

# 2025

# India Social Responsibility Report



Impact where it matters.®

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About  
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# A letter to our stakeholders

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At ZS, our mission to improve life and how we live it extends beyond the outcomes we deliver for our clients. By transforming ideas into impact, we aim to bring better solutions to the people our clients serve, while also engaging responsibly with the communities around us. This belief drives our commitment to creating shared value by growing as an organization while giving back significantly to society.

In India, our corporate social responsibility (CSR) efforts are anchored in four priority areas where sustained focus can spark real and lasting change: healthcare, education, environment and sustainability, and economic empowerment. These areas reflect the most pressing needs of our communities today, and the opportunities where, by partnering with the right organizations, we can create a measurable and meaningful impact.

Over a decade has passed since India's CSR legislation came into effect, marking a significant shift in how organizations engage with communities and contribute to social development. For ZS, this milestone offered an important opportunity to pause and reflect on how far we have come, the impact we have created, and where

we aspire to go next. As our CSR portfolio has grown in both scale and complexity, we felt it was the right time to step back and evaluate our programs more holistically.

To support this reflection, we partnered with an independent third-party consultancy to review our CSR strategy, programs and projects. This exercise provided valuable perspectives for us, our nonprofit partners, stakeholders and our volunteers, helping us understand what has worked well and where we can further strengthen our approach. The insights from this evaluation are shaping our roadmap for the next five years, with outcomes beginning to take form in the next financial year (FY 2026-27), guided by renewed clarity, purpose and a deeper intent to give back in more profound ways.

This year also marked several important milestones across our focus areas.

In healthcare, we continued to deepen our long standing partnership with Shrimad Rajchandra Love and Care (SRLC) to combat anemia in underserved communities, with 361,440 individuals screened during FY 2025-26.

Our HPV vaccination program for adolescent girls received recognition from the Honorable Mayor of the Pune Municipal Corporation for supporting the vaccination of over 3,200 girls.

Under education, we celebrated a proud moment with the inauguration of a state-of-the-art robotics experiential lab at the National Council of Educational Research and Training (NCERT) in New Delhi, developed in partnership with Robotex India. This lab is designed to strengthen STEM education and will train more than 6,000 teachers annually, helping establish a strong foundation for future-ready learning.

In the environmental thematic area, we were delighted to formally hand over the Judola Pond rejuvenation project in Gurugram, implemented in partnership with Say Earth. While the restoration was completed in the previous financial year, this year focused on maintenance and stewardship, allowing us to witness the tangible results of our efforts as the pond filled with water post-monsoon and can now store 53,811 kL of water. ZS volunteers further contributed by beautifying the surrounding walls and planting saplings, creating

a natural green boundary around the pond. Located beside the village temple, the pond has also regained its place as an important cultural and community gathering space for nearly 4,000 residents.

Under economic empowerment, we continued to strengthen women's livelihood initiatives through stitching and vocational education programs. As a tangible outcome of our digital literacy program in Bihar, implemented in partnership with the Jeevan Stambh Foundation (JSF), six participants secured employment at a leading cloth store, reinforcing our belief in skill-based interventions that enable long-term self-reliance.

What truly drives this work forward is the passion and commitment of our people. Across India, ZSers continue to invest their time, skills and energy by mentoring young learners, volunteering in underserved communities and supporting programs that deliver clear and tangible outcomes. Over the years, we have seen volunteers go beyond one-time engagements to build long-term commitments with initiatives they deeply believe in. Programs such as Digital Gurukul and partnerships with Shrimad Rajchandra Hospital and Research Centre (SRHRC) and JSF stand as strong examples of this sustained ownership, creating lasting impact through continued involvement.

Encouragingly, we are also seeing increased participation from business groups across ZS, with teams stepping up to take year-long ownership of programs and embedding social impact more deeply into the way we work at ZS and beyond.

We are equally thankful for our nonprofit partners; their deep-rooted understanding of local challenges and relentless efforts strengthen each initiative. Together with the active involvement of our volunteers, we can design and deliver programs that create meaningful change. Platforms such as ZS Cares Day bring this collaboration to life, uniting ZSers and nonprofit partners across India in a shared commitment to giving back. Last year, we had nearly 2,000 volunteers contributing 8,000 hours on International Volunteer Day. Through these collective efforts, we can create programs that not only address immediate needs but also open doors to long term advancement for individuals and communities.

As we look at the future, our focus remains strong. We will continue building meaningful partnerships, encouraging innovative approaches and contributing in initiatives that help individuals and communities thrive. While there is still more to be done, we are confident that with collective commitment and shared purpose, we can continue to drive impact where it matters most.



**Rohit Bhagwat**

Principal and Global Business Responsibility & Impact Steering Committee Member

## ZS India: Impact by the numbers

**INR 10.9 Cr**

spent to further social initiatives

**17 nonprofit**

partners

**425,583**

lives were touched through our initiative

**3,103 ZSers**

volunteered in CSR initiatives

**12,501**

volunteer hours were contributed



# Our focus areas





# Our focus areas

At ZS, social responsibility is central to our purpose and the way we create impact beyond business. Our work is guided by four priority areas: healthcare, education, environment and sustainability, and economic empowerment. Through initiatives across these areas, we aim to address pressing societal challenges, broaden equitable access to opportunities and help build stronger, more resilient communities.



## Healthcare + impact numbers:

Access to healthcare is a fundamental right and we remain committed to delivering equitable and sustainable healthcare for all. Our healthcare initiatives focus on preventive care, medical outreach and infrastructure development to ensure better health outcomes for underserved communities.

Number of initiatives: **5**

Beneficiaries: **3,76,313**

Nonprofit partnerships: **5**

## Education + impact numbers:

We believe in empowering the next generation through access to quality learning opportunities. From STEM education to scholarships and mentorship, our programs help students from underserved backgrounds build a brighter future.

Number of initiatives: **9**

Beneficiaries: **13,673**

Nonprofit partnerships: **8**



## Environment + impact numbers:

A sustainable future requires responsible action. Our green initiatives, including afforestation, water conservation and circular economy projects, contribute to restoring and protecting natural ecosystems.

Number of initiatives: **5**

Saplings planted: **34,971**

Beneficiaries: **~4,000 village residents**

Nonprofit partnerships: **5**

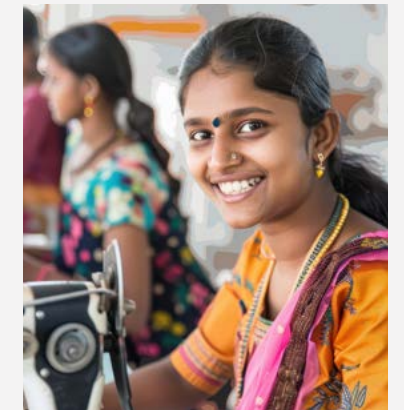
## Economic empowerment + impact numbers:

Sustainable livelihoods pave the way for financial independence. Through skill development, entrepreneurship support and digital literacy, we equip individuals, particularly women, with the tools to thrive.

Number of initiatives: **3**

Beneficiaries: **627**

Nonprofit partnerships: **3**



# Healthcare

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## Accessible and quality healthcare for all

Access to reliable, high-quality healthcare remains a major challenge for many communities across India, especially in remote and underserved areas. At ZS, advancing equitable and sustainable healthcare is deeply connected to our purpose and to the expertise we contribute within the broader healthcare ecosystem.

Through long-term collaborations with nonprofit partners and community institutions, we support initiatives that widen access to essential medical services for underserved groups. Our efforts focus on strengthening healthcare delivery through direct clinical support, infrastructure improvements and inclusive care models designed to create better and lasting health outcomes for the communities we serve.

### Combating anemia:

Expanding reach, accelerating impact

**NGO:** Shrimad Rajchandra Sarvamangal Trust

**Location:** Valsad and Navsari District, Gujarat

**Website:** [loveandcare.srmd.org](http://loveandcare.srmd.org)

For the past four years, ZS has partnered with Shrimad Rajchandra Love and Care (SRLC) to combat anemia in Valsad and Navsari, a region where the condition remains highly prevalent. This long-standing collaboration focuses on identifying and supporting individuals most at risk through community-level screenings, follow-up monitoring and awareness initiatives that promote timely care and intervention.

