

TATA CONSUMER PRODUCTS

VOLUNTEERING FOR BETTER

2019-20

Volunteering Newsletter

Making a change together



Message



Message from our CEO

Dear Colleagues,

I am pleased to share this compilation of the company's volunteering activities in FY 2019-20. Our colleagues and their family members have devoted their time to support many noteworthy causes. They have volunteered for many events under the Tata Engage platform. The volunteering activities of our colleagues include community development areas such as Swacchata Hi Seva, health, nutrition, education, environmental protection, and women empowerment.

I believe that engaging with local communities through these volunteering initiatives help in strengthening them and building sustainable businesses. It is also an opportunity to use our skills and time to contribute to society. Thank you for your support, and I look forward to your continued participation in the volunteering activities of the company.

Warm regards,

SUNIL D'SOUZA

Managing Director & CEO
Tata Consumer Products

Behind



Behind Volunteering For Better

At Tata Consumer Products,
we stand

FOR BETTER

—not just for better products but for better community and planet. Through diligence and dedication, we take part in social responsibility initiatives to fulfill our commitment to our stakeholders at large.

It is our belief that change is a combined effort and requires continuous resolute action for it to bear fruit. We go to great lengths to give back to the communities in which we operate in. We bring good people and good causes together by organising year-long activities and initiatives that touch many lives:

- Tata Volunteering Week (TVW) is celebrated annually in March and September, wherein our colleagues across offices and factories globally do their bit for the society. The 12th edition of TVW took place in Sept-Oct 2019, and saw huge participation from employees and families in various focus areas such as:



Health



Community
service



Education



Environment

TVW13, scheduled for March-April 2020 was cancelled midway due to the COVID-19 pandemic

- Tata Sustainability Month (TSM) is celebrated in the month of June to coincide with World Environment Day on June 5th. Throughout TSM, our employees engage in activities with a single focus of ensuring a sustainable future for the people and the planet
- This time, we also participated in Swacchata Hi Seva (Cleanliness Is Service), a Government of India initiative to clean up the country, mainly of plastic waste. Volunteers from across Tata Consumer and its companies participated in large numbers to collect plastic waste through cleanliness drives — doing their part for the respective communities

Throughout the years, the relentless action and enthusiasm of our employees have helped us make a difference. This edition of 'Volunteering For Better' takes a deeper look at the volunteering initiatives by our employees in 2019-20. We hope you find these efforts inspiring. We welcome your feedback and comments.

Regards,
Global Sustainability Team

Making a clean sweep through



Swachhata Hi Seva

This year, our associates and joint ventures joined us by participating in various volunteering activities during the **Swachhata Hi Seva campaign**. Under the leadership of our former MD & CEO, Ajoy Misra,

5948 volunteers spent
15821 hours and collected
40485 kg of plastic waste

Tata Consumer Products



1416 volunteers
2776 total volunteering hours
8975 kg of plastic waste collected

Tata Coffee



1994 volunteers
5949 total volunteering hours
18856 kg of plastic waste collected

Tata Starbucks



117 volunteers
289 total volunteering hours
463 kg of plastic waste collected

Amalgamated Plantations Pvt Ltd



1555 volunteers
4569 total volunteering hours
2646 kg of plastic waste collected

NourishCo



137 volunteers
548 total volunteering hours
1957 kg of plastic waste collected

Kanan Devan Hills Plantations



729 volunteers
1689 total volunteering hours
7588 kg of plastic waste collected



TVW12

A wake-up call for India

Our initiatives for TVW12 embodied the theme '**Brands for Humanity**'. The iconic 'Jaago Re' campaign by Tata Tea and 'Desh Ka Namak' by Tata Salt have inspired many over the years to rise to the occasion. We wanted TVW12 to become a platform for the changemakers among us to step up as well and make a difference.



TVW13

Making online voices impact offline change

For TVW13, the main theme for all our initiatives was '**Create Joy Offline**'. We wanted people to be comfortable in showing their support for the causes they believed in. The initiative helped our employees volunteer and contribute to a positive change for themselves as well as the communities they interacted with. Due to the COVID-19 pandemic, the scheduled initiatives for March-April 2020 were cancelled midway.



Swachhata Hi Seva

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“So long as you do not take the broom and the bucket in your hands, you cannot make your towns and cities clean.”

- Mahatma Gandhi

Cleaning and sanitation have always been considered menial and degrading jobs. But, at Tata Consumer Products, we take pride in ensuring the cleanliness of our localities. To this end, we organised the Swachhata Hi Seva from 21st September to 8th October, 2019 to eradicate plastic usage and help clean our neighbouring areas. Through multiple activities and initiatives, we spent nearly 2800 hours for this cause. Keep reading to find out how our volunteers gave it their all to raise awareness on cleanliness and encourage people to join their efforts.



TVW 12



Aurangabad PC (21st September, 2019)

A plastic-free India — this was the vision of our volunteers from Aurangabad Packaging Centre who participated in the Swachhata Hi Seva initiative. For this initiative, they identified a location where the local communities dump garbage and collected the wastes. **24 volunteers** contributed a total of **72 hours** towards the initiative and helped collect over **127 kg** of plastic waste.



Bangalore Office (1st October, 2019)



Our volunteers at the Bangalore Office conducted a cleanliness drive at Jakkur lake, partnering with Jala Poshan, a citizen's group. After the event, they also installed signboards to stop people from dumping waste in the lake and its surroundings. The **32 volunteers** put in more than **96 hours** into collecting over **360 kg** of plastic waste.



