



REDINGTON
FOUNDATION



DEMOCRATISING
OPPORTUNITIES:
FOR A SUSTAINABLE AND
EQUITABLE FUTURE

ANNUAL REPORT
2023-2024

Content

From Our Desk

Note from the Group CEO	04
Note from the Global CCO	05
Note from the CSR Head	06

Know Us

An Overview	08
Our Mission	09
Our Approach to CSR	10
Our Journey	12
Our Reach	13
Our Impact Over the Years	14
Our Team	16
What We Do	18
How We Do It	20

In Focus

2023-24: The Year in Focus	23
Impact Highlights: 2023-24	24
Our Achievements	26
Our Sustainable Development Goals	26
Skill to Employ	29
Educate to Empower	43
Social Initiatives	60
Employee Volunteer Programme	77

The Bottom Line

Monitoring and Evaluation	78
Our Partners	80
Contact Us	84





NOTE FROM
THE
GROUP CEO

Redington Limited's guiding principle of "create value, profit will follow" has extended into initiatives that deliver social impact beyond the realm of our business. Through our CSR wing, Foundation for CSR @ Redington, we leverage our business processes, resources and partnerships to address critical social issues in an effective and sustainable way.

All our CSR initiatives are deeply aligned with the UN Sustainable Development Goals (SDGs), ensuring that our resources and efforts are focused on areas which truly need attention and can make significant impact. Guided by SDGs, we are committed to catalysing social development through inclusive and equitable access to education, skill development, healthcare and a clean environment.

As a grantmaking CSR organisation, we invest in strategic interventions that solve specific problems based on the most pressing needs. Our increasing focus on education and skill development are geared towards uplifting underprivileged communities, while creating generations of skilled workforce and helping India achieve sustainable economic growth. Our commitment towards fostering a sustainable future also makes it imperative to invest in environmental initiatives that help preserve natural resources and promote the use of renewable energy to mitigate the risk of climate change.

The Foundation has extended Redington's commitment towards adopting a circular economy model to drive all CSR initiatives. Through our efforts to be more resource-efficient, reduce and recycle waste, offer energy-efficient solutions and raise awareness on sustainability, we tick off all the elements of ESG while also meeting specific SDG goals.

Our strategic partnerships with carefully selected nonprofit organisations help us execute our projects efficiently across diverse locations. Further, by harnessing technology, our key strength at Redington, we not only save time and resources but also create innovative solutions that are future-ready. Our state-of-the-art 'Center of Logistics Training Excellence' (COLTE) in Chennai, is one such example, which uses advanced technology like AI, VR and hi-tech simulators to train and upskill the logistics industry workforce. The year 2024 also saw us collaborating with IIT Madras to establish 'R Srinivasan International Visiting Chair', dedicated to advancing research in logistics and supply chain management, with a special focus on sustainable practices.

As we call it another year of empowering, uplifting and enriching millions of lives, it gives me great pleasure to share a glimpse of our journey with you.

VS Hariharan
Group Chief Executive Officer

From leading business enablers to proud enablers of a better tomorrow for the less privileged, it gives me great pleasure to witness the empowering CSR journey of Redington.

What started in 2015 with a motivation to leverage our success towards uplifting the lives of those around us has transformed into one of India's most effective CSR organisations with a footprint across 10 states. This report, which offers a summary of our work during the year 2023-24, stands as a testimony to our steadfast commitment towards social development with more focused, impact-driven projects that address specific needs of underserved communities.

The year 2023-24 saw us making some transformative changes as an organisation. To ensure more meaningful impact and effective execution, we classified our projects on the basis of narrow and deep CSR strategies for varying degrees of intervention. We also narrowed our thematic focus, with 'Skill to Employ' and 'Educate to Empower' becoming our core CSR programmes.

Our skill development initiatives have taken a giant leap this year. Our new logistics training centre in Chennai, COLTE, has already trained 1,020 underprivileged youth and SCM sector workers, apart from 735 more youth trained via other skill development programmes. Through our many education and ed-tech initiatives, we have impacted over 31,000 students across five states this year. Our efforts towards promoting environmental sustainability has seen us restoring community wells and water bodies, promoting eco-friendly livelihoods, and distributing solar lights, among others; directly benefiting over 17,600 people from vulnerable sections of the society, such as tribals, women, small farmers and children.

At Redington, we encourage our employees to contribute through volunteering across our many CSR projects, with the spirit of serving the less fortunate using their time, knowledge and skills. This year, to increase employee participation we created many avenues for volunteering, such as imparting soft skills and career counselling sessions for trainees at COLTE and conducting computer learning classes for government school students through our WASH programme, among others.

As I join my colleagues at the Foundation to unveil our inaugural CSR annual report, I take this opportunity to thank the many people and organisations who make our work possible. Special gratitude is due to our leadership, staff, NGO partners and the communities we serve. Here's looking forward to yet another year of democratising opportunities and fostering an equitable future.

Sriram Ganeshan
Global Chief Commercial Officer

NOTE FROM
THE
GLOBAL CCO



At Redington Foundation we believe in creating long-term and meaningful impact for the communities around us. To make this happen, we have built our portfolio of CSR projects around three key areas - Skill to Employ, Educate to Empower and Social.

Aligning with our key pillar of 'Skill to Employ', we set up the Centre for Logistics Training Excellence (COLTE) in Chennai this year, in partnership with Logistics Sector Skill Council. This first-of-its kind facility focuses on skilling unemployed youth and upskilling/reskilling the existing workforce in the supply chain sector. Over 100 youth have been trained under our short-term training programmes out of which 70% have joined leading supply chain companies across India and beyond. COLTE aims to train over 10,000 young individuals between the years 2024-2029. The Foundation has also partnered with L&T Public Charitable Trust and Hand in Hand India to train youth, who are school dropouts, in solar PV manufacturing and technician skills to create employment opportunities. Over 70% of the 175+ youth trained have been placed in various solar manufacturing companies in Gujarat and Tamil Nadu.

Our 'Educate to Empower' programme has spread its wings across many dimensions to ensure quality education for all. Led by our belief that every child deserves a healthy learning environment, we ensured access to water, sanitation and hygiene (WASH) services at 38 schools, reaching 25,000+ children from urban-poor communities in West Bengal, Haryana, Assam and Tamil Nadu. The project not only focused on infrastructural upliftment but also on behavioural change amongst students and stakeholders to ensure long-term sustainability and impact. Through our digital literacy programmes in partnership with HP, we enhanced access to ed-tech in remote rural locations. With a focus on building vocational skills, the project imparted computer knowledge, cognitive development sessions and online data services for over 1,400+ school students from grades 6-8.

With our strategic decision to work on high impact projects that further environmental sustainability, we partnered with DHAN Foundation and implemented Project AWAKE (Augmenting Water in Kurunji Ecosystem) to improve the wellbeing of tribals in Kalvarayan and Jawadhu hills of Tamil Nadu. We renovated 10 community wells, constructed 14 water tanks, and installed two rainwater harvesting structures in government schools. We also provided solar lights to 1,500 households. With DHAN Foundation, we also implemented Project Vizag (Vitalising Communities' Zealous Action for Generous Ecosystem of Urban), which addressed the water security problem in Visakhapatnam through the renovation of the Nadupuru forest waterbody; increasing its storage capacity by 5,000 cubic metres.

Making healthcare affordable and accessible for the less privileged continued to be at the heart of our healthcare projects. We joined hands with Rotary Club of Madras to donate multiple medical equipment to four hospitals to serve the needy. Additionally, we provided ambulance support to a charitable hospital and launched a Mobile Health Unit in partnership with Helpage India to provide basic healthcare services to 10 villages in Gummidipoondi block, Tiruvallur district, Tamil Nadu.

In 2023, we also joined hands with Museum of Art and Photography (MAP) as a major donor. In 2024, we continued our support by providing technology for education and exhibition purposes, and equipment to help digitise holographic experiences, thereby enhancing MAP's tech capabilities.

For us, CSR is more than just a mandate. It is our responsibility towards our society, country and the environment. As we focus on facilitating more impact-driven and need-based interventions, we look forward to creating a more sustainable and equitable world for all.

Hemant Lohiya
CSR Head

NOTE FROM
THE
CSR HEAD



The Foundation for CSR @ Redington

An Overview

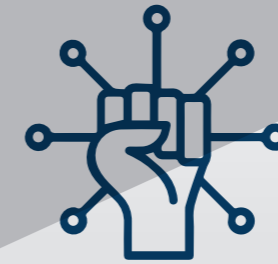
As the CSR arm of Redington Limited, the Foundation has been empowering communities and contributing towards social development since 2015. Started with a vision to build a better and more sustainable way of life for the less privileged, the Foundation has worked steadfastly towards addressing critical gaps in the areas of education, skill development, healthcare and environment.

What sets us apart is our unwavering focus towards inclusive and sustainable development, and our ability to leverage our technological expertise and resources to drive change. Our approach to CSR investments is also equally unique. By contributing to both narrow and deep projects alike, we ensure immediate and effective solutions for the most pressing issues today, while also creating long-term, sustainable change for the future.

With our growing social footprint across 10 states, we continue to uplift the most underserved sections of society through our diverse initiatives and strategic partnerships with impact organisations. So far, millions of lives have changed for the better through our effort, and each of those lives is a testament to our commitment to connect the most deserving and neglected to a better tomorrow.



Our Mission is to...



Empower the economically underprivileged

by providing multiple opportunities and platforms to promote sustainable and holistic development and social upliftment, thereby enabling them to emerge as significant contributors towards the country's growth and prosperity



Unleash talent among the less privileged

by imparting knowledge and skills to economically deprived youth, preparing them for relevant jobs and developing the best resources for the society



Ensure education for all

by providing WASH facilities, digital literacy and financial support to students from economically weaker sections of the society



Promoting a sustainable future for the underserved

by supporting and executing programmes towards community health and protecting the environment

Our Approach to CSR

Closing the gap through strategic investment, value creation and collaboration

Driven by the vision, 'creating value for a better future', we focus on building long-term and meaningful impact at scale that helps address the most urgent needs and critical problems within our society. Our various strategic initiatives are directly aligned to our corporate business, which helps us maximise impact by harnessing our business processes, technology expertise, partnerships, and resources.

By working within our focus areas of Skill Development, Education, Environmental Sustainability and Health, we respond to emergent needs through both a narrow and deep approach to projects, in order to maximise efficiency and impact. Further, our resource-efficient innovations and strategic geographic targeting help us create a continuum of sustainable support for our communities.

All our projects are executed by leading NGOs, Trusts and other Section-8 companies across India, who are selected through a meticulous screening process by the Foundation. In everything we do, we maintain the highest level of integrity, transparency and accountability in our processes, as well as, our relationship with our stakeholders.

