

Manner of execution of subsidy programme

As such HAL does not have any subsidy schemes/programmes for public. Some of HAL's operating Divisions are located in remote rural areas which are socio- economically backward and deficient in the basic civic amenities. HAL, as responsible corporate citizen has been addressing the issue of community development in the neighbourhood areas of its stations, which had been impacted due to establishment of the project. HAL is also conscious about the need for socio-economic development of SC/ST community, the under privileged and needy segments in the neighboring areas.

HAL has taken initiative in the field of Health, Education, Environment, and Community Development etc.

A. Health:

Medical and Health Unit of various Divisions of HAL are entrusted to carry out various Social and Community Development works / activities in the health sector, on regular basis . Some of the initiatives are indicate hereunder:

- a) Family Planning Camps in coordination with the Public Health Centres:.
- b) Immunization Programmes for babies
- c) Antenatal Checkup.
- d) Pulse Polio Immunisation Programmes
- e) Free Health checkup for Ladies and Children
- f) Blood Donation camps
- g) Health Programmes to nearby villages
- h) Alcohol Awareness Programmes to educate employees addicted to alcohol
- i) Cancer Detective Programmes
- j) AIDS Awareness Programmes
- k) Eye camps for Eye Testing and Cataract detection
- l) Diabetic Clinics for screening patients.
- m) Emergency Medical treatment to blind children of National Association for Blind.

B. Education:

- a) Educational facilities to large number of children residing in nearby villages/ areas in HAL run Schools.
- b) HAL runs full-fledged schools (Vatsalya & Asha Niketan at Bangalore & Nasik) for mentally challenged children and medical facilities are provided free of cost.

C. Environment:

Divisions of HAL are accredited with ISO-14001 environmental management system. To sustain this initiative, following are put in place at Production Divisions:

- a) Sewerage Treatment Plants & Effluent Treatment Plants etc.
- b) Efforts towards ecological improvements through afforestation
- c) Distribution of free fodder and tree saplings etc. to inculcate the habit of cultivation of vegetation

- d) Exhibiting awareness posters / hoardings at strategic locations both in factory and township areas to spread message on maintaining the ecological balance

D. Other Community Development Initiatives:

HAL has adopted various social welfare measures for the development of adjoining villages and backward areas surrounding its Divisions/Factories. The main activities undertaken are in the areas of:

- a) Provision of drinking water
- b) Provision of roads
- c) Upliftment of Adivasis
- d) Rural sports involving rural youth
- e) Permission to collect Fodder Grass and Fire Wood from Townships
- f) Provision of treated sewerage water for agriculture purposes
- g) Provision of street lights at certain places
- h) Provision of Bus shelter
- i) Organising sports activities/tournaments; Promotion of Adult Education facility

E. Human Rights

HAL supports and respects the protection of national policy on Human Rights and there is no discrimination based on caste, creed, religion, region or gender in its policies. HAL follows the principle of equal opportunity to all employees.