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# what we think

Trustees' Message | CEO's Message | Special Feature





# Trustees' Message



## 4,73,909

Supported Young people  
including people with disabilities



## 100+

e-skilling courses  
developed



**we are enthused to collaborate with  
investors, civil society, and independent  
experts to promote new ideas**



**K Satish Reddy**  
Chairman



**Anuradha Gunupati**  
Founder Trustee

## Dear Friends,

The essence of all our work is about the advancement of social and purpose-driven initiatives and we are enthused to collaborate with partners, civil society, and independent experts to promote new ideas and holistic solutions that support development that is inclusive, sustainable and have a wide social impact.

Undoubtedly, designing a better future is a collective effort but in a rapidly changing global situation, we now realise there is an onus on leaders across all domains to provide an innovative and supportive style of leadership. The need to focus on stakeholder value and support social entrepreneurship is vital for sustainability; which is why our Foundation's efforts are an important component of all that we do.

Skilling we know is a key component of progress. The pace at which technology is developing dictates the need for global reskilling as it is estimated that more than 1 billion jobs will be transformed by technology in the next decade. This we know will come at a huge human cost especially for developing

countries like India if we do not anticipate the changes and help our youth to negotiate these challenges.

Dr. Reddy's Foundation from the very beginning prioritised skilling and it continues to stay invested in developing human capital by ensuring young people from marginalized sections have access to good education, skilling and healthcare as these we know are central to accelerating economic progress. And this is a responsibility we take seriously and who better than Massa Singh can testify to this, for this bright lad from an obscure village in Punjab, escaped from being trapped as a daily wage earner and now leads a team as the Area Head of a well-known global food chain or someone like 43-year-old Manisha Shinde, who had no more enthusiasm to live as she was trapped in a bad marriage till she got the opportunity to join one of our skilling programs that are specifically for women between the ages of 30-45 years. This effort was intended to serve a dual purpose –first, to encourage women like Manisha whose age was kind of an invisible barrier to employment and second, an attempt at addressing the shrinking participation of women in the workforce.





Farmers benefitted

80,000+

It is gratifying to learn that the Foundation to date has supported 4, 73,909 young people (including people with disabilities) to find placements in line with their aspirations and we are particularly encouraged to note how the teams are pivoting towards identifying new opportunities to include technology as a part of the work. We understand, a self-learning app developed by DRF is helping content experts to disseminate their expertise, About 100 courses have been developed since its launch early this year. This no doubt is a small stride in a rapidly developing AI world but it also marks a step in the right direction for it is estimated that 44% of workers' skills will be disrupted and given that technology is going to be the new grammar for progress it mandates us to keep experimenting, be agile and nurture a curiosity among our young aspirants to global changes.

In addition, to advance more inclusive economies the Foundation amped up their support to marginalised farmers by working with them to increase their income by an additional Rs 10,000 per acre by using modified farm tools as well as the efficient use of fertilizers. In Samastipur, more than 80,000 farmers benefitted from this venture. DRF's efforts to promote inclusivity in the workforce by adding intellectual disability to the list of disabilities they are engaged in is equally commendable. The team is also assessing opportunities to include the transgender community to learn new skills and join the workforce. These are not easy asks, but we cannot ignore them if we believe



that everyone has a right to live with dignity and access to livelihood opportunities.

Needless to add our commitment to support access to affordable healthcare is our mainstay and therefore any opportunity to strengthen our public healthcare system is an opportunity no one wanted to miss. The Foundation collaborated with the local government in Srikakulam to support PHCs and is planning to expand this intervention further in a phased manner.

But what excites us most is our work on Climate Action because this is not just the key to our economic future but the big test of our times as we can no longer ignore extreme heat waves, floods or drought that is endangering people's lives and livelihood. Since we work with farmers and we know farmers can play a key role in tackling the climate crisis; our teams are hand-holding farmers to adopt climate-smart agri-practices as we believe

every initiative is a valuable contribution to arrest change and ensure environmental sustainability. In addition, we are linking with other stakeholders to protect coastal mangroves and scale up tested agroforestry models to improve soil carbon sequestration. DRF continues to stay invested in educational equity for kids and our teams are testing new ways to address gaps in education because of the long absence from regular schooling during the lockdown. A pilot project with schools focused on improving foundational learning and the encouraging results have motivated the team to take it to another 100 schools in AP and Telangana. Further, encouraged by the impact of the Sashakt scholarship for girls to study science at the graduation level, the Foundation now offers a 'Junior Sashakt' scholarship along with mentorship support for school girls to foster a love for science and embed resilience for research studies.

We hope our efforts will continue to help



₹10,000

Farmer's additional income per acre

create pathways out of poverty for our communities. Despite the unpredictability and rough times in the last few years, we are happy to note that the Foundation has stayed committed to its mission and moved forward through collaboration, foresight and innovation. Our stories of change included here highlight what it looks like when communities are stepping forward and availing these opportunities.

Finally, we owe our gratitude to everyone who supported and encouraged us. Our collaborative effort validates what Helen Keller said, "Alone we can do so little, together we can do so much."

Truly, it has been a privilege to work alongside all our partners, stakeholders, beneficiaries and colleagues to not just serve communities but also improve our environment by addressing core issues like access to good education, livelihood and climate change.

Warm regards,

**K Satish Reddy**  
Chairman

**Anuradha Gunupati**  
Founder Trustee



# CEO's Message



“ We will continue to work on both these axis, as one helps in addressing the challenges we face in the present while the other has the potential to leverage the untapped opportunities



**Shamik Trehan**  
CEO

## Dear Friends,

The last financial year has been the closest in terms of how all of us went about our daily lives before Covid pandemic started in early 2020 and adversely impacted lives and livelihoods across the globe. While the loss is irreparable; what stands out during this period is how people worked together to manage and respond to the unprecedented humanitarian crisis. It has reinforced our trust in humanity working together against all odds

when faced with events that threaten both our lives and livelihoods. It also brings into focus the urgency to replicate similar efforts in other impact areas, especially in countries with large populations living at low-income levels and having limited access to quality basic services.

For India, there was high optimism before this decade started about the untapped potential of holistic and inclusive progress that we as a country can make by 2030. We should not let how the decade has begun in any way move our focus away from the imperative and opportunity we have to make this decade count. And it is in this context that it is especially important to support the aspirations of our fellow citizens for a better quality of life for themselves and their families.

For a majority of citizens, it means having access to quality health and education services, income generation activities, social

security, and civic services and being a key part of the effort for action on climate and environment. How best does one contribute to this endeavour which is both inspiring and daunting for similar reasons? For it is inspiring as it can bring about change in the lives of a billion people but also daunting as there are no comparable examples of countries having achieved these changes with similar scale, complexity and within a democratic framework.

I remain optimistic this can certainly be achieved despite all the challenges and roadblocks that we face. The optimism is not based on the premise that progress is inevitable. It is based on our working together to continuously develop a deeper and more nuanced understanding of issues and come up with interventions to address them in an iterative cycle. What further fuels this optimism is the parallel technological breakthroughs taking place that have the potential to leapfrog critical bottlenecks