This year, the program significantly broadened its reach and deepened its impact. With strengthened on-ground

efforts and continued collaboration between SRLC and ZSers, the initiative was able to scale screening activities and connect with a substantially large number of individuals across the community.

### Program scale

**361,440**

individuals screened during FY 2025-26

Implemented across **schools and community settings**

Strong follow-up design with **repeat screenings for continuity of care**



### Program effectiveness (key metrics)

**23.6%**

overall anemia prevalence, largely driven by mild cases

**66.9%**

beneficiaries underwent multiple screenings, enabling outcome tracking

**78.8%**

of treated anemic beneficiaries showed hemoglobin improvement

**11,259+**

individuals transitioned out of anemia during the year

Net severity shift index: +0.99, indicating movement toward healthier categories

Quarter-on-quarter decline in anemia prevalence, reflecting sustained impact

## Clinical outcomes

**Mild anemia cases** showed the highest recovery, with most transitioning to non-anemic status

**Moderate and severe anemia cases** remained low (under 2%), indicating effective early intervention

Repeat screenings demonstrated **higher recovery rates with continued participation**

Our commitment to this mission goes beyond financial contributions; it's about creating lasting impact. While our contribution plays a crucial role in enabling on-ground efforts, what truly sets this initiative apart is the active involvement of ZSers. By applying ZS's strengths in data analytics, healthcare strategy and process optimization, we have helped elevate the program's effectiveness, ensuring measurable improvements in health outcomes and driving long-term change.

Together with SRLC, we remain committed to creating meaningful change and working toward a future free from anemia.

## Success story:

A six-year-old student diagnosed with moderate anemia during a routine school screening recorded a **hemoglobin level of 8.1 g/dl**. Following three months of iron supplementation, dietary counseling and regular monitoring, her **hemoglobin improved to 12.5 g/dl**. Beyond clinical recovery, teachers observed improved energy levels, attentiveness and participation in school activities, demonstrating a link between health, learning and overall well-being.

### Pro bono:

**Strengthening anemia mitigation through data and digital innovation**  
**ZS in partnership with Shrimad Rajchandra Hospital and Research Centre, 2026**

Shrimad Rajchandra Hospital & Research Centre runs one of India's largest anemia mitigation programs, delivering screenings and follow-up care across schools, community camps, hospitals and institutions. As the program scaled to

millions of beneficiaries across multiple states, ensuring **data quality, beneficiary continuity and outcome measurement** became critical to sustaining and amplifying impact.

Building on our ongoing partnership since 2022, the third phase in 2026 marked a five-month **pro bono engagement in 2026**, ZS Associates partnered with SRHRC to strengthen the program's digital and analytical backbone—enabling the organization to move from fragmented data and manual processes to **reliable, outcome-oriented decision-making at scale**.

ZS designed a **standardized data intake and validation framework**, ensuring partner data was analysis-ready at source. A robust **beneficiary identification and deduplication approach** was developed to enable longitudinal tracking across screenings and follow-ups. ZS also led a comprehensive enhancement of the SRH screening mobile application, introducing structured workflows, field-level validations, improved offline safeguards and clearer duplication resolution—reducing errors and improving on-ground usability.

On the analytics front, ZS consolidated multi-year screening data (Jan. 2024-Feb. 2026) to build a comprehensive outcomes measurement framework. Over this period, **3.38 million+ beneficiaries were screened**, with **87% recording hemoglobin levels** at least once. Approximately **430,000 beneficiaries underwent repeat screenings**, of whom **~268,000 showed measurable hemoglobin improvement**, and **~99,000 transitioned to non-anemic status**. Approx 40% now testing positive for anemia, down from 63% in FY 2024-25.

Beyond health outcomes, the engagement delivered lasting operational value—**reducing manual data effort by ~70%**, saving 3-4 days per month for field and central teams, and significantly improving visibility into program performance.

This pro bono partnership reflects ZS's commitment to applying its core strengths—analytics, digital design and problem-solving—to help high-impact health programs scale with confidence, precision and accountability.

Testimonial



Collaborating with SRHRC on the anemia mitigation pro bono project was a truly enriching experience. Witnessing the real-world impact of the program firsthand was both inspiring and motivating. The project offered valuable exposure to patient journeys and the unique technical challenges within the Indian healthcare ecosystem, which were meaningful to solve.

This collaboration delivered measurable outcomes, reducing manual data effort by ~70%, saving three to four days per month for field and central teams, and significantly improving program visibility. The pro bono partnership is a strong reflection of ZS's commitment to applying analytics, digital design and problem-solving to help high-impact health programs scale with confidence and accountability.

**Apoorva L. Sharma**  
Consultant (Gurugram), ZS

## Preventing cervical cancer: Expanding access to early protection

**NGO:** Jivika Healthcare

**Location:** Pune, New Delhi, Bengaluru

**Website:** <https://jivikahealthcare.com/>

Cervical cancer remains one of the leading causes of cancer-related deaths among women in India, despite being largely preventable through timely vaccination and early screening. Yet limited awareness and restricted access to preventive healthcare continue to place many young girls and women at risk.

This was our second year of partnership with Jivika Healthcare to expand access to HPV vaccination and strengthen awareness around cervical cancer prevention. This year, the program advanced its impact further, reaching more communities across the country. A total of 3,281 girls between the ages

of 9 and 14 received the HPV vaccine, underscoring the importance of early protection and proactive healthcare.

The initiative also received public recognition in a press release from the **Government of Maharashtra Chief Minister's Office (CMO)**, where the CMO acknowledged ZS as one of the key corporate partners supporting the effort and was also felicitated by the **Honorable Mayor of the Pune Municipal Corporation**.

Through this ongoing partnership, we remain committed to advancing preventive healthcare and protecting the well-being of future generations.





## Strengthening access to healthcare in urban communities

**NGO:** JSF, New Delhi | Seva Arogya Foundation, Pune

**Location:** New Delhi and Pune

**Website:** <https://jeevanstambh.in/> | <https://www.sevaarogya.org/>

Over the year, ZS worked with JSF and Seva Arogya Foundation to deliver

preventive and primary healthcare interventions to **Aarogyam** and **Arogyavardhan** across underserved urban communities. These initiatives focused on improving access to early diagnosis, treatment and follow-up care by bringing health services closer to communities with limited access to formal healthcare systems.

The program addresses a wide spectrum of healthcare needs across age groups, ranging from women's health checkups and anemia screenings to nutritional and

developmental assessments for children, to vision and general health evaluations for older adults. Beyond medical support, the initiative also focuses on promoting hygiene practices and preventive healthcare habits, empowering communities to make healthier day-to-day choices.

Testimonial from beneficiary



Earlier it was difficult for us to reach a doctor even for small health problems. Through this health camp, I received a proper check-up and consultation, which helped me understand my health better. Now, I am much more aware and conscious about taking care of my health."

**Patient who visited health camp**

## Key health outcomes

**6,900+**

**patients** treated through structured weekly outpatient department visits

**5,200+**

**beneficiaries** served through preventive medical camps

**1,150+**

**families** reached through health awareness and counseling initiatives

**530+**

**individuals** referred to advanced and specialized care, including cataract surgeries

Strong female participation, with women forming the majority of beneficiaries served

Through these continued efforts, the initiative has expanded access to essential healthcare and strengthened overall health awareness within the communities it serves.

## Yolo Health ATM teleconsultation services were enabled

To address access barriers in underserved urban communities, the Aarogyam initiative integrated **teleconsultation services** as a core component of its digital healthcare strategy. During the reporting period, **730 teleconsultations** were delivered, enabling timely access to medical advice for individuals facing mobility, income and time constraints.

Teleconsultations primarily addressed **respiratory illnesses (28%), skin and fungal infections (29%), general fever and viral conditions (18%), musculoskeletal pain (16%) and eye infections (9%). Women accounted for 55%** of beneficiaries, underscoring strong uptake among caregivers and vulnerable populations.

### This digital intervention contributed to:

- **Improved access to qualified medical guidance** in communities with no baseline telehealth penetration
- **Reduced dependency on over-the-counter medication**, addressing unsafe self-medication practices
- **Earlier diagnosis and appropriate care seeking**, strengthening healthcare utilization

By embedding teleconsultation within community-based healthcare delivery, Aarogyam advanced the **National Health Mission-aligned goals on access, early care and last-mile service delivery**, while demonstrating the potential of digital health solutions in underserved urban settings.



