



ASHOK MINDA GROUP

Powered by Passion



CSR ANNUAL REPORT 2017-18

Crafting an Equitable & Sustainable Society



CSR Annual Report 2017-18

Crafting an Equitable & Sustainable Society



“Service of the society in any form is service of the nation and service of the needy is service to God”

Community Development is a value driven concept at Spark Minda, Ashok Minda Group, which was started by Late Shri S.L. Minda “Babuji”.

Shri S.L. Minda began his career from a modest background. But that did not deter him from aspiring big. Born in a farming family, Shri Minda Ji, on the strength of his own efforts and ambition, became one of the most successful businessman of the country. His boundless vision and energy were not just restricted to business; he was a Philanthropist, Socialist, Visionary and Founder of Minda Group. He walked the road less travelled and showed the world what he was capable of, but he never forgot his past.

At one point of time he left the business and dedicated his life for the community development.

He continued to work hard for the marginalized sections of the society, focusing on education, employment, culture, healthcare and sports. He founded the Moga Devi Minda Charitable Trust (MDMCT) and successfully implemented several social projects including Minda Bal Gram – a child home located in Delhi; S. L. Minda Seva Kendra Vocational Training Centres for village youth in several villages of Haryana; Moga Devi Minda Memorial School a value based, not for profit, Co-education School situated at Bagla, Hisar and S.L. Minda Memorial Sports Academy, Bagla, Hisar, Haryana.

A refreshing face of change, who inspired and set milestones for all of us to drive Corporate Social Responsibility.

We at Spark Minda Foundation, deeply cherish his memories and are committed to continue on our journey to facilitate inclusive growth and community development.

FOOT STEPS

**Shri Shadi Lal Minda
1930-2010**





Corporate Social Responsibility (CSR) has obtained phenomenal transformation in terms of its approach and evolution in last couple of years. CSR of Spark Minda, Ashok Minda Group is guided by the vision and philosophy of its Founding Father, Late Shri Shadi Lal Minda, who embodied the concept of trusteeship in business and common good and laid the foundation for ethical value-based and transparent functioning.

Quality of life of people, conservation and protection of planet, the larger good of the society, creating consolidated society and making them sustainable is our responsibility. Apparently, the desire to build a sustainable business that can prosper better in the future through responsible stewardship programmes is as much a part of social responsibility.

CSR is a concept whereby the organizations consider the interest of society by taking responsibility for the impact of their activities on customer, employees, shareholders, communities and the environment in all aspect of their operations.

MESSAGE

From GCEO

“

At Spark Minda, Ashok Minda Group (The Group), we have set a CSR vision under each of the thematic areas. Our vision under Corporate Social Responsibility will reduce the poverty in and around the community we work. It will empower the community that they can attain their basic requirements of food, cloth and shelter. It will ensure good health and wellbeing of the people through our campaign and awareness programs.

”

Under our CSR Umbrella, thematically we work in the verticals of Skill development, Education, Healthcare, Empowerment of Persons with disability, Infrastructure development and also for Environment and Resource protection. Skill Development leads to employment, employability and entrepreneurship. Customized skill training is the need of the country; Education is the foundation for the country, this will lead to a consolidated eco system; Healthcare has to reach to the rural bends so that the population can be able to contribute socially and economically and have a good standard of life; Infrastructure has to be accessible to the poorest of the poor so that they can also get included; environment has to be protected for the sustainability of all of us.

At Spark Minda, Ashok Minda Group, we have set a CSR vision under each of the thematic areas. Our vision under CSR will reduce the poverty in and around the community we work. It will empower the community to attain their basic requirements of food, cloth and shelter. Our CSR will ensure good health and wellbeing of the people through our campaign and awareness programs. It will install the quality of education through our programs for children and youth. It will reduce the inequality between men and women as we are empowering women through our programs. It will conserve the planet and protect them through our environmental drives. Our programs will supplement to install peace and justice through providing options for life and together we can scale up the impact with our stakeholders and partners and contribute for the betterment of the society.

I would like to thank our CSR Team, our partners and all the stakeholders for their contributions and would truly acknowledge their efforts for creating a sustainable society. We are committed to reach to our CSR vision and benefit the society at large.

We will strive for materialization of a consolidated and sustainable society while fulfilling our vision for CSR. Let us join hands for better India

Ashok Minda
Group CEO



MESSAGE

From Chairperson

We at Spark Minda, Ashok Minda Group always believed in Empowerment of the Community and Empowerment of our team because "Team work is the ability to work together towards a common vision. This is the ability to direct individual accomplishments towards organizational objectives. It is the fuel that allows common people to attain uncommon results."

"The virtue of humanity is the commitment to serve"

In the year 2017-18, we had kept some targets and we could achieve most of them. We could also set a couple of milestones this year, which became paragon for the fraternity. Our major interventions are in Uttar Pradesh, Tamilnadu, Maharastra and Uttrakhand states of India. We identified our areas of intervention in these states through socio economic survey, need assessment and focused group discussion with the community.

We established Saksham Center for Empowerment in Maharashtra, which is one of its own kinds in India. This center will give skill, employment and empowerment to Persons with disability. Not only this but we also have employed more than 200 Persons with Disabilities across our Group. Through our collaboration, we could reach more than 2000 persons with disability this year for providing accessible and assistive aid. Our commitment to reach 3000 women through Menstrual Hygiene, Family Planing & Reproductive Health was registered in United Nation's website. This year we have imparted Skill Training to more than 1000 youth, women and children on various vocational trades, which is helping them to become sustainable in their lives. We could fetch job offer to 162 women from Industrial Tailoring Trade, this is one of the need based trainings of now a days, which also ensures employment to less literate and less privileged women. We were also involved in various campaigns and drives, we could donate 1093 units of blood, which helped many thalessimic children in need. Our program in the prisons of India under Business Integrated CSR model has been replicated this year at Nagpur prison. Now we have this intervention in Tihar, Yerwada and Aurangabad also.

Under our efforts of environment protection, we have planted 3469 Trees with more than 90% survival. In last couple of years, we are able to generate 37.25 lakh KWH of Solar Energy, saved 75.97 lakh KWH electricity through various measures and recycled 6.42 lakh KL Water also.

Guided from the sustainable development Goals, we have curated impactful interventions in the key areas on the basis of their prerequisite. The Spark Minda Foundation is dedicated to the cause of sustainable social development and I feel proud to mention that we have made a positive impact to the lives of people in our intervention areas.

With this belief, I look forward towards more sustainable growth for the society and a positive outcome towards the goals we have planned and undertaken.

Sarika Minda
Chairperson, Spark Minda Foundation

Board of Experts



Ajay Sancheti **Head Group Corporate Finance & Legal**

At Spark Minda, Ashok Minda Group, CSR practice is not about just ticking the check boxes and fulfilling our compliances. Programmes at Spark Minda Foundation are designed in such a manner so as to generate benefits for the disadvantaged group of the society through every penny spent out of CSR Kitty. The objective is to use a mix of human and financial resources to generate widespread human welfare and development.



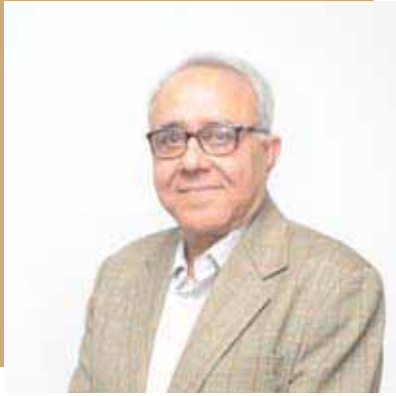
Ashim Vohra **Head Operations, Business Vertical-I**

Spark Minda Foundation is a continuous vigor to support the systems and processes that compliment the global goals of development. It's not just Skill training programmes or betterment of community through health provisions. Spark Minda Foundation has involved the community in overall system, thus encouraging ownership of the processes and resources.



Lalitendu Samanta **Group Chief Human Resources Officer**

We have an approach to imbibe in the employees a sense of responsibility for the betterment of the society. Every employee has a firm belief that fruits of prosperity taste best when shared and hence inclusivity is the top most priority while designing CSR programmes. A major source of strength through this journey has been our Group's own workforce. Their active volunteerism and enthusiasm has enabled the Spark Minda to reach the unreached as effectively as it has been able to. With their help and support, it addresses the social, environmental and economic challenges faced by disadvantaged communities.



M. K. Pajan

Advisor, Group CSR

Over the years, Spark Minda Foundation has used a combination of approaches that have turned out to be an incredible learning curve. What remains constant through this process is its commitment for combating with life of under deprived and unskilled, By truly empowering communities in need and working towards a lasting change in their lives. Communities are at the roots of a nation's economic and social progress. It is only when these roots are nurtured and strengthened; that a nation like India can develop sustainably. Towards this, Spark Minda Foundation and Ashok Minda group has deployed the community development initiatives to incubate, implement and multiply diverse projects and interventions to help build a better and sustainable society.



N. K. Taneja

Group Chief Marketing Officer

The Community based programmes at Spark Minda Foundation are aimed to convert the beneficiaries into meaningful resources for the society. The motive is to impart skills to the needy which helps an individual to gain opportunities and reap benefits out of it for a longer term. Spark Minda, Ashok Minda Group not only partners with their own employees, but with people and organizations that echo its goal of creating a more inclusive society. It collaborates with the local communities, engages in dialogues with them to assess their needs and works alongside a gamut of stakeholders to build community capacity.



Sanjeev Saxena

Head Business Vertical-II

Through the years CSR has helped in enriching the company's image and has come up as an important strategy to align itself with the development points. The Group through its CSR programmes has been successful in garnering positive brand image among its stakeholders and customers. The ultimate goal in all of the interventions is to transform the lives of the community through result oriented participatory approach. The efforts are directed towards inclusive growth so as to reach out to the most vulnerable communities and help them build a better tomorrow.



Sudhir Kashyap

Head Business Vertical-I, Director SMF

Spark Minda Foundation is a Section 8 Company and 100% subsidiary of Minda Corporation Limited. The Foundation is the implementation arm of all the Group Companies for CSR Programs. In recent years, the Foundation has established new milestones at National and International level. The programs have been developed in such a way that they become self-sustainable. Innovation, collaboration, replicability, scalability and sustainability are the main potentials of the Foundation. Spark Minda Foundation is dedicated to reach to the less privileged community through its scientific model of intervention and committed to bring affirmative changes in the society.

MESSAGE

From Head Group CSR

At Spark Minda Ashok Minda Group, we believe in our Responsibility to work for the Society in a Sustainable way and this year we have worked keeping Sustainable goals as our reference for intervention. Sustainable Development Goals (SDG) is a collection of 17 global goals set by the United Nations in 2015, which is our aim to achieve too. The goals are broad and somewhat interdependent, yet each of the goals have a separate list of targets to achieve and among 17 goals, we are working on 9 goals of sustainable development.

Our business integrated CSR initiatives in the prisons of India have started from Tihar and then replicated to Yerwada and Aurangabad Central Prisons. This year, we started the project in the Nagpur Prison as well and this initiative has set another milestone in the Industry and given a win-win model to the automotive and CSR fraternity. Working and practicing Peace, Justice and strong institutions Goal 16.

Under goal 9 of Industry Innovation and Infrastructure, this year we have signed a MOU with Ministry of Skill development and Entrepreneurship, DGT, New Delhi for starting a trade on Tool and Die maker at ITI Nizamuddin, New Delhi.

For the Good Health and well being of the Society under goal 3, we have arranged Eye Camps and health Camps in the Intervention areas and which has benefited 3500+ People in the community and it is our Immense pleasure to inaugurate our Divyang Empowerment center, Maharashtra, which would be a permanent center serving for Empowerment of the PWDs across country through dignity and sustainability.

An Empowered women is powerful, beyond measures and beautiful beyond description. Alike the goals of SDG i.e. Gender Equality and empowering the women, we are working for Menstrual Hygiene, Family planning and Reproductive Health awareness in the community for reaching 3000 women in India by 2020.



Goal 15 Life on Land, we are practicing Tree plantation across the intervention areas and involving the panchayat for its maintenance.

Keeping goal 6 and 7 in mind of clean water, sanitation, affordable and clean energy the pressing issues of resource scarcity particularly water and energy in India, our efforts towards environment sustainability continued this year with a focus on water conservation and solar energy generation. This year by installing solar panels at our CSR centers, I feel proud to announce that now our Aakarshan Vocational Training Centers are totally solar operated. We also constructed toilets and installed safe drinking RO water facility in prioritized Government Schools in our intervention areas. With these constructions, we were able to benefit approximately 3000 students in the area.

Achieving quality education is the moral right of every child and Under the Goal 4 of SDG, we have been running our Aakarshan Program since 5 years and this program is a perfect example of Sustainability and Development.

Goal 17 partnerships for the Goals and most significant one, we are proud partners of more than 30 NGOs, State Government, Foundation, Corporate, Education institution and Trade Associations.

We further look forward to supplement the SDGs through our CSR interventions.

Praveen Karn
Head Group CSR

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Cautionary Statement

In this Annual report, we have disclosed/presented last financial year's/projected information to enable the readers/stakeholders/beneficiaries to comprehend our prospects for the existing and upcoming programmes/projects. This report and other statement-written and oral- that we periodically make contain forward- looking statement that set out anticipated result the management's plan and assumptions. We have tried wherever possible to identify such statements by using words such as 'plan', 'achievement', 'actual', 'projected', 'estimate', 'believe' & words of similar substance in connection with the discussion of existing or future performance. We don't/can't guarantee that this disclosed/forward looking figures/statements are/will be realistic/realized, although we believe we are/have been prudent in assumptions. The achievement of the result is subject to risks uncertainties and even inaccurate assumptions. The photographs used in the report are captured by various team members/anonymous from different project locations/elsewhere and we have presented them in the report for relevance purpose and hence we don't want to hurt anyone's feeling interpreted from these photographs. We undertake no obligation for the existing or upcoming programmes/projects.

About us



Spark Minda, Ashok Minda Group is one of the leading manufacturers of automotive components for the OEMs with Headquarters in India, Gurgaon- near to New Delhi. The Group was founded in 1958 by Late Shri. S.L. Minda and today has around 60 years of legacy as an automotive component manufacturing company. The Group is rated as one of the leading manufacturers of automotive components under these three Categories – Safety, Security & Restraint System, Driver Information & Telematics and Plastic Interiors. The Group caters to the needs of all major Passenger Vehicle, Commercial Vehicle, Motorcycle & Scooter, Off-road Vehicle & Tier 1 manufacturers in India and Overseas market including Europe, NAR, CIS & ASEAN countries with 36 state of the art manufacturing plants. The Group also serves to after market segment in India through a strong dealer distributorship of about 500 dealers. The Group also has several JVs with leading companies from USA, Japan, Italy, China and Uzbekistan.



The Group has a legacy of Community Development since decades. The Community Development Programs were undertaken by various manufacturing units of the group in and around their periphery. Later, it was understood that a common entity for all the Group Companies needs to be incorporated. Accordingly, Spark Minda Foundation (SMF) was incorporated under Section 8 of Companies Act and is the CSR wing for the Group Companies to undertake CSR programs. The main aim of SMF is to work for community development by catering education, women empowerment, facilitation of healthcare, empowerment of persons with disability and to sustain the environment.

SMF is 100% subsidiary of the mother company, Minda Corporation Limited, which is listed at BSE and NSE

Vision



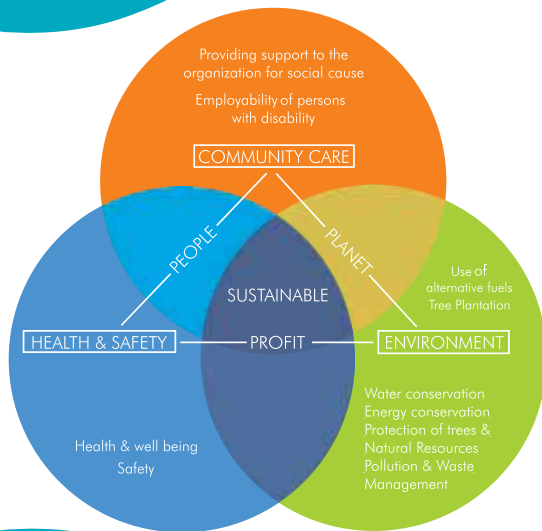
To build a Sustainable Society through improving the quality of life; protect the Planet through affirmative actions and establish integrated and inclusive growth of people and Environment.

Mission



- To provide access of Education to less privileged section of society.
- To Empower the youth through providing skill set and make them employable.
- To facilitate Healthcare services to people for their basic survival.
- To provide access of minimum Infrastructure facility to the society.
- To protect Environment and Resources for Sustainable future.





- **Aakarshan:** An Educational and Vocational Skill Training Program for children, youth and Women. Providing Guaranteed job and creating livelihood opportunities to Women of Industrial tailoring center.
 - **Saksham:** A program for Care for Person with Disability by providing them assistive & accessible technology, employment with OJT, Ergonomics, etc.
 - **Health and Wellbeing:** A program to improve health status of community through menstrual Hygiene, Family Planning & Reproductive Health, Eye- Checkup Camp and various other General & Specialized Camps.
 - **Business Integrated Prison Program:** Manufacturing unit under PPP Model at Tihar, Yerwada, Aurangabad and Nagpur Prison for inmates.
 - **Community Infrastructure Program:** For Improving School Infrastructure, providing safe drinking water & Sanitation Facility, Renewable energy, etc.
-
- **Minda Bal Gram:** Home for Parentless children providing long term holistic care.
 - **SL Minda Skill Center:** A Center proving Training, employment and Entrepreneurship to youth.
 - **Moga Devi Minda Memorial School:** A School providing quality education for the less privileged children
 - **SL Minda Sports Academy:** Promotion and encouragement to youth for sports.
 - **SL Minda Memorial Hospital:** A Multi-specialty 100 bedded hospital providing curative and preventive healthcare to the rural community.

Accolades

Aces Award for Saksham Program in 2016



TV 100 CSR Award for Healthcare in Automobile Sector in 2017



Best CSR Collective Action Project of India CSR 2018



TV 100 CSR Excellence Award for women Empowerment in 2018



India CSR Award for Community Initiative for recognising good CSR Practices for Saksham 2017





Best Community Project by
Government of Haryana 2017



4th CSR Impact Award
at India CSR Summit
2017 to Saksham

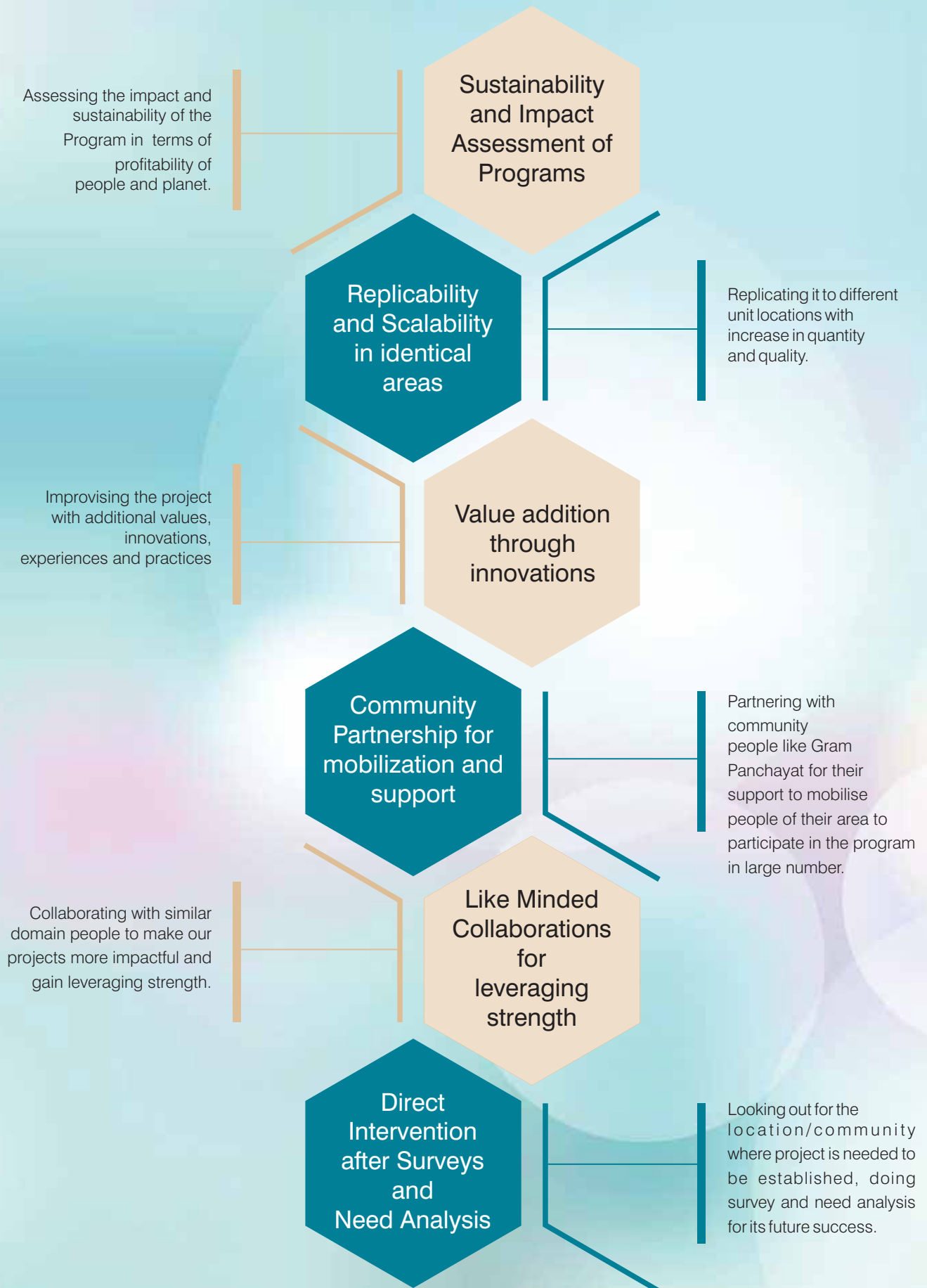


CSR Times Awards for
Most Innovative Project
for Business Integrated
Prison Program in 2018



Best NGO Award by
School of inspired
Leadership

Approach of CSR Intervention





Education and Livelihood Programs



Aakarshan Vocational Training Program

The flagship program of Spark Minda Foundation – Aakarshan Vocational Training began its journey in 2013. Supplementing to the “Skill India Mission” of Government of India, this path breaking initiative provides quality education and skill to underprivileged children and youth with a special focus on the women community in rural India.

It is rightly said if its all to do with training you can do a lot if you are properly trained. Such Trained Trainers are hand-picked from nearby communities and are provided with both initial and regular training that enables them to engage students through a quality learning experience.

