

Nurturing Our Talent Pool

We deeply appreciate the strives of our employees, who have played a vital role in driving Hikal's future. We nurture a culture of excellence by actively investing in enhancing the skills and capabilities of our workforce to facilitate their personal and professional development.

Material Topics

- Diversity, Inclusion, and Equal Opportunities
- Employee Well-being, Benefits and Retention
- Employee Training and Development
- Occupational Health and Safety
- Human Rights
- Community Development

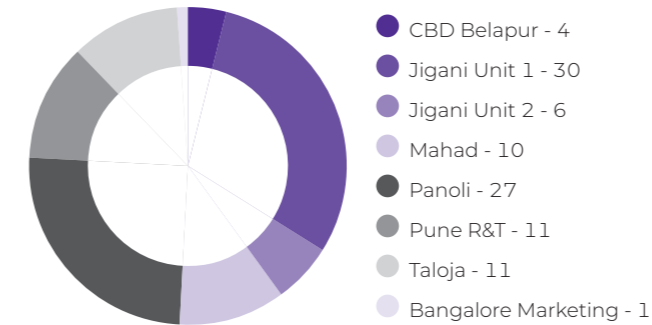
Highlights 2023-24

- Zero** FATALITIES
- 80%** EMPLOYEE RETENTION RATE
- Zero** LTI FREQUENCY
- 6%** FEMALE EMPLOYEES
- 97%** PERMANENT EMPLOYEES PROVIDED TRAINING ON HUMAN RIGHTS
- 26,575 hrs** OHS TRAINING PROVIDED

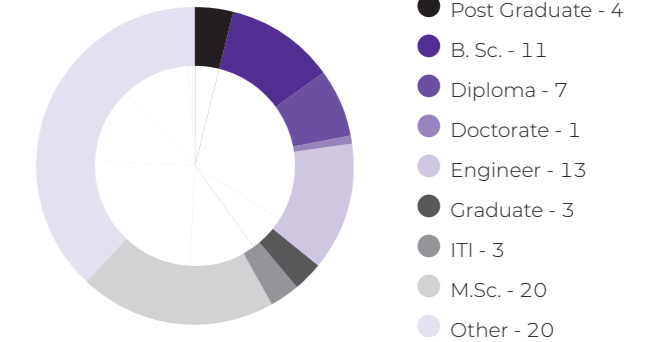


Total Workforce

Location (%)



Qualification (%)



Diversity, Inclusion, and Equal Opportunities

We consider diversity and inclusion essential for reinforcing our culture of excellence. We foster a diverse workplace, regardless of social identifiers, ensuring equal opportunities for everyone. We actively promote women in our workforce, providing them with a nurturing environment conducive to their growth. To further support our female employees, we have established a women's forum, serving as a platform for them to come together, unite, and empower each other to achieve greater heights.

6% WOMEN EMPLOYEES IN TOTAL WORKFORCE

Zero SEXUAL HARASSMENT COMPLAINTS REGISTERED IN 2023-24

27.3% WOMEN DIRECTORS

All units UNITS/ OFFICES ACCESSIBLE TO SPECIALLY-ABLED PERSONS



Hikal Women's Forum
The Hikal Women's Forum acts as a platform for female employees to come together, support each other in reaching new heights, and actively contribute to advancing the organisation as a whole.

Innovation Meets Excellence

Initiatives during 2023-24



Jigani Unit 1 Host's its Monthly Meeting in Women's Forum Meeting

At Jigani Unit 1, Women's Forum hosts monthly meetings. In November 2023 meeting, Dr. Sapna Raina, a senior gynaecologist, delivered an informative health talk on various health issues affecting women, including their causes and available treatments, well-received by attendees. The HR team also celebrated female employee's birthdays with greeting cards afterward.



