



EMPOWERING COMMUNITIES

FOR A SUSTAINABLE FUTURE

CONTENTS

◆ President's Message	03
◆ About	
Introduction	04
Operational Areas	06
Overall Impact 2024-25	07
◆ Programmes	
Building Economic Capital	08
Ensuring Environmental Integrity	10
Enablers for Sustainable Development	12
Building Social Capital	15
Employee Volunteering	16
◆ Financial Reporting and Governance	
Summary of Expenditure	17
Balance Sheet	18
Governing Board Members and Staff Details	20



President's Message

R MUKUNDAN
MANAGING DIRECTOR AND CEO



It gives me immense pleasure to release the TCSR Annual Report 2024–25, our 42nd edition which highlights the programmes, partnerships, and community-led initiatives undertaken across our areas of operation during the year.

At Tata Chemicals Society for Rural Development (TCSR), we believe that sustainable development is best achieved through a holistic, participatory, and inclusive approach. Guided by the United Nations Sustainable Development Goals and Tata Chemicals' commitment to responsible growth, our initiatives focus on strengthening livelihoods, conserving natural resources, improving access to quality education and healthcare, and empowering vulnerable communities.

Over the years, our efforts have evolved beyond implementing development programmes to building institutions, strengthening community ownership, and creating sustainable models that enable long-term transformation. During the year, we continued to work closely with communities, government agencies, development partners, and volunteers to address local needs while enhancing resilience and self-reliance.

Livelihood enhancement remains a key pillar of our work. Through farm and non-farm interventions, we have supported farmers, artisans, women, and youth with knowledge, skills, resources, and market linkages. Our initiatives in agriculture, livestock management, skill development, entrepreneurship, and handicrafts have contributed to improving economic opportunities and strengthening rural livelihoods. Programmes such as Okhai continue to demonstrate how traditional crafts can be preserved while creating sustainable income opportunities for artisan communities across the country.

Environmental stewardship remains central to our development philosophy. Through water conservation, biodiversity protection, coastal ecosystem restoration, and climate resilience initiatives, we continue to promote a balanced approach that safeguards natural resources while supporting community well-being.

Education, health, nutrition, clean drinking water, and sanitation continue to serve as critical enablers of development. Our programmes focus on improving learning outcomes, strengthening community health systems, and promoting preventive healthcare and nutrition awareness. Together, these interventions contribute to improving quality of life and expanding opportunities for individuals and families.

Building social capital remains integral to all our initiatives. Through women's empowerment, self-help groups, affirmative action programmes, youth engagement, and support for marginalised communities, we strive to create a more inclusive and equitable society. Equally inspiring has been the participation of Tata Chemicals employees, whose volunteering efforts reflect the organisation's enduring culture of service and community engagement.

As we look ahead, we remain committed to creating resilient communities that are economically empowered, socially inclusive, and environmentally sustainable. I extend my sincere gratitude to our community members, partners, government agencies, volunteers, employees, and all stakeholders whose trust and collaboration continue to make this journey possible.

About

Established in 1980, the Tata Chemicals Society for Rural Development (TCSRSD) continues to drive integrated and inclusive development across geographies. Over the years, it has evolved into a catalyst for change by empowering rural communities through sustainable, participatory, and need-based interventions.

TCSRSD focuses on natural resources management, biodiversity conservation, clean water, nutrition, healthcare, women's empowerment and creating farm-based and non-farm livelihood opportunities. It also works towards access to quality education, skilling and enterprise development with programmes tailored to local needs. Our initiatives are spread across Mithapur, Gujarat, Aligarh, Farrukhabad (Uttar Pradesh), Nashik, Nagar, Pune & Amravati (Maharashtra), Mambattu, Tirupati Dist. (Andhra Pradesh) and Cuddalore (Tamil Nadu).

Driven by a deep respect for the socio-cultural context of each region, TCSRSD prioritizes long-term impact through community ownership, institutional partnerships, and knowledge building moving beyond aid to create sustainable, scalable models of development.



VISION

Development that enables Sustainability and Community Empowerment



MISSION

To be a Centre of Excellence in Sustainable Development that:

- Builds knowledge, capacities, partnerships and models of development
- Promotes effective execution for environmental integrity and sustainable livelihood
- Improves quality of life, especially for marginalized and vulnerable communities
- Nurtures innovation and continuous learning

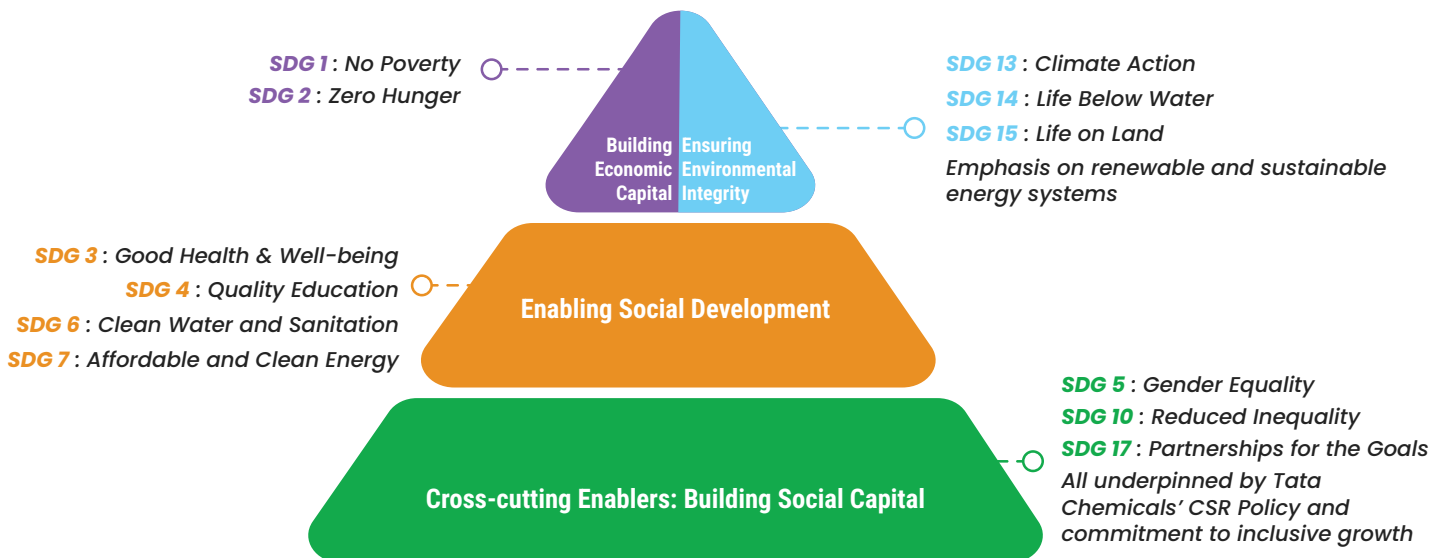


VALUES

- Integrity
- Sensitivity
- Respect
- Passion

TCSRSD and the Sustainable Development Goals (SDGs)