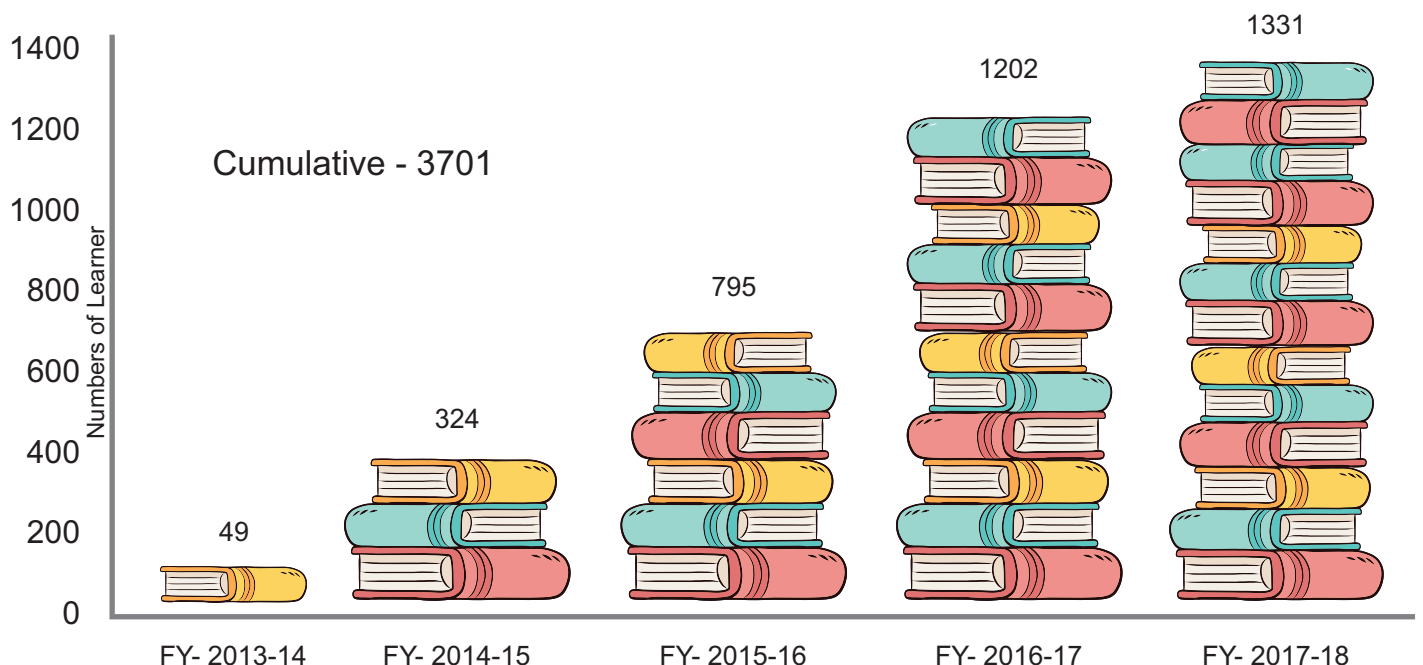
Aakarshan word was conceived by Group CSR committee with a philosophy to have a center in a rural set up, which attracts villagers, where they can come and learn practical knowledge to get employment, employability and entrepreneurship. The program aims to deliver transformative skill education to people so that

they become educated, responsible and self-reliant citizens with a deep sense of commitment to their society. Both in class as well as out of classroom activities are given equal importance so that students learn for life and from life; thereby instilling in them the right values, attitudes, life-skills and confidence. Government, community and like-minded organizations are active stakeholders in Aakarshan and all the Aakarshan centers uphold this way of functioning.

Spark Minda Foundation has 6 Aakarshan Centers across the country which is serving for the community. With proper need assessments and baseline survey intervention villages are being selected based on the log frame analysis of Quantitative and qualitative outcomes.

Till FY17-18 Aakarshan has benefitted 3701 youth, children & women through in training programs., whereas 1331 people were benefitted in FY 17-18.

Number of Learners Year Wise



Aakarshan Locations

There are 6 Aakarshan Vocational Training Centers across India. They are situated at Kuleshara Village of Greater Noida-Uttar Pradesh; Donde Village, Pune- Maharashtra; Vengadu Village of Chennai- Tamil Nadu; Transit Camp Slum and Saraswati Shishu Mandir School of Rudrapur, Uttarakhand.



Pillaipakkam, Tamilnadu



Greater Noida , Uttar Pradesh Center -2



Rudrapur, Uttarakhand, Center-2



Rudrapur, Uttarakhand, Center-1



Greater Noida , Uttar Pradesh Center



Greater Noida, Uttar Pradesh Center-3

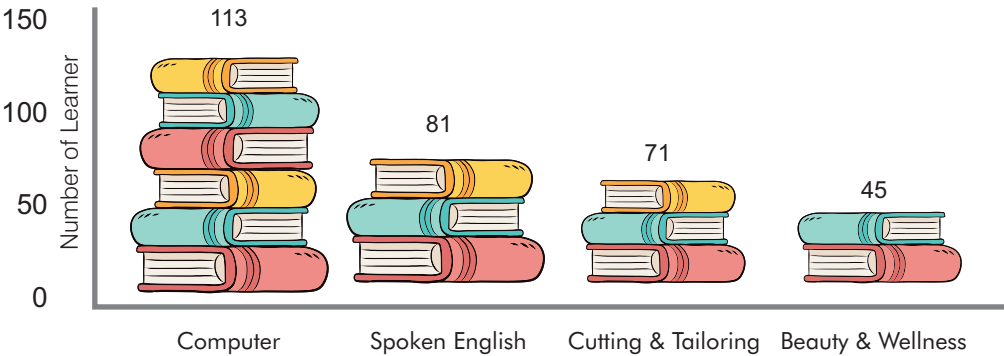


Rajgurunagar, Maharashtra

This Aakarshan Vocational Training Center was established in 2013 at Kuleshra Village of Greater Noida- Uttar Pradesh. Kuleshra village mainly consists of migrant population from different parts of Bihar & Uttar Pradesh having most of the population less literate, thus this village was chosen for the Program implementation. In Greater Noida (GN), training over Basic and Advanced Computer, Spoken English, Cutting Tailoring and Beauty & Wellness is imparted to the Children, Youth and Women of Kuleshara and other nearby villages. In FY 17-18, 310 learners were trained from Aakarshan Vocational Training Center – Uttar Pradesh. Whereas, till date the program has reached to 974 people.

Aakarshan Vocational Training Center- Uttar Pradesh

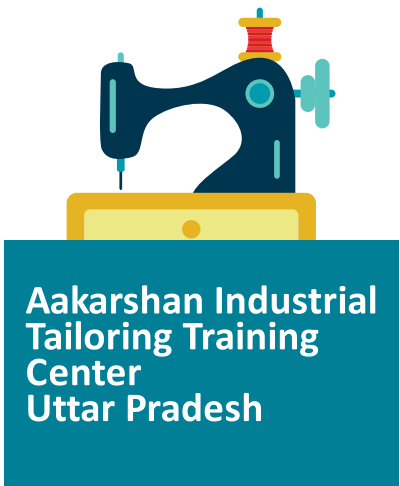
Number of Learners in Aakarshan Greater Noida (FY17-18)
Consoildated-974



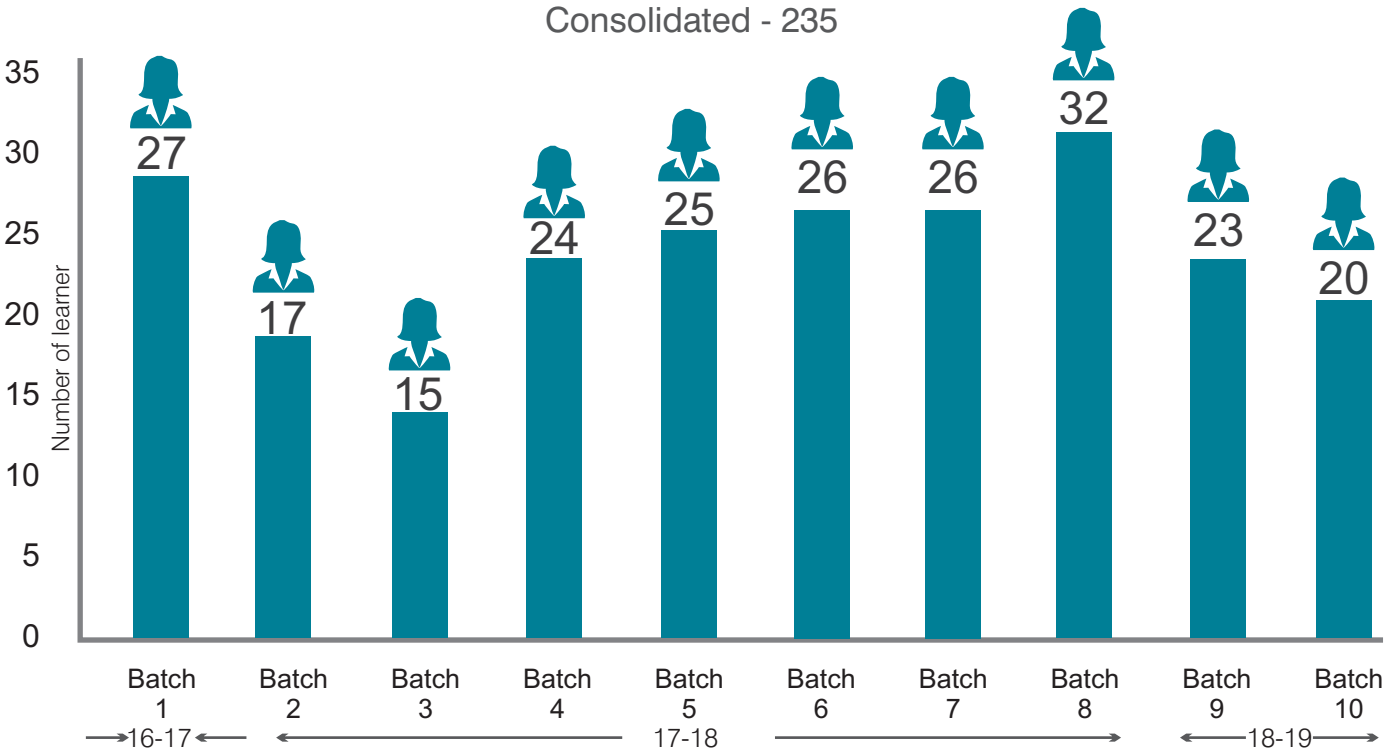
Making women economically productive is the need of the hour. With the thrust of Empowerment of women by equipping them with skills and providing livelihood for a secure future, SMF has started Industrial Tailoring Program for women in collaboration with Shahi Exports.

This program was conceived by SMF in 2017 considering the dearth of skilled manpower in Apparel export houses in India.

This Program focuses on women empowerment through skill-oriented Income Generating work at Garment Export House. After training them for 45 days, 100% job is ensured to them. This is a collaborative project with Shahi Exports. Till date 235 women are trained and employed through this Programs. Whereas, in FY 17-18 this program has reached to 165 women.



Number Of Women Employed (YTD)
Consolidated - 235



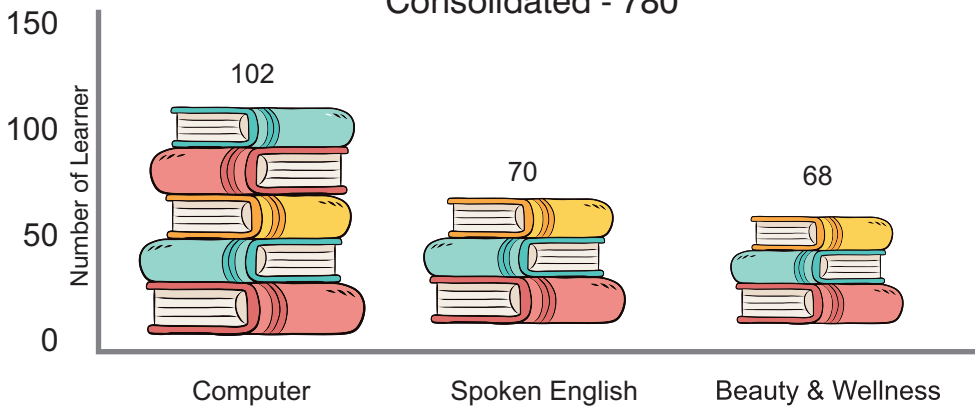
Meera Jaiswal, mother of two daughters, resident of Kulesara village of Uttar Pradesh was not having any degree but was aspiring for a job. Post her marriage, she started facing problems to sustain with her two daughters for their needs. She was striving for a job to support her family. One day she came to know about Industrial Tailoring Program of Aakarshan Vocational Training Center and took admission. Other than the technical training, she also learnt life skills modules at Aakarshan Vocational Training Center. After her 45 day of Training, she got the job of Machine Operator at Shahi Export Pvt Ltd. She has started earning approximately Rs. 10,000 per month.

Meera feels Proud to support her family now economically and take care of both her daughters.

In Maharashtra, this center was established in 2014 at Donde Village, Rajgurunagar, Pune. The Center was started with Basic Computer Course and then was enhanced with courses like Tally, Spoken English and Beauty and Wellness. The population of this location mainly consists of tribal community, who do not have any access to Skill Training Program in that area. During our need assessment exercise, it was found that the aspiring learners from the village have to travel approximately 20 kms to get these kinds of trainings. In dearth of transport facility, children and youth and specially the women were unable to attend such trainings. Thus, SMF planned to setup the training facility in collaboration with Gram Panchayat at their door step. In FY 17-18, training was imparted to 240 students whereas, till date 780 people have been trained at this center.

Aakarshan Vocational Training Center- Maharashtra

Number of Learners in Aakarshan Pune (FY17-18)
Consolidated - 780



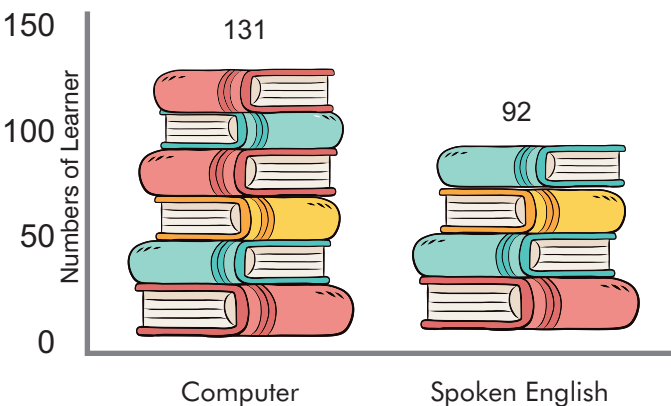
Prasad Bankar from Donde village, Pune, Maharashtra is a commerce Graduate. He undertook Computer Training Program in 2017 at Aakarshan Center, Pune. Life skill, soft skill and especially interview facing module helped him to get a Job. Currently, he is working as a Junior Accountant at RBP Infrastructure Company, Shindegaon, Wasuli through the placement facilitation of Spark Minda Foundation. Prasad admits that many of the rural youth do not have exposure of employment opportunities in the urban places and it is difficult to reach to those employer. Prasad admits that through the mediation of Spark Minda Foundation, this becomes easier for the rural youth to access the urban job opportunities.



Aakarshan Vocational Training Center-I, Uttarakhand

It was established in 2014 at Balika Vidya Mandir junior high School- Jagatpura, Pantnagar, Uttarakhand. This center runs in closed association with Govt. School and imparts training over Basic Computers, Tally and Spoken English to the students of the same school, girls of Vanvasi chatravas (Home for parentless girls of north east) and outsiders. In FY 17-18, 223 learners graduated from Aakarshan Center 1.

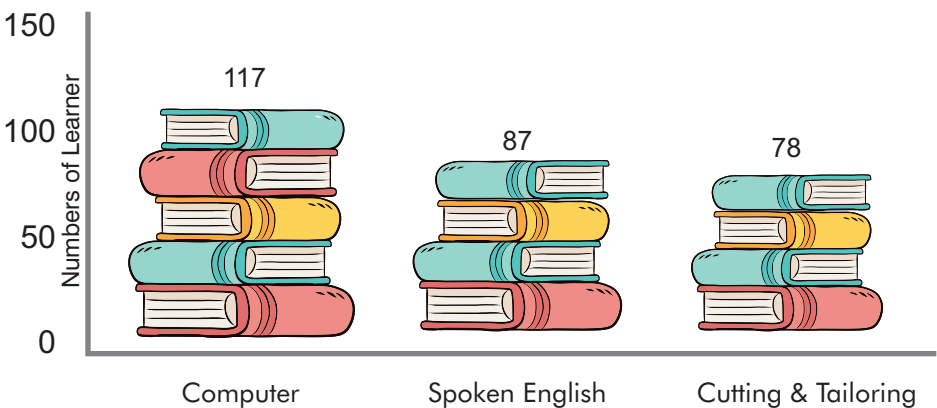
Number of Learners in Aakarshan
Pantnagar I (FY17-18)



Aakarshan Vocational Training Center-II, Uttarakhand

Aakarshan Vocational Training Center-II, Uttarakhand was established in 2015 in the biggest slum of Rudrapur, Uttarakhand called transit camp. This center imparts training over Basic Computer, Tally, Spoken English and Cutting & Tailoring to the Children, Women and Youth. In FY 17-18, 282 students were trained from Aakarshan Pantnagar center II. Whereas, till date Aakarshan center I & II of Utrkhand has reached to 1237 people.

Number of Learners in Aakarshan
Pantnagar II (FY17-18)



Consolidated Center I & II -1237

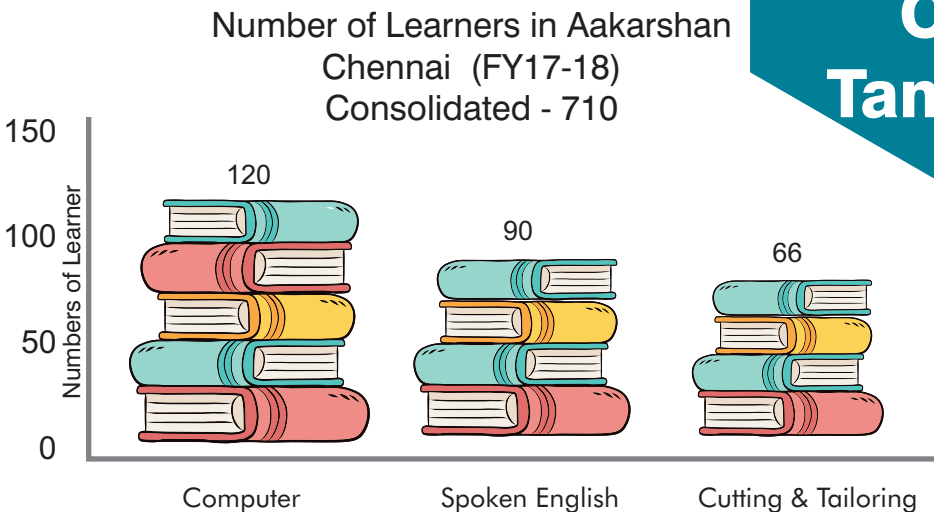
Baby Tomar, aged 26 was struggling for her employment post her separation from her husband. She joined Aakarshan Vocational Training Center for Cutting and Tailoring classes at Pantnagar. By her hard work and dedication, she has established herself as an entrepreneur and opened a boutique. She is earning sufficient to fulfill her basic needs and is very thankful to Spark Minda Foundation for rendered support.



This centre is situated in the Vengadu village of Pallaipakkam area which is in Kanchipuram district of Tamilnadu. Pallaipakkam is the extreme rural village of Kanchipuram, where people do not have access to Computer and English, which make them struggle for knowledge and employment. Therefore, through our need analysis the need of computer literacy, spoken English and cutting and tailoring was profound.

In FY 17-18, 276 students were trained at Aakarshan Tamilnadu Whereas, till date this center reached to 710 people.

Aakarshan Vocational Training Center Tamil Nadu



Manikandan from vengadu village, Tamilnadu is a first graduate from his family. He was striving for his employment post his degree and faced some of the interviews but was not able to be through because of his poor communication skill. He joined Spoken English Training Program at Aakarshan Chennai Center. Now he is running his own business and is very confident in communicating with his customers



Convocation Ceremony at Aakarshan Centers





Community Mobilization and Aakarshan



A mobilization Strategy has been integrated with Aakarshan program to ensure its optimum reach and sustainability. The first level of mobilization is done in the village in consultation with local stakeholders like Gram Pradhan, School principals, Teachers & members of Gram Panchayat.

From the Government schools and colleges in the periphery of the center, students and teachers are involved in the mobilization, Focused group discussion (FGD) is a good way to gather people from similar backgrounds. Discussions are also placed on specific topic and mobilization during Gram Sabha in the village. Public Relation is very important key of Mobilization and maintaining it with the villagers and stakeholders leads to a good rapport building.

Social media also plays a vital role in mobilization. SMS is circulated through the Social media among the Stakeholders, which also helps in mobilization.

Approaching the Local SHGs, where group of women are targeted, which leads to greater impact and also a very beneficial method to reach to each household in the locality.

The District and Block Administration are always kept in loop to reach to villagers.

Courses at Aakarshan Center

Industrial Tailoring



This Program focuses on women empowerment through skill-oriented Income Generating work at Garment Export House. After training them for 45 days, 100% job is ensured to them. This is a collaborative the project with Shahi Exports. Till Date 235 women are trained and employed through this project. Whereas, in FY 17-18 this program has benefitted 165 women.

Spoken English



No matter how popular English may have become but it still is an alien language in a lot of parts in India. The main hurdle for the rural youth to connect with the mainstream is their lack of knowledge in English language. In order to overcome this hurdle, SMF started a 6 month Spoken English Training Program in Aakarshan Centers. This helps the children and the youth to learn it easily and effectively. The joy of looking at your child knowing English becomes a pride of the family and inspires fellow youth also.

Beauty & Wellness



We believe that the empowered women is beautiful beyond measures. In 4-month Beauty & wellness Program, women are trained in Basic and Advanced Make-up, Hair Styling, Mehendi Designing and Machines Usage, so that they can take a step towards self-grooming along with becoming independent by taking up jobs in Beauty Parlour or opening their own Beauty Parlors. Other than these basic training, learners are also given hands on training and knowledge on various therapies like dandruff, Skin, etc. Women are also given exposure for setting up their own enterprise.

Basic Computer



Computing is not about computers anymore but is about living today. And in our Aakarshan centres, Students undergo a 6-month course in Basic Computer gets practical and the theoratical training which help them to mainstream and also to get a source of employment on the completion of the Course. Under our Basic Computer Course, learners are trained on Microsoft- Computer fundamental, Word, Excel, Power Point, Internet-Email and Basic hardware, etc.

Tally



This 3-month training program is designed especially for the youth. In this training, learners are professionally trained on Tally Fundamental, Manual Accounting, Computerized Accounting, Cost center, Cost category, Inventory, Taxation, etc. Also the Basics of GST has also been integrated in Tally program recently.

