

Reinstalling Aspirations



ANNUAL Report-2021-2022





ANNUAL Report-2021-2022



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▶▶ Organisation Overview

About Spark Minda

Spark Minda Group is a global pioneer in developing and producing Smart Auto Technology Solutions in the Mobility Space.

The US \$500 Million Group has been catering to market leaders across the Mobility Ecosystem, including passenger, commercial and off-road vehicles, motorcycles and scooters, since 1958.

Spark Minda runs a highly advanced research and development centre in Pune, Maharashtra, India - Spark Minda Technical Centre (SMIT).

The company's extensive research over a decade has ushered in an era of introducing industry-leading solutions to the major OEMs in the country.

The amalgamation of the group's experience, and its impetus on research, has lodged it well ahead of its league when it comes to developing products for the future.



About SMF

The Group has a legacy of Community Development for several decades. Spark Minda undertook various such programmes under its several manufacturing units since its inception. To amalgamate the group's CSR under an umbrella, Spark Minda Foundation was formed in 2014. Spark Minda Foundation (SMF) was incorporated under Section 8 of the Companies Act and is the CSR wing for the Group Companies to undertake CSR activities. The main aim of SMF is to work for community development by catering for education, women empowerment, facilitation of healthcare, upliftment of people with disabilities and sustaining the environment.

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





Shri Shadi Lal Minda
1930 - 2010



Our Inspiration

Community Development has always been a value-driven concept at Spark Minda Group, which Late Shri S.L. Minda “Babuji” started. His boundless vision and energy were not just restricted to business; he was a Philanthropist, Visionary and Founder of the Minda Group. He worked hard for the marginalised sections of society, focusing on education, employment, culture, healthcare and sports.

He devoted most of his life to serving the needy and the vulnerable. Standing by five pillars in his life: Discipline, Dedication, Determination, Devotion, and Desire, he lived with integrity. Spark Minda Foundation’s efforts over the years have been an attempt to carry forward his legacy and humanitarian values.





Sarika Minda

Chairperson, Spark Minda Foundation



Our Aakarshan Skill Development Programme encourages focus on youth and women in rural India. The programme began its journey in the year 2013 and since then we had the largest number of learners in the year 2021-22.



▶▶ Chairperson's Message

The year 2021-22 was eventful. It was the year of getting back, collaborating and reaching more people through our work at Spark Minda Foundation. Spark Minda Foundation lives up to its value- 'Together, We Can'. The Foundation has collectively continued to work for the welfare of people and communities through our journey. Ever since the pandemic started in 2020, we have faced critical challenges in India - including the hardships faced by various industries, stressed healthcare infrastructure and general economic uncertainty. The challenges posed by the pandemic lent a sense of urgency to embed sustainability principles into the charters of governments, enterprises and private organisations alike.

This year, we partnered with India Vision Foundation to take our programme Shakti to the prisons of Haryana. This project aimed to provide access to sanitary products and information to help one of the most vulnerable sections of society manage their menstrual health within prisons.

We continue to make strides with our Aakarshan Skill Development Programme encourages focus on youth and women in rural India. The programme began its journey in 2013, and since then, we have had the most significant number of learners in the year 2021-22. Projects like Dual System of Training (DST), Business Integrated Prison Project, and Digital Education have added value to the programme with the maximum number of learners to date. The year also saw the establishment of our second centre for the empowerment of people with disabilities (PwDs) in Uttar Pradesh. With these strategically placed centres, we desire to reach as many PwDs through our various governmental and non-governmental partnerships for accessibility, employment and holistic development.

These extraordinary times have brought out the best in us to serve the community and be a part of their lives in such a way that it helps them to build and grow. These opportunities and challenges make us an even stronger family.



Ashok Minda

Chairman, Spark Minda Group



Corporate Social Responsibility at Spark Minda Group aims to add value to life and bring sustainable development with inclusive growth. We are committed to integrate our business values and operations to meet the expectations of all our stakeholders.



▶▶ Chairman's Message

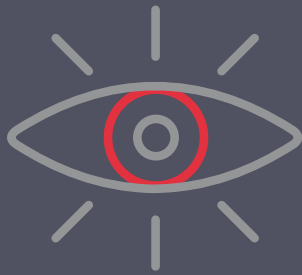
At Spark Minda, we believe that the industry should and must wholeheartedly participate in CSR activities and give back to society. Spark Minda Foundation's social and developmental initiatives are a step toward that direction.

Corporate Social Responsibility at Spark Minda Group aims to add value to life and bring sustainable development with inclusive growth. We are committed to integrate our business values and operations to meet the expectations of all our stakeholders. The company's philosophy has always been to partner in the nation's growth by bringing about a perceptible change in the lives of the communities. At the Group, we follow the triple bottom line approach to create harmony between business development and the environment.

Empowering women and youth of the community is one of the crucial objectives of our CSR programmes. These initiatives aim to improve literacy and provide training to enhance their livelihood generation opportunities. The

community's involvement also inculcates a sense of ownership, which is a prerequisite for the sustenance of any programme. We understand that sustainable change requires resolution and strategic use of resources. Any transformational change requires creating a morally conscious society and empowerment through sustainable initiatives. To ensure sustenance in our practices, both for the company and the organisation, we have adopted an ESG policy which caters to the three most important aspects of a business: Environment, Social and Governance. With this policy in place, we are slowly moving towards building a sustainable work culture.

While we move from strength to strength in our efforts to create a better world, we remain conscious of the fact that the trust and support of our stakeholders have been instrumental in all our achievements. Businesses cannot be successful when the society around them struggles. We believe in integrated and inclusive development to make the world a better place.



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.

2022

- Camp for Empowerment of PwDs in Uttar Pradesh

2021

- Establishment of Saksham Divyang Empowerment Centre in Uttar Pradesh
- Establishment of Beauty Wellness Skill Training in Uttarakhand
- Camp for Empowerment of PwDs with the Rotary Club of Noida in Uttar Pradesh
- Camp for Empowerment of PwDs in Maharashtra

2020

- Strengthening Menstrual Hygiene Management in Prisons, Haryana
- School Infrastructure Project, Uttarakhand
- Digital Mobile education Programme



Journey of SMF

1982

Establishment of
Moga Devi Minda
Charitable Trust

2010

Moga Devi Minda
Charitable School

2001

Establishment of Home for
parentless children

2007

SL Minda Seva Kendra- Skill
Development Programme

2013

Skill Centre, Uttar Pradesh

2015

- Camp for Empowerment of PwDs, Indonesia
- Prison Project-Yerwada, Maharashtra
- School Infrastructure Project, Maharashtra

2014

- SMF registered as a Section 8 Company
- Skill Centre-Maharashtra Uttarakhand & Tamil Nadu
- School Infrastructure Project, Uttarakhand
- Environment & Resource Protection Programmes
- Blood Donation Drives
- Prison Project-Tihar, New Delhi

2016

- Camp for Empowerment of PwDs, Uttar Pradesh
- Healthcare & Women Empowerment Programmes
- SL Minda Memorial Hospital
- Community Development Projects, Tamil Nadu
- Prison Project-Aurangabad, Maharashtra
- Prison Project-Nagpur, Maharashtra

2017

- Camp for Empowerment of PwDs, Uttar Pradesh
- Industrial Tailoring Programme, Uttar Pradesh
- Solar Plant Installation - Tamil Nadu

2019

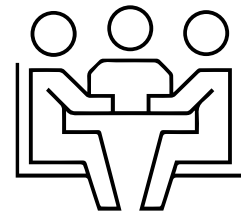
- Camp for Empowerment of PwDs, Maharashtra
- Skill Centre, Haryana
- Industrial Tailoring Programme, Haryana
- Sanitary Napkin Vending machine Project
- Digital Classroom established

2018

- Centre for Empowerment of PwDs
- Dual System of Training Project, Uttar Pradesh
- Camp for Empowerment of PwDs-J&K and Vietnam
- Prison Project (Female) - Yerwada, Maharashtra

▶▶ CSR Approach





▶▶ Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global

partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



Source : <https://sdgs.un.org/goals>

Alignment with SDGs

S.No.	Programme Name	SDGs
Education and Livelihood Promotion		
1	Aakarshan Skill Development Programme	
2	Dual System of Training Programme	
3	Business Integrated Prison Programme	
Empowerment of People with Disability		
4	Saksham- Empowerment of People with Disability	
Community Healthcare		
5	Women Empowerment Programme	
6	Eye Healthcare Programme	
7	Blood Donation Programme	
Community Infrastructure		
8	Model School Development Programme- digitization, sanitation, safe drinking water, etc.	
Environment & Resource Protection		
9	Renewable Energy	
10	Plantation	
11	Paper Saving	
12	Water conservation	

Areas of Intervention

Education & Livelihood



**Environment &
Resource Protection**



Community Infrastructure



Health & Well Being



**Empowerment of
People with Disabilities**







Education and Livelihood Promotion







▶▶ Aakarshan Skill Development Programme

Aakarshan

As the name implies, the “Aakarshan” programme of the Spark Minda Foundation has drawn many of the younger generations to it and has a significant impact on the community. This programme expands the Indian government’s “Skill India Mission,” which began in Uttar Pradesh in 2013. Aakarshan provides valuable knowledge and skills to disadvantaged young people in rural India, focusing on women.

Entrepreneurship education is a powerful tool for empowering people and promoting social integration. The new frontier is women’s entrepreneurship. The new India’s call is to empower women to be self-sufficient. It is accompanied by strong economic growth and improved employability, all of which help to alleviate poverty, promote socio-economic empowerment of underserved groups, accomplish economic growth, minimise social issues, and promote economic inclusion. As a result,

skill-based learning is delivered at Aakarshan, with an emphasis on enhancing employability through a series of renovations that provide students with relevant hands-on courses that will help them be work-ready.

This programme began in the village of Kuleshara in Uttar Pradesh in 2013. We started with just one training centre and one Digital Literacy programme, but ever since, the programme has expanded by leaps and bounds. We now have seven skill development centres spread over five Indian states, providing instruction in four trades: Digital Literacy, Spoken English, Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness. The programme’s goal is to provide people with transformative skill education so that they can become educated, responsible, and self-sufficient citizens who are deeply committed to their communities.

Courses Offered

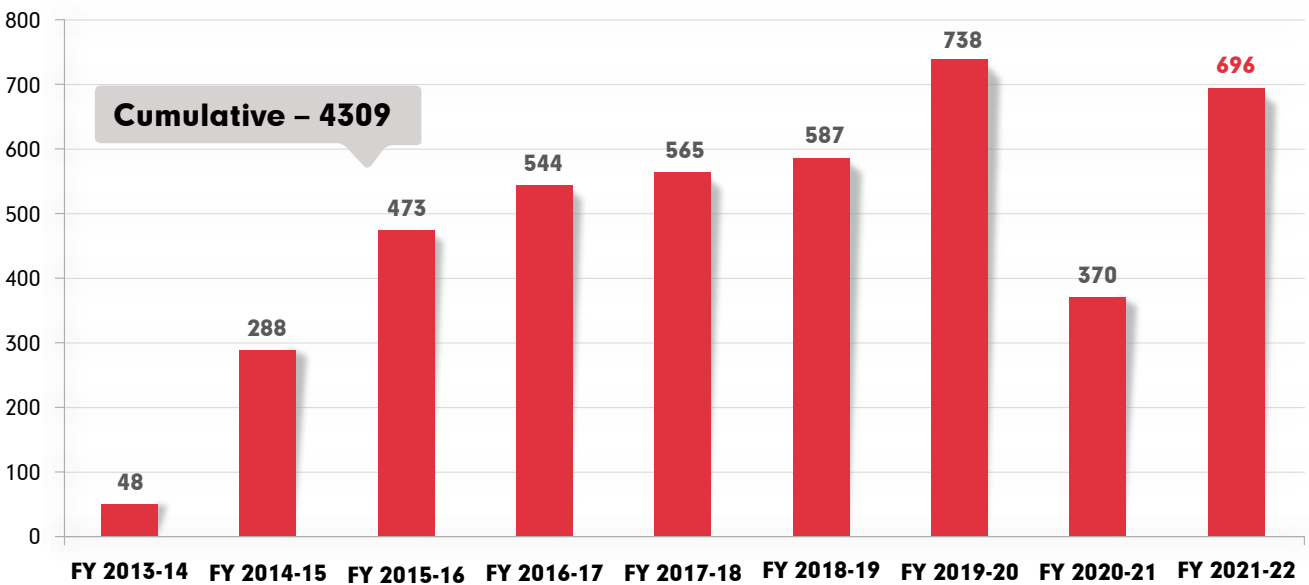
All of the trade courses offered at Aakarshan are aimed at uplifting the community's youth and women. The majority of the courses we provide are focused on helping women become self-sufficient.

Digital Literacy

The first subject we taught at Kuleshara in Greater Noida, Uttar Pradesh, was digital literacy. This course not only provides computer training but also enables skill growth and up-grading by providing the Tally Pro course, which eventually aids in the participant's employment. Students receive both academic and practical computer instructions. Since we had virtual classrooms, we began providing

professional training and hence, trained individuals in advanced computers, which included holistic training to improve the learner's abilities and knowledge. Tally is developed in partnership with the NIIT Foundation. Tally Fundamentals, Manual Accounting, Computerized Accounting, Cost centre, Cost category, Inventory, GST, and TDS are all covered under this course.

Number of Learners in Digital Literacy



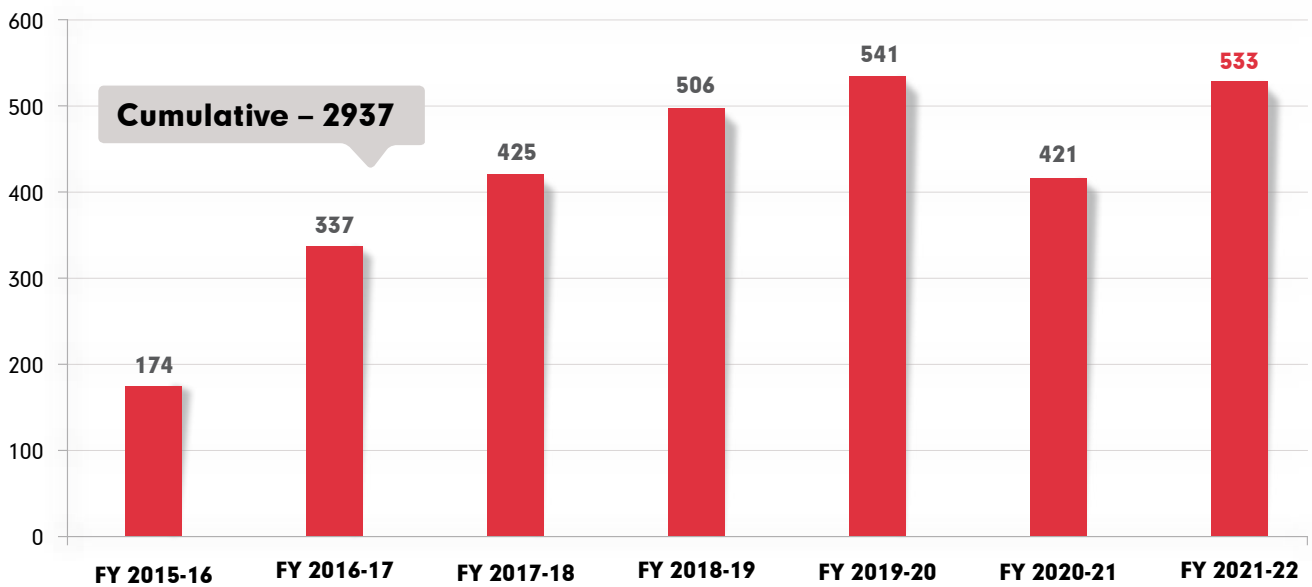
Spoken English

Speaking English allows you to expand your horizons, from work prospects to the capacity to communicate with individuals from all over the world.

Knowing a widely spoken language facilitates and improves communication. The biggest barrier to rural

people connecting with the mainstream is their lack of English language skills. Aakarshan Centres offer Spoken English classes to help people overcome this barrier.