TCSRSD's efforts are aligned with the United Nations Sustainable Development Goals (SDGs), ensuring global relevance and long-term impact. The organization integrates SDG outcomes across its three-tier development framework:



5 Key Highlights (FY 2024–25)

1

Environment & Biodiversity Conservation

TCSR D reinforced its ecological commitment through wide-ranging conservation efforts – planting over **2.654 lakh trees**, establishing **3.3 lakh mangrove saplings**, and **rescuing 35 Whale Sharks**, contributing significantly to greening, coastal protection, and marine biodiversity preservation.



2

Water Security through Jal Dhan

Under the Jal Dhan initiative, TCSR D enhanced water availability by increasing **water storage capacity by 33.15 million cubic feet (MCFT)**, benefitting multiple drought-prone and agrarian communities across its operational areas.



3

Strengthening Community Health

Healthcare outreach programs provided preventive and curative services to **31,164 individuals**, with focused interventions on eradication of anemia & malnutrition to improve overall health outcomes and build awareness on nutrition and sanitation.



4

Educational Advancement

Education programs positively impacted **36,776 students**, supporting foundational learning, dropout reduction, school infrastructure development, and access to alternative education pathways.



5

Women Empowerment through SHGs

TCSR D promoted financial independence and leadership among rural women by forming **236 Self-Help Groups (SHGs)**, enabling income generation, entrepreneurship, and stronger community participation.



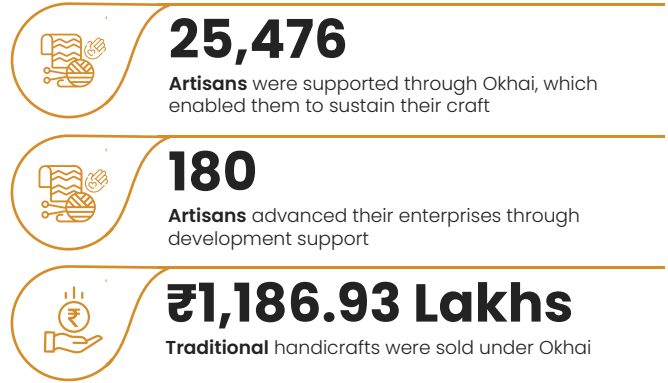
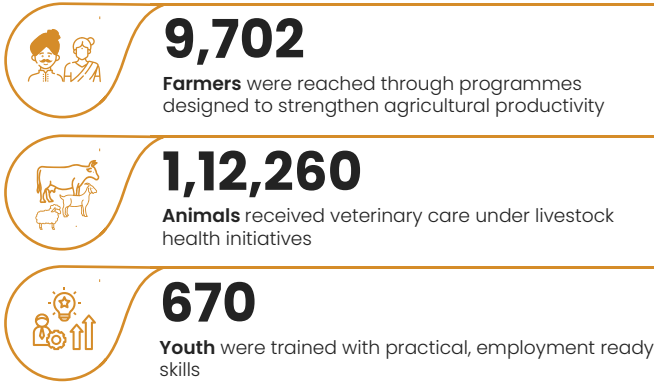
Operational Areas

Programs / Initiatives	Gujarat	Maharashtra	Tamilnadu	Andhra Pradesh	Karnataka	West Bengal	Telangana	Uttar Pradesh
Livelihood (Agri & Non - Agri)	◆	◆		◆		◆	◆	◆
Natural Resources Management	◆	◆						
Health Care & Nutrition	◆	◆	◆	◆			◆	
Education	◆	◆	◆	◆	◆		◆	
Skill Development	◆	◆					◆	◆
Inclusive Growth (Women Empowerment, Social Inclusion)	◆	◆					◆	
Rural Infrastructure	◆	◆			◆			
Drinking Water	PAN India							
Handicrafts	PAN India							
Environment & Biodiversity Conservation	PAN India							

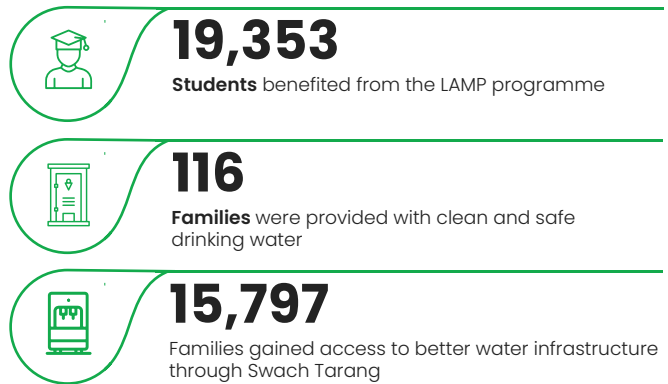
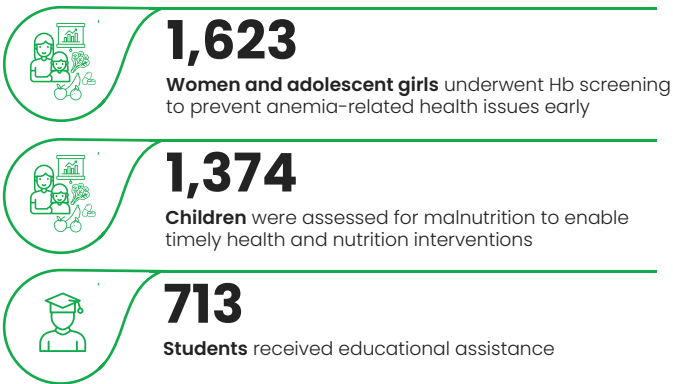