Cutting and Tailoring

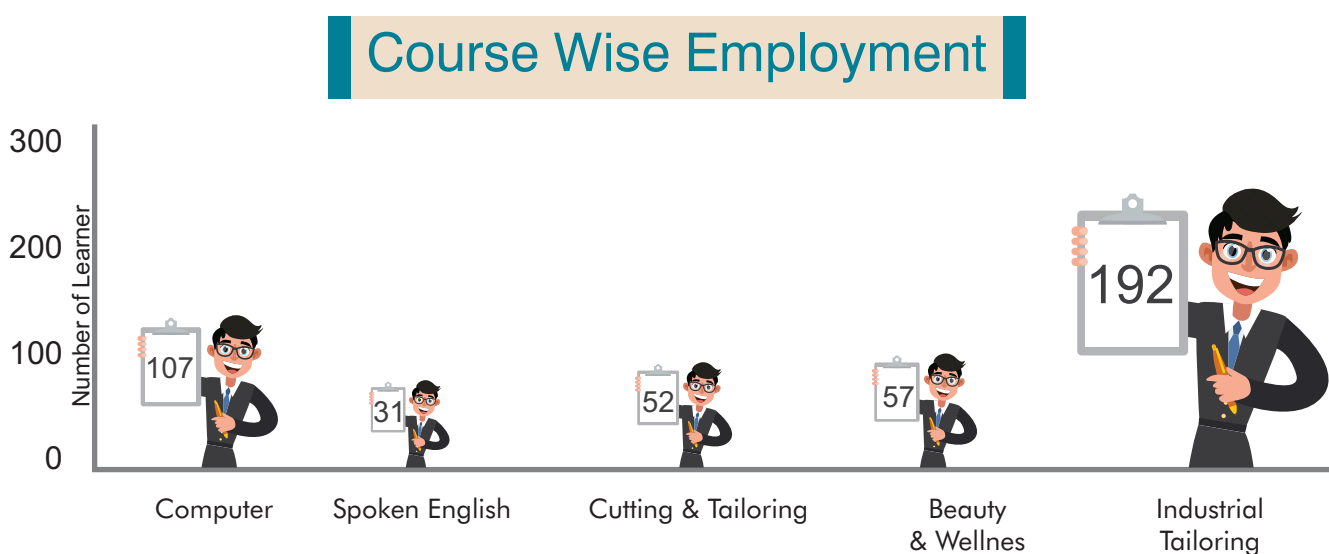
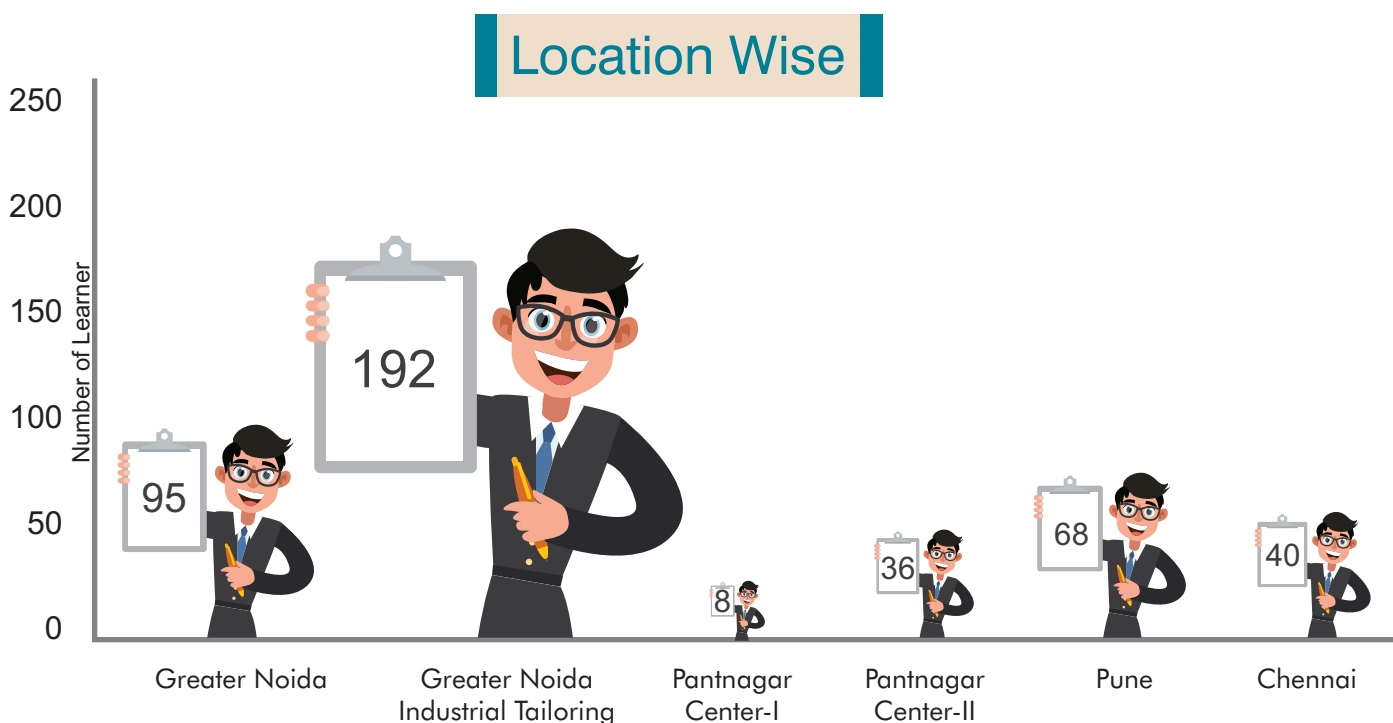


This program focuses on Women empowerment through self-reliance and financial independence, through which women can either start up something of their own or take- up a job just by learning Basic Cutting and Tailoring for 6 months. A 3-month advanced cutting and tailoring course was also introduced after seeking the demand of the community.

Shital Waghule belongs to Agarmatha village of Pune District of Maharashtra. When she came to know about Beauty and wellnes program of Aakarshan Vocational Training Center, she compared the syllabus with the nearby centers and found it robust and more practical oriented. She learnt the program in the year 2016 then she took up a job in Pune in a parlour and in 2017 she sets up her own Beauty Parlour named Manwa Beauty Parlour in Pimpri Chinchwad area of Pune. Her clients of the parlour get pleased by her work. She is able to earn Rs. 8000 – 10000 per month. She is a proud alumnus of Aakarshan Vocational Training Program.



Employment Status of Aakarshan Learners



- Total Employed Till FY 2017-18 - 439 aspiring youths out of 1000
- 43.9 % of Employment to aspiring youth till FY 17-18

Salient Features of Aakarshan Program



The idea of Aakarshan program is not only to provide skill development but to raise confidence, improve knowledge, teach behaviour and give direction through proper guidance to the youths. The program is set in a process of three major components that address different facets of the skill effectiveness

I Training of Trainers

Trainers are given exposure to undertake new initiatives, acquire skills, build perspective, take on responsibilities and set benchmarks. Thus, SMF Capacity Building Program helps motivate trainers and groom them to become Leaders. This is enabled through innovative tools, exposures and processes to sharpen their vision, which propel the center to excel. Trainers are sent for motivational trainings, workshops and receive rewards and recognition for innovative and proactive work.

II Student Empowerment

Meaningful knowledge development leads to enhance efficiency and performance. Classroom teaching at Aakarshan is supplemented with several co-curricular activities that stimulate the intellectual, emotional, social, moral, cultural and aesthetic development of the children. The co-curricular activities planned for each academic year are: –

- PACE Module

The module developed by GAP brand is internationally identified training, which is given by Shahi exports Trainers to Industrial Tailoring learners on Personal Advancement and Communication Enhancement (PACE).



- Life Skill module

There are seven Behavioral Modules on which students are trained, which include: Self Introduction, Phone and Email Etiquettes, 5S Training, Personal Hygiene, First Aid and Safety. The main aim of these modules is to overall groom the learners and help them to gain the confidence and mainstream themselves.

- Career Counseling

Students are counselled on their aspirations matching with the opportunities in the industries

- Guest lecture

Expert faculties from outside are invited as a guest to impart add on lectures based on the specific course requirements.

- Exposure visits

Students above 18 years of age are taken to IT industries, Spoken English institutes, Apparel Export houses, factories, etc., to gain practical knowledge of their learning. The idea is to motivate students and make them familiar of working environment, which will help them to attain employment comfortably.

- Quiz competition

Inter and intra course quiz competitions are organized to test and make students familiar with current affairs and general knowledge.

- Talent show

Learners are motivated to showcase their hidden talent in this platform. Students come up with talent like Singing, Dancing, Poem recitation, etc.

- Outdoor game

To create a spirit of sportsmanship among the students and to create attraction among other community students, a large variety of outdoor games like Cricket, Racking, Kho-kho, Kabaddi, etc. are organized.

- Art and Craft

To motivate creativity among students, drawing competitions and best out of waste competition is organized.

- Convocation: Convocation Ceremony is organized twice in an year for the students who pass in the assessment from Aakarshan



- Stakeholder's Engagement

At spark Minda, we believe in collaborative actions and working with rural community requires collaborative inputs and engagement of all stakeholders. Therefore, we create avenues for active participation of parents, community members, Government officials and other stakeholders in this program. Activities for greater connect include invitation to stakeholders during convocation events and celebrations, mobilization, community development campaigns, periodic programs in the center, Parent-Teacher Meetings (PTMs), etc.

- Community Development Campaigns

The program also aims to empower students as responsible citizens with a deep sense of commitment towards the communities in which they live. Through Community Campaigns, students are taught about social

issues, so that they can be involved in sensitizing community members towards creating a socially responsible society. Students have successfully led campaigns on issues like Importance of education, gender discrimination, ill effects of early marriages, adoption of healthy sanitation practices, environment awareness, etc.

- Parent Teacher Engagement

Home visits by our trainers, periodic parent-teacher meetings, convocation ceremony and various awareness drives in the centers provide ample platforms to establish a strong connect between the center and the community. The program seeks to help them understand the teaching process followed while giving the clarity about performance of students in various parameters to their parents.







GLIMPSE

Extra Curriculum





Dual System of Training Program

The gap between the supply of ITI and demand of Industry is known to all of us. To bridge this gap, an MOU was signed between DTTE Government of NCT Delhi and Minda Corporation Limited to initiate Dual System of Training. This program has been started in the month of December 2017 at ITI Nizamuddin in the trade of Press Tools, Jigs and Fixtures.

Salient Features:-

- First program of the country on this new model
- Supplementing to Ministry of Skill Development and Entrepreneurship, GOI under Directorate General Training
- Introduced to connect between ITI and Industry
- 830 hours of theory; 110 hours of Employability skill training
- Curriculum development in consultation with industry
- Selection of learners by industry
- Training of ITI Trainers by Industry
- Exposure visits and Guest lecture facilitated by Industry

- Latest machine Exposure in the factory by production managers of the Industry
- Provision of stipends for a period of 9 months by Industry
- Classroom infrastructure development by Industry
- Certificate of Internship to the students
- Win – Win PPP model

Out of the course period of 2 years, the students will come to Spark Minda, Ashok Minda Group factories for 9 months for internship and during this period the group will also pay them internship money as per Apprenticeship Act.

Wadhvani Foundation is a conduit between the Government and the Industry for the program.

The MOU was signed on 7th Aug 2017 by Mr. Lalitendu Samantha, GCHRO, Spark Minda, Ashok Minda Group and Mr. Manoj Kumar, IAS, Director, Govt. of NCT Delhi. This program is an excellent example of win-win model, where students are getting benefitted with on job training in the industry, whereas industry is getting skilled manpower, which can be retained, creating employment opportunity. This new model in the Industry has been well received.

Dual VET Program

The Embassy of Germany in India has invited various Industries in India to join in a collaborative campaign to revamp the ITI in India. Under the campaign, the Embassy has invited more than 20 Industries to share their practices related to ITI upgradation and skill Training. The idea is to integrate the German Model of Dual System of Training.

Spark Minda Foundation is in the major roles under this initiative and is supplementing the German Embassy in order to identify the model of intervention. Under the campaign, a Foundation (Section 8 Company) has also been registered by Embassy of Germany in India.



Business Integrated Prison Program

Based on Public Private Partnership model, this initiative is one of its own kinds in India's Automotive Industry. Under this initiative, a facility is setup in prison premises to impart skill and provide employment to Prison inmates. This program has created an opportunity for the inmates, who get employment inside the prison and can also support their families from Prison itself through income generation. The objective of the program is to create a crimeless society through imparting skills and providing employment accessibility to inmates in prison in India.

Program Details

A dedicated team of Spark Minda, Ashok Minda Group trains the inmates sentenced a term of 7-14 years or life imprisonment. These inmates are paid for their work as per the compliances. Out of their earned money, the major part goes to the inmates' families. Some part of it is spent on the welfare of the inmates and a part of their wages also go to the victims' families also.

Stakeholders

- Prison Authority – To provide necessary sanctions, to allocate space, to arrange utilities, to identify inmates and to facilitate payments.
- Spark Minda, Ashok Minda Group – To setup the manufacturing inventory, to train the inmates, to ensure production supply chain and to pay remunerations.
- Purchaser of Auto products – the customers of Spark Minda, Ashok Minda Group also signs the tripartite agreement to purchase the finished product, this ensure sustainability of project.

Expected Impact

The thought is that, once the inmates are out of Prison after completing his/her sentence, he/she is fully trained for an employment in the Automobile/ Auto-Component Industry. The inmates will also be provided a work experience certificate after a completion of tenure. We expect a crimeless society through this initiative.



Glimpse of the Prison Program





Locations of the Program

Nagpur Central Prison, Nagpur (2016)



The facility was started in association with Minda SAI Limited & Mahindra & Mahindra to produce Wire Harness for Bhoomiputra Tractor. The prison has allocated an area measuring 1920 sq. ft. This facility produces 3500 Wiring Harnesses per month. One Coordinator, two trainers, two-line leaders, one supervisor and two Quality in charge are deployed in the prison by the Group. Presently, 21 inmates are working in this facility.

Aurangabad Central Prison, Maharashtra (2016)



In Aurangabad prison, a Lockset assembly Unit has been installed for supply to customer. The facility has been installed in an area measuring 500 sq. ft. in the women cell. This is one of its kind facility for women inmates.

A total of 15 women inmates are currently working in this facility.

Yerwada Prison, Maharashtra (2015)



A Wiring Harness Assembly Unit in association with Minda SAI Limited and Mahindra & Mahindra has been started in an area measuring 1920 sq. ft. One Coordinator, two trainers, two-line leaders, two supervisors and two Quality In charge are deployed at the location by the Group. This facility produces 2000 Wire Harness per month for Bolero (P-108 harness). 43 inmates are working in the facility.

Tihar Prison, Delhi (2014)



Minda Furukawa Electric Pvt. Ltd (MFE), a Joint Venture Company between, Spark Minda, Ashok Minda Group of India and Furukawa of Japan had set up an Automotive Component manufacturing unit prison Tihar Jail, New Delhi under PPP model for its Customer 'Maruti Suzuki India Limited. This was the 1st modal ever established by an Automotive Industry in the prisons of India.

Empowerment of Persons with Disability



Saksham Program

Each one of us have abilities, some of us like to differ a bit, whom we refer to as the differently abled and that is what this program is about, making sure those abilities shine and blossom, so that their dreams may come true. Saksham was launched as a program to facilitate and empower the PWDs.

This Program has not only reached to PWDs in India, but also the PWDs abroad and is reaching out to them at each and every niche.

Taking it a step forward, Saksham has now evolved as a permanent center in Chakan area of Maharashtra. Saksham aims at ensuring the sustainability for PWDs. We hope that there will be a time when people will acknowledge the able without considering the label. The program supplements the Disability Act 2017 of the Government of India.

Saksham is also in line with the sustainable development goals, Particularly supplementing to 4 of them:-

SDG 10 Reduced inequalities

SDG 11 Sustainable cities and communities

SDG 16 Peace, Justice and Strong institution

SDG 17 Partnerships for the goals

Considering the equity and equality concept, Saksham Program strives to reduce inequalities of PWDs within the community through providing equal opportunities.

The Group has provided jobs to 215 PWDs in the Group factories.

Bringing ergonomical changes is the step towards providing accessibility to PWDs. Such Infrastructural changes in factory will also supplement to make sustainable city with rights and due compliances ensured for PWDs. Saksham program becomes sustainable with collaboration and partnership of more than 30 corporate foundation, NGO, Government, Trade Association and Educational institution.



Assistive Aid Project for PWDs

A camp for Artificial Limb Fitment was organized in Uttar Pradesh in 2017 by SMF. The main objective of the camp was to provide accessible and assistive technology to person with disability and to ensure sustainability of their lives through their employment. This camp was organized in Minda Corporation Ltd., Noida, Uttar Pradesh.

Reaching the Unreached

21 Screening Camps were organised in the following strategic locations :-

- Gautam Buddha Nagar - 8 Screening camps in Block offices of Jewar, Bisrakh, Dankor and Dadri blocks.
- Bulandshahar - 5 Screening Camps in District Hospital and Community Hospital of Syana, Bulandshahar, Dibai, Khurja and Anupshahar areas
- Ghaziabad - 4 screening camps in 4 block offices of Rajapur, Murad nagar, Bhojpur and Loni
- Partners - 2 Screening camps in Sister of destitute, Akshay Prathisthan and BDS

Together we Can

Government:- District Administration of Bulandshahar, Gautam Buddha Nagar, Ghaziabad and Hapur

Networking:- 21 NGOs from village areas for mobilisation

CSR – 10 CSR Foundations and Assocham Trade Association

Education Institutions:- Social media campaigning by Delhi University students

Panchayat: More than 150 Panchayat for out reach

Duration

A 12-day camp from 13th Dec, 2017 to 25th Dec, 2017 was organized at MCL Noida. These 12 days witnessed a larger than expected number of PWDs turning up to be empowered, independent, confident or as we like to call it SAKSHAM.

Over the course of these 12 days, Project Saksham, resulted to 2042 fitments PWDs. The technical partner of this project is Jaipur Foot. The inaugural ceremony of the camp witnessed the presence of Mr. Anupam Mohindroo, Director Purchase, HMSIL and D R Mehta, Chief Patron, Jaipur Foot.

Camp India 2016 :-

Place - Minda Corporation Limited, Noida. Uttar Pradesh

Partners - 21, Reach - 5 states,

Fitment - 1054

Camp Indonesia 2015 :-

Place - PTMAI, Takasta, Indonesia

Partners - Jaipur Foot, Vaswani Mission, Reach - 4 provinces,

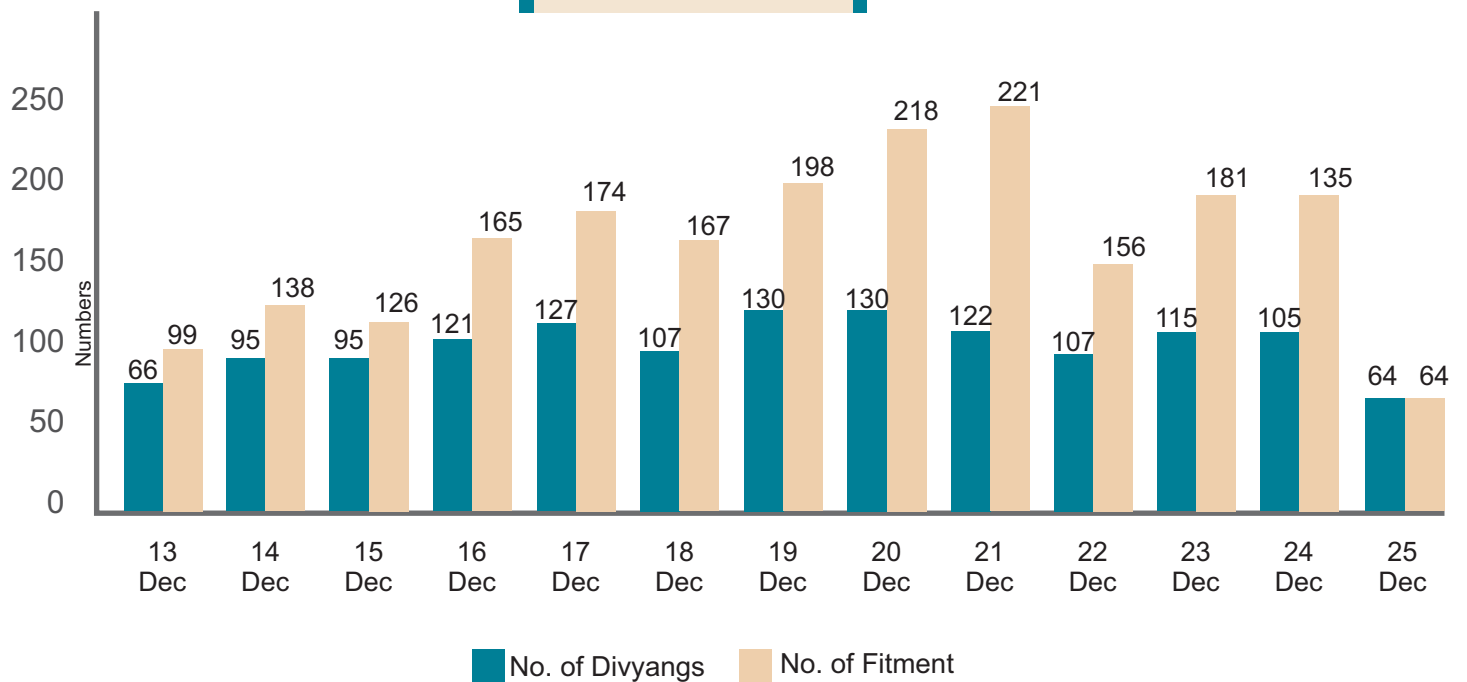
Fitment - 529





Camp 2017 India

CAMP OUTCOME

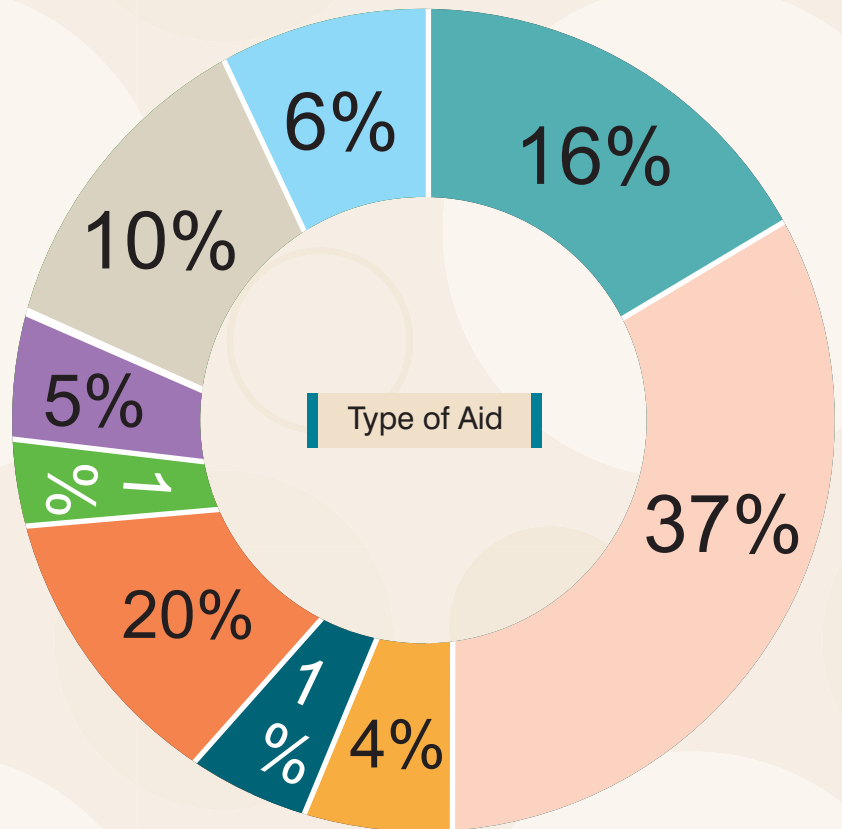


An effort of peace installation in the valley



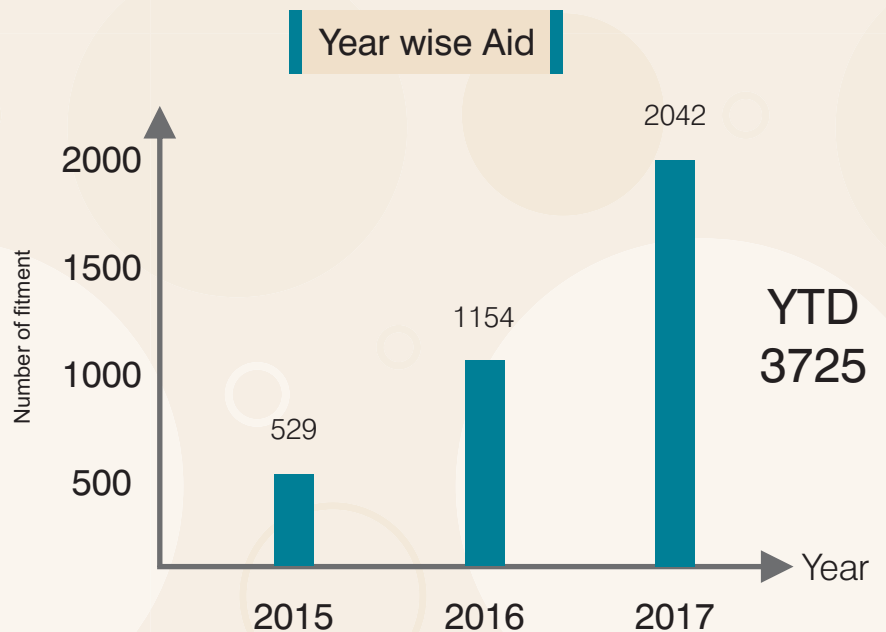
A wide social media campaign was conducted before the starting of the camp by SMF, partner NGOs, students of Delhi University, Spark Minda Group Employees and other program partners. Indian Army somehow got to know about the camp through this campaign of Spark Minda Foundation and they approached the Foundation to extend the service to the persons affected in Land mines in the valley. An Army personnel brought 7 PWDs all the way from the valley for the Fitment and the Foundation facilitated their fitment during the Camp in Noida in 2017. After obtaining the accessibility to be mobile, the PWDs from Uri district of Jammu and Kashmir thanked the Indian Army and it was more than gratifying for us.

