intellectual disability to work in the retail sector and also tested the feasibility of a Hub and Spoke model of training for youngsters from remote villages.

Retail Training Model

The retail training model for persons with intellectual disability was encouraging and we plan to scale it up and introduce it in other parts of the country along with another program for graduates in IT/ITeS sector.

Hub and Spoke Model

The Hub-and-Spoke model was implemented in three rural locations in Karnataka. This model will provide quality training and placement support for youth with disabilities residing in remote areas.

Key Issues

1. Low education and skill gaps among PwD
2. Safety issues during pandemic
3. Job opportunities arelimited to few disabilities
4. Availability and access to appropriate infra for ‘Work from Home’ opportunities
5. Accessible transport facility

Challenges

Covid-19 severely impacted the program by bringing operations to a grinding halt for a period and then by slowing down the implementation between the resurging phases of the pandemic.

Placements also hit an all-time low due to the unabated fear despite the diminishing pandemic cases. People were worried about safety and physical contact if they came to the center and those who had completedtheir training too were hesitant to take up jobs as an increasing number of employers withdrew“Work-from-Home”options and insisted to sign up for “Work-from-Office instead.

Sashakt

Sashakt is a scholarship program for meritorious women who aspire for a career in science especially research. It was rolled out in 2018-19 by offering scholarship to encourage girls from disadvantaged backgrounds to pursue careers in STEM studies by enabling them to access some of the country's elite colleges and also supporting them with a team of leading women scientists to mentor them individually.

Our Approach & Activities

The scholarship offers an amount of Rs. 80,000/year for 3 years for students to take up graduation in basic/ natural science subjects. The amount covers tuition fees, hostel fees and other miscellaneous expenses. The unique feature of this scholarship is that girls are provided with mentorship by women scientists to motivate and guide them through crucial stages of their career in addition to being role models for these young women.

To qualify for this program the scholar needs to get admission to one of the listed top 20 science colleges in any of the 6 major cities and show proof of being financially disadvantaged. Currently we are offering scholarship to 20 students per year. The program follows the students closely throughout the three years of studies and once we have more graduates from this program, the program has the potential to link women in various stages of scientific careers to form a support network.

Highlights

The unique feature of this scholarship is the mentorship support by women scientists and science professionals; who motivate and guide them through the crucial stages of their career in addition to being a role model for them.

54 Mentors
giving guidance to 81 Sashakt scholars

The mentors belong to premier institutions such as IISc, Bangalore; NCBS; TIFR; CCMB-CSIR,ICT; JNU; IIT Jodhpur, S.N. Bose National Centre of Basic Sciences, Kolkata; CDRI, Lucknow; University of Madras; University of Delhi; Indian Institute of Astrophysics, Bangalore; IIT Kharagpur; National Institute of Immunology, Delhi, ICGEB,CSIR- IICT, Indian Institute of Mathematical Sciences.

81 Students
have been selected in the past three years (starting from 2018- academic year)

More than 65% Sashakt scholars are from a rural background including few from remote areas in India. More than 90% students have an annual family income less than Rs.2 lakhs and rest average between 2-3 lakhs. Our selected students belong to 11 states/ UT of India and even if they are from a poor socio-economic background, we select students who have an aptitude and an interest to pursue research careers. This is to ensure that they have an opportunity to opt for a career in science despite their difficult circumstances.

60%
girls joined for PG studies from the first batch (2018-19)

Prominent performers include Simran, a Sashakt scholar who got through IISc, Bangalore and Tanu Swami got through IIT-BHU.

While some had to take education loans for their higher studies (since we support them only till their graduation) a few students took a break to work to ensure they could pay for their Masters course which they were eager to enroll for.

In batch II (2019-20), Sakshi Sharma, has been selected with scholarship to pursue D. Phil in Chemistry from the University of Oxford. Many others are exploring their options as results were delayed due to the pandemic.

Key Issues

Addressing the gender gap in STEM is important for holistic growth and research and as per the latest reports, 16.6% of those directly engaged in research and development activities in India are women. The global average is 28.4%.

The percentage of women faculty and students in STEM decreases with the perceived high status of the Institution. It is also inversely proportional to the increasing position of authority within the hierarchy. For instance, at the Indian Institute of Technology (IIT)-Madras, only 31 (10.2%) out of 304 professors are women. At IIT-Bombay (IIT-B), 25 out of 143 professors (17.5%) are women.

Challenges

One of the major challenges is managing the conflicting expectations of the parents and the girls - especially once the students have completed graduation as many parents prefer to get their daughters married instead of studying further.

Also during COVID lockdown when colleges closed and courses were online, many scholars were forced to return and once again confront challenging family environments and social pressures from which they had managed to escape. Since it was a time when many fathers lost their jobs or mothers could not go out to work, some of our students were forced to go for manual daily wage work during those difficult times to support their families economically. Others had to constantly ward off the pressure of getting married to ease the family burden.

Students also found it difficult to continue research careers as the urgency to become financially independent faster increased.

We are happy to report that despite these struggles all our students completed their studies with the help of constant counselling and support from their mentors and most have opted for higher studies in science.

Rural DEVELOPMENT

MITRA

MITRA

MITRA is being implemented since 2016 by developing a 'lead farmer' platform involving active farmers across all social demographics in 07 States. The lead farmer platform is promoted at ward level in all panchayats of Samastipur district in Bihar since 2019. The current program aims to improve the lives of small & marginal farmers with hands-on training to enhance crop productivity, even as we work to scale down farm input costs and introduce strategic market interventions.