Bangalore PC (21st September, 2019)

Following Gandhiji's values on cleanliness, our volunteers from Bangalore Packaging Centre conducted a drive to pick waste from the localities around T. Begur. **32 volunteers** contributed a total of over **96 hours** and helped collect and dispose of **360 kg** of plastic waste.



Sonapur PC (21st September, 2019)

Our volunteers at Sonapur Packaging Centre did their bit for Swachhata Hi Seva by conducting a cleanliness drive in their locality. In an initiative towards 'Future Happiness', the team collected plastic waste and helped make a difference in their community. **35 volunteers** contributed **140 hours** in total to help collect and dispose of **274 kg** of plastic waste.



Coalberth PC (21st September, 2019)

Partnering with Tewari Warehouse Company, our volunteers from Coalberth Packaging Centre conducted a cleanliness initiative towards 'Future Happiness'. The team collected all kinds of plastic waste from the roadside and organised road rallies as well. Following this, they recited slogans to create awareness among the local people about the ill-effects of single-use plastic. They also visited Shramik Vidyalaya, a nearby school, and collected plastic waste. All the collected waste was safely disposed of at the local municipal cart. The **42 volunteers** contributed **168 hours** to help collect and recycle over **260 kg** of plastic waste.



Siliguri PBC (21st September, 2019)

For Swachhata Hi Seva, our volunteers from Siliguri PBC cleaned their office premises and collected plastic waste that was disposed of in designated garbage bins. They also held a procession with banners to bring people together for keeping the environment clean — which encouraged few locals to join in on the efforts. More than **20 kg** of plastic waste was collected by **20 volunteers** in a span of **15 hours**.



Damdim PC (21st September, 2019)

At Damdim Packaging Centre, our volunteers were enthusiastic in collecting plastic waste from areas surrounding the factory. Their main objective was to raise awareness on the use of dustbins among the local community and encourage them to follow suit. The team also distributed water purifiers to people from underprivileged sections. Over **25 kg** of plastic waste was collected by **27 volunteers** who contributed **40 hours** to the cause.

Pullivasal PC (22nd September, 2019)

The workers and employees of the Pullivasal Packaging Centre came together to conduct a cleanliness drive. During this initiative, they collected plastic wastes from the roadside and cemented their support for a green and clean tomorrow. More than **1500 kg** of plastic waste was collected by our **40 volunteers**, who cumulatively contributed **100 hours** to the initiative.





Nonoi PC (21st September, 2019)

For our volunteers at the Nonoi Packaging Centre, the Swachhata Hi Seva was an opportunity to pay tribute to Mahatma Gandhi and his teachings. The team of staff and workers cleaned their factory premises and collected plastic waste from

the surrounding areas. The **652 volunteers** who participated contributed **978 hours** to the initiative and helped collect and dispose of **39 kg** of plastic waste.



Kellyden PC (21st September, 2019)

The management and workers from Kellyden Packaging Centre organised a drive to clean the local market area and the roadside leading to Estate Hospital. Using handmade bamboo baskets, the team collected the garbage and demonstrated how

no plastic bags or bins were used even for cleaning. The waste was collected, sealed in jute gunny bags, and kept at the designated area for necessary disposal. The **36 volunteers** who participated contributed **90 hours** to collect **100 kg** of plastic waste.



Himalayan Plant (2nd October, 2019)

On the occasion of Gandhi Jayanti, our volunteers from the Himalayan Factory conducted an awareness rally with the students of Government High School, Tokiyon. The students and volunteers held placards to inspire people to stop using plastic bags.

Himalayan Plant (22nd September, 2019)

Our volunteers from the Himalayan Factory held a cleanliness drive around Dhaula Kuan and Manjara for Swachhata Hi Seva. This helped in the collection of over **80 kg** of waste and saw our team of **28 volunteers** contribute **58 hours** to the cause.



Mumbai EO and SO (22nd September, 2019)

At our Mumbai Executive Office and Sales Office, our volunteers decided to 'go green' with Shakti Plastic Industries. Joining hands with the company, the volunteers conducted a cleaning drive at Machwar Colony Beach, near Badhwar Park, Colaba. The team, led by our former CEO, Ajoy Misra, were joined by their families and several college students as well. More than **1590 kg** of plastic waste was collected and disposed of by our team of **68 volunteers** who contributed a total of **136 hours** in the process.



Instant Tea Division (23rd September, 2019)

For Swachhata Hi Seva, our Instant Tea Division in Munnar focused its efforts on cleaning the factory and its premises. Thanks to the efforts of **46 volunteers**, over **1000 kg** of plastic waste was collected in **92 hours**.





Guwahati Office (20th September, 2019)

The volunteers from Guwahati Office joined Amalgamated Plantations Private Limited (APPL) to organise a cleanliness drive in the office premises and nearby streets. The event saw **25 volunteers** collect **25 kg** of garbage and plastic waste to keep roads clean.

Hyderabad PC (21st September, 2019)

Our team of **42 volunteers** at Hyderabad Packeting Centre commemorated Swachhata Hi Seva by organising a cleanliness drive around Maheshwaram Mandal. They contributed **84 hours** towards collecting **240 kg** of plastic waste from the area and even made a banner out of cloth to promote their cause.