Number of Learners in Spoken English

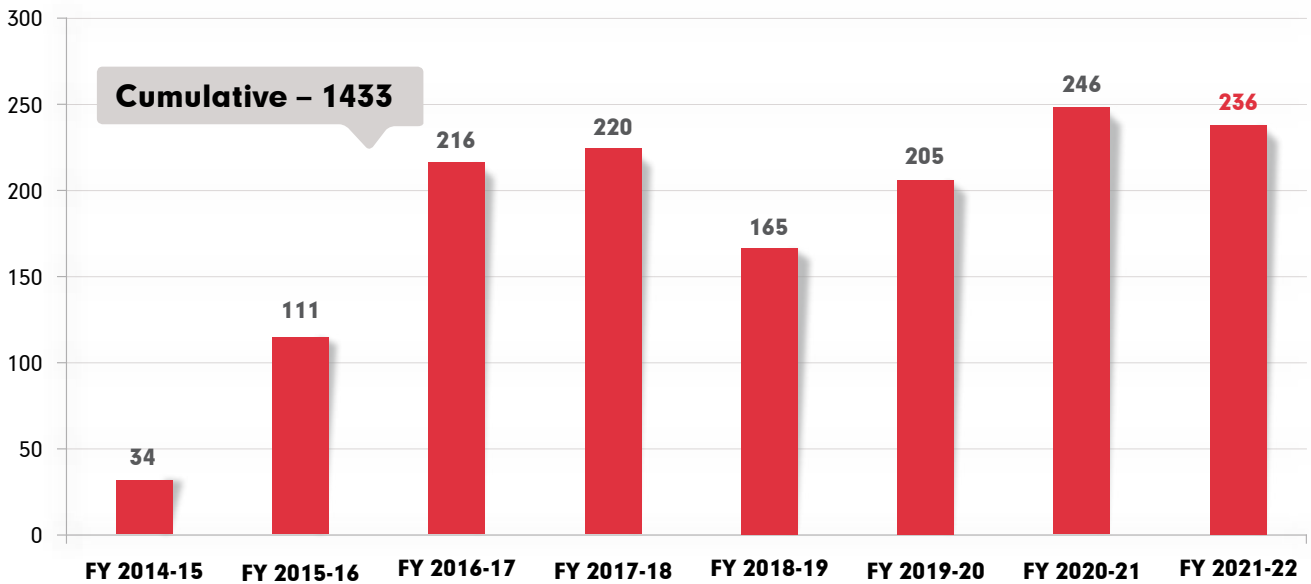


Cutting and tailoring

One of the training courses focuses on women's empowerment through tailoring as a source of income. This programme focuses on women's empowerment via self-reliance and financial freedom, allowing women to

either establish their own businesses or find work after only 6 months of learning basic cutting and tailoring. A three-month advanced cutting and tailoring course has been added to help learners polish their skills.

Number of Learners in Cutting and tailoring

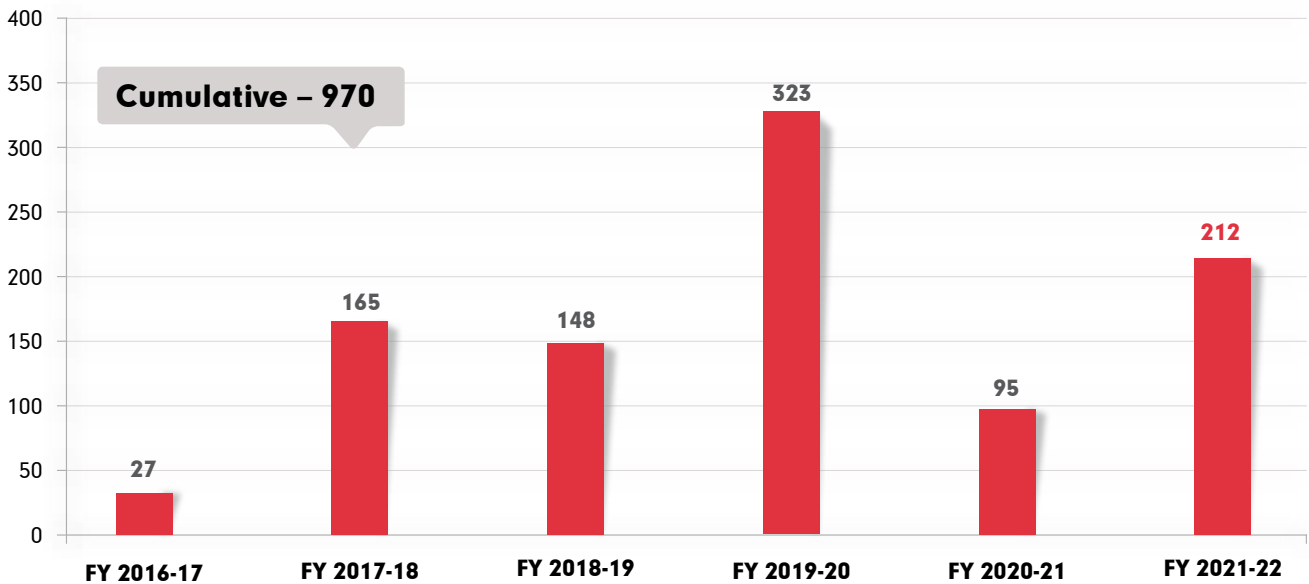


Industrial Cutting and tailoring

Another initiative aimed at empowering women is the industrial training, which is required in garment businesses and its export. They are provided with jobs

after undergoing 45 days of training. This initiative is in partnership with Shahi Exports.

Number of Learners in Industrial Cutting and tailoring

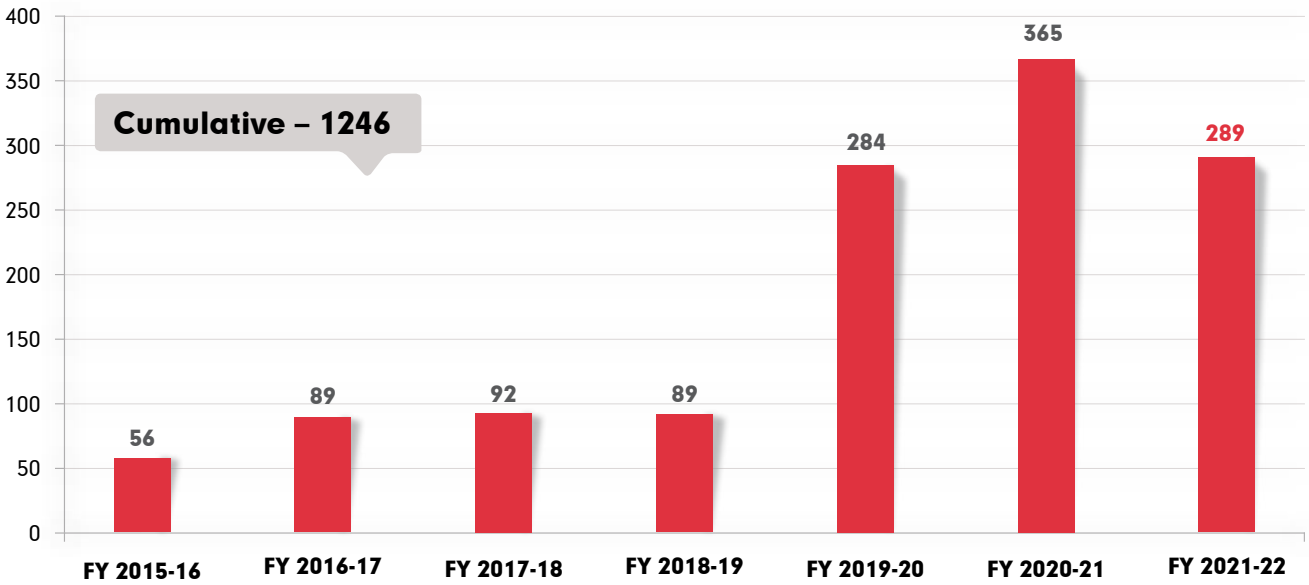


Beauty and Wellness

We launched another women-centric beauty and wellness programme in response to societal trends and requirements. Women are trained in self-grooming, basic and advanced makeup, hairstyling, and

advanced machine use over the course of four months in this occupation. Beauty and wellness offer a lot of business potential and have had a big effect on the community.

Number of Learners in Beauty and Wellness

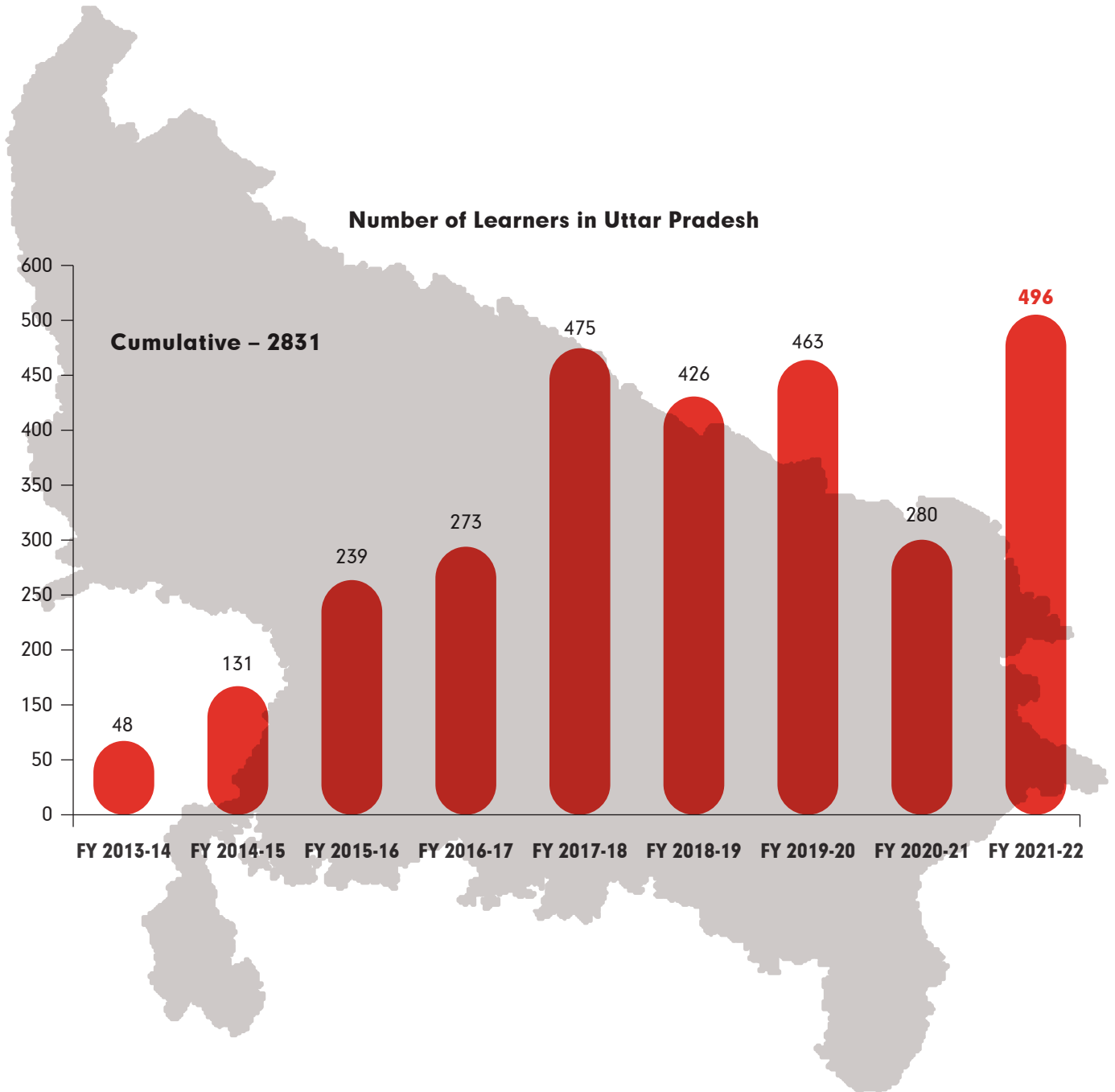


▶▶ Centres & Courses

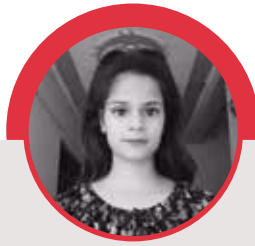


Uttar Pradesh

In the year 2013, the education and skill development programme for Spark Minda Foundation was launched in Uttar Pradesh. Digital Literacy, Spoken English, Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness are amongst the courses provided at the centre.



Digital Literacy



I am Sakshi. I am a student of computer and tally at Aakarshan Skill Development centre. I joined the centre because of the nominal fee. After entering the course, I learnt all the basics of computers and tally. The faculty supported and guided me throughout the course. I am confident about my technical skills and hope to acquire a good job.

– Sakshi



My name is Amisha Kumari. I am a student of B.Com. Although I wanted to achieve many things in my life, I couldn't find the right guide. One day, my friend told me about the Basic Computer and Tally classes organised by Spark Minda Foundation. I took admission at the Aakarshan Skill Development Centre in both courses. I learnt the basics of Computer followed by the Tally course. After completing the course, I was able to get a well-paying job. I want to thank Spark Minda Foundation for imparting quality education and making my life easy.

– Amisha Kumari



Spoken English



My name is Aalok Kumar. During the pandemic, I dropped out of my school due to a lack of proper guidance and opportunity. Learning English has always been challenging, so I decided to face my fear. It is very well said that where there is a will, there is a way. I learned about Aakarshan Skill Development Centre through one of my relatives. I joined the Spoken English course, and there was no turning back after that. The course curriculum made me well versed in understanding English. I want to extend my heartfelt thanks to the Spark Minda Foundation for giving me a golden opportunity to learn and grow.

- Aalok Kumar



I am Preeti. I study in class 11th in a government school. I was curious to learn English and enrolled in a Spoken English class at the Aakarshan Skill Development centre. It was a very insightful experience for me. I feel more confident after learning English. I thank my trainer and Spark Minda Foundation for this opportunity.

- Preeti



My name is Kajal. I live in Kuleshra. I wanted to learn to stitch because I was interested and knew a few things about it. I learned about the cutting and tailoring course offered at the Aakarshan Skill Development centre through mobilisation. The course was offered at a nominal charge and provided additional information through student empowerment activities. After completing the course, I could use this skill to stitch garments and contribute to my household income. I would like to thank Spark Minda Foundation for its support.

- Kajal



Cutting and Tailoring



My name is Anjali Rani. Stitching has always been my favourite work. When my relative told me about the Aakarshan Skill Development centre, I was excited about this opportunity. I took admission in the Advance Tailoring course, which has been a beautiful journey. After completing the course, I was able to stitch designer garments. I now sell these garments and earn a good amount of money. I plan to save this money and use it for my higher studies. I am grateful to Spark Minda Foundation for providing me with this opportunity.

- Anjali Rani



Beauty and wellness



My name is Rinki, and I am a student in class 12th. I took admission to the Beauty wellness course as it was my dream to work in this field. After joining the course, I opted for basic and advanced levels. The course was very absorbing and helped me gain detailed knowledge about the course. I now work as a freelancer and can earn a decent amount of money. I thank my trainer and the entire Spark Minda Foundation for their support.

- Rinki



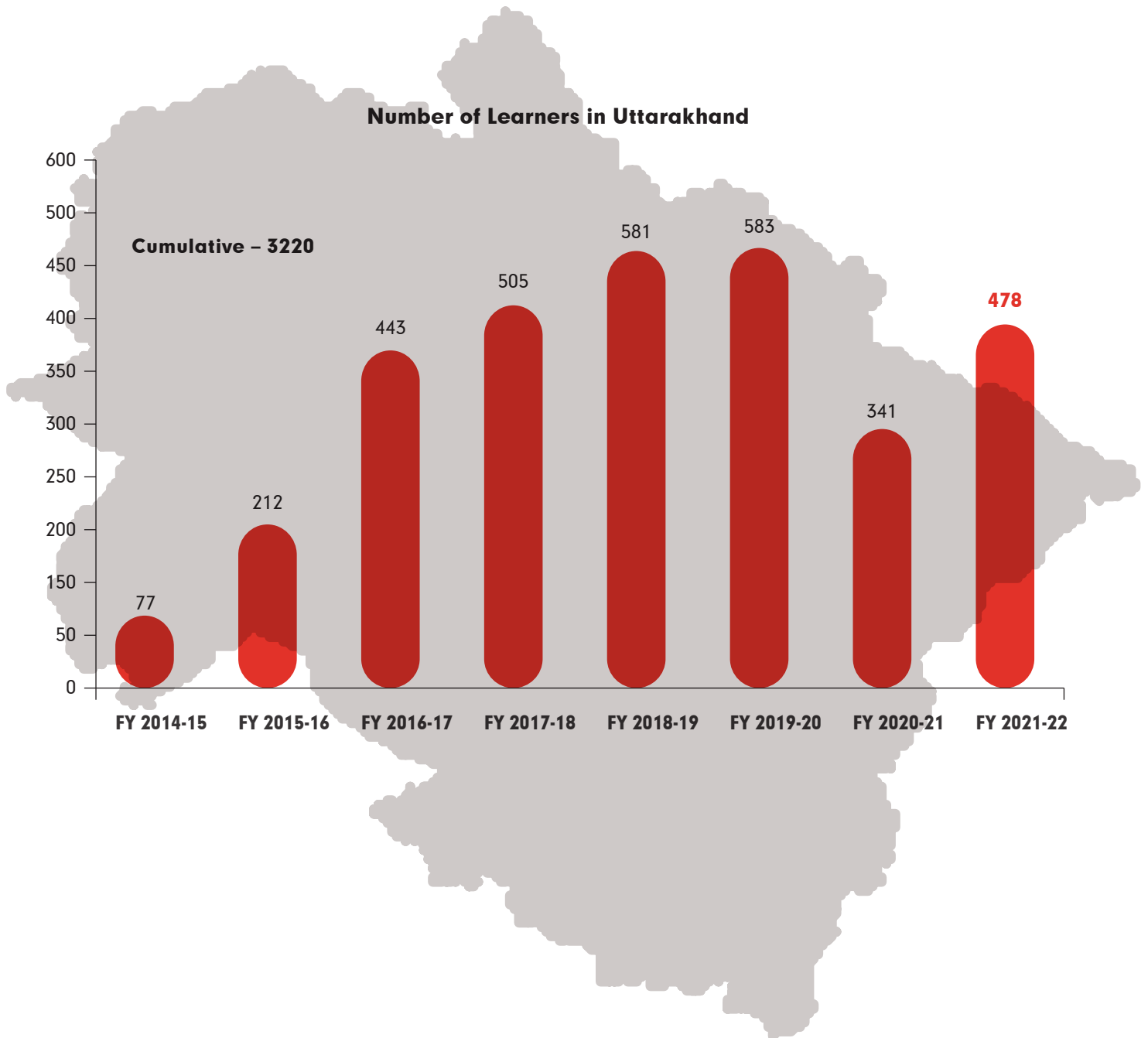
I am Aarti. I am a housewife, but I have always wanted to start my own business. I was deprived of the opportunity due to a lack of proper knowledge and resources. Then, I came to know about the Aakarshan Skill Development centre. I took admission in a Beauty and Wellness course. I learned everything from basic to advanced. After my course was completed, I started my Beauty Parlour, which is running very well. My dreams would not have turned into reality without the support and guidance of the Spark Minda Foundation.