## Mobile medical units: Strengthening last-mile healthcare delivery

To extend healthcare access to populations beyond the reach of fixed facilities, the Aarogyam initiative deployed **mobile medical units (MMUs)** as a critical last-mile service delivery mechanism. These units enabled on-site medical support in **remote, underserved and crisis-affected locations**, addressing access barriers related to distance, mobility and infrastructure gaps.

### MMU outreach during the reporting period:

- Delivered primary healthcare services to **250 flood-affected individuals in Punjab**, supporting communities during a public health emergency

- Reached **600 individuals in remote and hard-to-access areas**, enabling consultations and basic screenings where formal healthcare access remains limited

MMU services primarily addressed chronic musculoskeletal pain, respiratory illnesses, general fever and weakness, gastrointestinal conditions and previously undiagnosed hypertension and diabetes, highlighting the dual burden of chronic disease and access gaps in underserved populations.

By integrating mobile medical units into the community healthcare model, Aarogyam strengthened last-mile healthcare delivery, complemented digital and camp-based interventions, and advanced National Health Mission-aligned goals on equitable access and outreach.

### Pro bono:

#### JSF: Pro bono digital health enablement

**ZS** partnered with **JSF** to enhance the effectiveness of its community health camps serving underserved populations. Through on-ground visits and close

collaboration with the JSF leadership team, key operational gaps constraining continuity of care and program scalability were identified, including manual patient registration, limited follow-up tracking and lack of centralized data visibility.

To address these challenges, ZS designed and implemented a low-cost, Excel-based digital solution tailored to real camp conditions. The tool enables:

- Digital patient registration and longitudinal health records
- Tracking of doctor consultations and follow-up visits
- Medicine inventory management
- Automated dashboards for real-time reporting and insights

The solution was intentionally built to be **privacy-compliant, easy to operate** and independent of complex IT infrastructure, ensuring seamless adoption by volunteers and clinicians.

The system has been successfully adopted across multiple JSF health camps and is

now embedded in routine operations. Recognizing its value, the engagement has been extended through FY 2025-26, positioning the model for broader scale and replication in similar settings.

## Impact



- Driving measurable efficiency and reach:** JSF has digitized patient data across **13 health camps** and **1,000+ patients to date**, using the tool's built-in dashboard to directly monitor care delivery. Based on their own estimates, digitization can reduce operating costs by **~18.5%**, potentially enabling care for **~925 additional patients** at current contribution levels
- Enabling better care continuity and targeting:** Digital capture has strengthened JSF's ability to **track follow-up visits, medication usage and longitudinal patient records**, allowing more **tailored interventions** and improved

visibility into community health needs—capabilities that were not possible with manual records

- **Building a scalable foundation for growth:** With ~5,000 beneficiaries cited as the current program scale and ongoing data ingestion continuing, JSF is now focused on next-step enhancements such as **privacy-safe unique patient IDs and simplified clinical data capture**, signaling a shift from digitization to scalable, repeatable operations



Testimonial from a ZSer who worked with JSF on the pro bono project

Working for JSF was deeply meaningful for me and my team, as it allowed us to translate our analytical thinking into real on-ground impact. Through close collaboration with the JSF leadership and health camp teams, we helped move them from a fully manual system to a simple, scalable digital patient tracking setup that could actually work in resource-constrained camp settings.

This shift unlocked far more than just digitization, it enabled continuity of care through follow-up tracking, improved visibility into medicine usage and data-driven decision-making for future camps. Seeing the solution adopted across 13 health camps, supporting 1,000+ patients, and helping drive sizeable cost efficiencies, with the potential to extend care to additional patients in the future, reinforced how thoughtful, low-cost digital enablement can tangibly expand healthcare access for underserved communities. It was one-of-a-kind and different to the kind of work we usually do in consulting.

**Subhro Bardhan**

Consultant (Gurugram), ZS



## Ensuring dignity and care for abandoned elderly

**NGO:** Saint Hardyal Educational and Orphans Welfare Society (SHEOWS)

**Location:** New Delhi

**Website:** <https://www.sheows.org/>

ZS continued its partnership with Saint Hardyal Educational and Orphans Welfare Society (SHEOWS) to support 100+ older individuals who have been abandoned or are experiencing homelessness in the Delhi NCR region. Through this collaboration, we focused on ensuring access to essential services such as shelter, medical care,

nutritious meals and day-to-day caregiving support for residents at SHEOWS' ashrams.

Beyond financial support, ZS volunteers also spent time engaging with the residents through visits and small celebrations, bringing moments of companionship and joy to their daily lives. These interactions helped foster a sense of community and belonging, reinforcing the importance of dignity and care for older adults.

By supporting reliable access to medical care and a safe, supportive living environment through volunteering, the SHEOWS intervention helped vulnerable elderly residents live healthier, safer and more dignified lives. The program highlights the importance of structured, long term elderly care systems in addressing the complex health needs of an aging population.

### Volunteering:

ZS maintains consistent volunteering engagement with SHEOWS, where employees regularly spend time with older residents through meaningful interactions

and celebrations. ZSers actively participate in occasions such as Independence Day, New Year and Women's Day, bringing joy, companionship and a sense of community to the residents. To deepen this engagement, a dedicated volunteering month is selected each year, enabling more structured and sustained interactions with older adults, reinforcing continuity and impact beyond one-time visits.

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**“I hadn't sung since my wife passed. That day, I felt her sitting beside me again.”**

—**Baba**, once quiet, sang an old song during karaoke

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At ZS Cares, we believe in the power of purpose-driven engagement, and in the month of June, our volunteers proved just that.

Over four meaningful Thursdays, 84 ZSers spent time at **SHEOWS Elderly Care Centre**, connecting with nearly 300 senior residents through yoga, games, art, music and stories. Each themed day—Back to Bachpan, Joy and Wellness, Filmy Funday and Garden of Joy—was designed to spark laughter, creativity and deep emotional bonds.

**“I felt seen, heard and loved. These days reminded me that I can still create, connect and be joyful.”**

—**Amma**, hesitant at first, picked up a crayon and drew a marigold



## Impact



- Rekindled joy and dignity among residents
  - New friendships and weekly activities that continue
  - Art and memories that now line the centre’s walls
  - Moments that bridged generations
- This was more than volunteering. It was about **weaving joy, restoring connection and creating lasting change**, one shared smile at a time.



Testimonial

Every visit to SHEOWS fills my heart with immense joy. Seeing their smiling faces and the genuine happiness they express is truly priceless. Over time, the bond we’ve built with them has become something unforgettable and deeply meaningful.

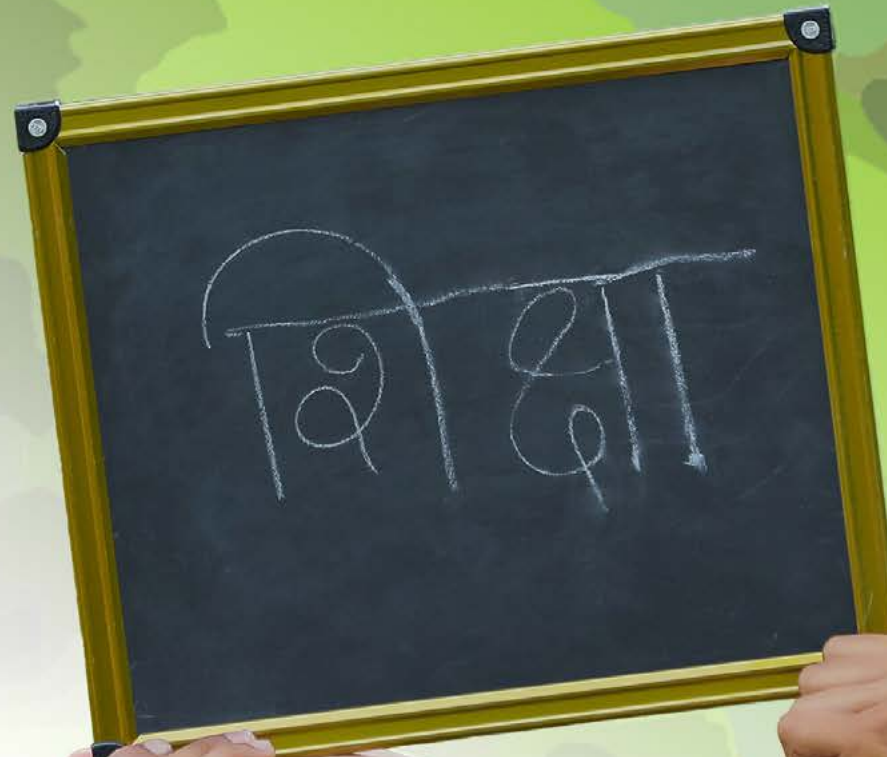
When they say, “aap jaldi jaldi milne aaya karo,” it touches the heart in a way that’s hard to describe—it makes us want to return again and again, just to spend more quality time with them. The moment we’re there, all our worries fade away, replaced by warmth and positivity.