Women's Day Celebration at Hikal

On 11 March 2024, Hikal celebrated International Women's Day by organising webinars and workshops focused on promoting gender diversity and inclusion. The event, themed 'Invest in Women: Accelerate Progress,' featured a variety of activities designed to empower women in the workplace. It began with an online seminar that connected all sites, where our President of HR, Ratish Jha, set the context by speaking on the

theme. The event concluded with a featured video titled 'Women @Hikal,' showcasing women employees discussing what Hikal means to them. This video aimed to inspire and motivate female employees while reinforcing Hikal's commitment to gender diversity and inclusion. A special workshop was arranged to celebrate the achievements of female employees both in the workplace and in their personal lives.



Women Empowerment Training at Panoli Site

On 3 October 2023, a Women Empowerment training session was held at the Panoli site. The session aimed to equip female employees with knowledge and practical skills through interactive activities like role play, the knot game and experience sharing. The role play activity recreated real-life scenarios to build confidence and practical skills, while the knot game promoted teamwork and problem-solving, symbolising units strength. The experience sharing session allowed women to exchange insights, discuss challenges in their work and personal lives and share strategies for overcoming them.



Training on Prevention of Sexual Harassment (POSH)

To foster a safe and inclusive workplace environment, we organised a Compliance Training Programme on Prevention of Sexual Harassment (POSH) conducted in multiple batches to ensure comprehensive coverage for all employees. The training highlighted the necessity of having a dedicated committee to address any sexual harassment concerns promptly and effectively. Employees are encouraged to report any incidents of sexual harassment or discrimination to the designated committee for immediate and appropriate action.



Panoli Women's Forum – Trip to Atapi Wonderland

After a successful USFDA audit, the women employees were taken for a day trip to Atapi Wonderland on 21 July 2023. The trip featured thrilling experiences, from the exhilarating roller coaster ride to various other attractions that lifted their spirits. This outing not only brought the team closer together but also created lasting memories.



Embracing Gender Diversity at Hikal Pune R&T

Female employees at Pune R&T, Ms. Pranoti Wadkar and Ms. Rutuja Gundal, recently demonstrated exceptional dedication by successfully completing projects at manufacturing plants in Karnataka and Gujarat. Defying traditional barriers that often limit extended hours and varied shifts, they worked there until project completion. Their commitment and dedication set a powerful example for others, inspiring confidence, and encouraging greater ambitions. The Company takes pride in their achievements and remains committed to fostering diversity and inclusivity.



International Mens Day' celebration

R&T Pune celebrated International Men's Day in a unique and special way. Female colleagues surprised and honoured their male counterparts with gift hampers and personalised greeting cards. This heartfelt gesture highlighted the camaraderie that sets the R&T team apart. The celebration was a testament to the strong bond of respect and appreciation shared between male and female colleagues at R&T Pune.

Sexual Harassment Policy

We have a strict sexual harassment policy to ensure a safe, inclusive, and bias-free work environment. Our Internal Complaint Committee

(ICC) investigates complaints, maintains confidentiality, and recommends actions. We follow POSH guidelines to eliminate

gender-based discrimination and uphold workplace dignity and provide training on POSH for all our employees.