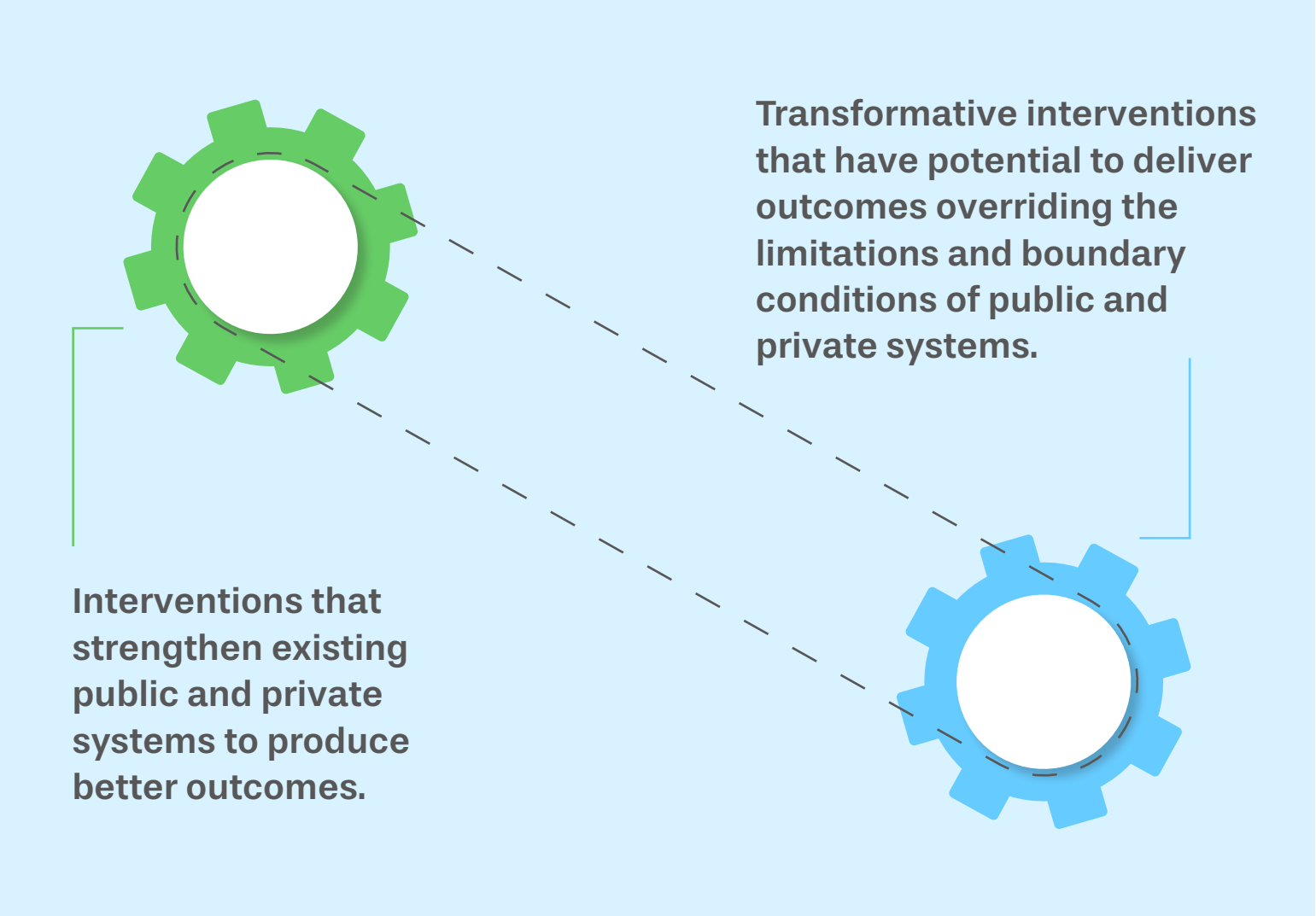


we face today. However, the elephant in the room will always be about how to go about allocating our scarce resources of limited capacities and investment pool in order to tackle these problems.

Of course, this means that trade-offs and prioritization will need to be done at each level of the ecosystem. While we need to be as realistic as possible when allocating resources, we should also consider the potential upside that we may realise from technological breakthroughs, like in the field of generative AI we are witnessing and its' potential to significantly increase capacities with a marginal increase in investment.

We in DRF, at sector level have prioritised education, healthcare, livelihoods and climate change. Within these sectors in education, our focus is on Foundational Literacy and Numeracy & English Language and providing access to girls from very low-income backgrounds to high-quality education at higher secondary levels and higher education. Our focus in healthcare is strengthening the public healthcare system with a focus on improving coverage and quality of comprehensive primary healthcare services; in livelihoods, our focus is on skilling youth, PwD and supporting them to get jobs in the formal sector or become self-employed; in agriculture, we are helping small and marginal farmers adopt a package of practices that help in reducing costs, improve productivity and support interventions that lead to better market linkages and price realization; and finally, in climate change our focus is promoting and scaling of regenerative agriculture practises, conservation and efficient use of water, preserving coastal ecosystems and integrating biodiversity interventions.

Our interventions in all these areas are based



on our understanding of these sectors which we continually deepen and sharpen based on ground realities, operating environment and changes at the ecosystem level. We like to think about these interventions as working on two axis.

The first axis is about interventions that strengthen existing public and private systems to produce better outcomes and to operate within the overall boundary conditions of the system. Some examples of these include improving learning outcomes in FLN&EL in government schools; upgrading Primary health centres to help them offer comprehensive primary health care services; skilling Youth (with a focus on women) and PwD in partnership with industry and helping them get formal jobs; introduction and large scale adoption of high digestible green fodder for milch animals; creating access to climate-smart farm mechanization services

for small and marginal farmers through a service provider model.

The second axis is about transformative interventions that have the potential to deliver outcomes overriding the limitations and boundary conditions of public and private systems. There are two strands that are integral to these transformative interventions– community platforms and technology. Some examples of these include – a scalable voluntary lead farmer network enabling impact across multiple states on the lives of small and marginal farmers; a self-learning app that enables learning and content creation across domains and sectors; low-cost farm implementation for seed sowing to promote zero tillage among small and marginal farmers; application of pesticides through drone spraying.

All the interventions are developed and

continually updated based on inputs/ feedback from users, technical partners, stakeholders operating in the ecosystem and data emerging from measurement systems designed to capture outcomes.

We will continue to work on both these axis, as one helps in addressing the challenges we face in the present while the other has the potential to leverage the untapped opportunities and new breakthroughs that we are likely to witness in scientific application and computational technology in the coming years.

More details about both sets of interventions, overall progress made in the last FY and priorities for FY 24 are detailed in later sections of the annual report.

The progress in FY 23 has been possible due to the trust reposed by the community whom we serve and the tireless efforts of our people. In FY 24, we look forward to continuing to work towards improving existing interventions and developing new ones to achieve better outcomes in the areas of health, education, livelihoods and climate action outcomes for low-income groups and help them improve their quality of life.

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

Warm Regards,

**Shamik Trehan**  
CEO





## Enabling Change and Transformation



**It changed my life, lifted me out of poverty and showed me huge new possibilities.**

At a chance meeting with Lovepreet Kaur recently outside Amritsar's famous Golden Temple, we celebrated over a cup of hot tea our common DRF bond. Suddenly she became serious and surprised us with a loaded question "Can a two-month short training radically change the course of someone's life?" My confused expression prompted her to answer her own question "It changed my life, lifted me out of poverty and showed me huge new possibilities."

Lovepreet's job not only gives her a new identity but has prodded her to review her life through a different lens. It was not surprising

to learn that she had recently enrolled with a coaching centre to clear the IELTS to qualify for a job in Canada!

Enabling young women to become economically independent is critical to addressing their individual powerlessness and poverty but more importantly, it feeds into the larger issue of building resilient communities, societies and our country.

In a rapidly changing world, where societal transformation is the meta challenge there is an urgency to jettison ossified practices and invest in a culture of change and agility that ensures every person has the opportunity to reach their true potential for the country to move forward. Last year, when we expanded our livelihood skills program to include women between the ages of 30–45 we hoped it would not just help women to become independent but also guide us to address the

issue of decreasing women's labour force participation. A study endorsed by NSDC identified that women from low-income groups (in the 30–45 age group bracket), if skilled, are ready to join the workforce when their children are older, as their primary role as a caregiver becomes less demanding.

So whether it is Lovepreet or Jasmine Kaur from Jhandialla, Merlin Johnson from Kochi, or young Sanchita Sen from Howrah and Anjali Bansode from Pune – all these women braved unfavourable circumstances to take control of their lives by enrolling in one of our programs, when even they themselves were unable to articulate their own goals. Today they have all managed to move to the next level, whether in terms of economic independence or plain self-confidence. The efforts have been worth it because empowering women has been integral to our work at DRF. We take care to make provisions for women to access education and skills whether it is by providing them with scholarships to study science, or earn some extra income with mushroom farming, or returning to a career at a later stage in life. Some stories like Lovepreet's stay with us forever, while others inspire us; all of them encourage us to keep improving what we do; because at the end of the day, these stories underline that it is not just about job placement or the cheque that they take home; but it is essentially about how these women have grown, shed their inhibitions, conquered their fears and are ready for any curved ball that comes at them.