Impact Summary for FY 24-25

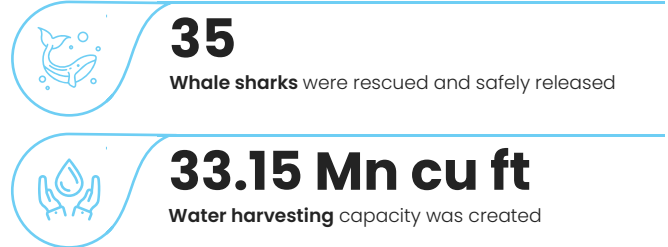
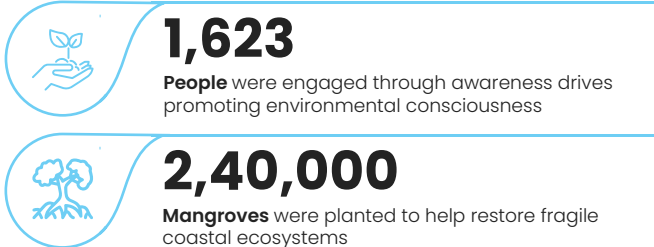
Building Economic Capital



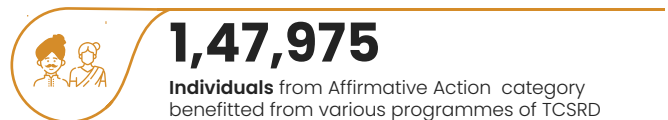
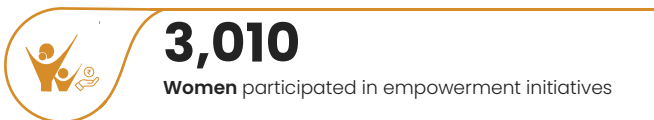
Enablers for Social, Economic, and Environmental Development



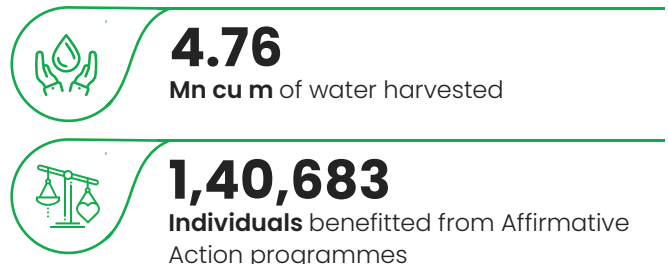
Enablers for Sustainable Development



Building Social Capital



Impact Summary for Rallis FY 24-25



Programmes

Building Economic Capital

Strengthening livelihoods is a central component of TCSR's development approach. Through farm and non-farm interventions, we empower farmers, artisans and youth with knowledge, resources, and market linkages, enabling them to build sustainable incomes and economic resilience.

Farm-Based Livelihood Programme

1. Agriculture Development
2. Institution Building & Market Linkage
3. Centre of Excellence for Sustainable Agriculture and Farm Excellence (C-SAFE)
4. Livestock Management

Non-Farm-Based Livelihood Programme

1. Cluster Development
2. Okhai



Farm-Based Livelihood Programme

1. Agriculture Development

Farmers are trained and supported to adopt scientific practices, including integrated pest management, mulching, crop diversification, sprinkler irrigation, and organic farming. More than 1,500 farmers actively participated in demonstrations and exposure visits, which led to measurable yield improvement of 15–27% across key crops such as wheat, mustard, tomato, and cucumber. To further enable adoption, equipment was made accessible through subsidies, while trained farmers began offering services locally, creating a positive ripple effect and wider impact across villages.

Innovative Practices

Adoption of modern techniques drove measurable gains

- **SWI:** 343 farmers on 978 acres, with improved wheat yields
- **Mustard diversification:** 22% higher yields
- **Mulching:** 16% yield increase
- **Sprinklers:** 73 farmers on 395 acres
- **Happy Seeder:** 101 farmers, 18% yield gains
- **Drip irrigation:** 27% yield gain with 22% cost savings
- **Integrated Pest Management:** 146 farmers trained

Mechanisation & Resource Efficiency

- **Laser levelling:** 307 farmers, 636 acres; irrigation costs ↓28%, yields ↑14%
- **Deep ploughing:** 112 farmers, 190 acres; yields ↑12%
- **Agri-enterprise:** 12 farmers accessed subsidised equipment, extending services locally

Organic farming & Market Access

217 farmers adopted bio-input-based organic farming. At Kisan Mela, 50 farmers purchased 3,120 kg of wheat seed, fodder, and tools, ensuring better access to technologies.

2. Institution Building & Market Linkages

TCSR strengthens collective farming through five Farmer-Producer Organisations (FPOs) supported by NABARD.

Impact at a Glance

Turnover: ₹1,421.69 lakh (vs. ₹45 lakh in 2019–20)

Shareholders: 2,245 farmers (416 women, 1,829 men)

Coverage: 110 villages

The table below presents the performance of the FPOs.

FPO	Farmers	Villages	Meetings	FY24–25 Sales (₹ Lakh)
OFPCCL	1,170	45	12	112.69
LFPCCL	376	20	16	42.00
NFPCCL	121	5	10	7.00
GLPCCL	200	22	13	19.00
TFPCCL	378	18	21	1,241.00
Total	2,245	110	72	1,421.69

TFPCCL and OFPCCL are flagship models of successful FPOs in Gujarat, setting benchmarks in governance and business scalability.

3. Centre of Excellence for Sustainable Agriculture and Farm Excellence (C-SAFE)

C-SAFE worked with FPOs across states to demonstrate climate-smart farming practices and diversify farmer incomes.