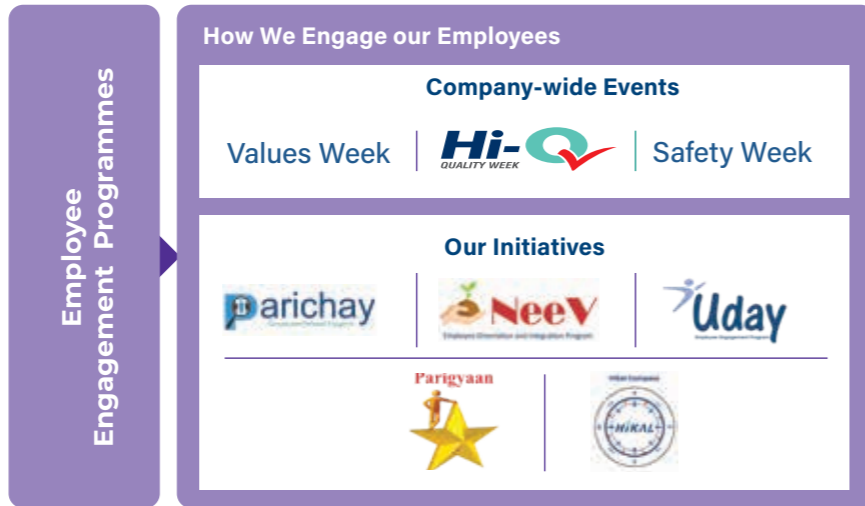
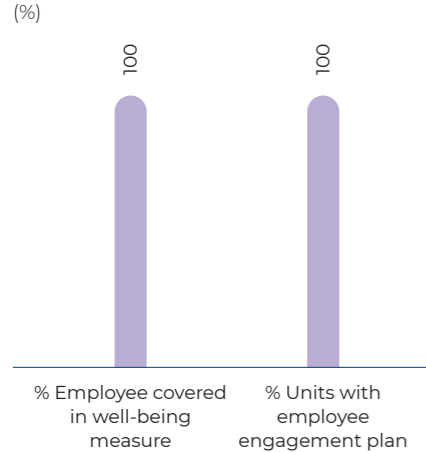
Employee Engagement, Well-being, Benefits, and Retention

Our dedication lies in nurturing a strong sense of belonging and empowering our employees to enhance their overall well-being. Through a range of well-being programmes and focused training initiatives, we prioritise their growth and development.

Benefits

- » Paid time off
- » Flexible working hours
- » Paid Parental leaves
- » Health insurance

Coverage of our Well-being Measures (%)



Employee Benefit Scheme

Scheme	% Coverage of employee
Health insurance	100%
Accident insurance	100%
Maternity benefits	100% (all females)
Paternity Benefits	100% (all male)



Ojas – Employee Wellness Programme

Ojas is our employee wellness programme committed to prioritising the health and well-being of our employees. Through a focused array of activities such as Yoga, Zumba, and other wellness programmes, Ojas strives to cultivate an environment that fosters healthy habits and assists our employees in attaining peak health.



Initiatives under Ojas

- Pune R&T organised onsite Animal Health check
- Celebration of National Road Safety Week
- Mahad conducts health check-up camp for its employees
- One minute safety programme at Pune R&T

Employee Retention Initiatives

- » The Business Excellence and HR teams conducted a comprehensive talent evaluation using a technical questionnaire to refresh and enhance employee knowledge
- » At Jigani Unit 1, the Operations Head and Head of HR held talent evaluation and succession planning meetings in October 2023 to assess and advance employee skills
- » Pune R&T introduced an HR Helpdesk, offering employees a platform for one-on-one discussions with site HR every Friday to address their queries and concerns
- » The Employee Hour programme at the Mahad site successfully gathered employee feedback and insights to enhance the work environment, encouraging open sharing of opinions and suggestions
- » The HR department at Jigani Unit 1, held a PEP talk to reinforce the Employee Referral Scheme, educating employees on the referral process and how to claim benefits for successful referrals
- » Parigyaan, our rewards and recognition programme, acknowledged the collective accomplishments, efforts, and achievements of our on-roll employees. Numerous Parigyan Awards were given out across locations to employees for their hard work and commitment
- » A revised compensation structure has been implemented to enhance take-home pay for employees



Awards under Parigyaan

Spot Award

Innovation Award

Team of the Month Award

Safety Champion of the Month Award

Employee of the Month Award

Department of the Month Award

Lab of the Year Award

Rising Star of the Month Award

Employee Engagement Initiatives

- » Town Hall meetings at Panoli were held throughout October, November, and December 2023 to encourage open communication. Employees were recognised under the Parigyaan programme for Employee of the Month, Rising Star, and Team Excellence
- » Pune R&T's quarterly Town Hall meeting reviewed the previous quarter's performance, discussed upcoming milestones, introduced a suggestion box for employee input, and recognised Parigyaan award winners
- » Hikal Academy's Team Collaboration workshop, in Mahad, focused on leadership, communication, active listening, and teamwork, emphasising the slogan 'One Team, One Voice'
- » Diwali celebrations was held at various Hikal sites and included dabba party and rangoli competition, fostering joy and camaraderie among employees