Bangalore Office (21st September, 2019)

Collaborating with Saahas, the Extended Producer Responsibility Partner, our volunteers from the Bangalore Office conducted a drive to clean the Chikkabanavara lake. The **62 volunteers** contributed more than **186 hours** towards collecting over **2810 kg** of plastic waste from the lake.



Indore PC (21st September, 2019)

As part of Swachhata Hi Seva and as a tribute to Mahatma Gandhi, the volunteers at Indore Packeting Centre conducted a cleanliness drive. The event, conducted on the banks of river Kshipra, aimed to spread awareness on the need for a ban on plastic usage. A total of **30 kilos** of waste was collected and disposed of by our team of **21 volunteers**.



Tata Tetley and PBC Cochin (23rd September, 2019)

The Tata Tetley Division in Cochin did their part for Swachhata Hi Seva by holding an awareness programme at the local government school. During the event, **4 volunteers** taught the students the need for avoiding single-use plastic, conducted clean-up activities, and distributed cloth bags to all children.

Himalayan Plant (2nd October, 2019)

Our volunteers from the Himalayan Plant visited a nearby school to conduct an awareness session on Swachhata Hi Seva and the dangers of single-use plastic. The students were encouraged to collect plastic and throw them in designated bags.



Kolkata Office (22nd September, 2019)

At Tata Consumer Products, Kolkata, our team of **65 volunteers** organised a cleanliness drive around Transport Depot Road. The team got all their gears ready and contributed **130 hours** to collect **40 kg** of plastic waste from the roadside.



Srishti Trust (1st October, 2019)

At Srishti Trust, **25 volunteers** contributed to Swachhata Hi Seva by distributing sample cloth bags to shops. They also collected and disposed of over **40 kg** of plastic bags from the Nullathani area and conducted a movie screening on the hazards of plastic at DARE School, Munnar.



Sampla PC (21st September, 2019)

For Swachhata Hi Seva, our team of **54 volunteers** from Sampla Packaging Centre undertook various initiatives. First, they identified multiple spots in the town and collected plastic wastes from these locations. Taking their efforts a step ahead, the team also set up a programme where the workers were provided with eco-friendly bags for every 10 single-use plastic bags they deposited. The volunteers also replaced plastic shoe covers at their factory with cloth shoe covers. A total of **200 kg** of plastic waste was collected in the process.



Guwahati Office (22nd September, 2019)

The **25 volunteers** from the Guwahati Office conducted a cleanliness drive near Kachari Market and collected more than **15 kg** of plastic waste that was strewn on the roadside. They even went the extra mile to distribute cloth bags to the people visiting the market in exchange for plastic packets or bags they were carrying.



Delhi Office (22nd September, 2019)

The **25 volunteers** at our Delhi Office commemorated Swachhata Hi Seva by following a complete ban of single-use plastics at their

workplace. They contributed a total of **75 hours** to collect more than **100 kg** of plastic waste from their surrounding areas as part of these activities.



Mumbai Food Business (21st September, 2019)

In an initiative to drive the Swachhata Hi Seva campaign by the Central Government, a team of volunteers came together with their families to collect waste — and also pledge to never use plastic. A total of **12 volunteers** participated in this activity at the Juhu Beach and helped collect over **200 kg** of trash and plastic in just **48 hours**.



Health and Nutrition

Health and nutrition are integral to human resource development. However, India grapples with several public health issues such as low birth weight, malnutrition in children, and chronic energy deficiency in adults. It is not just the government's responsibility in changing this scenario — each one of us can play a part to raise awareness around the issue.

At Tata Consumer Products, we give utmost importance to health and nutrition. Which is why our employees have gone above and beyond to take this mission forward and impart relevant knowledge to people around them. During TVW 12, TVW 13, and other activities, the volunteers spent over 160 hours visiting schools and community centres to spread awareness on health concerns. Read on to find out more about their efforts.



Sampla PC (7th March, 2020)

With the outbreak of COVID-19, our employees at Sampla Packaging Centre took the onus to raise awareness about the same in the community around them. The team, comprising staff and management, visited Government Primary School, Kultana and Government Girls Senior Secondary School, Ismaila and taught the students various precautionary measures to protect themselves from the virus.



Aurangabad PC (4th March, 2020)

Our team at Aurangabad Packaging Centre decided to do their part in halting the spread of COVID-19. To this end, they conducted an activity in the local government school to raise awareness about its symptoms and prevention. Along with Dr. Raju Bagal of Sankalp hospital, our employees visited Gadhe Jalgaon to educate the students on COVID-19 through lectures and songs. They also distributed safety masks to the children.





Bangalore Office (12th September, 2019)

Our volunteers from Bangalore Office collaborated with proVISION ASIA to take differently-abled children to the Big Barn Farm. During the visit, each student was partnered with a volunteer, who took them around the farm, explained the surroundings, and encouraged them to pet the animals and plant saplings.



Guwahati Office (27th September, 2019)

Our volunteers from Tata Consumer Products, Guwahati and Amalgamated Plantations Private Limited jointly visited St. Jude India ChildCare Centre, located in Birubari. During the visit the volunteers spent quality time interacting with the children who were undergoing treatment for cancer and distributed food baskets among them.



Kolkata Office (13th September, 2019)

A team of volunteers from our Kolkata Office made a visit to St. Jude India ChildCare Centre at Premashray. There, the volunteers interacted with the children and the staff, and distributed nutritious snacks for them.

Sampla PC (16th October, 2019)

The team at Sampla Packaging Centre celebrated World Food Day by conducting an awareness programme for their workers and employees, which was based on the theme 'Our actions are our future, ending world hunger by 2030 is possible'. During the event, the employees were taught the importance of eating healthy and the need to avoid food wastage.