Their innocent requests—asking what we’ve brought for them, urging us to sing, dance and simply be with them—make it feel less like a visit and more like being with family. Those moments of laughter, connection and togetherness are what make SHEOWS so special. It’s not just about spending time; it’s about creating memories, sharing love and feeling a sense of belonging that stays with us long after we leave.

**Anju Bisht**  
Associate (Noida), ZS

# Education

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## Empowering learners across every stage

Quality education plays a vital role in shaping equitable societies and expanding opportunities for future generations. Yet, many children across India continue to face barriers to consistent learning due to limited resources and systemic gaps. To help bridge this gap we work with nonprofit partners and engage our volunteers to strengthen access to learning resources, support foundational education and create enabling environments where students can grow with confidence.

### ZScholarship Program Enabling access to education

**NGO:** Buddy4Study India Foundation

**Location:** Pune, Gurugram, Noida and Bengaluru

**Website:** <https://www.buddy4study.com/page/zscholars-program>

ZS continues to partner with Buddy4Study India Foundation to support the ZScholarship Program, a technology-enabled initiative designed to help students from underserved backgrounds pursue their education with greater confidence. The program goes beyond financial assistance by integrating mentoring and structured progress tracking to support students throughout their academic journey.

By combining scholarships with guidance and monitoring, the initiative aims to create a supportive ecosystem that helps students stay on track academically and build aspirations for higher education and future careers.

Through this program, 252 students across multiple cities received support to continue their education and work toward improved learning outcomes.



### ZScholars Mentorship Program

Stepping into its third year, the ZScholars Mentorship Program reinforces ZS's commitment to nurturing talent beyond financial support. Through this initiative, ZSers volunteer as mentors, guiding ZScholars—students from underserved backgrounds through their academic and professional journeys.

The program focuses on building soft skills, confidence and career readiness, while also offering real-world exposure through structured mentoring sessions and skill-building workshops. Over the past year, **159 ZS mentors** supported **160 scholars**, contributing more than **317 hours of volunteering**. These efforts have fostered meaningful connections and created a lasting impact, with mentoring engagements continuing to gain momentum.



Testimonial

I have been actively engaged in volunteering since 2022, during which time I have had the privilege of leading the Buddy4Study program. Being part of an initiative that creates a meaningful and lasting impact on children's lives has been both rewarding and inspiring.

Throughout this journey, I have consistently received strong support from both leadership and my team, whose active participation in volunteering initiatives has been instrumental in expanding our reach and impact. Early in my engagement with the Buddy4Study students, I was struck by their enthusiasm to explore careers in the corporate world. This motivation encouraged me to design and implement annual workshops focused on soft skills development, particularly as each batch completes its learning cycle.

Recognizing the positive outcomes of these efforts, my leadership has entrusted me with the responsibility of leading space-level volunteering initiatives. I am pleased to share that our team will be the first to implement a year-long volunteering program, and I will be leading this initiative.

This opportunity is a testament to the impact we have created and serves as a strong motivation for me to continue driving meaningful and sustained change through volunteering.

**Akshita Mankad**  
Senior Associate (Pune), ZS



Testimonial from beneficiary

ZS organized a one-day workshop focused on soft skills, resume building and cybersecurity awareness, during which we contributed by delivering structured guidance and support in enhancing participants' soft skills and developing professional, well-crafted resumes.

The workshop organized by ZS was highly informative, engaging and well-structured. The soft skills sessions improved my communication and confidence, while the resume-building guidance offered practical insights into structuring content and presenting strengths effectively. The hands-on approach and personalized feedback made the experience impactful and better prepared me for upcoming interviews

**Vasu Pitambari**  
Buddy4Study mentee

## Program highlights

**83** new scholars joined the cohort, with

**41** pursuing general undergraduate degrees

**42** enrolled in professional undergraduate programs

**34** young women are part of this year's cohort, charting their paths toward brighter futures

**22** scholars come from **17** aspirational districts, highlighting the program's effort to address regional inequalities and expand access to opportunity

**86%** of newly selected scholars come from households with annual incomes below **₹1.2 lakh**, reflecting the depth of financial need the program is designed to address

**96%** of newly selected scholars scored 80% or above, underscoring the strong academic potential of students who simply needed a fair chance



## Teach to lead: Supporting the Teach For India fellowship

**NGO:** Teach For India

**Location:** Pune, New Delhi, Bengaluru

**Website:** <https://www.teachforindia.org/>

ZS continues to partner with Teach For India to support the Teach For India fellowship, an initiative that places passionate young leaders in

underserved schools to address educational inequity and strengthen learning outcomes. Through this partnership, fellows work closely with students in classrooms, combining academic instruction with mentorship and leadership development.

Beyond teaching core subjects, such as English, mathematics and social sciences, fellows help create learning environments that encourage curiosity, confidence and critical thinking among students from underserved communities. Their role also

extends to nurturing broader life skills and aspirations, enabling students to envision and pursue opportunities beyond the classroom.

Through this ongoing initiative, 13 Teach For India fellows are supported across Pune, Delhi NCR and Bengaluru, contributing to improved learning experiences and helping shape the next generation of leaders.

## Volunteering:

As part of ZS's partnership with Teach For India, Digital Gurukul leveraged employee volunteering to strengthen digital and life skills among students from National Children's Academy, Pune. The initiative complemented classroom learning through a blended approach, combining volunteer-led digital sessions with experiential exposure beyond the classroom.

Over the course of the engagement, ZS volunteers facilitated interactive sessions focused on foundational digital literacy, communication and presentation skills, internet safety, responsible digital usage and an introductory exposure to AI, helping students build confidence, self-expression and early awareness of emerging technologies.