Key considerations for project selection

Within the bounds of our CSR themes: Projects that fall under the broad CSR themes of the Foundation are considered, including Educate to Empower, Skill to Employ and Social

Alignment with SDGs and National Priorities: Horizontal linkages are established between SDGs and national priorities (Under Schedule VII of Companies Act)

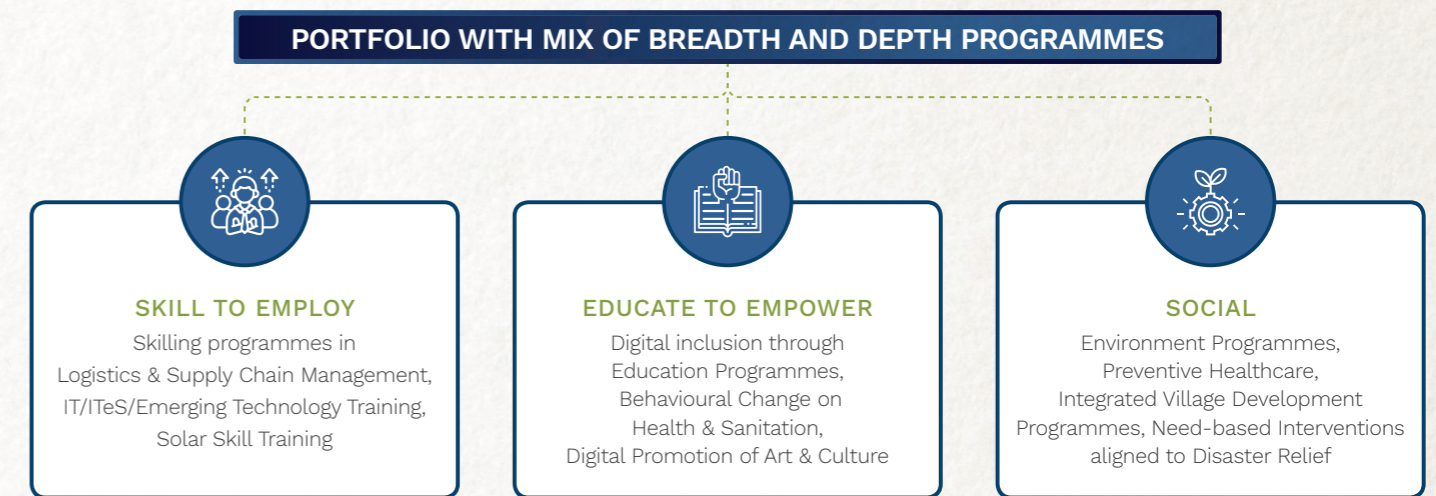
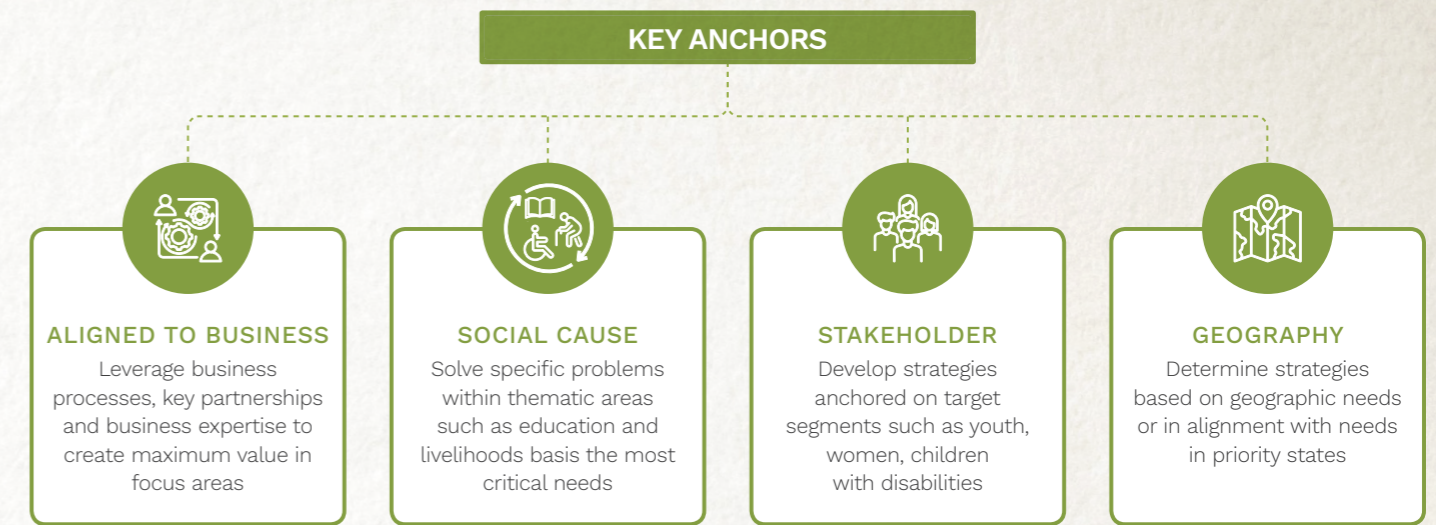
Strategic Geographic Spread: Based on the needs assessment, we focus on locations that are untouched or not exposed to CSR operations

Robust Governance: Robust governance mechanism for periodic review of progress and evaluation of social impact based on Social Return on Investment

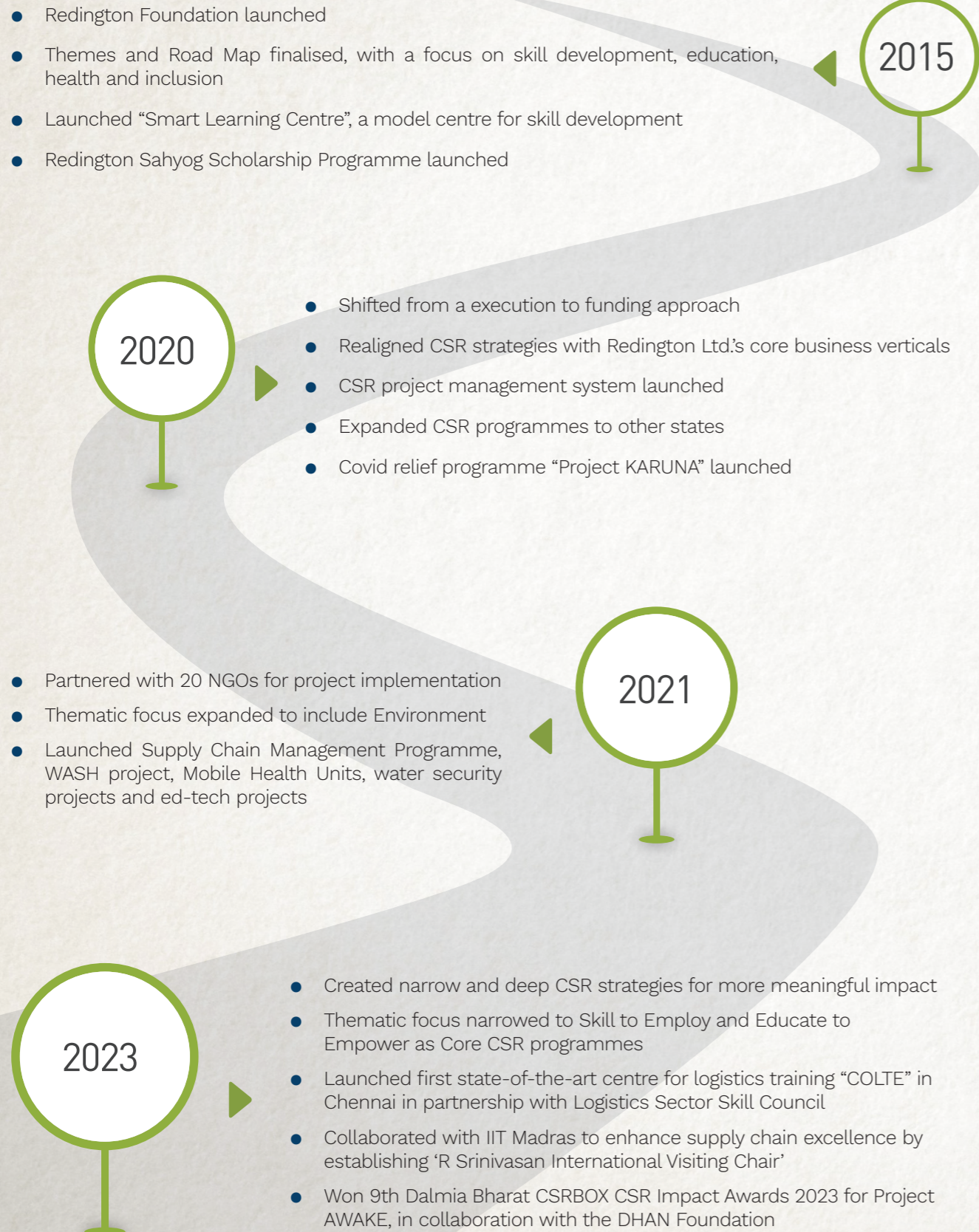
Leveraging Technology and Stakeholders: Implementing technology across the CSR process for optimal efficiency and involving key partners throughout the value chain to support key initiatives

Resource Efficiency: Utilising corporate processes and resource-efficient innovations to maximise impact while judiciously investing resources

REDINGTON'S APPROACH TO CSR



Our journey



Our Reach

Through our projects in education, skill development, environment and health, we continue to reach the most underserved sections of the society across India, supported by our NGO partners. They include tribal communities, rural and urban-poor youth and women, students from low-income backgrounds, and people with disabilities.

In the last three years, between 2021-24, we have reached

- 10 states**
- 1,82,075 direct beneficiaries**
- 15 project locations**



OUR IMPACT OVER THE YEARS



1,82,000+
DIRECT BENEFICIARIES
(2021-24)



35,000+
STUDENTS BENEFITED (2021-24)
104 schools



917
TABS/ LAPTOPS DISTRIBUTED
TO STUDENTS



3,008
STUDENTS PROVIDED
SCHOLARSHIP SUPPORT
(2017-24)



35
SCHOOLS EQUIPPED WITH
BETTER WASH FACILITIES
(2021-24)



5,000+
YOUTH PROVIDED SKILL
TRAINING (2021-24)



1,053
WOMEN PROVIDED SKILL
TRAINING (2021-24)



3,000+
TOTAL EMPLOYMENT
GENERATED (2021-24)



65,413
PEOPLE OFFERED
HEALTHCARE SUPPORT
(2021-24)



46
WATER BODIES RESTORED
(2021-24)



2,100 homes
PROVIDED WITH SOLAR LIGHTS, BENEFITING
8,400 individuals



3,400
TREES PLANTED



30+
NGO PARTNERS (2021-24)

Our Team

Trustees



MR. B. ARUNACHALAM

A Chartered Accountant by profession, Arunachalam started his career with Fraser and Ross, before moving to other leading companies like Ashok Leyland and PT Kewalram, Malaysia. His wide knowledge and experience encompasses treasury, financial accounting and banking. He served as Corporate Advisor for Redington Limited until September 2015.



DR. PURNIMA RAO



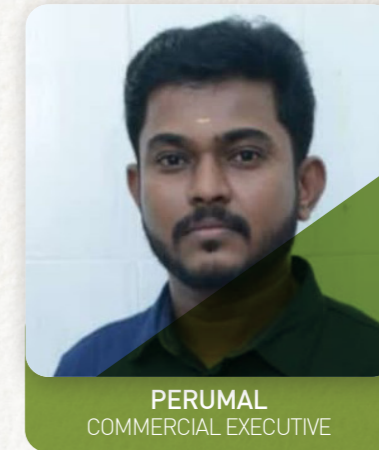
A PhD holder from Tata Institute of Social Sciences, Dr Purnima is an entrepreneur. She runs a consultancy called Perform Solutions, which offers various training programmes in soft skills and HR consultancy to corporate organisations, including conglomerates like Rane, Parry, HP and GMR Group. She is also a master practitioner in NLP techniques.



MS. SEETHA DHRUVA

A development professional with over 20 years of experience, Seetha started her career in curriculum development. She has worked extensively as a consultant for private business services. Her social sector experience spans working with people with disabilities and community development programmes.

Executive Team



What We Do



Under each thematic area, we design, fund and help implement a diverse range of projects that touch the lives of individuals and communities by making meaningful and lasting impact. In every project, we encourage new ideas and innovative solutions to address obstacles effectively while minimising time and resources. Through our need-based, process-driven and collaborative approach, we are significantly improving access to education, livelihood and healthcare to those who need it the most, while also contributing to a sustainable environment for all.

In 2015, we began our CSR journey by directly solving pressing social issues in the communities we supported through projects focused on skill development, education, health and inclusion. In 2020, we made a strategic shift from an execution to a funding approach, to maximise impact and adopt a collaborative approach towards problem solving by partnering with credible NGOs. This helped us expand our CSR reach to various states across India and execute multiple projects simultaneously; growing our social impact footprint year after year through groundbreaking, impact-driven and sustainable interventions.

Three focus areas. Maximised impact.

Based on years of working closely with underserved communities and understanding their greatest needs, while also considering our own capabilities to do the most good, we streamlined our CSR activities into three thematic areas in 2023 - Skill to Employ, Educate to Empower and Social. These strategic areas of focus have given us the opportunity to dramatically improve the quality of life for the most neglected and economically deprived communities across the country, while meeting the maximum number of SDGs.



How we do it

Our projects are carefully planned based on extensive needs analyses to identify the most pressing problems that can be solved. We then consider whether we as an organisation can make a significant difference with our expertise, strengths, and investments. We seek and partner with the best equipped non-profit organisations to execute our projects on the ground. In every intervention, we encourage new ideas and innovative solutions to address obstacles effectively while minimising the usage of time and resources. Through our need-based, process-driven and collaborative approach, we are significantly improving access to education, livelihood and healthcare to those who need it the most, while promoting a sustainable environment for all.

