

## Mahatma Award Application - CSR Excellence

### I Impact Profile - Generic

S.No	Particulars	Information										
1	Full name of the organisation	Apollo Tyres Ltd										
2	Ownership	Public Limited										
3	Year of Establishment	1975										
4	Registered Address	Plot No. 7 Institutional Area, Sector – 32, Gurugram, Haryana - 122001										
5	Organisations' main product/services	Tyres										
6	Total number of employees	15457										
7	Industrial Sector of the applicant	Auto Sector										
8	Listed in any stock exchange	NSE & BSE										
9	Vision, Mission and Values	Vision - Driving Progress, Together, Mission - Enabling Excellence Values - 1) Following Our Passion: We champion ideas that inspire us to think big, be brave and challenge the ordinary. 2) One Family: We create an inclusive culture that brings our people, partners and community together. 3) Taking Responsibility: We are committed to building a responsible and sustainable business that benefits society										
10	Organisations' commitment towards SDGs	<table border="1"> <thead> <tr> <th>SDGs</th> <th>Contribution so far</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Over 18,000 beneficiaries provided livelihood opportunities for continued employability or entrepreneurial endeavours</td> </tr> <tr> <td>3</td> <td>Over 11 million beneficiaries outreached for provision of healthcare services.</td> </tr> <tr> <td>5</td> <td>Over 16,000 women trained on gender-based rights and equal opportunities. Over 75% of women trained on Income generation activities are employed</td> </tr> <tr> <td>6</td> <td>Over 31,000 beneficiaries provided access to potable drinking water. 49% water recycled of total water</td> </tr> </tbody> </table>	SDGs	Contribution so far	1	Over 18,000 beneficiaries provided livelihood opportunities for continued employability or entrepreneurial endeavours	3	Over 11 million beneficiaries outreached for provision of healthcare services.	5	Over 16,000 women trained on gender-based rights and equal opportunities. Over 75% of women trained on Income generation activities are employed	6	Over 31,000 beneficiaries provided access to potable drinking water. 49% water recycled of total water
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			withdrawal globally in operations.
		<b>7</b>	11.6% Renewable Energy in Total Energy consumed in FY24. 22.7% Renewable Electricity share in total electricity in FY24
		<b>8</b>	New Hire: 601 employees Human Right Awareness LTIFR: 0.39 per million manhours worked
		<b>9</b>	Total emissions under Scope 1 & Scope 2 have decreased by 5.5% as compared to FY23
		<b>12</b>	Total Recycled Raw material used: 4.8%. RE Capacity: Approx 100 MW
		<b>13</b>	Net zero commitment by 2050. Reduction of Scope 1 emission intensity by 23.3% and Scope 2 emission intensity reduced by 29.5% compared to FY20.
		<b>14</b>	Over 2.2 million beneficiaries have benefitted through eco restoration of ponds with 34,990 benefiting in the current financial year. A total of 57,542 beneficiaries were reached out through various awareness activities and 2,000 saplings were planted in FY24 under Mangrove conservation project
		<b>15</b>	3.5 lakh teak trees are planted and maintained under Afforestation project at Tamil Nadu region. Under Miyawaki project, total 10,000 trees of 80 plant species are planted and maintained in the Gujarat region
		<b>17</b>	80% + upstream supplier signed Apollo Tyres Sustainable Procurement

			Policy 100% of the Natural Rubber suppliers signed the Apollo Sustainable Natural Rubber Policy (ASNRP).

## II Impact Profile - Specific

### A) Organisations' CSR Policy

The Corporate Social Responsibility (CSR) Policy for India of Apollo Tyres underscores its commitment to sustainable and ethical business practices aligned with regulatory frameworks. The policy emphasises stakeholder engagement and sustainability, outlining a comprehensive approach to CSR, covering diverse areas such as philanthropy, environmental conservation, and social development. Under this policy, Apollo Tyres channels its CSR efforts toward addressing critical societal needs and enhancing the well-being of the communities in which it operates. The Company aims to positively impact the local communities through strategic interventions in environmental conservation, public health, livelihood enhancement, and community mobilization. Apollo Tyres reiterates its commitment to responsible corporate citizenship and sustainable development practices by fostering partnerships, conducting impact assessments, and adhering to budgetary allocations.