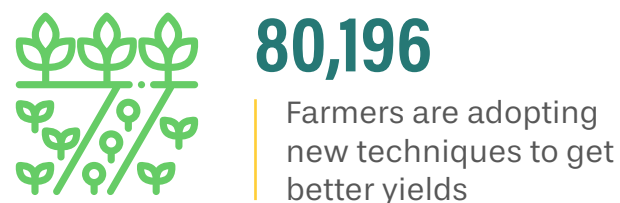
You might ask why these individuals matter. The undeniable truth is that it is our attention to individual needs that paves the way to nudge entire communities on the path to progress. Only through community action will we be able to address macro issues like climate change, support access to healthcare,





enhance farmer's income and find new methods to ensure sustainable food systems or even take a re-look at foundational literacy and numeracy needs to address some of the bottlenecks in our schools.

And this is not easy. Communities do not become allies so easily. For example, getting women –especially married women – to gain livelihood skills called for a tectonic shift in the way we addressed the issue of women's labour participation. While the women were eager, it was mostly the men in the family who were reluctant; and our teams, therefore, had to spend a substantial

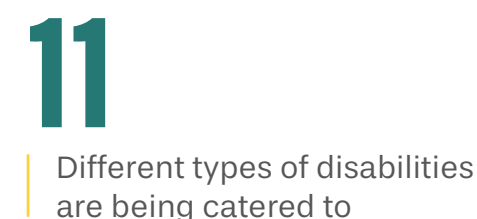


amount of their time educating men about a woman's skilling program! Similarly, farmers do not shun old practices unless someone they know and trust assures them and leads them towards change. Today 3500 'Lead Farmers' are tasked with this agenda and it is with their support that 80,196 farmers are adopting new techniques to get better yields and also address some of the compelling climate change issues.

Likewise, access to healthcare has always been a challenge for the poor and our health initiatives which started on a modest note primarily to encourage young people to work

as Allied Healthcare Professionals, proved to be a boon during the pandemic because our "Covid Warriors" were frontline workers in their own communities! Small initiatives like this have gone a long way in gaining the community's respect and the local government's trust to pave the way for more collaborative projects in the future to benefit the community.

Twenty-five years ago we started by providing skills training and we are both proud and humbled by the support we got and the opportunities we gained to learn from our challenges. This enabled us to take our legacy forward by adding value by staying relevant and alert to the needs of the communities we work with. For example, DRF focused on diversity, equity and inclusion long before DEI became a corporate mandate. Truth be told it happened almost inadvertently because it was born out of a realization that these closely linked values hold the key to development. Our focus on diversifying our skilling program (GROW PwD) to include young people with disabilities was prompted by the finding that only 1% of persons with disabilities were part of the workforce and only 1% out of the five million youth with disability were employed.



The talent pool that was being excluded from the workforce for a country with a median age of 29 was certainly bad economics but more crucially at another level, it silently stifled talented women like Bhawana (see Page 58 for her transformation story) who because of an orthopaedic disability would

have remained confined to the four walls of her house. Today this program caters to 11 different types of disability – including intellectual disability – and has given a new lease of life to several young people including 22-year-old Jagdeesh, a blind cricketer from Shimoga, who now once again dreams of playing for the country. Or Rajendra Singh Lodha from Guna in Madhya Pradesh, who, because of his polio-wasted legs, could not support his family's farming needs and was therefore almost shunned by everybody in his family. But he found himself being resurrected as the 'hero' of his village during the lockdown because he was the only one who had a regular income courtesy of GROW's placement facility which got him a job! When almost everyone else in his village had no job, he was able to work from home and get a salary at the end of each month and because of this his family and a few of his relatives did not starve.

It is for Foundations like ours to keep pace with the changing needs of our communities and link them to available opportunities. DRF's blended programs, our race to keep pace with the digital opportunities, nudge teams to experiment, learn from their mistakes and forge new partnerships are all small steps to not just dissect the complexity of marginalization and equity but also to reflect, reconcile and chart new action plans. While we do not know what the future holds for the people we serve, we do know we are working with them to create the opportunities they need.

Reena Mathai



# how do we get there

Work themes | Priorities 2023-24





# Work themes



## Education

### Projects

1. KallamAnji Reddy Vidyalaya & Vocational Junior College
2. School Improvement
3. Scholarship for Women in Science

### Link to Schedule VII Activities (CSR Act)

- (ii) Promoting education & vocational skills among children

### SDG



**SDG 4**  
Quality Education



**SDG 5**  
Gender Equality

### ESG

Social



## Livelihoods

### Projects

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

### Link to Schedule VII Activities (CSR Act)

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

### SDG



**SDG 8**  
Decent Work and Economic Growth



**SDG 5**  
Gender Equality



**SDG 1**  
No Poverty

### ESG

Social



## Health

### Projects

1. Improving Primary Healthcare Services

### Link to Schedule VII Activities (CSR Act)

- (i) Promoting healthcare including preventive healthcare

### SDG



**SDG 3**  
Good Health and Well-Being

### ESG

Social



## Climate Action and Environment

### Projects

1. Action for Climate and Environment

### Link to Schedule VII Activities (CSR Act)

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

### SDG



**SDG 13**  
Climate Action



**SDG 14**  
Life Below Water



**SDG 15**  
Life on Land



**SDG 7**  
Affordable and Clean Energy

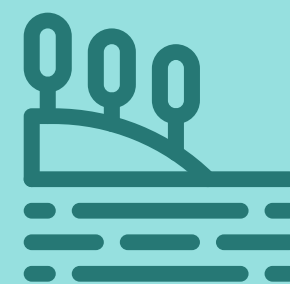
### ESG

Environment  
Social

# PRIORITIES 2023-24



Implementing FLN & EL  
(Foundation Literacy & Numeracy  
and English Language)  
interventions in 100 Government  
Schools in Andhra Pradesh and  
Telangana



Initiating restoration  
of mangroves along the Vizag-  
Srikakulam coastline to protect the  
coastal ecosystem



Publishing a minimum of 200  
courses on Skillfy and have at  
least 20,000 aspirants enrolled in  
these courses



Enabling  
**81,000**  
farmers in Samastipur  
to earn

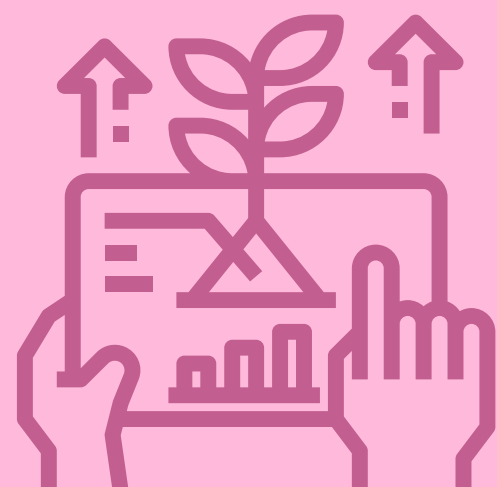
**₹10,000**  
additional income

Expanding Sashakt scholarship to  
Engineering and Medical courses

Promoting an additional farmers  
collective in Samastipur with Potatoes  
as the focus crop, to improve the  
market linkages and storage facility

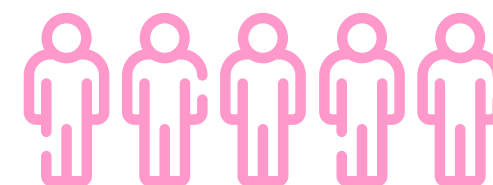
Building and strengthening digitization  
activities in programs and program  
support functions

Continuing to strengthen employee  
well-being initiatives



**1,00,000** Acres

Implementing climate-smart agricultural  
practices in 10 districts, across AP,  
Telangana, MP, and UP



Extending the scope of the PwD  
skilling program to provide  
self-employment opportunities  
to 250 PwDs through training  
and financial linkages



**10 PHC's**

Upgrading in Srikakulam District  
(AP) to improve community  
access to quality primary health  
care services





# how are we doing

Reportcard 2022-23  
Education  
Skill Development  
Inclusion  
Rural Livelihoods  
Climate Action  
Healthcare



100%

of students at KARV passed the SSC board examinations.

Integrated vocational training to KARV in line with New Educational Policy 2020, by adding the General Duty Assistant course and 'soft skill' courses.

Launched 'Junior Sashakt', a residential scholarship program for girls from rural low-income households to pursue science at 10+2 level.

Launched an initiative to encourage self-employment for People with Disabilities by providing training and financial linkages to start small enterprises under PwD Skilling Program.