Environment

“The Earth is a fine place and worth fighting for.”
- Ernest Hemingway

With the climate crisis looming large, the need to protect and conserve our natural environment can't be stressed enough. At Tata Consumer Products, we undertook multiple initiatives throughout TVW and Tata Sustainability Month that contributed to a greener and brighter tomorrow. Our intent was not just to save the environment but pass the baton on to future generations.

Here are few of the activities we conducted with our employees and communities to bring this mission to life.



Himalayan Plant (4th March, 2020)

In order to fulfill our mission of environmental conservation, a team from Himalayan Water Plant visited the Government Primary School, Majra, where they ploughed and manured a section of the land to make it fit for plantation. Various saplings and flowering plants such as Ashoka, Rose, Marigold, and Madagascar Periwinkle were planted.



Tata Sustainability Month



At Tata Consumer Products, we consider sustainability our responsibility. For the past seven years, we have celebrated the month of June as Tata Sustainability Month (TSM) to promote sustainable lifestyles and thinking among our employees. This year too, we conducted a wide range of activities to raise awareness on different environment-related issues and instil a sense of commitment towards the environment among the participants. A letter from our former CEO, Ajoy Misra as well as several Unit Heads were also read out at the beginning of every event. Read ahead to find out how our volunteers across offices and locations celebrated World Environment Day and TSM.



Aurangabad PC (6th June, 2019)

Sandy Angelos, our Unit Head, kicked off World Environment Day celebrations at Aurangabad Packeting Centre by delivering a message that was translated to Marathi for the workers by Mulgir. After the speech, awards were distributed to three star performers — Sonawane and Siddharth Dhavale for excellent work performance and Apeksha Kulkar for good teamwork and leadership qualities. The team then split into groups, cleaned the surroundings of the factory, and planted neem saplings.



Sampla PC (7th June, 2019)

Our team at Sampla Packeting Centre celebrated World Food Safety Day on the theme 'Food safety, everyone's business'. The prime objective of the event was to make employees aware about food safety and quality. The participants and management took an oath to provide safe, quality food products to consumers. The team also reached out to street vendors stationed next to the unit to make them aware about the importance of food safety. Head-covers, gloves, handwashes, sanitisers, stainless steel jugs, and tissue papers were also distributed to them.

Pullivasal PC (21st June, 2019)

As part of World Environment Day celebrations, the Pullivasal Packeting Centre organised distribution of tree saplings, in association with Kerala Forest Department. The event also included an award ceremony for exemplary performers of the previous month.



Nonoi PC (5th June, 2019)

At Nonoi Packeting Centre, the World Environment Day celebrations were centered around creating a greener and better planet. The event began with a contest to see the present conditions of saplings distributed to the workers last year — and rewarding the best performers. Following this, the management discussed various issues such as

global warming, water scarcity, and deforestation to raise awareness on the drastic problems that affect people around the world. Saplings of various kinds were distributed to further the cause and encourage people to take action. Our volunteers also held a planting activity at a nearby school to instil the importance of World Environment Day in children.

“We had a great experience while distributing plant saplings.”
- Don John Ekka
Volunteer, Nonoi PC

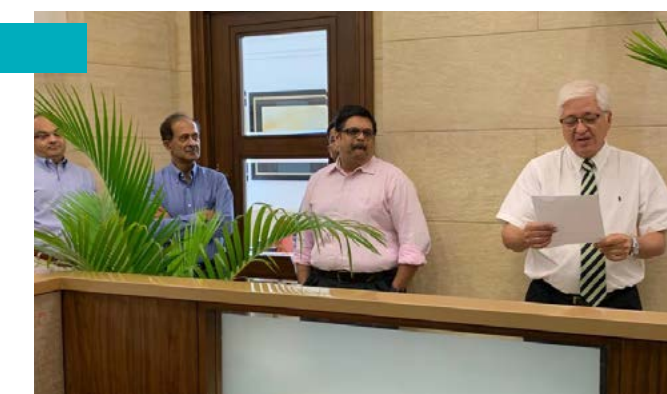


Bangalore Office (7th June, 2019)

The World Environment Day celebrations at our Bangalore Office was all about sharing information and experiences. A presentation on Kerala and Karnataka flood relief was shown to the audience. The team also conducted an environment quiz and gave a presentation on how Tata Consumer Products is working against climate change. The Sustainability Team brought the event to a conclusion with the distribution of notepads and pens made of recycled paper.

Mumbai Executive Office (4th June, 2019)

The Mumbai Executive Office brought their employees together to celebrate World Environment Day. During the event, Ajoy Misra, our former CEO, distributed saplings to all the employees. A session on sustainability impact by Tata Consumer Products was also conducted.





Kellyden PC (3rd June, 2019)

The workers and management of Kellyden Packaging Centre celebrated World Environment Day with the students of Kellyden LP School. The day started with a drawing competition on the theme 'Beat air pollution', followed by a sapling planting session. An open speech competition was also organised for the children of the workers, encouraging them to speak on the growing concerns around air pollution. The highlight of the event was a street play enacted by Kalyani Club of Kellyden Tea Estate.



Instant Tea Division (5th June, 2019)

The Instant Tea Division of Tata consumer Products began World Environment Day celebrations by planting 50 saplings in front of the factory and a few saplings in the colony as well. With the help of the newly painted wastewater treatment facility, the staff demonstrated the entire process to everyone present.