- Aarti



Uttarakhand

The programme offices in Uttarakhand are located in the transit camp slum and at Saraswati Shishu Mandir, School. Students can enroll in Digital Literacy and Spoken English and apart from these additional courses such as Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness are taught in the transit camp. Uttarakhand launched its Beauty and Wellness programme in FY 21-22, which has resulted in additional entrepreneurship prospects.



Digital Literacy



I am Hemanti Danu, a student who completed my computer course at Aakarshan Skill Development Center. The infrastructure, classroom layout, and maintenance equipment are all excellent. Since my school does not have all of these amenities, the Aakarshan computer course provided me with the opportunity to boost my education through the use of modern technology. Extracurricular activities allowed students to interact with one another while also learning new skills. I am grateful to the Spark Minda Foundation for this opportunity.

- Hemanti Danu



I am Kiran from Rudrapur. After graduation, I decided to learn Computers and searched for nearby institutes. I enrolled in the Basic computer course and the Tally course at Aakarshan Skill Development Center. I am grateful to the Spark Minda Foundation for providing this chance to individuals at a low cost. Education is not just economical but also of high quality. I enjoyed participating in extracurricular activities, which have helped me build my confidence. I now work as a teacher at a school.

- Kiran



Spoken English



I am pooja, and I joined Spoken English at Aakarshan Skill Development centre. The six months spent here were splendid. Spoken English skills and concepts taught in the classroom are authentically helpful in daily life. It was a fantastic experience with good infrastructure and a perfect platform to overcome our fear and fulfil our dreams. It gives me great pleasure to say with pride that I am a part of the Spark Minda Foundation.

- Pooja



My name is Tulsi, and I am pursuing my graduation. The way people speak fluent English has always fascinated me. I truly wanted to learn how to speak fluently. However, the institutes in my neighbourhood were unreasonably pricey. My friend told me about Aakarshan's Spoken English programme. It was a pocket-friendly course, and I enjoyed attending the same. The classes were fascinating, and they helped me build confidence in speaking. Now I work as a tutor in my area and make a decent living.

- Tulsi



Cutting and Tailoring



My name is Sunita. I am a mother of two daughters. It was pretty challenging to manage things when my husband passed away. During the pandemic, it was very difficult to earn money. I was looking for more sustainable options that would help me in income generation. In the meantime, I learned about Aakarshan Centre and took admission in the Cutting and Tailoring Course. As soon as I finished my course, I became an entrepreneur. I can now manage my household expenses easily. I owe my inspiration to the team of the Spark Minda Foundation.

- Sunita



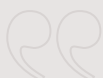


I am Shyamli, and I am in my early 30's. I have a vocal problem, and I've always hesitated to do something in public. Then I learned about Aakarshan Centre and applied for a Cutting & Tailoring. During this course, I participated in numerous events that assisted me in public speaking and enhanced my talents. I started my store after finishing my course and now feel confident when interacting with anyone. I would like to thank the Spark Minda Foundation for this great opportunity that helped me in different aspects of my life.

- Shyamli



Beauty and wellness



I am Tanya, enthusiastic about my work, and I did well in school. After my family relocated, we faced financial difficulties, and my father was the sole earner. I was able to work in several places and support my family, but it was insufficient. Then one fine day, I heard about Aakarshan Skill Development Centre and decided to get myself enrolled in the Beauty Wellness course. After completing the course, I began working as a freelancer to supplement my family's income and discovered that this work is lucrative. Further, I became self-motivated, and with the money I had saved, I opened a Parlour in my neighbourhood. I sincerely want to thank Spark Minda Foundation for this life-changing opportunity.

- Tanya



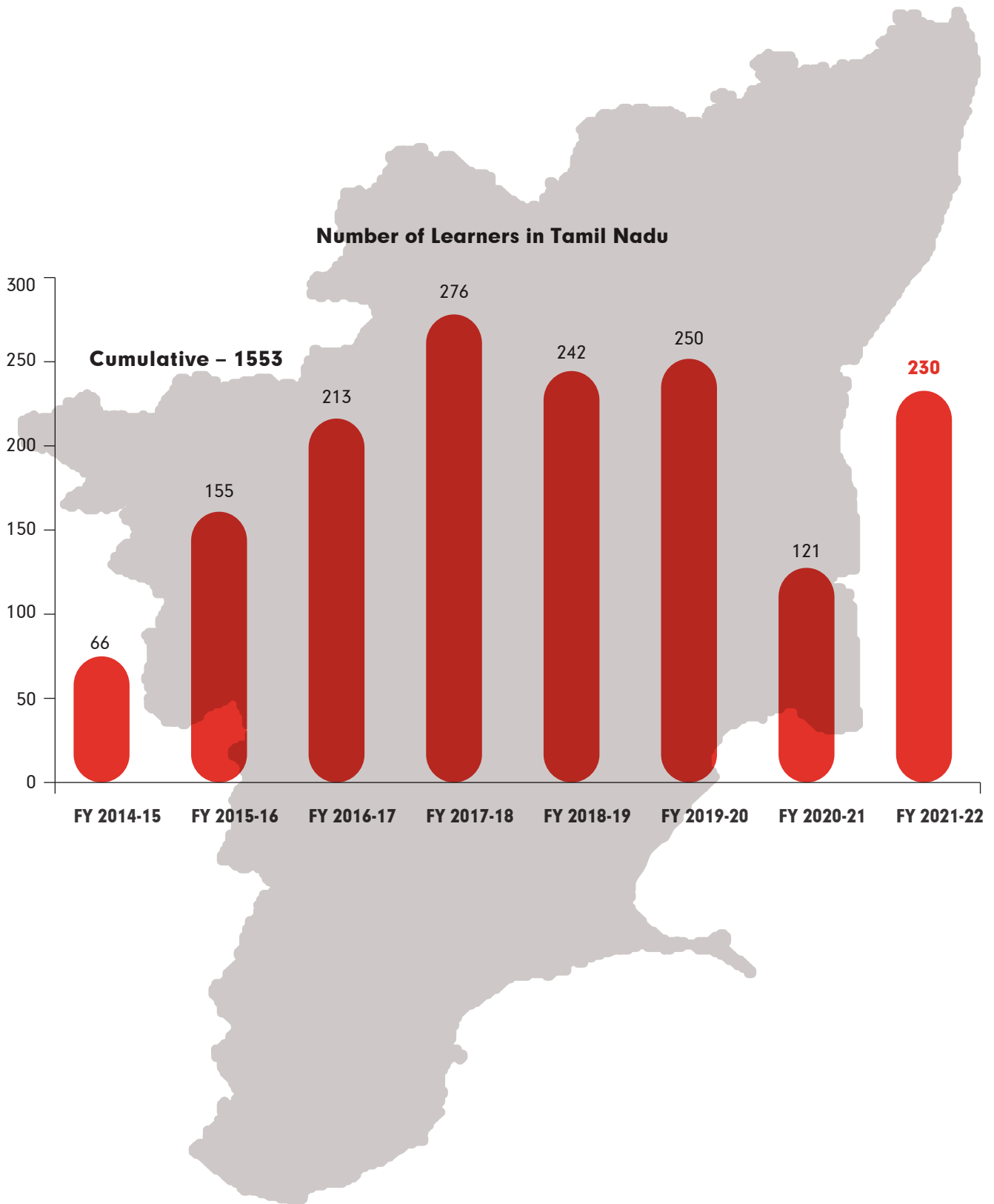
I am Seeta. I started my Journey with the Cutting and tailoring course at Aakarshan skill development centre and opened a boutique. I was also profoundly interested in makeup and searched for related courses in my area but could not join due to the expensive course fee. In a discussion, I learned about the introduction of a Beauty Wellness course at the Aakarshan Center. I used this opportunity and decided to join the course. It was a good learning experience. I have now opened a parlour along with my boutique. It was a wonderful experience, and I am thankful to Spark Minda Foundation.

- Seeta



Tamil Nadu

This centre was founded in the Vengadu village of Chennai, Tamil Nadu, in 2014. Courses in Digital Literacy, Spoken English, Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness are available at the centre.



Digital Literacy



My name is Vanmathi, and I am an accounting student. I completed my Computer and Tally course at Aakarshan Skill Development Center. The classes were quite informative, and the diploma aided in my career. I'm now employed and am putting the abilities I learned in class to good use. Thank you, Spark Minda Foundation, for this incredible opportunity.

- Vanmathi



Spoken English



I am Uma Maheshwari. I am a Spoken English student at the Aakarshan Skill Development Centre. This course has helped me in various ways. I have gained confidence by participating in multiple activities during the course. My public speaking abilities also improved, and I can achieve academic success. I am grateful to the Spark Minda Foundation for presenting our town with such an excellent opportunity.

- Uma Maheshwari



Cutting and Tailoring



I am Malathi, and I'm from the village of Vengadu. When I heard about Aakarshan Skill Development Centre, I opted for a Cutting and Tailoring Course. The course was incredibly fascinating and educational. I gained confidence after taking these classes and decided to become an entrepreneur. Initially, I started working from home using one machine, but now I easily earn 200 rupees every day. I appreciate Spark Minda Foundation's efforts for providing this opportunity at a nominal cost.

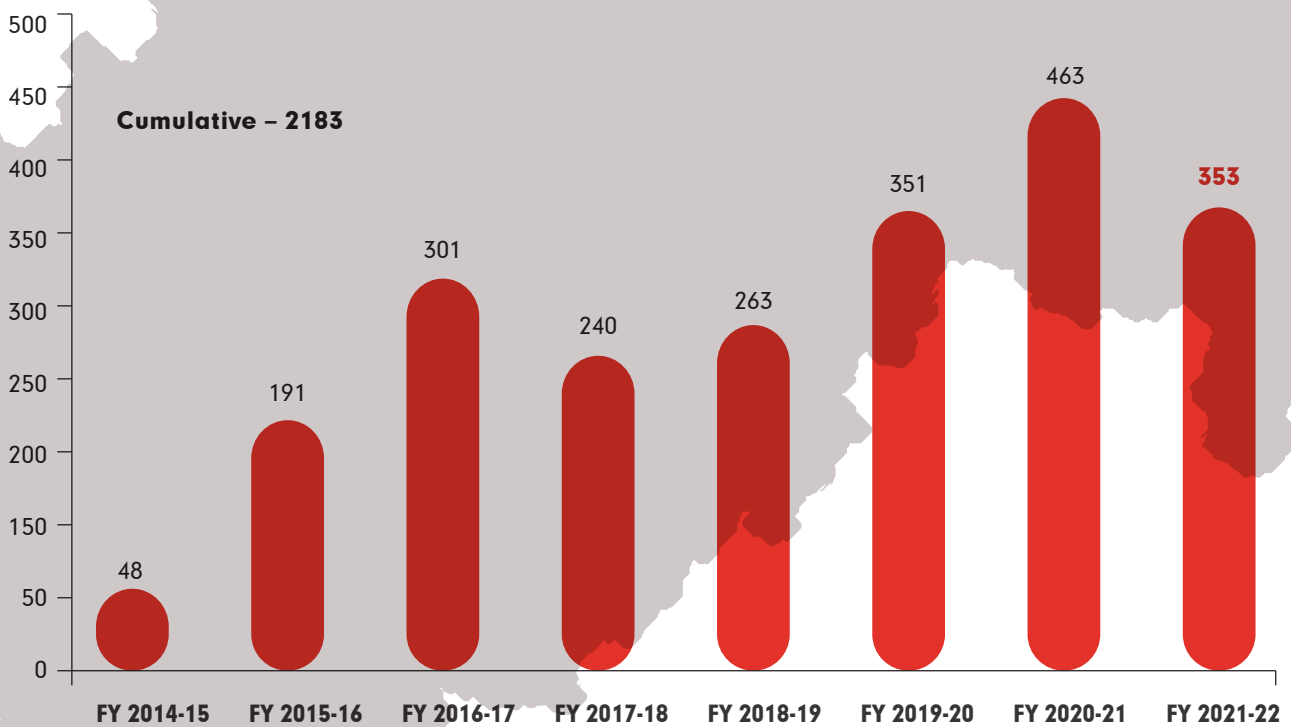
- Malathi



Maharashtra

In Maharashtra, the initiative began in the village of Donde in the Khed block of the Pune district and then moved to a location in Khed proper. Digital Literacy, Spoken English, Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness are among the courses available at the centre.

Number of Learners in Maharashtra



Digital Literacy



My name is Urmila Umakant Kokate. I am an MBA second-year student. I joined Aakarshan Skill Development Centre for learning Tally. After completing the course, I gained sufficient Tally knowledge that I even use for my college assignments. I have also used this skill for my internship with a CA. I appreciate the way the course is designed. The syllabus is very relevant and has helped in the real world. I would like to thank Spark Minda Foundation for this opportunity, and I am a proud student of the Aakarshan Skill Development Center.

- Urmila Umakant Kokate



I am Vidya Kailas Jafre, and I am pursuing my graduation. I took a Basic Computer class at the Aakarshan Skill Development Centre to increase my computer knowledge. I gained much knowledge through the classes, especially the extracurricular activities that helped polish my personality. My confidence has also increased. I use the knowledge of computers that I learned in class to do projects and in PowerPoint presentations in college. I am incredibly grateful to the Spark Minda Foundation for all of it.

- Vidya Kailas Jafre



Spoken English



My name is Ankita Varude, and I am a commerce stream graduate. I lived in Mumbai and shifted to Khed 5 years back. I always wanted to improve my English, but I was doubtful if I would get a good class in this locality. Then I got to know about the Aakarshan Skill Development Centre. I liked the infrastructure and the feedback from the older students. I immediately joined the course, which helped me increase my confidence while speaking. I am thankful to Spark Minda foundation for providing quality education at an economical price.

- Ankita Varude



My name is Kalyani Naikare. I am an S.Y.B.Com student. I am learning computers and other tools, but I want to learn and improve my English language as well. I realised the need when I was in a city, and a person was asking me for the address, and I could not communicate, which made me realise the importance of the English language in my life. I enrolled in Aakarshan Skill Development Centre and began to learn English, and I truly believe my skills have improved. I am more confident about presenting myself in a public forum. I thank the Spark Minda Foundation for making me believe in myself.

- Kalyani Naikare



I am Vidhya, and I have completed my B.A. Although I wanted to become financially independent, I could not work outside my home due to my household conditions. When I learned about the Aakarshan Skill Development centre, I decided to join the Cutting and Tailoring course. This skill can be used without stepping outside my home. Through this course, I learn many ideas and techniques. I was able to learn all the things that were taught and started my work from home. I am now an entrepreneur, and I also support my family.

- Vidya Virkar



Cutting and Tailoring



I am Pratibha Pawar. I am a mother to 3 children. Last year I lost my husband due to Covid-19. This created strains in my relations with my family members as they started blaming me and did not give support to me. I had a significant financial crisis and had to beg for money in front of my relatives. I decided to learn a skill to take my stand and started the search. I ended up taking admission to the Aakarshan Skill Development centre as the course fee was within my budget. I started with the Cutting and Tailoring course. Through that, I learn many various designs and patterns of apparel. Now I have started taking customer orders, and I am financially independent. I will always be thankful to Spark Minda foundation for providing opportunities to upskill and become independent.

- Pratibha Pawar



Beauty and wellness



My name is Poonam Ghanwat. I am pursuing my graduation. I was looking for opportunities to help me gain financial independence to support my education as my family was going through a financial crisis. One of my college friends suggested I join the Aakarshan Skill Development centre as they provide quality training on a budget. I opted for the Beauty Wellness course, which was a life-changing decision. Soon after completing the course, I joined a salon as a beautician, and now I can cover my education and house expenses. I appreciate the Spark Minda foundation for this opportunity.