The Foundation appreciates the efforts of Indian Army to reach to us and we feel privileged that we could be able to contribute some efforts towards installation of peace in the valley.



- Lower Limb Prosthetic
- Caliper
- Tricycle
- Wheelchair
- Upper Limb Prosthetic
- Crutch
- Walker
- Sticks
- Elbow Crutch

These camps aim at providing accessibility to the PWDs. It is our endeavour that every person in the country is empowered. Our aim is to build an all-inclusive and harmonious society for all. We want people to believe that it is not the disabilities that count but the abilities that they have or that they can have will matter.

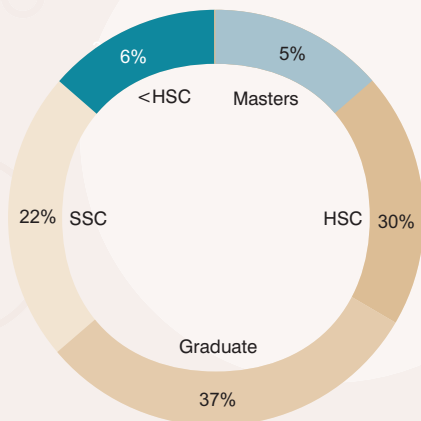


Skilling and Empowerment

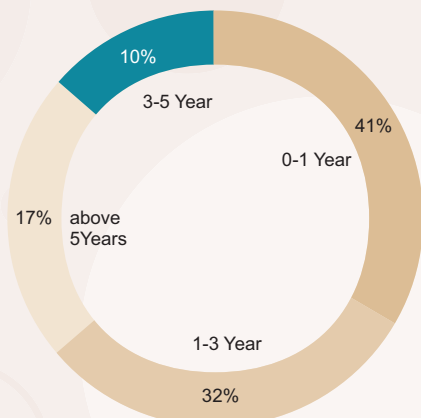
Providing the fitment to PWD is only the 1st step to make them empowered. The main objective is to provide them with a future which they can themselves sustain and hence comes the part to get them employed. There are about 215 people employed within the group itself. These people are employed on the basis of their educational qualification, their abilities and their skills. On Job Trainings are also provided in order to get them acquainted to their job and the environment. Ergonomical changes are incorporated to make the work place accessible and the environment conducive.

In order to allocate jobs that do not hamper the working of the PWDs the group has developed a deployment matrix wherein operations suitable and unsuitable are listed for persons with visual, speech & hearing and mobility impairment. This aids to employ the PWDs and thus ensure their sustainability. Thus making them sustainable not only physically but also socio-economically.

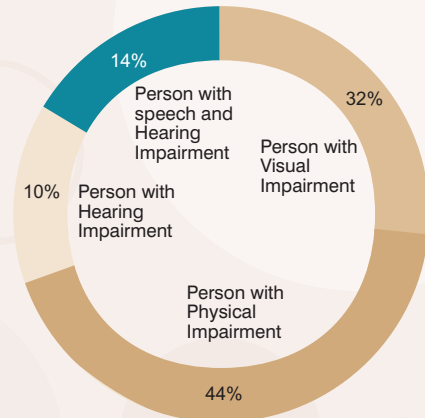
Education Qualification



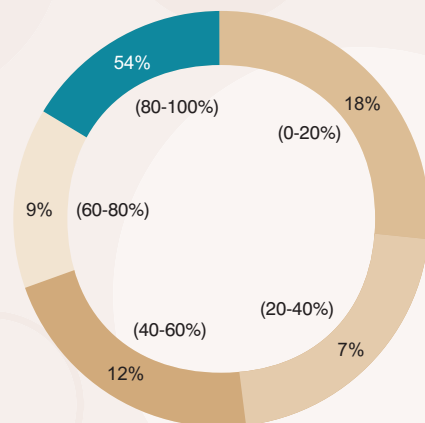
Duration of Employment



Type of Disability



Percentage of Disability



Type of Jobs

- Associate
- Brushing
- Cable Setting
- Coating
- Crumping
- Digital Printing
- Dye maker
- Helper
- Deputy Manager
- ECT
- I-Key
- Inspector
- Manager
- Mentor
- Operator
- Quality check
- Soldering
- Taping
- Wire cutting

Glimpse of ALFC Noida





Empowerment Center for Divyang

Saksham- Empowerment center for Divyangs was inaugurated on the 29th of March 2018 located at Chimbali Phata, Pune Nashik Highway, Khed, Pune, Maharashtra to provide easy access to PWDs of Maharashtra and near by states.

The following is the framework for the Center.

- Provide Accessible and Assistive Technology.
- Provide Assistance for procurement of Disability Certificate.
- Employment for the PWDs.
- Skill Development by OJT with other skilling linkages.

- Cost free availability of all the services.
- Integration with like minded NGOs and Government programs.

The centre aims at providing prosthetic and orthotic assistance to over 250 PWDs annually, focusing on the employment of 150 PWDs annually, imparting them with skill by On Job Trainings and also procuring disability certificate by organizing a camp. Job placement will be facilitated by organizing job Fair. Apart from these, linkages with government, hospitals, local NGOs, the gram panchayat bodies, local stakeholders are planned and executed to desired extent.

When the brain is weak, the situation becomes a problem, When the mind is stable, the situation becomes challenging, When the brain is strong, the situation becomes an opportunity. Something similar happened with me, My name is Anant Jagade. An accident happened a few years ago and I lost my right leg, but my mind was not weak I did not lose hope, Where there is a will, there is a way; this is something I had always believed in.

In the same way, under the project of SAKSHAM, Spark Minda Foundation helped me, they made my Artificial limb, with the help of that limb, I can do all my daily living activities, I started my own business, I ride bike to places with the help of artificial limb.



They say , "Try and Try till you succeed" And that's what I had to.

Hi, I am Vinod Patil, a photographer by profession. A fateful event happened a few months back, which led to loss of my left leg from near the thigh. Saksham center by the Spark Minda Foundation was like the silver lining among many clouds. They were the ray of hope that I was looking for, providing a leg to me without a penny. Before I got the artificial leg I was just staying at home, doing hardly anything. I could walk using only the walker. The work was suffering as I was not able to go out and work.

After the fitment, walker has been replaced by a cane and hopefully within a few days the cane will also be gone. I have resumed work and also I can do the chores and provide the required help as well. This was only possible because of the efforts of the team and hard-work, perseverance and a lot of trying on my part as well.

A Glance in the Past

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We know no Boundaries!

In the year 2015, Spark Minda Foundation held one of the fitment camps in Indonesia. This camp was held in accordance with the company's Indonesia branch, BMVSS and the Indian embassy in Indonesia. The camp was held in the campus of PT Minda Automotive.

People affected from disaster, war and accidents were approached in large numbers. In coordination with BMVSS and Yaysan Peduli Tuna Daksa – a local NGO, SMF reached 515 PWDs with 529 fitments over the span of one month, i.e. from 4th May, 2015 to 7th June, 2015. The camp inauguration witnessed the presence of Ambassadors of India in Indonesia and other government dignitaries and officials.

The year 2016 witnessed another fitment camp in the state of Uttar Pradesh. The camp was in accordance with the MCL Noida and had an extended support from the government by Principal Secretary, Social Justice and

Empowerment, Government of India and District Administration. The need for a camp in and around the area was established and 12 need assessment camps were organized for the spotting of beneficiaries. Some of these areas included – Agra, Bagla, Biskar, Dhankor, Dadri, Ghaziabad, Haridwar, Jewar, Khurja, Loni, Mewat, Pantnagar, Rishikesh, etc.

Like-minded CSR firms joined hands and aided to carry out the mobilization in this widespread of an area. Area in the periphery of 300km from Noida was covered. The camp lasted for 12 days from 1st September, 2016 to 12th September, 2016. Dignitaries from the government and the Company inaugurated the camp. Further, 1154 fitments were accomplished benefitting 812 PWDs.

These camps aim at benefitting the public and making their lives self-sustainable and thus empowering them to lead a dignified life ahead.

“

I am very thankful to the Spark Minda Foundation that they gave me a new hope.

”





COMMUNITY HEALTHCARE



Community Healthcare

59

Why health care is required as said by SDG; ensuring healthy lives and promoting well-being for all at all ages is important to build prosperous society. However, despite great strides in improving people's health and wellbeing in recent years, inequalities in health care access still persist. More than 6 million children still die before their fifth birthday each year, and only half of all women in developing regions have access to the health care they need.

Access to good health and well-being should be human right and that is why the sustainable Development Agenda offers a new chance to ensure that everyone can access the highest standard of health and health care-not just the wealthiest.

Spark Minda Foundation endeavours to bring healthcare closer and accessible to the communities through its healthcare interventions. As good Health and well-being has been mentioned in the Sustainable Development Goals and keeping in mind the government initiatives, we at Spark Minda, Ashok Minda Group make effort to promote healthy living habits among the people through the following programs :



Menstrual Hygiene Awareness Program



Women Empowerment Project through improved health is a social initiative for women by Spark Minda Foundation to promote safe menstrual knowledge among the local community



Objective

The idea behind this Project is to uplift the women of society in terms of their health through its Menstrual Hygiene Program. The prime objective of the program is to make women aware that access to safe and secure sanitation is one of the key human rights, which they have yet to achieve along with right to live with respect and dignity.

Intervention Areas

- Uttar Pradesh - Kulesara, Gautam Buddha Nagar
- Uttarakhand - Transit Camp, Rudrapur
- Tamilnadu - Vengadu, Pallaipakkam
- Maharashtra - Donde, Rajgurunagar, Pune
- Haryana - Bagla, Hisar

Need Analysis

The subject menstruation was selected because the local community of the said intervention areas belongs to tribal, informal and rural section of the economy where education, health and hygiene status is really low. Given that menstruation is directly related to health, hygiene and education therefore imparting imperative knowledge on menstruation was essential.

Moreover, the health study, health camps and need analysis of the community revealed that most of the women were anaemic and were also prone to vaginal diseases due

to lack of hygiene practiced during their menstrual cycle.

Hence, to promote a comprehensive understanding on menstruation, the program was formulated that not only focuses on talking about menstruation as a biological process but also co-relating with the reproductive cycle and making women familiar with their own body parts. Also, making them realize that menstruation as a monthly process that requires usage of products to ensure safe management.

Program Partners

Spark Minda Foundation in order to carry out the program mandate, enrolled GlobalHunt Foundation, to undertake research study so as to understand what is the existing

practices. Subsequently for the awareness program in the Community, Unicharm India Pvt. Ltd & Jatan Sansthan were brought on board.

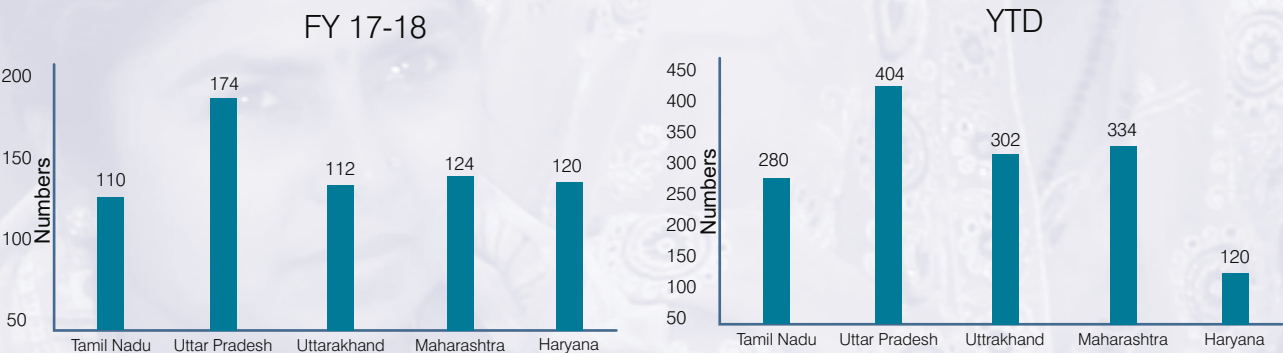


Duration

The program has been divided in two phases where in Phase-I existing community practices were understood through research study. With this a detailed understanding on a woman's body, how it transits from child stage to puberty, what is the biological understanding of menstruation, the cultural level community specific understanding was discussed in detail to bring out the rationale of menstruation. While in Phase-II the emphasis

was on making women equipped in managing their menstruation through menstrual products, whether cloth or pad. Women are also taught how to make their own sanitary cloth sanitary napkins and earn livelihood out of it. There was a leisure of 4-5 months between both phases. Through Phase 1 of MHP in FY 17-18, 640 women and adolescent were covered. Whereas till date this program has reached 1440 women.

Coverage

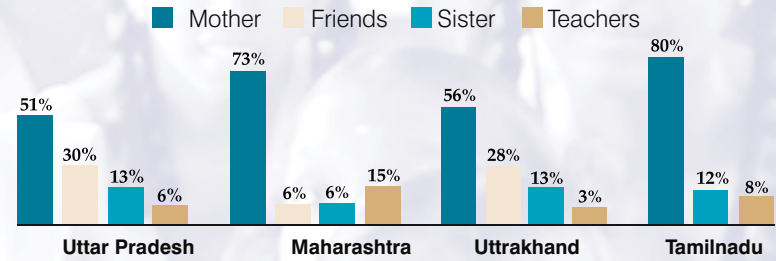


KEY ASPECTS OF MENSTRUATION

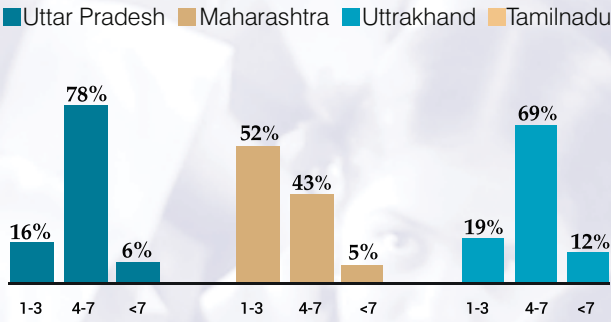


Findings

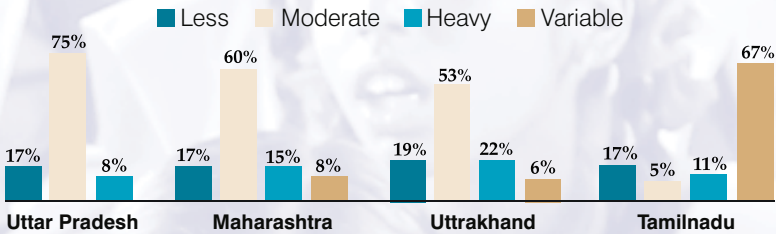
From whom did you get to know about menstruation ?



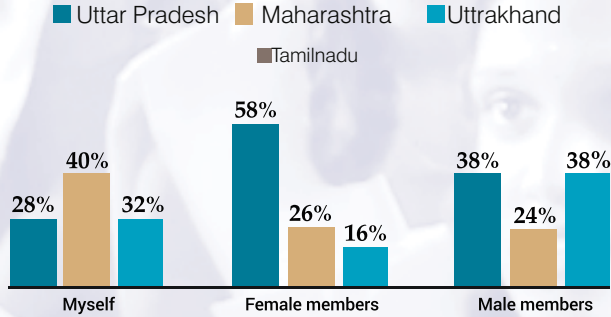
How many months do you use the same cloth ?



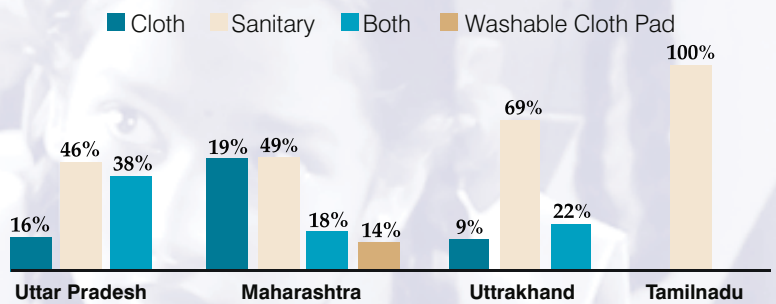
How is your menstruation flow ?



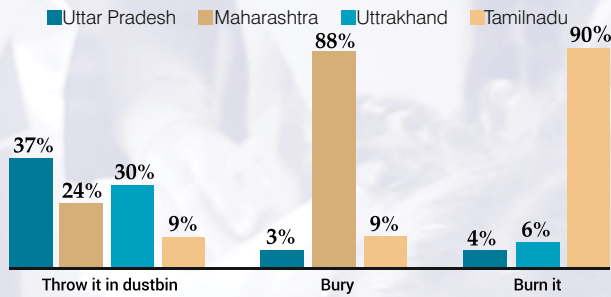
Who buys sanitary pads for you ?



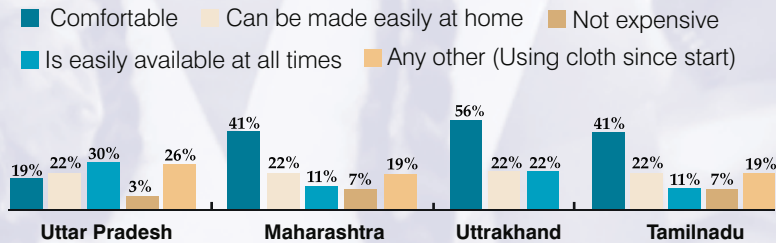
What do you use during menstruation ?



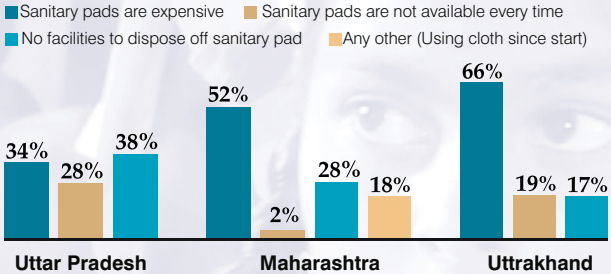
How do you dispose off sanitary pads/cloth ?



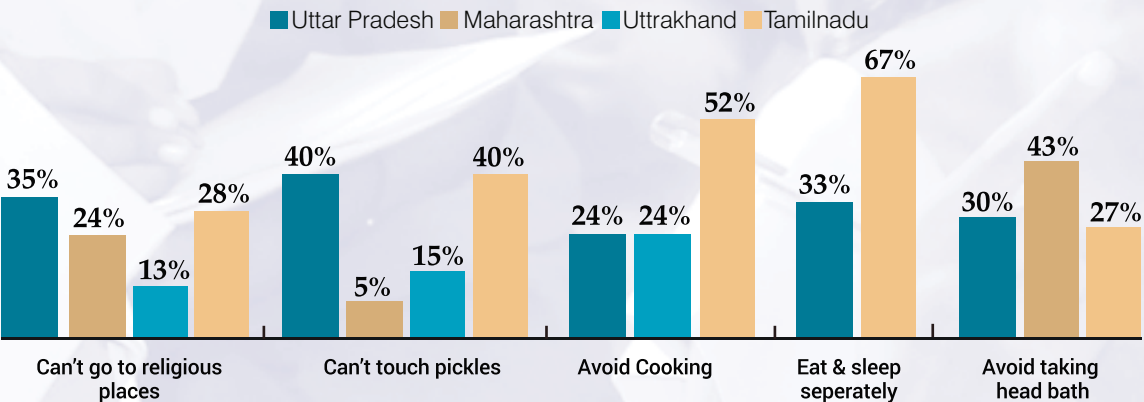
Why do you use cloth ?



Why don't you use sanitary napkins ?



Social Taboos followed



Family Planning and Reproductive Health Training Program

India, the second most populous country of the world, harbours 17.5% of the world's population in only 2.4 % of the global land mass. India became the first country in the world to initiate the family planning program in 1952 with the goal of lowering fertility and slowing the population growth rate. Since October 1997, the services and interventions under the Family Welfare Program and the Child Survival and safe motherhood Program have been integrated with the Reproductive and Child Health (RCH) Program, addressing the aspect of gender issues and

undeserved groups of women and adolescent.

To supplement the government initiative, Spark Minda Foundation organizes awareness campaign at various locations of Uttar Pradesh, Uttarakhand, Maharashtra and Tamilnadu with the help of partner organization Pathfinder International and making people aware about the provision of birth prevention, information, services and appliances. It involves teaching women and men about their body and how to prevent births, usually with contraceptives but sometime also with abortion or sterilization.

Family planning data by National Family & Health Survey NFHS-4(2015-16)

Current Use of Family Planning Methods (currently married women age 15–49 years)

FP methods	Urban	Rural	Total
Any method %	57.2	51.7	53.5
Any modern method %	51.33	46.0	47.8
Female sterilization %	5.7	36.1	36.0
Male sterilization %	0.3	0.3	0.3
UD/PPIUD %	2.4	1.1	1.5
Pill %	3.5	4.3	4.1
Condom %	9.0	3.9	5.6

The focus of the intervention was to create awareness about “Happy and Healthy Family”, also the concept “pregnancy should be by choice and not by chance” was introduced during the Program.

Objectives

- To create awareness of modern family planning methods amongst the men and women.
- To ensure accurate and consistent messages on Family Planning.
- To identify and help overcome specific barriers and myths to adapt to Family Planning methods.
- To help the community understand the benefits of family planning regarding mother and child health, women empowerment, social and economic development of the country, reduction in mortality and morbidity and importance of a small and healthy family.

Intervention Area:

Uttar Pradesh – Kuleshra, Gautam Buddha Nagar
Uttarakhand – Transit Camp, Rudrapur
Tamil Nadu- Vengadu, Pillaipakkam
Maharashtra-Donde, Rajgurunagar, Pune

Need Analysis

During the Menstrual Hygiene Trainings with the community women, it was observed that a lot of women are facing reproductive health related issue. After the ground level survey, it was found that the women are unable to access family planning services due to lack of knowledge and other socio-economic barriers. Lack of awareness on family planning leads to poorly spaced birth of children, malnourished children and mothers, Infant mortality and maternal mortality. Given that Family planning is directly related to reproductive health, therefore imparting knowledge on this topic was essential.

Hence to promote a comprehensive understanding on healthy Family Planning and Reproductive Health, this program for conceptualized.

Program Partners

Spark Minda Foundation collaborated with Pathfinder International as the technical partner for the program. Pathfinder International India is a key partner of the Government of India and various state governments in addressing health issues around family planning, maternal health and adolescent health.

ANM and Asha workers were also included in the program in due consultation with the district health department. They also came forward and explained the new government schemes, incentives for the community and how the community can avail them.

Duration

The program was executed in two phases where, in the Phase I, sensitization session was conducted among male and female communities of 4 locations. While in Phase II,

only women group were targeted for specialized session.