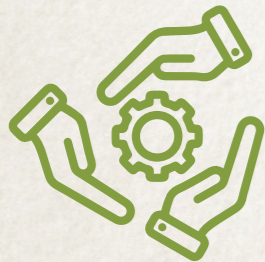
We primarily contribute in three ways:

Grant support



We provide funding support to our nonprofit partner organisations to help execute our CSR projects on the ground and achieve measurable impact. We receive several requests for grants from various organisations throughout the year. Following a careful evaluation of each proposal, we select projects that are in alignment with our thematic focus areas, apart from our strengths and values as an organisation. The urgency for intervention, funds required and the projected impact value are some other considerations for project selection and grant support. Since 2015, we have disbursed over 82 crores in grants to 30+ partner NGOs.

Operational Support



Throughout the project lifecycle, the Foundation takes an active role in streamlining operations using our robust CSR Project Management System, as well as leveraging our global-best business processes. Furthermore, wherever technology interventions are needed, we directly offer both equipment and knowledge support.

Monitoring and Evaluation



On every project we undertake, our dedicated programme team conducts continuous monitoring using our 'Concurrent Monitoring, Evaluation and Learning' (CMEL) model. This involves regular field visits, programmatic and financial reporting, and risk mitigation support. We also publish a consolidated report of our process and learning for the benefit of all.





2023-24: The year in focus

2023-24 was a year of “coming of age” for the Foundation. Having made a difference across many sectors, we narrowed our thematic focus this year to areas that allowed us to maximise our impact - ‘Skill to Employ’ and ‘Educate to Empower’ and Social. This has been a pivotal milestone in our journey as a CSR organisation, giving us informed clarity on where to invest, how to invest and how to derive the highest social benefit with every investment.

In terms of our progress, the year has been especially eventful for the Foundation. With our intensified focus on skill development, we launched the first-of-its-kind ‘Centre for Logistics Training Excellence’ (COLTE) in Chennai in partnership with Logistics Sector Skill Council. This future-ready facility focuses on skilling unemployed youth and upskilling the existing workforce in the logistics and supply chain sector. We also collaborated with IIT Madras to establish ‘R Srinivasan International Visiting Chair’, to help advance research in logistics and supply chain management, with an emphasis on sustainable practices.

In the education sector too, we made great strides at the grassroots level. From equipping rural schools with integrated WASH facilities and providing essential digital literacy skills to rural children and youth, to informing thousands of adolescent girls about menstrual hygiene management, our interventions covered all aspects of ensuring inclusive and equitable quality education. As a special move to promote learning beyond the classroom, we collaborated with the Museum of Art and Photography (MAP), Bengaluru; helping them upgrade their technology for education and exhibition purposes.

Environmental sustainability continued to take centre stage amongst our social development initiatives. Our award-winning programme, Project AWAKE, helped improve the wellbeing of tribals in the Kalvarayan and Jawadhu hills of Tamil Nadu by providing access to potable water, clean energy and sustainable livelihoods. Through Project Vizag, we addressed the water security problem in Visakhapatnam; renovating the Nadupuru forest waterbody and increasing its storage capacity by 5,000 cubic metres. On the healthcare front, we focused on extending the reach of quality healthcare to the last mile. Our diverse activities spanned donating medical equipment to charitable hospitals, providing ambulance support for the needy and launching a Mobile Health Unit to provide healthcare services to remote villages in Tamil Nadu.

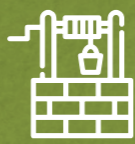
With efficient CSR processes, streamlined funding strategy and a clear roadmap, we are all set to raise our impact bar even higher in the year to follow.



IMPACT HIGHLIGHTS: 2023-24



1,725 school dropouts, unemployed youth and women benefited from vocational skill development initiatives across India



10 community wells restored and 2 rainwater harvesting structures installed in villages across Kalrayan & Jawadhu Hills, benefiting 5000 tribals and farmers



1,500 solar lights and 10 solar street lights provided across 15 tribal villages in Tamil Nadu, benefiting 6000 people



Published 1 Water Compendium Book for Project Vizag for the benefit of all stakeholders in the social sector



4,027 urban-poor people in Visakhapatnam, including marginal fishermen, migrant labourers and women, benefited from eco-friendly livelihood training, a skill building centre and improved water security



420 Households benefited through access to solar power, 20 biogas plants and an RO drinking water plant in Gummidipoondi, Tamil Nadu



910 school students benefited through child rights awareness, skill training and basic spoken English coaching in Gummidipoondi, Tamil Nadu



4 Veterinary camps conducted in Gummidipoondi, Tamil Nadu, directly benefiting 1,361 rural-poor people



10,271 students across 19 schools in 4 states benefited from improved water, sanitation and hygiene facilities through the WASH programme



1,820 students across 14 schools benefited through improved foundational literacy and numeracy programmes across Tamil Nadu and West Bengal

The complete Impact Assessment Report for our CSR projects for the financial years 2022 and 2023 can be found [here](#).



1,406 school students and 17,432 community members benefited from improved digital literacy skills and awareness in environmental sustainability



31,601 rural-poor from 70 villages got access to primary healthcare through Mobile Health Units in Tamil Nadu and Karnataka

Our Achievements



Won 9th Dalmia Bharat CSRBOX CSR Impact Awards 2023

We won the prestigious award in the ‘Rural Development and Infrastructure (Large)’ category for Project Awake (Augmenting Water at Kurunji Ecosystem), in collaboration with DHAN Foundation, Tamil Nadu. The award, which serves as a testament to our steadfast commitment to community service, was presented during a ceremony held in New Delhi on 11 October 2023, inaugurated by Professor Ajay Kumar Sood, Principal Scientific Advisor to the Government of India.

Our Alignment with Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs), which is a part of the 2030 Agenda for Sustainable Development, consists of 17 goals and 169 associated targets which together act as a blueprint to achieve a sustainable future.

As a CSR Foundation, we are committed to aligning our social impact work and governing practices with the UN SDGs, considering them as a globally accepted and comprehensive sustainability framework. With our focus on education, skill development, environmental sustainability and healthcare, we directly contribute towards advancing a total of 12 SDGs, with each of our projects aligning with at least one of these goals.



1. No Poverty

The following projects help eradicate poverty through promoting financial independence:

- a. Employability skills training in supply chain industry via COLTE
- b. Employability skills training in solar power industry for school dropouts
- c. Employability skills training in IT and ITeS sectors for economically disadvantaged college students



2. Good Health and Well-being

The following projects promote health and well being for rural and urban-poor communities

- a. Medical equipment support to charitable hospitals
- b. Mobile health units for primary healthcare in rural communities



3. Quality Education

The following projects ensure inclusive and equitable quality education

- a. Digital literacy programmes for rural children and youth through HP World on Wheels
- b. Technology-based Foundational Literacy and Numeracy for rural school children
- c. Setting up well-equipped reading libraries in underserved community and government schools
- d. Digital infrastructure support for rural Isha Vidhya Schools
- e. Scholarship support for underprivileged children and youth



4. Gender Equality

The following projects empower women and girls, promoting gender equality

- a. MHM training and infrastructure support through WASH Programme
- b. Ensuring access to gender-friendly WASH facilities in schools
- c. Vocational training for underprivileged women via COLTE



5. Clean Water and Sanitation

The following projects ensured availability and sustainable management of water and sanitation for all

- a. Integrated Water and Sanitation Project in Schools through WASH Programme
- b. Drinking water infrastructure support for rural Isha Vidhya Schools
- c. Restoration of forest water bodies through Project VIZAG
- d. RO Water Plants for remote rural communities



6. Affordable and Clean Energy

The following projects ensure affordable, reliable and sustainable energy for all

- a. Distribution of solar lights through Project AWAKE
- b. Solar power to rural-poor households
- c. Biogas units for rural-poor households



7. Decent Work and Economic Growth

The following projects promote sustainable economic growth, productive employment and decent work for all

- a. Vocational skills training in supply chain industry via COLTE
- b. Vocational skills training in solar power industry for school dropouts
- c. Vocational skills training in IT and ITeS sectors for economically disadvantaged college students



8. Industry, Innovation and Infrastructure

The following projects build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- a. Setting up of first-of-its-kind COLTE centre for supply chain industry workforce
- b. Tech enablement for education and exhibition purposes at MAP, Bangalore
- c. Smart and sustainable village projects, with renewable energy infrastructure and clean water facilities



9. Sustainable Cities and Communities

The following projects make cities and human settlements inclusive, safe, resilient and sustainable

- a. Revitalization of village ponds through Project AWAKE
- b. Restoration of forest water bodies through Project VIZAG, creating a pioneering model for sustainable urban water management
- c. Integrated smart and sustainable village projects, promoting clean energy and sustainable livelihoods



10. Climate Action

The following projects take urgent action to combat climate change and its impacts

- a. Integrated smart and sustainable village projects with clean energy infrastructure
- b. Revitalization of village ponds through Project AWAKE
- c. Restoration of forest water bodies through Project VIZAG, leading to better water conservation, flood control and ecological diversity
- d. Installation of rainwater harvesting in six public schools through Project AWAKE for water conservation
- e. Distribution of solar inverter units through Project AWAKE, providing clean energy access to tribal homes



11. Life on Land

The following projects protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests and help reverse biodiversity loss

- a. Revitalization of village ponds through Project AWAKE, giving access to drinking water for cattle and livestock during dry spells
- b. Restoration of forest water body ecosystem through Project VIZAG, promoting ecological diversity and enhancing the overall ecosystem resilience
- c. Promoting reforestation through planting 25,000 saplings and providing water resources to help them grow via Project VIZAG



12. Partnerships for the Goals

We execute all our CSR projects in partnership with NGO partners, who bring their experience of working with the local communities in our target locations along with sector expertise, which ensures efficient operations and sustainable impact.



Skill to Employ

India has a unique demographic advantage, with more than 50% of our population being under the age of 25 years. However, to utilise the enormous potential of India's youth, their employability must be enhanced. Over 28% of India's graduates are unemployed due to lack of vocational skills. Hence, skill development is the essential bridge to gainful employment and contribution to the country's socio-economic progress.

The Foundation's skill development programme, Skill to Employ, is focused on equipping economically disadvantaged youth with the requisite skills to get gainfully employed. With structured vocational training programmes, custom-built facilities and placement facilitation through strategic partners, we empower young India to embrace future-ready opportunities in Supply Chain Management, Solar Power and, IT and ITeS sectors.



Our skill development initiatives

Supply Chain Management Sector



COLTE

Youth, women and students with disabilities



Supply Chain Management Training Centres

Youth, women and students with disabilities



International Visiting Chair at IIT Madras

Students, academia and industry workforce

Solar Power Sector



Uddyam: Training in solar PV manufacturing and solar lighting technician courses

School dropouts

IT & ITeS



Training programmes in data science

Economically challenged college students

Supply Chain Management Sector

An Overview

India's supply chain and logistics sector is a pivotal component of the country's rapidly growing economy. With the rise of Industry 4.0, marked by the convergence of digital technologies, there is an urgent need for the sector to embrace digital skills and stay globally competitive. However, India needs to greatly expand its training facilities to equip the industry workforce with the necessary technical skills. Our thoughtfully designed training initiatives are designed to prepare our skilled workforce to embrace future challenges and opportunities, while also propelling the supply chain management sector forward through research and innovation.

Project 1: Centre of Logistics Training for Excellence (COLTE)

The Problem

There is great demand today for trained and skilled logistics and supply chain professionals across a number of industries apart from the SCM sector itself, including manufacturing, retail, e-commerce, service industry, shipping, aviation, EXIM, consulting firms and more. However, there aren't enough training facilities that cover all aspects of the SCM industry, such as transportation management, performance-based logistics and supply chain network design; leaving a gap between industry needs and skills.

Our Solution

Centre of Logistics Training for Excellence (COLTE) is a first-of-its-kind training facility in India for advancing the logistics industry's skills landscape aligned with industry 4.0. Launched in Chennai, in partnership with Logistics Sector Skill Council, the centre is spread over 9000 sq. ft. and equipped with cutting-edge technology and training facilities to empower underserved youth and workforce, addressing different industry needs. We focus on a practical learning approach through models, case studies and industrial visits.