- Poonam Ghanwat



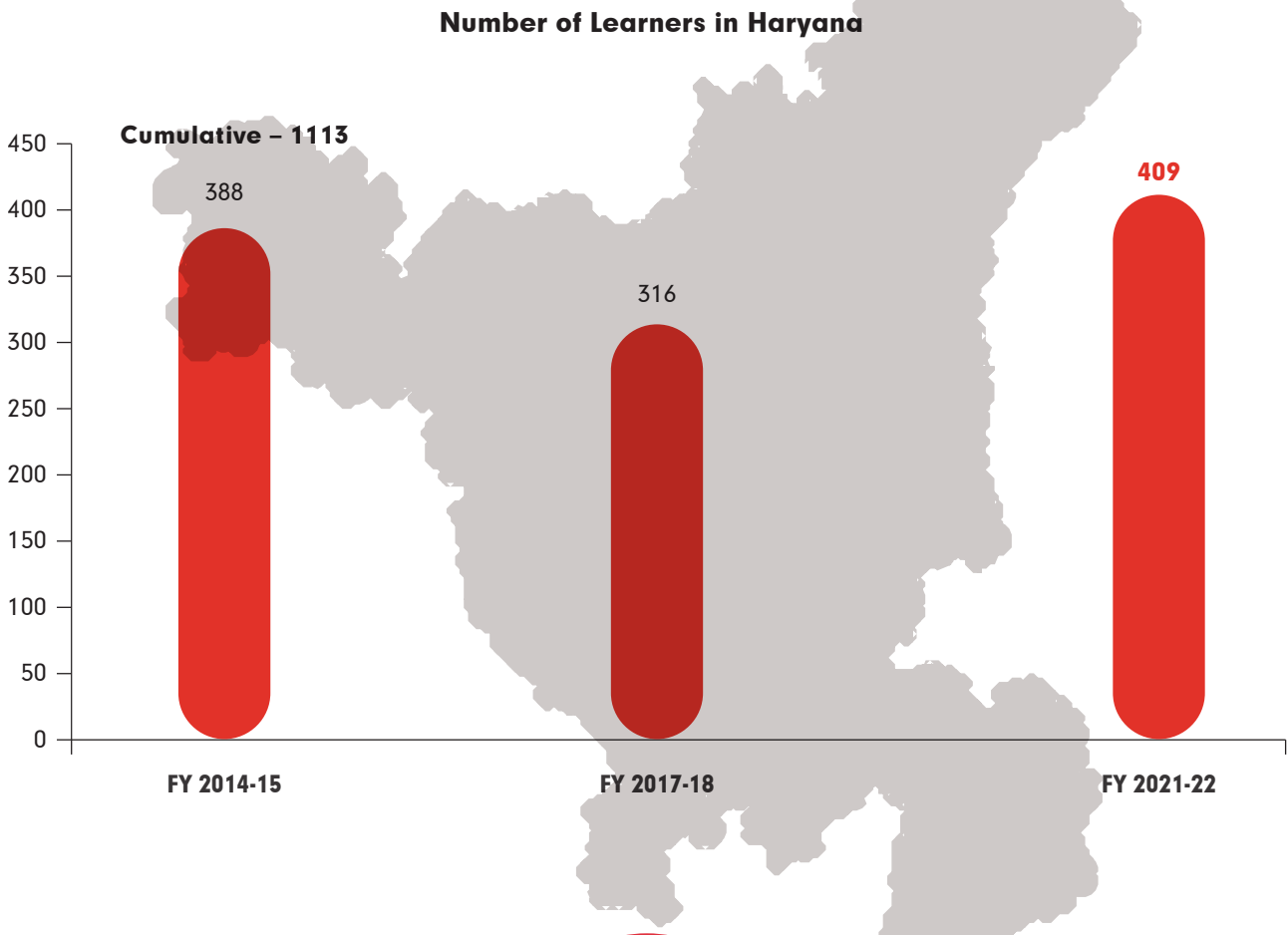
My name is Sapna Arude. I am currently completing my graduation. I was very interested in the beauty wellness field, so I joined the Beauty Wellness class offered at Aakarshan. I joined beauty classes for personal grooming, but my interest in this field grew, and I decided to plan my career in this field. When my course was completed, I started taking makeup orders, and now I am working as a successful makeup artist.

- Sapna Arude



Haryana

This centre in Haryana is the most recent, having opened in 2019. It offers Digital Literacy, Spoken English, Cutting and Tailoring, Industrial Cutting and Tailoring, Beauty and Wellness.



Digital Literacy



I am Sandhya Saxena from Snehvihar, Bhondsi. My younger sister was a former computer student of the Aakarshan Skill Development Centre, and from her, I learned about the centre and the courses available. I worked as a receptionist in a private company, but they withheld my promotion for a long time due to a lack of technical skills. I joined the six months Computer course, and within two months of joining, I got promoted. I am glad to be a part of Aakarshan, Haryana.

- Sandhya Saxena





I am Pravesh, and I am a graduate. I am a defence aspirant and was also searching for a temporary job. I noticed that computer knowledge plays an important role when applying for a job. I joined the Computer course at Aakarshan Skill Development Center. I was satisfied by the syllabus and the training imparted. With the guidance of the faculties, I could get a job as a data entry operator in one of the private companies in Maruti Kunj. I still aspire to be an army officer. I am thankful to Spark Minda for its efforts in the education sector.

- Pravesh



Spoken English



My name is Jitender. I am originally from Bihar, and currently, I am living in Bhondsi. I am a Sanskrit graduate and was working in a private construction company. During the pandemic, I lost my job. I gave interviews but was rejected as my English vocabulary was not strong. I saw Aakarshan's branding while I was passing by the center. I took admission to Spoken English for six months. During that period, I was also applying for different jobs. I used all the tips and suggestions provided during the Spoken English class on appearing in interviews. Thankfully, I was hired and now work as a Restaurant staff at Taco Bell.

- Jitender



Beauty and wellness



I am Varsha from Sultanpur, currently living in Ghamroj. My husband works in a private bank. I always wanted to be financially independent so that I could help my husband with household expenses. I wanted to be a beautician and had enquired about the course fee of different institutes, but the fee was high. One day I learned about Aakarshan Skill Development Centre, which offers a Beauty and Wellness course, and the fee structure was within my budget. While training under the course I started developing clients in my neighbourhood and earning. I have opened my Beauty Parlor now and am a successful entrepreneur.

- Varsha



▶▶ Convocation Ceremony





Aakarsharan

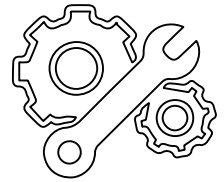
SP RK Found

Congratulation

आकर्षण कौशल विकास कार्यक्रम

YOU DID IT

आकर्षण कौशल विकास कार्यक्रम
दीक्षाँल
समा



▶▶ Dual System of Training

Academic learning is hardly sufficient in this fast-paced world of technology and advancements. Practical skill development and exposure are necessary in addition to academic learning. You must be adaptive to be successful.

DST stands for Dual System of Training, a model designed to bridge the gap between ITI students' practical and academic knowledge. This programme allows students to receive hands-on instruction during their course. This on-the-job training experience provides students with both experience and expertise.

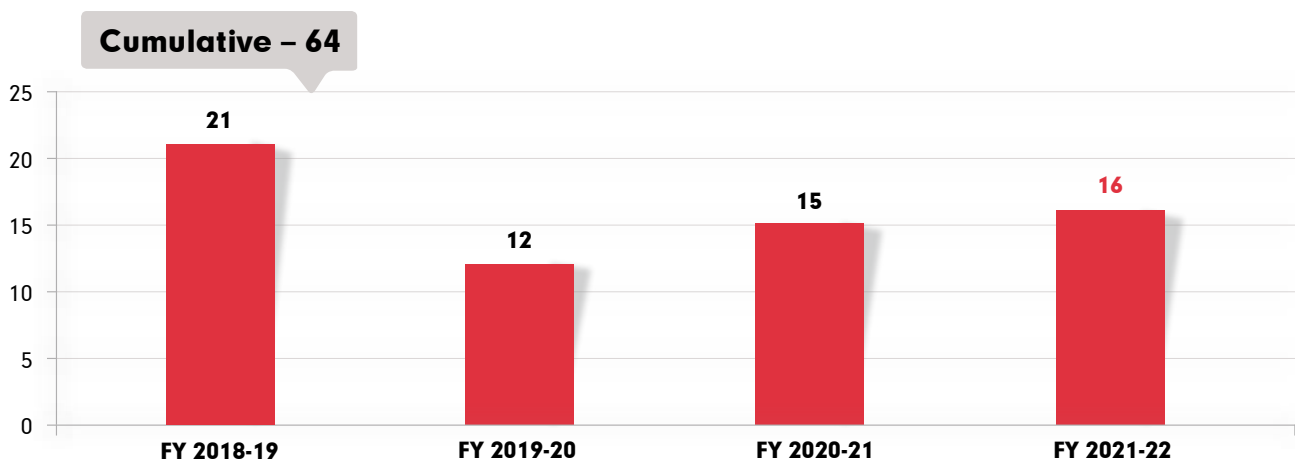
DST is a wonderful blend of ITI's academic training programmes and the industry's actual abilities. DST promotes industry ties and increases students' hands-on experience with the most up-to-date technologies in the field. The DST module aims to enable industry and businesses to collaborate with government and commercial ITIs to implement training programmes in high employability courses to meet their skilled talent requirements. DST promotes ITIs and industry

stakeholders to adopt and participate within a department's benchmark training time and the ITI ecosystem, strengthening ITI-trained relationships and improving industry-relevant quality training.

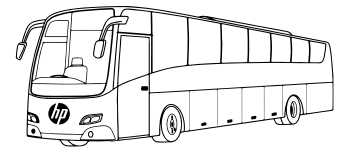
The Spark Minda Foundation has secured an MoU with the DTTE Government of NCT Delhi for the Dual System of Training Programme. This programme has been approved by the Indian Government's Ministry of Skill Development and Entrepreneurship. The Wadhvani Foundation, the Government of the National Capital Territory of Delhi, and ITI Nizamuddin collaborated on the project. This programme aids in the integration of academia and machine learning. The Wadhvani Foundation ensures that DST students receive soft skill training, while NCT Delhi and ITI Nizamuddin provide theoretical training. The Spark Minda Group's industries provide practical training modules for trainees, and the Wadhvani Foundation ensures that DST students receive soft skill training.

Till FY 21-22, 64 students have received training under DST Model.

Number of Learners in DST in each financial year







▶▶ HP WoW Project

The HP World on Wheels (WoW) project is part of HP's commitment to build and deploy 48 self-contained, Internet-enabled digital inclusion and learning labs in rural India as part of a People-Planet-Profit model aimed at driving digital literacy, e-education, entrepreneurship training, and other citizen services.

Spark Minda Foundation, in collaboration with HP, MDMCT, BSG, and NIIT Foundation, unveiled the 'World on Wheels – Wow Bus' at Hasanpur village in Gurugram, Haryana.

The bus is a mobile digital laboratory with 20 computers, a printer, a 65-inch touch panel that serves as a whiteboard, and a display and sound

system. HP WoW Project. The bus is solar-powered, with solar panels installed on the roof.

The bus functions as a "Common Service Centre (CSC)," allowing school kids to learn digitally because it is pre-loaded with e-learning content from classes 1 to 12.

On the 7th of January 2021, the project was officially launched in Hasanpur village. Since then, the project has had six batches of 76 learners, including one batch of Tally – GST and a dedicated batch for women in the community to gain digital literacy.

Till FY 21-22, the project has reached out to 322 learners and more than 6500 community members for various awareness sessions.



...nclusion & Learning Labs

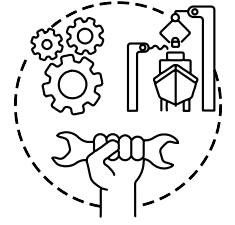


SUSTAINABLE
DEVELOPMENT
GOALS



**GLOBAL
CITIZEN**





▶▶ Minda Mitra - Motorcycle Mechanic Training Programme

Spark Minda Foundation has embarked on a one-of-its-kind initiative in the auto component industry with the inauguration of its state-of-the-art live Garage called 'Minda Mitra'.

On 12th July 2019, Minda Mitra was founded on the premises of the company's Noida plant. This facility is nothing less than a live garage with cutting-edge live demo units working models of two-wheeler current flow and workbenches for practical training and theoretical sessions. This garage is ready to handle a wide range of repairs and maintenance thanks to its in-house experts.

Core objectives of Minda Mitra are:

- To train and upgrade the technical skills of internal and external stakeholders,
- Identifying and upgrading the technical Minda Mitra - Motorcycle Mechanic Training Programme

knowledge of existing workshop mechanics for better service and excellence,

- Identifying candidates interested for a new career opportunity and certifying them as technical experts,
- New product development & field trial validation.

The "Ustad" programme under Minda Mitra aims to enhance, empower, and equip the community youth with a skill that may be used to make a living. It focuses on the development of young mechanics by offering Technical Skill Training over the course of a three-month course to help them begin their careers. It also assists qualified mechanics in finding work in a reputable workshop.

Until FY 21-22, we have reached 25 learners through this initiative.



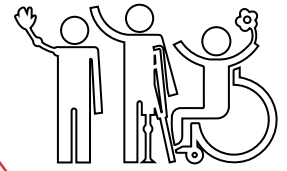






Empowerment of People with Disabilities





▶▶ Introduction Saksham

As quoted by Nikki Rowe, “There’s a remarkable amount of strength residing in those who move forward without being able to move physically. They are the true warriors of the world, who have every reason to quit but never do.” Our programme, “Saksham”, is for these warriors to ensure sustainability in their lives by ensuring their mobility, skilling, and employability.

The “Saksham” programme was launched in 2015 by organising camps for the empowerment of PwDs every year. Since then, it has been a pioneer in reaching out to the PwDs nationwide and even across boundaries. Over these years, with constant efforts, we have reached more than 12,000 PwDs through fitments, UDID registrations, and employment facilitation. Considering the equity and equality concept, the programme strives to reduce inequalities of PwDs within the community Introduction Saksham by providing equal opportunities.

The group has provided jobs to more than 750 PwDs in the group factories.

The programme supplements the Disability Act 2016 of the Government of India and is in line with the sustainable development goals, particularly supplementing to –

- SDGs 1: No poverty
- SDGs 3: Good health and well-being
- SDGs 8: Decent work and economic growth
- SDGs 9 : Industry, innovation and infrastructure
- SDGs 10: Reduced inequalities
- SDGs 11: Sustainable communities
- SDGs 17: Partnerships for the goals



Empowerment Camp

Saksham programme has a holistic approach for PwDs. It has been designed to help PwDs to reduce their dependence on others for mobility and earning a living. These camps would not have been a success without the collaboration of all our partners.

During the financial year 2021-2022, Spark Minda Foundation had conducted three camps for the empowerment of PwDs in Uttar Pradesh and Maharashtra. The main goal of these camps was

to provide PwDs with free of cost accessible and assistive technology such as artificial limbs and calipers and aids, assistance in enrolling for UDID cards, and identification and placement of eligible PwDs in employment with partner organisations and within the group factories. Recreational facilities were created for the course of the camp. Entertainment area, children's playroom, movie screenings helped to keep the people engrossed and occupied. Screening camps were organized at various locations prior to the commencement of the camps to identify PwDs, which resulted in a large number of PwDs turning up for the empowerment camp.



1. Camp – Uttar Pradesh

Duration: The camp spanned for over two days, 3rd and 4th of December, 2021

On 3rd December 2021, World Disability Day, Spark Minda Foundation with the Rotary Club of Noida organized a camp for the empowerment of PwDs through which we could reach around 237 people with 189 fitments and assistive aids, 68 UDID registrations, and 39 registrations for employment support. Along with the participation of members from the rotary club, the camp witnessed the presence of Dr. Mahesh Sharma - MP Gautam Buddhnagar as the Chief Guest for the closing ceremony.

Areas covered: Aligarh, Aajamgarh, Bulandshahar, Darbhanga, Faridabad, Ghaziabad, Gonda, Hapur, Gautam Buddh Nagar, Hardoi, Itawa, Kanpur, Jhansi, Mathura, Moradabad, Rampur, Delhi and Meerut.



Duration: The camp spanned for ten days, from March 25th to April 3rd, 2022

The camp helped approximately 1000 people by providing 886 fitments and assistive aids, as well as 128 UDID registration assistance and 177-employment registration.

Areas covered: PwDs from various states attended the camp, including Uttar Pradesh, Uttarakhand, Jammu and Kashmir, Bihar and Delhi.



2. Camp – Maharashtra

Duration: The camp was held for a span of 10 days, from 15th to 24th December 2021

During the camp, 1024 assistive aids were distributed and employment was facilitated to 151 PwDs, and 32 of them have been absorbed into the Spark Minda Group. 162 Unique Disability ID registrations were facilitated during the camp.