Intervention Activities

The following are the process adopted to carry out the intervention:-

- 1. Development of Training Tools
Development of Content outline and Module for the training.
Designing of PowerPoint presentation and Identification of Movies/clips for target audience.
Designing of Pre-test and Post-test Questionnaire.
- 2. Mobilization of community
For the mobilization of the community members, efforts for developing strategy and tools for the mobilization of the community members for the training programs. Spark Minda Foundation team approached and interacted with the local ASHA, ANM for community mobilisation through door to door visits
- 3. Training Proceedings
Session I: Welcome and introduction of participants and Team Building Exercise
Session II: Understanding of Reproductive organs, Menstrual Cycle, Conception/Pregnancy
Session III: Importance and benefits of family planning
Session IV: Methods of Contraception and Importance for HTSP (Healthy Timing and Spacing of Pregnancies)

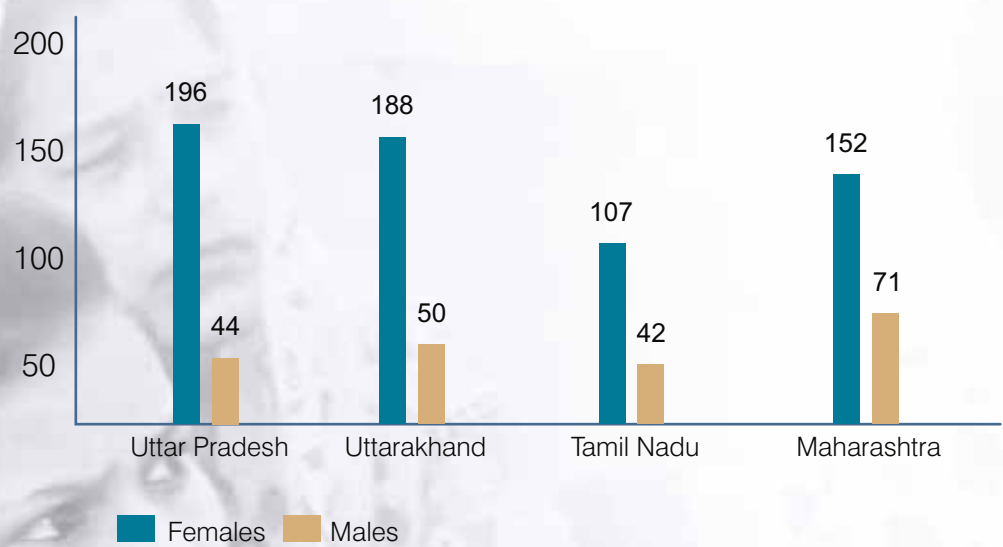
Outcome :-

A total of 850 participants attended the training program at 4 locations i.e. 643 women and 207 men; which includes married and unmarried both in reproductive age group.



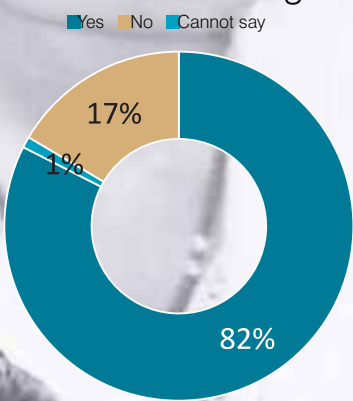
Coverage

Number of people reached through FP & RH YTD

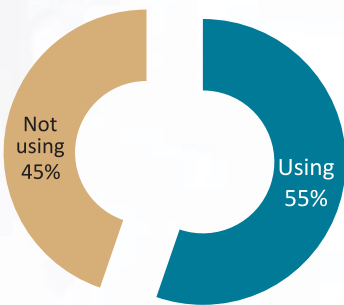


Findings

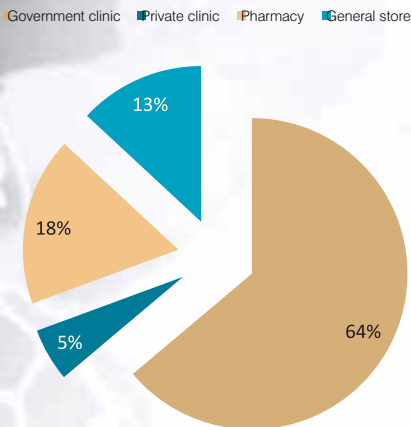
Use after marriage



Usage of family planning methods before the training



Source of Family Planning Services



Glimpse of Menstrual Hygiene, Family Planning and Reproductive Health Program





Eye Healthcare Program



Eye Health Care plays a vital role in reaching the untreated poor people with visual impairment in rural areas. The village people are found to utilize less eye care services than the people in cities and the main reason is accessibility and affordability of the service. This is why it becomes very important to make them aware about the importance of medical care of their eyes. These days, a lot of people are suffering from eye disorders such as cataract, poor vision, glaucoma, night blindness, etc.

Spark Minda Foundation organizes eye healthcare camp with the help of partner organization Help Age India, so that eye care services can be provided in the villages of 4 states, where people with refractive error are benefitted with free spectacles, medicines and eye drops. Referral services are also provided to the people affected with cataract in the empanelled hospitals. In the financial year 17-18, 3386 people have been provided these services where as till date 5821 people have been given accessibility to services by Spark Minda Foundation eye health care program.

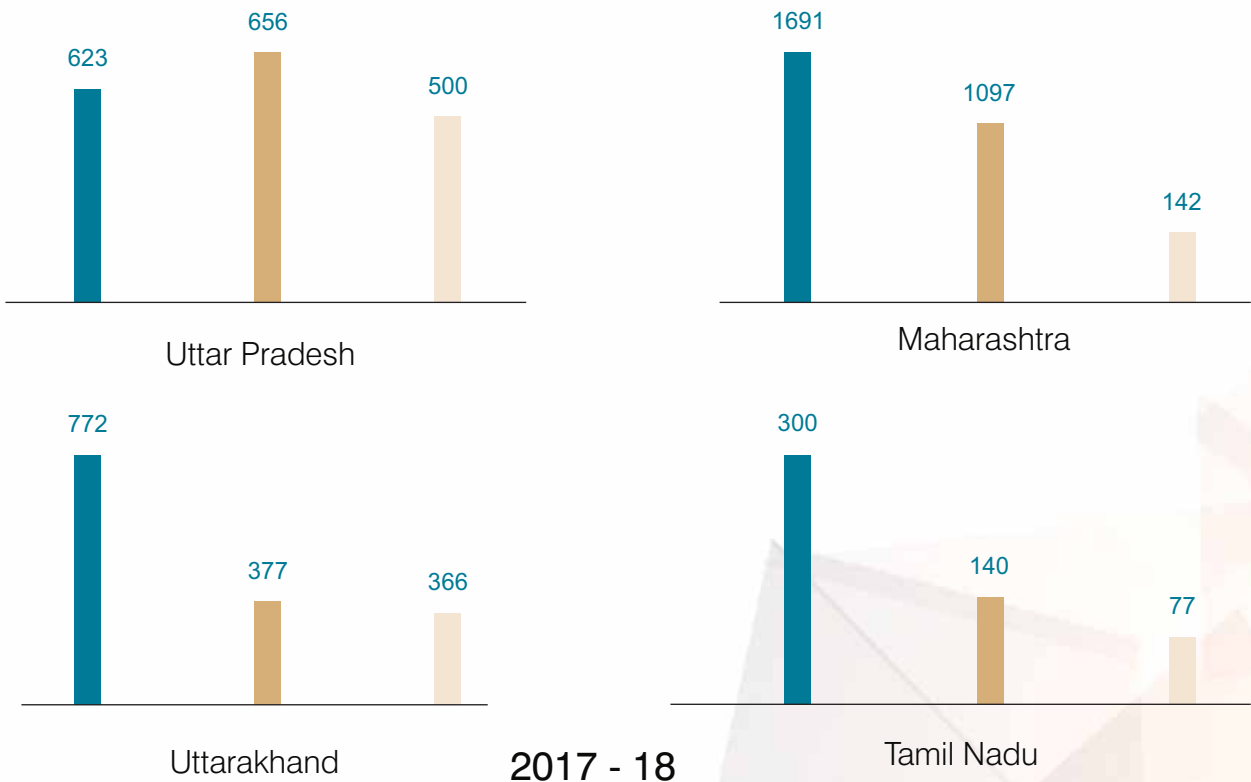
According to World Health Organization (WHO), there are 15 million People with Visual Impairment stay in India; and around 3 million people develop cataract in their eyes and there are some 2 million children with Visual Impairment but only 5 % of them receive education.

Some alarming data from WHO :-

- About 285 million people live with visual impairment worldwide; 39 million are people with full visual impairment and 246 million have low vision (severe or moderate visual impairment)
- About 90 per cent of the world's people with visual impairment live in developing countries
- Globally, uncorrected refractive errors are the main cause of visual impairment
- Cataract is the leading cause of blindness

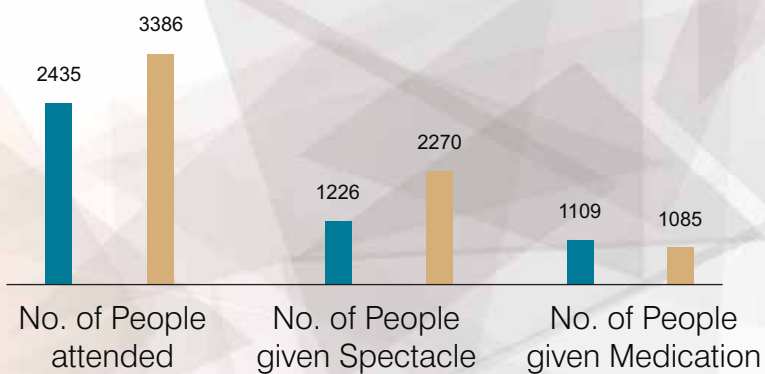
Eye Healthcare Program Coverage

State Wise Number of Service Recipient

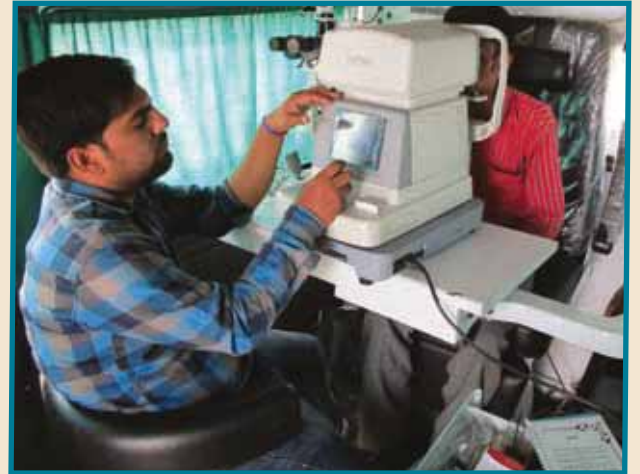


- No. of People attended
- No. of people given spectacles
- No. of people given medicines

People Benefitted through Eye Camp (YTD)



- FY 2016- 17
- FY 2017- 18





Blood Donation Program

The World observes Blood Donation Day on June 14. The day is being observed to raise awareness of the need for safe blood and blood products and to thank blood donors. Blood transfusion saves lives and improves health, but many patients requiring transfusion do not have timely access to safe blood. Providing safe and adequate blood should be an integral part of every country's national health care policy and infrastructure. Every year India requires about five Crore units of blood, out of which only a meagre 2.5 Crore units of blood are available.

At Spark Minda, Ashok Minda Group voluntary blood donation camps are organized to make the people aware about it which is a significant contribution that a person can make towards the society and also to make them realize that an ailing body need blood for various reasons may be the person has been attacked with anaemia, undergone an operation or may have met with an accident. But such a patient may die for want of blood as it is not always

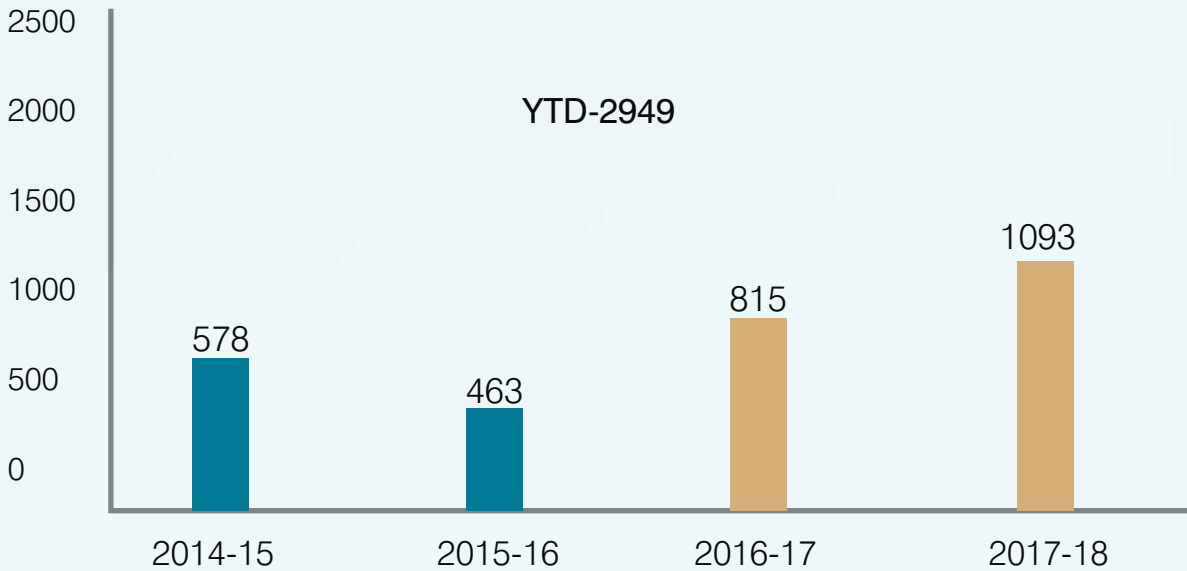
available. Some Facts on Blood Donation from WHO :-

- Of the 112.5 million blood donations collected globally, approximately half of these are collected in high-income countries, home to 19% of the world's population.
- Based on samples of 1000 people, the blood donation rate is 32.1 donations in high-income countries, 14.9 donations in upper-middle-income countries, 7.8 donations in lower-middle-income countries and 4.6 donations in low-income countries.

Spark Minda Foundation intervenes through its CSR campaigns to bridge the gap by organizing health check ups in the villages around the factories. The health check-up camps are organized with the help of Gram Panchayat, Rotary Club, National Thalassemia Society and Hospitals like Medanta Medicity Hospitals, Rockland Hospital, Navjeevan Hospital, Balaji Hospital, Eye-Q Hospital etc.

EVERY ONE COULD BE A HERO, Be a donor

Blood Donation (In unit year Wise)

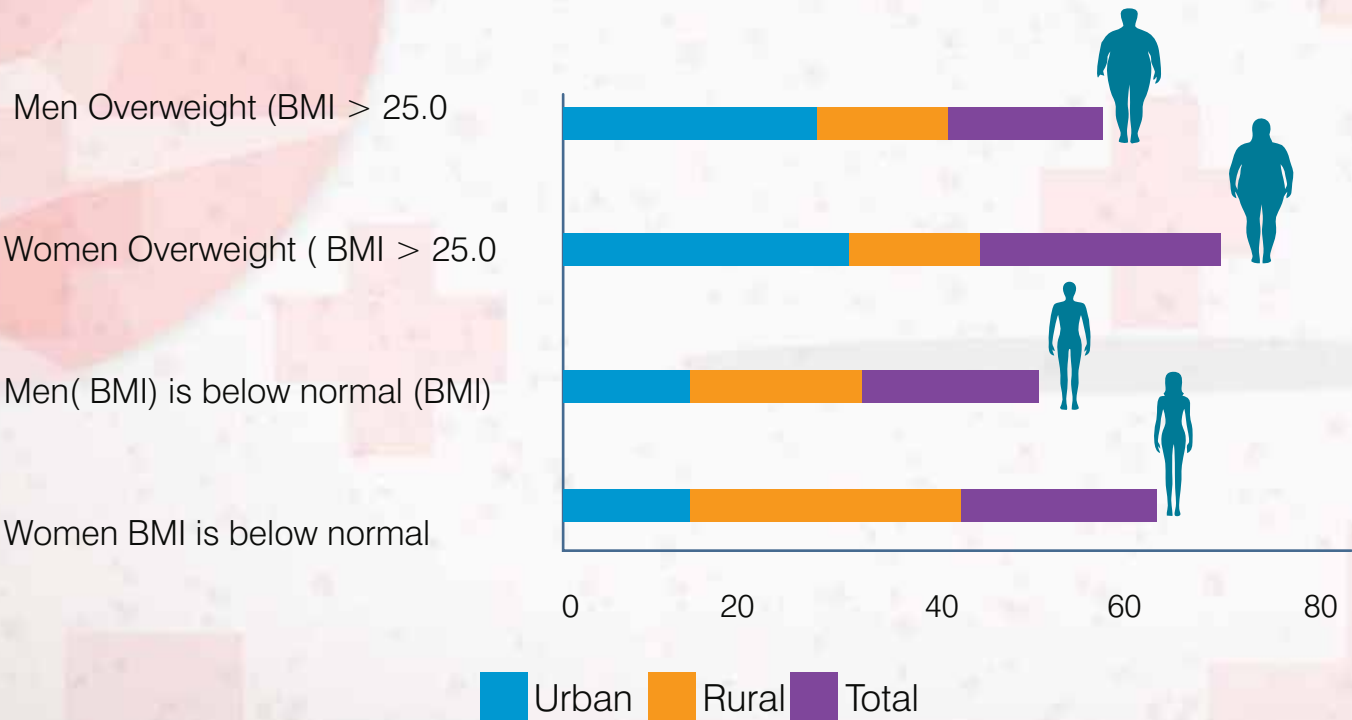


Medical Camp Program

At least half of the world's population still does not have access to all essential health services. About 100 million people are still being pushed into “extreme poverty” because they have to pay for health care. More than 800 million people (almost 12 percent of the world's population) spent at least 10 percent of their household budgets to pay for health care.

Data on Body Mass Index national family & health survey NFHS-4(2015-16)

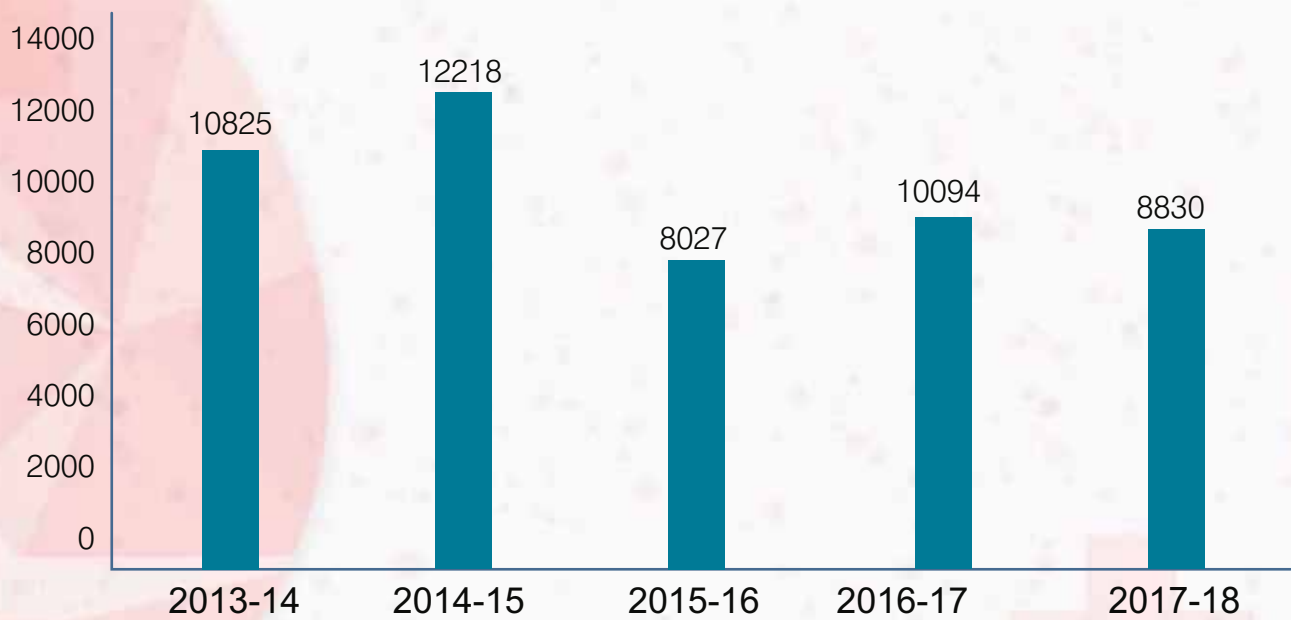
FP methods	Urban	Rural	Total
Women whose Body Mass Index (BMI) is below normal (BMI < 18.5 kg/m2) %	15.5	26.7	22.9
Men whose Body Mass Index (BMI) is below normal (BMI < 18.5 kg/m2) %	15.4	23.0	20.2
Women who are overweight or obese (BMI ≥ 25.0 kg / m 2) %	31.3	15.0	20.7
Men who are overweight or obese (BMI ≥ 25.0 kg / m 2) %	26.6	14.3	18.9



Based on the incidence of disease, Spark Minda, Ashok Minda Group organizes different types of Medical Camps in the villages nearby the factories. On the basis of the analysis of the medical team, subsequent specialized camps are organized in those villages. These medical caprms are Preventive and curative both. The Health Camp provides the following health Check-ups services:

- General Health Check-up Camps
- BMI camp
- Dental Camp
- Gynaecology Camp
- Hepatitis- C & B Camp
- Diabetes Check-up Camps

The table shows the coverage by Spark Minda, Ashok Minda Group in the following years:



[illegible]

Community Infrastructure Program

Two units of toilets at Govt. school Maharashtra

Development is about more than money or machines or good policies its about real people and the lives they lead. And Infrastructure development requires extraordinary amounts of efforts and volunteerism other than resources. With more than 60 per cent of India's, people are living in villages, rural areas, which is critical to the nation's growth. While there has been some progress in recent years, much remains to be done. Since resources are limited, private participation becomes essential. The Group, for its part, works closely with the community and local Stakeholders to provide basic amenities in rural areas near its operation. Aligned with the Goal 7 and 9 from the SDG's i.e. Affordable and green energy and Industry Innovation and infrastructure, the group extend infrastructure accessibility to the community in need.

Sanitation Project

Supplementing to the Government's Swachh Vidyalaya Abhiyan, in FY 17-18, Spark Minda foundation has constructed set of toilets for students at Bhairavnath Vidyalaya Donde, Rajgurunagar and at cremation ground of Donde village for the villagers in Pune.

The aim of the project was to reduce dropout of girls reaching to the age of puberty by creating a hygienic and healthy environment. Approximately, 5000 people are availing these function. The maintenance of the facility is the responsibility of School Administration and Gram Panchayat.

Toilet and Bathroom facility at Cremation ground of Donde village, Pune

Solar Project

To motivate people to go for alternative and renewable sources of energy, Spark Minda, Ashok Minda Group installed 15 KVA solar panels at their Aakarshan Vocational Training Centers and Panchayat hall in Tamilnadu, Uttar Pradesh and Maharashtra in FY 16-17. We are proud to say that our Aakarshan Vocational Training centers are totally solar power operated.

In FY 17-18 the Foundation also installed Solar Panels in the Donde Village of Pune, which provides power for water supply tank for the villagers. This requirement came up from the village as they were facing power interruption and flooded electricity bill. The maintenance of this facility is the responsibility of the Panchayat. This has reduced 50% of Electricity bill and usage of extra electricity for the Villagers.

We at Spark Minda Foundation believe that to fundamentally change the way the world uses energy we want to change the entire energy infrastructure to Zero Carbon.



Solar Panel installed for the water supply at Donde Village, Pune



School Infrastructure Project

Keeping the Goal From SDGs in mind for Quality Education, we have also worked for the better education facility for the students of Government Primary Schools, Ravindranagar in Rudrapur Uttarakhand. Because it is rightly said that education is sown in children but must be cultivated all life long. On the recommendation of the local district administration, classrooms equipped with furniture and other facilities have been installed. The school management committee took the responsibility for its maintenance.