Our strategic interventions included:



World-class Simulation Labs and AR/VR based training facilities



Short Term Training (STT) programmes for youth, women and PwDs



Upskilling programme for supply chain industry workers



Academia programme for economically challenged college students



IEC study materials and training kits for all participants



State-of-the-art facilities - classrooms, digital libraries, laboratories and simulators



Implementing Partner:
Logistics Sector Skill Council



Project Locations:
Chennai, Tamil Nadu



Beneficiaries:
1,020 youth and SCM sector workers across four states (Tamil Nadu, Assam, Telangana and Manipur)



Implementing Partner:
Logistics Sector Skill Council



Project Locations:
Chennai and Coimbatore, Tamil Nadu



Beneficiaries:
96 unemployed youth

Project 2: Supply Chain Management (SCM) Training Centres

The Problem

Tamil Nadu, with its thriving industrial hubs, trade centres and manufacturing units, has a perennial demand for logistics and warehousing service providers. However, there is a lack of local skilled and certified SCM personnel to match the growing demand. With proper training and certification, a significant number of unemployed youth in Tamil Nadu can get jobs across industries, including manufacturing, retail, e-commerce, service industry, shipping, aviation, and many more.

Our Solution

We conducted SCM training programmes in Chennai and Coimbatore to impart technical and employability skills for unemployed youth, and facilitate placement opportunities. The training programme focused on preparing candidates to adapt to the changing technologies and market demands, apart from their all-round personality development, to enhance their employability.

Our interventions include,



Technical training sessions, based on curriculum framed by Logistics Sector Skill Council



Soft skills, IT skills and employability skills training sessions



Students presentations, group activities and team building activities



Industry visits to give practical exposure to students

Impact across COLTE and SCM Training Centres



164 youth trained across COLTE's short-term training programmes and SCM training centres in Chennai and Coimbatore



Over **56,000** man hours of total training time clocked



140 workers upskilled across **7** batches



351 women trained, constituting **34%** of the trainees



811 students trained under the academia programme



4 differently abled personnel trained



100% trainees got placement offers, **97** jobs created

Impact Story

From odd jobs with meagre earnings to a flourishing career with a bright future

Uday Babu, a school dropout who failed in his 10th Std., came from an impoverished family in Chennai. He worked in a vegetable and fruit shop, with meagre earnings. His mother was the sole breadwinner of the family. Due to his lack of formal education and employable skills, he was unable to secure a well paying job.

Uday joined the logistics training programme at COLTE, after being guided by a friend. Upon completion of the programme, his dedication and skills caught the attention of potential employers. He got an opportunity to work with Flipkart as a warehouse associate with a monthly salary of INR 16,000. With hardwork and determination, he quickly rose through the ranks to become a Team Coordinator. Uday's journey serves as an inspirational testament to the transformative impact of vocational skills training.



Project 3: International Visiting Chair at IIT Madras

The Problem

The logistics and supply chain industry is growing and transforming at an exponential rate. Ongoing research and analyses of how the many facets of the supply chain can be improved and optimised are essential. This apart, it is crucial to look at India specifically in terms of supply chain across various industry sectors and ways to bridge the gap between technology innovation and adoption. Post-COVID, the implications of various geo-political crises on the global supply chain industry is also a critical area of study.

Our Solution

We set up the 'R Srinivasan International Visiting Chair' at IIT Madras, dedicated to advancing research in logistics and supply chain management, with a special emphasis on sustainable practices. Named in honour of R Srinivasan, the visionary Founder of Redington Group, the International Visiting Chair will host eminent Professors from across the globe who are recognised for their contribution to research and technology development in the field; bringing in new global perspectives through collaborative research in critical areas like supply chain optimization and digital transformation. This will not only benefit the academic and student communities but also promote industry-academia collaboration through outreach activities.



Centre for Research on Start-ups and Risk Financing

Implementing Partner:
IIT Madras



Project Locations:
Chennai, Tamil Nadu



Beneficiaries:
Students, academia and supply chain industry professionals

Impact



The partnership is deemed to make significant strides towards fostering innovation and knowledge exchange in the realms of logistics and supply chain management.

Training in the Solar Power Sector

An Overview

Energy availability is closely linked with the country's socio-economic development. According to a report by Natural Resources Defence Council (NRDC), and Council on Energy, Environment and Water (CEEW), growing the clean energy sector has immense employment and economic potential. By reaching its goal of 500 GW of non-fossil fuel energy sources by 2030, India can create 3.4 million new clean energy jobs providing employment to over a million people. A large chunk of these jobs will likely be generated through distributed renewable energy, creating local employment opportunities, improving livelihoods, building climate resilience, and supporting India's national clean energy and employment goals - all at the same time.

Project 1: Uddyam

The Problem

India's renewable energy sector is poised to employ around one million people by 2030, close to ten times more than the existing workforce. New and bigger training facilities are needed to skill and upskill India's expanding clean energy workforce. In the solar energy sector, skilled workers are needed to fulfil different technical jobs. Training facilities that understand and cater to the requirements of skilled, semi-skilled and low-skilled workers for installation, plant operation and other related activities within the sector are of urgent need.

While on the one hand, there is great employment potential for skilled workers, on the other hand there are thousands of school dropouts in India who lack the education and skills to get gainfully employed.

Our Solution

Project Uddyam was launched to empower young individuals who are school dropouts, with high-quality, technical skills training to get gainfully employed in the solar energy sector. The solar training programme covers comprehensive theoretical and practical training, with a set of technical and regulatory core competencies and advanced tools to deploy the most appropriate solutions for effective integration of renewables in emerging energy markets.

By providing capacity-building activities on energy access and decentralised renewable energy solutions to unemployed rural youth, we help create a specialised local workforce. This not only fosters local enterprise and job creation but also enhances access to clean energy within the rural communities.

Our training interventions include,



Solar PV Manufacturing Technician training for 55 working days



Solar Lighting Technician training for 60 working days



2 months on-the-job training in collaboration with industry partners



LARSEN & TOUBRO
Public Charitable Trust

Implementing Partner:
L&T Public Charitable Trust



Project Locations:
Kharel, Gujarat



Beneficiaries:
75 school dropouts

Impact



Impact Story

When determination meets opportunities, success is bound to follow

Siddharth Kishorbhai Patel, a young man hailing from the quaint town of Amadpor Desaiwad in Gujarat, crafted his path to success through determination, opportunity and the right skills. He had managed to complete his high school education, despite the limited educational facilities available in his hometown. However, he lacked the qualification and skills to get gainfully employed.

By enrolling into the Uddyam Solar Lighting Technician programme, Siddharth recognised the opportunity he had to enhance his skills and broaden his horizons. This decision proved to be pivotal in shaping his future. The certified training programme had given him the foundation needed to pursue his dreams. Armed with newfound knowledge and expertise in solar technology, Siddharth seized the opportunity when he was selected to join the prestigious Neom Project in Saudi Arabia. His journey from a small town in Gujarat to securing a job at one of the most ambitious solar energy projects in the world serves as a testament to the power of dreams and opportunities that await those who dare to pursue them.



Project 2: Skill Training in Solar Installation and Servicing in Tamil Nadu

The Problem

India's renewable energy sector is poised to employ around one million people by 2030, close to ten times more than the existing workforce. New and bigger training facilities are needed to skill and upskill India's expanding clean energy workforce. In the solar energy sector, skilled workers are needed to fulfil different technical jobs. Training facilities that understand and cater to the requirements of skilled, semi-skilled and low-skilled workers for installation, plant operation and other related activities within the sector are of urgent need.

While on the one hand, there is great employment potential for skilled workers, on the other hand there are lakhs of unemployed youth in India with immense potential but limited education and skills to get gainfully employed.

Our Solution

In Kancheepuram, the heart of Tamil Nadu and nearby districts, lies a community filled with potential yet lacking access to sustainable job opportunities. Recognising this untapped potential, we set out to empower 150 young individuals through specialised skill training in solar installation and servicing, creating livelihood opportunities and paving the way for a brighter future. The training lasted eight months, providing the necessary technical skills, tools and knowledge to thrive in the solar energy sector, along with certification to promote employment. Industry exposure visits and entrepreneurship support made the programme especially effective.

Through this project, we not only created a local skilled workforce for the solar energy sector but also helped enhance access to clean and sustainable energy amongst rural and semi-urban communities.



Implementing Partner:
Hand in Hand India



Project Locations:
Kanchipuram and nearby districts



Beneficiaries:
150 rural and semi-urban youth

Impact



Training in IT & ITeS Sectors

An Overview

The World Economic Forum, in its latest "Future of Jobs" report reveals that the Indian job market will witness a 22% churn over the next five years, with emerging roles primarily centred around AI, machine learning, and data analytics. With the population of youth in India accounting for over 50%, there is an urgent need to equip them with new-age, technology driven employability skills and career guidance.

Project 1: Post-graduate Certificate Programme in Business Analytics and Data Science

The Problem

A majority of rural and urban-poor youth lack access to emerging digital technology skills, cutting them off from new-age career opportunities across many sectors. They also lack industry knowledge and exposure to select the right career paths and prepare for them.

Our Solution

To help improve the digital technology knowledge and skills of economically backward urban youth, we provided scholarships to postgraduate students for a postgraduate certificate programme in business analytics and data science at SSN School of Advanced Career Education. Out of the eight scholarship applicants, six were selected and four candidates joined the programme. The course covered foundational modules in Python, Business Statistics and SQL, apart from data visualisation, ML and AI. Industry sessions provided practical insights to the students.





Implementing Partner:
SSN School of Advanced Career Education



Project Locations:
Chennai, Tamil Nadu



Beneficiaries:
34 Postgraduate students

Impact



30 laptops provided to economically disadvantaged students until the completion of their graduation



4 financially weak PG students, including **2** women, offered scholarship to help them prepare for high-potential, technology driven careers



2 students got placed in leading technology companies, while **2** others got internship opportunities



Implementing Partner:
Sri Sankara Arts & Science College



Project Locations:
Kancheepuram, Tamil Nadu



Beneficiaries:
100 financially weak graduate students

Project 2: Certified Training Programme in Data Analytics and Data Science

The Problem

In the fast changing digital age, being abreast with the latest, evolving technologies is crucial for a successful career. Digital technologies such as Artificial Intelligence (AI), Machine Learning (ML), and Data Analytics are in demand across industry sectors, and can help bridge the knowledge and skill gap between today's graduates and employer expectations.

Our Solution

We provided comprehensive training programmes in Data Analytics and Data Science to economically weak students of At Sankara Arts & Science College, Kancheepuram. Through the two courses, the students gained extensive theoretical knowledge and practical skills to prepare them for new-age technology careers and adapt to technological disruption across various fields. These programmes provided hands-on training through industry experts and mini projects. Trainees also received guidance on career development through personal mentorship.



100 economically weak students trained in Data Science and Data Analytics, significantly improving their employability



10+ technologies covered, including Python, predictive analytics, machine learning, data visualisation, etc. preparing students for in-demand jobs



98% students expressed that the Data Science training was well organised and helpful



85% students expressed that the Data Analytics training has helped prepare them for their chosen careers



Certificates for all graduates, significantly improving their employability

Project 3: Technical and Soft Skills Training for Final Year Graduate Students

The Problem

Students from socio-economically backward backgrounds often lack the confidence, communication skills and motivation needed to build successful careers in today's competitive world, despite their academic performance. Due to the limitations of their academic curriculum, they also lack exposure to new-age digital technologies that are much needed to jump start successful careers in today's digital age across most industry sectors. Hence, graduation alone cannot help students become gainfully employed.

Our Solution

To help prepare socio-economically weak youth for a successful career start, we funded a comprehensive training programme in both technical and soft skills for final year graduate and postgraduate students of SRNM College in Sattur, Tamil Nadu. The technical skills programme covered C++ and Python programming, including hands-on training and practical assignments. The personality development and motivation for career guidance training provided essential soft skills needed for a successful corporate career.