Upgraded the Primary Health Centre at Patharlapalli (Srikakulam) with improved out-patient services, pathological services, medicine availability, patient management system, stabilization of emergency cases and bio-medical waste management.

Launched six GROW Youth centres in Vizag, Indore, Khorda, Kochi and Hyderabad, supported by Dr. Reddy's Laboratories.

Started eight new GROW PwD centres in Bangalore, Chennai, Ahmedabad, Pune, Jaipur, Ranchi, Tirupati and Raipur in partnership with DRL, SBI Foundation, AOSPL and HSBC.

Education



Inclusion



Healthcare



Scale-Up



Rural Livelihoods



Climate Action & Environment



Skill Development



Enabled

88,269

farmers in Bihar to earn an additional income of

₹10,000

per acre through use of farm machinery, balanced use of fertilizers and crop specific practices

Implemented regenerative and climate smart agriculture practices on

107601 acres

1.99 Cr

Kilolitres of water saved

34528

tons of CO<sub>2</sub> emission reduced

Launched 'Skillfy', a self-learning app that also has a unique feature to create courses. The app is PwD friendly.

Launched five HQTCS centres – 2 in Vizag & 1 Khammam supported by Dr. Reddy's Laboratories, and one each in Bhuj and Vadodara, supported by GMDC-Gujarat Vikas Trust and AP Government

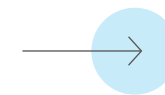
Scaled up climate-smart agriculture practices by promoting DSR on 5,000 acres and zero-tillage on 3,000 acres in 3 districts in Gorakhpur, Gonda and Bahraich districts





# Education

Kallam Anji Reddy Vidyalaya &  
Vocational Junior College





# Kallam Anji Reddy Vidyalaya & Vocational Junior College

## Background

Our work in education started by educating street children which soon led us to realize the need for a more structured approach. This paved the way for the founding of Kallam Anji Reddy Vidyalaya (KARV) in 2001 and Kallam Anji Reddy Vocational Junior College (KARVJC) in 2003 at Chandanagar, Hyderabad. Our vision is to provide low-cost, high-quality educational and vocational training to children and youth

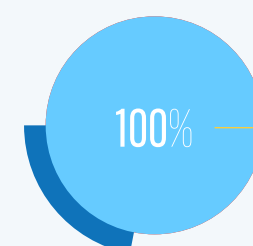
from low-income communities through KARV & KARVJC respectively. The vocational college also offers bridge courses, which are at par with the regular college syllabi for Mathematics, Physics, Chemistry and Biology to help students to enrol in regular degree courses.

## KARV

### Key Issues

Due to the prolonged closure of schools during the pandemic, learning loss was significant in the area of FLN, especially for the pre-primary and primary students.

### Highlights & Achievements



Students passed the SSC board examinations

**28%** Students scored a GPA of 9 and above

In line with the National Education Policy, the school introduced vocational courses for class 8th and class 10th students on General Duty Assistant and Soft Skills respectively

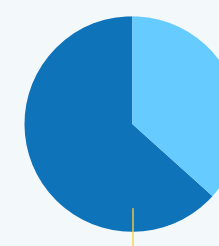
Three teams reached the National level football competitions organized by Just For Kicks and stood as runners-up

## KARVJC

### Key Issues

The competencies of students who join KARVJC are poor and it creates different levels of challenges for teachers to build students' further competencies in vocational and bridge courses.

### Highlights & Achievements



**58%** students accomplished an A grade in the final examination



**87** students were placed and rest opted for higher studies



**₹12,256** Average monthly salary in 2022-23

### Current Challenges & Learnings

Many parents from low-income households are not able to guide their kids well on academic matters

Extended school closure resulted in learning loss for students, especially for pre-primary and primary students

Extra focus on FLN was very helpful for those pre-primary and primary students who could not attend online sessions conducted during school closure due to lack of digital infra and parental guidance

### Current Challenges & Learnings

Youth from low-income households lack proper guidance at home and need more counselling support to regularly continue their studies.

As soft skills are in-demand, focused training is very important to enable students to find better employment and accordingly, we are going to include a dedicated soft skills trainer for the academic year 2023-24.





## Highlights & Achievements



Supported **65,428** students in **229** schools through school infra enhancements and need-based academic interventions



Distributed Smart Science Labs in 72 schools and completed orientation sessions on using them effectively to enhance learning outcomes



Formed and trained School Health Clubs on WASH (Water, Sanitation & Hygiene), in **185** schools, to better the health outcomes among children.

# School Improvement Program

## Background

DRF's School Improvement Program (SIP), initiated in 2011, is an effort to work with government schools to enhance the overall learning outcomes and holistic development of students by extending academic and non-academic support. In the academic year 2022-23, SIP intervention focused on supporting school infra and need-based academic intervention covering overall 65,428 students in 229 schools in Andhra Pradesh and Telangana.

## Key Issues

- Foundational learning is the basis of all future learning for a child. Not achieving basic foundational skills of being able to read with comprehension, writing and doing basic mathematics operations, leaves the child unprepared for the complexities of the curriculum beyond grade 3
- The damage is even greater for children who are forced to study in a language (e.g. English) that they do not speak or understand

## Current Challenges & Learnings

- Transfers of Govt. Teachers and Head Masters slow the pace of intervention in the respective school
- FLN&EL pilot helped us to believe that by giving individual focus and using the right pedagogy, every child can improve their foundational skills





# Skill Development

GROW | HQHCS







# GROW and HQHCS

## Background

From the beginning, our flagship program has been our placement-linked skilling. The emphasis of our youth skilling program is towards training young people on 'core employability skills' and 'technical skills' to help them start their careers.

The universally applicable 'core employability skills' enable competencies such as communication, spoken English, digital literacy, arithmetic, financial literacy, digital problem solving, life skills, and entrepreneurial thinking, along with basic job interview skills. From 2020 to 2023, a few advanced modules are also added for graduates. All these core employability skills

courses are organised under GROW name, such as GROW (for 12th pass and above), GROW Plus (for Graduates), GROW Women (for women in the 30-45 age group), GROW Digital (virtual delivery of GROW), and GROW-Tech (for Science Graduates). Under 'technical skills' we have a course in healthcare (general duty assistant) named HQHCS (High-Quality Health Care Skilling). A self-learning app SKILLFY is also developed and launched in FY 23. To date, DRF has impacted more than 4.7 lakh youth through its various skill development programs.

## Key Issues

- A majority of school and college graduates from low-income families are struggling to get jobs (especially in the organized sector) due to the poor quality of education they had and lack of relevant skills
- As per the latest Periodic Labour Force Survey (2020-21) only 13.8% of Indian youth (301 million/15-29 age) are vocationally trained - 4.1% through formal and 9.7% from informal sources
- Women's participation and segmented approach (age & qualification-wise) in skill development programs is an issue. Most of the skill development programs focus on the 18-30 age group, while the ecosystem requires a segmented approach to cater to the training needs of a wider population with a special focus on women

## Current Challenges & Learnings

- Virtual delivery of the program is difficult because of barriers to digital infrastructure and classroom training programs have higher overhead costs
- Non-residential programs alienate rural youth, especially women
- Initial handholding of at least 3 months helps youth to continue in the job for a longer duration

## Highlights & Achievements



Added **6** new centres under **GROW Youth** and **5** new centres in **HQHCS**



**18109**

Total skilled aspirants

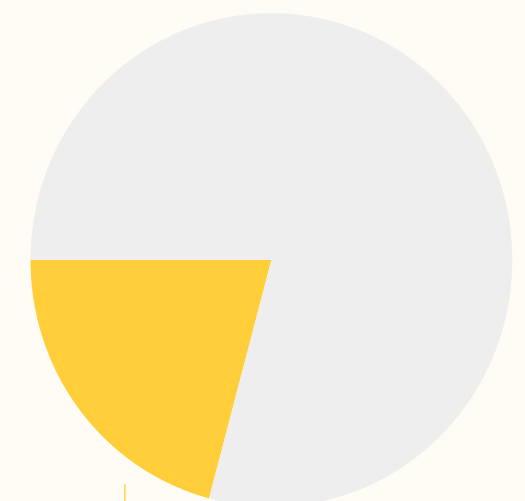


**₹14,880**

Average monthly salary in Tier-1 cities in GROW

**₹15,809**

Average monthly salary in Tier-1 cities in HQHCS



**26%**

Increase in average monthly salary



# Inclusion

GROW PwD | Sashakt







# GROW PwD

## Background

GROW program for Persons with Disabilities (PwD) provides accessible infrastructure and trained professionals including sign language interpreters, to assist students with disabilities in acquiring skills in line with their own competencies and the market demands. We now work with 11 disabilities and while the team mentors the students and encourages them to become independent; the program also invests in sensitizing employers and guides them on how to make their workplaces more inclusive and accessible for students with disabilities. The inclusion of people with intellectual disabilities to our work portfolio last year has been encouraging in addition to being a continuous learning opportunity.