### B) Focus areas of the organisation

There are five thematic areas of CSR implemented through Apollo Tyres Foundation. Apollo Tyres implements its CSR initiatives through the Apollo Tyres Foundation (ATF), registered as a trust in 2008. ATF spearheads projects prioritising collaboration and engagement with various stakeholders to maximise resource utilization and achieve sustainable development and growth across five key thematic areas.

**Focus 1: Healthcare** - The Company considers health to be of utmost importance and works extensively with its customers i.e., trucking community, in the domain. To this end, the company is seeding change right at the grassroots, by devising outcomebased programmes. These initiatives not only enhance the wellness of the community but also improve the environment too. Eliminating the health risks of the trucking community and providing them with top healthcare services, Apollo Tyres has initiated a comprehensive healthcare programme, in line with SDG Goal No. 3 – Good Health and well-being, for the trucking community, in the year 200. There are 32 Healthcare Centres, operating out of transshipment hubs, and spanning across 19 Indian states. Key Services: - HIV-AIDS Awareness & Prevention - Vision Care - Awareness on Tuberculosis (TB) - Other Non-Communicable Disease (NCDs) - Mobile Medical Units (Apollo Tyres Healthcare Express) - Oral Hygiene - Tele Medicine Consultation.

**Focus 2: Livelihood for rural women** – Apollo Tyres aims to create shared value at the local, national, and global levels. Women are major players in ensuring CII-ITC Sustainability Awards 2024: Awards Questionnaire 12 households' wellbeing, more so in rural areas. However, a lack of a sense of agency, access and control of resources presents them with little to no opportunities towards livelihood. Apollo Tyres is committed to changing this scenario by spearheading effective programmes that deliver measurable results. All strategies and programmes under this head are designed

thoughtfully to address specific Sustainable Development Goals – (SDG-8 -Decent work and economic growth and SDG-5- Achieve gender equality and empower all women and girls). Navya is a flagship programme, to empower rural women economically, socially, and emotionally. It supports the livelihood needs of underprivileged rural women by providing them with income generation opportunities at their doorstep. Key initiatives: - Self Help Groups - Livelihood training and income generation - Linkages with government schemes and markets.

**Focus 3: Solid Waste Management** - The Company's environmental initiatives are aligned to the thought of greener future for its key stakeholders and thus entails good environmental practices across its production processes and reaching out to stakeholder communities to embark on a path of collaborative conservation. SPARSH, programme was launched in 2013 to address the critical issue of Solid Waste Management and support the 'Clean India' campaign. Conceived to create awareness on the 3 R's of Reduce, Reuse and Recycle, this extensive project facilitates effective on-ground initiatives to tackle waste generation.

Key initiatives:

- Clean My Transport Nagar (CMTN)
- Clean My Village (CMV)
- Sanitation Management
- End of Life Tyres Spaces

**Focus 4: Biodiversity Conservation** - The sustenance of environmental capital is a core area of focus, whereby projects are designed to mutually benefit the stakeholders. Biodiversity conservation is a global challenge that impacts the planet.

At Apollo Tyres, it has taken a centre stage as a global initiative with our commitment to reach out to nearly half a million beneficiaries by FY'26 for biodiversity conservation. We believe our tailor-made interventions engaging local communities in awareness activities in India and Europe locations will have a significant impact in making the planet greener with each passing year.

Towards this direction, the Company has taken following steps as a strategic roadmap.

A) Became a member of Indian Business and Biodiversity Initiative (IBBI) to mainstream sustainable management of biodiversity in alignment with UN Convention on Biological Diversity (CBD)

B) Pledged to conserve and plant 1.05 million trees with 1t.org (a part of World Economic Forum to support UN Decade on Ecosystem Restoration).