Implementing Partner:
SRNM Arts & Science College



Project Locations:
Sattur, Tamil Nadu



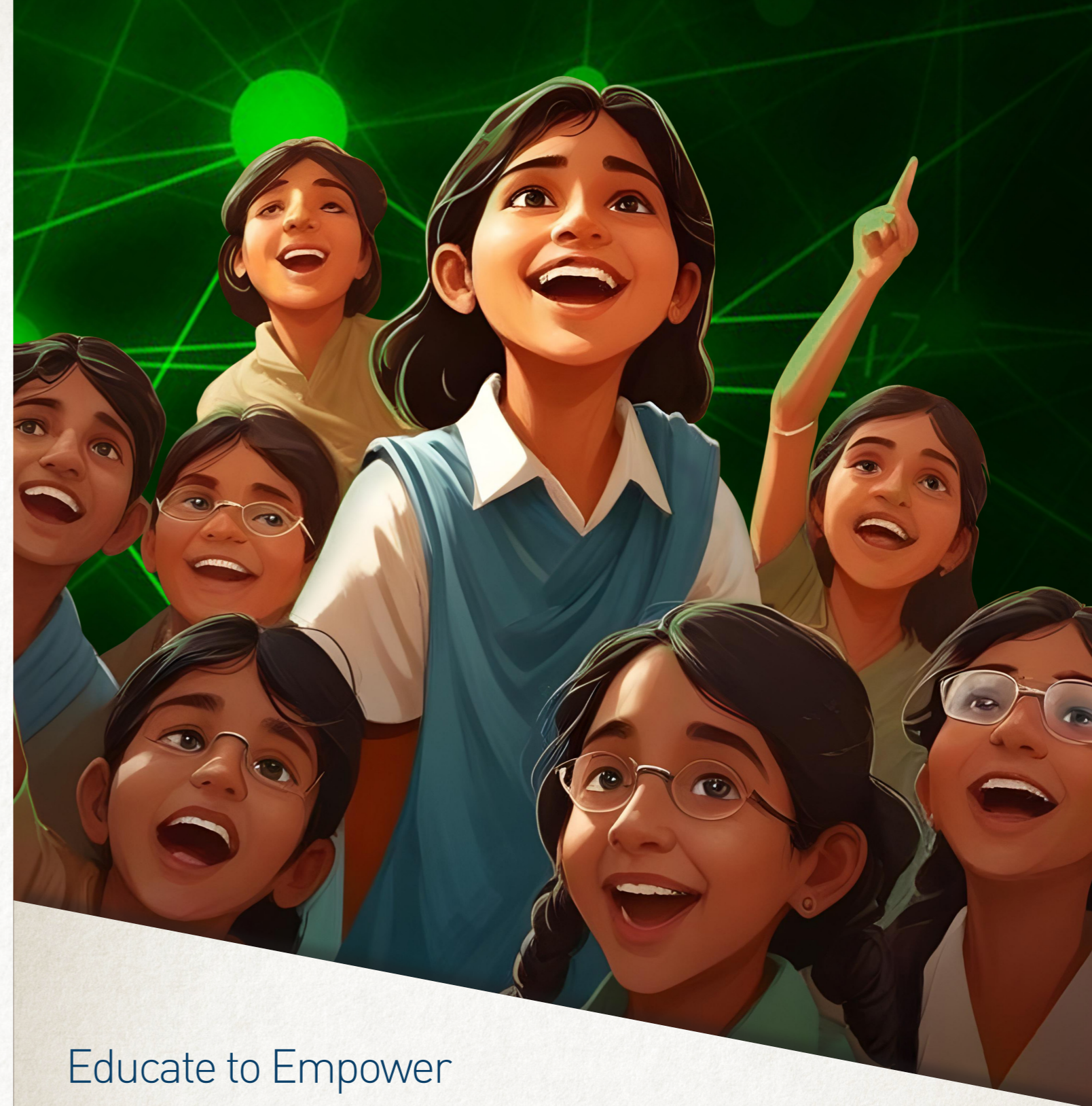
Beneficiaries:
283 financially weak graduate students



60 undergraduate and graduate students attended the technical training programme



223 undergraduate and graduate students benefited from the soft skills programme conducted across **4** batches



Educate to Empower


Education stands as a cornerstone of empowerment, offering individuals the tools and confidence to thrive and contribute meaningfully. At Redington Foundation, we are dedicated to democratising opportunities through robust education initiatives. Our efforts encompass equipping schools with integrated WASH (Water, Sanitation, and Hygiene) facilities and services apart from providing drinking water infrastructure to underserved schools. To promote digital literacy in rural areas, we provide access to digital tools and training in basic digital literacy skills to school and college students. We also leverage technology to help bridge the educational gap in rural schools through tab-enabled classes and remedial courses for primary and middle school children. Other initiatives include establishing vibrant school libraries in rural-poor schools and offering scholarships to economically disadvantaged students to help them complete their education. Looking beyond academic education, we have invested in technology to promote art and culture for children and youth.

Educate to Empower

WASH Programme




Integrated Water & Sanitation Project in Schools
Uluberia, West Bengal; Faridabad, Haryana; Barpeta, Assam; Chennai, Tamil Nadu




Drinking Water Infrastructure Support for Rural Schools
Isha Vidhya Schools, Tamil Nadu


Digital Literacy Programmes




HP World on Wheels
Dindigul District, Tamil Nadu



Foundational Literacy and Numeracy (FLN) Project
Tab project - Nilgiris, Tamil Nadu; Uluberia, West Bengal



Reading Libraries for Bright Minds
Nilgiris, Tamil Nadu; Uluberia, West Bengal



Digital Infrastructure Support for Rural Schools
Isha Vidhya Schools, Tamil Nadu

Art & Culture Promotion



Tech Enablement for Education and Exhibition Purposes
MAP, Bangalore

Scholarships



Sahyog Awards
Tamil Nadu

WASH Programme

An Overview

The right to a quality education includes access to drinking water, sanitation and hygiene (WASH) services at school. In fact, WASH has a direct impact on educational outcomes. It has been seen that the lack of clean and accessible urinals and toilets affects the students' willingness to use these facilities, which not only poses health risks but also leads to lower attendance and educational setbacks. Lack of WASH facilities especially impacts the health, learning and dignity of female students. A striking finding is that 10% of girls prefer absenteeism during menstruation due to insufficient WASH facilities. Toilets and sanitation facilities apart, lack of access to clean drinking water poses health risks from waterborne diseases and dehydration, which can further affect children's well-being. Foundation for CSR @ Redington has attempted to help improve the health and education outcomes of children from urban-poor communities through the WASH Project.

Project-1: Integrated Water & Sanitation Project in Schools

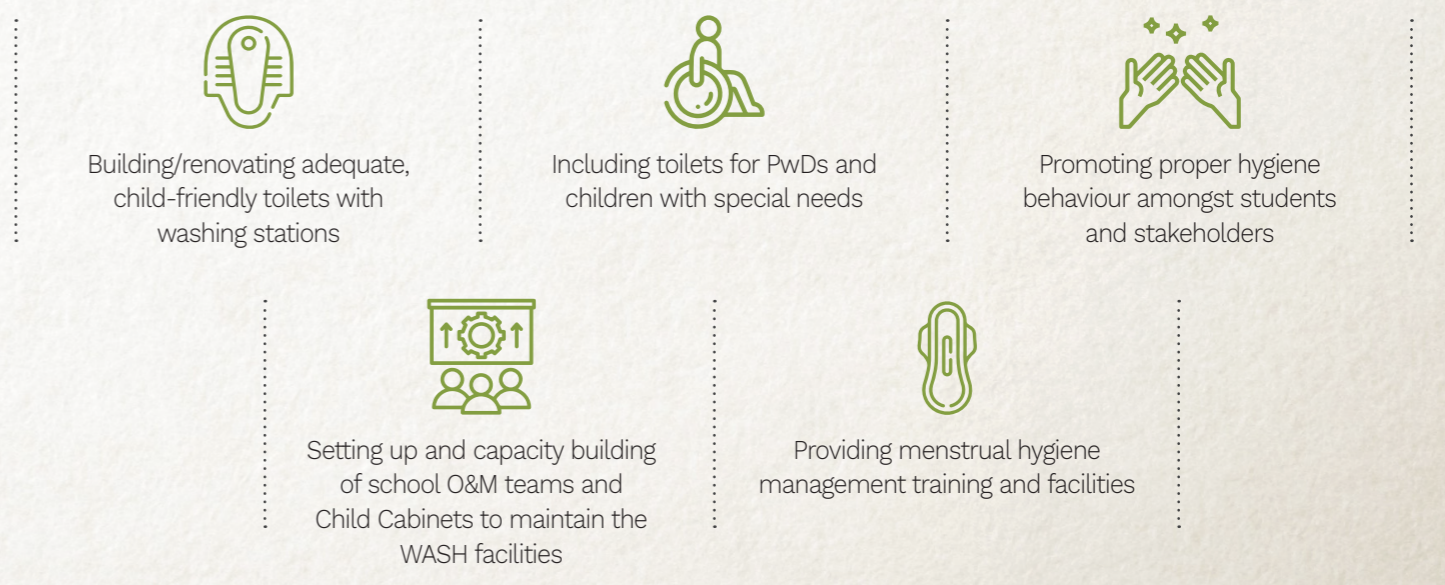
The Problem

When we conducted a need assessment on issues affecting urban-poor communities in West Bengal, Haryana, Assam and Tamil Nadu, we found that low educational outcomes were rampant amongst children. We identified two main reasons for this - high school dropout rates and health related issues. Upon further investigation, we learnt that schools in these locations had poor WASH facilities, including lack of adequate and clean toilets; non-functional water taps and lack of safe drinking water; inadequate hygiene practices among students and stakeholders; and no proper menstrual hygiene management facilities.

Our Solution

Through the Integrated Water and Sanitation Project in schools, we addressed WASH-related challenges in a comprehensive and sustainable manner.

Our strategic interventions included:



The programme helped improve health, reduce dropouts, enhance cleanliness, and foster sustainable hygiene practices. Through our systematic implementation plan and multi-stakeholder engagement, the project continues to have a lasting impact on the well-being of students and welfare of the community.



Implementing Partner:

Water, Sanitation and Hygiene Institute

Project Locations:



7 schools in Uluberia Municipality, Howrah, West Bengal; 8 schools in Faridabad, Haryana; 1 special needs school in Chennai, Tamil Nadu; and 3 schools in Barpeta, Assam.

Beneficiaries:



Uluberia, West Bengal
Faridabad, Haryana
Barpeta, Assam
Dr. MGR Higher Secondary School for the Speech & Hearing Impaired, Chennai

7,486 Beneficiaries
2,485 Beneficiaries
377 Beneficiaries
200 Beneficiaries

Impact (2023 - 2024)



10,500+ students benefited through improved WASH services across **19** schools



15 drinking water stations constructed across **15** schools, providing access to safe and clean drinking water and minimising water borne diseases



17 toilet blocks constructed/renovated across **16** schools, resulting in 99% students using toilets regularly



2 disabled-friendly sanitation blocks constructed / renovated, benefiting **120** boys and **60** girls with special needs



230+ Child Cabinet Committee members started managing WASH facilities in **19** schools, alongside SMC members and teachers



3,800+ adolescent girls across **18** schools started practising proper menstrual hygiene management, leading to better health and education outcomes

Impact Story

GENDER-FRIENDLY WASH FACILITIES ALLEVIATE THE CHALLENGES OF ADOLESCENTS GIRLS AND MINIMISE ABSENTEEISM



School is where children spend a majority of their time. During puberty, they face a lot of challenges. Girls, especially, face challenges in managing their menstruation while away at school. To help adolescent girls better manage their menstrual health and hygiene, WASH Institute set up sanitary napkin vending machines and incinerators in schools as part of the WASH Project. Training on menstrual hygiene management was also provided to generate awareness among girls and break the social stigma surrounding menstruation.

Priyodarshini Mayur, a student of Class-10 at Bauria Girls' High School used to skip school for 2-3 days every month during her menstrual cycle. When asked why, she said, *“Earlier there were no facilities for menstruating girls in the school. So, I was avoiding using the toilet during my periods to save myself from infection and preferred missing school. Not only me, many friends of mine also went through the same situation. Now that WASH Institute has constructed a new sanitary block along with a changing room with sanitary napkin vending machine and an incinerator, the long-prevailing problem is finally gone.”*



Priyodarshini added that the awareness-generating sessions helped her a lot. She could now freely discuss her issues relating to menstruation with her friends and family. She now attends school regularly with a happy face.