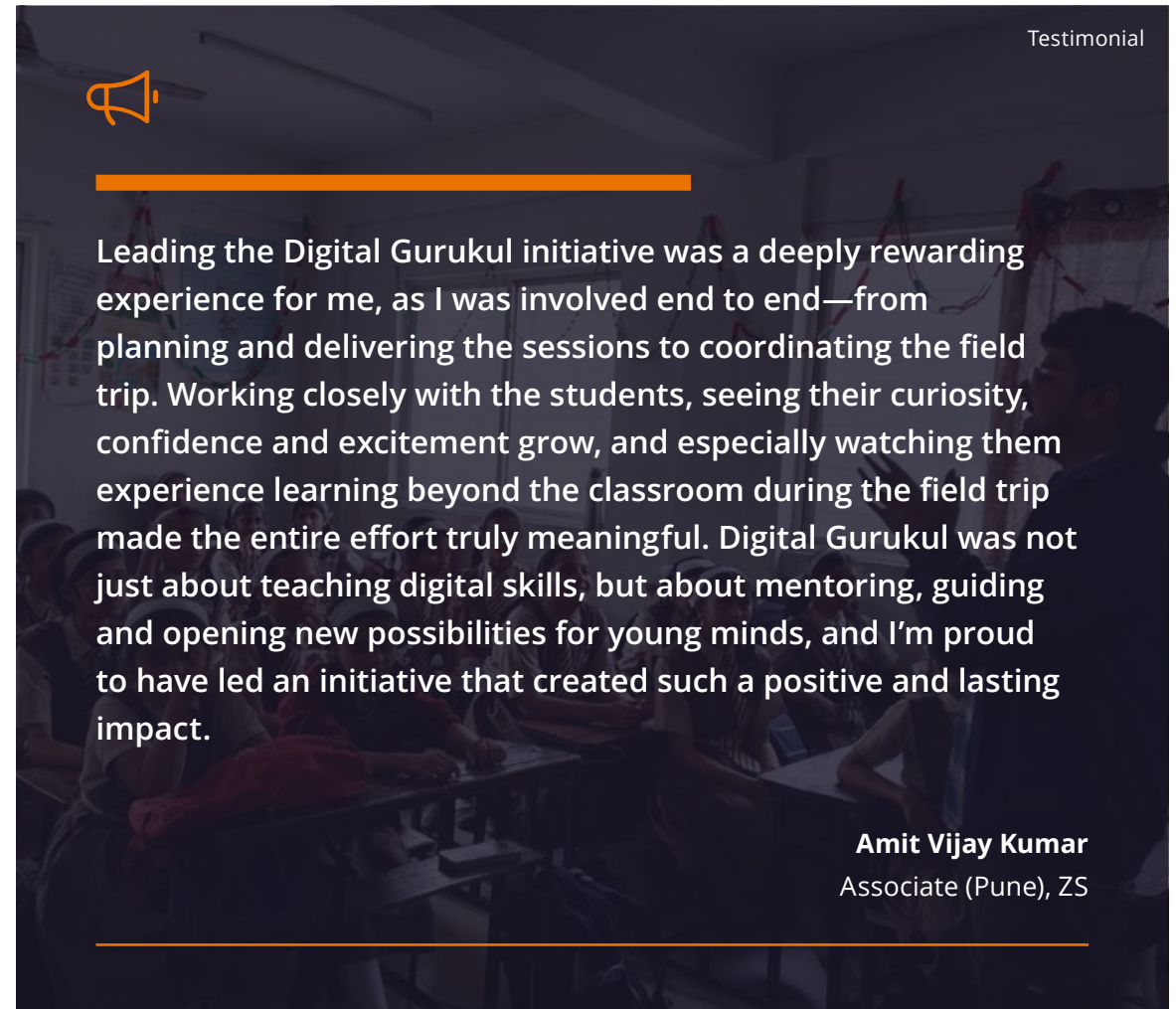
The program culminated in an immersive experiential learning visit to Hidden Oasis, Pune, where students participated in nature-based learning, sustainability exposure and reflective activities. Through the Hunar workshop and Ikigai-led

reflection sessions, students explored their interests, strengths and aspirations in a non-classroom setting. Volunteers observed significantly higher engagement, improved confidence and stronger peer collaboration compared to traditional classroom environments, reinforcing the role of experiential learning in holistic student development.

By combining digital skill-building, mentorship and experiential learning, Digital Gurukul extended the Teach For India learning experience by supporting students in becoming more confident, responsible and future-ready learners

### Volunteering and reach metrics:

- Students reached: 120 students (Classes 6-8), National Children's Academy, Pune
- Program delivery: six-week volunteer-led learning journey + one experiential field visit
- Overall program contribution: 50 ZS volunteers | 163 volunteering hours
- Experiential visit contribution: 15 ZS volunteers | 120 volunteering hours



Testimonial

**Leading the Digital Gurukul initiative was a deeply rewarding experience for me, as I was involved end to end—from planning and delivering the sessions to coordinating the field trip. Working closely with the students, seeing their curiosity, confidence and excitement grow, and especially watching them experience learning beyond the classroom during the field trip made the entire effort truly meaningful. Digital Gurukul was not just about teaching digital skills, but about mentoring, guiding and opening new possibilities for young minds, and I'm proud to have led an initiative that created such a positive and lasting impact.**

**Amit Vijay Kumar**  
Associate (Pune), ZS

## Nurturing future innovators with STEM education

**NGO:** Educate to Elevate (Robotex India)

**Location:** Pune, New Delhi and Bengaluru

**Website:** <https://www.robotex-india.in/>

ZS continues to partner with Robotex India to expand access to hands-on STEM education for students in government schools. The program integrates robotics, coding, AI and Internet of Things (IoT) learning into the school environment, helping students build practical, future-ready skills through experiential learning.

Designed to spark curiosity and innovation, the initiative provides students with opportunities to explore technology beyond the traditional classroom through guided projects, competitions and mentorship. By introducing advanced STEM concepts at an early stage, the program aims to strengthen problem-solving, creativity

and collaboration among young learners.

This year, the program expanded its reach across schools in Pune, Gurugram and Bengaluru, enabling 2,400 students to participate in structured STEM learning experiences.

### Some early outcomes of the STEM project include:

- **Average attendance of 78.67%** across three schools, with participation from **602 girls and 598 boys**
- **85%** of students enrolled in Robotex India's Robotex for Rural program **passed with distinction**, while the rest achieved first-class results

### Experiential lab for the future of STEM with NCERT:

ZS and Robotex India are working on an experiential learning lab at NCERT in New Delhi to strengthen STEM and AI education. The lab will train educators from NCERT-affiliated and ZS-supported schools in robotics and modern STEM practices, with full-time trainers and monthly expert-led

workshops. The lab is set to be inaugurated by the end of FY 2026-27.



Testimonial



There was a time when I did not even know the difference between a laptop and a computer. Today, I am confidently building projects in STEM and robotics, something I once thought was beyond my imagination. Through these sessions, I have not only learned technology but also discovered confidence in myself that I can create, innovate and dream bigger for my future.

**Student**

Round Table School

## Supporting holistic care and education for vulnerable children

**NGO:** Saraswati Anath Shikshan Ashram

**Location:** Pune

**Website:** <https://saraswatanathashram.org/>

ZS supported Saraswati Anath Shikshan Ashram in Pune to provide holistic care for children who are orphaned or come from vulnerable backgrounds. The initiative focuses on creating a stable and nurturing environment where children have access to essential services, such as shelter, nutritious meals, healthcare, education and vocational training.

Through this support, 35 children received care and resources that help ensure their well-being while enabling them to continue their education and build skills for the future.

The children participate in various sports competitions and a few of them are national-level yoga champions.



Saraswati Anath Shikshan Ashram



Lokaseva Pratisthana



Robotex



School kit distribution



Udayan Care



ZScholarship Program enabling access to education



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ZS Cares has been a deeply meaningful part of my journey at ZS. It began with a wall-painting initiative at Saraswati Anath Shikshan Ashram, where engaging with students introduced me to the impact of on-ground, community-focused work.

What makes ZS Cares truly special is the sense of purpose it brings. Whether it was mentoring students for Robotex, participating in seed ball-making activities or spending time with beneficiaries at Navkshitij, each experience has been both enriching and humbling, especially in seeing the tangible, lasting impact of these efforts.

Over the past three years, organizing ZS Cares Day has been particularly significant. Being involved end-to-end, shaping ideas, building structure and collaborating with a team of equally committed individuals has been highly rewarding. The dedication and energy everyone brings to these initiatives is nothing short of impeccable, consistently elevating the impact we can create together.

Beyond the community impact, these experiences have shaped me personally. They have strengthened my appreciation for collaboration, thoughtful planning and purposeful execution in a very practical way.

ZS Cares, to me, is more than an initiative, it is a reminder of the difference we can make when we come together with intent, empathy and commitment.

**Anushka Saratkar**  
Associate Consultant (Pune), ZS

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## Strengthening community learning in rural areas

**NGO:** Lokaseva Pratishtan

**Location:** Bengaluru

ZS continued its partnership with Lokaseva Pratishtan to support Gram Vikas Kendras, community-based learning centers that provide children in rural villages with access to supportive and engaging learning environments beyond the classroom. These centers focus on strengthening foundational literacy and numeracy while also nurturing life skills and confidence among young learners.

Rooted in a child-centric and culturally relevant approach, the program encourages curiosity, creativity and holistic development. Through this initiative, 350 children and adolescents received learning support designed to complement their formal schooling and help them build stronger academic and life skills foundations.

## Supporting continued education for underserved students

**NGO:** Bharat Memorial Charitable Trust

**Location:** New Delhi

**Website:** [bmct-neeV.org](http://bmct-neeV.org)

ZS continued its support for the NeeV Centre for Learning, operated by the Bharat Memorial Charitable Trust, which works to ensure that children from economically disadvantaged families in Delhi NCR can continue their education without disruption. The NeeV Centre provides academic support along with opportunities to build essential life and vocational skills in a nurturing learning environment.