**Focus 5: Local Initiatives** - The Company through its CSR initiatives nurture proactive and meaningful relationship with local stakeholders and communities. The focus area of these initiatives spans a 35-45 km radius of the manufacturing locations. Driving progress through collective ownership is what strengthens stakeholder relationships at Apollo Tyres. Initiatives are designed to keep in mind the local needs of the community.

#### INDIA'S LOCAL INITIATIVE

##### 1. Access to Potable Water

Apollo Tyres works towards maximising access to purified drinking water around our manufacturing locations through the installation of RO drinking water plants.

##### 2. Eco-Restoration of Ponds

Apollo Tyres identified, restored, and enhanced several ponds around its manufacturing locations through pond deepening, de-silting, bunding and maintenance drives, which enhance lives around them improve aquatic biodiversity. These eco-restoration activities have also enabled employment for local people.

### **C) Innovation in CSR project**

Our projects follow an integrated approach that aims to provide multiple benefits to the stakeholders through a single project.

- 1) **Education, Employability and Livelihoods Enhancement** - Through sustainable agriculture we are providing livelihood support to farmers. Our focus is on the promotion of organic farming. Apart from teaching the organic farming techniques, we also provide training for livestock care and management and try to link both the programme for single benefit. The beneficiaries are asked to construct compost pit and use the organic compost (outcome of livestock project) for organic farming. This ultimately improves the soil fertility as well as increase the yield also.
- 2) **Environmental Sustainability and Biodiversity Conservation** - Our plantation project under climate change mitigation theme serves to address the issue of climate change through tree plantation. It also provides income generation opportunity to the farmers in the form of incentive for maintenance and upkeep of the trees as well as inter cropping benefits also. In projects, wherever applicable, we utilise modern scientific techniques like remote sensing, GIS etc. with a view to measure the impacts in a more scientific and accurate manner. To site an example, the plantation project in Chennai is monitored by the help of GIS to ascertain our grooves and the total number of trees planted. Similarly, remote sensing study was done to ascertain the health and carbon sequestration potential of the Mangroves present in our conservation site in Kannur, Kerala.
- 3) **Gender Equality and Women Empowerment** - Earlier women were engaged in collecting firewood for the conventional method of cooking. This used to consume lots of time and cause health hazards. With the use of biogas women are saving on time which they are actively using in livelihood activities as well as realising health benefits of using a clean fuel for cooking. Providing doorstep solutions to the livelihood activities: The main aim of the livelihood activities is to provide income generation opportunity to women at their doorsteps negating the need to step out of their villages. All the income generation activities are based on entrepreneurship model as well as providing direct market linkage. Average monthly income of the women doing business from house is 3000-5000 INR/month.
- 4) **Healthcare services** - Our major stakeholders are the Truck driver segment as they form a major customer base. For them we run the health initiative. Initially the programme was focusing only on HIV-AIDS awareness and prevention but now the project has expanded its scope to cover treatment of associated diseases such as T.B. The project also provides treatment for vision care and other communicable diseases. The unique feature is that the beneficiary gets the health card in Rs. 15 registration which is valid for a month. As truckers are mobile, they can avail free health service in a particular month from any of our 33-health care centres.

### **D) Process to decide in the focus area**

The best CSR practices are ensured by CSR Committee. The CSR Committee formulates and recommends to the Board, an annual action plan in pursuance of its CSR policy, which includes the following, namely:

- 1) The list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act.

- 2) The manner of execution of such projects or programmes as specified.
- 3) The modalities of utilisation of funds and implementation schedules for the projects or programmes.
- 4) Monitoring and reporting mechanism for the projects or programmes.
- 5) Details of need and impact assessment, if any, for the projects undertaken by the Company. The Board may alter such plan at any time during the financial year, as per the recommendation of its CSR Committee, based on the reasonable justification to that effect.