Key Initiatives and Impact (FY 2024–25)

The table below displays location-wise achievements:

Location	No. of Farmers Benefited	Area Covered (Acres)	Practices Adopted	Yield/Income Gains	Other Notable Outcomes
Chintamani (Karnataka)	730	2,000	Improved tomato/vegetable practices, crop diversification, and floriculture	1–2 MT/acre yield increase; Rs 40,000/acre (floriculture)	65% adoption of best practices
Buldhana (Maharashtra)	800	2,400	Cultivation of tur/gram, kitchen gardening	1–2 quintals yield gain; Rs 10,000/acre; Rs 8,000/household	386 farmers accessed Rs 17.14 lakh govt. Scheme benefits; 245 trained on seed treatment
Nashik (Maharashtra)	650	Not specified	Support to FPO, exotic/chili clusters	Rs 22,000–27,000/acre; Rs 400/day (100 farmers)	Improved FPO linkages
Sangamner (Maharashtra)	600	1800	FPO linkages (maize/onion), rain pipe irrigation	Rs 40,000/acre (irrigation); Rs 68 lakh from maize processing	1,200 MT of maize processed
Amravati (Maharashtra)	400	Not specified	FPO linkage for orange procurement	Rs 3/kg extra; Rs 36 lakh total from 1,000 MT produce	Transparent grading and pricing
Cluster Dev. (Nashik & Chintamani)	200+	Not specified	Chili, exotic vegetables, floriculture clusters	Rs 27,000–40,000/acre income increase	Seasonal/daily income boost
Backyard Farming (All Locations)	Not specified	Household level	Affirmative Action backyard farming	Rs 8,000/household (from surplus produce)	Improved household nutrition

Convergence with government schemes enabled 900 farmers to access benefits worth ₹2.2 crore, further enhancing resilience and sustainability.

4. Livestock Management

Livestock continues to provide critical support to rural families. In Mithapur, 844 animals were inseminated through doorstep services by trained paravets, while 20,031 animals were vaccinated against Foot and Mouth disease. Over 91,000 cattle, sheep, and goats were dewormed, improving herd health and milk yields. Regular camps, training, and linkages are enhancing livestock quality and rural incomes.

25,476 individuals, launching 245 new designs and producing over 36,000 handcrafted products. Annual sales reached ₹11.86 crore, while exhibitions in Mumbai, Ahmedabad, Bangalore, and Singapore generated ₹24 lakh.

Key collaborations of Okhai boosted its reach and sales below are the figures (FY 2024–25)

- **Urmul** – Co-created Fruit Collection (1,400 pieces), artisans earned **₹15.8 lakh**
- **Jahangir Khatri (Kutch)** – Achieved **₹52.99 lakh** in sales with merchandising and platform support
- **Madhubani Paints (Bihar)** – Expanded into apparel, generating **₹19.87 lakh**
- **Samoolam** – Introduced affordable crochet lines, earning **₹13.80 lakh**
- **Bebaak (Chhattisgarh)** – Doubled sales to **₹7.5 lakh** through design and branding support

Together, these partnerships deepened Okhai's footprint, diversified artisan incomes, and reinforced its role as a platform where traditional crafts thrive in contemporary markets.

Non-Farm-Based Livelihood Programme

1. Cluster Development

In Okhamandal, six artisan clusters focusing on bandhani, rexene, jute, beadwork, coconut fibre, and patchwork provided sustained opportunities to 130 women. The initiative achieved ₹31.34 lakh in sales during FY 2024–25, keeping traditional crafts alive while securing family livelihoods.

2. Okhai

What began as a local craft initiative has grown into a nationally recognised platform for sustainable fashion. In FY 2024–25, Okhai supported 1,332 artisans and a wider network of

Ensuring Environmental Integrity

TCSR – Natural Resource Management & Environmental Conservation

TCSR focuses on conserving natural resources and protecting ecosystems through land and water management, waste management, biodiversity preservation, and climate change mitigation. These initiatives follow a participatory approach involving skilled partners and community engagement.

Watershed Development and Management (Jal Dhan)

1. Gujarat (FY 2024–25)
2. Maharashtra (with Rallis India)

Biodiversity Conservation and Greening

1. Greening initiative – My Greening Hour
2. Communication, education, and public awareness (CEPA)
3. Mangrove plantation and ornithology

C-SCAPES: Coastal and Marine Conservation

1. Coral reef recovery – Mithapur (with Wildlife Trust of India)
2. Whale shark conservation – Gujarat (with Wildlife Trust of India)
3. Lakshadweep and other coastal initiatives

Watershed Development and Management (Jal Dhan)

1. Gujarat (FY 2024–25)

- Benefited 460 farmers across 1,373 acres
- Constructed 17 community ponds, 200 farm ponds, and a 5 km rainwater drainage channel
- Increased water storage by 33.15 MCFT and improved irrigation coverage
- Excavated 4.69 lakh cubic metres of soil; silt reused on 1,050 acres and valued at ₹95.6 lakh
- Renovated defunct ponds through community involvement, boosting storage, raising water tables, and improving soil fertility with nutrient-rich silt
- Farmers constructed individual farm ponds and bunds to harvest rainwater, reduce monsoon dependence, and increase groundwater levels; villages such as Korada, Dwarka, and Baradiya adopted these methods
- Promotion of micro irrigation systems: 73 farmers adopted drip and sprinkler systems, saving 16.97 MCFT of water; a 20 percent subsidy encouraged wider uptake and improved yield and water efficiency



2. Maharashtra (with Rallis India)

- Implemented in 12 villages, including aspirational and red-zone areas
- Harvested 4.72 MCM of water
- Desilted over 24 km of nallahs (drainage channels) and used silt to construct 9 km of internal roads
- Ensured year-round water availability in most villages

Biodiversity Conservation and Greening

1. Greening initiative – My Greening Hour

- Target: 2 million trees by 2028 to sequester 20,000 MT CO₂
- In FY 2024–25, planted 275,870 saplings (Gujarat 265,400; Tamil Nadu 5,000; Andhra Pradesh 5,470)
- Survival rates: 76 percent in the first survey and 74 percent in the second survey
- Sapling mix: 50 percent fruit-bearing, 35 percent forest species, and 15 percent ornamental
- Cross-functional teams managed logistics, training, distribution, and monitoring; communities prepared land, and incentive awards encouraged high survival rates

2. Communication, education, and public awareness (CEPA)

- 30 eco-clubs in Mithapur reached over 6,500 students and teachers
- 1,045 Prakruti Parivar volunteers, including employees and families, contributed more than 2,900 hours to biodiversity action

3. Mangrove plantation and ornithology

- Planted 210,000 mangrove saplings in six West Bengal villages with Grow-Trees.com and TCSR, generating local employment and supporting women SHGs
- Distributed 10,000 mangrove saplings to the Forest Department (Okhamandal) and 30,000 to AKDN (Jamnagar)
- Ornithology training engaged 48 participants and recorded 110 bird species across wetlands, grasslands and urban habitats

C-SCAPES: Coastal and Marine Conservation

C-SCAPES integrates scientific restoration, governance, and community engagement to protect coastal and marine ecosystems.