## Key Issues

- Low education and skilling opportunities for people with disabilities, with only 1% out of five million youth with disabilities employed. Though we are seeing progress in the employment scenario, the intake is largely limited to mild disabilities

## Current Challenges & Learnings

- The skill gap among persons with disabilities continues to be a great challenge to get quality jobs
- Mainstream jobs for PwDs are mostly available in the Metros and this poses a challenge for people who live in rural areas as they have to migrate

## Highlights & Achievements



Received a **National award** from the Ministry of Social Justice and Empowerment in the category of '**Placement Agency**'



Initiated a Level 2 training program for graduates with the support of **Accenture**, to place candidates in IT/ITeS and BFSI sectors with an average salary of **Rs.20,000** per month



Launched a self-employment initiative in Mahbubnagar to support persons with disabilities with seed grants and credit linkages





# Sashakt

## Background

Sashakt is a scholarship program for meritorious women who aspire to a career in science, especially research. It was rolled out in 2018-19 by offering scholarships to girls from economically weaker households to attend a B.Sc program in some of the best colleges in the country, along with mentorship support by leading women scientists in India. The scholarship is an amount of Rs. 80,000/year for 3 years to selected students to pursue graduation in basic/natural science subjects. This year (2022-23) we extended the program and launched "Junior Sashakt" to cater to younger students. Junior Sashakt supports girls who are interested in pursuing a career in science at the 10+2 level of studies.

## Key Issues

- In addition to stereotypes about less conventional and longer career paths in science research, the cost of education discourages women from low-income households from pursuing science education.
- According to the latest reports, only 16.6% of those directly engaged in research and development activities in India are women. Lower representation of women is a barrier to harnessing the power of diversity in research.

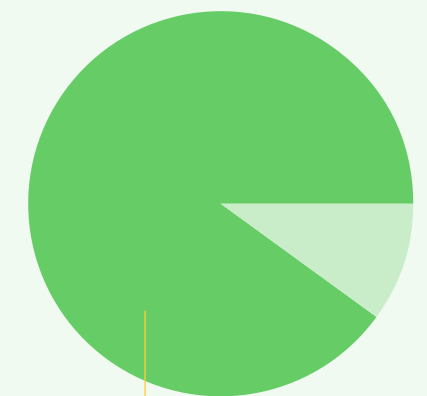
## Current Challenges & Learnings

- Encouraging young women to pursue research careers is challenging because of less recognition for women scientists in the country. Mentorship is helping students to define clear career paths and stay focused.

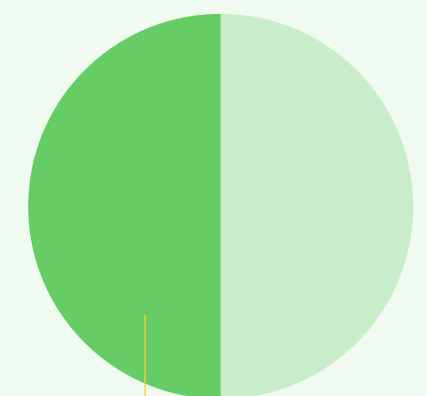
## Highlights & Achievements



Matched students with **74 mentors** from premier institutions including IISc, NCBS, TIFR, CCMB-CSIR, and ICT



**90%** Benefited students with an annual family income of less than **Rs. 2 Lakhs**



**50%** selected students are first-generation college goers





# Rural Livelihoods

MITRA







# MITRA

## Background

MITRA started in 2016 through a 'lead farmer' platform involving a peer-to-peer exchange of knowledge and practices through active farmers across all social demographics in five states. The program aims to improve the lives of small & marginal farmers with hands-on training to enhance crop productivity, scale down farm input costs and enhance market access. The lead farmer platform is based on the voluntary participation of farmers across the social and economic spectrum and is meant to iron out the knots in the last-mile delivery of the advisory services at the village level.

Lead Farmers are trained on new technologies/ agronomical practices under the guidance of local agri-extension 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.

## Key Issues

- Lack of awareness of modern farming techniques resulting in diminishing returns
- Lack of market knowledge leads to an increased gap in supply and demand, which ultimately affects the farmer cost-benefit ratio.
- The public extension system is under-resourced and not accessible to farmers at the village level.

## Current Challenges & Learnings

- Extreme and unpredictable climate patterns frequently hamper program activities thereby impacting the stability of interventions
- Lack of adequate farm mechanisation service to promote sustainable agriculture practices
- Gender dynamics and lack of awareness among women are hampering the ability to scale women-centric interventions like mushroom cultivation quickly

## Highlights & Achievements



3500

lead farmers enabled and a total of **80,196** farmers to adopt improved agricultural practices in maize, wheat, paddy, and vegetables.

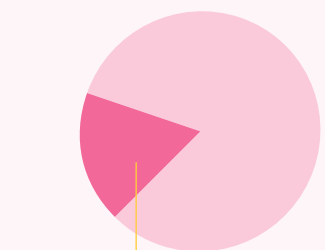


Implemented wet-DSR seeding technique on 11,000 acres, saving **12% on labour** costs and **40% of water usage**



13,000

Farmers enabled to adopt **zero-tillage**



50% yield improvement



1374

women farmers supported in cultivating oyster mushrooms on the premises of their homes and to have an estimated **Rs. 20,000** additional income per annum



15-35%

Price appreciation at **MITRA Mandi** which has weighing, automatic grading, and quality testing facilities and connects farmers and buyers directly





# Climate Action

Action for Climate and Environment (ACE)





# Action for Climate and Environment

## Background

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.

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). 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, access to renewable energy sources, and green job promotion. 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. Major interventions under climate-smart agriculture include zero tillage, direct seeded rice, alternate wetting and drying, integrated pest management and promotion of cover crop and super Napier. ACE is also supporting climate-smart agriculture activities in existing project (MITRA) locations in Bihar.

## 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
- Depleting groundwater table and erratic rainfall poses a threat to crop productivity and livelihood protection
- Lack of focus on protecting the degrading coastal and marine ecosystem due to anthropogenic activities.
- Availability of high digestive green fodder in livestock production.

## Current Challenges & Learnings

- Aligning program activities with changing climate patterns and unpredicted climate risks
- Securing suitable large stretches of land for mangrove plantation and to safeguard the planted saplings until maturity.
- Lack of access to machines and equipment appropriate for climate-smart agriculture
- Lack of incentive for farmers to switch to climate-smart agriculture

## Highlights & Achievements



81,321

Acres covered under regenerative agriculture practices



2,00,00,000

kilolitres of water saved



500

acres

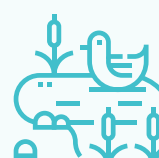
Launched a mangrove restoration project with the technical expertise of ICFRE, Visakhapatnam



1,460

farmers

Provided green fodder to 1,460 farmers through Napier Grass cultivation, improving livestock nutrition, which can reduce enteric fermentation, curb methane emissions and mitigate environmental impact



Initiated Integrated Watershed development by rejuvenating water bodies in two project locations (Miryalguda and Pydibhimavaram)



Established multiple institutional and technical partnerships with key organizations in the ecosystem like CSISA, WWF, CIMMYT, KVK, IRRI and ICFRE





# Health-care

Primary Healthcare Services





# Primary Healthcare Services

## Background

Primary healthcare is a critical component of India's healthcare system as it provides accessibility, early detection, prevention, cost-effectiveness, community-based care, and health promotion. From a community perspective, primary healthcare services contribute to the majority of healthcare services that individuals may require in their lifetime.

In 2022-23, DRF started Primary Healthcare Services program. This endeavour was inspired by lessons learned from the COVID response initiative, with a focus on strengthening

the delivery of primary healthcare services, particularly for the rural population. The main goals of this initiative are to enhance the availability and quality of comprehensive primary health care services through a district saturation model, in collaboration with the public health system.