**E) Ultimate responsibility of CSR activities in the organisation**

A board-level CSR committee with at least one independent director, as mandated by Sec 135 of the Companies Act 2013

**F) Number of times CSR Committee meets in a year**

2 times

**G) Decision making and monitoring of CSR Activities**

The Board provides strategic oversight and has constituted a Corporate Social Responsibility Committee, to provide guidance and monitor the CSR progress. The CSR plan and budget is presented to the CSR committee, who approves it. The members of the Committee member present the CSR update to the Board. The board meets twice in a year. The status is shared again with the Committee, to allow feedback and incorporate the same. Minutes of the meetings are captured and circulated with all the committee members and board. On a quarterly basis, CSR project update is shared with the Board as a part of periodic review. To site one example, in one of the steering committee meetings in 2015/16, there was feedback from the Board on consolidating activities under each theme that are in line with National development goals and SDGs.

**H) Identification of CSR activities**

We take a need-based Intervention approach that helps in identifying a programme of intervention. We undertake various research studies that are based on primary and secondary data. Primary data is where we involve third party to conduct baseline, focused group discussions, one-to-one questionnaire with the stakeholders. This is more formal method. Secondary data is collected through census data, staff feedback, general discussion at village level or transshipment hubs. It also includes detailed study on demographic indicators, work of other corporate and government projects etc. The details of secondary data are at times taken as feeds to formulate baseline questions. This helps to capture stakeholder's views. The CSR activities are linked with overall themes in line with organisation's business strategy.

**I) Due-diligence process**

We follow a structured due diligence process for the empanelment with new agencies to assess potential partner organizations thoroughly before entering any collaboration. Apollo Tyres has a well-documented set of criteria and questions that partners must fulfil to proceed with the collaboration. These criteria cover various aspects such as governance practices, organizational structure, HR and financial policies, past program engagements, and the impact of their initiatives. The process includes on site assessment and financial and legal compliance.

- 1) **On-Site Assessment:** The team visits to the partner organization's office and few project sites. During these visits, Apollo's team evaluates the partner's work culture, operational policies, partner's resources, expertise, infrastructure, and track record in delivering impactful initiatives.
- 2) **Financial and Legal Compliance:** This process includes reviewing audited financial statements, income tax return (ITR) reports, and compliance with government regulations such as having a CSR code, 12 A certificate, and 80G certificate. The documents and information gathered are evaluated by Apollo's finance and legal teams. Basis on this, agencies are given rating and scorecard. The scoring decides the empanelment of the agency or disqualify in the condition not fulfilling the criteria. The gaps and areas of improvement are shared with the agencies who are not shortlisted for the improvement.

**J) Budget of last 4 years**

<b>Activities (as per schedule VII under Companies Act 2013)</b>	<b>2023-24</b>	<b>2022-23</b>	<b>2021-22</b>	<b>2020-21</b>	<b>2019-20</b>
Eradication hunger, poverty & malnutrition	18,49,605.00	-	10,49,474.00	-	18,52,224.00
Promoting health care including preventive health care	9,36,33,960.00	7,60,74,339.00	7,73,72,784.00	7,93,59,078.00	8,69,60,708.00
Promoting Sanitation	61,33,880.00	58,72,061.00	84,65,094.00	21,13,541.00	52,40,889.00
Making Available Safe Drinking Water	50,54,094.00	5,46,185.00	20,91,116.00	3,12,017.00	13,00,074.00
Promoting Education	7,55,500.00	11,79,097.00	19,78,821.00	15,50,602.00	81,01,488.00
Livelihood Enhancement Projects	1,01,91,895.00	89,30,214.00	1,33,29,118.00	1,00,43,364.00	2,28,45,098.00
Ensuring Environmental Sustainability, Ecological Balance	3,05,63,699.00	3,11,71,535.00	3,80,80,759.00	2,75,65,300.00	4,09,29,216.00
Rural development projects	19,22,637.00	21,80,601.00	25,40,608.00	11,01,582.00	16,60,776.00
Disaster management, including relief, rehabilitation and	-	-	2,94,03,755.00	16,75,246.00	59,96,014.00

reconstruction activities					
Impact Assessment	-	-	39,43,741.00	-	-
Administrative Cost	75,05,264.00	62,97,702.00	89,12,763.00	61,86,037.00	87,47,646.00
<b>Total</b>	<b>15,76,10,534.00</b>	<b>13,22,51,734.00</b>	<b>18,71,68,033.00</b>	<b>12,99,06,767.00</b>	<b>18,36,34,133.00</b>

#### K) Monitoring and evaluation

Apollo Tyres has defined clear monitoring plan for the entire project as part of the CSR framework.