Areas covered: Persons with disabilities were mobilized from Ambegaon, Baramati, Bhor, Daund, Haveli, Indapur, Junnar, Khed, Maval, Mulashi, Pune City, Purandar, Shirur, Velhe, Sangamner, Akole, Srirampur and Srigonda.



Courage – the jack of all virtues

Shyam Singh, an electric flow survivor from the Reasi locale of Jammu and Kashmir puts his firm and confidence in being gallant. Back in 2017, at the mere age of five, Shyam encountered an electric current attack while playing on his terrace. The majority of his body parts such as his head, hands, and face got burned leading to the amputation of both his hands. For a kid to recover from such an unfortunate situation takes courage and determination. As he lost his hands, unlike other kids of his age, life has not been easy but it is truly said- “where there’s a will, there is a way.” With the support of The Indian Army and Spark Minda Foundation, Shyam was provided with prosthetic hands and support in UDID registration. Spark Minda Foundation is hopeful that Shyam will acquire more confidence and do wonders with his new hands.

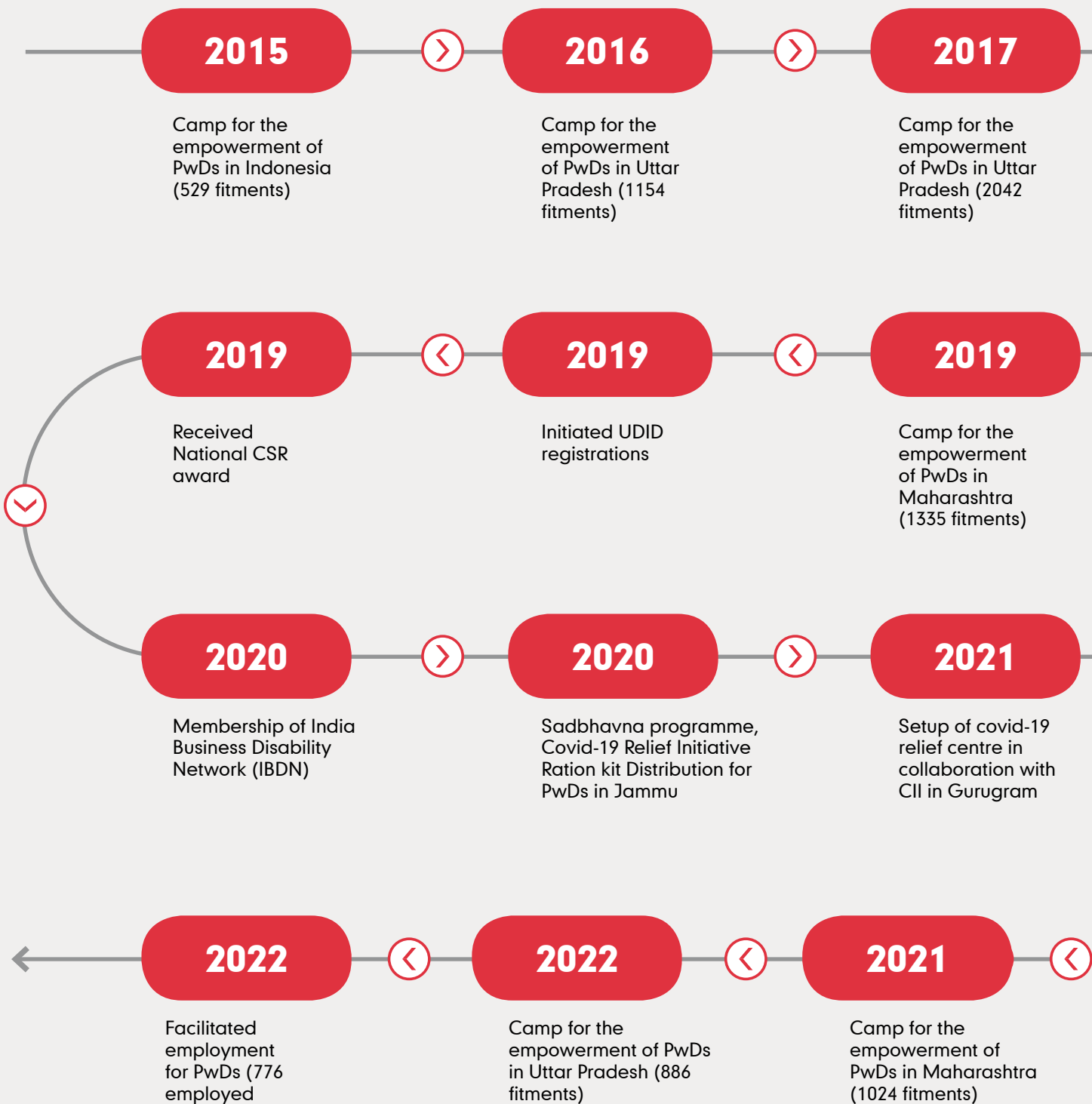


“I wanted to be recognized by my abilities, and not by my disabilities.”

Suraj Gaywal, a 22-year-old builder. Suraj has participated in many bodybuilding competitions with prostheses. In 2018, Suraj had an electric shock while he was trying to fix the cable wire. The injury was so severe that both his legs and one of his arms were burnt severely and had to be amputated. He believed that, “the human spirit is one of ability, perseverance and courage that no disability can steal away” and actively worked on his fitness courage that no disability can steal away” and actively worked on his fitness. Even after multiple surgeries, he is doing his daily tasks and has won awards in bodybuilding. Spark Minda Foundation has provided prostheses to Suraj and wishes him luck for his future endeavors.



▶▶ Saksham - Journey So Far





2018

First Saksham Divyang centre was established in Maharashtra



2018

Camp for the empowerment of PwDs in Vietnam (533 fitments)



2018

Camp for the empowerment of PwDs in Maharashtra (1610 fitments)



2018

Camp for the empowerment of PwDs in Jammu & Kashmir (274 fitments)



2021

Vaccination camp for PwDs in Pantnagar, Pune, and Chennai (2004 PwDs vaccinated)



2021

Facilitation of walking aid distribution in Pantnagar (150 people)



2021

Camp for the empowerment of PwDs in collaboration with Rotary Club in Uttar Pradesh (189 fitments)



2021

Establishment of Saksham Divyang centre in Uttar Pradesh



2021

Facilitated employment for PwDs (576 employed)

Saksham Divyang Empowerment centres

In continuation to the work the Foundation has been doing in the field of disability, Spark Minda Foundation established two centres for the empowerment of PwDs in Pune, Maharashtra in 2018 and in Noida, Uttar Pradesh in 2021. Until now at the centres, we have benefitted more than 3000 PwDs through fitments, employment and UDID registrations.

— Saksham Centre, Maharashtra —



— Saksham Centre, Uttar Pradesh —





Testimonials of PwDs at the centres



Determination has no disability

Satendra Kumar is a constable in UP police, due to an accident he had to get his leg amputated below the knee. Like every other PWD there were many massive adjustments to everyday life that Satendra had to make. He got his prosthesis fitted from the centre and eventually regained his ability to walk. He joined back his service after a year and feels confident to stand back on his feet. His commitment to public service, despite the events that would have defeated many people, is awe-inspiring.

– **Satendra Kumar**

Look Beyond Age

Age provides a way to count years, but it does not measure a person's heart, mind or motivation. Some people in their 80s adapt to a prosthesis better than others who are 30 years younger.

Asarabai, a 71-year-old homemaker had to get her leg amputated below knee because of gangrene. After 2 years of amputation she was brought to the centre in a wheelchair but because of her strong determination, she went home walking on both her feet. She is able to do her chores at home and is very happy to be independent back again.

– **Asarabai Gorakshnath Bhavar**



Skilling and Employment of PwDs

The main objective is to provide PwDs with a future they can sustain themselves. Skilling and employment are the main pillars in ensuring the sustenance of the lives of PwDs.

To implement this, we have collaborated with NGOs working for the employment of PwDs, to create the database. This database is mainly collected during the camps, centres and job fairs. Collaborations with organisations such as Samarthanam, Youth for Jobs, Sarthak Educational Trust, etc., have been helping the PwDs to get jobs according to their interest and accessibility.

A job mapping exercise is conducted across the group to know the requirement, such as at what function,

and what kind of PwDs are required. This exercise is conducted in both the levels, manufacturing areas and nonmanufacturing areas.

The PwDs absorbed by the factories are given on-job training to accomplish the designated task. Thus, imparting skill and knowledge for their growth.

Countrywide in different manufacturing locations, more than 750 PwDs are employed by the Spark Minda Group. Various functions where PwDs are employed are assembly, production, paint shop, administration, wire joint taping, store department, inspection, etc. they are also provided with training such as 5S, evacuation, fire safety, etc., to protect themselves during emergencies.

Example of Job Mapping Exercise for Manufacturing area –

Mapping of Functions for Persons with Disability

Type of Disability	Magnetic Module													
	Level II	Level II	Level II	Level II	Level III	Level II	Level II	Level II	Level II	Level II	Level IV	Level II	Level II	Level I
	Magnetic Spring Insertion	Case "O" Ring Assy	Magnet Assy.	Shutter/Cylinder Shutter Assy & Greasing	Cover Assy	Screw Tightening	Key Reading	Key Ring Assy	Sticker Pasting	LB Gauging	Visual Inspection	Functional Inspection	Packaging	
People with Visual Impairment										✓				
People with Hearing Impairment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
People with Speech Impairment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
People with mobility impairment							✓			✓	✓			
Total Requirement	2	2	2	2	2	2	3	2	2	4	3	0	2	

✓ Suitable Operation ■ Less Suitable

Way Forward

We have planned tricycle customisation in collaboration with IIT-Bombay. These tricycles aim to provide access to safe and secure mobility, reduce the effort while using it on rough terrains and climbing uphill and mainly be a source of income generation, enabling them to lead a sustainable livelihood.

SCPwD - In a view to move ahead and integrate

more efficiently with the lives of the PwDs, Saksham has collaborated with SCPwD to focus on the skilling of PwDs. With this partnership, we are looking to explore more avenues in the employment and entrepreneurship development, especially focused on the upliftment of PwDs. Different projects have been outlined to initiate skill development and training in association with this council of NSDC. We are hoping for a smooth implementation of these projects in the near future.



Believe you can and you are halfway there

Harishchandra was born with speech and hearing impairment. He had to face many obstacles in his life, but has overcome all with courage. Harishchandra, an iron-willed individual, always wanted to be independent and support his family. Working with Spark Minda has helped him to become independent. He works in the assembly line is satisfied with the work here.

**– Harishchandra Shirose
MCL-WHD, Murbad**



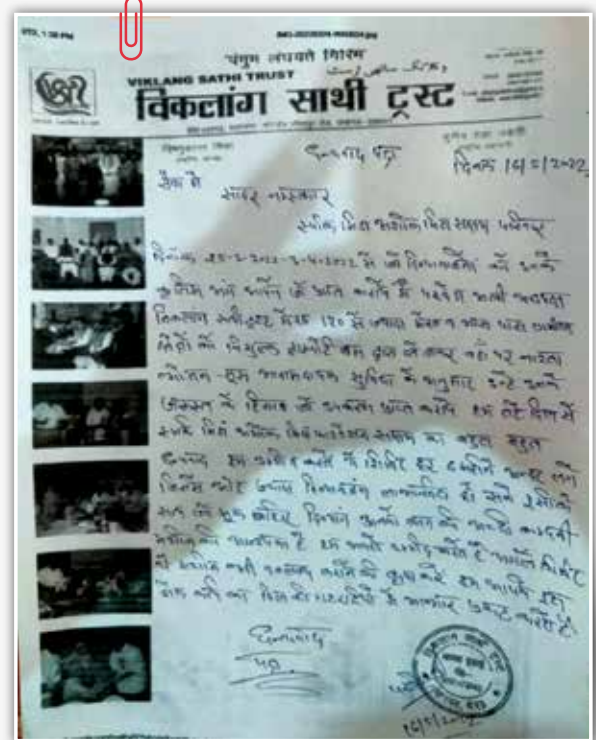
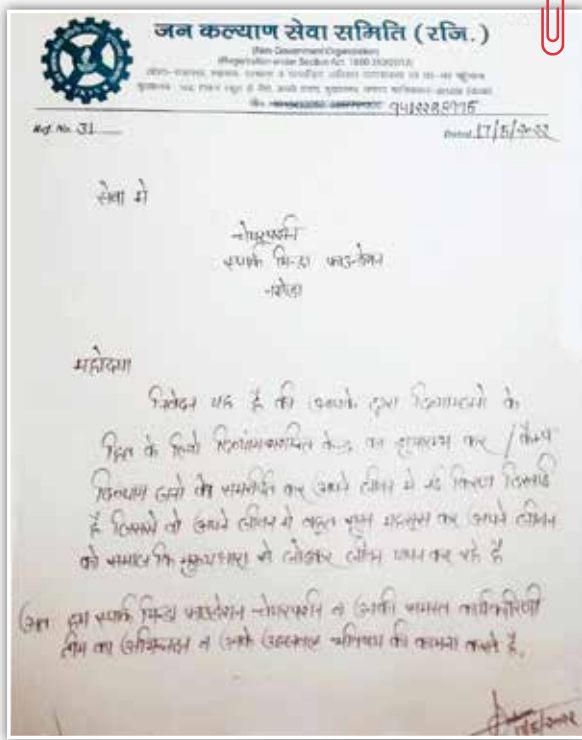
Do not judge a disability by its visibility

Shubhangi had low-vision since birth. She has completed her Bachelors in Arts but it was difficult for her to find a perfect job role. She says that Spark Minda came in as a ray of hope; she enjoys working here and is very happy. She finds the work culture and people around her very friendly and supportive. She has completed four years at Spark Minda and wishes to continue to work with us.

**– Shubhangi Salunkhe
MCL-SSD, Pune**



▶▶ Voice of Programme Partners



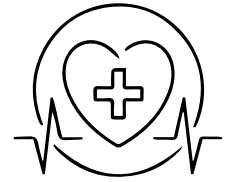




Community Healthcare







▶▶ Health and Well Being

India is the second most populated country in the world with a populace of more than 1.5 billion individuals and quickly developing further consistently. As a developing nation, we keep on fighting with a rapidly growing populace and the absence of equivalent admittance to well-being assets. According to the UN sustainable goals, the subject for World Health Day, 2022 is Our Planet, Our Health. The focus is to take urgent actions to keep humans and the planet healthy and build a movement to create societies focused on well-being. Aligned to the SDGs, we must make equal access to health services a priority in our development practices.

Aligned to the SDGs, we must focus on equivalent admittance to wellbeing administrations in our development practices. Keeping this into consideration, Spark Minda Foundation has initiated programmes to cater to the needs of the rural population in 5 diverse states of India- Uttar Pradesh, Uttarakhand, Tamil Nadu, Maharashtra and Haryana. These projects focus on openness to fundamental medical care, women empowerment, sanitation and hygiene alongside different parts of health, wellbeing and prosperity.



Shakti (Strengthening Menstrual Hygiene Management)

Menstrual Hygiene is vital to the empowerment and well-being of women and girls across the nation. It is about more than just access to sanitary pads and appropriate toilets – though those are important. It is also about ensuring women and girls live in an environment that values and supports their ability to manage their menstruation with dignity. Globally, at least 500 million women and girls lack proper access to menstrual hygiene facilities. Several factors influence difficult experiences with menstruation, including inadequate facilities and materials, menstrual pain, fear of disclosure, and insufficient knowledge about the menstrual cycle. Only 1 in every 2 girls in India knows about menstruation before their first period.

Keeping in focus United Nations Every Woman, Every Child initiative, Spark Minda Foundation is

continuously working to empower women and girls through its Shakti initiative. It is a social initiative envelopes improving women's lives through improved health and hygiene, family planning and reproductive health knowledge among the vulnerable communities of Uttar Pradesh, Maharashtra, Uttarakhand, Haryana and Tamil Nadu. The initiative is aligned with SDG 3, 5, 6, 11 and 17, where awareness is being raised for Menstrual hygiene and family planning by organising various camps in communities and multiple prisons in India.

Shakti at the grassroot level

Shakti in the community is the way to improve the health and hygiene of the women by making them aware of various health aspects related to menstruation and family planning. This initiative is carried out with the help of key stakeholders in the community, such as Asha workers, and Aanganwadi workers with NGOs working in the community.



Menstrual Hygiene

Time Span of the project

The project is implemented in two phases.

Phase – I

The first phase of the initiative focuses on conducting sessions to create a basic understanding of how the female body functions, how it transits from child stage to puberty, a biological understanding of menstruation, taboos and myths associated with it, and discussions about community-specific understanding is done in detail to bring out the rationale of menstruation.

Phase – II

In the second phase, we aim to equip women with essential skills that will help them manage menstruation through available menstruation products. Training is also imparted on how to make sanitary napkins to ensure sustainable livelihood generation.