Through need-based grants and program support, the initiative helps address barriers that often prevent students from staying in school, enabling them to focus on their studies and personal development. Through this support, 230 school students received assistance to

continue their education and strengthen their learning outcomes.

## Enabling education and leadership for young women

**NGO:** Udayan Care

**Location:** Bengaluru

**Website:** <https://www.udayancare.org/>

ZS continued to support the Udayan Shalini Program, an initiative by Udayan Care that works with girls from underserved communities to help them continue their education and build pathways toward self-reliance. The program provides long-term financial assistance along with structured mentoring, life skills training and leadership development.

Through this ongoing partnership, the initiative nurtures confidence, leadership potential and academic aspirations among young women. This year, 26 girl students received support to continue their education and strengthen the

skills needed for future independence and success.

## Seva Sahayog Foundation: School kit assembly

### School kits to inspire learning

**NGO:** Seva Sahayog Foundation

**Location:** Pune, New Delhi, Bangalore

**Website:** <https://sevasahayog.org/>

ZS's school kit donation program, a flagship initiative, provides educational support to children from underserved communities. In partnership with the Seva Sahayog Foundation, ZSers volunteered their time to assemble school kits containing essential learning materials, including school bags, notebooks, pencil pouches, drawing books, crayons, geometry boxes and other necessary supplies. Across ZS offices in India, 435 volunteers successfully packed and donated 2,350 school kits, contributing a total of 1,305 volunteer hours.

# Environment and sustainability

**2025** India Social  
Responsibility Report



## Protecting our planet for a sustainable future

Environmental sustainability is essential for safeguarding natural resources and supporting resilient communities. As climate change and ecological degradation continue to impact ecosystems and livelihoods, collective action has become increasingly important. At ZS, we collaborate with nonprofit partners and local communities to advance initiatives that support ecosystem restoration, biodiversity conservation and responsible land and water management. Through these efforts, we aim to contribute to long-term environmental resilience and a more sustainable future.



Site before plantation



Compost unloading



Cocopeat unloading



Saplings unloading



Udayan Care



After Plantation

## Reviving water, restoring ecosystems

**NGO:** Say Earth

**Location:** New Delhi

**Website:** <https://sayearth.org/>

ZS continued its partnership with Say Earth to restore a historic village pond in Judola, a community in Haryana's Gurugram district that faces persistent water scarcity. Building on the successful restoration of Judola pond in Gurugram, phase 2 focused on sustaining ecological gains and strengthening community usage through targeted maintenance and infrastructure enhancements. In the absence of major water sources, villages like Judola rely heavily on traditional ponds for water access and groundwater recharge. Over time, however, neglect and siltation had rendered the pond ineffective.

In December 2025, the rejuvenated Judola pond was formally inaugurated, marking a key milestone in the restoration effort.

The restored waterbody now plays a vital role in improving groundwater recharge, supporting biodiversity and strengthening the village's water security. Located beside the village temple, the pond has also regained its place as an important cultural and community gathering space for nearly 4,000 residents.

Phase 2 focused on strengthening the green belt through the maintenance of saplings planted in phase 1, including regular replacement, mulching and watering to ensure high survival and long-term ecosystem stability. To enhance water quality and prevent stagnation, two aerators were installed to improve dissolved oxygen levels and support aquatic biodiversity. In addition, six solar lights were deployed across the site, enabling safe access and extending usability of the pond area beyond daylight hours.

## Adaptive measures

Post-desilting, higher groundwater percolation reduced surface water levels. To address this, the filtration system is being upgraded to channel treated household wastewater into the pond—ensuring sustained water levels and quality.

### Judola pond restoration | FY 2025-26

- The restored pond can now store **53,811 kL of water**
- **15,500 kL** capacity added through a rejuvenated three-pond system
- Strengthened three-pond system supporting ~4,000 villagers
- 150 native saplings planted to enhance biodiversity and microclimate resilience
- Improved **groundwater recharge** and **water quality**
- Revival of **avian biodiversity**, including migratory birds
- A vibrant community space for **~4,000 village residents**

## Volunteering:

### From a dried pond to a living ecosystem—Judola pond is rejuvenated.

On **18 December, 2025**, ZSers came together at **Judola village (Farrukhnagar, Haryana)** to inaugurate the fully rejuvenated **Judola pond, marking** the culmination of **one year of sustained effort**, close coordination and weather-dependent execution.

This was not just an inauguration, it was a moment of **collective pride, joy and purpose**.

- **150 native saplings planted** to reduce heat-island effect and support climate resilience
- **Wall paintings** created to spread messages of conservation
- Warm traditional welcome by the village community, moments of shared learning, smiles and memories to cherish
- 51 ZSers in action

The villagers and **team Say Earth** expressed heartfelt gratitude to ZS for restoring their sacred pond—bringing back not just water, but **lost social and cultural practices** tied to it.

This milestone marks the successful completion and reinforces a powerful belief: When intent meets action, sustainable change is possible.



Testimonial



Collaborating with Say Earth on the Judola pond rejuvenation project has been an incredibly rewarding experience. Their team's passion, technical expertise and strong community made this initiative truly impactful. I personally learned a great deal about sustainable water management and grassroots engagement through this journey. A special mention to Pondman 'Ramveer ji' for his unwavering dedication and leadership on the ground.

Together, we created meaningful impact—from restoring over 53,000 kL of water storage to enhancing biodiversity and building a shared space for nearly 4,000 residents. It's been an inspiring partnership, and I look forward to many more such collaborations.

**Shubham R Gupta**

Associate Consultant (Gurugram), ZS

## Expanding urban green cover across cities

**NGO:** JSF | Green Yatra Trust | Samarathanam Trust

**Location:** Gurugram, Noida, Pune and Bengaluru

**Website:** <https://jeevanstambh.in> | <https://greenyatra.org> | <https://samarathanam.org>

Expanding and sustaining urban green cover is essential for improving air quality, enhancing biodiversity and building climate-resilient cities. Through partnerships with environmental organizations, ZS supports plantation and landscape stewardship initiatives across multiple cities to strengthen local ecosystems and create greener community spaces.

In Gurugram, ZS partnered with JSF to support the maintenance and long-term care of Alankrit Upvan, a landscaped green space near ZS's Gurugram office.

This initiative focuses on post-plantation stewardship, ensuring saplings receive structured care, monitoring and site upkeep to promote healthy growth and improve survival rates.

### Alankrit Upvan, Gurugram | FY 2025-26

- **12,000 saplings** maintained
- **100%** sapling survival rate

Building on this effort in collaboration with JSF, a new landscaping and plantation initiative in Noida was launched in February 2026 with a foundation stone ceremony. The project focuses on increasing urban green cover through plantation supported by structured maintenance and monitoring to ensure long-term sustainability and to transform degraded urban land into a sustainable green ecosystem, enhancing biodiversity, improving soil health and creating a replicable model for climate-resilient urban landscapes.

### Landscaping initiative, Noida | FY 2025-26

- **13,000** saplings planted
- Area restored: **~1.1 acres**
- **90%** targeted sapling survival rate
- **Existing plants restored:** 287
- **Grass cover developed:** 20,000 square feet
- **Pathways developed:** ~1,800 square feet

In Pune, ZS collaborated with Green Yatra Trust on a Miyawaki plantation initiative along Spine Road, transforming road dividers and medians into dense native green corridors that help improve biodiversity and strengthen climate resilience in the city.

### Miyawaki plantation, Pune | FY 2025-26

- **16, 471** saplings planted
- **90%** targeted sapling survival rate

In Bengaluru, our partnership with Samarthanam Trust focused on developing an urban forest through structured plantation and stewardship efforts

supported by monitoring, maintenance and compensatory plantation.

### Urban forest initiative, Bengaluru | FY 2025-26

- **6,000** saplings planted
- **90%** targeted sapling survival rate



Testimonial from a beneficiary



A regular commuter along Spine Road shared that the recent plantation activity has already enhanced the visual appeal of the median, making daily travel more pleasant. The introduction of greenery is expected to gradually reduce dust and heat, improving overall comfort in the coming months.