Our Approach & Activities

The aim of the program is to enable small and marginal farmers through multi-stakeholder involvement in the agri-extension and market intervention.

The district platform is based on the voluntary participation of farmers across the social and economic spectrum and is meant for ironing out the knots in the last-mile delivery of the advisory services at the village level. In addition, the lead farmers' platform also focuses on supporting the farmers in realizing better prices for their produce.

The selection of LF is participatory with knowledge sharing as the key criteria. Lead Farmers are trained on new technologies/ agronomical practices under the guidance of local support systems which include government & non-government technical partner agencies. This is further augmented with field demonstrations & dissemination of learnings to fellow farmers to enhance the adoption of new practices in larger areas.

In 2021-22, the program enabled 1100 Lead Farmers and 43196 Fellow Farmers to adopt improved management practices in the cropping of maize, wheat, paddy, and vegetables. A total of 3200 Lead Farmers were impacted directly and many more indirectly.

MITRA is also being supported in Regenerative Agriculture through the ACE Program.

Highlights

Regenerative Agriculture

300

acres brought under wet-DSR seeding technique

This intervention saved

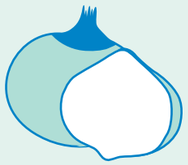
12% of the labour cost

&

40% water in 112 Acres

Additionally, 5000 farmers adopted "zero tillage intervention" which vastly reduced labour costs & increased the yield by 15-18%. This technique found a ten time increase in adoption and saved about 6,34,55,000 litres of water last year. Further, under the ZT 404690 litres/acre, the intervention has the potential to increase up to 25% acreage in the district in the coming years.

Highlights



Flood Resilient Water-Chestnut Intervention

40

acres of land was brought under flood-resilient water-chestnut cultivation to mitigate losses due to extreme floods

As a scaling up strategy, this intervention can bring 25% of the acreage under the floodplains with a potential to earn Rs.20,000/Acre.

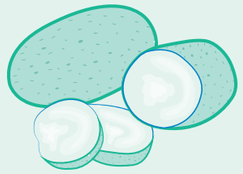
Women empowerment through Protected Mushroom cultivation

218

farmers are cultivating (in 100 sq. ft. area each) oyster mushrooms as a part of our

“off-farm cultivation intervention”

A 45 day-cycle grossed about Rs 2,500 and a total 8 cycles per year could get a return of Rs.20,000/year/100 sq. ft.



End-to-End Sustainable Potato value chain

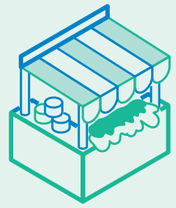
The introduction of high-yielding LR-Potato to enhance productivity by

5-10%

aims to improve farm revenue through comprehensive grading and a buy-back process from 690 active LFs’ with 10-30% enhanced price

97% Adoption rate

The adoption rate of this particular intervention last year was 97%, underlining the sustainability of this intervention.



MITRA Mandi

A stakeholder-friendly marketplace has been established to enable farmers to directly transact with private players.

15-35%

price appreciation

The marketplace is fully equipped with weighing, automatic grading, and quality testing facilities and helps buyers to get the desired product as per their criteria. Producers grossed a 15-35 % price appreciation over the last two years.

Turmeric intervention

The intervention focused on promoting the intervention of high curcumin seed variety among farmers coupled with the adoption of the best management practices and improved market linkages.

The pilot project included

109

Lead Farmers who now have assured market linkages.

Multiple Institutional Partnerships established e.g. with

ICRISAT, CSISA, KVK, CAU-Pusa, and IRRI

Key Issues

- Lack of awareness of modern farming schemes and techniques is the key issue for diminished production and misuse of natural resources like water.
- Lack of market knowledge or linkages is leading to increased market malpractices which ultimately affects the farmer cost-benefit ratio.

Current Challenges

- Extreme and unpredictable climate patterns frequently hamper program activities thereby impacting the stability of interventions like Dry-DSR.
- Availability of seeds is a persistent challenge especially in the case of turmeric.
- Lack of farm mechanisation service to promote climate smart agriculture practices.
- The mushroom intervention to empower women is slower mainly because of the lack of awareness in this group and also because other gender dynamics conspicuous in rural areas.

CLIMATE Action

ACE

Action for Climate and Environment (ACE)

DRF included climate action as a part of the organization's mandate through its Action for Climate and Environment (ACE) program in the year 2020. The main focus of the program is to protect and secure livelihoods against increasing climatic risks and their impacts and reduce GHG emissions by implementing a mix of mitigation and adaptation strategies, in a participatory and integrated manner.

Our Approach & Activities

The scope of this program is multi-sectoral and the strategy is to develop a climate-resilient future by focusing on five different thematic areas or strategic components namely Agriculture and Water; Smart Energy Management (SEM); Coastal Ecosystems; Solid Waste Management (SWM); and Water, Sanitation and Hygiene (WaSH).

The activities are being carried out in a phased manner with the initial work already initiated in three strategic component areas - Agriculture and water, SEM, and Coastal Ecosystems. Under agriculture and water, ACE focuses on promoting Regenerative Agriculture, which aims at helping small and marginal farmers adopt improved and novel climate-smart practices and technologies that help in sustainably increasing agricultural productivity and incomes; adapting to climatic risks; and mitigating greenhouse gas emissions, where possible. In SEM, our work focuses on promoting sustainable farm mechanization. Lastly, under the coastal ecosystem, ACE is working on climate adaptive livelihood diversification models and coastal afforestation.