1. Coral reef recovery – Mithapur (with Wildlife Trust of India)

- Created 200 artificial reefs; total reef area now 5,359.4 sq.m
- Established a coral garden using 126 coral boulders across seven species
- Designated 50,000 sq.m as a no-take zone, cumulative no-take area 200,000 sq.m
- Installed two new biorocks, a total of five; monthly monitoring at 15 sites shows coral cover at 18.08 percent
- Recorded 53 fish species and 80 mollusc species; fish catch improved from 0.6 kg/hr to 5.87 kg/hr
- Trained over 340 community members and removed 400 kg of ghost nets; initiated India's first coral micro-fragmentation wet lab

2. Whale shark conservation – Gujarat (with Wildlife Trust of India)

- Rescued and released 35 whale sharks, with zero intentional captures reported
- Trained more than 5,000 fishers in rescue protocols and 1,200 fishers on the Vhali Watcher mobile app
- Outreach reached over 12,000 people; independent studies show full awareness of legal protection and near universal willingness to protect the species
- Initiated three satellite-tagging attempts for scientific tracking

3. Lakshadweep and other coastal initiatives

- Lakshadweep surveys covered Bitra and Perumal Par, with 141 reef transects, 4,000 photo quadrats and 300 video transects; engaged 374 fishers and created a People's Biodiversity Register for Agatti with 1,000+ entries. Youth were trained for ecological surveys and blue-economy pilots such as seaweed farming and eco-tourism
- Restored 45 hectares of abandoned saltpans in Kanyakumari, recording thousands of migratory birds; ringed 96 birds with a 28 percent recapture rate; trained local youth as eco-guides and advanced a Community Reserve proposal
- Planted 30,000 mangrove seedlings in Tamil Nadu with strong community and MGNREGA support
- In Andhra Pradesh, replanted two hectares of seagrass, documented mangrove regeneration at five sites, completed an artificial reef feasibility study and initiated restoration of a 140-hectare irrigation tank to benefit 248 families

TCSR's environmental work demonstrates that combining scientific methods with community stewardship delivers measurable ecological restoration, strengthened livelihoods and greater climate resilience.



Enablers for Social, Economic & Environmental Development

TCSRSD advances transformation through three enabling pillars: Skill Development, Education, and Health & Nutrition. Together, these initiatives enhance employability, improve learning, and strengthen community health and resilience.

Skill Development Programme - Badte Kadam

1. Technical Training Institute (Mithapur)
2. Vocational Training Centre (Surajkaradi)
3. Tata Strive (Aligarh)
4. Skill Development Centre – LOLT (Pune)
5. TaRa (Maharashtra & Gujarat) – with Rallis India

Education

1. Continuity of Education – Shiksha Maitree Scholarship Program
2. Enrolment of School Dropouts in NIOS
3. Learning and Migration Program (LAMP)
4. Rallis Ujjwal Bhavishya Yojana (RUBY)
5. Volunteer Remedial Class Activities (with CSPC)
6. Admission & Regularization of Students (with CSPC)

Quality of Education

1. Early Childhood Education (ECE) – with CSPC
2. Academic Program – School Intervention with CSPC
3. Science Activity
4. Support for Competitive Exam Preparation
5. HP WOW Bus
6. Extra Coaching Classes

Governance & Engagement

1. Strengthening School Management Committees (SMCs)
2. Capacity Building of SMC Members
3. Key SMC Achievements
4. Parent Meetings

Health & Nutrition

1. Project Vrudhi – Anaemia & Malnutrition Management
2. Medical Mobile Van (MMV) – Outpatient Services
3. TB Mukh Bharat Abhiyaan
4. Drinking Water & Sanitation



Skill Development Programme - Badte Kadam

The programme reduces rural unemployment, curbs migration, and builds local livelihoods through market-relevant training. In FY 2024–25, over 2,200 youth and women across five states were trained, with special focus on SC/ST communities and women.

- **Objective:** Reduce unemployment, migration, and build local livelihoods
- **Reach:** Gujarat, Maharashtra, West Bengal, Uttar Pradesh
- **Partners:** Tata Strive, ITIs, LOLT, industries, govt. bodies
- **Approach:** Need assessment → mobilisation → counselling → 6-month training (30% theory, 70% practical) → certification → placement/enterprise support
- **Trades:** Welding, fitting, domestic electrics, computers, fashion tech, beauty & wellness
- **FY 2024–25 Outcomes:** 670 trained (340 girls; 151 SC/ST), avg. income ₹9,000/month, stronger entrepreneurship and computer literacy (WOW Bus)

1. Technical Training Institute (Mithapur)

Offers six trades with soft skills, safety, and entrepreneurship modules. A triple-stage evaluation ensures certification by Sector Skill Councils. Placement and bank linkages enable employment and enterprise creation.

2. Vocational Training Centre (Surajkaradi)

Set up in 2001, the centre runs tailoring, computer, cooking, and fashion technology courses. In FY 2025, the new PM Vishwakarma Scheme was introduced, providing stipends, starter kits, and loan support for trainees.

3. Tata Strive (Aligarh)

Operational since 2015, it uses a blended Youth Development Module. In FY 2024–25, 155 youth were certified and 135 were placed, with an average annual salary of ₹96,291.

4. Skill Development Centre – LOLT (Pune)

Trades include computers, beauty care, mehendi, spoken English, and electrical skills. In FY 2024–25, 263 enrolled, 215 trained, of whom 58 were SC/ST and 140 were women.