The program was initiated in partnership with the district administration of Srikakulam, Andhra Pradesh. Its primary areas of focus include the improvement of primary health centres, enhancing the quality of outpatient department (OPD) services – such as consultations with general physicians, complete pathological services, ensuring medicine availability and stabilization of emergency cases and strengthening referral services. By working with public health systems, DRF aims to create a replicable intervention that can be adopted, either in whole or in part, by other local and state governments in partnership with development agencies and private CSR.

## Key Issues

The criticality of primary healthcare systems in India requires attention on multiple fronts such as–expansion of scope, inadequate infrastructure, gaps in human resources, gaps in drugs and diagnostics, inefficient use of financing, sub-optimal quality, poor accountability of health service providers, and the absence of a robust system of referrals.

## Current Challenges & Learnings

- Inadequate facilities in PHCs are a barrier to providing a comprehensive package of healthcare services listed in the Operational Guidelines of the National Health Mission
- For improving access to higher levels of care, there is a need to establish proper linkages with Secondary Healthcare Services like the Community Health Centres through an effective referral mechanism

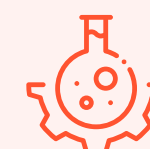
## Highlights & Achievements



Launched the upgraded PHC at Patharlapalli, Srikakulam with improved infrastructure and equipment for in-patient services, labour room services, pathological services, medicine and patient management, staff training, bio-medical waste management, emergency case administration and water and sanitation facilities



**6,939**  
OPD consultations



**5,274**  
Lab tests were completed in 6 months after the upgradation of PHC





# impact stories

Bhawana | Massa Singh | Ramadevi  
Barhamdev | Lakshmi



# a winner all the way



**Bhawana**  
Student

Bhawana is a spirited 33-year-old young woman who despite the odds is not just a survivor but a winner all the way. Her home is a tiny cramped first-floor flat with a narrow steep stair ladder in Delhi's Chawri Bazar – the crowded wholesale market hub – known for its' extremely narrow by lanes, choked with rickshaws, cycles, carts and cows apart from vendors of all kinds. To cross the road here is a skill in itself but to navigate it in a wheelchair is awe-inspiring! Yet Bhawana exerts her independence and takes to the road joyfully. Like everything else in her life, she is in full control.

“

I love the freedom this gives me. I feel I am in control of my life.

But it was not always like this. Diagnosed with mitochondrial myopathy when she was a toddler, her parents dreaded the news that the debilitation would increase as she grew older; but given their limited economic means they had no choice but to plod forward and take one day at a time. A keen student, Bhawana's insistence finally forced her parents to admit her to a regular school. And once there, she did not miss even a day of schooling despite the struggle of getting to school. By the time she finished her primary school, her legs could not support her and she could only crawl.

"School was a mixed experience" recollects Bhawana with a smile to hide her pain. While some teachers and students were supportive and helped her by carrying her if required others were openly hostile. "My Principal in particular was always asking my parents to shift me out, but because my parents wanted me to study in a convent, they ignored these requests. Finally, my mum was sitting outside the school the whole day in order to lift me and take me to where ever my class was, as classrooms were constantly changing according to the timetable."

Driven by the need to be independent, Bhawana pushed forward by tapping on her mental strength. Her body however was unable to keep pace. "I was getting tired easily, my legs hurt, my body ached and my hands too were beginning to waste away. It

was painful and frightening. But I decided to fight the demons and continue with my education. I opted for distance learning on completing schooling. But my pace had slowed down."

To ensure she was economically independent, she started taking tuition but continued to scout for better opportunities. A friend told her about GROW's program for people with disability and she never looked back.

"I remember vividly how despite her mobility issues she came personally to check the course out" recalls Akansha Dobhal, Area Head-Operations. "And was happy to learn she had a choice to opt for online classes."

Today she works for Concentrix, has notched two promotions, is learning French and visits her grand mum who lives close by independently on her newly acquired automated wheelchair courtesy of a local club.

"I love the freedom this gives me. I feel I am in control of my life. But it is my job that defines me. There is a newfound respect both in my family and community and for that I am always indebted to DRF for apart from my job they taught me life skills that are so essential to get by...I have only gratitude for the team" says this spunky woman with moist eyes.



# new dreams & new possibilities



**Massa Singh**  
Student

Massa Singh is a torchbearer of DRF's skilling program. His journey from a farm hand to an Area Head of a global food outlet is one that leaves you rapt. The son of daily wage earners, Massa has not been able to push away memories of the days when only one of them got work or on the rare days when both had to return home empty-handed and the

family of five were forced to go to bed under a leaking roof after sharing a frugal meal.

"I had a tough childhood but this only doubled my intent to succeed," says Massa and adds "I am eternally grateful to my parents that despite their mounting difficulties, not once did they ask me to leave school." Regardless of his eagerness to move forward after his schooling, he found himself at a dead end. With no money for further studies, he settled to accompany his parents and work as a labourer. Recalls Massa "Labourers do not have the luxury of choosing work, from lifting loads to breaking stones, you take whatever you get and I was happy to be able to support my parents with some income."

It was his village head who gave him the ticket to a better future – a LABS<sup>1</sup> pamphlet! According to Massa "that piece of paper changed my life. When I joined DRF's program, I did not have the money to even pay for my bus ticket to reach the Centre. So, on most days, I used to cycle 28 kilometres to reach the Centre. But training was my only lifeline. Given my circumstances, mere samne andhera hi andhera tha (the future looked bleak) but my trainers restored my confidence and I sensed a shift from despondency to an 'I can do it' feeling. But honestly, till I got my first offer letter in my hand I was fraught with anxiety. I started my career at KFC in 2010 for a salary of just Rs 3720."

Massa recollects it was not an easy start. "When I joined KFC I still struggled with English. I remember when a customer asked me for cutlery, I was totally flummoxed till a senior whispered in Punjabi that the customer wanted a spoon!" While the job gave him a new lease on life, the new work environment he confessed was both demanding and overwhelming. "I had to note down in Punjabi all the instructions which were given at the

beginning of every shift in English. But what actually stood me in good stead was what I learnt at the DRF centre. Skills like time management, money management and even grooming have stayed with me."

Today, Massa works with Burger King and heads a huge team of 150 direct reportees. He is in charge of sales for three big cities in Punjab and holds the record for the highest sales in one day! Not surprisingly his lifestyle too has changed. He built a house in his village, is married to a teacher, has two sons, got his three sisters married, owns a vehicle, and is financially comfortable. But the real transformation is not limited to these acquisitions; A continuous learner, Massa's sight is always scanning for the next level even outside of work. It was this that prompted him to fund his father's Sarpanch election campaign. He explains the money was worth spending "because it was not just about backing my father's cherished dream but it was also about a new identity. I am now known in the village as the Sarpanch's son! Which you will admit, is a big leap for a small-time farm hand!" concludes Massa with a big smile.

Massa is the first person in his entire village to work in a managerial post and his village looks up to him. But despite the praise and success, Massa remains grounded, is never shy of his early beginnings and continues to help others. His faith in DRF's skilling is undiluted and he has recruited more than 50 DRF aspirants to his team. He signs off by saying "It is not where you come from that matters but where you reach is what counts and with everyone's blessings I am confident that soon I will be the marketing head for the entire state of Punjab."

1 LABS or Livelihood Advancement Business School was DRF's initial skilling program. It evolved to keep pace with the industry needs and is now known as GROW



# high-quality forage is good for climate change and farmers



**Yadla Ramadevi**  
Farmer

Yadla Ramadevi, and her husband Koteswara Rao, have two children and they own three cows and much of their livelihood is centred on the milk yield from these cows. It was therefore not very surprising that the family paid a lot of attention to the upkeep of these animals and before Ramadevi was introduced to Super Napier grass, her father used to take the cattle for grazing in nearby fields for the whole day. In addition, they fed the cows with fresh grass and rice straw when they were not grazing and Ramadevi would go to the field twice a day to gather fresh grass to feed the cows. The animals were also given a supplementary feed of a kg each of rice bran and black gram husk and the cost of rice bran at Rs. 8 per kg; cost the couple an additional Rs. 480 per month. Add to this another Rs. 900 which was the cost of black gram husk at Rs. 15 per kg plus another Rs. 1000 for medicines due to the cattle grazing in the wild and eating grass along with other weeds or seeds leading to health issues.