We are currently working in five locations. Besides, Pydibhimavaram, Andhra Pradesh, and Thirupuraram in Telangana, ACE expanded its work to cover locations in Uttar Pradesh and Madhya Pradesh. ACE is also supporting climate-smart agriculture activities in existing project (MITRA) locations in Bihar.

Highlights

Integrated Watershed development

has been initiated with Rejuvenation Water bodies in two project locations (one each in Miryalguda and Pydibhimavaram).

68,000

farmers are practicing regenerative agriculture

49,00,000

litres of water have been saved under the ACE Program

133

Villages covered in AP and Telangana

870

Villages covered in UP and MP

Interventions done under Climate Smart Agriculture and Water

1. Zero tillage (6725 acres).
2. Direct seeded rice (6409 acres).
3. Alternate Wetting and Drying of Rice (1500 acres).
4. Drone spraying in 340 acres on a pilot basis.
5. Laser levelling of land.
6. Furrow irrigated raised beds.
7. Machine transplanted rice.
8. Integrated Pest Management.
9. Other examples include rain hose to improve water use efficiency, bore well recharge to improve water availability, green manuring & intercropping for soil fertility, waste decomposer culture for organic waste management, and plant protection agent.
10. Supported 30 women to establish individual kitchen gardens for nutritional security.
11. Initiated avenue plantations in three villages in Tripuraram.

Under Sustainable Farm Mechanization

1. ACE is promoting sustainable mechanization by providing farmers in AP and TS access to 110 multi-croppers through a service / ownership model.

Under Coastal Ecosystems

1. Agroforestry has been initiated with 51 farmers in the degraded land in 25 acres of land in 16 villages.
2. Under the coconut plantation 'enhanced strategic intercropping' has been done with 300 farmers for Napier grass and 100 farmers for Navadanya cultivation for soil moisture conservation.

Multiple Institutional technical Partnerships established e.g. with CSISA, WWF, CIMMYT, IFDC, KVK and IRRI.

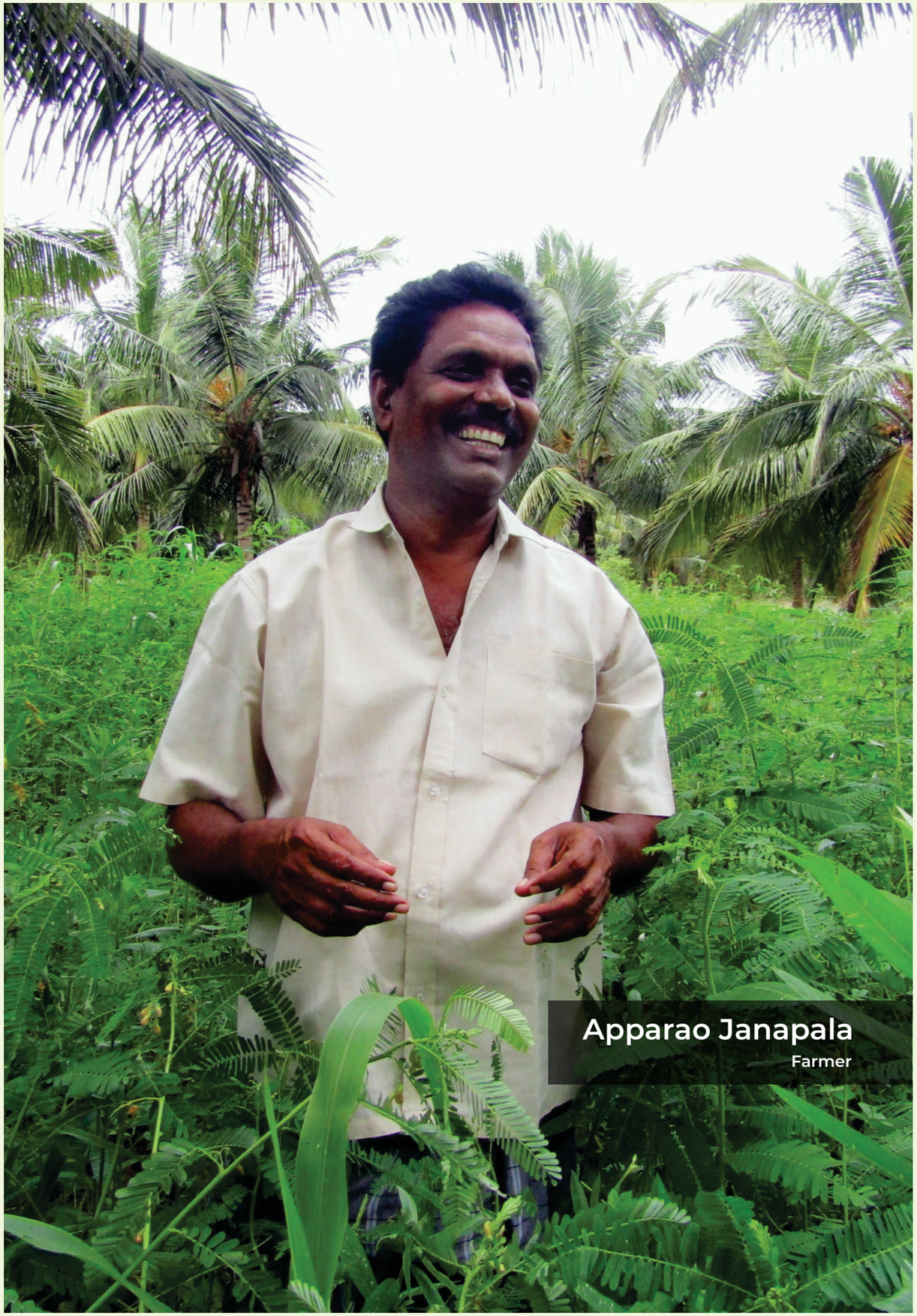
Key Issues

- Agriculture is the second highest contributor to GHG emissions at 19.6% of total emissions and is also highly vulnerable to climate change
- Lack of awareness about the importance of adoption of climate-smart interventions.