Project-2: Drinking Water Infrastructure Support for Isha Vidya Schools

The Problem

During our needs assessment amongst rural schools in Tamil Nadu, we found that most of them lacked adequate drinking water facilities, which led to prevalence of water borne diseases amongst students and poor educational outcomes. While many of the schools had borewells and overhead tanks, they were either non-functional, poorly maintained or inadequate to meet the needs of the school capacity. Drinking water stations were either non-functional, unhygienic or lacked RO water facilities.

Our Solution

We focused our efforts on Isha Vidhya Schools in Tamil Nadu with students from backward rural communities. After a detailed needs analysis of each target school, we helped procure, install and upgrade infrastructure and facilities to ensure access to safe drinking water throughout the year. We installed or upgraded three Reverse Osmosis (RO) plants, built or expanded the capacity of three drinking water tanks and also built a sump for water storage. Through access to RO drinking water and adequate water storage capacity, we ensured better health and educational outcomes of rural children.



Implementing Partner:
Learning Links Foundation



Project Locations:
Nagercoil, Tuticorin and Dharmapuri districts, Tamil Nadu



Beneficiaries:
2843 students across three schools

Impact



2,843 students and **139** teachers got access to safe drinking water throughout the year, minimising water borne diseases and improving education outcomes



3 rural schools equipped with adequate drinking water infrastructure and facilities, leading to a healthy and safe learning environment

Digital Literacy Programmes

An Overview

While the government is taking enormous measures to promote a digital economy, unequal access to technology has created a massive digital divide, hindering inclusive growth in 'Digital India'. Most rural areas lack reliable, high-speed internet connectivity and digital infrastructure. Further, a large percentage of rural and urban-poor youth lack digital literacy skills, limiting their ability to benefit from, and contribute to, a rapidly changing digital world.

The National Education Policy (NEP) 2020, which aims to make education more inclusive, equitable, and futuristic, emphasises the importance of digital literacy and the use of technology to enhance the quality of education. Digital technology especially plays a crucial role in improving the learning outcomes in underserved schools, where technology can help close the learning gap. However, most rural schools lack digital infrastructure and teachers are ill equipped to operate digital devices for educational purposes. Hence, investing in digital infrastructure and promoting digital literacy amongst rural communities can accelerate their digital inclusion and unlock their enormous potential for socio-economic progress.

Project-1: HP World on Wheels

The Problem

During our work in rural Tamil Nadu, we found that the rural children and youth lagged far behind their urban counterparts in terms of their digital literacy levels. High costs of digital technologies, lack of reliable internet connection, limited access to training in digital technologies, and lack of infrastructure were found to be the leading reasons for this digital divide.

Our Solution

Redington Foundation collaborated with Gandhigram Trust to initiate "HP World on Wheels" (WOW), a digital literacy project in the rural blocks of Dindigul district. Through this project, we planned to address the disparity in digital literacy levels between urban and rural students by enhancing access to essential digital skills and technologies.

Our interventions included:



Reaching rural schools and communities using a solar-powered bus equipped with 20 seats, HP computers, printers, software, and e-learning tools



Identifying 21 schools with restricted access to digital equipment and set three foundational modules to build basic digital literacy skills



Building essential computer proficiency in school and college students, with a focus on technical and soft skills to enhance employability



Creating awareness about digital technologies, benefits and safe practices in rural communities, including digital scam awareness, digital transaction platforms, and accessing government welfare schemes



Educating parents on safe internet use and protecting their children from online abuse



Project 2: Technology-based Foundational Literacy and Numeracy (FLN) Project

The Problem

Studies indicate that middle school is a critical period in children's academic and social-emotional growth. Children in this age group must be able to draw on their capacity to think logically, and use their verbal skills to resolve differences and solve problems. Difficulties in language, maths and comprehension of subject matter can be demotivating for the child, which in turn can lead to behavioural issues and discontinuation of education. Hence bridging the learning gap by improving foundational literacy and numeracy skills can greatly improve educational outcomes.

Our Solution

The technology based FLN programme significantly improved FLN skills amongst students of grades 5-8 in underserved schools across Tamil Nadu and West Bengal. By equipping them with tablets with learning apps, we helped improve their numeracy, language comprehension and listening skills; thereby improving their learning outcomes and encouraging them to continue their education with newfound confidence.



Implementing Partner:

Gandhigram Trust



Project Locations:

Athoor and Nilakottai blocks, Dindigul district, Tamil Nadu



Beneficiaries:

Students aged 9 - 21, rural youth and community members

Impact



1406 students across **22** institutions benefited from digital literacy skills, improving their ability to safely and productively engage with online resources and digital tools



Programme reached **15** middle schools, **5** higher secondary schools, **1** high school and **1** B.Ed. college, creating more technologically equipped institutions that are able to provide futuristic digital learning environments to their student communities



91 community programmes conducted reaching **17,432** members, helping them benefit from digital tools and resources while also supporting their children to engage safely with online resources



60-80% proficiency in digital literacy skills in students across all schools post training, helping them learn, engage and participate better in the digital world while also improving their employability

Our strategic interventions included:



Distribution of data enabled tablets with relevant learning apps - 1 tab for every 2 students



Innovative learning apps like Napier and Tux Math, as well as, Vedic Math tricks helped boost students' multiplication and division skills swiftly



Imparting FLN curriculum with in-class support and library kits



Tracking progress through regular formative assessments



Training the enablers, including LLF Resource Persons and teachers



Empowered parents with technology skills to ensure monitoring and after-school support



Enhancing community engagement in the child's education process through community mobilisation, enrolment and awareness drives



Implementing Partner:
Learning Links Foundation



Project Locations:
Pandalur, The Nilgiris, Tamil Nadu; Uluberia, West Bengal



Beneficiaries:
1800 Students from grades 5-8 (aged 9-12 years)

Impact

The project was crucial in bridging educational gaps and creating a more conducive learning environment, by improving access to education and digital literacy.

Pandalur, The Nilgiris



1100 students across **9** institutions gained digital literacy skills, improving their learning outcome and employability



210 Tabs distributed between **420** students, giving them access to technology driven learning beyond classroom outcomes and employability



Student attendance increased by **7-9%** after introducing Tab classes



Tab usage proficiency in students improved from **< 20%** initially to **100%** by the programme's end



Paired Learning: Malayalam speakers gained Tamil skills via Read Along app

Uluberia, West Bengal



700 students across **5** schools gained digital literacy skills, improving their learning outcome and employability



100 Tabs distributed between **200** students, giving them access to technology driven learning beyond the classroom



Student attendance increased by **8-10%** after introducing Tab classes, with eager students attending extra tab classes beyond the school hours



3-5% students were prevented from dropping out of school

Impact Story

From Despair to Determination - Nagappan's Journey of Educational Revival



Nagappan R, a 7th grader at GHS Puthurvayal, faced severe hardships after his father's sudden death. Residents of Kotagiri, Nagappan, his mother and sister struggled emotionally and financially after the loss of the father. His mother started working as a house maid to meet their expenses. Nagappan's situation was worsened by the COVID-19 pandemic, which had caused Nagappan to miss two years of school and become socially isolated.

The FLN Tab project introduced Nagappan to interactive, tablet-based learning. Recognizing his kinesthetic learning style, the Resource Person (RP) recommended Math and Tamil language gaming apps, making learning more engaging. With the RP's guidance, Nagappan's numeracy skills improved significantly, especially with the Tux Math application, enabling him to solve three-digit division problems. His English reading skills also advanced. Nagappan shared, *"I was contemplating discontinuing my studies due to family circumstances and poor academic performance. The tab project revolutionised my learning experience through interactive activities and individual attention. With my newfound confidence, I am ready to embark on 8th grade in 2024."*



Nagappan's story highlights the transformative impact of the FLN Tab project, showcasing how targeted educational interventions can help vulnerable students overcome obstacles and succeed academically.

Project 3: Reading Libraries for Bright Minds

An Overview

School libraries help build a reading culture in children apart from expanding their imagination and improving their knowledge beyond the limits of the school curriculum. They also allow teachers to access more study material to craft their lessons and offer more vibrant learning experiences. However, according to a survey conducted in 2022, less than 45% of schools in rural India had a well equipped library. The problem was more pronounced in government schools, where access to diverse and age-appropriate books was limited, hindering the holistic development of children.

The Problem

During our work in community and government schools in Pandalur and Uluberia regions since January 2022, we found glaring gaps in the availability of learning resources and libraries with child-friendly reading environments. There was a dire shortage of age-appropriate books, lack of dedicated reading spaces, lack of visual stimuli to attract young readers like paintings and charts, and a low emphasis on reading culture. This had a direct impact on their learning outcomes, including language proficiency, comprehension skills, critical thinking skills and general knowledge.

Our Solution

By setting up well-equipped reading libraries that catered to all age groups and reading levels, we created vibrant learning spaces for underprivileged children, fostering a love for reading and supporting their holistic development.

Our interventions included:



Procuring of age-appropriate books and resources for school libraries



Setting up school libraries as vibrant and welcoming reading spaces, complete with engaging wall stickers, furniture, shelves and soft boards



Training teachers to manage libraries, facilitate reading clubs and competitions, and utilise age-appropriate educational resources for engaging reading activities



Monitoring the programme impact and setting up student councils to maintain the libraries and, foster ownership and responsibility



Implementing Partner:
Learning Links Foundation



Project Locations:
Uluberia Municipality, Howrah, West Bengal, and Pandalur and Gudalur blocks, Nilgiris, Tamil Nadu



Beneficiaries:
20,000 students across 30 schools

Impact



20,000 children across **30** schools gained access to well equipped reading libraries, significantly improving their reading, language proficiency, comprehension and critical thinking skills



30 vibrant reading libraries set up in government and community schools, creating welcoming and engaging reading environments



33 teachers trained in library management and received age-appropriate educational resources, improving their ability to teach fundamental concepts and improve children's knowledge beyond the limits of textbooks

Project 4: Digital Infrastructure Support for Rural Schools

The Problem

During our work in rural Tamil Nadu schools, we found that while they were grappling with outdated computers and unreliable internet connectivity. There was an urgent need to upgrade to modern, faster equipment to keep pace with the demands of today's digital learning system. The absence of adequate laptops, web cameras, projectors, and other essential digital tools hindered the ability to conduct interactive and effective smart classes.

Our Solution

We focused our efforts towards equipping four Isha Vidhya Schools that are bringing quality education to rural areas. Our interventions in these schools included:



Implementing digital classrooms to enhance traditional teaching methods and provide students with an engaging learning experience and outcome



Upgrading digital infrastructure by providing a total of 216 computers, 21 laptops, 132 projectors, among other equipment such as web cameras, scanners and monitors were distributed across four schools



Enhanced school operations by providing functional digital equipment that can help improve overall efficiency



Implementing Partner:
Learning Links Foundation



Project Locations:
Nagercoil, Tuticorin, Salem and Dharmapuri districts, Tamil Nadu



Beneficiaries:
3871 students across four schools



120 classrooms across 4 schools upgraded to digital learning environments, empowering teachers to deliver more effective lessons and interactive learning experiences using modern technology; improving overall learning outcomes



3,871 students trained in digital skills, leading to significantly better educational outcomes and preparing them for future careers with advanced digital skills



Schools benefited from more efficient administrative processes by optimising resources and minimising downtime through effective technology use

Art & Culture Promotion

Project: Digital and Tech Support for the Arts for Education and Exhibition Purposes

An Overview

Museum of Art & Photography (MAP), Bangalore, is one of the first digital art and photography museums in India with a private collection of over 20,000 exhibits comprising Indian art, textiles, photography, craft, and design objects spanning from the twelfth century to the present. In December 2020, MAP launched a digital museum that offers an interactive, virtual experience to viewers. The Museum has a strong focus on accessibility, education, conservation and innovation.

The Problem

MAP's vision is to make arts and culture accessible to diverse audiences. On a monthly basis, the museum receives 6500 visitors, including 700 visitors at the digital experience centre. They faced various performance issues with existing computing devices used by photographers and photogrammetry. The laptops were too old to run AI based applications with low storage capacity and long processing times. The existing scanner had broken down and a professional storage facility for camera and lens was unavailable. 3D Hologram computing systems needed upgrades.