For all their efforts, the milk they got from one cow would be around 4 to 4.5 litres daily. Considering a milk yield of 4 litres per day, the monthly income from milk was 120 litres which when multiplied by the current milk rate of Rs. 38 per litre, totalled Rs. 4560. After deducting the supplementary feed cost (Rs. 1380) and medicine cost (Rs. 1000), the net income per month tallied around Rs. 2180 and with each cow giving milk for about 7 months in a year the family had a net savings of Rs. 15,260.

Despite the bad economics and the huge struggle, they still raised cattle to meet the requirement for manure in their crops. It required a lot of manpower, and one person was specifically assigned to look after the cattle. That was till DRF-ACE teams introduced the Super Napier grass to the couple and they started growing it on a 30-cent land.

“

**Napier grass also known as elephant grass is planted to increase soil fertility and stop soil erosion.**

Soon they no longer needed to go out to gather fodder for the cattle since they could harvest sufficient fodder themselves after coming back from work in the evening. The milk yield also increased, with each cow now producing 7 litres of milk daily. This amounted to 210 litres of milk per month. With the current milk rate of Rs. 38 per litre, each cow would generate Rs. 7980 per month. Considering each cow's good milk yield for about 7 months, the total income from milk per cow totalled Rs. 55,860.

Additionally, they only needed to provide rice bran as cattle feed. The cost of rice bran was Rs. 8 per kg, totalling Rs. 16 per day or Rs. 480 per month. For 7 months, the total cost of rice bran amounted to Rs. 3360. Also now there was not much need for medicines as they were no longer grazing the cattle outside. Therefore, the net income from milk after deducting the cost of rice bran (Rs. 3360) tallied to Rs. 52,500.

Furthermore, the two individuals who were previously engaged in cattle rearing were now able to go to work for daily wages. They could earn about Rs. 750 to 800 per day, adding to the family's income.



# best practices, better yields & big profits



**Barhamdev Mahto**  
Farmer

“ Motivated by the prospects of adopting advanced farming practices Barhamdev Mahto volunteered and was elected a Lead Farmer by the villagers

Barhamdev Mahto, a 53-year-old farmer from Gopalpur, Bihar, had been practising traditional farming techniques for over 20 years. He grows various crops like wheat, maize, potato, paddy, vegetables, and turmeric on his 4-acre land but due to conventional cultivation practices, his profitability was only about 40%. He relied on a local dealer's recommendations for remedies in his plot and did not have a science-based farming plan.

In 2019, motivated by the prospects of adopting advanced farming practices Barhamdev Mahto volunteered and was elected a Lead Farmer by the villagers. He received MITRA's POP (Package of Practices) based crop training as a part of the initiative.

He quickly learned about POP for different crops and understood well the variation in practices for different varieties of seeds, crop duration for seeds, as well as how to identify weeds and diseases. The training proved a turning point and changed his perspective on farming. He implemented the knowledge and techniques he learned and saw a significant improvement in his crop yield and reduced expenses leading to higher profits.

This success emboldened this enterprising farmer and he had no hesitancy to adopt more progressive interventions. For example, the LR Potato cultivation got him more money

than regular potato farming. Additionally, by selling his produce at the newly opened MITRA Mandi which directly connects buyers and sellers, he got a guaranteed buyback at a very good price. Fair prices meant higher profits.

Further, the training also helped Barhamdev Mahto to understand the importance of income diversification. He and his wife built a new house to accommodate the indoor mushroom cultivation intervention, and they plan to upscale their production from 50 packets to 500 packets. Credit to his efforts, his net income doubled from Rs.1,00,000 to Rs.2,00,000 in a year. Owing to higher profits, he also opened a grocery store that is run by his elder son, thus improving the family's livelihood.

Barhamdev Mahto's experience shows how knowledge and training can help farmers improve their crop yields, income and their livelihood. His story is a testament to the impact that access to agriculture extension services can have on the lives of rural communities.



# one step closer to health for all



**Laxmi**  
Farmer



**She did another round of tests at a private lab and was surprised to see a 100% result match**

Thirty-two-year-old Lakshmi who works as a cook in a local school was suffering for the last few months with chronic renal disease and was struggling with fever, body pain and oedema in the lower limbs.

When her discomfort increased, she was forced to seek medical help and so she visited a private hospital and was diagnosed with chronic Nephropathy. Contrary to what she had hoped, the doctor explained that there was no easy cure and that she would need to take several tests and come for frequent consultations and medication. The first day at the hospital itself cost her around Rs 6000/- as she had to undergo a battery of tests.

This worried her for with a family income of about Rs 8000/ a month and with two young kids in school; this added expense was something she could ill afford. So, she decided to ignore her problem but with each passing day, the pain and oedema were getting worse. It was then that an ANM & ASHA worker visited her home as a part of the home visit and told her about the upgraded Primary Health Centre of Patharlapalli. She asked her to go to the centre without any further delay

and assured her that the new centre had all the needed diagnostic equipment, medicines and other facilities that for the treatment of renal disease.

Lakshmi did as she was told and was amazed to see the upgraded PHC with all the facilities. She got all her lab investigations done at the centre but was wondering if she could rely on the results. Therefore, she did another round of tests at a private lab and was surprised to see a 100% result match and was happy that the PHC used the same machinery and equipment as was used in the other lab.

She was overjoyed to access this affordable health service and is able to save between Rs. 4,000 to 5,000 every month on medical expenses. Now Lakshmi is a staunch supporter of the PHC at Patharlapalli and encourages her villagers to avail the services at PHC Patharlapalli.





# reports

Financial Reports | POSH Declaration |  
Gender Report







#### 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 31<sup>st</sup> March 2023** 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



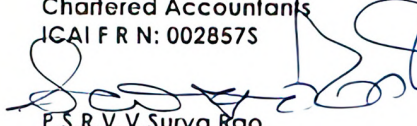
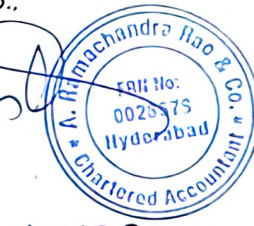
to DRF's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, 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 31<sup>st</sup> March 2023 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: 05/09/2023.

For A. Ramachandra Rao & Co.,  
Chartered Accountants  
ICAI F R N: 0028575  
  
P.S.R.V.V. Surya Rao  
Partner  
Membership No. 202367  
UDIN: 23202367B6VVYB8361  




**DR. REDDY'S FOUNDATION  
HYDERABAD**

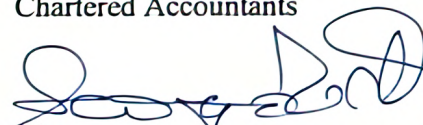

*Balance Sheet as on 31st March*

		<i>In Rupees</i>	
Sch. No.		2023	2022
<b>LIABILITIES</b>			
1	Corpus Fund	2,86,001	2,86,001
2	Reserves & Surplus / General Fund	21,00,67,325	14,57,64,997
3	Capital Grant / Asset Fund	14,78,42,545	15,42,03,651
4	Current Liabilities and Provisions		
	a) Current Liabilities	3,85,39,790	10,96,68,749
	b) Provisions	1,21,87,966	1,10,66,553
<b>TOTAL</b>		<b>40,89,23,627</b>	<b>42,09,89,951</b>
<b>ASSETS</b>			
1	Fixed Assets		
	a) Gross Block	28,47,97,907	31,60,68,230
	b) Less: Accumulated Depreciation	13,69,55,362	18,67,43,520
	c) Net Block	14,78,42,545	12,93,24,710
2	Current Assets & Loans and Advances		
	a) Cash and Bank Balances	23,84,83,986	25,56,88,549
	b) Receivables	34,73,583	73,26,124
	c) Other Current Assets	15,21,018	45,57,229
	d) Loans and Advances	1,76,02,495	2,40,93,339
<b>TOTAL</b>		<b>40,89,23,627</b>	<b>42,09,89,951</b>

Significant Accounting Policies 10


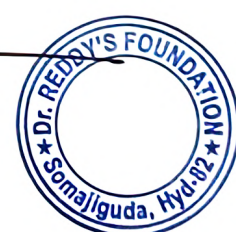
The schedules referred to above form an integral part of Balance sheet