Current Challenges

- Changing climate patterns and unpredicted climate risks are the main challenges to the program activities
- Consistency of farmer adoption rate is directly linked to the soil moisture content at the time of the sowing in case of Dry DSR.
- Lack of awareness of best management practices.
- Access to farm mechanization, infrastructure and data for the Regenerative Agriculture.

Stories of CHANGE



Can Do, Will Do

Apparao Janapala, owns five acres of land in Govindapuram village, in Vizianagaram District. The hard working 50-year-old farmer mainly grows rice and maize in addition to nurturing some coconut tree orchards. Despite his untiring efforts, he noticed that over the last five years, the yield from his field was steadily declining and the coconuts were stunted and definitely unlike his previous coconut harvest.

In desperation, he increased the quantity of fertilizers and pesticides and started spending between Rs.3000 - 5000 on pest control activities for an acre of paddy land and Rs.9000 – 10000 on weed and pest management for the coconut orchards, but it did not get him the results he wanted. So when our team invited him to join the cluster level trainings he was excited as he hoped to learn new techniques to revive his crops with low inputs.

The training which included demos, explained about the benefits of Navadhanya technique - a traditional system to help restore soil fertility. And Apparao came away impressed and was bold enough to try the Navadhanya technique as a pre-monsoon intervention on one acre paddy field, which was his “trial” plot. The results were encouraging as it yielded higher than the other plots. He also observed an increase in soil microbes which he knew was good for his crops.

Emboldened by the experience, he adapted the technique to another two acres of land and this time it was his coconut fields that benefitted from the change. He cultivated diverse Navadhanya crops in his coconut fields between the existing trees. Earlier he spent about Rs.15000 – 20000 on fertilizers and pesticides to protect his coconut garden but after shifting to this method, he was spending just half the amount and getting anywhere between 2300 to 2500 coconuts when compared to the earlier crop of 1600 or sometimes 2000 at its best.

“Since the results were encouraging , I decided to continue with this new technique as it required less fertilizers and was kind to the land without robbing me of my profits. I am now able to save about 10,000 on pesticide and weed management”.

He is now a “model” farmer in his area and he encourages others farmers to experiment with this techniques by sharing his learnings with the others.

Navadhanya was a traditional cropping system mainly practiced by rain-fed farmers in the southern states of the country. This practice is intended to cover the soil for most of the year by sowing two or more types of crops. DRF in consultation with agri-scientists introduced this method in our cluster as a climate smart agricultural practice. Navadhanya cropping system is about meticulous planning and the judicious use of seeds for harvesting of multiple crops from the same plot. Farmers can reap diverse crops like pulses, cereals, oilseeds, green fodder and some vegetables.

Ready to Kick-off

Aishwarya Vittal Nayak might be an odd ball! Unlike other girls and undaunted by her background, this thirteen-year-old aspires to be a professional soccer player and if her records are anything to go by, then she is sure heading down that road!

An 8th grade KARV student, she loves her school and credits her teachers and coach Samad, for identifying her talent and encouraging her to play football. Says Aishwarya, while trying to suppress a laugh "I still remember the day I was selected to play football. One morning post assembly, our coach made us all stand in a line and run to the other end of the field and then pointed at a few of us to step out. And that was it. To my credit, I can say I was a good athlete, had good stamina and just loved sports. But I had no inkling about football, never seen a match and was totally clueless about what to do with the ball when we lined up on the field!"

But that was a long time ago. Today she plays football like a pro and follows the game and craft of players like Alex Morgan, Meghan Rapinoe, Sam Kerr and Oinam Bemben Devi; but her all-time favorite is "who else but Neymar, Neymar, Neymar!" confirms Aishwarya with great enthusiasm.

Aishwarya's mother, Venkatamma, got her enrolled at KARV when the child was ready for LKG because she was working as an attendant in the school and apart from the convenience of coming and going together, she was sure her daughter would get good education.

Aishwarya who is the youngest of three kids, says she gets her way most of the times because her father, (who apart from working as a car driver also works as a farm hand) is seldom at home and she knows how to win over her mother especially when she wants to go for her matches. Elaborates the young soccer celebrity "I am happiest when I am on the field and my best memories are of the time we went for the Nationals in Bangalore. And while it was a good experience, it still breaks my heart when I think that we ended as runners up, because despite it having been a well fought match, we lost to Pune by one goal – the penalty goal! I could not even enjoy the flight (my very first one) back home because I was crying all the way!"

She confesses her cousins and neighbors tease her for playing football but her parents and particularly her elder brother encourages her with small tips on how to improve her game. Aishwarya hopes to play for the country and is praying that some Club will soon sponsor her to make this dream come true.

"I am glad she is playing football and ball badminton... I only have one expectation from her and that is, she should not neglect her studies because of the game. So far she has not disappointed me."

Venkatamma
Aishwarya's mother

Aishwarya Vittal Nayak
Student

Taking Big Strides

Besai Roy is on a fast track to success. He joined Flipkart in their "Voice Process" – department at the entry level when the pandemic was still disrupting lives, but soon learnt to weave his way forward by learning new skills and staying agile.