Hyderabad PC (6th June, 2019)

This year, the World Environment Day celebrations at Hyderabad Packaging Centre began with an inspiring presentation on ways to protect the environment, which was followed by an open quiz.

Towards the end of the activity, our volunteers gathered together to plant 50 saplings near the warehouse.

Montvale Office (11th June, 2019)

On the occasion of World Environment Day, our volunteers at Montvale Office joined hands with the Mahwah Environmental Volunteer Organization to visit their Fresh Roots Farm — a two-acre, community-based educational farm, located within the preserved forests of Campgaw Mountain Reservation in Mahwah, New Jersey. The team of volunteers were divided into three smaller groups — one group painted the interiors of a shipping container that housed all the bee-keeping materials, another group helped to fence the tomato portion of the field, and the others buried mushroom logs in the Mushroom Production area. The intent of the activity was to teach our volunteers the importance of sustainable farming and community experience.



Indore PC (6th June, 2019)

Our volunteers from the Indore Packaging Centre participated in terrace gardening, conducted competitions such as painting, essay and slogan writing, and environment quiz. All the workers and staff pledged to preserve the environment and planted saplings as well.



Tetley ACI (Bangladesh) Limited (17th June, 2019)

The World Environment Day celebrations at Tetley ACI (Bangladesh) Limited saw the team have a group discussion on climate change impact in Bangladesh.

Mumbai Food Business (11th and 13th July, 2019)

The driving factor of Tata Power Premises' plantation initiative was to reach the target of planting 33 crore saplings set by the Maharashtra Government. The team of volunteers participated in this enriching initiative with the prime objective to plant indigenous plant species such as Ashoka, Tamhan, Amla, and Copper-pod. Post the plantation, a special interactive session with Vivek Vishwarao (Head — Biodiversity, TATA Power, Lonavala) rekindled the team's interest in environmental conservation.



Srishti Trust (6th June, 2019)

At Srishti Trust, the World Environment Day celebrations involved checking the pollution emission of all Srishti vehicles. Besides this, all the students, special associates, and supporting staff participated in planting saplings in the premises.



Tata Tetley Division Cochin (7th June, 2019)

The World Environment Day celebrations at Tata Tetley Division, Cochin, commenced with an environment pledge. The event saw distribution of environment-friendly pens and vegetable seeds as well as a poster-making competition for the employees' children.



Himalayan Plant (5th and 7th June, 2019)

At our Himalayan Plant, the volunteers celebrated Tata Sustainability Month and World Environment Day in two sessions. While the first leg of celebrations involved planting saplings, the second one included visiting the Government Middle School, Dhaula Kuan. Here, the volunteers conducted awareness sessions and drawing competitions for the kids. They also planted five saplings and presented the school with one ceiling fan.



Guwahati Office (4th June, 2019)

Our volunteers from Guwahati Office visited Chrysalis Kindergarten, a nearby nursery school and distributed saplings to the teachers and students. Our new product 'Fruski' was also distributed among them. Following this, the team planted a few saplings at the office compound and screened Shri Jadab Payeng's documentary on tree plantation.



Eaglescliffe Factory (5th June, 2019)

World Environment Day celebrations at Eaglescliffe Factory had an innovative touch to it. A bake sale was conducted for all the employees and contractors, followed by a quiz competition on environment.

Delhi Office (6th June, 2019)

The Delhi Office kicked off World Environment Day celebrations with an interaction on ways and ideas to curb air pollution. Apart from this, an environment quiz was conducted and saplings were distributed to the staff.





Damdim PC (5th June, 2019)

The volunteers at Damdim Packaging Centre conducted drawing and slogan writing competitions as part of World Environment Day celebrations.

Besides this, the team organised planting sessions, screened environment-related videos, and distributed prizes and refreshments.



Coalberth PC and Sonapur PC (6th June, 2019)

For World Environment Day celebrations, our volunteers from Coalberth Packaging Centre and Sonapur Packaging Centre organised a roadshow on 'Beat air pollution' to create awareness. Following this, the management and workers planted 60



saplings near the factory. The volunteers also displayed Environment Day posters created by the workers' children, conducted a quiz competition, and distributed prizes.



Malawi Office (7th June, 2019)

Our staff at Malawi Office conducted their very own 'Chai pe charcha', where they discussed key issues the tea industry was facing. The event concluded with a team tea-drinking session.

Canada Office (5th June, 2019)

The Canada Office celebrated World Environment Day imbibing Jamsetji Tata's vision to serve society for a better tomorrow. Several initiatives were taken up for Tata Sustainability Month — they reduced

couriering to reduce carbon footprint, set up an office composting bin for organic wastes, organised 'Bike-to-work month', and collaborated with the building management team on environmental projects.



Bangalore PC (6th June, 2019)

The employees at Bangalore Packaging Centre conducted a tree plantation drive at a neighbouring plot. With an aim to create awareness on the need



to curb environmental degradation, our volunteers planted different varieties of trees such as almond, cashew, and jackfruit.



Bangalore PC (1st June, 2019)

Our volunteers at Bangalore Packaging Centre brought a spin to their initiatives for the Tata Sustainability Month — by organising a snake awareness and safety programme. From explaining protocols in case of a snakebite to effective first aid and rescue techniques, the activity gave the participants a comprehensive understanding about the topic.



Kolkata Office (7th June, 2019)

The World Environment Day celebrations at the Kolkata Office saw the employees plant saplings and install a bird feeder and birdbath.