- 1) Field Visits:** The local project team visits the field project on weekly basis and ensures that all the deliverables are met as per the plan. The team individually meets the stakeholder to know that they have received the benefits of the project or not.
- 2) Monthly meeting with the implementing agency:** As part of the monitoring process, implementing agency is called for a monthly meeting. The implementing agency presents key achievements and utilisation of funds for that month.
- 3) Six monthly meeting with implementing agency:** The head office team along with the local team meets the implementing agency to undertake the six-monthly review of the project where course corrections are suggested to the agency and gaps are identified to be incorporated.
- 4) Audits:** This is conducted once in a year or sometimes twice, depending upon the findings.
- 5) Mid-line assessment:** After completion of three years of any project a mid-line assessment is carried out. This provides an understating on the outcomes achieved against the milestones identified in the baseline survey.
- 6) Impact assessment:** After completion of the five years of any project an impact assessment is

#### L) Project Wise details

Five thematic areas of CSR implemented through Apollo Tyres Foundation  
 Apollo Tyres implements its CSR initiatives through the Apollo Tyres Foundation (ATF), registered as a trust in 2008. ATF spearheads projects prioritising collaboration and engagement with various stakeholders to maximise resource utilization and achieve sustainable development and growth across five key thematic areas.

**Apollo Tyres Foundation has reached out to nearly 10 million beneficiaries since the inception of its CSR programme.**

#### Healthcare

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The Company considers health to be of utmost importance and works extensively with its customers i.e., trucking community, in the domain. To this end, the company is seeding change right at the grassroots, by devising outcome-based programmes. These initiatives not only enhance the wellness of the community but also improve the environment too.



Eliminating the health risks of the trucking community and providing them with top healthcare services, Apollo Tyres has initiated a comprehensive healthcare programme, in line with **SDG Goal No. 3 – Good Health and well-being**, for the trucking community, in the year 2000.

There are 32 Healthcare Centres, operating out of transshipment hubs, and spanning across 19 Indian states. These centres provide following information for the truckers

Key Services:

- HIV-AIDS Awareness & Prevention
- Vision Care
- Awareness on Tuberculosis (TB)
- Other Non-Communicable Disease (NCDs)
- General Healthcare and Treatment
- Mobile Medical Units (Apollo Tyres Healthcare Express)
- Oral Hygiene
- Tele Medicine Consultation

**Over 9.38 million people have availed benefits of healthcare services through these healthcare centres since its inception.**

## **Livelihood**

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Women are major players in ensuring households' wellbeing, more so in rural areas. However, a lack of a sense of agency, access and control of resources presents them with little to no opportunities towards livelihood.

Navya is our flagship programme aims to empower rural women economically, socially, and emotionally. It supports the livelihood needs of underprivileged rural women by enhancing their skills and capacities. Through Self Help Groups (SHGs), income generation opportunities are provided to rural women at their doorstep. They are further connected with financial institutions for credit support and government welfare schemes. Additionally, they are introduced to market linkages to promote and expand their businesses.

The programme is being implemented in Gujarat, Kerala and Pune. All strategies and programmes under this head are designed thoughtfully to address specific **Sustainable Development Goals – (SDG-8 -Decent work and economic growth and SDG-5- Achieve gender equality and empower all women and girls).**

**Key initiatives:**

- Self Help Groups
- Livelihood training and income generation activities -
- Linkages with government schemes and markets

**Till date, we have reached out to over 17,000 rural women who have received training and engaged in income generation activities.**

## **Solid Waste Management**

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Apollo Tyres has aligned its thought of greener future by designing environmental initiatives for its key stakeholders embedding good environmental practices across its production processes and reaching out to stakeholder communities to embark on a path of collaborative conservation.