# Economic empowerment

**2025** India Social  
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Economic empowerment plays a critical role in enabling individuals and communities to achieve long-term stability and self-reliance. However, many people—particularly women and underserved groups—continue to face barriers to accessing skills, employment opportunities and financial resources. At ZS, we work with nonprofit partners to support skill development and livelihood initiatives that strengthen employability and promote financial independence. Through these efforts, we aim to create pathways to dignified work and contribute to more inclusive and sustainable economic growth.

## Empowering women through digital literacy

**NGO:** JSF

**Location:** Rohtas, Bihar

**Website:** <https://jeevanstambh.in/>

Access to digital skills has become increasingly important for education, employment and participation in today's economy. However, many young women in rural communities continue to face limited exposure to technology and professional skill-building opportunities.

To help bridge this gap, ZS partnered with JSF to undertake a digital literacy and employability program for young women in Rohtas, Bihar. Designed for underprivileged and first-generation learners, the initiative equips participants with foundational computer skills, communication capabilities and workplace readiness that can help expand their educational and career prospects.

Through structured training and mentorship, the program aims to build confidence and prepare participants to pursue higher education or explore employment opportunities in an increasingly digital world.

### Digital literacy program for women | FY 2025-26

- 137 young women trained in digital and workplace skills from 10+ villages
- 63% placement conversion rate among candidates assessed, with additional participants continuing in the job pipeline. Placements in organized retail brands, such as Zudio and Peter England, mark first-time workforce entry for the majority
- 68% participants pursuing higher education



Jeevan Stambh Foundation



Jeevan Stambh Foundation

## Women skill development program

**NGO:** Seva Sahayog Foundation

**Location:** Pune

**Website:** <https://sevasahayog.org/>

ZS partnered with Seva Sahayog Foundation to support a women's skill development initiative across 10 urban slum communities in Pune. The program focuses on equipping women with practical skills, along with financial and digital literacy, to help them explore livelihood opportunities and strengthen their economic independence. It also integrates health and awareness sessions to support overall well-being.

Through this initiative, 423 women received training and support designed to build confidence, enhance employability, and encourage greater self-reliance.

Testimonial from a beneficiary



I am a resident of Karve Nagar and live in a rented house with my family of five. Since my husband is suffering from a leg injury, the responsibility of managing the household and earning for my family rests entirely on my shoulders. For the past 15 years, I have been running a mess on my own, which has been our primary source of income.

I have been associated with Seva Sahayog Foundation for the last four years, and during this time, I have participated in several training sessions, especially cooking-related trainings. These sessions helped me improve my skills, gain confidence and learn how to manage my work better.

With continuous guidance and support from the Foundation, I have been able to grow steadily in my journey. Recently, I received a big company order for preparing Diwali snacks.

This opportunity has been a big milestone for me and has brought me one step closer to becoming financially independent. I am truly grateful to Seva Sahayog Foundation for their constant support and guidance.

## Stitching a path to self-reliance

**NGO:** Chilume Social Service Society

**Location:** Bengaluru

**Website:** <https://chilume.1ngo.in/>

ZS partnered with Chilume Social Service Society to support a skill development initiative for underserved women in rural Bengaluru. The program focuses on training women in tailoring and Aari work while also providing MSME (micro, small and medium enterprises) certification and guidance to help them start independent livelihood ventures.

Through this initiative, 90 women received hands-on training and support to build income-generating skills and take steps toward greater financial independence.



Chilume Social Service Society



Chilume Social Service Society



Seva Sahayog Foundation



Jeevan Stambh Foundation



Chilume Social Service Society



ZS contributed 145 laptops

## Digitalizing schools through laptop donations

Through e-waste solutions, ZS is advancing education and access to technology across India. Our laptop donation campaign is combating technology waste and helping schools and educational institutions stay connected through digital access. ZS contributed **145 laptops** to various nonprofit organizations to support the creation of digital labs in schools throughout the country.

# The power of giving back through volunteering

**2025** India Social  
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## Plastic free July 2025 | ZS India impact

21 Days. Countless conscious swaps. One collective impact.

During **Plastic-free July 2025**, ZSers across India came together to reduce plastic dependency by adopting small, intentional shifts in everyday habits. What began as a month-long awareness drive translated into **measurable environmental outcomes and longer-term behavior change**, reinforcing our commitment to sustainable living.

### Our collective impact

**252.6 kg**

**of CO<sub>2</sub> emissions** prevented by replacing single-use plastics with reusable alternatives

**~66.8 kg**

**of landfill waste averted** through mindful consumption and better waste choices

**Pan-India participation** across offices, homes and communities

**New sustainable habits embedded**, from eco-friendly gifting to plastic-free workspaces

### Actions that drove change

**~1,000**

**plastic bags avoided**

**~650**

**plastic bottles replaced** with refillable alternatives

**~250**

**plastic cutlery items avoided** (straws, forks, spoons, plates)

**~160**

**food wrappers and cling films avoided**

**1,200**

**plastic packets responsibly** collected for recycling

**190**

**plastic stationery items replaced** with eco-friendly alternatives

**~1,200**

**paper cups** and

**1,800**

**tissue papers** avoided

### Beyond awareness: Building sustainable adoption

Daily nudges, myth-busting sessions and decoding of recycling labels helped employees move beyond one-time actions toward **lasting behavioral adoption**. The initiative demonstrated how collective, consistent choices can create tangible environmental value.

### ZSers walked with purpose at CanSupport Walk for Life

On the occasion of World Cancer Awareness Day, ZS volunteers came together at the CanSupport Walk for Life: Stride Against Cancer at Jawaharlal Nehru Stadium, Delhi, on 8 February 2026, standing in solidarity with cancer patients, survivors and caregivers and championing the importance of palliative care. ZS was recognized again as the largest corporate volunteer group.

From registrations and survivor support to cheer squads, logistics, stage management, walk leadership and biking support, our volunteers powered the event end to end.

## Impact at a glance



- 50 ZS volunteers
- 450 volunteering hours
- ₹5,40,000 raised through volunteering and support
- 574 cancer patients supported with one month of free cancer care management
- ZS recognized as the largest corporate volunteer group

Through this collective effort, CanSupport continues to provide free, home-based palliative care, essential medicines and dignity-led support to patients and their families.

Beyond the numbers, what truly stood out was the empathy, warmth and humanity our ZSers brought to every interaction.



## India HR charity drive 2025

Giving | Empowering | Celebrating

On **International Volunteer Day for economic and social development**, the HR team proudly celebrated the collective impact across India.

Through the **India HR charity drive 2025**, employees turned creativity into action supporting **women's livelihoods, sustainability and skill-building** through hands-on volunteering.

## What volunteers did

Crafted **upcycled paper bags, painted tote bags** and **cloth bookmarks**

Participated in **learn-while-doing waste management games**

Supported fundraising through **creative workshops and bake sales**

Co-created alongside **community women and NGO partners**

## Impact at a glance



- 122 volunteers | 253+ hours
- ₹3.1+ lakh raised
- 25 sewing machines supported
- 131 upcycled, handcrafted products created
- Women empowered to start or strengthen home-based enterprises
- One full-fledged skill development center at New Delhi is open via raised funds and empowering women to learn stitching skills and earn a sustainable income

## Why it matters

This initiative enabled income generation for community women, encouraged sustainable, ecofriendly practices and demonstrated how volunteering accelerates economic and social development.