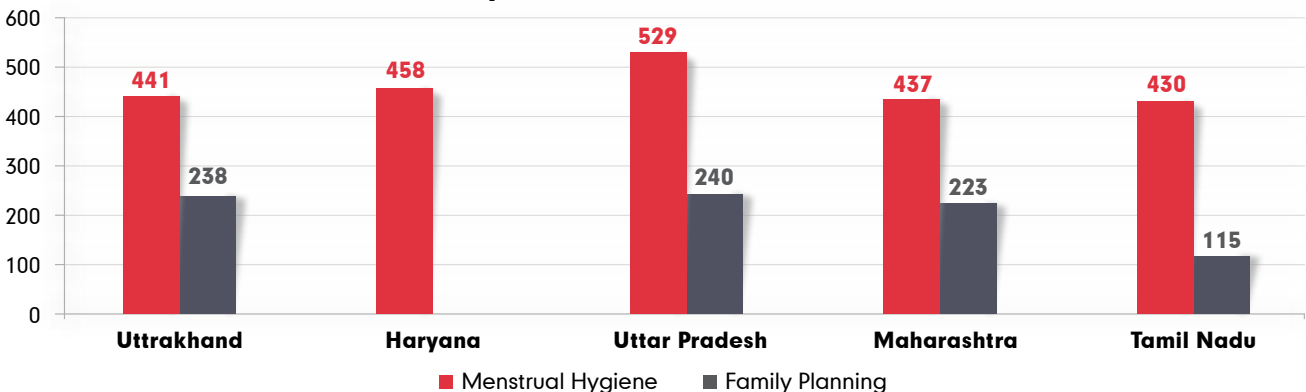
Family Planning and Reproductive Health

India was the first country to have launched National Programme for family planning in 1952. Since then, family planning is on prioritisation in the national development agenda. Family planning is pivotal as it focuses on reducing pregnancy complications. It also focuses on minimising adolescent pregnancy, the infant mortality rates can get cut down, the risk of sexually transmitted diseases gets low, and most importantly, people get empowered and educated. It helps to build a sustainable society, giving decision-making ability for it and when to have children. This programme was conceptualised to promote a comprehensive understanding of healthy family planning and reproductive health. Family planning service includes counselling, education, access to contraception and access to safe abortion. India is the 2nd most populated country, and to lower the population rate Indian Government started a family welfare programme that is integrated with reproduction and child health. To supplement this government initiative, Spark Minda Foundation organises awareness campaigns across four states.

The main objective of the programme is:

- To create awareness of modern family planning methods amongst men and women and about the prevalence of STDs.
- To create awareness about what makes families happy and healthy
- To promote the health of children by allowing sufficient time between pregnancies
- To protect the health of women and educate about high- risk pregnancies
- To raise awareness to stabilize population growth
- To support women’s rights and opportunities for education, employment and full participation in society

People Covered under Shakti



Mobilisation of Community

The Asha and Anganwadi workers of the concerned community were approached for their assistance in accomplishing household visits to mobilise the community members for the training programme. The local NGOs working to empower women were also major support in successfully completing the programme. Spark Minda Foundation has benefited 3000 women under Menstrual Hygiene, Family Planning and Reproductive Health programmes with the UN. Through this programme, the organisation has reached 3847 women, adolescent girls and men.

Shakti in Prisons of India

“Shakti in Prison” is a joint initiative between India Vision Foundation and Spark Minda Foundation across 16 prisons in Haryana. This initiative aims to promote menstrual hygiene practices among women inmates for easy access to resources in alignment with the SDGs and the global WASH programme by UNICEF. This extends support in strengthening the ecosystem to sensitise female prison inmates on the concepts of What, Why and How of menstruation, besides good hygiene and sanitation practices.

In FY 2021-22, 700 women were covered in 16 prisons of Haryana. Around 12 in-person training were conducted, followed by four online training to raise awareness. The vision is to introduce female inmates to menstrual hygiene management practices and to instil the attributes of hygiene and safe practices.

Project Need Analysis

Before the implementation of Project Shakti, a baseline survey was conducted by an independent resource person on 100 female inmates across four prisons (Karnal, Rohtak, Faridabad and Jhajjar) to understand the larger need.

Key learnings were marked such as-

Need for Menstrual Health & Hygiene Products

- High dependency on family visitations/prison administration to provide disposable pads.
- Switch over to traditional cloth- based methods in absence of disposable pads.



- Approx 73% younger inmate population prefer using disposable pads
- Average need 3-4 pads per inmate/day.

Physical discomforts during menstruation

- 91% of the respondents reported experiencing physical discomfort before or during menstruation.
- Need of increased visitations by prison doctors to help address the gynecological problem

Disposal

- Need for eco-friendly, hygienic, and safe disposal of disposable pads.

Training & Awareness

- Need for training and awareness session on usage, disposal, etc of sanitary pads.

Need for Customised Intervention

This has brought us to the conclusion that (i) there is a strong need for customised interventions such as educating the inmates about the anatomy of the human body, (ii) counselling them on menstrual hygiene, busting up the myths, (iii) making them self-sufficient through upskilling, and (iv) providing emotional support programme has been divided into three phases, the first part of which is to install sanitary napkin vending machines and incinerators across 16 prisons of Haryana. This will be followed by awareness and training sessions. The project's final leg would focus on making the entire process sustainable by manufacturing sanitary napkins in prison.

Spark Minda Foundation has installed vending machines and incinerators in 16 prisons in Haryana. This has benefitted over 1000 women inmates with access to sanitary napkins. A book is also created for educational purposes, which will help the women to understand the practices better. The foundation has also conducted 16 capacity-building sessions on Menstrual Hygiene Management in prisons of Haryana.





Message by Dr. Kiran Bedi

Project Shakti aims to empower one of the most vulnerable sections in society, that is Women in Prisons. Menstrual hygiene is a key human right and menstrual hygiene management is one of the pressing needs of our country. The Project aims that female prison inmates have the confidence, knowledge, and skills to manage their menstruation and safely use appropriate material, even inside Prison. I acknowledge the key role of **Mr. K. Selvaraj**, a very dear IPS colleague, and DG, Haryana Prisons in making *Project Shakti* a reality with his support and cooperation. I like to congratulate and thank Spark Minda Foundation and India Vision Foundation for taking up this important issue and coming together for a milestone project aimed at changing lives of women in Prisons of Haryana.

DR. KIRAN BEDI

Founder, India Vision Foundation



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[IVFoundation](https://twitter.com/IVFoundation)





▶▶ Eye Health Care

India, the second most populous country in the world, is home to 23.5% of the world's blind population. In 1976 India became the first country to start a national programme to control blindness. All surveys in the country have shown that cataract is the most common cause of blindness, and all prevention of blindness programmes have been "cataract-oriented." However, it has recently been recognised that the visual outcome of cataract surgeries has been less than ideal. There is now increasing emphasis on high-quality surgery. Other important causes of blindness are refractive errors, childhood blindness, corneal blindness, and glaucoma.

There is also a considerable shortfall in the number of primary health centres and the number of people working in the public health system. Rural India lacks awareness and accessibility to a proper eye health system. Since age is a significant determinant in vision and eye care, annual checkup, especially in rural areas, is crucial. People are unaware of the symptoms and reach out only in extreme conditions.

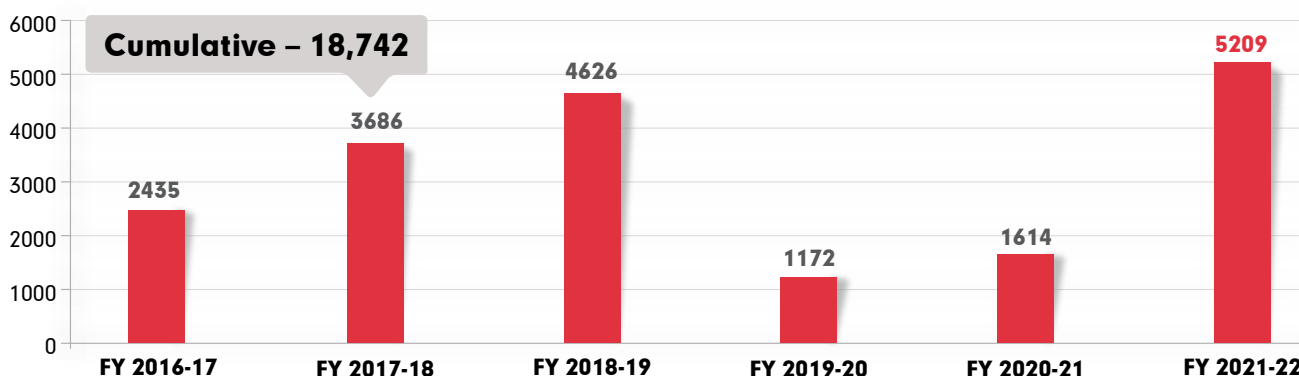
After analysing the gravity of the situation, Spark Minda Foundation decided to contribute to the solution by organising an annual Eye Care Camp at rural locations covering five major states i.e., Haryana, Maharashtra, Uttar Pradesh, Tamil Nadu and Uttarakhand.

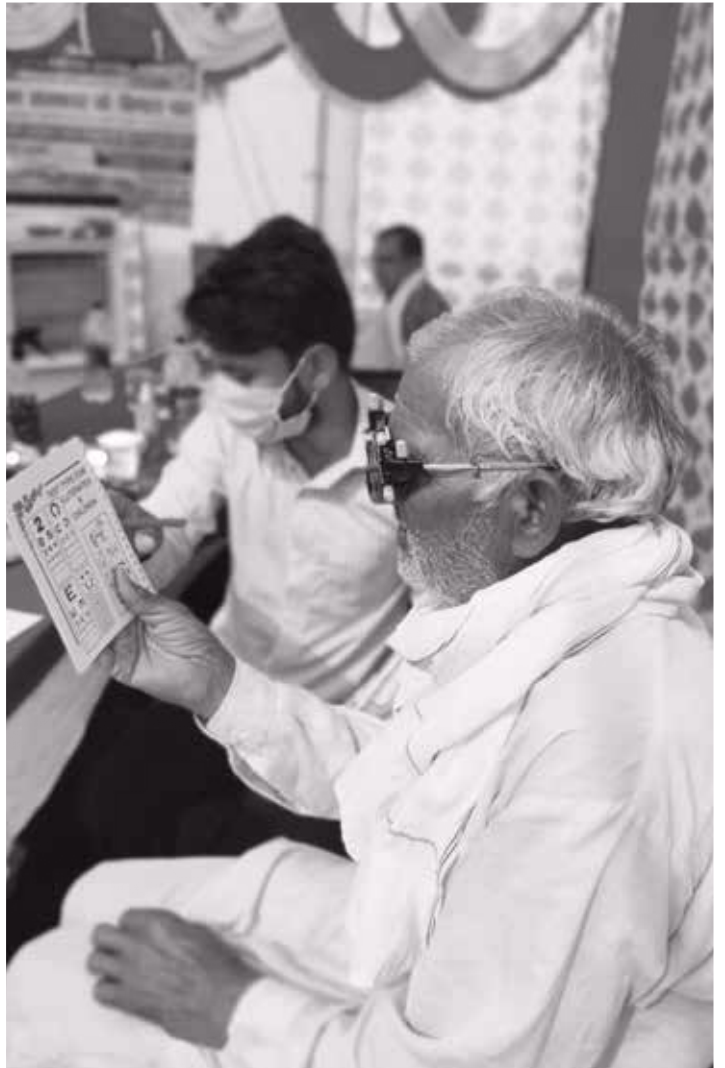
In the financial year 2021-22, 5209 people benefited from our Eye health camps conducted in the villages

of Uttar Pradesh, Maharashtra, Haryana, Tamil Nadu and Uttarakhand. During these camps, we cater to the rural population in and around the respective village; from children to senior citizens, these check-up camps are available with no charges to anyone and everyone willing to get their eyes tested.

The foundation has been catering to the eye healthcare of the communities since 2016-17. To date, we have covered more than 13,000 people from these camps. These people have either been provided with spectacles, eye drops, and medicines or have been referred for surgeries. Apart from this, there have been people who just had a routine eye check-up at these camps. These camps have proven valuable repeatedly with the vast range of eye problems it caters to. It has also been proven to be a medium to verify the health status of people from different age groups. With the increasing use of cell-phone among children, these camps also provide counselling for eye care, which is a more sustainable approach for maintaining healthy eyesight. The facilitation through HelpAge India and Vision Spring ensures the accessibility of these services even to the most remote locations in rural India. There have been instances wherein the availability of spectacles has made reading and writing much easier for the youth and the adults. Thus, these camps not only benefit the people for the time being but also play an essential part in the sustenance of their education and learning.

Number of people covered in Eye camp







▶▶ Community Health Check-ups

Healthcare is the right of every individual, but a lack of quality infrastructure, a shortage of qualified medical functionaries, and non-access to essential medicines and medical facilities thwart its reach to 60% of the population in India. A majority of 700 million people live in rural areas where the condition of medical facilities is deplorable. Considering the picture of grim facts, there is a dire need for new practices and procedures to ensure that quality and timely healthcare reaches the deprived corners of the Indian villages. In rural India, where the number of Primary health care centres (PHCs) is limited, 8% of the centres do not have doctors or medical staff, 39% do not have lab technicians and 18% PHCs do not even have a pharmacist.

Sustainable Development Goal 3 - Good Health and Wellbeing reflect the importance of health for each

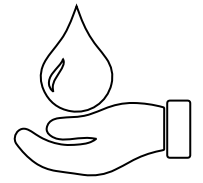
individual. However, more than half of the population still does not have access to essential health services. Any holistic service requires providing timely and effective healthcare to people and communities. With the objective of providing health-related awareness and essential services, Spark Minda Foundation continuously conducts medical camps in the community nearby its factory areas to identify basic healthcare needs.

During the medical camps, General Physicians, Gynaecologists, Pediatricians, Orthopedics, and Dentists are involved in providing primary healthcare checkups and services to the underprivileged community. These health Check-up Camps are organised in collaboration with the Gram Panchayat and Hospitals, where the total number of beneficiaries was 4927.





▶▶ Blood Donation Camp

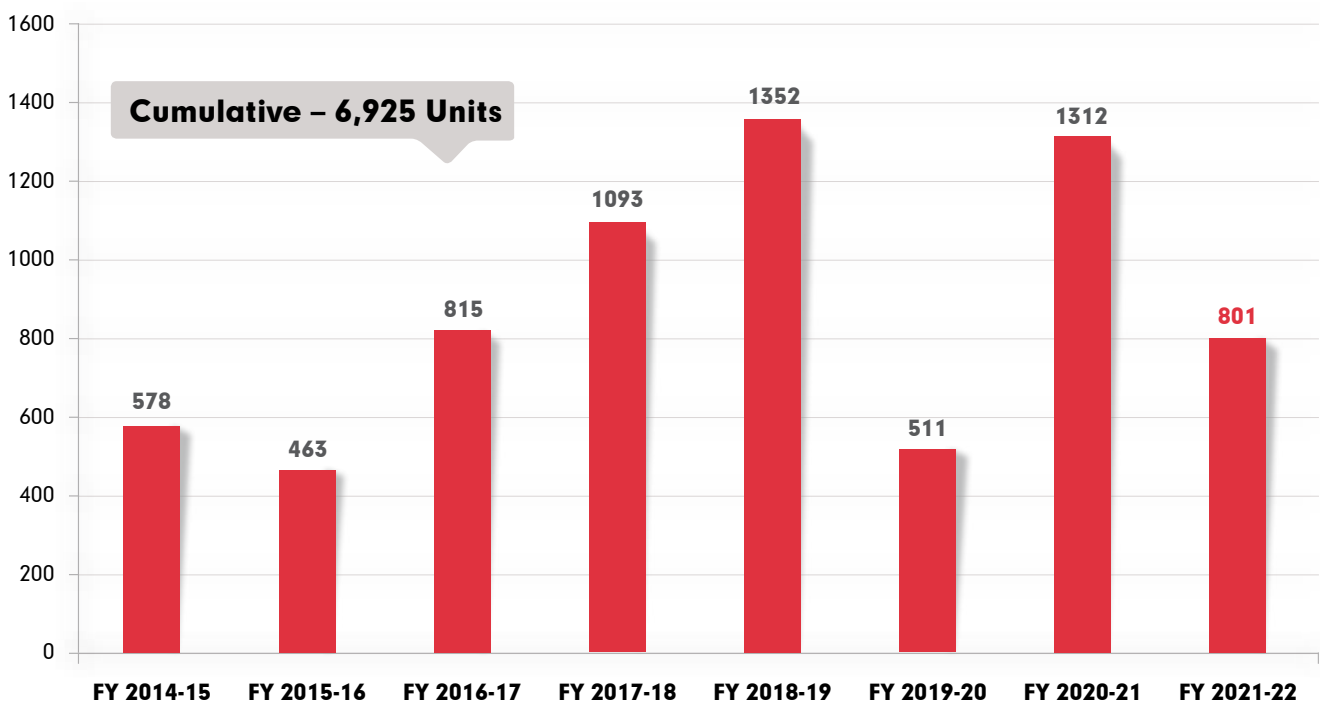


There is a well-known saying: "The gift of blood is the gift of life. There is no substitute for human blood. Blood cannot be manufactured – it can only come from generous donors". Blood donation is harmless and safe for the body. Instead, it is a social responsibility. The donor is donating for it as it will be used to save his fellow beings' lives. He may use the same for his own need. Millions of people owe their lives to people whom they will never know or meet in their lifetime. They are none other than those who donated their blood freely and without any reward – voluntary blood donors. Voluntary unpaid donors are the foundation of a safe blood supply which saves millions of human beings from the jaws of untimely death.

