Corporate Social Responsibility | Australia and New Zealand

Impact through empowerment
Impact through empowerment

At Tata Consultancy Services we believe in creating positive social and environmental impact through the empowerment of individuals and communities. We aim to put our core business, technology, to use to address challenges in the communities in which we work. Our people aspire to transfer their skills and expertise in technology to empower others to innovate and create positive social and environmental change.

“The core of Corporate Social Responsibility lies in determining the radius of responsibility that a business is willing to extend. If businesses see themselves as sustainable in the long run, then this radius will be greater. TCS values Corporate Social Responsibility not only for the immediate benefits that it may bring to business but also for its contribution towards strengthening the socio-economic fabric of communities across the world.”

Dr Joy Deshmukh Ranadive, Global Head of Corporate Social Responsibility Tata Consultancy Services

_Pictured:_
Ruchi Gangar, Tata Consultancy Services participating in the Australian Business and Community Network 121 maths mentoring program at Guildford Public School.
“Our Corporate Social Responsibility program aims to address challenges relevant to the Australian and New Zealand communities. The low take up of Science, Technology, Engineering and Mathematics (STEM) is a national economic concern; lagging technology capability in the not-for-profit sector is hampering productivity and social change, environmental sustainability is critical in every country and in Australia the issue of cross cultural understanding is critical for a harmonious and innovative society. We believe that through our core business we can have a positive impact on these challenges.”

Karen Iles, Head of Corporate Social Responsibility Tata Consultancy Services Australia and New Zealand

Corporate Social Responsibility at Tata Consultancy Services Australia and New Zealand

In Australia and New Zealand we aim to have a positive impact in the areas of Science, Technology, Engineering and Mathematics (STEM) education; health; environmental sustainability and the cross cultural relationship between Australia and India.

We make an impact in the following ways:

- Leveraging core business to impact the community (STEM and pro bono programs)
- Community volunteering involving our people and their families
- Philanthropic support for charities
- Sustainable business operations
- Collaboration with community organisations, governments and our clients

Pictured: High potential students selected from the Tata Consultancy Services STEM programs are invited to participate in our annual Summit. The Summit enables selected students to participate in an executive level business conference and network with business leaders.
**Business for social good**

Corporate Social Responsibility (CSR) is embedded in the ownership structure of the Tata Group. At Tata Consultancy Services CSR is at the centre of the business model.

The distinctive structure of the Tata group is attributed to the philosophy of the founder Jamsetji Tata. 66% of the equity in Tata and Sons (the majority shareholder, 74% in Tata Consultancy Services) is held by the Tata Trusts.

Our commitment to global leadership for Corporate Social Responsibility is evidenced in our support for the United Nations Sustainable Development Goals, membership of the United Nations Global Compact (and local UNGC Network Australia) and support for the Global Reporting Index (GRI). TCS releases an annual sustainability report using the GRI framework.

For further detail on our CSR achievements visit [www.tcs.com/about/corp_responsibility](http://www.tcs.com/about/corp_responsibility)

“In a free enterprise, the community is not just another stakeholder in business, but is in fact the very purpose of its existence.”

**Jamsetji Tata, Founder of the Tata Group, 1868**

“We have a unique opportunity to grow and lead our industry to greater heights with a strong focus on our customers; a culture of innovation and collaboration; a platform for our employees to realise their potential and make a strong impact on society.”

**N. Chandrasekaran, CEO and MD Tata Consultancy Services**

*pictured:* Tata Trusts Sukhi Baliraja livelihoods initiative, India.
Case study: Tata Trusts

For over 100 years the Tata Trusts have supported communities in India. Through grant-making, direct implementation and partnerships, the Tata Trusts support and drive innovation in areas such as education; healthcare and nutrition; environmental sustainability; enhancing civil society and governance; rural livelihoods and the arts.

66% = Tata Sons Limited equity owned by the Tata Trusts

74% = Tata Consultancy Services equity owned by Tata Sons Limited

Pictured: Tata Trusts Rajasthan nutrition initiative, India.
Pictured:
Students participating in the Go4IT program, 2016.
Leveraging core business for social change

As a world-leading technology company, we have leveraged our core business, and the skills and expertise of our technology professionals, to create a positive impact on STEM in Australia. It is a natural fit that we leverage our core business, technology, to address the issue of Science, Technology, Engineering and Mathematics (STEM) education.

The shortfall in Australian Science, Technology, Engineering and Mathematics (STEM) disciplines is well documented. Left unchanged it will negatively impact the Australian economy and livelihoods of Australians.

At Tata Consultancy Services we aspire to play our part in increasing the number of students studying STEM and increasing gender diversity in the technology industry.