Our Solution

Through the Digital and Tech Support for the Arts project, we helped enhance MAP's technological capabilities and resources. With our funding and tech support, the museum was able to transform their physical collections into a comprehensive and accessible digital archive across the departments of Technology, Photography, Design, and Exhibition. This included,



Tech for Education and Exhibition including, image processing AI applications and visitor presentation consultants



Procurement of digitisation equipment for photographers and design teams



Procurement of projector and viewing glasses for the experience centres for the projection of 3D Holographic experiences



Training and implementation support for the new equipment with the concerned teams



Implementing Partner:

Museum of Art & Photography, Bangalore, Karnataka



Project Locations:

Museum of Art & Photography, Bangalore, Karnataka



Beneficiaries:

78,000 visitors per annum and community at large

Impact



51 units of tech equipment procured to upgrade MAP's technological capabilities, helping the museum offer improved access to their art and cultural resources to visitors



6500 museum visitors every month, including hundreds of children and youth from low-income families got improved access to art and cultural resources; promoting India's cultural heritage to the present and future generations



4 staff members trained in effectively using the new equipment, increasing their productivity and helping them bring better interactive 3D experiences to audiences, apart from digitally preserving the art and culture artefacts for generations to come

Scholarship Programme

Project: Sahyog Awards

An Overview

While every child has the right to quality education, many students in India are forced to discontinue their studies at school or college levels due to their financial challenges. This is evident from India's projected literacy rate of only 77.7%, excluding a large section of promising youth from participating in the country's socio-economic progress. Need-Based scholarships through financial aid can help prevent economically backward students from discontinuing their education.

The Problem

A number of community schools in Tamil Nadu, especially from rural and backward urban districts have students from economically weak backgrounds. Due to the inability to pay school or college fees by their guardians, they are forced to drop out at school or college levels despite being meritorious students. Scholarships can play a crucial role in promoting education, individual development and societal progress. It can significantly increase the likelihood of students pursuing higher education, including college and university degrees thereby reducing the financial burden on students and their families in the long run.

Our Solution

Through Sahyog Awards, we provided scholarship support to carefully selected meritorious students from economically challenged families across 17 institutions in Tamil Nadu. Through providing timely financial aid, we were able to help deserving students access high-quality education, which included single-parent and parentless children.



Collecting applications for Sahyog Award from various locations



Shortlisting of applications by the programme team for selection process



Selected applicants awarded with Scholarships as per their need



Scholarship amount transferred to the respective institutions



Acknowledgement obtained from the institutions by the students



Project Location:

Tamil Nadu



Beneficiaries:

33 school and college students from low income families

Impact



INR 7,15,720 disbursed in scholarships to **33** promising students, including **27** school students and **6** college students; helping them continue their education despite their poor economic conditions; significantly increasing their chance of completing their education and becoming economically independent through employment



Social Initiatives

At Foundation for CSR @ Redington, we believe that a holistic approach to social development is crucial in order to promote the sustainable transformation of the society at large. While quality education and employability promote socio-economic progress, protecting the environment and providing quality healthcare ensure long term social wellbeing.

Redington's environmental stewardship is geared towards protecting the environment and promoting the responsible use of natural resources. We do this through undertaking projects focused on improving water security, adoption of renewable energy resources, mitigating climate change risks through reforestation and building sustainable rural communities.

Our healthcare initiatives provide access to primary healthcare to the underserved, bridging the gap of distance and affordability. From connecting primary healthcare to the remotest villages through Mobile Health Units to equipping charitable hospitals in the cities to better serve the urban-poor, we ensure that quality and timely medical care is available to all.

Our Environmental Initiatives

Improving Water Security and Promoting Sustainable Living



Project AWAKE
Restoration of water bodies and improving access to clean water




Project VIZAG
Renovation of forest water body for urban water security

Combating climate change



Promotion of solar energy amongst rural communities



Tree plantation drive in rural areas

Sustainable Rural Development



Creation of smart and sustainable villages



Multisector development of villages

Improving Water Security and Promoting Sustainable Living

Project 1: AWAKE (Augmenting Water at Kurinji Ecosystem for Improved Wellbeing of Tribals)

An Overview

The villages scattered amongst Kurinji Hills, especially the Kalvarayan and Jawadhu Hills, in Tamil Nadu are occupied by backward tribal communities. Their major occupation is farming and average income is less than INR 75,000 per annum. Most farmers have huts in their farmlands within the forest area, with no access to basic infrastructure like electricity and potable water.

The Problem

During our needs analysis, we found that tribal communities in the Kalvarayan and Jawadhu hills grappled with multiple challenges due to their remote and isolated location. Further, unstable livelihoods due to sporadic seasonal rains, lack of education and exploitative market dynamics, perpetuated the cycle of poverty and exclusion.

We found two urgent and critical problems:



Critical shortage of water for consumption and livelihood, caused by lack of functional water storage facilities, community wells, water bodies, and limited government water supply; impacting the overall health, sanitation and livelihood of the community



Lack of access to electricity, adversely affecting children's education, safety of women and children, and overall productivity and livelihood of the community

Our Solution

Through Project AWAKE, we successfully addressed the two-fold challenge of water shortage and lack of energy resources faced by the tribal communities. We initiated water conservation efforts through construction and restoration of water bodies, rainwater harvesting and improving access to safe drinking water. We also provided renewable energy access through solar kits, catalysing the overall development of the tribal communities. The project brought transformative improvement in these communities.

Our key interventions included:



Capacity Building and involvement of the communities to ensure project ownership and sustainability



Water conservation through refurbishment of wells, installation of water tanks and rainwater harvesting structures, plumbing, and laying of pipelines to village households



Restoration of water bodies through rejuvenation of ponds and natural water bodies



Providing solar energy access to tribal households through distribution solar kits and community handover



Implementing Partner:

DHAN Foundation



Project Locations:

Kalvarayan and Jawadhu Hills, Tamil Nadu



Beneficiaries:

15,489 tribals, including women, marginal farmers and students

Impact



1500+ tribal households across **38** villages positively impacted through improved water security, better health and hygiene, and livelihood support



120 tribal farmers provided support to grow their orchard plantations, resulting in better yield and income



10 community wells renovated and **14** water storage tanks built, providing increased water availability for domestic consumption



2 rainwater harvesting structures constructed in government schools, providing better water and sanitation facilities to tribal students



1,500 tribal households provided solar lights, giving access to clean energy, improving education outcomes and improving the safety of women and children

Project 2: VIZAG (Vitalizing Community's Zealous Action for a Generous Ecosystem of Urban)

An Overview

Urban India faces a critical challenge in managing its water resources. Most cities rely on water drawn from distant sources, often 100-500 kilometres away, leading to environmental degradation and disruption of local ecosystems. Redington Foundation has taken a pioneering step to address this complex issue through Project Vizag.

The Problem

Visakhapatnam is a dynamic city with a diverse population, including urban, rural, tribal and coastal communities. Being recognised as an aspirational district by NITI Aayog underscores its significance in driving socio-economic progress at the grassroots level. On the other hand, the city's designation as a "non-attainment city for pollution standards" by Central Pollution Control Board highlights the urgency to address issues related to air and water quality. While the Nadupuru waterbody, nestled within the forest area of Visakhapatnam, was a crucial water resource for the local ecosystem, it had degraded over time due to siltation, diminishing water storage capacity, and increased flood risks for the nearby vulnerable settlements.

Our Solution

Project VIZAG successfully mitigates the urban environmental challenges and improves water security in Visakhapatnam through the comprehensive restoration of the Nadupuru forest waterbody. By increasing the catchment areas and strengthening the bund, we not only increased the water storage capacity by many folds but also ensured flood control to protect the surrounding population. Project VIZAG exemplifies innovative urban water management and environmental stewardship.

Our key interventions include



Survey and documentation of 179 water bodies in Visakhapatnam



Publishing comprehensive data about local water bodies via 'Neere Aadharam' book



Removing over 6000 sq.m. of invasive species to restore the pond's natural habitat



Desilting to restore the pond's depth and water storage capacity



Construction of a 208m long Earthen Bund to prevent erosion and maintain water levels



BEFORE INTERVENTION

AFTER INTERVENTION



Implementing Partner:

DHAN Foundation



Project Location:

Visakhapatnam



Beneficiaries:

Urban-poor women, marginalised fishermen, and industrial / migrant labourers

Impact



5,000 cubic metres of increased water storage capacity, ensuring sustained water availability to surrounding communities



25,000 saplings planted, contributing to reforestation and biodiversity conservation efforts



Improved ecological diversity through restoration of the pond's ecosystem, creating habitats for diverse plant and animal species



Flood risk mitigation, enhancing the safety and security of nearby vulnerable communities, particularly those in scheme houses



Improved Microclimate: The project positively impacted the local microclimate, contributing to the region's environmental resilience and sustainability

Combating Climate Change

Today, the world is facing an unprecedented challenge – climate change. Reducing our reliance on fossil fuels and replacing them with renewable energy sources is a crucial step towards mitigating the effects of climate change and fostering a sustainable future for the planet. Solar energy is the most abundant of all clean energy resources. The Foundation is executing a number of projects that promote the use of solar energy solutions in villages.

Afforestation is also among the best methods of tackling climate change through improving carbon sequestration. As trees grow, they remove carbon dioxide from the air, storing carbon in the trees and soil and releasing oxygen into the atmosphere. Afforestation can also improve the local climate through increased rainfall and by being a barrier against high winds. We have conducted a number of tree plantation drives to help combat climate change.

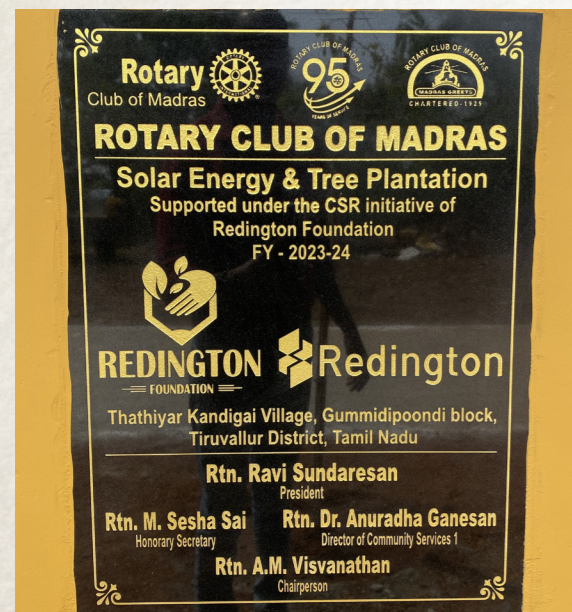
Project 1: Promotion of Solar Energy Amongst Rural Communities

The Problem

Thathaiyur Kandigai is a backward tribal village in Nemalur, Thiruvallur district, Tamil Nadu. Most tribal people lived in huts, with no proper houses, electricity and water. The Rotary Club of Madras created a model village with 37 houses for the homeless tribal families. However, due to lack of electricity, these tribal families were accustomed to depend on kerosene and wood fire for domestic purposes, leading to increased environmental pollution and health hazards.

Our Solution

Through our green energy initiative, we helped install offgrid solar power plants at each of the 37 houses at the “Home for Homeless” project in Thathaiyur Kandigai village. This helped the low-income tribal families save electricity cost, withdraw dependency on hazardous fossil fuels and adopt clean energy. The solar energy solution is low maintenance, low cost and safe, apart from being environmentally friendly.



Implementing Partner:

Rotary Club of Madras



Project Locations:

Thathaiyur Kandigai village, Nemalur Panchayat, Thiruvallur district, Tamil Nadu



Beneficiaries:

37 tribal families

Impact



Project 2: Tree Plantation Drive in Rural Areas

The Problem

Thathaiyur Kandigai is a backward tribal village in Nemalur, Thiruvallur district, Tamil Nadu. Most tribal people lived in makeshift huts, with no proper houses, electricity and water. The Rotary Club of Madras created a model village with 37 houses for the homeless tribal families. There were no trees in the model village, creating an arid environment for the tribal community. Similarly, the Boys Town campus set up by Rotary Club of Madras in Gummidipoondi, which houses about 120 children from economically challenged homes selected from nearby villages, was devoid of any greenery and fruit trees that could benefit the children.

Our Solution

Under our green initiative, we helped plant a number of fruit bearing and shade giving trees around the 37 homes and Anganwadi at Thathaiyur Kandigai. We also helped plant 90 shade giving trees and 180 fruit bearing trees at Boys Town, Gummidipoondi. While the fruit bearing trees directly benefited the 37 tribal families and 120 children through better nutrition and health, the shade giving trees created a cooler, greener and healthier environment for the surrounding rural communities as well.