Blood Donation Camp Since there is no replacement for blood, every healthy individual must donate blood and save a life. Spark Minda Foundation has been supplementing this by organising a blood donation drive in their groups since 2014.

In collaboration and involvement of the nearby community, Gram Panchayat, Rotary Club, Red Cross, National Thalassemia Society, and hospitals, we try to bridge the gap between the supply and availability of blood units. Awareness sessions are organised in companies about the importance of blood donation and how it is helpful for society. In FY 2021-22, a total number of 801 units were donated by Spark Minda Group employees, making a total of 6925 units since the inception of the donation camp.

Blood units









Business Sustainability Projects







▶▶ Sustainability Programme

Economic, social and environmental sustainability is essential in today's business environment. It has a lot of benefits as well. A corporate strategy focusing on sustainability can add brand value, meet consumer demands, increase efficiency, attract valuable talent and create new opportunities.

Making sustainability a priority and planning for it can help grantees define critical short- and long-term strategies; develop a message to attract and make the best use of human, financial, and in-kind resources; and obtain input and buy-in from their community, partners, and key stakeholders.

The phrase "sustainability" refers to various programmes, efforts, and actions to preserve a specific resource. It relates to four distinct areas: personal, social, economic, and environmental sustainability, known as the four pillars of sustainability.

Human sustainability refers to developing skills and capacity to support the organisation's operations and long-term viability and promote community and societal well-being.

The concept of social sustainability includes the idea of sustainable development as outlined by the United Nations Sustainable Development Goals.

The notion of sustainable development aims to enhance social and economic conditions while also protecting the environment and promoting equality.

The goal of financial sustainability is to keep the capital intact.

Economic sustainability attempts to raise living standards, whereas social sustainability focuses on increasing social equity.

It refers to the efficient use of assets to ensure corporate profitability in the business world over time.

Environmental sustainability attempts to increase human well-being by safeguarding natural capital (such as land, air, water, minerals, and so on).

Initiatives and programmes are environmentally sustainable when they ensure that the population's demands are addressed without compromising future generations' requirements.

At Spark Minda Group, one of the significant interventions of CSR is Environment and Business Sustainability. The widely practised strategies include Innovation, Collaboration, Process Improvement, and Sustainability Reporting.

Spark Minda Group works on 6 Environmental Sustainability projects, which are as follows:-



▶▶ Tree Plantation

Planting trees is one of the most effective ways to make the world a greener, more vibrant, and healthier place. Planting trees contributes to biodiversity, ensures oxygen supply for future generations, and provides various resources. Human life and other species on the planet would be difficult to exist without trees. As a result, we should continue to plant trees. Planted trees help our biodiversity, ensure oxygen supply for the next generations, and provide us with various resources. Without trees, the existence of human life, as well as other species on earth, is impossible. So, we should plant more and more trees.

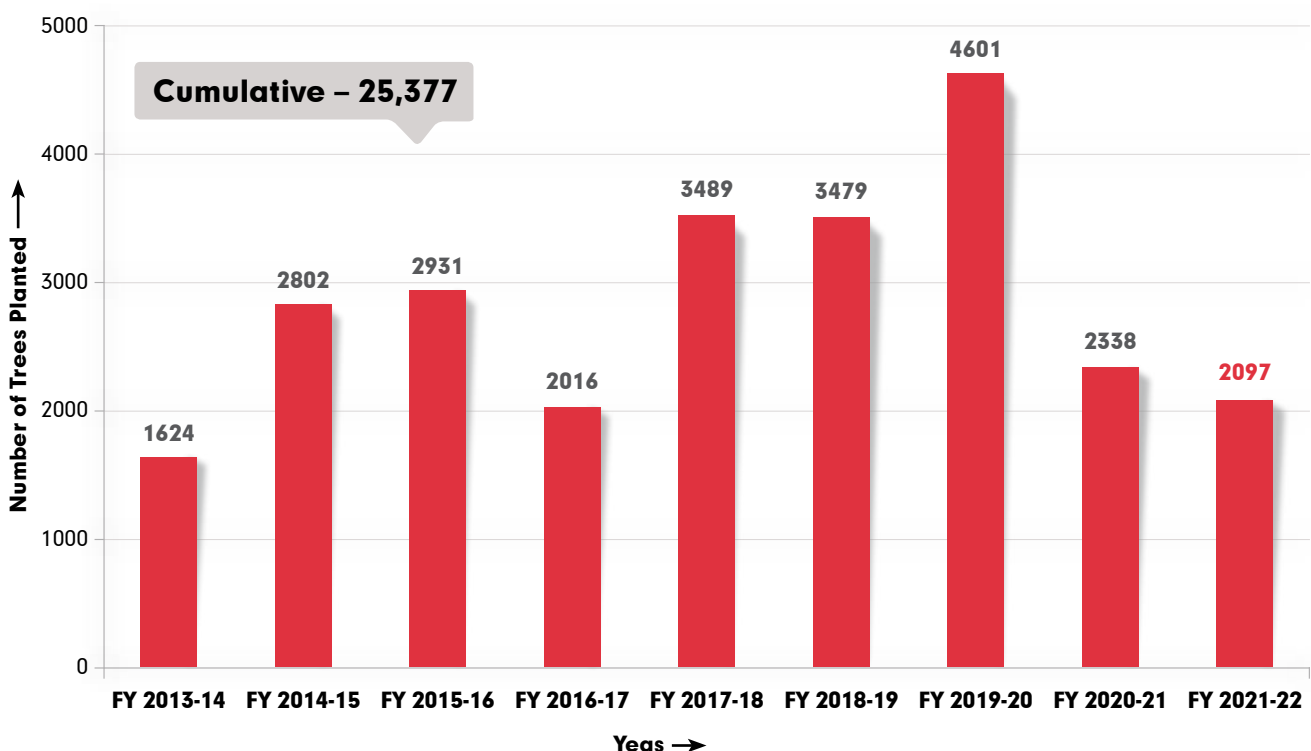
Thus, contributing to the united nation's SDG 13 & 15 and Government's national action plan on climate change, Spark Minda Group is doing its bit by carrying out a

tree plantation drive across its businesses. All the units of the Group are dedicating their efforts to carry out the plantation drive inside and outside the factories. The team also ensures the sustenance and maintenance of these trees. A database is being managed to keep a record of the survival and sustainability of plants. The group has also developed an SOP that expands the plantation activity at all levels.

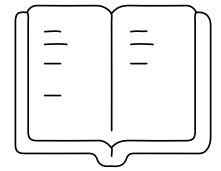
In FY 21-22, 2097 trees were planted. To date, 25377 trees have been planted with 90% sustenance by the Group.

Taking 90% of the trees planted as surviving, we have been able to remove 1,094,238, kg of carbon dioxide to date.

Tree plantation







Paper Saving

Anything we can do to preserve paper will help minimise the quantity of rubbish that ends up in landfills, as well as the energy consumption and pollution related to the place production, transportation, and recycling of new paper products.

At Spark Minda, we prioritise tree planting and minimising and eliminating paper usage in our official work. Electronic and alternative techniques have now been implemented to limit paper use in many operations.

Some of the examples are:

- Installed Android OS Based LCD to remove paper drawings from station
- Restricted paper issuing from the stored apartment
- Implementation of online leave management software
- Online vendor management
- Creation of Department wise user ID and password for a printer, i.e. passcode protection in printers for limited printing
- Paperless Document Approval System to Boost Up Company's Document Approval Process
- Online Personnel Management System
- Both side paper usage

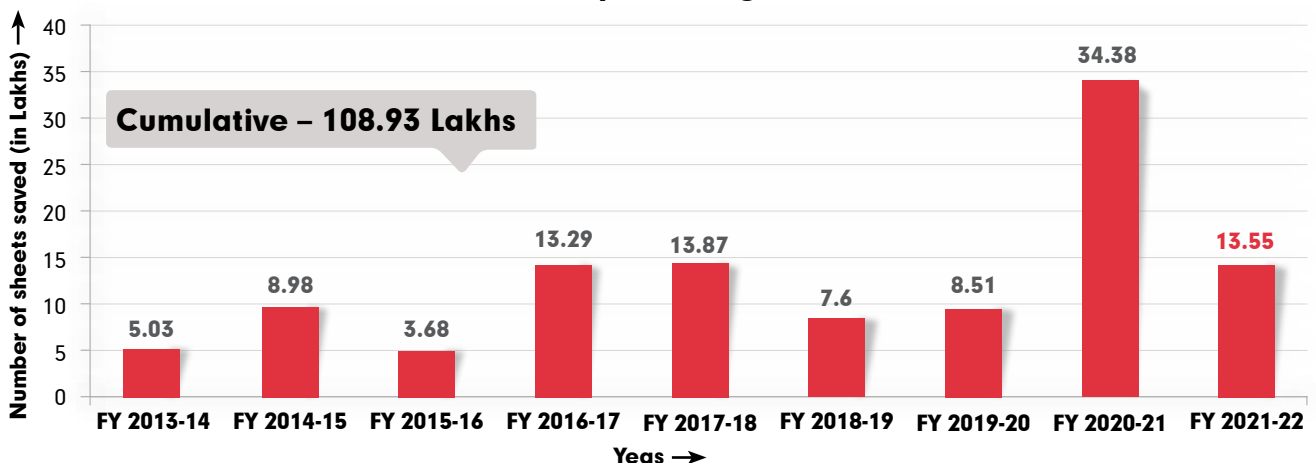
Advantages of Paper Saving:

- By using less paper or No Paper we are Saving Trees.
- Using less paper can reduce your impact on forests, cut energy use and climate change emissions, limit water, air and other pollution and produce less waste.
- Reducing our demand for paper will also help lessen the social impacts and human rights abuses linked to paper production.
- Anything we can do to save paper will help reduce the amount of trash going into landfills and reduce energy use and pollution associated with manufacturing, transporting, and recycling new paper products.
- The world's paper hunger also significantly contributes to climate change.

Some of the significant Initiatives are being taken by businesses like MMSL, DCD, MSIL, MV, MCL, etc.

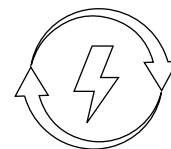
The Group saved approximately 108.93 lakh papers through these initiatives. In FY 21-22, 1355109 papers have been saved.

Paper saving





Energy Conservation



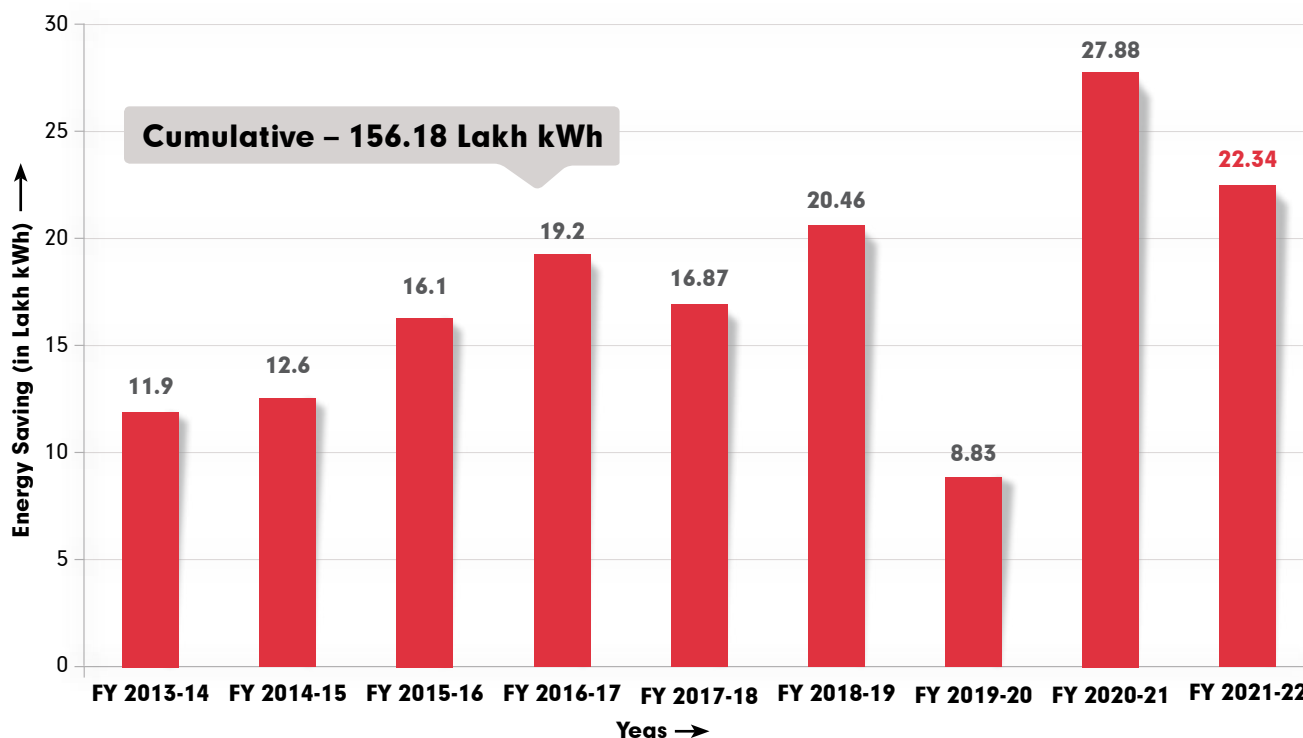
When you limit your energy usage, you lower your impact on the environment. The longer we go without making significant changes, the greater the threat of global warming and climate change become to our daily lives.

- Energy efficient ceiling fans, cooling tower pump, raw material pump, etc.
- Energy-saving barrel heaters (IM-04)
- Insulation between barrel heaters
- VFD installed at STP blower
- VFD installed at IM-06
- VFD installed at the cooling tower fan motor
- Installation of Motion sensors and timers

- To control cooling tower fan based on return temp
- VFD installation in Assy. AHU
- Replacement of metal halide focus lamp
- Old AC replacement with Invertor
- 100 KW rooftop solar in OPEX
- AC fans Replaced by DC Fans.
- Energy Saving during Cut off D.G. Set automatically as per running load. and Auto Timer DB.

In FY 21-22, the group has saved 2233787 Lakh kWh electricity. Till date 156.18 lakh kWh of electricity has been successfully saved.

Energy conservation





▶▶ Renewable Energy



Using fossil fuels to generate energy that produces no greenhouse gas emissions lowers some types of air pollution, increasing energy diversity and minimising reliance on imported fuels. Manufacturing, installation, and other industries are creating economic development and jobs.

Solar energy is captured through various ever-evolving technologies such as solar heating, photovoltaics, thermal energy, solar architecture, molten salt power plants, and artificial photosynthesis. It is a significant source of renewable energy. The development of cost-effective, inexhaustible, and clean solar energy systems will have long-term benefits accrue from the development of economic, limitless, and clean solar energy systems.

It would improve countries' energy security by relying on indigenous, inexhaustible, and mainly imported independent resources. It will also improve sustainability, reduce pollution, minimise the costs of addressing global warming, and keep fossil fuel prices lower than they would be otherwise.

Advantages of Renewable Energy:

- Renewable & Pollution Free
- Reduce Electricity Bill
- Less to No maintenance for Years
- More Solar Energy in Summer
- Diverse Application
- Can be Stored in Battery

Spark Minda Group is trying its bit by expanding infrastructure and upgrading technology to provide clean energy in all its businesses. Subsequently, solarisation in the group factories are installed in 2 phases:-

Phase 1: includes the Opex model, where solar panels are installed on the rooftop of the factories.

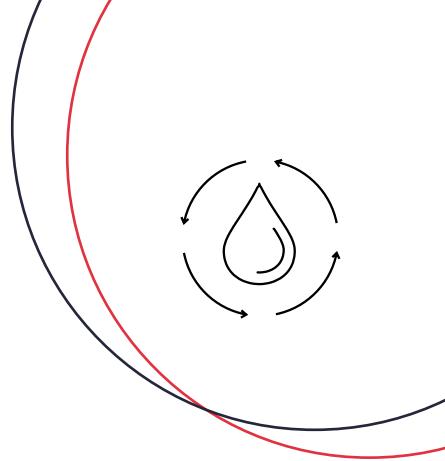
Phase 2: consists of the Capex model. In case of limited roof space availability for Solar panel installation (less than 50%-60%) the factories will opt for investment in the solar park to take solar energy from them.

In FY 21-22, 6544208 Lakh kWh of electricity was generated through solar power. Till Date, 185.04 Lakh kWh of electricity has been generated.





