

DATAMATICS'
CORPORATE SOCIAL
RESPONSIBILITY INITIATIVES
FY 2017-18





INTRODUCTION

Datamatics truly believes that Corporate Social Responsibility (CSR) is an extension of its vision “To be a world-class organization admired for consistently delivering superior business value”. In a world of radical socio-technological changes and critical environmental fluctuations, it is now imperative, more than ever that we work towards addressing these areas of concern and contribute towards building a better tomorrow.

Employability & Environment are the two core principles that Datamatics focusses on. The objective is to have a structured approach which will impact a larger population. Our aim for any CSR activity is to drive long-term sustainable contribution towards the society and the environment.



CEO'S MESSAGE



**Rahul
L. Kanodia**

Vice Chairman & CEO

Datamatics remains focused on mainstreaming corporate social responsibility within our business focus. We are committed towards the development of the overall community that will help build a better tomorrow.

Datamatics firmly believes in the power of transformation. While our business processes empower our customers in their journey towards digital transformation, our CSR initiatives have helped bring about transformation in the lives of those less fortunate and the community at large.

Through our CSR initiatives, we strive to become enablers of economic, social, and environmental betterment. Employability and Environment are the key focus areas of our CSR strategy, and to further this cause we continue to undertake several programmes and partner with different non-governmental organizations.

These programmes range from providing employment opportunities and financial independence to individuals, to saving the environment by reducing the carbon footprint through a programme like "Light a Billion Lives". The continued success of these programmes solely lies on our employees who are the flag bearers of the organization and have been instrumental in making a difference to the lives of many.

We sincerely believe that the outstanding initiatives undertaken by the United Nations Global Compact are a great platform for Indian businesses to address challenges and concerns at both the national and international level. We remain committed towards supporting these initiatives and conducting business in a manner that is sensitive to the societal and environmental issues aligned with the principles of UNGC.

We wish UNGC the very best for all future endeavours.



EMPLOYABILITY

With employability being one of our core principles, we focus on training individuals to make them more employable and successful in their chosen careers.

TRAINEE & APPRENTICE PROGRAM

Datamatics has been supporting the Employment Promotion Programme (EPP), led by the Government of India aimed at promoting youth employment with local economic opportunities. The programme reinforces the macroeconomic policy framework to encourage sustainable and equitable employment for the young generation, including women. The programme provides vocational training that helps them get secured jobs.

This training is given to graduates as well as prost graduates from colleges and educational institutes across the country including Tier 1 and 2 cities as well as smaller towns and the duration ranges from 3 months to 1 year, depending on the nature of work.

Datamatics has also partnered the National Apprenticeship Promotion Scheme (NAPS), initiated by the Government of India. It provides skill training to graduates, Diploma holders in Engineering and Technology, wherein they are hired as Apprentices for a period of 1 year, post which, they are given a confirmation based on their performance. The focus is mainly on processes catering to the BFSI sector.

Datamatics currently employs more than 550 such trainees under these programmes with the number increasing every year.

KNOWLEDGE ASSOCIATE PROGRAM @ DATAMATICS

Datamatics has a Knowledge Associate (KA) programme which works towards greater employability. It is extended to any individual who has the will to work but due to various constraints is unable to do so. From young college students to homemakers to differently abled people to other economically marginalized segments, this programme enables them to secure employment and become financial independent. This programme which started more than 20 years back, currently supports close to 800 Knowledge Associates and has managed to assist more than 5000 individuals in the past 2 decades.

EQUAL OPPORTUNITY EMPLOYER

Datamatics believes that its strength lies in its differences. With this belief, the company started working towards building a more diverse and dynamic workforce and aims to have one of the best male-female ratios in the industry. Today our workforce comprises of 40% female employees across all our offices, which is higher than the industry standards.

ORGAN DONATION CAMP

Datamatics supported an Organ Donation Camp in the month of January 2018 with an aim to help people in case of any unfortunate incidences. The camp began with a public awareness session to encourage and promote organ donation.

Close to 300 employees from our Mumbai and Nashik locations participated in the same with more than 250 employees pledging to be organ donors thus, each employee would be able to help save or improve as many as 50 lives at a time.



ENVIRONMENT

With a focus on sustainable, environmental friendly initiatives, Datamatics continues its collaborative efforts towards a cleaner, self-sustainable planet.