Summary of Community Infrastructure Project Of Previous Years

Name of the Project	Location	Year	Number of users Approx	Govt. Program Supplementing to
Sanitation Project at Saraswati Shishu Vidya Mandir School	Rudrapur, Pantnagar	14-15	1000	Swachh Vidyalaya Abhiyan
Sanitation Complex for Women Police	Chakan, Pune	15-16	35	Swachh Bharat Abhiyan
Solar Panel installation at Bhairavnath Vidyalaya	Donde, Pune	15-16	510	National Solar Mission of Ministry of New and Renewable Energy
Safe Drinking water Project at Zila Parishad School	Thakarwadi, Pune	16-17	500	Swachh Vidyalaya Abhiyan
Safe Drinking water Project at Zila Parishad School	Donde, Pune	16-17	400	Swachh Vidyalaya Abhiyan
Toilet construction at Zila Parishad School	Donde, Pune	16-17	250	Swachh Vidyalaya Abhiyan
Toilet construction at Rajkiya Prathmik Vidyalaya	Ravindranagar, Rudrapur	16-17	300	Swachh Vidyalaya Abhiyan
Safe Drinking water project at Balika Vidya Mandir Jr. High School	Jagatpura, Rudrapur	16-17	650	Swachh Vidyalaya Abhiyan
Safe Drinking water Project at Govt. school	Vengadu, Chennai	16-17	100	Swachh Vidyalaya Abhiyan
Solar Panel installation at Panchayat Building/ Govt. community center	Kulesara, GN; Vengadu, CH; Donde, Pune	16-17	800	National Solar Mission of Ministry of New and Renewable Energy



Environment and Resource Protection



Business Sustainability Projects and Performance

The Group recognizes the importance of preserving Environment and protecting resource for future generations. Therefore, supporting and supplementing to Sustainable Development Goals (SDGs) of United Nations, Spark Minda, Ashok Minda Group has aligned its vision to Goal 6, 7, 13 and 15 of SDGs under this intervention.

Thus, with an objective to reduce impact on the environment through committed and consistent improvement in the way the group does its business, and carry out following action at group level:

Tree Plantation

There is no country in the world that is not experiencing first-hand the drastic effects of climate change. According to UN's data, greenhouse gas emissions continue to rise and are now more than 50 percent higher than their 1990 level. Further, global warming is causing long-lasting changes to our climate system, which threatens irreversible consequences if we do not take action now.

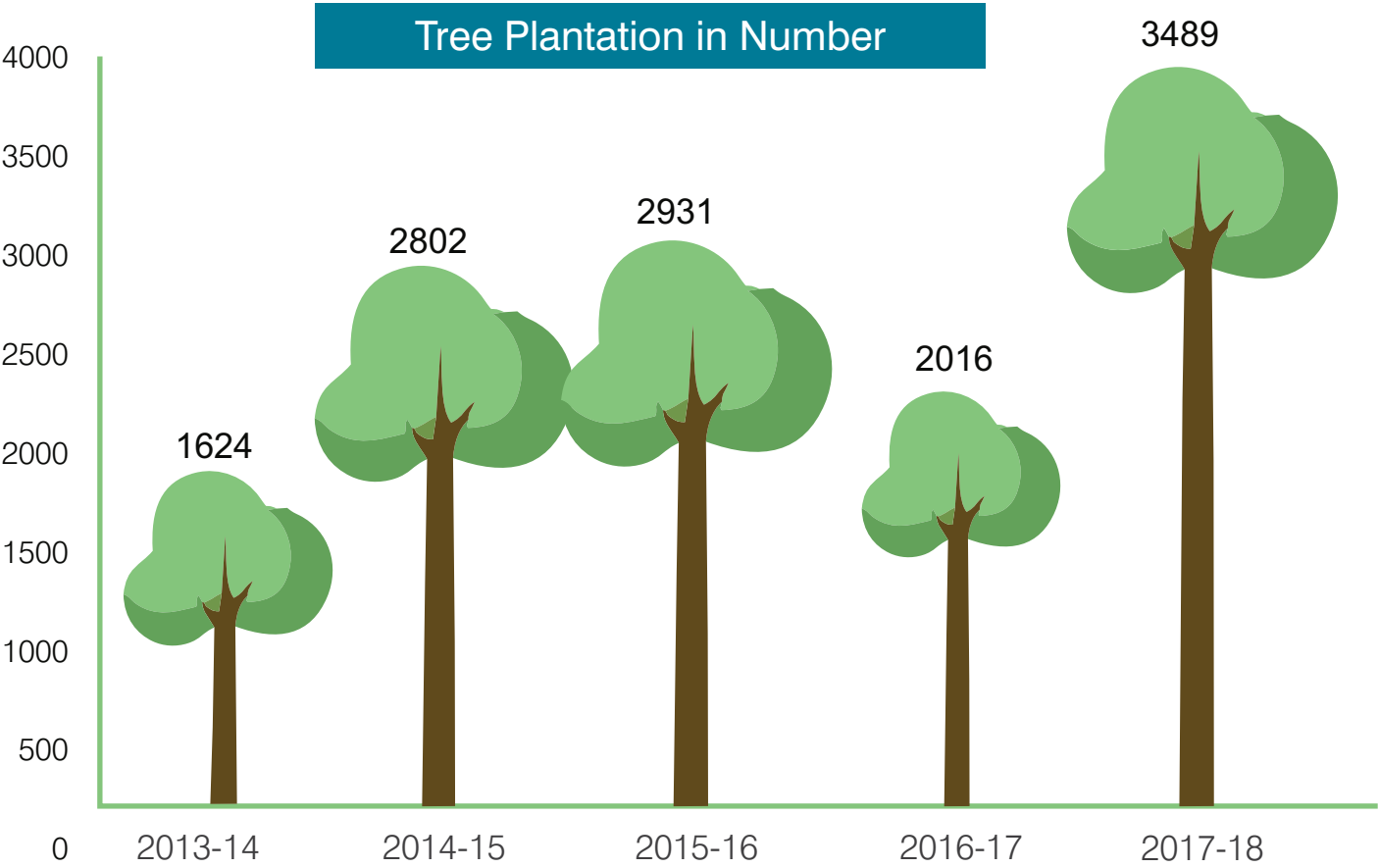
Thus, contributing to UN's SDG 13 & 15 and Government's national action plan on Climate Change; Spark Minda, Ashok Minda Group is doing its bit by carrying out Tree Plantation drive all across its businesses. All the units of the Group are dedicating their efforts towards Tree Plantation.

We not only carry out the Plantation drive inside and outside the factory premises but also ensure the sustenance and maintenance of the trees by creating a sense of responsibility towards their protection. A database is being managed to keep the record for the survival and sustainability of plants. Accordingly, corrective measures are taken.

The group has developed an SOP of Plantation so that the activity takes place in a systematic way at all the levels.

Some of the units like MSL Murbad, MCL Noida, etc., are also opting for green farming and organic farming, where vegetable cultivation is done inside the factory premises. The grown vegetables are then distributed among needful people. We are also promoting organic and sustainable agriculture through vermicompost, using traditional agricultural practices.





We have planted 3489 trees in the FY 17-18. Whereas, till date 12862 trees are planted with 90% sustenance.

Paper Saving

The Group also focuses on minimizing and reducing our paper usage in our official work. Electronic and alternative processes are introduced to reduce the consumption of paper in various operations. Some of the examples are:

- Installed Android OS Based LCD to remove paper drawings from work station in the factory
- Restricted paper issuing from store department
- Implementation of online leave management software
- Online vendor management
- Creation of Department wise user ID & Password for printer, i.e. passcode protection in printers for limited printing
- Paper Less Document Approval System to Boost Up Company's Document Approval Process

The Group saved approximately 14 lakh papers through these initiatives in FY17-18. Till date equivalent 527 trees have been saved.

Good Practice are uploaded on knowledge Management site for replications.

<div>1. Minda Furukawa Electric Pvt. Noida</div> <div>2. Wire Harness</div> <div>3. Idea By:- Mihir Rana</div> <div>4. Implemented by :- Ravi Kumar</div>	<div>CSR GOOD PRACTICE</div>	<div>10. Good Practice Number- 11. Date 10-04-2017</div>
<div>5. Title : Paper Saving</div>	<div>12. Category- Environment and Resource Protection</div>	
<div>6. Reason for selection of the idea</div> <div>1. To Reduce Paper Consumption.</div> <div>2. To Eliminate the Torn and Rubbed Drawings.</div>	<div>13. SITUATION BEFORE</div> <div></div>	<div>15 BENEFITS / RESULTS (Quantitative or qualitative CSR Indicators) :</div> <div>1. Paper Saving</div> <div>2. Enhanced Visibility of Drawings.</div>
<div>7. Cost incurred Ruppees 8,000 per LCD</div> <div>8. Resource Utilized Android Based LCD Display</div> <div>9. Time Spend 15 Days</div>	<div>14. SITUATION AFTER</div> <div></div>	<div>16 Step of Implementation (How)</div> <div>1. Installed Android OS Based LCD</div> <div>2. Changed All Drawings To PDF</div> <div>3. Saved all Drawings in LCD</div> <div>4. Removed All Paper Drawings from Station</div>

Energy Conservation

Between 1990 and 2015, the number of people with access to electricity has increased by 1.7 billion and as the global population continues to rise, so will the demand for cheap energy. A global economy reliant on fossil fuels and the increase of green house gas emission is creating drastic changes to our climate systems.

The growing demand of electricity and power consumption has taken its toll on the environment and has resulted in resource depletion thus making energy conservation the need of the hour.

Efforts to encourage clean energy have resulted in more than 20% of global being generated by renewable sources as 2011. Still one in seven people lacks access to electricity and as the demand continues to rise, there needs to be a substantial increase in the production of renewable energy across the world.

Therefore as per SDG 7, the Group is focused on undertaking operational measures and initiatives that help in improving business-wide environmental sustainability. Eco-awareness and responsible use of energy resources is not just a part of its sustainability strategy but a fundamental operational prerequisite.

The Group is effortful to adopt clean energy and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology and promote investment in energy infrastructure and clean energy technology.



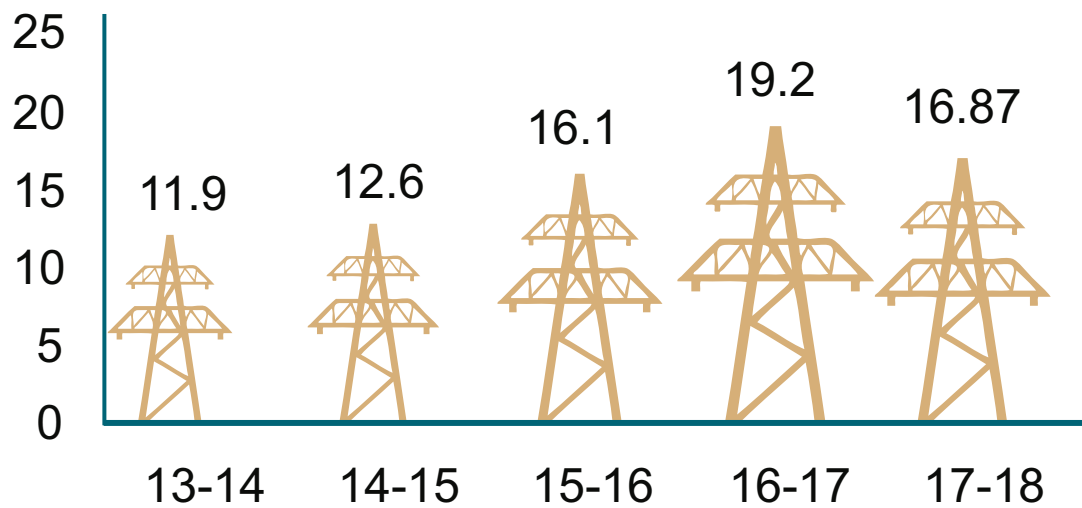
Some Energy Saving Techniques adopted in 17-18

S.No.	Saving Initiative		Saving initiated in units till March.18
	Activity planned	Action Taken	
1	Replacement of STP pump	3HP to 1.5HP	3432
2	Conduct energy audit.	By TUV (Energy Audit done in Aug.2017))	---
3	Compressor to be stop for 2 hrs during PS shutdown (Night shift& small compressor fitted in CS)	Install small compressor in CS	31200
4	Replacement of high flow oil MTC	Instead of 2 MTC replaced with single MTC	24960
5	VFD for cooling tower water pump	VFD frequency set 50Hz to 45Hz	2340
6	Convert pneumatic polishing machine to electrical	To replace pneumatic polisher with electrical	12879
7	Replacement of hopper dryer to loader belly	Replaced hopper dryer & loader belly directly mounted on machine.	21840
8	MTC,HRS synchronisation with machine	HRS,MTC stops working while machine is not working	10400
9	Cooling tower exhaust fan control through temp controller with VFD	Set temp 30deg	1560
			108611.8
	Actual saving considered 23% less		83631.1



In FY 17-18, the Group has saved 17 Lakh KWH electricity through adoption of above practices across units. Whereas, till date, 76 lakh KWH of electricity is save through adoption of such practices.



Electricity Saving in KWH



Summary of Energy Saving Techniques of Previous Years

Electricity Saving Techniques	Description
LED Tube Light Fitment in Office	Use of LED and Natural Lights for Energy Saving up to 50%, the Office area & Shop Floor lightning area is replaced with Led light. Approx. 45 Kwh Unit saved / Day .
Thermal insulation paint on the Roof	To reduce inside temperature of shop floor, roof top of the building is covered with thermal insulating paint. After the process inside temperature reduced to 3-4-degreeCelsius which led to reduction in electricity consumption
VFD in Milling machine for electricity saving	5 Variable Frequency Drive installed in Milling machine for energy saving. Saving of 1887units per month after installation of VFD
Energy Saving through Rearrangement of Tube light fitting	Height of tube lights in assembly line are reduced for better visibility, due to this total 46494 KWH energy is saved.
To reduce coolant and fuel/power consumption during chip melting	Coolant recovery started as coolant can be collected and reused in VMC machines. It reduced power and fuel consumption during chip melting by 5% (270 units /annum)
To reduce coolant and fuel/power consumption during aluminum chip melting	Chip melting generate lot of fuel and consume more electricity as compared to ingots.Direct melting of briquette eliminate need of chip melting furnace hence power and fuel cost reduced drastically from 0.88Units/KG to 0.087Units/KG.Total 41662 Units save per year No smoke generation hence better working environment.
Reduction of temperature in GDC shop floor area	Pneumatic pot cover made and fitted on furnace. This Reduced the temperature at shop floor and also reduced the Oxide generation by 11% .
To reduce heat loss from melting furnace	Melting furnace covered with MS metal sheet to reduce heat loss from all furnace in ht chamber.
Servo Retro fitment on injection molding machine	Electricity reduction by installing servo retro motor in injection molding machine. Work done through external agency. 5720 KWH unit saving per month



<div>1. Unit-Minda Stoneridge instrument Ltd.</div> <div>2. Business-Instrument Cluster & Sensor</div> <div>3. Idea by-CSR Team</div> <div>4. Implemented by-CSR Team</div>	<div>CSR GOOD PRACTICE</div>	<div>10 Good Practical Number-6/17/18</div> <div>11. Date - 01.02.2018</div>
<div>5. Title : (WHAT & WHICH)</div> <div>installation of 741 KWP solar</div> <div>boot system on the company terrace</div>	<div>12. category- Education/Livelihood promotion/health and well being/community</div> <div>infrastructure/care for person with disability/ Environment and resource protection</div>	
<div>6. raison for selection of the idea.</div> <div>1. to use renewable solar energy which is</div> <div>clean source of energy.</div>	<div>13. SITUATION BEFORE</div> <div></div>	<div>15. BENEFITS/RESULTS</div> <div>(quantitative or qualitative CSR Indicators) :</div> <div>1. We are saving per month 1.0 Lac rupees</div> <div>from our monthly electricity consumption cost.</div> <div>2. Zero investment.</div> <div>3. After 15 Years all solar property Converted</div> <div>in MSIL Property as per Agreement.</div>
<div>7. Cost Incurred-</div> <div>1. Only need to give company terrace on</div> <div>lease to investor company.</div> <div>8. Resource Utilized-</div> <div>1. Available open company terrace.</div> <div>9. Time Sent. 3 Month</div>	<div>14. SITUATION AFTER</div> <div></div>	<div>16. Steps of Implementation (How)</div> <div>1. Identify the Roof top Space in the company</div> <div>which provide clear sunlight without shadow.</div> <div>2. Power Purchase Agreement with investor</div> <div>company.</div> <div>3. After Agreement Start to Work.</div>
<div>17. Group CSR Committee</div>		<div>18. Group Chief Business Excellence Offer</div>

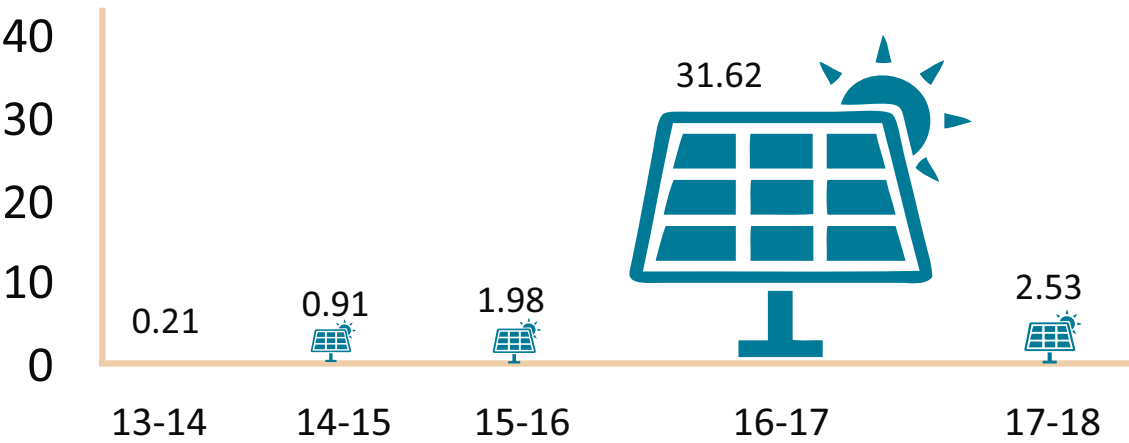
Adoption of cost-effective standards and innovative technologies can reduce global electricity consumption to 14%. This means avoiding roughly 1,300 mid-size power plants.

Therefore, Spark Minda, Ashok Minda Group is doing its bit by expanding infrastructure and upgrading technology to provide clean energy in all its businesses. The Group has installed solar panel at our major electricity consuming factories to promote power generation through renewable sources of energy.

Some of the major solar producing companies are MCL, MCL DCD, MFE, etc.

In FY 17-18, 2.53 lakh KWH of electricity was generated through solar power. Whereas till date, solar power generation of 37.25 KWH has been done

Solar Power Generation in KWH



Water Conservation

Water scarcity affects more than 40 % of people around the world, an alarming figure that is projected to increase with the rise of global temperatures as a result of climate change. The most prevalent and necessary natural resources on earth have become a limiting factor in many regions in India, which is explicitly threatening agriculture and economy.

In alignment to SDG 6, the group has implemented integrated water resource management at all levels by promoting and implementing water harvesting, water efficiency, wastewater treatment, recycling and reuse technologies.

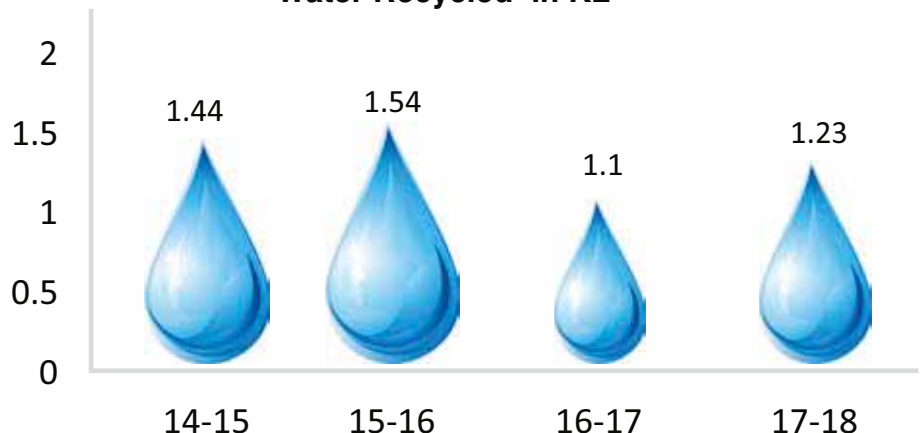
Therefore, Factories are continuously improving internal processes to reduce water footprints, so that our neighboring communities doesn't vie to get water for their agriculture and other uses, especially in geographies which are water scarce and some have the low water table.

We are constructing and maintaining Water harvesting structures like Rain water, Roof and Ground water harvesting, village ponds, etc.

Along with water harvesting, we are also working on optimal water utilization by promoting water recycling by calculating water efficiency as per the business.

Through our water conservation initiatives, we have recycled 1.23 lakh KL of water in FY 17-18, whereas till date 5.31 KL water has been recycled.

Water Recycled in KL



The Group's goal of water conservation include:

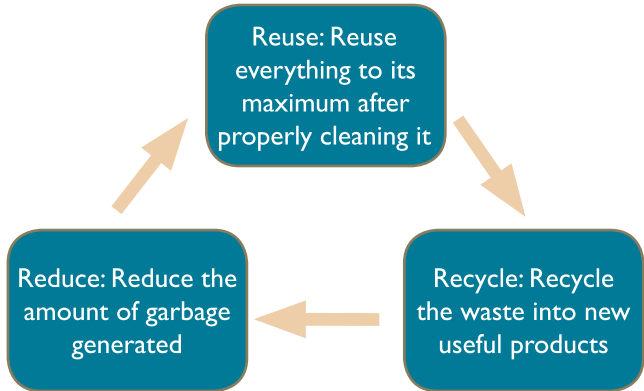
- Water Audit for reaching to water positive state
- Switching to sustainable landscaping
- Zero discharge from our units

Some good practices in water conservation

- The STP/ETP recycled water is used instead of tap water for domestic use like gardening, Toilets cleaning, etc.
- Some of the Factories like MSL CD have installed Water Level Controller (WLC01) on Water Pump Panel to maintain the Water level, which automatically switch off when full and stop overflow in overhead tanks.

- MSL Murbad has constructed structure such as pond water harvesting. This unit saves 3 tankers (1 Tanker= 8,000L) of water per day which, comes around to be 78 tankers per month.
- Minda Stoneridge has also created an underground water harvesting tank of 8L capacity, which will be operational from FY 18-19.
- Minda Furukawa is also using underground pit for water saving.

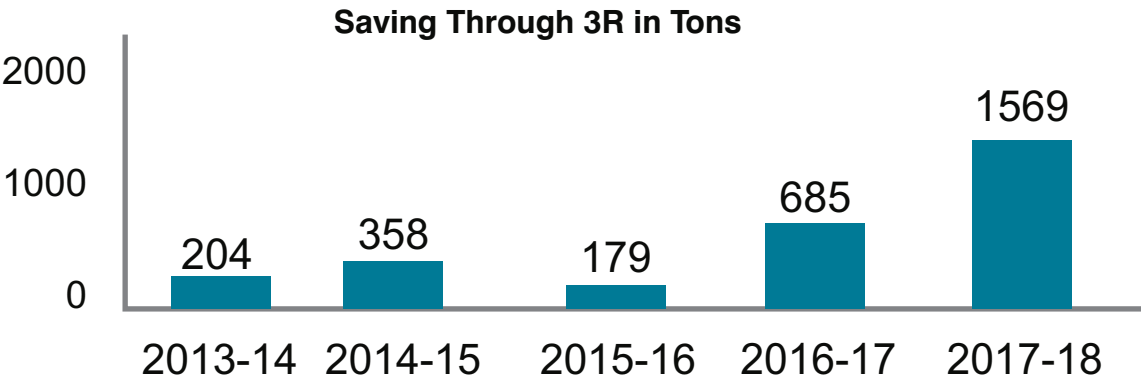
Waste Management



With the aim of contributing to the creation of a recycling-oriented society, Spark Minda, Ashok Minda Group conducts a number of 3R initiatives (3R = Reduce, Reuse, Recycle) and now we are aligning ourselves to adopt the 4th R i.e. Refuse.

