



AVI-OIL



AVI-OIL INDIA [P] LTD.
EMPLOYEE ENGAGEMENT PROGRAM

Employee Engagement Program

Report

Project Name- ENHANCING THE LEARNING OUTCOMES IN EDUCATION FOR UNDERPRIVILEGED CHILDREN

Date of Event- 28th July 2023

Introduction

AVI-OIL and Smile foundation have been associated since 2017 towards empowering the underprivileged children with education. This association entails the support of 170 children through Mission Education centre, Ballabhgarh (Haryana). Over the period of 6 years of corporation with AVI-OIL. The fact that Smile Foundation has been able to reach out many underserved children mainstreaming them to education and supporting them to script their own success stories.

Overall, this partnership between AVI-OIL and Smile Foundation exemplifies the positive impact that businesses can have when they collaborate with social organizations to address pressing issues and contribute to the well-being of the community.

Apart from this the employee engagement program organized by Smile Foundation for AVI-OIL is a great initiative. It not only provides a platform for the employees of AVI-OIL to directly connect with the beneficiaries and witness the on-ground work being done, but it also fosters a sense of social responsibility and empathy among the employees. Such programs create a more holistic approach to corporate social responsibility and allow employees to actively participate in meaningful activities that make a difference.

Brief of Employee engagement Program

The Employee engagement initiative was conducted on 28th July on the occasion of 'World Nature Conservation Day' at ME centre in Ballabhgarh. The main purpose of celebrating this day is to create awareness among people about the importance of the natural environment and its resources. In lieu of this various activities and cultural performances were prepared by the students for the employees of AVI-OIL. The engagement activities involved 30 beneficiary participants along with 13 senior-level employees.

In alignment with the Nature Conservation Day, activities such as plantation drive, best out of waste activity, dance performance and a short skit by the student beneficiaries have been organised, the detailed agenda for the day is attached in the annexure.

ME Centre Tour

The day started with a cheerful atmosphere. In regard to an ice-breaking session, AVI-OIL senior management and other employees were given a tour of the centre to understand the operations and functions of the classes, students and teachers at the centre.



Plantation Drive

To generate environment positivity for the students, the employees actively participated in the plantation drive. In order to furnish the ME centre garden area and enabling a clean and green space as well as a recreational ground, in total 50 tree saplings were planted across the boundaries of the building.

Glimpses of the Plantation Drive:



Best Out of Waste Activity

With aim to teach students the environment-conscious and made them re-think their outlook on the environment by coming up with creative use of waste materials that will help nature thrive. Total 30 students from 3rd to 5th standards participated in the Best of out waste activity and to boost their motivation best 3 students were given prizes as well. The activity was coordinated by the centre staff and AVI-OIL employees.

Glimpses of the Activity



Cultural Performances by the Students

The student of the ME centre also prepared awareness skit for the nature conservation and cultural dance performances for the employees.

Glimpses of the Performances-



Highlights of the event

The event was a huge success, at the end of the program, AVI-OIL employees distributed participation gifts to all 30 beneficiaries to encourage and heighten their efforts towards the activities.



Conclusion

The program proved to be a fruitful engagement between the employees and the student beneficiaries. The employee engagement program is beneficial for the boost employee's motivation, satisfaction, and loyalty. Through this engagement-oriented day, employees felt that their work has a positive impact on society which in turn they are more likely to be engaged, productive, and committed to the organization's goals and values. This program also supported the underprivileged students to meet the well-established individuals and understand the value of ME project. Students were also inspired from the employees and are motivated to study hard to achieve a better career in their life in order to break through the poverty cycle in their community.

Smile Foundation is happy to organise such event and look forward to administer many such events with AVI-OIL in the near future.



Annexure- 1

Employee Engagement Initiative (AVI-OIL)			
Agenda, 28th July 2023, from 11:00 AM onwards			
S No.	Particulars	Description	Tentative Timeline
1	Facilitation	Present Memento or Token of appreciation	11:00 AM to 11:10 AM
2	Plantation Drive	Tree Plantation by the AVI-Oil team along with student beneficiaries	11:10 AM to 11:30 AM
3	Best out of waste	Best out of waste activity (employees along with beneficiaries will be divided in teams). Beside the mentioned activity, beneficiaries have also prepared cultural dance performance which will be conducted simultaneously.	11:35 AM to 12:30 PM
4	Skit by the students	Skit/Act on the occasion of World Nature Conservation Day.	12:30 PM to 12:45 PM
5	Key Note	Key speech by AVI-Oil team (Name yet to be confirmed)	12:45 PM to 12:55 PM
6	Thank You Note	By Mr Vikram Singh Verma, CFO, Smile Foundation	12:55 PM to 01:05 PM