5. TaRa (Maharashtra & Gujarat) – with Rallis India

Covers tailoring, beautician training, poultry, goat rearing, bamboo craft, bike repair, and business planning. In FY 2024–25, 922 individuals were trained, with 70% gainfully engaged, earning an average of ₹4,000/month.

Key Challenges

Remote communities face communication barriers; eligibility norms limit participation; higher education access is restricted; and cultural practices often discourage women's enrolment.

Summary

In FY 2024–25, 670 individuals were trained under Bade Kadam (including 340 girls and 151 SC/ST youth), with an average post-placement income of ₹9,000/month. Collectively, TCSR's skill initiatives across all centres improved employability and entrepreneurship for 2,200+ youth and women.

Education

Education is central to socio-economic mobility. TCSR programmes reduce dropouts, improve outcomes, and ensure access for all children.

1. Continuity of Education – Shiksha Maitree Scholarship Program

- Supports meritorious students from disadvantaged families, this in FY 2024–25
- 200 students (Grades 9–12 & higher education) received Shiksha Maitree scholarships
- 8 chemical engineering students received Shri Darbari Seth scholarships
- 560 students accessed external schemes such as Namu Laxmi (194) and SBI (366), facilitated by TCSR

2. Enrolment of School Dropouts in NIOS

In Okhamandal block, TCSR enrolled 260 students at nine centres, providing village-based coaching for flexible distance learning.

Year in Review – FY 2024–25 Education Outcomes.

Initiative	Students Benefitted	Key Focus
Shiksha Maitree Scholarship	200	Grades 9–12, higher education
Shri Darbari Seth Scholarship	8	Chemical engineering
Government/NGO Scholarships (Facilitated)	560	Namu Laxmi, SBI
NIOS Coaching & Support	260	Dropout re-enrolment

3. Learning and Migration Program (LAMP)

With AIF, implemented in five Gujarat districts. In FY 2024–25:

- 17,427 children and 22,643 adolescent girls benefited
- 391 SMC members, 237 PRI members, 754 Citizen Educators trained
- Learning levels improved (LEP 45.55%, LRC 33.7%, Spoke 42.59%)

Impact	Unit	22–23	23–24	24–25
Improvement in LAMP-LEP (Language-Maths) –Std. 3–5	%	43%	41%	45.55%
Improvement in the LAMP-LRC (Science)–Std. 6–8	%	32%	37.6%	33.7%
Improvement in the LAMP-Spoke (Language)–Std. 3–4	%	40%	37%	42.59%

4. Rallis Ujjwal Bhavishya Yojana (RUBY)

We covered 52 schools across four states: Gujarat, Maharashtra, Karnataka, and Telangana. In FY 2024–25, 7,987 students were reached through science, math, English interventions, teacher capacity building, and scholarships. Notably, 1,117 students solved 49 lakh math problems under First in Math, with 55 students recognised as Grand Champions. Special education schools in Gujarat and Maharashtra were supported with specialised teachers and physiotherapists, while scholarships were given for technical education. Additionally, the salaries of 46 teachers were jointly sponsored to strengthen the quality of delivery.

5. Volunteer Remedial Class Activities (with CSPC)

Since February 2024, 68 classes supported 842 children (ages 6–12) in literacy and numeracy, improving school readiness.

6. Admission & Regularization of Students (with CSPC)

In FY 2024–25, 718 out-of-school children were newly enrolled, and 1,843 irregular students were re-engaged through home visits and remedial classes.

The table below presents the data for this purpose.

Details	Q1	Q2	Q3	Q4	Total
Out-of-School Children	175	412	53	78	718
Irregular Students	711	813	252	67	1843
Other Students	0	0	2	40	42
Total	886	1225	307	185	2603

Quality of Education

1. Early Childhood Education (ECE) – with CSPC

We improved Anganwadi delivery through training and mentoring. In FY 2024–25, 3,515 students were assessed for school readiness; 421 staff were trained; adoption of core activities reached 78–79% in step 1 and 53%/31% in step 2 (language/math).

2. Academic Program – School Intervention with CSPC

Established libraries, reading corners, and print-rich classrooms. 6,870 students accessed 168,510 books, with 9,165 books were read by students and developed 936 TLM items. (625 language, 311 math)

3. Science Activity

Hands-on experiments for 666 students in 24 schools enhanced conceptual learning; science exhibitions built confidence and curiosity.

4. Support for Competitive Exam Preparation

46 students supported the Navodaya Entrance and NMMS exams.

5. HP WOW Bus

A mobile digital classroom introduced basic IT skills to 680 students across 16 schools in Mambattu.

Village Learning Centre (VLC)

- Mambattu: 9 VLCs, 259 children; 5% academic improvement, zero dropouts
- Cuddalore: 6 VLCs, 315 students; attendance rose from 70% to 75%, dropouts fell 10–15%

6. Extra Coaching Classes

Special coaching for 172 Class 10 students in four Okhamandal high schools.

Governance & Engagement

1. Strengthening School Management Committees (SMCs)

339 meetings were held across 94 schools, with 3,029 participants, ensuring 90% RTE compliance.

2. Capacity Building of SMC Members

3,939 training sessions were conducted; orientation and follow-ups ensured decisions were implemented.

3. Key SMC Achievements

Improved attendance through parent engagement, secured temporary teachers, developed kitchen gardens, monitored mid-day meals, and organised PTA meetings.

4. Parent Meetings

75 meetings engaged 3,586 parents, improving collaboration and addressing irregular attendance.

Details	Q1	Q2	Q3	Q4	Total
Meetings Held	12	28	19	16	75
Parents Attended	518	1,434	913	721	3,586

Health & Nutrition

High medical costs often push vulnerable families back into poverty. To counter this, TCSRDR strengthens community health systems by bridging rural households with government programmes, ensuring access to preventive and curative care, nutrition support, safe drinking water, and sanitation.

1. Project Vrudhi – Anaemia & Malnutrition Management

Twice – yearly training of under-five children, anemia checks for women and adolescents, and nutrition support through “Poshan Thali”. Special support included Kangaroo kits for low-birth-weight infants. The model is now replicated in Cuddalore and Mambattu.

2. Medical Mobile Van (MMV) – Outpatient Services

Mobile OPDs provided primary healthcare to 22,953 beneficiaries in FY 2024–25: Okhamandal (12,784), Cuddalore (5,710), and Mambattu (4,459).