"I was desperate to get a job and I was not sure of a placement during the pandemic because in my city, more people were losing jobs than getting employment. So I was open to taking whatever job I got and was sure I would be able to go forward once I got a foothold."

Recollects Besai, "My first assignment, was very mundane and tedious work. As a call center worker you are on the phone for more than eight hours and dealing with irate customers. But since the job was a life saver for me and the company was well known, I decided to do whatever it takes to do it well. It taught me two big skills – to be patient and to listen – which in turn actually helped me to move to where I am now."

Roy was soon moved to be an "HR implant" at the Flipkart warehouse which was basically a role that focused on listening to people's problems and finding solutions. Explained Roy, "At Flipkart where manpower is central to their business, HR can get overwhelmed with bulk recruitment or even tackle daily grievances" and my role therefore was to be the intermediary – between HR and the recruits."

His hard work paid dividends as recently Roy was selected to join the HR team as a full time staff. "This is a big leap for me. I will be moving to a territory level assignment to take care of 300 people and will have 30 direct reportees" explained an elated Roy.

He managed 90 people and tirelessly listened to employee woes and tried to find solutions that worked for the company as well as the employees. Touchingly, he always kept an eye for GROW PwD candidates in particular. "I decided to learn sign language to be the bridge, though I am not there yet, I can communicate with them."

True to form, Roy was working on how to excel in his next role. He explained "I am enrolling for an MBA so that I can be good at my work. I want to always be on top of my job."

Indeed a big achievement for a young boy who travelled each day three hours (one way) by bus and returned home late at night cooked dinner for his father and brother before hitting the bed to dream big.

Dancing Forward

Shashmita's bright smile lights up her face, but it cannot hide her angst as she hurriedly arranges her skirt to hide her amputated leg when we visit her at her home. She lives in joint-family with her grandparents, uncles and cousins, in a modest house in a village on the outskirts of Kolkata. The family owned a thriving grocery store till the pandemic disrupted their business and threatened their livelihood.

But despite these knocks, the palpable warmth and harmony is evident as her family hovers around her and she in turn, is measured in her response in their presence, taking particular care to hide her pain. The only daughter in a large joint family, it is evident that she is loved and pampered and each of them is still struggling to cope with this pain in their own way.

"It has been about five years since I had my surgery, but the trauma still lingers and takes me by surprise in unguarded moments."

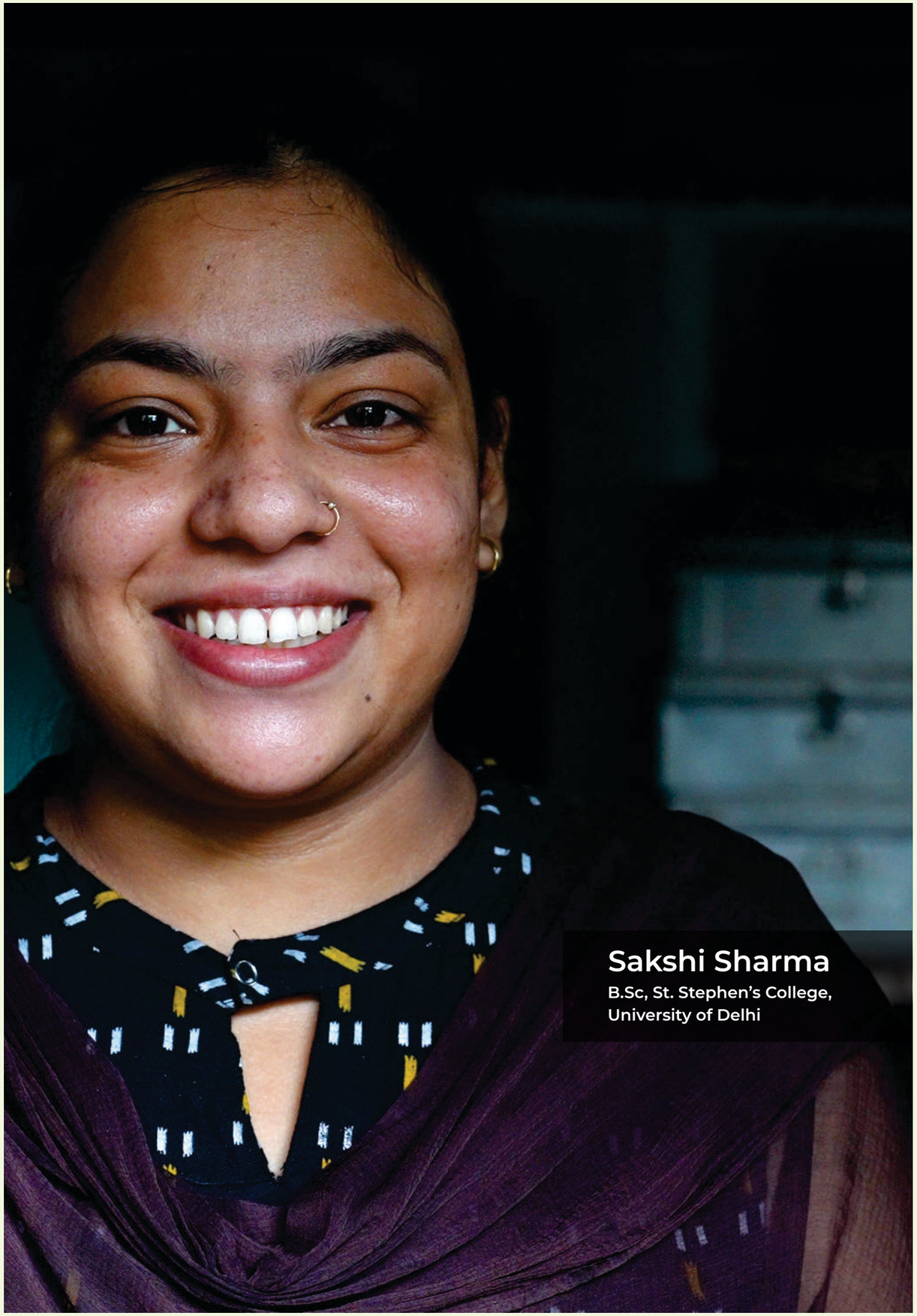
"Of course, we try to look at the positive side. I had bone tumour and the malignancy was life threatening and we are all glad I got a new lease of life even if it was at a huge cost."