SPARSH, programme was launched in 2013 to address the critical issue of Solid Waste Management and support the 'Clean India' campaign. Conceived to create awareness on the 3 R's of Reduce, Reuse and Recycle, this extensive project facilitates effective on-ground initiatives to tackle waste generation.

Key initiatives:

- Clean My Village (CMV) and Clean My Transport Nagar (CMTN)- This initiative aims at improving the conditions of waste management and cleanliness of identified transshipment hubs and villages in India. Basic services like, door-to-door waste collection, cleaning of roads, segregation of waste, composting from wet waste, and awareness generation are provided to the community.
- Sanitation Management – Under this initiative, ATF has constructed toilets with bathing spaces under a PPP model for the community to improve hygiene, safety, and reduce open defecation.
- End of Life Tyres Spaces- Apollo Tyres is aware of the environmental challenge posed by the disposal of end-of-life tires (ELTs) and actively engages in research and development (R&D) to explore innovative methods for tyre recycling. End of Life Tyres (ELT) playgrounds have been established in schools, where play areas are creatively redesigned using waste tires.

Till date, over 6.97 lakh people were outreached under waste management initiative. Total 7 village panchayats were declared Open Defecation Free (ODF). The project is In line with **SDG Goal No. 6 – Clean water and sanitation and SDG 12 – Responsible Consumption and Production.**

## **Biodiversity**

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Biological diversity has taken centre stage as a global initiative within the Company, and it has taken a commitment to reach out to nearly half a million beneficiaries by FY'26 for biodiversity conservation. As part of the commitment, tailor-made interventions are designed, to engage local communities in awareness activities in India.

Towards this direction, the Company has taken following steps as a strategic roadmap.

- **Membership and Collaboration:** Became a member of Indian Business and Biodiversity Initiative (IBBI) to mainstream sustainable management of biodiversity in alignment with UN Convention on Biological Diversity (CBD)
- **Pledged and commitment :** Pledged to conserve and plant 1.05 million trees with 1t.org (a part of World Economic Forum to support UN Decade on Ecosystem Restoration)
- **Mangrove and Afforestation projects:** Mangrove conservation project has been implemented since 2016 in the Kannur district, Kerala. Under this project Mangrove

saplings are planted, and awareness generation activities are conducted with the children. Afforestation projects are being implemented in Tamil Nadu and Gujarat locations to address the climate change issue

Over 2.33 lakh beneficiaries outreach from Biodiversity Conservation initiatives. Under Miyawaki project total 10,000 trees of 80 plant species are planted in Gujarat region. 350,000 teak trees are planted under Afforestation project at Tamil Nadu region. The project is in line with **SDG 13 – Climate Action, SDG 14 – Life under water, and SDG 15 – Life on land.**

### **Local Initiatives**

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The Company through its CSR initiatives nurture proactive and meaningful relationship with local stakeholders and communities.

Water Conservation project is an integral part of this initiative and is mapped to the local stakeholder's requirement. There are two projects implemented under water conservation category

- 1) **Access to Potable Water:** Apollo Tyres works towards maximising access to purified drinking water around our manufacturing locations through the installation of RO drinking water plants.
- 2) **Eco-Restoration of Ponds:** Apollo Tyres identified, restored, and enhanced several ponds around its manufacturing locations through pond deepening, de-silting, bunding and maintenance drives, which enhance lives around them improve aquatic biodiversity These eco-restoration activities have also enabled employment for local people.

So far over 1.94 lakh people are benefitted from restoration of the ponds. 15 ponds, covering area of over 3.5 lakh square feet have been restored. Over 1,591 households and more than 23,000 beneficiaries have access to potable water through setup of RO water plants in Chennai and AP. The project is in line with **SDG 6 – Clean water and sanitation.**

### **M) Stakeholder Engagement Process**

Apollo Tyres have diverse vehicles for stakeholder engagement which are detailed out for collecting stakeholder feedback and incorporating them into policies and activities of the entity:

- 1) Stakeholder Committees & Groups:** Under each community development initiative stakeholder groups are formed for continuous feedback and local issues redressal.
- 2) Under Healthcare initiative** stakeholder committee is formed, which has representation from transport unions, business owners from the transshipment hubs, and government representatives. On quarterly basis, stakeholder consultation meeting is organised, and feedback is sought.
- 3) Under Livelihood project,** Village Development Committee (VDC) is formed and has member representation from Asha worker, teacher, Panchayat representative etc., and any issue related to beneficiary or village problem is discussed during the VDC meeting and through collective participation VDC tries to address the issues of the community.
- 4) Under Solid Waste Management initiative,** a steering committee is formed, which has representation of Panchayat members, schoolteachers, NGO workers at village level. The steering committee reviews the overall functioning of the project on a periodic level and provides feedback for program improvement.

**5) Field Assessments:** The Company engages with third party organizations to undertake mid-line assessments of its projects and during the assessment, stakeholder consultations are undertaken to review the project delivery, outcome, and impact. Based on the stakeholder feedback and suggestions, mid-course corrections are incorporated under the programme strategy.

**6) Beneficiary/representative feedback:** Apollo has developed a strategy to gauge beneficiary feedback of the programme and its services. A suggestion box/register is kept at all locations and beneficiaries are encouraged to provide feedback. During programme monitoring visits, our staff try to address their concerns and ensure integration of suggestion in the programme, wherever and to whatever extent possible.

**Example:** The customers (Truck Drivers), suffer from vision issues and are vulnerable to road accidents. During the stakeholder consultation meetings, the same issue was highlighted by the Transport Unions and Association. The company accepted the feedback and suggestions from the stakeholders and in the year 2015 Vision Care service was integrated in the healthcare initiative.

#### **N) Sustainability and Exit Strategy**

All projects have a defined exit plan. The goals of the projects are designed to enhance the capacity of the stakeholders and help them to achieve self-sufficiency. Under Livelihood Programme, the organisation has involved local women as Community Resource Person (CRP). Their major role is to increase women outreach and monitor the ongoing programme. With the advantage of local connect, CRPs have greater acceptance in the community. Additionally, the programme has also introduced the concept of Village Development Committee (VDC). VDC plays an important role in the project monitoring. Monthly meetings are organised and based on suggestions changes are incorporated. (Note: Through VDC meetings, local issues like repairing of drainage, potable water availability etc, have been resolved. A step towards sustainability of the programme.) This method has enabled the organisation to increase its capacity multi-fold as the beneficiaries are getting trained to cascade the programme further. This supports the bandwidth at the grassroot level. The organisation has already implemented exit strategy in 53 villages out of 96 villages of Baroda location. Here organisation only provides technical support if any training is required. Local CRPs (community resource person) regularly monitors these villages by conducting monthly meetings and they also identify if any new training requirement has emerged in these villages. Today the SHG and income generation units in these villages are self-sustained.

#### **O) Learning and recommendation**

**Learning incorporated in Health programme** - The impact study done to assess the progress of Health program across the country. USAID established 17 Designated Microscopy Centres (DMCs) at transshipment hubs for providing testing and treatment facilities for its beneficiaries. Testing numbers got doubled after incorporating the recommendation and focused accordingly. In the FY21- 3659 patients underwent TB testing which increased to 9655 in FY 22 and in FY24, 15180 beneficiaries have undergone TB testing. Non communicable diseases: The second recommendation was to focus on testing of non-communicable diseases; the Company added a testing facility across all 33 healthcare centres for diabetes screening and blood pressure. In FY 24, total 74704 beneficiaries have undergone diabetes testing. Vision care: For Vision Care, more emphasis should be on behaviour change towards using of sunglasses