LIGHTING UP A VILLAGE



Continuing our commitment which was started 4 years ago in partnership with The Energy Resource Institute (TERI), we continue to maintain the solar lamps and the charging station donated to Navapada village which enlightened the lives of hundreds of villagers. This programme provided a sustainable and environment-friendly solution in this rural area. The initiative which was launched during Diwali – the festival of lights, continues to light up the lives of close to 100 families in the village where solar lamps along with a solar charging station have been donated.

GROW TREES

Datamatics continues its partnership with Grow-Trees.com to plant trees on behalf of our employees on their birthdays. In addition to this, the company also presents certificates to its clients which are gifted by employees to their family members. Till date we have planted over 12,000 trees in Kumbhalgarh Wildlife Sanctuary, Rajasthan which spans 578 sq. kms. This also helps provide a conducive environment for the wildlife and conserves the ecosystem.

JOY OF GIVING

Continuing the decade old Christmas tradition at Datamatics, Datamatics celebrates the “Joy of Giving” week across all locations in India. This objective was to celebrate and encourage the spirit of sharing and spreading joy amongst the less fortunate. This initiative has been witnessing an overwhelming response year-on-year.

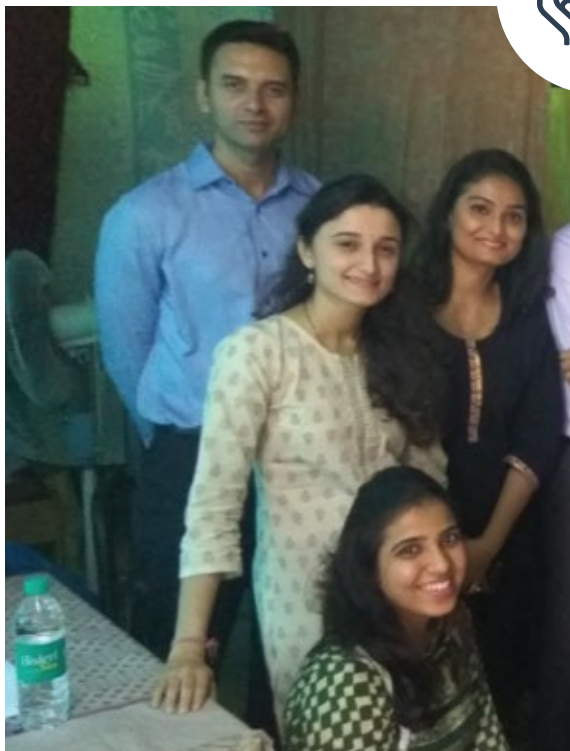
So far we have touched 780+ lives across India through this initiative.





MUMBAI

The Mumbai team visited Jeevan Anand Sanstha in Khar, an NGO which works towards helping roadside destitutes. It's a home for those who have been rejected by the society and also offer free medical treatment and rehabilitation of disabled and disadvantaged people. The support is provided through donation of clothes, toys and other household items on a regular basis.





CHENNAI

The Chennai team supported two charitable trusts with significant contributions from employees through donation of stationary items and toys for underprivileged children.

1. Sri Saradha Sakthi Peetam, Chennai provides medical, spiritual, educational and orphanage services to the poor and deprived individuals since 1988. The objective is to ensure that the children become independent and self-sufficient. They have around 120 members in their ashram.

2. Aatheeswarar Charitable trust is an orphanage which resides children from 3 to 18 years of age.





PONDICHERRY

The Pondicherry team visited Jally Home in January 2018. A charitable trust started in 1991, houses 100+ destitute children.

Datamatics employees on a quarterly basis donate clothes, stationery, groceries, chocolates etc. for the children.





BANGALORE

The Bangalore team visited the Child Care Trust for Differently Abled and Orphaned Kids in January 2018, with the involvement of around 20 volunteers from various functions and teams from the Bangalore office. The Child Care Trust management was overwhelmed and happy and expressed their sincere gratitude to all those who made this a memorable day for them. Employees contributed by donating items of daily utility and hygiene. Over and above this, employees jointly contributed a total Rs. 17,920/- towards supporting the trust.

Additional details for reference: <http://www.samarthanam.org/>





NASHIK

The Nashik team conducted the Joy of Giving Program at Torangan village which is located in the remote tribal belt of north Nasik. The team visited Torangan and Velunje and distributed blankets, clothes and stationery to the locals.

Details for reference:

Torangan is a small hamlet in Trimbakeshwar Taluka and Nasik District. It is 43 km from Nasik and 145 KM from state capital Mumbai. Torangan along with other Hamlets/villages Velunje, Mokatware, Hedulipada form a group of villages located in remote tribal belt of north Nasik bordering Thane district Tribal belt.