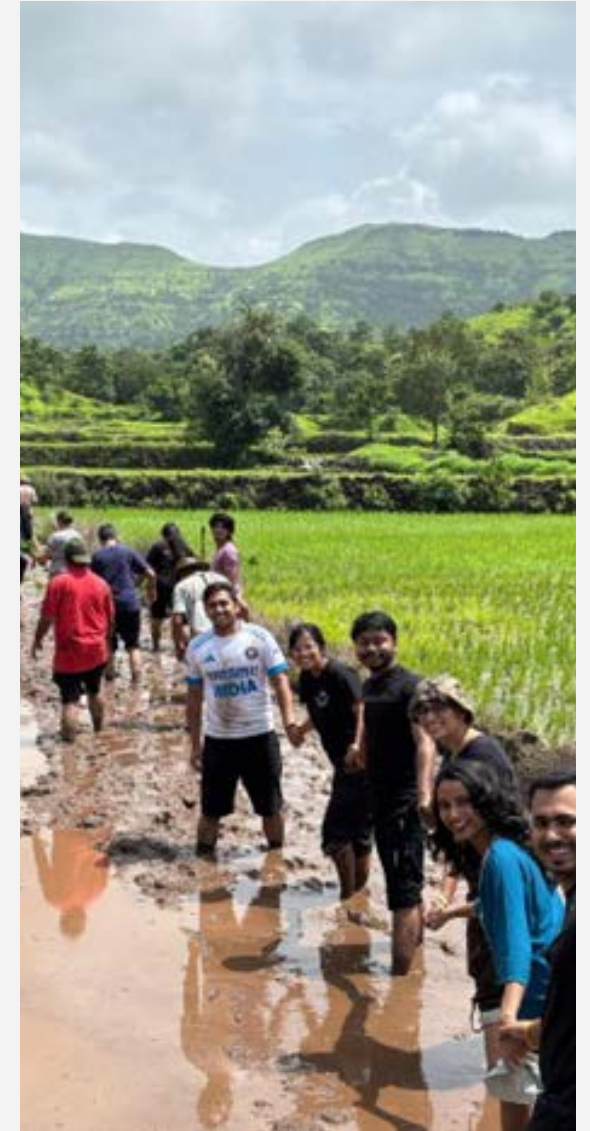
### Rice plantation initiative: Strengthening rural connections through experiential volunteering

As part of ZS's commitment to meaningful, community-driven volunteering, the rice plantation initiative brought employees closer to rural livelihoods while supporting farmers during the critical sowing season. A total of 57 ZS volunteers participated, working alongside local farmers across three farms. Guided by traditional sowing techniques, volunteers actively engaged in rice planting, gaining firsthand exposure to agricultural practices in a highly immersive, on-ground setting.

The initiative created a strong two-way impact. Farmers received timely staff support during a peak agricultural period, enabling efficient plantation, while volunteers developed a deeper appreciation for the effort and resilience required in

farming. Working together in challenging field conditions fostered teamwork, adaptability and a shared sense of purpose. Cultural elements, including a traditional Maharashtrian meal and close interactions with farmers, further enriched the experience, building empathy and mutual respect.

With 461 volunteering hours contributed, the initiative strengthened employee engagement while reinforcing ZS's connection with rural communities. It highlights how experiential volunteering can drive meaningful impact—bridging urban and rural perspectives while fostering sustainable, community-led collaboration.





Testimonials from volunteers:

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Being part of ZS Cares has been one of the most heartwarming experiences for me. What may feel like a small effort—an hour of mentoring, a simple conversation or a day spent ... at an old age home, or a shared moment of joy with the kids—it can make a truly meaningful difference in someone’s life. These experiences stay with you, shaping your perspective and reminding you of the power of kindness, giving your life a bigger purpose beyond your individual goals. I encourage everyone to step forward and volunteer. **Because even your smallest act of kindness can create a lasting impact on someone’s life.**

**Saumya Sharma**  
Manager (Gurugram), ZS

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Being part of the core CSR group at ZS Cares has been a truly enriching experience, providing the opportunity to contribute to initiatives that create meaningful and sustained community impact.

As part of this journey, I have been involved in initiatives such as the tree plantation drive, contributing to environmental sustainability and long-term community impact and partnering with Women@ZS during Women’s Day to enable stalls for women from NGOs to showcase and sell their handmade products. It has been inspiring to see how these efforts come together to drive both environmental and social impact. ZS Cares provides a strong platform to give back to the community, and I’m glad to be part of an initiative that fosters purpose and impact.

**Kanika Mittal**  
Manager (Bengaluru), ZS

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Testimonials from volunteers:

Being part of ZS Cares has been an incredibly enriching and perspective-shifting journey for me.

Through initiatives such as Robotex, Tech for India, field visits, engagement with Saraswati Anath Shikshan Ashram and laptop donation drives, I have had the opportunity to contribute as a volunteer and work closely with communities in meaningful ways.

One experience that truly stayed with me was interacting with children at Saraswati Anath Ashram. It reshaped my understanding of challenges—what we often perceive as difficulties in our own lives pales in comparison to their realities. Yet, their resilience, positivity and ability to find joy in everyday moments was both humbling and inspiring.

What differentiates ZS Cares is the genuine commitment of its people. ZSers engage wholeheartedly—not as participants, but as extended family—bringing authenticity and purpose to every initiative. This spirit is evident in outcomes as well; I have witnessed students from the Robotex program evolve from struggling with basic communication to confidently representing India on international platforms.

These experiences have not only reinforced my belief in the power of collective impact but have also deepened my sense of responsibility toward giving back to society. ZS Cares truly embodies our core values of “treat people right” and “do the right thing,” consistently creating opportunities for all of us to contribute beyond our professional roles.

A special acknowledgment to our CSR leads, Eashita Jaggi, Akshita Vyas and Suparna Pachpore, for their exceptional leadership and unwavering commitment. Their ability to conceptualize meaningful initiatives and foster deep engagement across teams has been instrumental in making ZS Cares a truly impactful and enriching journey for all of us. They continue to inspire us to go beyond our boundaries and realize the difference we can create as a collective.

I look forward to continuing this journey and contributing to initiatives that offer meaningful, real-world learning while making a lasting difference in the communities we serve.

**Ganesh Borgaonkar**

Director of IT Planning & Strategy

# India CSR team

## Leadership:

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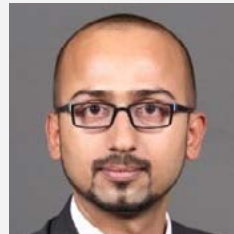
**Mohit Sood**  
India RMP



**Rohit Bhagwat**  
Pune OMP



**Manu Tyagi**  
Gurugram OMP



**Prasoon Kumar**  
Noida OMP



**Abhisek Halder**  
Bengaluru &  
Chennai OMP



**Ameya Dharap**  
Sr Director,  
Finance



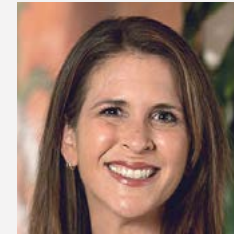
**Debshikha Dutta**  
Sr Director,  
Legal



**Ali Khan**  
Director, IT  
Governance & Risk

## Global advisors:

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**Judith Kulich**  
BRI Chair



**Tony Yeung**  
ZS Cares Principal  
Sponsor



**Jennifer Gold**  
BRI Lead

# India CSR team

## India core team:

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**Akshita  
Vyas**  
CSR Lead



**Eashita  
Jaggi**  
CSR Specialist,  
Gurugram



**Suparna  
Pachpore**  
Admin and  
Operations, Pune



**Rajesh  
Mendiratta**  
Office Manager,  
Gurugram



**Narayan  
Saralaya**  
Office Manager,  
Bengaluru



**Sowmya  
Saraff**  
HRBP,  
Bengaluru



**Sourabh  
Joshi**  
Associate  
Principal, Pune



**Aamir  
Kittur**  
Finance



**Nishant  
Hawa**  
Finance



**Pushkar  
Pimparkhede**  
Legal



**Rohan  
Pande**  
Legal

# About this report

The 2025 India Social Responsibility Report details progress, commitments and performance across ZS's business responsibility and impact (BRI) goals and priorities. Information in this report reflects ZS's operations during the financial year April 2025-March 2026.

## Forward-looking statement

The information and opinions contained in this report focus on events from FY 2025-26 and are subject to change without notice. This report includes forward-looking statements. All statements, other than statements of historical or current facts and including statements regarding ZS's plans, initiatives, expectations, forecasts, projections, goals, commitments or prospects, are forward-looking. Future and actual results could be materially different due to a variety of factors. The forward-looking statements in this report are based on certain assumptions ZS makes in light of its experience and perception of historical trends, current conditions, expected future developments and other factors. Forward-looking statements in this report are not guarantees or promises that goals or targets will be met. ZS undertakes no obligation to revise or update any forward-looking statements in this report.

This report should not be considered as a statutory report.



# About ZS

ZS is a management consulting and technology firm that partners with companies to improve life and how we live it. We transform ideas into impact by bringing together data, science, technology and human ingenuity to deliver better outcomes for all. Founded in 1983, ZS has more than 15,000 employees in 40-plus offices worldwide.

**Learn more:** [www.zs.com](http://www.zs.com) or follow us on [LinkedIn](#).