Kochi Tea Buying Centre (7th June, 2019)

The volunteers from Kochi Tea Buying Centre celebrated World Environment Day by visiting the Willingdon Island Government School. There, the team conducted talks and activities that taught the students the importance of conserving the environment and sustainable living. The event came to an end with the distribution of environment-friendly organic jute sling bags and saplings to be planted in the school.



Kenya Office (5th June, 2019)

For World Environment Day celebrations, our volunteers at Kenya Office gave a presentation on preservation of mangroves and the impact this created in alleviating air pollution. The aim of this initiative was to create awareness on the existing environmental problems and promote action for protection.

Sampla PC (5th June, 2019)

At Sampla Packeting Centre, World Environment Day celebrations were focused on throwing light on prevailing environmental issues such as global warming, water shortage, and pollution, and the different ways to combat them in our everyday lives. Our workers participated in planting 50 saplings inside and outside the factory premises.



High Range School, Munnar (4th June, 2019)

Students from our High Range School in Munnar put their best foot forward with their initiatives for World Environment Day. They created awareness

during school assemblies and distributed saplings amongst themselves. As part of their community outreach, they planted seeds and cleaned the surrounding areas as well. To further encourage these students, Rahul Anchan, nature enthusiast and co-producer of 'Bigg Boss', showcased the beauty of nature with them. Nishtha Sharma, a journalist for NDTV and Times Group, discussed the role they need to play in preserving nature for the future.



Women Empowerment



Despite several empowerment programmes, women continue to be sidelined on the professional front — with only 29% of senior management roles held by women.

At Tata Consumer Products, our wonder women are our driving force. They make up nearly 40% of our estate workforce and hold several leadership positions across the organisation. Through our women-centric programmes, we strive to bring more power to women from all walks of life. During our volunteering week activities, our volunteers

contributed over 100 hours interacting with women and young girls and raising awareness on health and hygiene. We have aligned our efforts in an attempt to inspire women to chart their own paths in our capacity. Read ahead to know how they made a difference in the lives of these women.



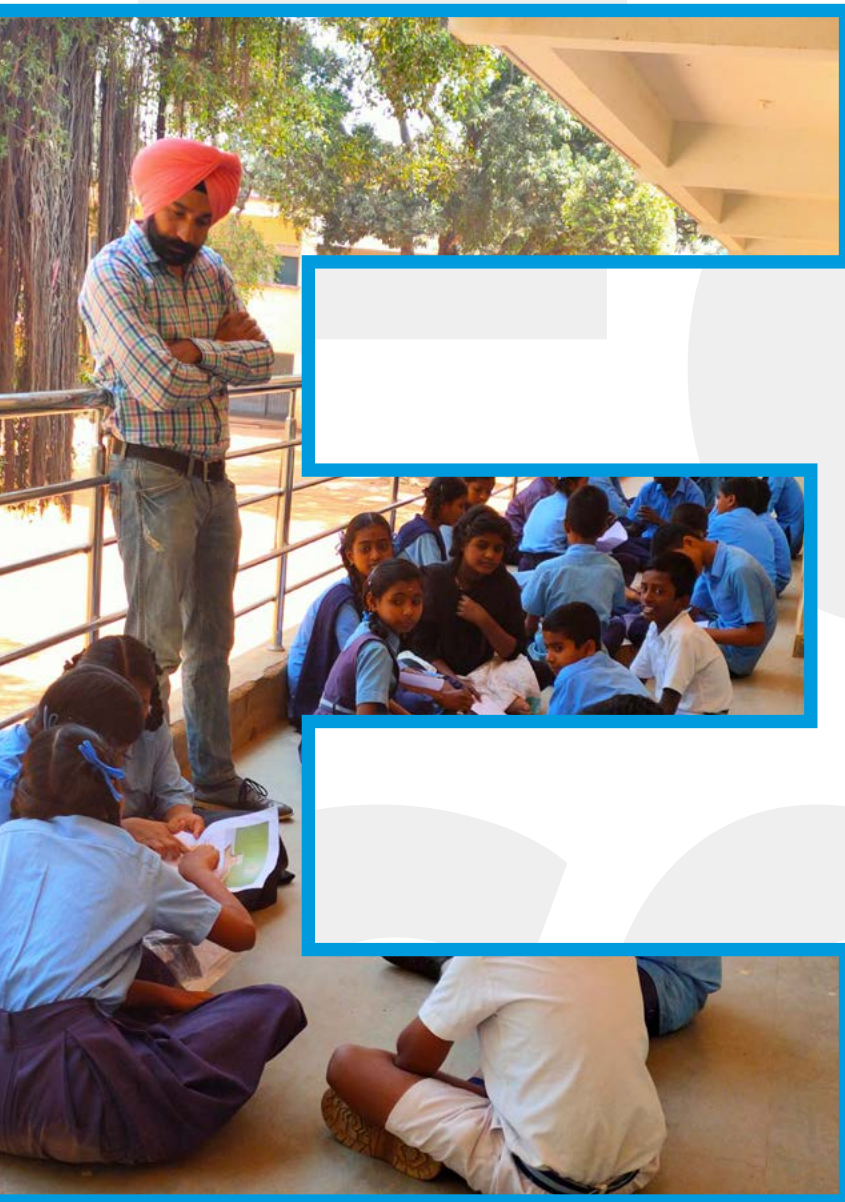
Himalayan Plant (7th March, 2020)

As part of International Women's Day celebrations, our volunteers from water vertical, Dhaula Kuan organised various awareness sessions for women of the local community, in association with TATA Trust NGO, Himmotthan. The programme shed light on women's health and hygiene, fire safety at home, water conservation, water-borne diseases, and COVID-19.