Implementing Partner:
Rotary Club of Madras



Project Locations:
Thathaiyur Kandigai village, Nemalur Panchayat, Thiruvallur district, Tamil Nadu; and Boys Town, Gummidipoondi.



Beneficiaries:
37 tribal families at Thathaiyur Kandigai village; 120 children at Boys Town.

Impact



37 tribal families at Thathaiyur Kandigai got access to better nutrition and health through fruit bearing trees



180 fruit bearing trees provide access to better nutrition for children at Boys Town



Both the tribal community at Thathaiyur Kandigai and children at Boys Town benefited from a cleaner and greener environment through shade giving trees



Tree plantation contributes towards combating climate change in the long run

Sustainable Rural Development

Overview

Gummidipoondi is a small industrial town in Chennai metropolitan region of Thiruvallur district in Tamil Nadu. The growing urban sprawl and absence of a planned transformation of this peri-urban area has led to indiscriminate exploitation of natural resources and degrading of local ecosystems. While Gummidipoondi has abundant groundwater and fertile soil, hazardous waste landfills and incinerators from industrial parks are polluting the fresh water sources and degrading the air and soil quality. The local communities have been struggling against the increasing number of polluting industries for over a decade.

Project 1: Creation of Smart and Sustainable Villages

The Problem

Gummidipoondi has been a major agricultural area, with most rural communities engaged in agriculture and farming. Freshwater lakes that were used for irrigation and domestic water supply are now polluted by surrounding industries. Further, a number of tribal villages surrounding the industrial town are deprived of basic amenities like drinking water, toilets, electricity and cooking gas, with most tribal families living below the poverty line. There is also a severe lack of education and literacy levels in the area, with a high school dropout rate. In fact, many of the schools were left abandoned.

Our Solution

To holistically uplift the backward tribal and rural communities, as well as, protect the environment in Gummidipoondi, we launched the 'Creation of Smart and Sustainable Village' project. The project addressed three critical needs - quality education, natural resources management and solid waste management.



Awareness programs on child rights and protection



Self defence training, with a focus on adolescent girls



English language coaching for school children



Installation of biogas plants and RO drinking water plant



Conducting veterinary camps for farming communities



Forming a village development committee for community engagement and capacity building



Project 2: Multi-sector Development of Villages Through Community Participation

The Problem

During our work at the Gummidipoondi Block villages as part of the “Creation of Smart and Sustainable Villages” project, we discovered a number of gaps across government institutions that needed to be addressed urgently. The rural Panchayats were not adequately funded or eligible to receive the e-cart vehicle (BoV) for collection and transportation of household, street and road side waste. The government schools in Panapakkam and Thandalacherry lacked facilities related to menstrual hygiene management, affecting the attendance of adolescent girls. In addition, most of the Anganwadis lacked basic furniture and facilities to be able to function well and provide a nurturing environment to children.

Our Solution

We launched the “multi-sector development of villages through community participation” project in the Gummidipoondi Block, along with Phase-2 of our “Creation of Smart and Sustainable Villages” project, to provide the much-needed additional support to the government institutions in the villages.



Implementing Partner:
Hand in Hand India



Project Locations:

Gummidipoondi, Tamil Nadu



Beneficiaries:

Rural and tribal community members, especially women and children

Impact



100 students and **250** community members provided child rights and protection awareness and training, leading to more informed and confident children



100 school children, including **50** girls, benefited from self-defence training, improving their self confidence and safety



108 children improved their communication skills and English language proficiency through spoken English classes



20 biogas plants initiated for **20** potential beneficiaries in Panpakkam village, to be installed in April 2024



4 veterinary camps conducted, benefiting **156** community members and **1,205** livestock; improving the livelihood of the farming community



1 solar powered RO drinking water plant installed to provide access to clean drinking water to the rural-poor and improve their health outcomes at Thandalacherry village

Our need-based interventions include



Furniture and infrastructure support to Anganwadis, including fans, lights, Almarahs, baby chairs, tables, etc.



Installation of sanitary napkin incinerators in government schools



Supply of e-cart (BoV) vehicles to Panchayat offices for door-to-door waste collection, segregation, transportation and conversion



E-carts equipped with audio system and branded with messaging to build awareness about solid waste segregation



Distribution of uniform sarees/shirts volunteer members of Pasumai groups, along with PPE kits to protect them from pollutants, insects and other harmful material



Implementing Partner:
Hand in Hand India



Project Locations:

Gummidipoondi, Tamil Nadu



Beneficiaries:

Rural and tribal community members, especially women and children

Impact



4 e-cart (BoV) vehicles supplied across 3 Panchayat offices, significantly improving the process of solid waste collection and recycling, building awareness, and reducing landfills



100 sets of uniform and PPE Kits distributed to volunteers of Pasumai group, strengthening their commitment, as well as, promoting their recognition within the communities for their contribution towards village upkeep and development



2 sanitary napkin incinerators installed across 2 government middle schools, to ensure the safe disposal of the sanitary napkins, improve menstrual hygiene and ensure school attendance of adolescent girls during their menstrual cycle



3 Anganwadis upgraded through furniture and infrastructure support, attracting more admissions and improving their education outcomes

Our Healthcare Initiatives



Mobile Health Units

Gummidipoondi, Tamil Nadu

Tumkur, Karnataka



Medical Equipment Support in Tamil Nadu

Hindu Mission Hospital, Tambaram

Hindu Mission Health Services, Nanganallur

Kanchi Kamakoti Childs Trust Hospital, Nungambakkam

Govt RSRM Hospital, Royapuram

Voluntary Health Services Hospital, Chennai

Our Healthcare Initiatives

An Overview

India is home to one of the world's largest healthcare systems, yet people from the lower socio-economic strata struggle to access quality healthcare. Although basic primary healthcare is provided free of cost to over a billion people through government run hospitals and primary healthcare centres, women, children and the aged from remote rural locations are cut off from healthcare due to having to travel long distances. Infant mortality and malnutrition remain extremely high. While the country has the largest private healthcare system in the world, it is financially inaccessible to the most vulnerable population. Hence, there are significant gaps to be filled in healthcare based on gender, age, socio-economic class, and geography.

Project 1: Mobile Health Units

The Problem

While a number of remote rural locations are cut off from primary healthcare, even villages that do have healthcare centres lack in facilities and doctors, with over 70% of Indian doctors serving in urban hospitals. Pharmacies and diagnostic centres are also scarce. Due to having to travel long distances in search of healthcare centres, the aged, women and children from remote rural locations often don't get timely treatment.

Our Solution

To bring quality healthcare services to the doorstep of impoverished families in rural locations, we facilitated Mobile Healthcare Units (MHUs). Equipped with a doctor, pharmacist and social worker, these MHUs travel across remote villages in Gummidipoondi and Tumkur districts, providing regular treatment, awareness on prevention and management of diseases and free monthly medicines to the needy. They address the problems of unaffordability, inaccessibility, and non-availability of basic essential healthcare to the needy, especially the elderly, women and children.



Implementing Partner:

HelpAge India



Project Locations:

Gummidipoondi, Tamil Nadu, and Tumkur, Karnataka



Beneficiaries:

31,000+ rural and urban-poor people

Tumkur district



18 villages visited per week, providing regular diagnostic, healthcare and pharmacy services



64 bedridden patients treated at home, along with medication and counselling



260 beneficiaries supported through government schemes and other welfare benefits

Impact



29,017 cases treated, including at health camps



13 awareness sessions conducted on various health related topics



110 patients referred for further treatment

Gummidipoondi district (Feb-March 2024)



10 villages visited per week, providing regular diagnostic, healthcare and pharmacy services



2,584 cases treated, of which 2079 were women



Over 36% cases treated were related to arthritis or polyarthritis

Project 2: Medical Equipment Support

The Problem

Urban charitable hospitals treat thousands of needy patients everyday at subsidised or no cost. However, they are unable to afford the latest and adequate medical equipment and technologies unlike their commercial counterparts to meet the growing need. Life-saving procedures like dialysis and major surgeries are unaffordable for the financially backward to avail at private hospitals, while public charitable hospitals are under-equipped to meet the demand. Hence, the economically deprived patients often have to compromise on their treatment quality and healthcare outcome, despite the hospital's best efforts.

Our Solution

We helped equip five charitable hospitals across Chennai with critical medical equipment, enabling them to provide the best quality healthcare to the urban-poor free of cost. This included, CRRT Machine and dialysis machines for the treatment of acute kidney diseases,



Implementing Partner:

Rotary Club of Madras



Project Locations:

Chennai, Tamil Nadu



Beneficiaries:

Urban poor people

Impact



1 CRRT Machine donated to Hindu Mission Hospital, Tambaram, to benefit acute kidney disease patients



A dialysis centre set up with 5 dialysis machines at Hindu Mission Health Services, Nanganallur, increasing the number of dialysis/month from 350 to 650



2 Electrosurgical Generators and 1 Laryngoscope donated to Kanchi Kamakoti Childs Trust Hospital, Nungambakkam, to provide better healthcare to over 2000 needy children per year



1 patient ambulance donated to Government RSRM Hospital to ensure the safe transportation of 30 pregnant women/day to avail healthcare services and reduce maternal mortality rate



17 Smart Vision Glasses donated to the visually impaired at Voluntary Health Services Hospital, restoring their functional ability and quality of life significantly

Our Employee Volunteer Programme

Through our Employee Volunteer Programme, we provide ample opportunities for Redington employees to contribute their skills, resources and time towards our social impact projects. This not only helps them create meaningful and measurable impact but also brings them together as a team, strengthening their collaboration and leadership skills, and building a positive work culture.

Some of our employee volunteering interventions during the year include,

- **Painting with Purpose** - 210 employees of Redington Ltd. helped brighten the premises of Dr MGR Home & Higher Secondary School for the Speech and Hearing Impaired, Chennai, through a painting activity. We helped give the facilities, including classrooms, corridors, and common areas, a facelift by painting them with vibrant colours and creative designs. By involving the children in creating wall art, we made the activity inclusive; putting a smile on the children's faces and enhancing their educational experience. This was followed by sports and cultural activities for the students.
- Redington Employees participated in the tree plantation drive at Thandalacheri village, Gummidipoondi, in collaboration with Rotary Club of Madras
- A number of employees shared their knowledge, skills and experience in the Supply Chain Management sector with trainees of the COLTE programme through strategically designed knowledge sharing sessions



Monitoring & Evaluation

At Foundation for CSR @ Redington, we follow a concurrent monitoring, evaluation and learning (CMEL) framework for programme management. Our stringent monitoring and evaluation process is result-oriented, involving monthly field visits, quarterly programmatic evaluation and reporting, risk mitigation and quarterly financial reporting.

We place great importance on streamlining execution, and minimising time and resources through regular monitoring of the project along with our NGO partners. All our project data and progress are recorded, monitored and reported through a Management Information System (MIS), ensuring collaborative decision making, efficient data management, maximum productivity and transparency.

Upon project completion, we prepare a consolidated report for our own internal learning, as well as, for external dissemination to ensure the benefit of all within the social sector. With every project, we endeavour to become more resource efficient, create better and more lasting impact, and build effective prototypes for social impact projects.



Concurrent Monitoring, Evaluation and Learning Framework



Our Partners

Through a rigorous and comprehensive selection process, we identify the right implementation partner for every project who are aligned with our values and mission.

Our NGO partner identification process:



Initiation of closed RFP process

with selected partner organisations aligned to Redington's requirements



First-level evaluation of proposals

based on credibility, capability, theory of change, execution plan, budget, scalability, sustainability, and M&E



Shortlisting of potential partners

for second round of evaluation to ensure fitment to internal criteria for partner onboarding



Due diligence of potential partners

to ensure compliance, organisational capability and credibility



Final partner recommendation report

for chosen partner shared and onboarding process initiated



Our Project Implementation Partners



Logistics Sector Skill Council



IIT Madras



Larsen and Toubro Public Charitable Trust



DHAN Foundation



WASH Institute



HelpAge India



Museum of Art & Photography



SSN Trust



Learning Links Foundation



Rotary Club of Madras



Hand In Hand India

We also express our gratitude to the various government bodies, organisations and individuals who helped us achieve our impact goals across India.





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