We know, we cannot stop waste production entirely but everyone can make a significant contribution by adopting 3R practices. In our factories, we have also installed waste collection bins at all identified important places for proper waste management. All bins are colour coded according to the specific waste like paper, plastic, cloth, oil & metal. Timely awareness and training is also given to the staff, so that they are well aware of its implementation. We are also concerned towards minimizing the usage of stationary paper for printing and maximizing reusing of packaging materials.

In FY 17-18, total saving through 3R was 1569 Tons, which was 129% more as compared to last year. Till date, Group has done a total of 2995 tons of waste management



Other Campaigns around the Factory



MCL DCD Greater Noida celebrated cloth donation week, where the employees collected clothes and distributed 30 blankets along with 10 cartons of boxes to less privileged people in the nearby community. This would help less privileged people to fight the chilling winter and get some peaceful sleep at night.



MMSL Gurugram organized a Tree plantation drive. The initiative was taken in collaboration with Green Providers and Kendriya Vidyalaya. 60 trees were planted in the premises of Kendriya Vidyalaya. This initiative was actively participated by Green Man of India Mr. Vijaypal Bhagel.



MCL Noida organized a camp with Divya Jyoti Jagriti Sansthan through organizing a sales counter in the Factory premise. Divya Jyoti Jagriti Sansthan is a non-profit socio-spiritual organization which promotes Persons with Visual and Physical Impairment to earn their livelihood. Out of various several activities, the Sansthan promote them to sell their handmade products such as Candles, Incense Sticks, Plates & Bowls made of leaf petals, Terracotta (Mud) items, Herbal Soaps, etc.



MCL-Pant Nagar distributed stationaries to the students of Vivekananad Shishu Vihar School, Awas Vikas Rudrapur. In total 250 Geometry boxes were distributed to less privileged students. The program was conducted on occasion of Children's day, where entire CSR Team enthusiastically participated.

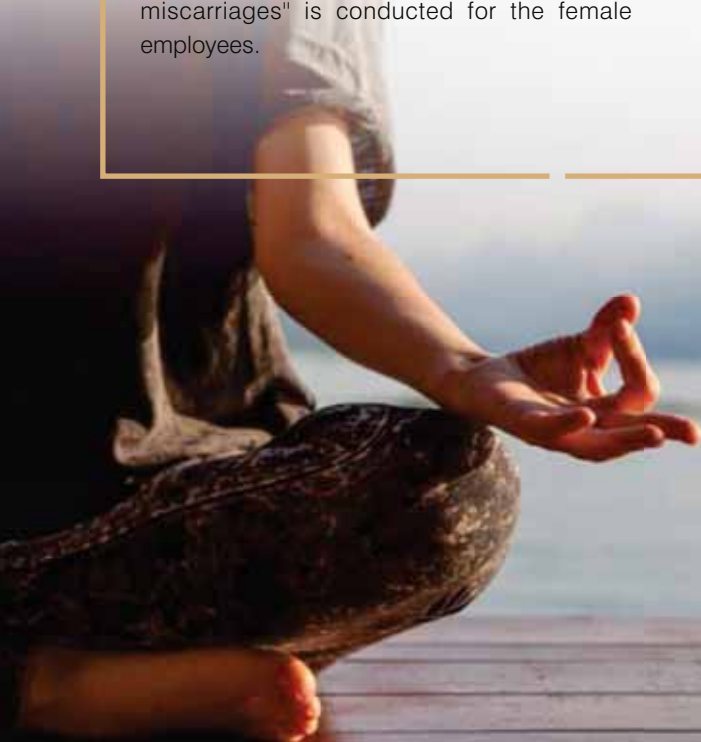
Awareness Campaign on Yoga

International Day of Yoga is celebrated on June 21 and was declared so by United Nations General Assembly (UNGA). Thus for a physical, mental, and spiritual practice, Spark Minda, Ashok Minda Group organizes Yoga Sessions for people to learn various Yoga Asans to become healthy with lead balanced life. Sessions were conducted by experts from Art of Living Foundation.



Awareness Campaign on Women Health

Cancer awareness and prevention sessions were organized across the Group for its female employees. The sessions were engaged by Doctors and Medical Oncologists. More focus is given to female group of employees, where they are imparted knowledge over cervical and breast cancer. Few cases on miscarriages were also communicated by female employees. Therefore, an awareness session on "How to prevent miscarriages" is conducted for the female employees.



Road and Fire Safety Campaign

Prevention is better than cure and with the aim to eliminate the number of accidents and injuries in the home, at work, in the community etc., this campaign is conducted. During the campaign, Banners & Posters are displayed at visible areas, Safety PPE's Exhibition is organized, Safety Flag Hosting, Awareness Training Program and Mock Drills are also held in the nearby villages. Other than this, Safety Awareness Card are also distributed to all community people.

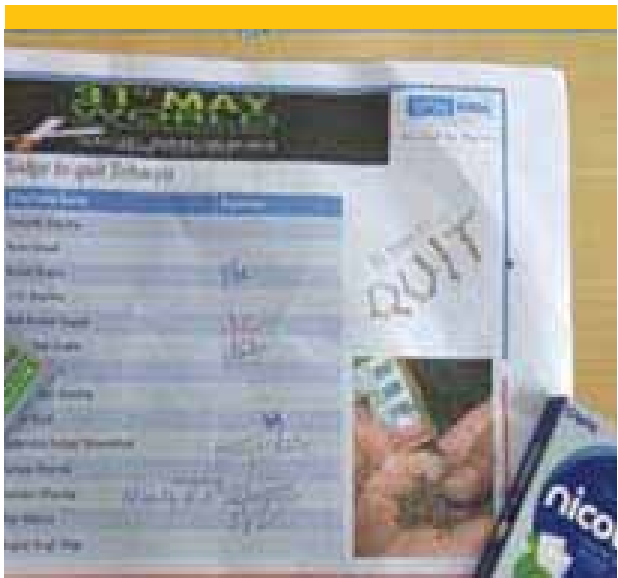


World Environment Day Campaign

Worldwide, World Environment Day is celebrated on June 5th. As climate change is manifesting itself far more evidently in the present time, we as individuals need to take a stand. Thus, to make community aware about preservation and protection of environment, the Group had planned activities like tree plantation, PUC check, etc., to celebrate this day and give back earth what it deserves, a clean and sustainable environment.

Awareness Drive on No Tobacco Day

It is intended to encourage people for abstinence from all forms of tobacco consumption. It is further intended to draw attention to the widespread prevalence of tobacco use and to negative effect on health, which currently lead to nearly 6 million deaths each year worldwide. During the Campaign, posters are displayed in the factory premises and vicinity depicting hazards effect of tobacco usage. People enthusiastically participate in this awareness drive and sign a pledge saying no to tobacco usage



Moga Devi Minda Charitable Trust



Programs at Moga Devi Minda Charitable Trust

95

Moga Devi Minda Charitable Trust is a Corporate Social Responsibility initiative of the Spark Minda, (Ashok Minda Group) and UNO Minda, (NK Minda Group of industries).

It is a non-political, social, humanity based organization which always works for social reformation. This organization is registered under the "Societies Registration Act, 1860 and also registered under Section 12A of the Income Tax Act."

The Moga Devi Minda charitable Trust was founded by Late Mr. Shadi Lal Minda Ji . This organization has completed 26 years of social service.

MDMCT has five units named as:-

- 1 - Minda Bal Gram
- 2 - Moga Devi Minda Memorial School
- 3 - S L Minda Skill Center
- 4 - Minda Seva Sadan
- 5 - SL Minda Memorial Hospital
- 6 - SL Minda Sports Academy



Minda Balgram

Minda Bal Gram is a Children Home. This is licensed with the Department of Women and Child Development in Government of Delhi. Minda Bal Gram provides love, affection and care for children who need "Care and Protection". Some Highlights of last year activities of Minda Balgram is given below.

As on 15.06.2018, 425 children have been admitted since inception (Year 2001) and 331 children restored in their families. Presently there are 94 children with 66 girls and 28 boys.

S L Minda Skill Center

SL Minda skill center (SLMSC) is established in 2007. It provides vocational training to rural youth. SLMSC is accredited with the "National Institute of Open Schooling" which belongs to the Ministry of Human Resource and Development, Government of India. Vocational training is provided in different subjects like Computer (Basic Course), Computer Application, Computer Hardware and Networking, Desktop Publishing, Beauty Culture and Indian Embroidery, Cutting and Tailoring, etc.

The head office of SLMSC is situated at village Bagla, Hisar- Haryana. Currently seven vocational training centers are running which are located at Bagla, Siswal, Jakhod, Matrasharam, Muhabatpur, Modakhera and Jansal villages of the Adampur Block, District Hisar, Haryana.

Till Date 3347 students have successfully completed their training program from SL Minda Skill Center.



MOGA DEVI MINDA MEMORIAL SCHOOL



Moga Devi Minda Memorial School (MDMMS) was established in 2010. This is a co- educational English medium school which is located in Bagla, Hisar. This school is affiliated with the CBSE Board.

MDMMS has well-designed classrooms, Highly equipped laboratories for Physics, chemistry, mathematics and Environmental Science, a good Quality Library and a Play Ground and other many facilities. MDMMS has already set an example of high standard of quality and value based education. MDMMS is a school with a difference.

The school encourages co-existence instead of cut-throat competition; it provides a learning environment instead of rote learning. Its atmosphere encourages creative thinking instead of being monotonous all the time.

The school is a Senior Secondary co-education school and run in No-Profit No-Loss Model.

MDMMS always aims to provide high quality education in the rural area population of Bagla, Adampur, villages of Haryana and Rajasthan. The school is also well equipped with an Art and Craft Room, Music Room, digital classroom and a Medical infirmary.

Presently 1200 children from nearby villages are studying in this School.

SL MINDA MEMORIAL SPORTS ACADEMY

The Mission of the SL Minda Sports Academy (SLMMSA) is to achieve excellence in sports and to help sports persons to reach highest level of sportsmanship at national and international levels. It nurtures sports person and sportsmanship, especially in rural area and helps them to participate in various sports events conducted at local regional, state, national and international level by various schools and sports organizations including SAI and CBSE, etc.

In SLMMSA many sports trainings provided by highly experienced trainers. These sports includes Athletics, Volleyball, Basketball, Table Tennis, Taekwondo, Boxing, Wushu, Wrestling, Kabbadi and Kickboxing. Students have also represented at national and international level from this academy.



SL MINDA MEMORIAL HOSPITAL

In FY 17-18, SL Minda Memorial Hospital had taken many initiatives for benefit of people. The endeavour of the hospital has always been to provide quality healthcare to people of the Adampur Block. The response of the people to seek medical advice from Minda Hospital has been very encouraging and overwhelming but conversion of OPD into 'In-Patient' care is still challenging for the newly established Hospital.

During the 2nd year of the Hospital's growth, MDMCT laid emphasis on strengthening the different departments of the hospital viz; Medicine, Obstetrics & Gynaecology, General Surgery, Orthopaedics, Paediatrics, Dental, Physiotherapy, Pharmacy, Eye, Ent, Skin and Psychiatry. Medical team and other staff were recruited as per the need and state-of-the-art facilities including purchasing of new medical equipment were done to support medical treatment procedures. The Hospital is now providing its services to a total of 127 villages of Haryana and Rajasthan



This are representation at National and International level from this Accadmy

Meet our CSR Team

CSR Team at Community level



Team Uttar Pradesh



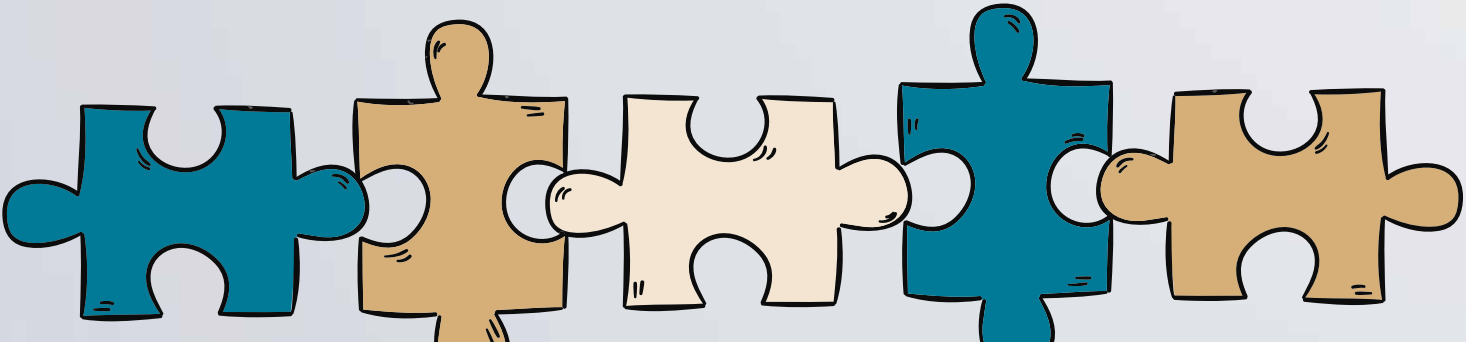
Team Uttarakhand



Team Tamil Nadu



Team Maharashtra



CSR Council at Business level



CSR Council MCL Pantnagar



CSR Council MCL Noida



CSR Council MSL Haridwar



CSR Council MFE Bawal



CSR Council MSL CD
Greater Noida



CSR Council MCL DCD
Greater Noida



CSR Council MMSL
Gurugram



CSR Council MSL
Greater Noida



CSR Council MASL Noida



CSR Council
MSL Pithampur



CSR Council MSEPL
Greater Noida



CSR Council MFE Noida



CSR Council MSL
Pillaipakkam and Kakkalur



CSR Council MSIL Pune



CSR Council
MCL Pune



CSR Council MSL Pune



CSR Council MSL Murbad



CSR Council MCL DCD Pune



CSR Council MVASPL Pune

Sparkonnect Annual CSR Meet - 2018

The Group CSR held its 3rd Annual CSR Coordinators Meet - 'Sparkonnect'- Share & Care, from 4th – 6th April 2018 in Pantnagar, Uttarakhand. The Meet was organized for CSR Executives, Coordinators and Trainers of all Project locations of India (Uttar Pradesh, Maharashtra, Tamilnadu and Uttrakhand) with the objective to provide a platform for sharing of relevant knowledge, exploring new avenues for initiating CSR projects in the upcoming year, Team bonding and also providing a platform for replication of good practices.

Ms. Sarika Minda, Chairperson, Spark Minda Foundation also attended the meeting. Apart from her other committee members, who were part of the meeting included Mr. Lalitendu Samanta and Mr. Praveen Karn.

Mr. Samanta encouraged the team to sustain all projects on the same pace with larger scale. Mrs. Sarika Minda during her address spoke of how it is essential for the Aakarshan centers to prove that they are different from other training centers and continue to perform well.

The day ended with award distribution ceremony, where the following awards were presented:

- Best Organized and Managed Center – Team Uttrakhand
- Center with Best Community Rapport – Team Tamilnadu
- Center with most Innovative Ideas – Team Maharashtra
- Center with Highest Employment – Team Maharashtra

Awards for Target Achievement: Learners' Target Achievement

- 1st Prize – Ms. Savita Devi – Aakarshan Uttrakhand
- 2nd Prize – Mr. Raju- Aakarshan Uttrakhand
Ms. Karthika– Aakarshan Chennai
Mr. Balakrishnan– Aakarshan Chennai
- 3rd Prize – Ms. Shraddha – Aakarshan Uttar Pradesh





CSR Roundtable conference at PHD Chamber Delhi



Paper presentation on Saksham at Fore School of Management



At Assocham on Disability



Interaction of Rural Management Students of XISS Ranchi



In CSR live week at WTC Mumbai on SDG



At India CSR on Skill Development



At CSR network on SDG

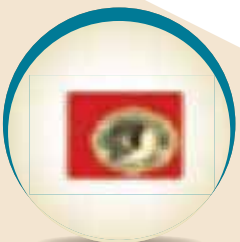


At SOIL on Social Internship Program



With First Lady of Vietnam at Jaipur Foot

Partnership And Collaborations



करवाडीतील
छात्र्यांची भागवली तहान

: सैंदानी ठाकरवाडी (ता.
येथील आदिवासी ठाकर
च्या शालेय विद्यार्थ्यांची तहान

ड तालुक्याच्या सॅदाने
डीच्या जिह्वा परिषदेच्या
क शाळेत ठाकर समाजाचे ३७
शिक्षण घेतात. सध्याच्या
तीत या विद्यार्थ्यांचा
या पाण्याचा प्रश्न निर्माण
होता, ही बाब शाळेच्या
पापिका कल्पना गावडे,
दत्तात्रय गायकवाड यांनी
या व्यवस्थापनाच्या कानावर
कंपनीच्या व्यवसाय
ण केंद्राचे अभिजित भोलेराव
पवळे यांनी याकामी पाठपुरावा

केला. मिंडा कंपनीकडून नुकतेच
बोअरवेलचे काम करण्यात आले.

बोअरवेलला पाणीही चांगले लागल्याने येथील विद्यार्थ्यांचा पाण्याचा प्रश्न मिटण्यास मदत झाली आहे. बोअरवेलवर मोटारही बसवण्यात आली. नुकतेच या पाण्याचे पूजन करण्यात आले.

या वेळी भाऊ केदारी, कविता उदाणे, बाळासाहेब मंडलिक, सुनंदा केदारी, दादाभाऊ जाधव, दादाभाऊ मध्ये, सर्विदा मध्ये, कल्पना गावडे य ग्रामस्थ उपस्थित होते. भाऊ केदारी व बाळासाहेब मंडलिक यांच्या वतीने विद्यार्थ्यांना प्रीती भोजन देण्यात आल्याची माहिती दत्ताजी गायकवाड यांनी दिली.



माडीतील शालेय विद्यार्थ्यांना पिण्याच्या पाण्यासाठी बोअरवेल उपलब्ध
करण्यात आले.

1,000 दिव्यांगों को मुफ्त लगेंगे कृत्रिम अंग



दिव्यांगों को कृत्रिम अंग मुफ्त में लगाए जाएंगे। शिविर का उद्घाटन ग्रुप के सीईओ अशोक मिंडा ने किया। ब्यूरो

नोएडा। सेक्टर-59 स्थित मिंडा ग्रुप के परिसर में शनिवार को कृत्रिम अंग प्रत्यारोपण शिविर लगाया गया। शिविर भगवान महावीर विकलांग सहायता समिति के सहयोग से लगाया गया है। अगले 12 दिन तक शिविर में 1,000

ing harness unit in Yerawada jail offers employment to inmates



An assembly plant and a production unit have been set up inside the prison, *reports*

The inmates were trained for three months and they are now producing 80 units per day adding up to 2,000 units per month.

of the manager does not care and that they get on and socially integrate with their large the prison," is K. Uusitalo, ADR, IL, Massachusetts Department for their well also able to share their

The industry was hit hard for three months and they are now producing 80 units per day adding up to 2,400 units per month. Each unit costs \$250 of which \$5 goes to the worker, 100 per cent goes towards the Protestant Workmen Fund and the rest to the company.

Through such initiatives, we try to ensure that the situation

पाक गोलाबारी में विकलांग हुए लोगों को कृत्रिम पैर मिले



कीमतों के साथ-साथ लोगों की अभिरूचि का अनुमान देना होगा, यह है • 2009

जिला | कारागिरि संशोधन

कारागिरि के जहाँ निवास में लीक आए और पुलिसकर्मी को बताया कि वे भी एक पुलिस अधिकारी को बुलाए गए थे। जहाँ वे जाते हैं, वहाँ ही एक-एक करके लोग मारे जाते हैं।

विषयक- ११ में एक संख्या की ओर से सभी विधियों में कार्यवाही के सम्बन्धित विभागों को सीधे सम्बन्धित विभागों के कार्यालयों में और समस्त सुविधाएँ प्रदान की गई हैं। विभागों में एक अधिकारी अधिकतर समय सुविधा के सम्बन्ध में कार्य करते हैं। सभी कार्य

अद्वैत के लिए सैकड़ों प्रमाण

आजकाल की आवाजों की शक्ति काशी है। जब भारत 2007 में सीबीए का अधिनियम को लागू करेगा तो इस देश की लोकतान्त्रिकता की शक्ति में अनेक ही तरह की कमी के कारण ही कमी हो जाएगी। मुख्य रूप से निम्नलिखित बातें 1988 में लोक अधिकार अधिनियम में एक सार्वजनिक कानून की शक्ति थी कि लोक अधिकारों का गठन था। एक ही ही शक्ति के अभाव में लोक अधिकारों की शक्ति को सीमित कर दिया है। लोक अधिकारों में 32 प्रकार के लोक अधिकारों के प्रावधान हैं।

कार्यशाला में सेनेटरी पैड के
मही इस्तेमाल की जानकारी दी



श्री आदमपुर सिटी | गांव बगला में स्पाक मिण्डा फाउंडेशन व मोगा मिण्डा चैरिटेबल ट्रस्ट द्वारा संचालित एसएल मिण्डा स्कूल पर में महिला सशक्तिकरण पर एक कार्यशाला का आयोजन किया गया। जिसमें ग्लोबल हंट फाउंडेशन दिल्ली व जतन फाउंडेशन यपुर की ओर से महिलाओं के स्वास्थ्य को ध्यान में रखते हुए स्वारी व स्वच्छता के बारे में जागरूक किया गया तथा सेनेटरी पैड सही इस्तेमाल के बारे में जानकारी दी गई। इस कार्यशाला में 13 से 45 वर्ष तक की 120 महिलाओं व लड़कियों ने भाग लिया। प्रदीप कुमार शर्मा, ओम, पल्लवी, महक, मेधा और जतन टीम सदस्यों ने महिलाओं को जागरूक किया।

हिस्सार केसरी

महिलाओं व लड़कियों को
सैनेटरी पैड के इस्तेमाल
की दी जानकारी

मंडी आदमपुर, 28 अप्रैल (भारद्वाज): सरकारी मिठाई कारखाने व योगा देखी मिठाई कारखाने मिठाई ट्रस्ट की ओर से गांव बगलान में संघर्षिता एस.एस. मिठाई कारखाने सैर में मसोबल हॉट फार्कटेशन दिल्ली व जलन सार्वजनिककरण आदमपुर की ओर से महिला सार्वजनिककरण विषय पर एस.एस. कारखाने का अभियोजन किया गया। विषय में महिलाओं की समाजिक कार्य में रखी हूए माहवारी व स्वच्छता तथा स्त्रियों पैदा का सही इस्तेमाल के बारे में जानकारी दी गई।

इस कार्यशाला में 13 वर्ष से 45 वर्ष की 120 महिलाओं व लड़कियों ने भाग लिया। इस कार्यशाला में डा. प्रदीप कुमार शर्मा, ओम, पल्लवी, महक, मेधा और

विश्व पशु
लुवास में

हिसार, 28 अप्रैल
एवं पशु विज्ञान विस्
दिवस के अवसर पर
प्रतियोगिताओं का अ
वेस्ट मार्च का आयोज
मनु चिकित्सक महावि
एही इंग्लैंड दिखाकर
विश्वविद्यालय के अ
स्नातक एवं स्नातको
इंग्लैंड प्रतियोगिताओं
कुमार विभागाध्यक्ष व

दुर्गा प्रतियोगिता
ने भाग लिया इस प्र
प्रतियोगिता निर्माण की थी



Women's jail gets lockset assembly unit

TIMES NEWS NETWORK

Pune: The women's jail at Yerawada has got a new manufacturing automotive lockset sub-assembly unit, where inmates will learn the skills required in manufacturing and finishing of automotive locks.

Spark Minda, the Ashok Minda Group, has collaborated with the Yerwada Central Prison for installing and setting up the lockset sub-assembly unit. The prison officials have chosen a female cell, which can house 25-30 inmates as per the criteria laid down by the company for producing the locksets.

The inmates will be trained to work on the shop floor. A memorandum of understanding was signed between Minda Corporation Limited and Yerwada Central Prison on February 15.