- » Dussehra celebrations at Hikal sites featured rangoli competition. Awards for best dressed person, best dancer were distributed. These activities promoted unity and belonging among employees
- » Hikal Happify was launched to ease the leave and attendance process of employees



Hikal Premier League (HPL)

We conducted the Hikal Premier League (HPL), uniting teams from our CBD Belapur, Mahad, Panoli, Pune, Talaja, and Jigani sites. The league, featured gripping matches that allowed our employees to showcase their sporting skills. It served as an excellent platform for fostering healthy competition and reinforcing team spirit, reflecting the vibrancy of our work culture. The event highlighted how effective teamwork could lead to remarkable results, both on and off the field, demonstrating our commitment to nurturing a dynamic and collaborative work environment.



Employee Training and Development

At Hikal, we prioritise investing in our employee's growth and skill development to maximise productivity, capabilities, and value for stakeholders. Through diverse learning tools and interventions, we foster a culture of continuous learning and professional growth within our organisation.



Initiatives during 2023-24

Training and Development Programmes

- » A session focused on the 7 Cs of communication was held, emphasising principles like clarity, conciseness, and courtesy. Participants gained practical strategies, with a focus on active listening for improved interaction.
- » A virtual masterclass in partnership with Bain & Co was conducted, which equipped senior leaders and marketing/SCM employees with techniques for clear message delivery and efficient presentation preparation. The session provided insights on effective presentation creation, especially for executives dealing with stakeholders.
- » In collaboration with insurance partner Prudent, a comprehensive training programme was held, which provided a thorough understanding of our insurance policy, covering both its inclusions and exclusions and how employees can maximise its benefits
- » Senior leaders received insights into management principles inspired by practices from renowned singers in the industry, on how these principles can foster teamwork to work towards a common goal of achieving customer satisfaction
- » A session in Bengaluru enhanced the senior leader's ability to manage team finances, emphasising the Power of Money's impact on organisational success
- » Pune R&T organised a two-day workshop for First-Time Managers, focusing on leadership, conflict resolution, goal setting, and team management, led by experienced trainer Prafull Thakkar
- » Vani coaching was completed
- » The ICC KPI workshop and web tool were launched, featuring essential training on chemical transfer from the laboratory to pilot plant

Learning Platforms

- » Hi-Fi Learning, a digital platform offering over 2,000 courses, was launched at plant sites, symbolising Hikal's commitment to continuous employee development

Employee Engagement and Skill Enhancement Programmes

- » A transformative 15-day programme at the Panoli site facilitated cross-functional knowledge exchange among 24 employees, enriching individual skill sets and understanding of operations



39,155
TOTAL VIDEO VIEWS

71%
REPEAT LEARNERS

65%
ENROLLED FOR CONSTRUCTION SAFETY COURSE

4.7%
AVERAGE COURSE RATING

Learning and Development - LinkedIn Learning

At Hikal, we recognise the crucial role of Learning and Development in enhancing our employees' skills. To address this, we have proactively partnered with LinkedIn to develop a suite of courses tailored to our operational needs. This collaboration

has led to a variety of learning initiatives, from Construction Safety to Public Speaking, aimed at closing skill gaps and boosting expertise. Delivered through LinkedIn's platform, these specialised training programmes and professional

development workshops engage learners, address their specific skill needs, and provide up-to-date content that ensures they remain at the forefront of industry standards.

Objective

Build Critical Skills

To upskill our workforce and address skill gaps through hands-on practice, advanced tech content, professional certificates, and skill evaluations.

Learner Engagement

To engage learners through their daily tools including a mobile-first learning experience and seamless LMS and SCIM integrations.

Support Leadership Development

To cultivate leadership within our organisation using AI-powered coaching, career goal setting, and modern management content.

Promote Career Development and Retention

To support employee careers and reduce attrition with role guides, customisation, and career insights reporting, while actively engaging interested internal candidates.