Sashmita's mother comes in with tea and one cannot miss how Sashmita immediately changed her tone fixed a cheerful smile on her face. Sashmita explained when her mother left the room, "I do not like to talk about it in front of my mother. She tries very hard to be strong but you will soon find out that we are all poor actors! Just because they do not cry in front of me does not mean that they do not bleed, I see my mum's red eyes every day and my father's taut face as he watches me limp. I know they are traumatised like me, but collectively they all encourage me to go out and live life.

My cousin was the one who insisted I sign up for the 'GROW' training, because he wanted me to learn to face the world. It was perhaps the best thing to have happened after all the unhappy events because it slowly made me determined to not let my disability stop me.

My trainers at the Centre were very encouraging and patient. I learnt new skills and also regained my confidence. And thanks to their keen support, they worked hard to find me a placement close to my home so that I do not have to travel in public transport.

Getting a job has added to my self-worth in a big way. It gave me courage to face the world and I am also back to my dancing on my prosthetic leg! I feel I am finally able to regain my independence and have some control on my life which is something you learn to value only when you lose it.



Sakshi Sharma
B.Sc, St. Stephen's College,
University of Delhi

To Oxford

Our Sashakt scholar Sakshi Sharma (2019-20 batch) who completed her B.Sc. in Chemistry from St. Stephen's College, University of Delhi (with CGPA 9.87) is selected for full scholarship D.Phil Program in Chemistry at the University of Oxford, UK.

Sakshi hails from village Nichli Baster, Bilaspur district, Himachal Pradesh. She studied in a village school. Her father is self-employed and has studied up-to X class and her mother is a homemaker. Sakshi is a first generation college goer. Her father had to borrow from relatives to pay for her school education. Sashakt scholarship eased the burden of her parents and enabled her to complete graduation in Chemistry from St. Stephen's, which she completed with 9.87 CGPA.

Sakshi has secured a D. Phil in Chemistry from Magdalen College, University of Oxford, UK with full scholarship and funding for her stay for 4 years. Looking at her financial constraints we have further supported her visa and ticket charges.

Sakshi's' mentor is Seema Grover from Dr. Reddy's.

Reports

Financial Reports

Posh Declaration

A. Ramachandra Rao & Co.
Chartered Accountants

Flat No.302, 3rd Floor, D.No. 6-2-975
A-Block, Kushal towers,
Khairtabad, Hyderabad- 500 004.

Tel: 040-27633677
E-mail: admin@arrandco.org

AUDITOR'S REPORT

To
The Board of Trustees of
Dr Reddy's Foundation
Hyderabad

We have audited the attached **Balance Sheet of Dr Reddy's Foundation (DRF) as at 31st March 2022** and the related **Statement of Income and Expenditure** and **Receipts and Payments for the year ended on that date** annexed thereto and a summary of significant accounting policies and other explanatory information.

Management Responsibility

These financial statements are the responsibility of DRF's management for preparation of the accompanying statements including the preparation and maintenance of all accounting and other relevant supporting records and documents to give a true and fair view of the financial position and the result of its activities. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the auditing standards generally accepted in India as relevant to DRF. These require that we comply with the ethical requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India. We have complied with the relevant applicable requirements of the Standard on Quality Control (SQC) 1, Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements. Those pronouncements require that we plan and perform the audit and comply with ethical requirements to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant

A. Ramachandra Rao & Co.
Chartered Accountants

to DRF's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material aspects, the financial position of DRF as of 31st March 2022 the result of its activities for the year ended on that date, in conformity with the accounting policies disclosed in Schedule 10. The supplementary information in Schedules 01 to 09 and in Notes to Accounts – Schedule 10 is presented as additional information for the purpose of understanding the financial statements. Such information has been subjected to the audit procedures applied, in relation to the financial statements taken as a whole.

This report is furnished solely for purposes of use by the Board of Trustees of DRF for their consideration and submission of the same to the donors of DRF and it is not to be used for any other purpose, or referred to in any other document, or distributed to anyone other than the members of the Board of Trustees of DRF, their donors.