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

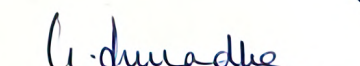
  


S.R.V.V. Surya Rao Ponnada  
Partner (Membership No.202367)  
ICAI F.R.N.:0002857S  
Date: 05.09.2023  
Place: Hyderabad

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*

		<i>In Rupees</i>	
Sch. No.		2023	2022
<b>INCOME</b>			
1	Grants / Donations / Contributions	84,53,45,189	64,88,24,588
2	Other Income	8,89,28,564	6,21,32,958
3	Interest Income on Advances	2,23,433	22,00,648
<b>TOTAL INCOME</b>		<b>93,44,97,186</b>	<b>71,31,58,194</b>
<b>EXPENDITURE</b>			
4	Programme Expenditure	83,95,48,768	62,83,02,258
5	Administrative and General Expenditure	5,30,57,050	3,33,21,590
6	Depreciation / Discard	-	1,60,56,729
<b>TOTAL EXPENDITURE</b>		<b>89,26,05,818</b>	<b>67,76,80,577</b>
Surplus / (Deficit)		4,18,91,368	3,54,77,617
<b>TOTAL</b>		<b>93,44,97,186</b>	<b>71,31,58,194</b>

Significant Accounting Policies 10


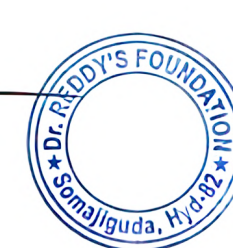
The schedules referred to above form an integral part of Income and expenditure account

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


  


S.R.V.V. Surya Rao Ponnada  
Partner (Membership No.202367)  
ICAI F.R.N.: 0002857S  
Date: 05.09.2023  
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*


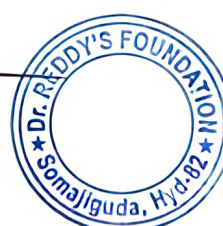

			<i>In Rupees</i>	
Sch. No.			2023	2022
<b>INCOME</b>				
1	Grants / Donations / Contributions	06	84,53,45,189	64,88,24,588
2	Other Income	07	8,89,28,564	6,21,32,958
3	Interest Income on Advances		2,23,433	22,00,648
<b>TOTAL INCOME</b>			<b>93,44,97,186</b>	<b>71,31,58,194</b>
<b>EXPENDITURE</b>				
4	Programme Expenditure	08	83,95,48,768	62,83,02,258
5	Administrative and General Expenditure	09	5,30,57,050	3,33,21,590
6	Depreciation / Discard	04	-	1,60,56,729
<b>TOTAL EXPENDITURE</b>			<b>89,26,05,818</b>	<b>67,76,80,577</b>
Surplus / (Deficit)			4,18,91,368	3,54,77,617
<b>TOTAL</b>			<b>93,44,97,186</b>	<b>71,31,58,194</b>

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

  
**S.R.V.V. Surya Rao Ponnada**  
 Partner (Membership No.202367)  
 ICAI F.R.N.: 0002857S  
 Date: 05.09.2023  
 Place: Hyderabad

**For Dr. Reddy's Foundation**
  
**K. Satish Reddy,**  
 Chairman

  
**G. Anuradha,**  
 Managing Trustee

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

 P : +040 - 23301085, 23319697, 48562041  
 E : info@drreddysfoundation.org

 Date: 24<sup>th</sup> January, 2023

 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 31<sup>st</sup> December 2022 for Dr Reddy's Foundation situated at 6-3-655/12, Somajiguda, Hyderabad-500082.**

 We enclose herewith the Annual Report of Dr Reddy's Foundation situated at 6-3-655/12, Somajiguda, Hyderabad-500082 under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, with regards to complaints received and their redressal for the calendar year ended 31<sup>st</sup> December 2022

Yours faithfully,

**For Dr. Reddy's Foundation**


Authorised Signatory





**ANNUAL REPORT FOR THE YEAR 2022 FOR Dr. Reddy's Foundation 6-3-655/12, Somajiguda, Hyderabad-500082 SUBMITTED TO THE HON'BLE DISTRICT COLLECTOR, HYDERABAD DISTRICT UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT, 2013 AND RULE 14 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) RULES, 2013**

- a. Number of Complaints received by the Internal Committee : NIL  
during the year.
- b. Number of Complaints disposed off during the year : NIL
- c. Number of Cases pending for more than 90 days : NIL
- d. Number of Workshops or Awareness Programs : 4  
Against Sexual Harassment carried out

- (1) Shared the POSH Policy to all employees through HR portal (Darwinbox)
- (2) Periodic Reiterations of POSH is done through Posters over mail and Workplace (Official Social Platform)
- (3) Communication to all employees towards changes in IC members.
- (4) Conducted sessions to all employees to raise awareness towards the POSH policy and reiterate on the provision and protection to female employees through the policy and statute.
- (5) Conducted session for IC members.

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 2022 were **NIL**; therefore, no action was needed to be taken by the Employer.

For **Dr. Reddy's Foundation**



Authorised Signatory



# Strengthening Gender Equality



Dr. Reddy's Foundation has always been committed to improving the dignity and well-being of socially and economically vulnerable people. Therefore a gender lens has always been embedded in all our work and it continues to be an integral component of all our programs as we are acutely conscious of the need to support women to eliminate discrimination, and ensure equal opportunities by empowering them to access good education, healthcare and of course livelihood opportunities.

While all our programs ensure equal opportunities for women (see table<sup>1</sup>), we have a few programs particularly intended to elevate gender equity. These include the following:

**Healthcare Skilling** – DRF's healthcare program (HQHCS) is designed for women from low-income families to get trained as patient caregivers by enrolling for a course on 'general duty assistant course'. This residential course enables them to find jobs easily and we have placed several of them in reputed corporate hospitals and branded homecare or hospice chains. About 85% of aspirants in this program are women

**GROW for Women** – This is a unique need-based skill training program. While we have been supporting young people with skilling and job placements for the last 25 years and 50% of our aspirants comprise of women;

last year, we expanded our livelihood skills program to include women between the ages of 30–45. The program evolved after a study by DRF (endorsed by NSDC) identified that many women were eager to join the workforce when their children are older (as their primary role as a caregiver becomes less demanding) and an additional income was a need. However, while most women were eager to avail this opportunity it was mostly the men in the family who were reluctant; and our teams therefore had to spend a substantial amount of their time educating men about a woman's skilling program! The program is picking up and we are sure it will open up opportunities to address the issue of decreasing women's participation in the labour force.

**Sashakt** – launched in 2018, this is a scholarship program to study science. In addition to the scholarship grant, each student is provided with a senior woman scientist as a mentor to guide her till she graduates. Meritorious young women, who aspire to study science and would like to do research but are hampered because of their family's economic issues, are supported with this scholarship. The grant is a generous amount to cover their expenses. It was intended to handhold young women who are

brilliant and have aspirations to study beyond schooling but are stymied by their economic limitations or simply because parents de-prioritise a girl's education post-school. A total of 111 students have been selected in the past 5 years and more than 60% of Sashakt scholars are from rural or very remote areas and about 90% of students come from families with an annual family income of less than Rs.2 lakhs. More than 60% of students are pursuing their PG and while some got scholarships and others took loans for higher studies, they are well on the track to pursue research. A few of our notable students include Simran, (2018–19) now studying at IISc, Bangalore, Tanu Swami is a student at IIT-BHU and Sakshi Sharma made us proud when she got selected to pursue a D. Phil in Chemistry from the University of Oxford on a full scholarship.

**Mushroom Farming for Women** – Since agriculture has been traditionally a man's domain many women in rural homes do not have an independent source of income. To encourage women to be more economically independent and add to their self-worth, DRF's agriculture program initiated a mushroom farming project to encourage women to step up. Today 50% of mushroom farmers are women.

## <sup>1</sup> Program gender profile

Type of Program	Male	% of Male	Female	% of Female	Total
GROW Youth Programs	7294	44%	9259	56%	16553
GROW PwD Programs	4421	75%	1473	25%	5894
HQHCS	174	12%	1292	88%	1466
<b>Total Skilling</b>	<b>11889</b>	<b>50%</b>	<b>12024</b>	<b>50%</b>	<b>23913</b>





Designed by **Kranthi Marri**  
 Illustrations by **Abhishek Reddy** (Ai Generated using Midjourney)




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