In collaboration with LinkedIn, we developed a diverse range of courses aimed at enhancing both technical and interpersonal skills. Among these, one of the most prominent courses was Construction Safety, which saw the highest engagement with 65% of employees enrolling and receiving a rating of 4.7 out of 5. This course was instrumental in deepening participants understanding of safety protocols, significantly contributing to improved workplace safety and compliance with industry standards. Another notable course was Construction

Management: Safety and Health, which attracted 57% of employees and achieved the highest rating of 4.8 out of 5. This course provided advanced safety management skills, which have been highly beneficial for participants' career development and effectiveness in managing safety practices. The Occupational Safety and Health course had 53% enrolment, offering essential insights that have led to enhanced safety practices within the organisation.

In addition to our technical courses, we offered programmes such as Public Speaking, Quality

Management, and Project Management to develop essential soft skills among employees. Although these courses aimed to enhance valuable interpersonal abilities, our recent analysis revealed a preference for technical courses over soft skills. This trend underscores employees' focus on advancing their technical expertise, aligning with the organisation's commitment to fostering both essential technical skills and comprehensive professional development.

Skills Hikal is Developing Compared to Peers

Top Skills Hikal Learners are Developing



Top Skills Peer Learners are Developing



Digital and Social Media Growth

Our social media strategy has driven impressive engagement, and we are planning to enhance our presence with more business updates, CSR initiatives presented in innovative formats to establish our brand presence.

Our LinkedIn presence has demonstrated significant growth, with an engagement rate of 9.46% from April 2023 to date, surpassing

the LinkedIn benchmark of 3.85%. This success is attributed to a diverse content mix of business updates, CSR activities, and team highlights, with posts featuring leaders achieving the highest engagement. However, since September, engagement has declined due to fewer posts. To address this, we plans to expand our content strategy by including

more business news, team-centric updates, and CSR initiatives. We aim to experiment with video series featuring leaders, boost employee visibility through LinkedIn, and creatively showcase our CSR activities. This strategic expansion is crucial for maintaining high engagement levels and reinforcing our brand presence on social media.



+14.6k
FOLLOWER GROWTH

+45.8% Y-O-Y

75k
ENGAGEMENT
(A TOTAL OF 78 POSTS)

9.46%
ENGAGEMENT RATE
(+145% better than avg. benchmark for the platform)

Occupational Health and Safety

Ensuring the health and safety of our workforce is essential for maintaining a productive work environment. We understand our responsibility in implementing thorough safety protocols and offering suitable training to address workplace hazards effectively. Through a range of training programmes and campaigns, we actively promote the health and safety of our employees.

Health and Safety Performance		
Health and Safety Performance	2022-23	2023-24
LTIFR	0.3	0
Total recordable work-related injuries	1	0
Number of fatalities	0	0
High consequence work-related injury	0	0

Fostering Safety Culture: Hikal's Month-Long Safety Campaign

Hikal conducted a month-long safety campaign with the goal of cultivating a safety-centric culture among employees. The campaign aimed to increase awareness of safety protocols and procedures, encourage proactive safety practices, foster open communication, and prioritise safety in daily operations. It consisted of various activities geared towards boosting safety awareness and preparedness among employees.



Workshops on Safety Protocols

Internal and external experts led sessions on the importance of adhering to safety protocols, covering topics like hazardous materials handling, equipment safety, emergency response, and proper PPE usage were held.

Hands-on Training

Employees received practical training on handling safety equipment along emergency response procedures, enhancing their understanding and preparedness for real-life scenarios.

Safety Demonstrations

Live demonstrations on handling techniques and safety precautions, allowing employees to witness best practices first-hand were organised.

Safety Awareness Campaigns: Safety Through Excellence

Posters, banners, and digital displays with safety messages were placed across Hikal sites to remind employees of safety principles.

Safety Competitions

Interactive competitions, such as safety quizzes, scenario-based challenges, and slogan contests, were held during National Safety Week to promote participation and reinforce learning.