Place: Hyderabad
Date: 30/08/2022

for A. Ramachandra Rao & Co.,
Chartered Accountants
ICAI F.R N: 002857S

P.S.R.V.V.Surya Rao
Partner
Membership No. 202367
UDIN : 22202367ARFMDJ5410

DR. REDDY'S FOUNDATION
HYDERABAD

Balance Sheet as on 31st March

In Rupees

		Sch. No.	2022	2021
LIABILITIES				
1	Corpus Fund		2,86,001	2,86,001
2	Reserves & Surplus	01	14,57,64,997	11,02,87,380
3	Capital Grant	02	15,42,03,651	15,42,03,651
4	Current Liabilities and Provisions	03		
	a) Current Liabilities		10,96,68,749	17,14,69,087
	b) Provisions		1,10,66,553	75,27,132
	TOTAL		**42,09,89,951**	**44,37,73,250**
ASSETS				
1	Fixed Assets	04		
	a) Gross Block		31,60,68,230	30,61,72,625
	b) Less: Accumulated Depreciation		(18,67,43,520)	(17,51,44,813)
	c) Net Block		12,93,24,710	13,10,27,812
2	Current Assets & Loans and Advances	05		
	a) Cash and Bank Balances		25,56,88,549	26,31,50,856
	b) Receivables		73,26,124	21,68,043
	c) Other Current Assets		45,57,229	63,25,875
	d) Loans and Advances		2,40,93,339	4,11,00,664
	TOTAL		**42,09,89,951**	**44,37,73,250**

Significant Accounting Policies 10

The schedules referred to above form an integral part of Balance sheet

As per our report of even date
For **A. Ramachandra Rao & Co.,**
Chartered Accountants

P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 30.08.2022
Place: Hyderabad

For **Dr. Reddy's Foundation**

K. Satish Reddy
Chairman

G. Anuradha.
Managing Trustee

DR. REDDY'S FOUNDATION
HYDERABAD

Income and Expenditure for the year ending on 31st March

In Rupees

		Sch. No.	2022	2021
INCOME				
1	Grants / Donations / Contributions	06	64,88,24,588	43,20,36,702
2	Other Income	07	6,21,32,958	2,48,34,591
3	Interest Income on Advances		22,00,648	72,10,987
	TOTAL INCOME		**71,31,58,194**	**46,40,82,280**
EXPENDITURE				
4	Programme Expenditure	08	62,83,02,258	41,30,18,931
5	Administrative and General Expenditure	09	3,33,21,590	2,67,11,014
6	Finance Charges		-	12,00,001
7	Depreciation / Discard	04	1,60,56,729	1,21,23,493
	TOTAL EXPENDITURE		**67,76,80,577**	**45,30,53,439**
	Surplus / (Deficit)		3,54,77,617	1,10,28,841
	TOTAL		**71,31,58,194**	**46,40,82,280**

Significant Accounting Policies 10

The schedules referred to above form an integral part of Income and expenditure account

As per our report of even date
For **A. Ramachandra Rao & Co.,**
Chartered Accountants

P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 30.08.2022
Place: Hyderabad

For Dr. Reddy's Foundation

K. Satish Reddy.
Chairman

G. Anuradha.
Managing Trustee

DR. REDDY'S FOUNDATION
HYDERABAD

Receipts & Payments Statement for the year ended 31st March

In Rupees

S.No	Particulars	2022	2021
	Receipts During the year		
A)	Donations / Contributions	57,09,50,962	46,68,59,475
B)	Interest	1,25,04,306	1,44,84,434
C)	Gross Receipts -Livelihood	73,18,331	48,51,444
D)	Gross Receipts - Education	3,81,05,310	1,54,42,687
E)	Miscellaneous Income	3,25,911	9,66,238
F)	TDS Refund	-	6,82,850
G)	Micro Credit Program Advances	98,70,777	1,74,63,926
	TOTAL	**63,90,75,597**	**52,07,51,054**
	Payments During the Year		
H)	Project Expenditure	63,40,11,414	40,78,12,477
I)	Purchase of Fixed Assets	1,22,07,782	67,00,467
J)	Advances	16,05,956	25,38,925
K)	Fixed Deposits	3,56,97,500	-
L)	Loans	7,35,448	2,27,42,502
	TOTAL	**68,42,58,100**	**43,97,94,372**
	Opening Balances		
	- Cash	30,231	50,397
	- Bank	23,35,40,891	15,25,64,043
	Add: Net Receipts over Payments	(4,51,82,504)	8,09,56,682
	Closing Balances	**18,83,88,618**	**23,35,71,122**
	Represented by		
	- Cash	-	30,231
	- Bank	18,83,88,618	23,35,40,891
		18,83,88,618	**23,35,71,122**

As per our report of even date
For **A. Ramachandra Rao & Co.,**

P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 30.08.2022
Place: Hyderabad

For **Dr. Reddy's Foundation**

K. Satish Reddy.
Chairman

G. Anuradha.
Managing Trustee

POSH DECLARATION

DR. REDDY'S FOUNDATION

Head Office:
6-3-655/12, Somajiguda,
Hyderabad - 500082, Telangana.

P: +91-40-23304199/1868
F: +91-23301085
E: info@drreddysfoundation.org

Date: 20th January, 2021

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

Dear Sir,

Sub: Annual Report under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 for the year ended 31st December 2020 for Dr Reddy's Foundation (Doesn't Include Education Vertical) situated at 6-3-655/12, Somajiguda, Hyderabad-500082.

We enclose herewith the Annual Report of Dr Reddy's Foundation situated at 6-3-655/12, Somajiguda, Hyderabad-500082 under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, with regards to complaints received and their redressal for the calendar year ended 31st December 2020.

Yours faithfully,

For Dr. Reddy's Foundation (Doesn't Include Education Vertical)

Authorised Signatory

DR. REDDY'S FOUNDATION

Head Office:
6-3-655/12, Somajiguda,
Hyderabad - 500082. Telangana.