Himalayan Plant (24th January, 2020)

For National Girl Child Day, our volunteers from Tata Consumer Products, Dhaula Kuan and Tata Trust team visited Government Primary School, Majra. The focus of the visit was to interact with the 80 girls studying at the school and conduct programmes for them. Besides interactive activities, the team also organised an awareness session that taught them about personal hygiene and healthy habits with the help of Block Medical Officer from Paonta Sahib. The programme concluded with distribution of stationery items and refreshments for the children who participated.



Education

Every child deserves access to quality education that helps them excel and succeed in life. Even though India today has a literacy rate of 74%, it is still home to over 300 million illiterate people — and we endeavour to change this.

Throughout our history, the Tata Group has supported initiatives to make education accessible to all, while building some of India's finest institutions. We believe that nation-building should begin with the educational upliftment of its people. Through various programmes across the country, we aim to live up to this commitment. As part of our volunteering activities, employees from Tata Consumer Products contributed almost 35 hours spending time with children from various schools. Read on to know more about how our volunteers furthered this cause.



Pullivasal PC (27th September, 2019)

Our team from Pullivasal Packaging Centre visited Pullivasal and Athukad Lower Primary School and interacted with students from pre-kindergarten to standard 4. They also distributed Kanan Devan-labelled umbrellas to the children and teachers.

Bangalore Office (29th-30th January, 2020)

As part of the STEM programme, our volunteers from Bangalore Office visited schools in Jalahalli and participated in a model-making activity with the students. The initiative — conducted in association with Concern India Foundation — saw employees and teachers assisting students and guiding them throughout the activity.





Himalayan Plant (14th November, 2019)

On the occasion of Children's Day, a team from our Himalayan Plant visited the Government Primary School, Majra to organise cultural programmes and events. The students participated in various activities such as singing, dancing, fancy dress, and elocution. The team rewarded the top 10 performers with stationery items and provided shoes, socks, and sweaters to 10 underprivileged students. An oral hygiene awareness and check-up camp was also organised, supported by Himachal Institute of Dental Science, Paonta Sahib. The main aim of this initiative was to provide basic dental health education to the students and to encourage them to maintain good oral hygiene. They were also provided an oral hygiene kit with a toothpaste and toothbrush.



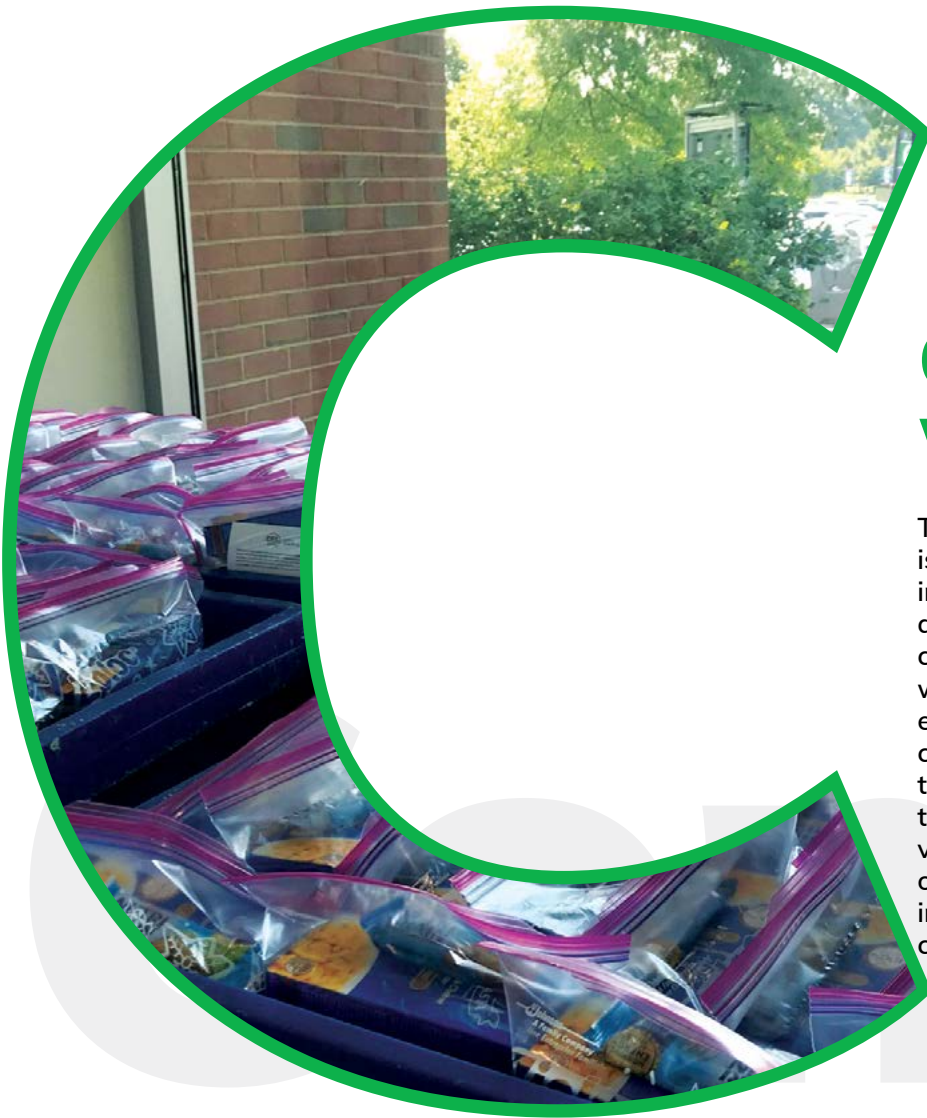
Canada Office (11th June, 2019)

The volunteers at our Canada Office sorted books for distribution to children who live in high-risk communities with lower incomes and less access to high-quality books and educational resources.