during excessive sun light. Vision testing got increased at all health centres. Linkages were established so that the truck drivers get spectacles at subsidised prices if identified with refractive error issues. Cataract patients are linked with nearby hospitals for further treatment. After the impact assessment on the healthcare programme there were recommendations to incorporate other emerging health challenges experienced by the drivers based on the feedback received to include noncommunicable diseases and Awareness programme on TB to be extended to all manufacturing locations. To incorporate the testing facilities, ATF in partnership with Ministry of Health and Family Welfare (Central TB Division), The Union and USAID established 17 Designated Microscopy Centres (DMCs) at transshipment hubs for providing testing and treatment facilities for its beneficiaries. Testing numbers got doubled after incorporating the recommendation and focused accordingly. In the FY21- 3659 patients underwent TB testing which increased to 9655 in FY 22 and in FY24, 15180 beneficiaries have undergone TB testing. Non communicable diseases: The second recommendation was to focus on testing of non-communicable diseases; the Company added a testing facility across all 33 healthcare centres for diabetes screening and blood pressure. In FY 24, total 74704 beneficiaries have undergone diabetes testing. Vision care: For Vision Care, more emphasis should be on behaviour change towards using of sunglasses during excessive sun light. Vision testing got increased at all health centres. Linkages were established so that the truck drivers get spectacles at subsidised prices if identified with refractive error issues. Cataract patients are linked with nearby hospitals for further treatment. After the impact assessment on the healthcare programme there were recommendations to incorporate other emerging health challenges experienced by the drivers based on the feedback received to include noncommunicable diseases and Awareness programme on TB to be extended to all manufacturing locations.

**Learning incorporated in Livelihood programme** - These findings and learning were shared with our value chain partners and Management. Following learning incorporated in Livelihood programme.

1) **One of the key recommendations** from the studies on livelihood programme were to align the program objectives and outcome with SDGs, the programme objectives were redefined and to align them with SDG1- No Poverty, SDG5-Gender Equality and SDG 8- Decent Job Creation and Economic and tackle the issues related to poverty, gender equality and women empowerment.

2) **Second recommendation** was to focus on enhancing skill development training, as few women wanted to get engaged in income generation activities but were not interested in entrepreneurship for various reasons. Along with this, many women preferred jobs like housekeeping, retail etc. as it was providing them income in short period. Therefore, more comprehensive skill development training in non-farm-based activities were integrated into the ongoing projects. The project was also expanded to other locations such as Dahod in Gujarat to reach out to maximum needy people.

3) **Another important recommendation** from the studies was to address the needs of the youth by providing them with technical skill-based training. The program strategies were modified for the younger demographic and create a more conducive ecosystem for their development.

4) **Additionally**, efforts were made to support more women in establishing market linkages. This involved providing them with additional support and guidance to receive credit opportunities and access government welfare schemes effectively. As of FY24, these initiatives have successfully linked over 18,000 women with various government

welfare schemes which was 3000 in FY21. These women have availed the benefits more than worth INR 11cr.

**P) Findings from SROI report if any**

The 6 stages of a SROI assessment are presented below:

- 1) Establishing scope and identifying stakeholders
- 2) Mapping outcomes
- 3) Evidencing outcomes and giving them a value
- 4) Establishing impact
- 5) Calculating the SROI
- 6) Reporting Stakeholder engagement is key to the success of any social impact programme.

**Role of SROI**

It is important to carefully identify those impacting or impacted by programme, including beneficiaries, employees, communities, and investors. An Impact Map lies at the core of an SROI assessment. It defines the relationship between programme activities, outputs, and broader outcomes, breaking down desired impacts for the identified stakeholders. Outcomes and outputs are assigned indicators to measure qualitative or quantitative change and output indicators are assigned financial proxies to estimate their value. Certain assumptions and adjustments, viz, attribution, dead-weight, and drop-off, are made to the value of impact, to arrive at the most accurate final impact value (FIV).

**Key Findings from Social Return of the Investment Study (SROI)** - In the year 2023-24 a SROI study was conducted for the livelihood initiative, key findings given below: - SROI value is 1.51, indicating a positive impact relative to its investment, thus highlighting the project's effectiveness. This means that for every unit invested, the programme generates a social impact well beyond the investment. - Over 88% of SHG's were able to obtain the loan at an interest rate of 7% or less which is significantly lower than the market rate or general rates offered by banks which range from 9.65% to 26%. - Beneficiaries were able to avail benefits valuing approximately INR 2,71,30,408 from livelihood related schemes promoted by the Government.