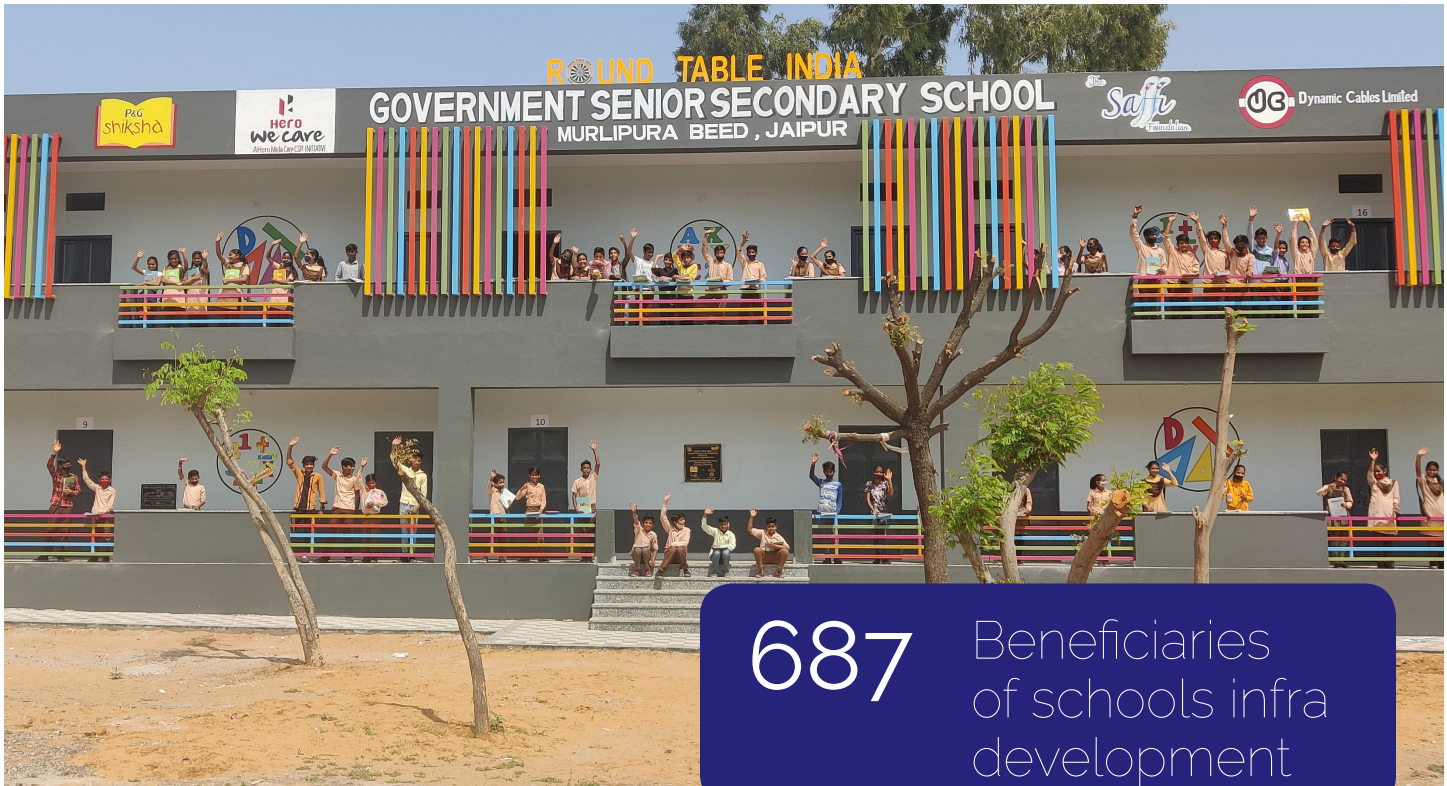


Education & skill development



Education is considered to be one of the most powerful instruments in the development of skills, abilities and knowledge among individuals, as also in the alleviation of poverty and unemployment. In the last couple of decades, the government of India has initiated various reforms and programmes to realise the goal of quality basic education across the country and also to make such education accessible to all.

India's Right to Education (RTE) Act, 2009, ordains that every child between the ages of 6 to 14 years will have the right to free and compulsory education. Additionally, it recommends that each school be equipped with an all-weather building consisting of at least one classroom for every teacher and an office-cum-store-cum-head teacher's room; separate toilets for boys and girls; an adequate drinking-water facility; a kitchen where midday meal is cooked; a playground; and arrangements for securing the school building by boundary wall or fencing.

Since only school infrastructure is not sufficient to improve learning outcomes, several soft interventions also need to be planned and implemented, especially at the grassroots level.

It is against this backdrop that Hero MotoCorp has demarcated education as one of the flagship intervention areas under its CSR mandate. The company has been making concerted efforts to improve facilities as per the needs of schools, as recommended by National Policy on Education (NPE), 1986, as well as RTE Act, 2009.

The primary objective of Hero MotoCorp's programme is to create an enabling, encouraging and motivating environment for dissemination of quality education at government schools in rural India. Conceptualised to complement the Right to Education Act, the programme focuses on creating permanent infrastructure as well as putting together the elements needed for an ecosystem that will pave the way for

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government schools in the rural to eventually match the performance and outcomes of their privately run counterparts.

The primary components of the education programme are discussed below.

Providing infrastructure and essential resources

Constructing or refurbishing the school building, renovating classrooms and playgrounds, putting up boundary walls, and providing necessary furniture as well as basic resources like schoolbags, stationeries and books are among the areas covered under this project. In some of the schools that had irregular power supply, solar-power plants were installed.

Most schools in the vicinity of the company's plants now boast of upgraded infrastructure, with full-

In FY 2021-2022

5,120 Beneficiaries
of soft
interventions

fledged libraries, science laboratories, auditoriums and play areas including basketball and badminton courts. Hero MotoCorp has also extended its support to infrastructure development in select colleges and universities offering professional degrees to deserving students.

In FY 2021-22, 687 students benefitted from the company's interventions focused on infrastructure development.

Soft interventions to improve learning outcomes

Going beyond infrastructural development, we have partnered with professional non-profit entities to engage meaningfully with school students and as part of that engagement, help them in resolving issues that could be hindering their overall growth.

- Remedial classes

Due to multiple reasons including hardships brought about by their socio-economic circumstances, hundreds of students across government schools are not able to cope with the demands of the conventional grading system. In the process, some of them even get left out of the mainstream education system. Hero MotoCorp's remedial education project is an endeavour to support such children.

- Scholarships

Scholarships for deserving students in schools, colleges and universities are a part of the company's education intervention. The primary objective is to ensure that the education of talented and promising students does not get compromised due to financial or other constraints. Every year, we get recommendations from schools and universities for supporting students with scholarships for their higher education.

