

Corporate Social Responsibility- Trent Hypermarket Private Limited

Trent Hypermarket Private Limited (THPL) is one of the largest contributors for equal employment opportunity for Persons with Disabilities (PwD) across the retail industry with 14% of our workforce comprising of PwDs. Through our efforts, we have impacted the lives of PwD colleagues by building their confidence and making them independent earners.

We also provide training opportunities to the PwD candidates associated with our partner NGOs in the form of retail exposure visits. The retail exposure visits are day long programme wherein candidates are oriented on the various nuances of a sales associate job activities. They also shadow our PwD sales associates to understand the job in detail. These trained PwD resources are ready talent pool for the retail organizations to recruit from.

We have partnered with 14 NGOs across the geographies we operate in, to train, recruit and on-board PwD candidates. Our partners include TRRAIN-PANKH, Youth4Jobs, Dr. Reddy's Foundation, V-shesh, La-Monnaie Skills, The Association of People with Disability, Sai Swayam Society, Sarthak Foundation, Mann, Deaf Enabled Foundation, Seva in Action, Samarthanam Trust, Ace Social Foundation, and Voice for Youth Trust. We also leverage our partners for organizing sensitization workshops, conducting the job mapping exercise and for training our PwD colleagues.

This year, Adil Salim Patnakar, a speech and hearing impaired colleague working as a front end customer service associate at Star Bazaar, Mistry Bhawan store in Chrchgate was awarded winner of the National Award for Persons with Disabilities by TRRAIN Retail Awards on Feb 27, 2020.

As part of the Tata Volunteering Week, which occurs twice a year for a period of 8 weeks, employees organize and volunteer in community welfare activities. This year, 576 employees have clocked 930.8 hours of volunteering in organizing a range of initiatives such as plastic waste management, tree plantation, deaf awareness week, *dan utsav*, blood donation, road safety awareness campaign, etc. Apart from these, we have supported the flood relief initiatives in Kolhapur and Pune and distribution of blankets to the homeless during winters.

In May 2019, we launched the Menstrual Hygiene Initiative for women colleagues working across 52 Stores and Distribution Centres to provide access to affordable menstrual hygiene. A significant percentage of our workforce comprises of women. In India, 76% of the 350 million menstruating women do not have access to safe and hygienic sanitary pads. Menstrual health and hygiene is still a stigmatised topic. In our attempt to start dialogue on this subject and provide our front end women colleagues with access to affordable sanitary pads, we launched the Menstrual Hygiene Initiative which aims to provide low cost and affordable sanitary pads. Each month close to 1000 women working directly and indirectly for THPL benefit from this initiative.