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ANNUAL REPORT FOR THE YEAR 2020 FOR Dr. Reddy's Foundation (Doesn't Include Education Vertical) 6-3-655/12, Somajiguda, Hyderabad-500082 SUBMITTED TO THE HON'BLE DISTRICT COLLECTOR, HYDERABAD DISTRICT UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT, 2013 AND RULE 14 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) RULES, 2013

a. Number of Complaints received by the Internal Committee during the year : NIL

b. Number of Complaints disposed off during the year : NIL

c. Number of Cases pending for more than 90 days NIL

d. Number of Workshops or Awareness Programs Against Sexual Harassment carried out : 5

(1) Shared the POSH Policy to all employees through HR portal (Darwinbox)

(2) Periodic Reiterations of POSH is done through Posters over mail and Workplace (Official Social Platform)

(3) Communication to all employees towards changes in IC members.

(4) Shared Pod cast by Dr. Deepa Nair (External Consultant) to all IC members towards POSH and IC as per the statute.

(5) Conducted a Webinar to all employees to raise awareness towards the POSH policy and reiterate on the provision and protection to female employees through the policy and statute.

DR. REDDY'S FOUNDATION

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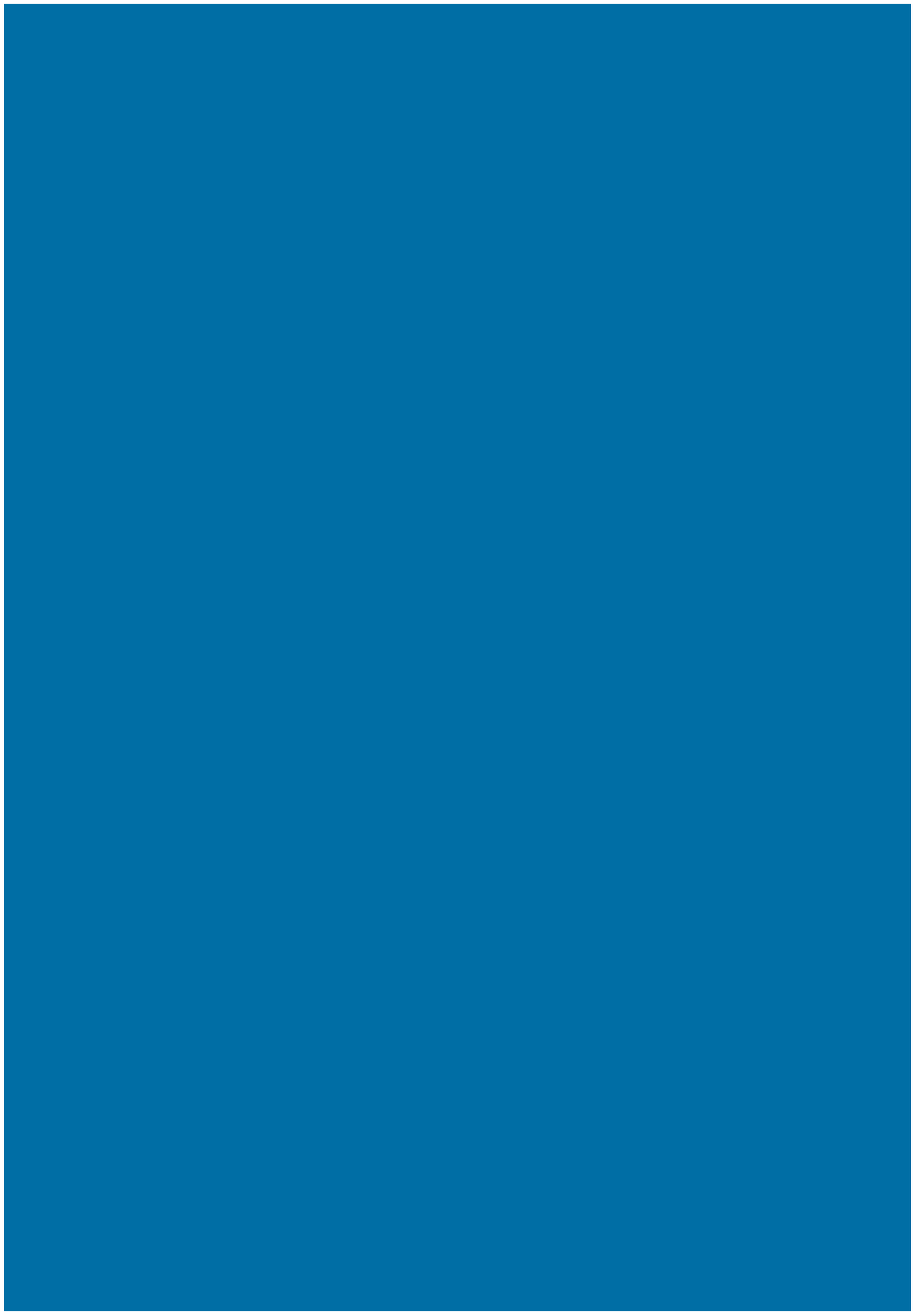
e. Nature of Action taken by the Employer As per Annexure

Annexure

The numbers of complaints received by the Internal Committee during the calendar year 2020 were NIL; therefore no action was taken by the Employer.

For Dr. Reddy's Foundation (Doesn't Include Education Vertical)

Authorised Signatory



DR. REDDY'S FOUNDATION

DRF Head Office - 6-3-655/12, Somajiguda,
Hyderabad-500082, Telangana – India