It is projected that 75% of Australia’s fastest growing occupations will be in STEM\(^1\) with an additional 100,000 IT professionals needed by 2020\(^2\). But with low STEM take up by students the pipeline does not exist to support this growth.

In OECD countries less than 1 in 20 girls consider a career in STEM compared to 1 in 5 boys\(^3\). Women make up less than a third of Australia’s STEM-qualified workforce\(^4\). The under-representation of women in STEM compounds the pipeline challenge.

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3. Early gender gaps drive career choices and employment opportunities, OECD, 5 March 2015.
Impact through empowerment

Case study: Empowering students and teachers in Science, Technology, Engineering and Mathematics

Targeting both students and teachers, the Tata Consultancy Services STEM program is designed to support a pathway through primary, secondary and tertiary education into employment.

STEM program components

- Go4IT Women in STEM program targeted at young women in high school
- STEM mentoring programs for students in primary and secondary school
- Outreach events to inspire students to study STEM
- Initiatives with Australian Universities and scholarships to support study
- Internships and graduate opportunities for tertiary students
- Support for teachers
- Youth leaders network linking young professionals and students

“One of the key challenges in encouraging students to study Science, Technology, Engineering and Mathematics is connecting them to the careers that are available. Tata Consultancy Services is committed to providing experiential learning, inspiring students in STEM, and linking students to career paths.”

Jacqui Jones, CEO, Australian Business and Community Network
Pictured:
Tata Consultancy Services Youth Leaders
Network Founders: Tom Adderley, Pankaj Singh,
Marina Zavrnitsyna and Nikky Sun, 2016.
Case study: Go4IT inspiring young women into technology

The Tata Consultancy Services Go4IT STEM program is designed to inspire young women into technology.

Initiated in 2014, the week-long program provides 100 young women the opportunity to learn from role models, sharpen their coding and technical skills, develop employability skills and challenge their perceptions of technology and occupational gender stereotypes.

Outcomes include a significant increase in the number of girls considering a career in STEM (1 in 20 girls in OECD countries consider a career in STEM).

- Over 90% of students were inspired to consider a career in IT
- 100% of students agreed or strongly agreed that IT offers career opportunities for women
“Tata Consultancy Services is committed to creating opportunities for women in technology and dismantling gender stereotypes that exist in the industry. As one award-winning example we are very proud of, our Go4IT program in Australia is successfully offering opportunities for young women to become passionate about careers in technology, helping to inspire a new horizon of national innovation and leadership in an exciting, dynamic and highly-in-demand profession.”

Girish Ramachandran, President Tata Consultancy Services Asia Pacific

“The Go4IT Work Experience Program helps to inspire female students to consider roles and careers that perhaps that didn’t know existed or thought that they were capable of. On the surface the program may appear to be a regular Work Experience placement, but it is so much more.”

Teacher, Melbourne, March 2016

“It was a very unique experience and I think it was a rare opportunity to participate in such a program. It really helped me gain an insight into a career in IT and I am more confident in studying IT as a woman.”

Student, Go4IT program, Melbourne 2016

To hear from students, teachers and community partners about the impact of the Go4IT program watch the video on www.tcs.com/csr-anz
**Empowering communities with technology**

We believe that technology can transform lives and communities. Empowering the not-for-profit sector with world leading technology solutions can build their organisational capability and capacity to create greater social and environmental impact.

**Case study:** In 2015, Tata Consultancy Services formed partnerships with six not-for-profit organisations to deliver transformative IT services with a combined value of $1 million.

“Australian non-profit associations, charities and social enterprises continue to lag in the adoption of information and communications technologies. This has led to a substantial sector of the Australian society and economy failing to benefit from the productivity growth afforded by technology.”

*The Australian Productivity Commission report Contribution of the Not-for-Profit Sector, 2010*

“We are passionate about supporting not-for-profit organisations to achieve their goals. At Tata Consultancy Services we are not medical researchers, health care professionals, educators or environmental scientists. But as a world leading technology company we can play our part in supporting these professionals and change-makers to do what they do best – change lives and protect our environment. This is what we mean when we say ‘Impact through empowerment’.”

*Karen Iles, Head of Corporate Social Responsibility Tata Consultancy Services Australia and New Zealand*

Find out more about the Tata Consultancy Services pro bono program and hear from our community partners at [www.tcs.com/csr-anz](http://www.tcs.com/csr-anz)
Pictured:
Sovon Thakur, Client Partner Tata Consultancy Services, Nirmal Kumarvel, Tata Consultancy Services, Pradeep Damerla, Project Lead Tata Consultancy Services, Madhan Kandaswamy, Tata Consultancy Services, Jayne Blake, CEO Heartkids Australia, Lisa Selbie, Chairperson Heartkids Australia, Karen Iles, Head of Corporate Social Responsibility Tata Consultancy Services, Geoff Strange, Board Member Heartkids Australia. Launch of HeartKids Registry, 2016.
“We believe a mobile app for young people with Cystic Fibrosis will make a huge difference to their physical and mental well-being.”