Employee Engagement

Employee engagement was fostered through photo booth contests, safety commitment activities. A Safety Marathon was also held to educate a broader audience about safety importance.

Recognition and Rewards

Employees who demonstrated outstanding safety practices were acknowledged and rewarded to reinforce positive behaviours and inspire others to uphold safety standards.

Media Coverages

Hikal's Safety Campaign was covered by various media outlets, helping to spread the Company's safety message to a wider audience.

Safety Marathon

The Bharuch Running Club organised the Safety Marathon to raise awareness about the importance of safety. Participants from diverse backgrounds united to run for this vital cause.

Safety Initiatives during 2023-24

Boosting Concentration: Eye for Detail Training

The IT and HR teams participated in the "Eye for Detail" training, focusing on maximising concentration and managing distractions. The session included activities to assess attention span and provided strategies for improving focus by recognising and redirecting distractions.

One Minute Safety Programme at Pune R&T

Pune R&T conducts a one-minute safety review every fourth Saturday, addressing major unsafe acts, conditions, near misses, accidents, and incidents from the previous month. This forum also allows employees to share personal safety experiences.

#Driving Excellence: Hikal's 11th Quality Week Celebration

Hikal celebrated its 11th Quality Week from 20 November to 24 November 2023, themed 'Quality Means Excellence,' with active participation from all sites. Activities included an 'Excellence Quiz,' 'Slogan Submission,' and the 'Chaka-Chak' contest for site maintenance. Over 300 employees joined the Hazard Hunt, and more than 350 pledged commitments to quality on the commitment walls. Face-to-face forums featured excellence stories from over 30 employees, highlighting the importance of quality in achieving overall success.

Safety Department Conducts Safety Training

The Safety Department provided mandatory training on fire prevention and safety measures, including emergency plan operations, risk assessments, chemical safety, and electrostatic hazard controls.

Celebration of National Road Safety Week

During National Road Safety Week, Pune R&T Centre hosted events to promote road safety. A 'Defensive Driving' training programme, led by former RTO inspector Mr. Anil Pantoji, covered the latest Motor Vehicle Act amendments, driving do's and don'ts, and traffic signs. Additionally, a quiz competition was held to further raise road safety awareness.

Human Rights

In our organisation, we strongly uphold human rights as a fundamental value. Our 'No Child or Forced Labour Policy' guarantees that individuals under the age of 18 are not engaged in employment. We perform annual audits, overseen by our internal audit and EHS departments, to ensure compliance with this policy.



97%
PERMANENT EMPLOYEES PROVIDED TRAINING ON HUMAN RIGHTS

100%
PERMANENT WORKERS ASSOCIATED WITH A UNION

Respecting Human Rights

We are currently undertaking human rights due diligence with the assistance of an independent agency to uncover potential human rights risks within our operations and take appropriate actions to prevent or mitigate these risks. We acknowledge

the significance of employee unions in protecting workers interests. Our organisation wholeheartedly endorses the freedom of association and the right to establish and join unions, in accordance with international labour standards.

Community Development

We are dedicated to generating shared value for communities surrounding our operational sites. Our CSR programme, 'Srijan,' is a vital component for our sustainable progress and advancement. We collaborate with non-governmental organisations (NGOs) in various areas such as secondary education, skill enhancement, employability, infrastructure development, healthcare, sanitation, environmental sustainability, and the preservation of national heritage, art, and culture.

Intervention Areas

<p>1</p> <p>Anahat</p> <p>Environment and ecology protection</p>	<p>2</p> <p>Medha</p> <p>Education and skill development</p>	<p>3</p> <p>Kaushalya</p> <p>Healthcare and sanitation</p>	<p>4</p> <p>Rachna</p> <p>Protection of national heritage, art, and culture</p>	<p>5</p> <p>Sampark</p> <p>Employee contribution</p>
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Anahat Supporting the Twin Glacier Foundation

We are supporting the Twin Glacier Foundation in its efforts towards infrastructure development and lake rejuvenation. Our aim is to provide potable water to nearby village residents, ensuring a reliable and clean water supply while also promoting ecological sustainability in the region.