3. TB Mukh Bharat Abhiyaan

306 TB patients in Devbhumi Dwarka received nutritional kits to aid recovery.

4. Drinking Water & Sanitation

We extended safe water access, built 91 individual and 9 institutional RRWHS, distributed water purifiers, and led awareness under Swachh Bharat. Through Swachh Tarang, 79,008 people benefited. Together, these enablers drive sustainable transformation. Skill Development builds employability, Education ensures continuity of learning, and Health & Nutrition safeguard community well-being. By integrating livelihoods, knowledge, and health, TCSRDR fosters self-reliance, dignity, and inclusive growth, ensuring long-term impact.



Building Social Capital

Building Social Capital is woven into every TCSR programme, focusing on women's empowerment, institution building, youth engagement, and inclusive development of marginalised communities to ensure long-term sustainability.

Women Empowerment

- Through Self-Help Groups (SHGs)

Institution Building

- Harivan Farm & Farmer Producer Organizations

Youth Engagement

- Athletics & cricket coaching, armed forces training, and sports promotion

Affirmative Action

- Reducing inequality via Project Sarthi, Para Sports, Tribal Model Village, Unnat Gram, and Saksham Gram

Women Empowerment

TCSR engages 3,062 women through 236 SHGs across 37 villages, with collective savings of ₹6.66 crore. SHGs act as platforms for microfinance, entrepreneurship, and social awareness.

1. Mithapur SHGs

236 groups with 3,010 members across 35 villages; savings of ₹1.05 crore; internal-loans of ₹3.83 crore generating ₹41.77 lakh annual interest; average annual income ₹18,000/member.

2. Capacity Building

Training in leadership, Bookkeeping, and financial literacy, along with awareness on health, nutrition, and gender equity.

3. Enterprise Development

Access to loans, schemes, and digital training (Hun Pan Digital) supported small businesses.

Institution Building

Federations of SHGs ensure sustainability and linkages to housing, Aadhaar, and pensions, with a long-term vision of a microfinance bank.

1. Harivan Farm Tourism

A Section 8 company in Shivrajpur promoting eco-tourism through farm stays, local dining, and eco-guides. Supported ~30 individuals and generated ₹7 lakh revenue in FY 2024-25. Future plans include a living museum of regional artefacts.

Youth Engagement (Okhamandal Block)

1. Athletics & Cricket Coaching

74 trainees; six admitted to the Govt. District School Scheme, eight district-level athletics winners, three selected for the district cricket team, and two standbys.

2. Armed Forces Training

In partnership with Ramshingbha Manek Charitable Trust; subsidised fees (75% SC/ST & women, 50% others). FY 2024-25: 12 trained, seven were selected into the armed forces.



3. Sports Promotion

Support for cricket, bullock cart races, horse races, and wrestling across villages.

Affirmative Action

1. Para Sports

57 Persons with Disabilities trained in adaptive sports. Achievements include:

- Special Khel Maha Kumbh 2.0: 7 Gold, 1 Silver, 3 Bronze
- Khel Maha Kumbh 3.0: 29 participants
- Para Athletics (Chennai): 1 Bronze
- Khelo India Para Games: 2 participants, 4th place finish
- Gujarat State Para Athletics: 8 Gold, 6 Silver, 4 Bronze

2. Project Sarthi

Supported 699 PwDs in Okhamandal to access welfare schemes: 199 UDID/disability certificates, 177 bus passes, 71 railway passes, and 133 monthly stipends.

3. Tribal Model Village (NM Kandriga, Konduru)

82 SC/ST youth trained (65 completed, 19 placed), 197 women supported, and 76 kitchen gardens established.

4. Unnat Gram (Rallis)

Implemented in 12 villages; 6,000+ saplings distributed; 10 farmers adopted year-round vegetables. Secured ₹9.9 crore government convergence, improving income, food security, and reducing migration.

5. Saksham Gram (Rallis)

8 villages, 2,800 families engaged; kitchen gardens produced 100 tonnes worth ₹53-55 lakh (60% self-consumed). Secured ₹1.09 crore convergence in FY 2024-25; e-Shram cards with ₹5 lakh cover issued. Initiated seed production in Warangal and Karimnagar.

Employee Volunteering

At Tata Chemicals, volunteering is not an add-on but an integral part of our culture, reflecting our deep belief in giving back to society. With leadership commitment, structured programmes, and recognition of volunteer hours on par with work hours, volunteering has become a strategic priority across all levels of the organisation.

Employees are empowered to take up both skill-based and community-driven initiatives, including mentoring rural youth, building tech solutions for NGOs, supporting disaster relief, and conducting awareness campaigns. These efforts align with employee expertise while creating measurable social impact.

Volunteering also supports our Diversity, Equity & Inclusion (DEI) agenda by fostering collaboration across diverse teams and ensuring equal access to participation. It builds empathy, leadership, and stronger interpersonal connections, enhancing engagement and well-being. Team volunteering, especially at remote sites, has strengthened trust, collaboration, and Tata's long-standing legacy of community engagement.



FY 2024–25 Impact

- Over 12,000 volunteer hours were recorded
- Benefited 12,000+ individuals across Mithapur, Cuddalore, Mambattu, and Mumbai
- Focus areas: education, environment, health & safety, menstrual hygiene, and youth career guidance

Highlights

- Plant distribution drives with GPS tagging for survival monitoring
- POSH awareness sessions and Good Touch–Bad Touch programmes for school children
- Career guidance seminars and sports activities like cricket and athletics
- Skill-based workshops and a specialised Ornithology course, documenting regional bird diversity

To sustain momentum, a Volunteer Rewards & Recognition (R&R) programme was introduced, honouring individuals and departments that contributed the maximum hours. This not only celebrated the spirit of service but also encouraged healthy competition and wider participation.

Through this vibrant volunteering culture, Tata Chemicals continues to create meaningful community impact while building pride, purpose, and deeper engagement among employees and their families.