*Michele Adair, CEO Cystic Fibrosis New South Wales*

“The solutions provided by TCS will greatly improve our current donor systems, allowing us to invest further resources into fundraising activities which support wildlife and environment conservation activities on Phillip Island.”

*Dr Peter Dann, Penguin Foundation board member*

“Going in to this project we knew that it would be a once in a lifetime opportunity for the Hunter Medical Research Institute. Our experience has been wonderful. TCS have made every resource needed available to us. This means we have a well-executed technology project that has had impact across the organisation.”

*Sally Castle, Hunter Medical Research Institute*
Inaugural pro bono partnerships

Tata Consultancy Services was proud to partner with the following not-for-profit organisations:

**Australian Indigenous Leadership Centre**
Advisory services on technology solutions to empower greater reach for the Centre’s Indigenous leadership programs.

**Hunter Medical Research Institute**
Refreshed website to link medical researchers with each other and the community.

**Cystic Fibrosis New South Wales**
CF Buzz mobile app to empower young people with Cystic Fibrosis to manage their own health.

**HeartKids Australia**
Australian medical registry for congenital heart disease.

**Penguin Foundation**
Donor management and communications management system to enhance environmental conservation work.

**The Royal Hospital for Women Foundation**
Refreshed website to empower the community with information on women’s health and equip the Foundation to raise much needed funds.
Impact through empowerment

Inspiring a culture of giving

Each and every one of us has the capability to create a positive impact in the community. We encourage our employees to transfer their own skills and knowledge to the community and dedicate time to a community organisation and issue that interests them.

Case study: Tata Consultancy Services Purpose4Life initiative encourages all employees to volunteer in the community. In FY16 our people volunteered over 600,000 hours in local community organisations across the globe.

“The difference between what we do and what we are capable of doing would suffice to solve most of the world’s problems.”

Mahatma Gandhi

Pictured:
Tara Olsen, Shashank Mudholkar and April Tin, Tata Consultancy Services volunteering at Fareshare; Australia’s largest charity kitchen preparing meals for Melbourne’s homeless, disadvantaged and hungry.
Supporting multiculturalism, inclusion and diversity

Our roots are in India, but our branches spread across the globe.

At Tata Consultancy Services we believe we have a responsibility to support cross cultural understanding between Australia, New Zealand and India, to nurture the social and economic relationship between the countries.

We do this in a number of ways including:

- Support for the Australian Government New Colombo Plan
- Sponsorship of the annual Gandhi Oration hosted by the India-Australia Institute and the University of New South Wales
- Cultural diversity training and event program with Tata Consultancy Services staff and clients
- Maitree volunteering program to support Tata Consultancy Services families who have migrated to Australia to link with the Australian community

“I strongly believe that transnational companies have a duty to contribute to the wellbeing of all countries and communities from whom they earn revenue and profits, promoting cross cultural understanding and fostering bilateral partnerships for mutual benefit founded on mutual respect.”

Neville Roach AO, Chair, Advisory Board for Tata Consultancy Services Australia and New Zealand and Chair, Corporate Social Responsibility Committee Tata Consultancy Services Australia and New Zealand
An invitation to collaborate

Our aspirations for social change are ambitious. By collaborating with the community sector, governments and our clients we believe, together, we can create a positive social impact by addressing some of the most pressing challenges of our time.

We would like to thank our existing collaborators. Their partnership, support and advice are enabling us to create a lasting impact on the lives of individuals and our community as a whole.

- Australian Business and Community Network
- Australian Computer Society Foundation
- Australian Indian Business Council
- Australian Indigenous Leadership Centre
- Australian Information Industries Association
- Clean Up Australia
- Confederation of Indian Industry
- Conservation Volunteers Australia
- CSIRO
- Cystic Fibrosis New South Wales
- Diversity Council of Australia
- Good Company
- HeartKids Australia
- Hunter Medical Research Institute
- National Association of Software and Services Companies
- Tata Consultancy Services clients
- The Penguin Foundation
- The Royal Hospital for Women
- United Nations Global Compact Network Australia

To connect with the Tata Consultancy Services Corporate Social Responsibility team please email team anz.csr@tcs.com

For further information about our existing Corporate Social Responsibility priorities and collaborations in at Tata Consultancy Services please visit www.tcs.com/csr-anz

Front cover image: Students participating in the Go4IT program, 2016.

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Pictured:
Students participating in the Go4IT program, 2016.
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