Rejuvenation of Waterbodies

We have sponsored the rejuvenation of 25 water bodies across 25 villages in Bharuch as part of the Gujarat Government's 'Amrit Sarovar' scheme. This initiative aims to enhance water resources and ensure sustainable water availability for these communities.

Water Distribution Pipeline Work

We are sponsoring the water distribution pipeline work in Sutarkond-Mahad village. This project aims to improve water accessibility and ensure a consistent and clean water supply for the local residents.

Continuation of Partnership for the Tetvali Afforestation Project at Rabale

We have initiated an Afforestation project at Tetvali, Rabale, Navi Mumbai in collaboration with the International Association of Human Values (IAHV). The forest site, spanning 33 acres,

includes a biodiversity park and butterfly park and is designed using a scientific approach. We have planted ~14,200 trees of 50 varieties and employs advanced technologies like drip irrigation to maintain it. This is now one of the largest urban afforestation projects in India.

Support to World Wide Fund (WWF)

We have provided support to the World Wide Fund (WWF) Nature Guardian Programme, contributing to the conservation and protection of wildlife and ecosystems.

Medha

Jigani Plant Conducts CSR Activity at Mathrubhoomi Foundation

The Jigani plant organised a Corporate Social Responsibility (CSR) initiative at the Mathrubhoomi Foundation in Singasandra, Bangalore. This foundation is dedicated to making a lasting impact on the lives of children and destitute individuals by offering love, free education, food, and clothing.

As part of this CSR activity, Hikal provided groceries, essential clothing items, and lunch for the children at the foundation. This initiative will be continued annually to further support the foundation's mission of improving the lives of underprivileged children.



Sponsoring Children with Special Needs

The Taloja site hosted an exhibition and sale featuring handmade earthen lamps, lanterns, floating candles, and various handicrafts crafted by differently abled children. This event, organised by Aai Day Care Sanstha on Thursday, 7 November 2023, garnered an enthusiastic response from attendees and was highly appreciated by the employees. We have even supported Aai Day Care Sanstha by sponsoring 15 children with special needs, providing them with essential care and resources



Financial Aid to Disabled and Marginalised Children

We are supporting Adarne Charitable Trust in providing financial assistance for the education of disabled and marginalised children. This initiative aims to ensure that these children have access to the educational opportunities they deserve.

Distribution of School Bags, Notebooks and Groceries at Jigani

For the past decade, we have been actively involved in enhancing education and skill development in Government Schools near Jigani, Bangalore. We supported faculty development programmes at these schools. We distributed school bags and notebooks to the children studying there.



Infrastructure Development at Schools

We renovated a 110-year-old Government school in Anekal, Bengaluru. We played a crucial role in demolishing the old building, constructing a new one, painting, compound wall, playground, auditorium, and drainage repairs.

Enriching the Lives of Underprivileged Children

We have extended support to the Raginiben Bipinchandra Seva Karya Trust, enriching the lives of underprivileged children and families through diverse initiatives focused on healthcare, education, nutrition, livelihoods, women's empowerment, and youth development.



Kaushalya
Menstrual Awareness Session

In collaboration with IHAV, Pune R&T held two sessions on menstrual awareness for adolescent girls from the Zilla Parishad School of Maan Village. The aim was to provide education on menstruation. The Site HR, alongside the IAHV team, distributed hygiene kits to the girls, essential for maintaining good hygiene during menstruation, thus reducing the risk of reproductive tract infections. Approximately 80 schoolgirls attended the sessions, which also incorporated



Providing Access to Medical Facilities

We have extended our partnership with Bharuch-based NGO Seva Yagna Samiti at our Panoli unit. Together, we provided ICU/ICCU facilities, timely diagnosis, medications, and hospitalisation for underprivileged individuals. This initiative has supported over 150,000 patients in six years.

150,000
PATIENTS BENEFITTED IN LAST 6 YEARS

yoga, meditation, and exercises to promote physical fitness and vitality during menstruation.