Financial Reporting and Governance

Summary of Expenditure

Project	Expenditure during the year 2024-25 (in Lacs)		
	TCL/TCSR	Agencies	Total
Sustainable Resource Base & Bio-Diversity Initiatives	666.35	327.57	993.92
Sustainable Livelihood Creation	500.82	168.95	669.77
Improving Quality of Life (Health Care)	213.93	220.88	434.81
Improving Quality of Life (Access to Education)	269.50	80.05	349.55
Affirmative Action for SC & ST	62.22	81.35	143.57
Relief Activity	20.70	0.00	20.70
Administrative (Office & Miscellaneous.)	95.59	0.00	95.59
Total	1829.11	878.80	2707.91



SCHEDULE VIII

[vide Rule 17(1)]

Balance sheet as at 31st March, 2025

FUNDS AND LIABILITIES		AMOUNT (RS.)	PROPERTY AND ASSETS		AMOUNT (RS.)
Trust Funds or Corpus		14,00,01,100	Immovable properties		
Balance as per last balance-sheet	14,00,01,100		(Suitably classified, giving mode of valuation)	-	
Adjustment during the year	-		Addition or deduction (including those for depreciation) if any, during the year	-	
Other Earmarked Funds		3,26,00,000	Movable properties (Refer Annexure A)		2,17,62,822
(Created under the provisions of the trust-deed or scheme or out of the income)	-		Intangible Assets (Refer Annexure B)		95,125
Depreciation Fund	-		Investments		17,25,00,000
Sinking Fund	-		Bank FDR - Mithapur	17,25,00,000	
Reserve Fund	3,25,00,000		(Suitably classified, giving mode of valuation)		
Any other Fund	1,00,000		Others	-	
Loans (secured or unsecured)			Inventory		
From Trustees	-		Loans (Secured or Unsecured)		
From Others	-		Good / Doubtful	-	
Current Liabilities		30,24,428	Loan Scholarships	-	
For Expenses	-		Other Loans	-	
For Advances	-		Advances / Deposits		24,66,208
For Rent and Other Deposits	-		To Trustees	-	
For Sundry and Credit Balances (Refer Annexure E)	30,24,428		To Employees	-	
Income and Expenditure Account		5,63,43,264	To Contractors	-	
Balance as per last Balance Sheet	3,94,13,173		To Lawyers	-	
Add/(Less):	1,69,30,091		To Others	24,66,208	
Surplus or deficit as per income and Expenditure Account			(Refer Annexure C)		
			Income Outstanding		
			Rent	-	
			Interest	-	
			Other Income	-	
			Cash and Bank Balances (Refer Annexure D)		3,51,44,637
			(a) In saving/current account or fixed deposit account	3,51,44,637	
			(b) In F.C.R.A Account	-	
			(c) With the trustee	-	
			(d) With the manager	-	
Total		23,19,68,792	Total		23,19,68,792

SCHEDULE IX

[vide Rule 17(1)]

Income and Expenditure Account for the year ending on 31st March, 2025

EXPENDITURE	AMOUNT (RS.)	INCOME	AMOUNT (RS.)	
To Expenditure in respect of properties-	38,58,198	By Rent $\frac{\text{(accrued)*}}{\text{(realised)}}$	1,32,89,879	
By Rent, taxes, Cesses	-	By Interest $\frac{\text{(accrued)*}}{\text{(realised)}}$		
Repairs and Maintenance	-	On Securities		-
Salaries	-	On IT Refund		1,32,148
Insurance	-	On Savings bank A/c.		5,97,899
Write off	-	On FDR A/c.		1,25,59,832
Depreciation	38,58,198			
(Refer Annexure A & B)	-			
Other Expenses	-			
To Establishment expenses (Refer Annexure I)	94,61,872			
To Remuneration to trustees	-	By Dividend		
To Remuneration (in the case of a math) to the head of the math, including his house-hold expenditure, if any.	-	By Donations in cash or kind (Refer Annexure F)	27,76,86,398	
To Legal expenses	-	By Grants (Refer Annexure G)	6,02,210	
To Audit fees	47,200			
To Contribution / Donation and fees	50,000			
To Amounts written off-				
(a) Bad debts	-			
(b) Loans Scholarships	-			
(c) Irrecoverable Rents	-			
(d) Other items	-			
To Miscellaneous Expenses	-			
To Amounts transferred to Reserve or Specific Funds	-			
To Expenditure on objects of the trust (Refer Annexure H)	26,12,31,126			
(a) Religious	-			
(b) Educational	3,33,55,467			
(c) Medical Relief	4,34,81,425			
(d) Relief of poverty	10,09,43,115			
(e) Other charitable objects	8,34,51,119			
By Excess of Income over Expenditure Carried over to Balance Sheet	1,69,30,091			
Total	29,15,78,487	Total	29,15,78,487	

Governing Board Members

Mr. R Mukundan

Managing Director & CEO
Tata Chemicals Limited

Hon. Chairman and Hon. Trustee

Dr. Gyanendra Shukla

Managing Director & CEO,
Rallis India Limited

Hon. Vice Chairman and Hon. Trustee

Mr. Nandakumar Tirumalai

Chief Financial Officer, Tata
Chemicals Limited

Hon. Treasurer and Hon. Trustee

Mr. Alok Chandra

Chief of HSE, Sustainability
and CSR, Tata Chemicals Ltd.

Hon. Secretary and Hon. Trustee

Dr. Janki Andharia

Professor, Jamshedji Tata Centre
for Disaster Management

Patron Member and Hon. Trustee

Ms. Alka Talwar

Former CSO, Tata
Chemicals Limited

Patron Member and Hon. Trustee

Dr. Y. S. P. Thorat

Retired Chairman,
NABARD

Patron Member and Hon. Trustee

Mr. Sujit Kumar

Regional Manager – Gujarat,
Tata Trusts

Patron Member and Hon. Trustee

Mr. Ujas Dave

Head CSR, Tata
Chemicals Limited

Hon. Asst. Secretary and Hon. Trustee



Tata Chemicals Society for Rural Development (TCSR)

TCSR is registered as a Society under the Society Registration Act 1860, vide number Gujarat/ 136 /Devbhumi Dwarka dated 11/01/1980 and also registered as a Public Charitable Trust by the Deed of Declaration Trust No. F115/ Devbhumi Dwarka dated 11/01/1980