Mumbai Food Business (9th August, 2019)

Volunteers from the food business team participated in a mural painting activity held at Anandi Special School for specially abled children. The volunteers interacted with the students and motivated them to draw murals. The activity proved to be a learning experience for the team and a recreational activity for the kids.





Community Welfare

The phrase 'no man is an island' is something we strongly believe in. As human beings, we have an inherent need to be part of a community to thrive. That's why, we at Tata Consumer Products ensure that we give back to the communities around us. Our teams spent 170+ hours serving the community through various volunteering activities. Read on to find out more about the initiatives undertaken for the communities.



Montvale Office (11th September, 2019)

Last year on National Day of Service and Remembrance, the Montvale Office partnered with the Center for Food Action to organise the Weekend Snack Pack programme. The aim of the initiative was to provide food for those children, who usually receive free or reduced-price school meals during the week but are left without adequate nutrition on the weekends and holiday breaks. Our volunteers assembled 1000 bags of nutritious snacks and distributed them to the following school districts — Englewood, Garfield, Hackensack, Leonia, Little Ferry, Lodi, Moonachie, Palisades Park, and Teaneck.

“It was particularly poignant to participate in the Center for Food Action event on 9-11... it's been said even the simplest act of kindness, smallest act of service, is a wonderful way to honor those lost.”
- Connie Howley



Bangalore PC (16th September, 2019)

While the state of Karnataka was recovering from the destructive flood that wiped out lives and property, our team from Bangalore Packaging Centre decided to do their part. The volunteers donated food, blankets, plates, and other essentials to the flood-affected people of North Karnataka. They partnered with North Karnataka Sangha, an NGO from Kengeri Upanagar, Bangalore to carry this out.



Sampla PC (1st December, 2019)

Over the last few years, Sampla PC has proactively conducted blood donation camps on the occasion of World AIDS Day. This year too, they organised a camp with the help of Mission Jan Jagriti. The event commenced with blood donation by the management of Sampla Packaging Centre, followed by the warehouse staff, the contractors and their workers, the vendors, and the factory staff. All the donors were given a certificate of participation as well as a token of appreciation.



Aurangabad PC (12th December, 2019)

In an effort to give back to the societies they serve in, Aurangabad Packaging Centre organised a blood donation camp, which was inaugurated by Sandy Angelos, the Unit Head and Hiten Rathod, DTPL Factory Manager. The camp, conducted in association with Lions Blood Bank, saw overwhelming volunteer participation from different departments of the factory.

Montvale Office (10th December, 2019)

The employees from Montvale Office participated in a gift wrapping session at Paramus Park Mall, where they helped wrap holiday gifts for the shoppers. In return for their efforts, the shoppers made a donation to the Center for Hope and Safety.



Montvale Office (15th November, 2019)

Eva's Village is a non-profit, comprehensive social service organisation that provides care and support for people struggling with homelessness, hunger, and poverty. Our volunteers from Montvale Office joined hands with this NGO to sponsor lunch for over 500 people.



Montvale Office (12th December, 2019)

Our employees from the Montvale Office volunteered at the local Project JOY store, which is run by the non-profit organisation, People to People, in New York. The store allows families who are in need to visit the store during the holiday season and select two gifts per child at no cost. Our volunteers also held a toy donation drive and donated over \$300 worth of toys and gifts to the Project JOY store.



Mumbai Food Business (5th October, 2019)

SOS Children's Villages provide a nurturing environment and long-term support to parentless children under the age of 24. The team was guided by the village in-charge to explore the premises. The volunteers spent time at this facility playing with the kids and understanding their enthusiasm and discipline towards learning. This activity was a unique, fulfilling experience for all the volunteers.

Taking our efforts a step ahead with ProEngage



Leveraging skills to change the world — this is what ProEngage stands for. As a part-time volunteering programme, ProEngage by Tata Group offers our employees unique opportunities to lead and contribute to exciting projects with non-profit organisations. Through such initiatives, our team members are encouraged to be changemakers and achieve professional as well as individual growth.

ProEngage is conducted twice a year, with the first edition starting on 15th June and the second on 5th December. Last year, Tata Consumer Products employees Brijesh Dixit, Smitha Jayaram, Vikas Patil, and Radhika Shankar worked with organisations such as Udbhas, Udayan Care, Jeevarathni Foundation, and Manav Foundation to contribute to the ProEngage initiative across the following editions:



Volunteering Hours



Total number of hours
2993



Total number of hours
152

*cancelled due to COVID-19 pandemic



ProEngage 9
Total number of hours **80**

ProEngage 10
Total number of hours **144**

ProEngage 11
Total number of hours **16**

Company Volunteering beyond Tata Engage (TVW & ProEngage) and Disaster Response

Total number of hours **3091**

Total Volunteering Hours
6476

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