80
SCHOOL GIRLS BENEFITTED

Medical and Healthcare Assistance

We are sponsoring Seva Yagna Samiti to provide medical and healthcare assistance to the marginalised sections of society. This support aims to improve health outcomes and ensure that essential medical services are accessible to those in need.

Rachna
Promoting and Conserving Indian Performing Arts

We have provided support to the NCPA in promoting and conserving Indian performing arts and literature. This initiative aims to preserve our rich cultural heritage and encourage artistic expression among diverse communities.

Support to the Museum of Art & Photography

We have provided support to the Museum of Art & Photography (MAP) in Bangalore with an aim to enrich cultural experiences and foster appreciation for art and history in the community.

Support to Tata Literature Live Lit Fest

We have provided support to Tata Literature Live Lit Fest in its efforts to preserve cultural art and heritage, fostering a platform for literary discourse and celebrating diverse narratives.

Support to Mehli Mehta Music Foundation

We have provided support to the Mehli Mehta Music Foundation in its mission to offer accessible music education to children from all backgrounds, nurturing a love for music and fostering cultural enrichment.

Supporting the Theoretical Art Education

We have extended support to JNANAPRAVAHA Foundation, which provides theoretical art education courses accessible to children from all backgrounds, nurturing creativity and cultural appreciation across diverse communities.

Support to Chhatrapati Shivaji Maharaj Vastu Sangrahalaya

We have provided support to Chhatrapati Shivaji Maharaj Vastu Sangrahalaya in its efforts to conserve and promote our rich cultural art and heritage, ensuring its preservation for future generations to appreciate and learn from.

Sampark

Visiting Old Age Home

As part of our community outreach commitment, the Pune R&T team undertook a touching visit to Prerna Bhawan, an old-age home and orphanage. This initiative deeply impacted our employees and left a lasting impression on the lives of Prerna Bhawan's 162 residents. Dedicated members of the R&T team participated in the visit, sharing a valuable experience as they treated the residents to lunch and engaged with them meaningfully.

162
OLD AGE RESIDENTS VISITED

Bicycle Library for New English School

Hikal launched a Bicycle Library project for New English School in Mahad. This initiative aimed to tackle transportation hurdles encountered by students, especially those from tribal backgrounds, by gifting 59 bicycles to the school. The primary goal was to offer a sustainable solution to transportation challenges, facilitating easier commuting for students to and from school.

59
BICYCLES DONATED TO SCHOOL

Employees Visit Aai Day Care

Hikal employees paid a visit to Aai Day Care, where they were given a tour of the facilities by NGO co-partner, Premlata. The visit offered an opportunity to witness the remarkable work being carried out by specially trained teachers, who were providing instruction to students across various age groups. The school not only focuses on academic education and arts/craft activities but also provides physical training and opportunities for participation in sports, music, and dance, all under the guidance of dedicated teachers. During the visit, the



EHS head of Hikal presented a donation cheque to Aai Day Care on behalf of Hikal, underscoring the Company's commitment to supporting the invaluable efforts of the NGO.

Blood Donation Camp

Panoli team organised a Blood Donation Camp partnering with Red Cross Hospital. Approximately 60 employees participated, demonstrating compassion and solidarity. About 60 units of blood were collected, contributing significantly to healthcare emergencies.

60
UNITS OF BLOOD COLLECTED

Voluntary Donation Drive

Pune R&T team organised a Voluntary Donation drive with Goodwill India during 'Values Week'. The drive aimed to support underprivileged communities with essential supplies. Employees showed commendable response and participation, with some purchasing new items for donation.



Integrated Watershed Development Project

We announced the inauguration of the Watershed Management Programme on World Earth Day to address the severe water scarcity affecting the Pimpalkond watershed in Maharashtra, India. Throughout this project, ~750 hectares of land was treated with soil and water conservation measures. The project aimed at implementing a comprehensive, integrated watershed development programme to enhance water availability, fostering sustainable and equitable development within the community.

42,458
BENEFICIARIES