Water Recycling



The use of treated wastewater (or untreated wastewater) for a practical purpose is known as wastewater reuse or water recycling. Recycling water has several advantages, including protecting water resources by decreasing water pollution discharges and the need for water to be removed from natural habitats. Water conservation is essential to meet the increased demand for water that has arisen as a result of the growing population. Water conservation entails using our water resources carefully and responsibly.

This necessitates implementing solutions that reduce waste, protect water quality, and improve water management.

Following SDG 6, the organisation has promoted and implemented integrated water resource management at all levels, including water harvesting, water efficiency, wastewater treatment, recycling, and reusing technology.

The companies are constantly upgrading internal processes to lower our water footprints so that our adjacent communities can access water for agriculture and other uses, particularly in areas where water is limited, and the water table is low.

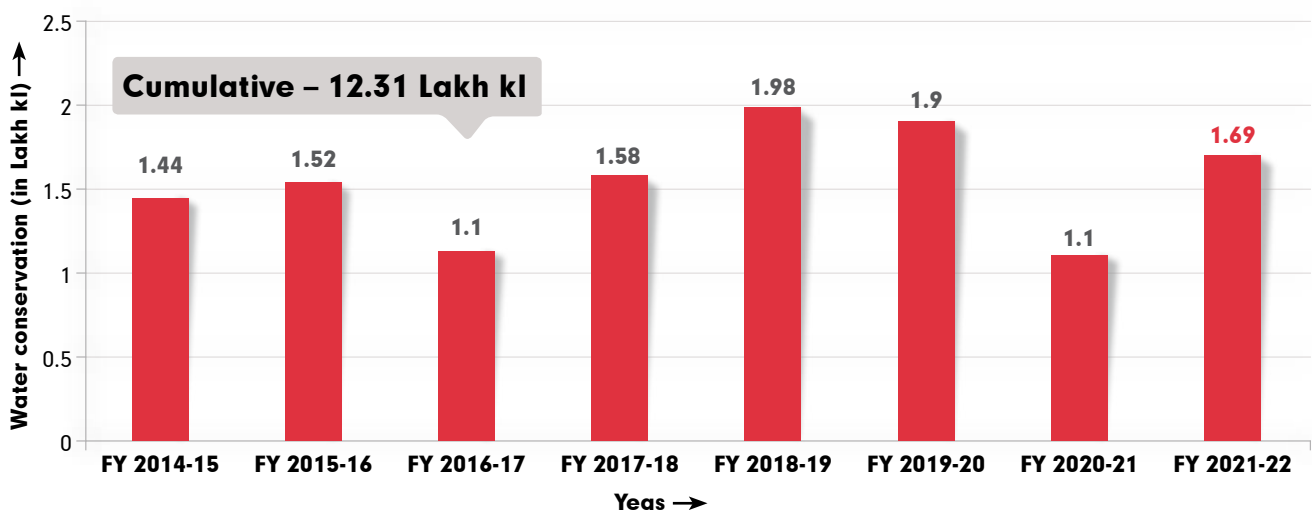
Following are some of the measures by the group for water conservation:

- Water Audit for reaching a positive water state.
- Switching to sustainable landscaping.
- Zero discharge from our units.
- Water-saving through water conservation, water harvesting, and wastewater treatment for future sustainability.
- Installing a water control system for all washrooms that control water pressure and flow or fit taps and showerheads with water flow reducers or aerators. Water flow reducers on faucets can save 30% of water
- The STP/ETP recycled water is used instead of tap water for domestic use like gardening, toilets & cleaning.

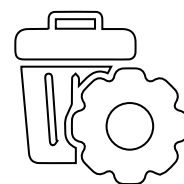
The Group is also working on optimal water utilisation by promoting water recycling by calculating water efficiency per the business.

Through our water conservation initiatives, The Group has recycled 169378 lakh kilo litre (kl) of water in FY 21-22, and to date, 12.31 lakh kl of water has been recycled.

Water conservation







Waste Management

Waste management reduces the effect of waste on the environment, health, and so on. It can also help reuse or recycle resources, such as; paper, cans, glass, etc. Various types of waste management include the disposal of solid, liquid, gaseous, or hazardous substances.

At Spark Minda Group, Waste Management is committed to the presentation and discussion of information on solid waste generation, characterization, minimization, collection, separation treatment and disposal, as well as manuscripts that address waste management.

In Order to contribute to the creation of a recycling-oriented society, the Group conducts several 3R initiatives (3R = Reduce, Reuse, Recycle). Such as

- Reusing the crystal foam cover in the moulding returned from the assembly line.
- Filtering transformer oil and reusing it for the transformer again.
- At the ergo pack line, 500 plastic bags are reused daily. Each bag cost was 2 rupees, so daily there is a saving of Rs. 1000/-.
- Reuse plastic rejection material by grinding at moulding. | Reuse of Jig Fixture and Tools in P.E.
- Garden waste is recycled through vermicomposting.
- Reduction in packaging material weight by new design development. E.g. ITL packaging.
- E-Waste is given to an authorised vendor for recycling.

Advantages of Waste Management



Reduction in Collection Cost



No Missed Pickups



Reduced Overflows



Waste Generation Analysis



CO₂ Emission Reduction







Together
We Can



▶▶ Acknowledgement



National CSR Award (ICSI) Winner-2021

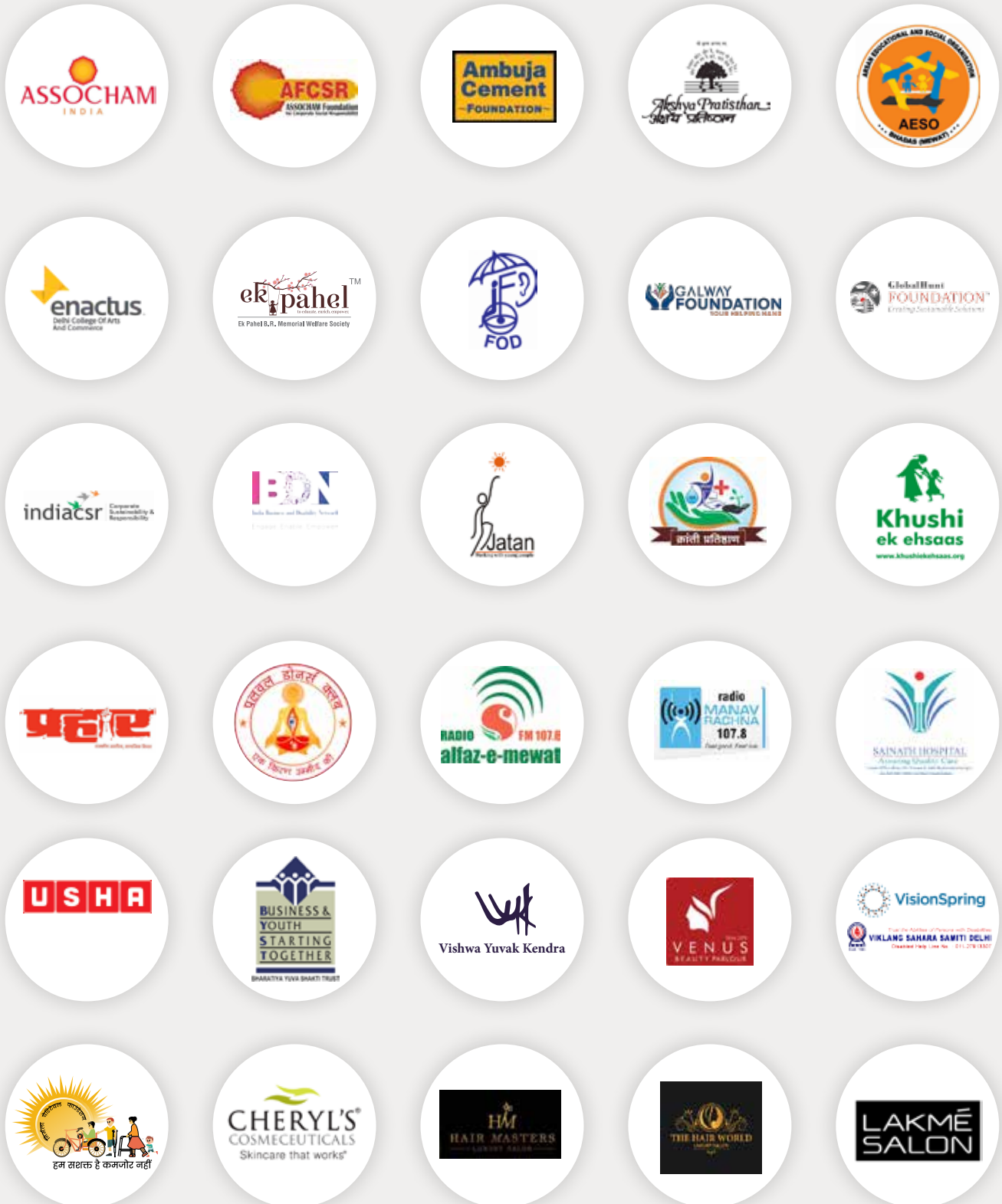


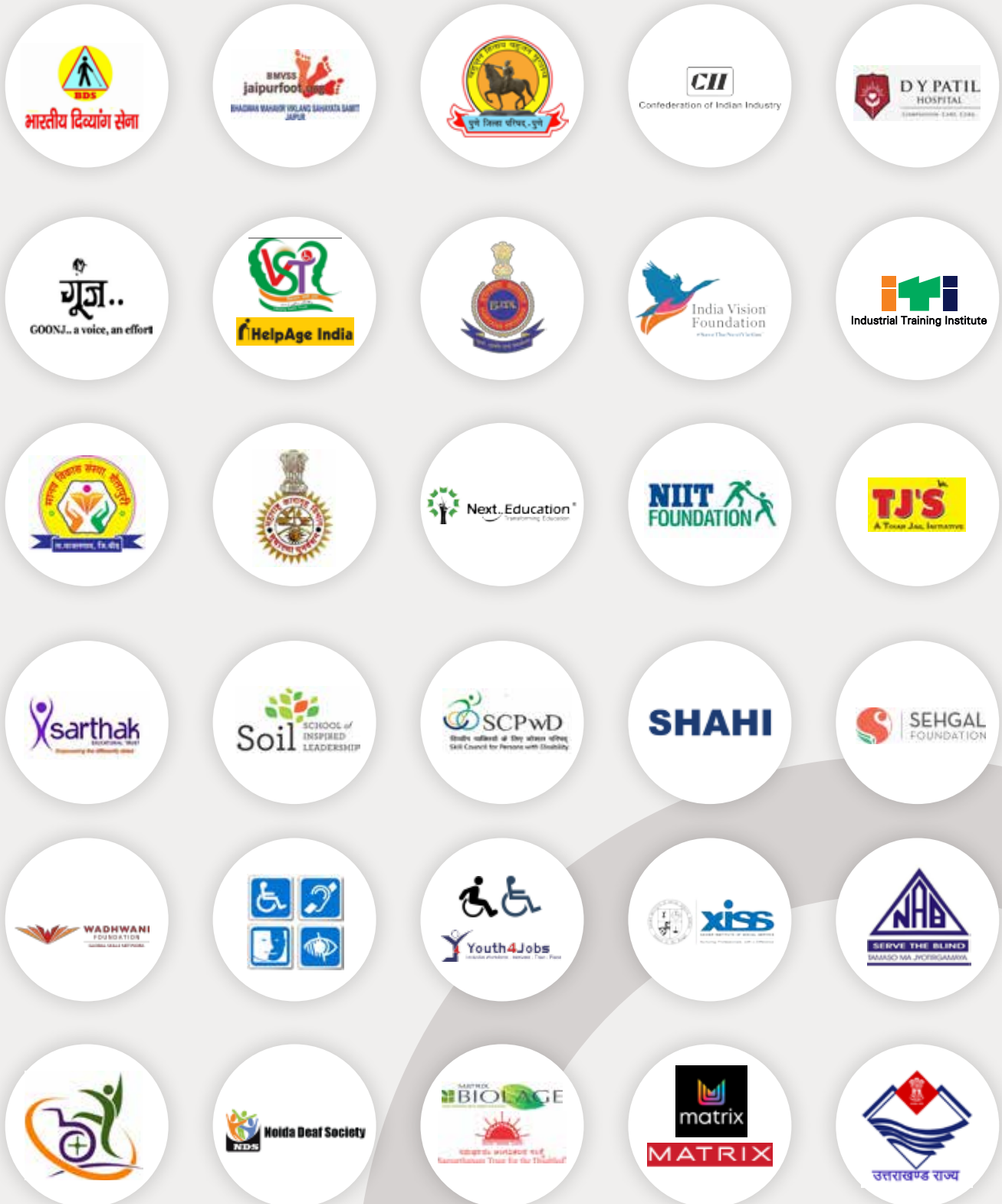
National CSR Award (Ministry of Corporate Affairs) Winner-2019





Partnerships & Collaborations





▶▶ Group CSR Committee



M.K. Pajan
Advisor – Group CSR



N.K. Modi
Executive Director



Pradeep Mann
Senior DGM,
Group Legal and Secretarial



Pramode Parasramka
Managing Director,
Minda Silca Engineering Limited



Praveen Kumar Karn
Head – Group CSR



Sanjiv Jalan
Head Corporate Audit & Governance (CAG)



Sarika Minda
Chairperson and Director, SMF



Vikas Thapa
Group Chief Human Resource Officer

▶▶ Spark Minda Foundation Team





▶▶ CSR Council



Team MCL-DCD, Greater Noida



Team MCL-AMD, Noida



Team MCL-DCD, Pune



Team MCL-SSD, Pantnagar



Team MCL-WHD, Pithampur



Team MCL-WHD, Greater Noida



Team MCL-WHD, Kakkalur



Team MCL-GCO



Team MCL-CD, Greater Noida



Team MCL-SSD, Noida



Team MCL-SSD, Pune



Team MCL-WHD, Murbad



Team MCL-WHD, Haridwar



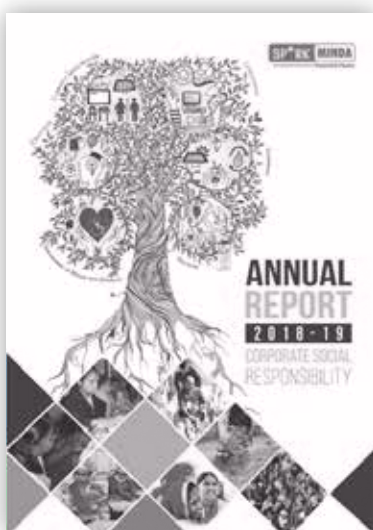
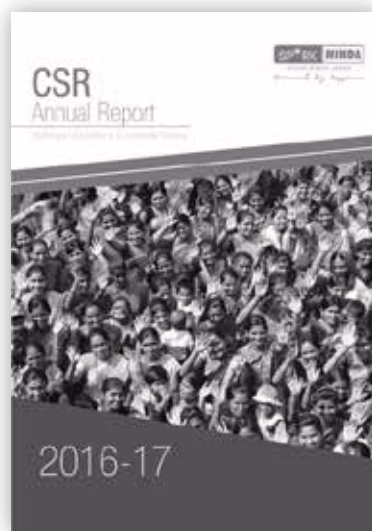
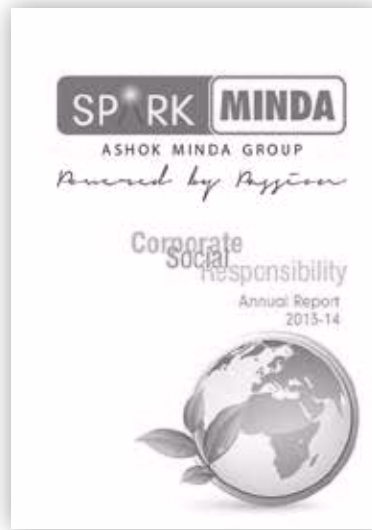
Praveen Kumar Karn
Head – Group CSR


▶▶ **Message of Head Group CSR**


Corporate Social Responsibility has progressed from a primarily community-focused notion to one that includes community and business sustainability. The Spark Mind Foundation's long-term sustainability objectives are tied to strategic social investment. Through many CSR programmes in the preceding fiscal year, it successfully brought together like-minded partners for scale-up and sustainability. The larger objective is to keep people growing while conserving the environment. It takes time and purposeful effort to bring it along. The global pandemic taught us to get back to our roots. Also, concepts like sharing and sustainability reappeared. People in the public and commercial sectors must learn to share their responsibilities and obligations by working together.


We must acknowledge that there is a rural India that requires elevated worth. It is impossible to overstate the significance of purposeful group discussion and social involvement in planning. Youths need customised skill sets built on a foundation of knowledge. The importance of good healthcare has been recognised. Disadvantaged populations are the most vulnerable, demanding extra attention during this critical period, especially in rural communities. The ground team, along with the assistance and cooperation of many stakeholders and partners, ensures that the desired outcomes for various programmes are fulfilled. The ability to implement and grow a programme distinguishes it, and we're fortunate to have representatives who seek to learn. We look forward for further stakeholdership.


Reports



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