Voice of Stakeholders

Global Hunt Foundation

Through Menstrual Hygiene Program with Spark Minda Foundation, we have been able to reach and communicate with communities that requires in depth understanding on the subject. We would like to thank Spark Minda Foundation for giving us this opportunity of working with them and undertaking an initiative that is so important for every woman and girl.

Pathfinder International India

"Pathfinder International India has entered into a great partnership with Spark Minda Foundation to raise awareness among community on Family planning and its importance, Spark Minda joined 15 other private sector partners in making Family Planning 2020 commitments at the 2017 London Summit. Spark Minda, committed 1.1 million INR (US \$17,190) per year until 2020 to sensitize 3,000 women and men in the rural areas of Maharashtra, Tamil Nadu, Uttarakhand, and Uttar Pradesh on family planning, reproductive health, and menstrual hygiene by 2020. Pathfinder very much appreciate Spark Minda Foundation for their understanding on the importance of Corporates coming forward and investing their CSR fund in Family Planning sector"

Assocham Foundation For Corporate Social Responsibility (AFCSR)

Under the kind aegis of THE ASSOCIATED CHAMBERS OF COMMERCE AND INDUSTRY OF INDIA (ASSOCHAM) endeavors to identify social, developmental and environmental issues that need immediate attention, collective or collaborative measures and sustainable solutions. ASSOCHAM and AFCSR relentlessly contribute

towards developmental needs, overcoming challenges and resolving such socio-economic issues through numerous social initiatives, activities and programs such as Free Diabetes Health Camps, Road Safety Awareness Campaigns, Training Programs on Prevention of Sexual Harassment (POSH) at Workplace, Empowering Persons with Disabilities (PWDs), skill development & education of girls and marginalized persons, Swachh Bharat and others.

On behalf of ASSOCHAM and AFCSR, we take this opportunity to congratulate & compliment Spark Minda Foundation for making 'HIGHLY COMMENDABLE' contributions in the field of Empowering Persons with Disabilities (PWDs).

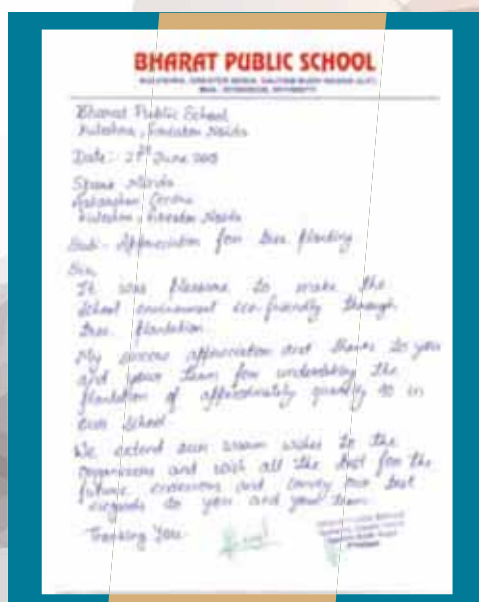
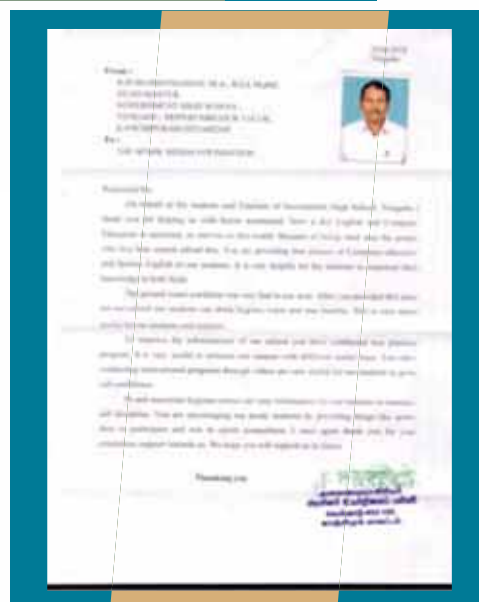
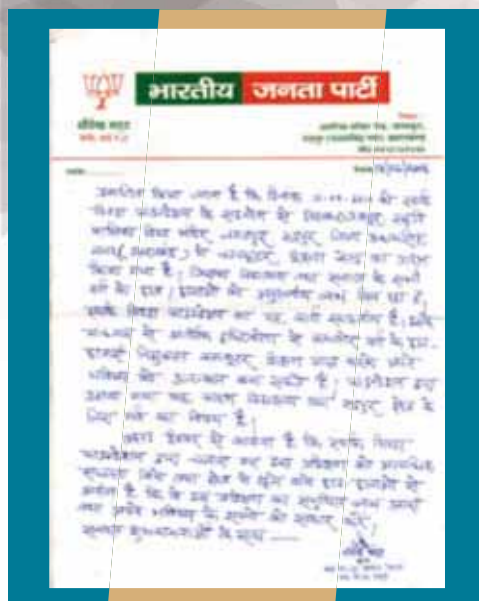
Wishing the Spark Minda Foundation a big success in all their endeavors and see the enduring association between Spark Minda Foundation and Assocham Foundation for Corporate Social Responsibility (AFCSR).

Jatan Sansthan

This is the second year of our collaboration with Spark Minda, your organisation has continuously supported Jatan Sansthan in the effort to promote sustainable reusable menstrual products. We have enjoyed working with your team. We not only thank you but we thank all the women and men in your organisation who participated so enthusiastically in the workshops, who in their own ways are taking forward Spark Minda and Jatan Sansthan's sustainable philosophies.

Ambuja Cement Foundation

Thanks for your kind support in disability camp which was organized by Spark Minda Foundation. We hope that partnership will be continued in future.



TESTIMONIALS

“

I am Ranjith Kumar. I have completed Basic computer in Aakarshan Vocational Training Center Tamilnadu and now I am placed in Minda Stoneridge Pune. I used to lack confidence level. Thanks to my brother Venkat who introduced me to Aakarshan Center . My special thanks to my Trainer for the motivation and positivity. Many institutions can give knowledge to students but Aakarshan gives us this along with confidence and positive attitude. So, I wish every other people to get placed.

I am Vinothini. I got Spoken English coaching from Tamilnadu Center. I really appreciate ability of trainers to explain grammar. They gave us a study material to clarify the doubts. I definitely recommend this Training to all.

I am Kalaiselvi. I have completed Spoken English in Aakarshan Vocational Training Tamilnadu Center. Really thank you so much to Aakarshan center. It helped me to develop my communication and other soft skills. I learnt Phone and e mail etiquettes, Road and Fire Safety, etc.

I am Sukirtha. I have completed Cutting & Tailoring class in Aakarshan Center Tamilnadu. Here I learnt Tailoring, embroidery, hand craft making and many of other skills. I enjoyed garment house visit and guest lectures. It has given me good experience and motivation. Now I got new job opportunity in a Export Company. Thanks to Spark Minda Foundation.

Hello I am Ritesh Kumar currently studying in Spoken English course in Aakarshan Centre, Uttar Pradesh, I like my training centre because the faculties are nice and polite and after two months of training I can feel that my English is improving day by day .

I am Meenu Mavi. I was very excited when I got admission in Aakarshan Uttar Pradesh. I am learning Cutting & Tailoring and this course is very interesting for my growth and to gain my confidence. I knew basic tailoring so I joined the Advance Cutting & Tailoring program. I had worked hard and constantly updated myself with the latest technology for further growth of my career. This training provided me with opportunities to grow and through this I could make myself independent.

Hi, I am Juli from Jalpura Village, Uttar Pradesh. I came to know about Aakarshan Industrial Cutting & Tailoring Center from my sister. I would like to thank her for this and it has been a great learning experience for me. This course has provided me with a thorough knowledge of each and every aspect of stitching. I am grateful to spark Minda Foundation for providing me with proper guidance to develop my skills and self-confidence. This course gave me new direction to my life and it has been a great learning experience for me.

I am Archana Chautala from Kulesara village of Uttar Pradesh and I am taking classes of Beauty and Wellness at Aakarshan Vocational Training Center. The training provided here is good and it helps us to learn new things. The training provided by my teacher is unique and she provides us with all the theory and practical knowledge.

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“

I am Madhuri Chandel. I am a graduate. I have done Basic Computer course from Aakarshan Vocational Training Center. Before this, I did not know more about computer but my friend told about Aakarshan Vocational Training Center and I joined this Center. Now I have obtained a good knowledge of computer and I am doing a job in a company. For this I am very thankful to Aakarshan and Spark Minda Foundation.

My name is Archana. I have learnt Computer and spoken English at Aakarshan Vocational Training center Jagatpura, Uttarakhand. This is a good platform for youth to learn Spoken English & Computer. I am thankful to Spark Minda Foundation for developing my communication skills.

I am Harshali Naikare and I have completed my 12th standard and was married early but I wanted to continue my study. I could do it with the support of Aakarshan center, Maharashtra. Now I can proudly say that I can speak in English.

I am Prasad Banker. I completed my Tally and Computer Course from Aakarshan center, Maharashtra and it proved very beneficial as I got placed as an accountant in a company.

I am Gauri Darawade. I loved to groom myself as a teacher. It was essential for me to learn computer and Aakarshan center, Maharashtra helped me. I have also learnt Beauty culture and Computer here.

I am Aarti Daundkar. After completing Retail management, it was a must for me to get placed for my earning and with the Tally course from Aakarshan Maharashtra I made it possible.

I am Dattatray Gaikwad. As a Senior Teacher, the usual computer application were made easy for me from the teaching of Aakarshan center. It helped me in various ways, updating my admin work, online forms, etc.

I am Nandkumar Gargote. I am Principal of Bhairavnath Vidyalay Donde and in spite of my usual work Aakarshan inspired me to learn computer. I enjoy and learn with my own students at Aakarshan, Maharashtra.

My name is Chitra. The environment of Aakarshan Vocational Training Center Pantnagar has not only helped me in imbibing knowledge but also in developing my overall personality and fuelling confidence in me. Now I am able to speak and understand English.

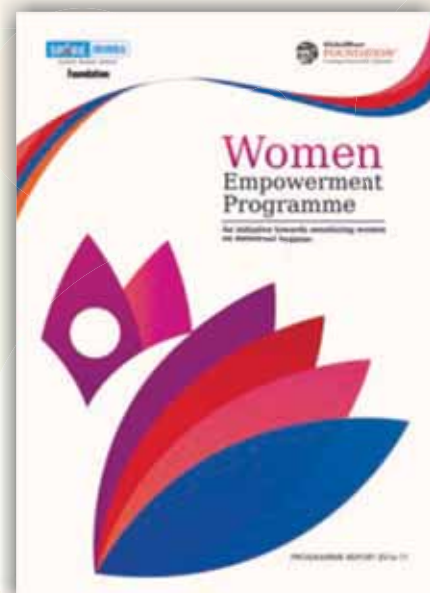
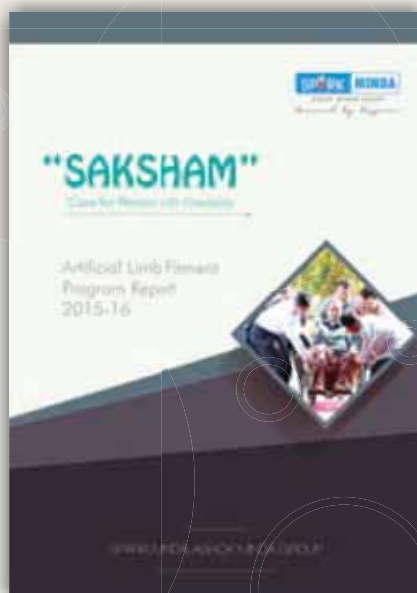
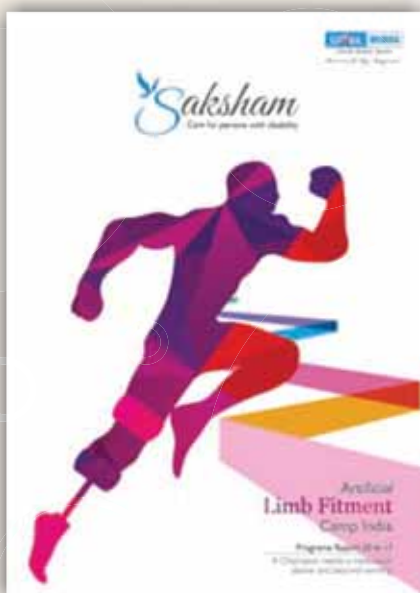
My name is Bisuka Sarkar. I always wanted to learn how to stitch my own clothes. With my training on Tailoring, now I am able to stitch my own clothes and I am very thankful to Spark Minda Foundation.

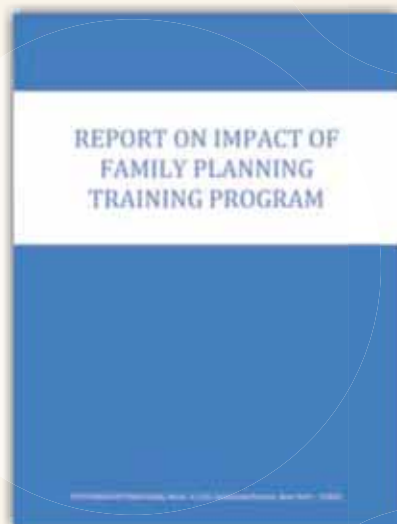
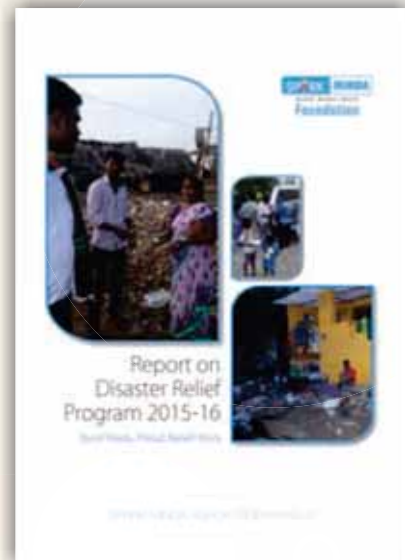
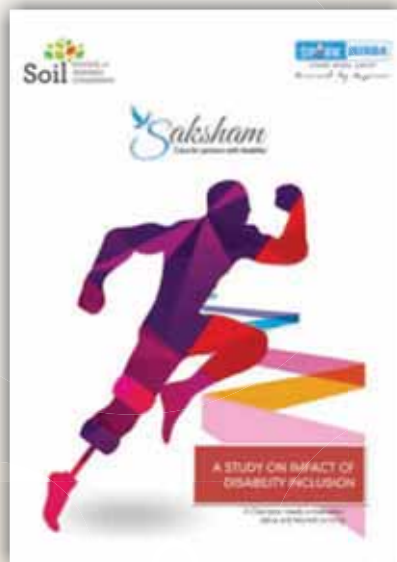
Hi I am Harish Singh. Pantnagar Center helped me setting my goals of life and now I have become a teacher.

My name is Rinki Yadav. I am very satisfied from the Basic Computer Training form Aakarshan Center, Pantnagar. This program has helped me develop problem solving skills and to learn how to work independently.

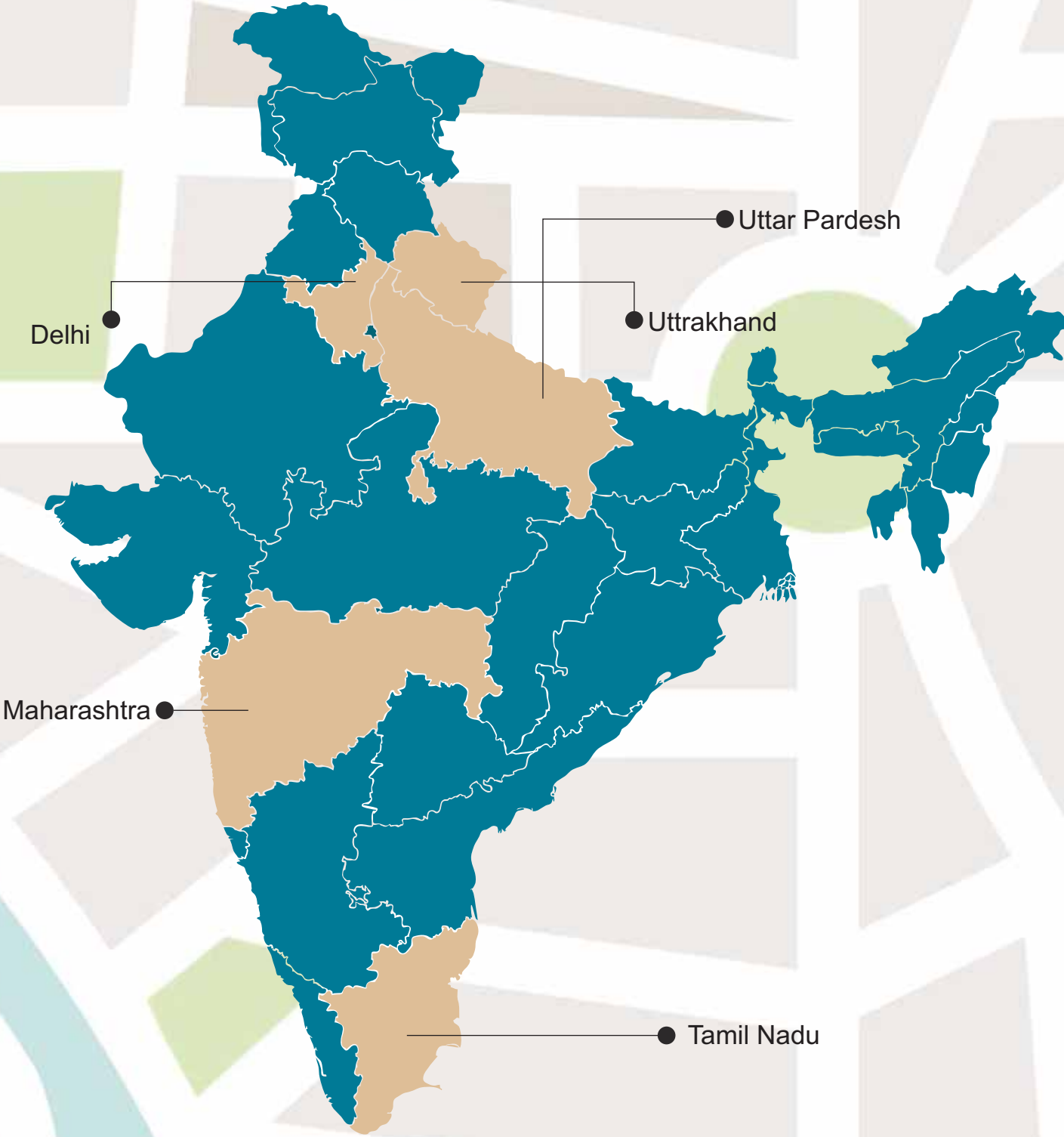
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Program Reports





Program Reach



Uttarakhand

- **Infrastructure Program**
 - » RO Plant
 - » Public Toilet
 - » Class Room for Government School
- **Menstrual Hygiene Program**
- **Family Planning & Reproductive Health Program**
- **Eye Camp**
- **Artificial Limb Fitment Camp**
- **Aakarshan Program**

Uttra Pradesh

- **Infrastructure Program**
 - » Solar operated vocational center
- **Menstrual Hygiene Program**
- **Family Planning & Reproductive Health Program**
- **Eye Camp**
- **Artificial Limb Fitment Camp**
- **Aakarshan Program**

Maharashtra

- **Infrastructure Program**
 - » RO Plant
 - » Solar Panel
- **Menstrual Hygiene Program**
- **Family Planning & Reproductive Health Program**
- **Eye Camp**
- **Artificial Limb Fitment Camp**
- **Yerwada, Aurangabad & Nagpur Prison Projects**
- **Aakarshan Program**
- **Saksham Center**

Tamilnadu

- **Infrastructure Program**
 - » RO Plant
 - » Solar Panel
- **Menstrual Hygiene Program**
- **Family Planning & Reproductive Health Program**
- **Eye Camp**
- **Artificial Limb Fitment Camp**
- **Aakarshan Program**

Delhi

- **Tihar Prison Project**
- **ITI Nizamuddin - DST Program**

South-East Asia

Indonesia and Vietnam

- **Artificial Limb Fitment Camp**

Milestones

- ▶ Establishment of Saksham Center for Empowerment for Persons with Disability in Maharashtra.
- ▶ Commitment to benefit 3000 women through Menstrual Hygiene, Family Planning & Reproductive Health registered in United Nation's website.
- ▶ Imparted Skill Training to 3701 youth, women and children on various vocational trade
- ▶ Provided on spot job offer to 162 women from Industrial Tailoring Trade
- ▶ Donation of 2974 units of blood by employees
- ▶ Employment of 215 Persons with disability across the Group
- ▶ Facilitated fitment of 3725 Assistive and Accessible Technology to PWDs
- ▶ Established Business Integrated CSR projects under PPP Model at Nagpur Jail; Yerwada Jail and Aurangabad Central Prison, Maharashtra.
- ▶ Constructed 5 toilet, 3 safe water facilities in the community.
- ▶ Saved 527 trees (43.92 lakh) through our paper saving initiatives
- ▶ Generated 37.25 lakh KWH Solar Energy
- ▶ Saved 75.97 lakh KWH Electricity, through various measures
- ▶ Recycled 6.42 lakh KL Water
- ▶ Planted 12862 trees with more than 90% survivals
- ▶ Benefitted 49833 People through our health checkup and awareness programs



Alignment with Government of India Program & SDGs

S. No.	Program Name	Supplementing to Government Program	Reference Logo	SDG Integration
1	Aakarshan Computer Training Program	Digital India Program, Ministry of Electronics and Information Technology		
2	Aakarshan Cutting Tailoring Program	Skill India Program, Ministry of Skill Development and Entrepreneurship		
3	Aakarshan Spoken English Training Program			
4	Aakarhsan Beauty Culture Training Program			
5	Aakarshan Industrial Tailoring Program			
6	Business Integrated Prison Program			
7	Saksham - Empowerment of Persons with Disability Program	Accessible India Campaign (Sugamya Bharat Abhiyan), Ministry of Persons with Disabilities		
8	Medical Healthcare Program	National Health Mission		
9	Menstrual Hygiene Program			
10	Eye Camp			
11	Family Planing & Reproductive Health Program	Jimmedari Nibhao, Plan Banao, Ministry of Health		
12	Solar Energy Generation	National Solar Mission, Ministry of New and Renewable Energy		
13	Plantation Drive	National Mission for Green India, Ministry of Environment, Forest and Climate Change		
14	Paper Saving Drive			
15	Blood Donation Campaign	Voluntary Blood Donation Program, NACO		
16	School Toilet construction Program	Swachh Bharat Abhiyan, Ministry of Drinking Water and Sanitation		
17	Safe Drinking water Program			
18	Dual System of Training Program	Ministry of Skill Development and Entrepreneurship		

CATALYST

SUSTAINABILITY

TREE KINDNESS GOAL

EDUCATION VISION

PARTNERSHIP ABILITY SKILL

COLLABORATION RECY

REUSE INCLUSIVITY NO

WATER

ACKNOWLEDGEMENT

EXCELLENCE

RETENTI

COMMUNITY

DESIRE

INNOVATION

ENVIROMENT

LEVERAGING STRENGTH

HUMANITY

RESOURCE

SERVICE VOLUNTEER

INCLUSIVITY MOTIVATION

EQUALITY GRATITUDE
ACKNOWLEDGEMENT
REDUCE HUMANITY
SUPPLEMENTATION
CHALLENGE IMPACT
REDUCE
DISCIPLINE
EXECUTION
EMPOWERMENT
LIVELIHOOD
COMMUNITY
LEVERAGING
STRENGTH
WATER
CARE
DESIRE
INFRASTRUCTURE
IMPROVEMENT
HOLD
VOLUNTEER
MOTIVATION
DEDICATION
SHARED VALUE
HOPE
STAKEHOLDERS
LEARNING
OPPORTUNITY
COMPASSION
AMBITION



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