



ANNUAL REPORT

2018 - 19

CORPORATE SOCIAL RESPONSIBILITY





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RESPONSIBILITY



Shri Shadi Lal Minda (1930-2010)

Socialist, Visionary and Founder of Minda Group

Community Development

– A Legacy Since inception

Community Development is a value driven concept at Spark Minda Group, which was started by Late Shri S.L. Minda “Babuji”. A man of outstanding integrity, who believed that service of the society in any form is service of the nation and service of the needy is service of God.

Shri S.L. Minda began his career from a modest background. In 1987, he founded the Moga Devi Minda Charitable Trust (MDMCT) and successfully implemented several social projects including

Minda Bal Gram – a child home located in Delhi; S. L. Minda Skill Centre for village youth in several villages of Haryana; Moga Devi Minda Memorial School- a value based, not for profit, Co-Education School situated at Bagla, Hisar.

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





MESSAGE FROM Group Chief Executive Officer



Corporate Responsibility at Spark Minda Group is embedded in our core business and this is a value driven concept since inception of the organization. We believe in contributing to the sustainable and integrated development of society over the medium to long term. In continuation of this legacy, as a responsible Corporate Citizenship, the CSR programmes being undertaken at the Group level are derived from the tripple bottom line model of People, Planet and Profit. At Spark Minda Group, we run CSR programmes for over 20 locations across the country.

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

Spark Minda Foundation is deeply committed to skill building and education with a special focus on empowering women. Through education and vocational skills training, women and girls can realize their full potential, become equal contributor to their household income and in turn, become active decision-maker in their personal, professional and public lives. Unlocking the great potential requires an integrated and multi-layered approach. The benefits to the society are equally multifaceted. As women take leadership role in the community, societal concerns such as poverty, domestic violence and child marriages begin to unravel. Keeping in mind the pressing issues of resource scarcity

particularly water and energy in India, our efforts towards environmental sustainability are continued with a focus on water conservation and solar energy generation. By supporting solar projects at schools, community and plants across the country, we help with responsible energy consumption and made people more aware about the importance of renewable energy. Our Water Harvesting projects will potentially save water for future. Such initiatives are taking us towards supplementing green manufacturing. We are working rigorously to make our plants water positive and we are also trying our level best towards Carbon Footprints. These are for the better future. The Group CSR projects are assessed in the form of social and environmental return on investment. From this activity, the quantitative and qualitative targets for community and business sustainability projects are adequately defined. Thereafter, the progress of the projects is continuously monitored and reviewed to provide support to the operating teams and to drive the project completion within time and budgetary limits. This way we are able to ensure that the CSR efforts of the Group largely delivers on what is initially envisaged.

My frequent visits to our CSR intervention areas have enabled me to interact with a wide range of employees as well as with local communities. Interacting with them gave me greater insights into the impact of the initiatives we have undertaken as well as the issues that we must address. There are still untouched areas and resources to be reached. We are very much thankful to our partners, collaborators, Gram Panchayat, District Administration and Community for supporting us in our developmental initiatives.

In the coming time, the most successful companies will be those that integrate sustainability and community development into their core business. Spark Minda Foundation is the CSR wing of the Group and we are trying to imbibe such values to the DNA of the organization.

— Ashok Minda

MESSAGE FROM

Chairperson, Spark Minda Foundation



As our world grows more multifaceted and interrelated, social responsibility is not only a modest differentiator or a business imperative—it is simply the right thing to do. CSR is an embryonic business practice that incorporates sustainable development into a company's business model. It has a positive impact on social, economic and environmental aspects.

2018-19 year was the year of innovations, collaborations and scale up for Spark Minda Foundation. Although Spark Minda Group is involved in community development works since decades but formation of Spark Minda Foundation has rewarded us much better entity. We aim to constantly stay a step ahead in dealing with positive change, create new value system and contribute broadly to society. Spark Minda Foundation's Corporate Social Responsibility seeks impact through empowerment. Empowerment enables people to take a lead in their lives and transform conditions that earlier could only be imagined or dreamt of. We regularly identify opportunity for improving Environment, Energy Conservation, Waste Reduction and Community Care in our businesses and keep conducting regular assessments of the same for effective implementation of initiatives. In conceiving projects at community level, we conduct need assessment and Focused Group Discussion in the community and develop projects, as per the need of a particular area. Community is always a stakeholder for both directly implemented and collaborative projects and for such project, we develop win-win situation for each of the stakeholders involved. Such community development projects need replications and scalability, so that the rest of the less privileged lot could also be ameliorated. We are trying best of our potential to do it in the coming year with a bigger scale and impact. Last year, we focused on the projects for women, children, youth and PWDs. We strived to mainstream the rural children through promotion of education and imparting desired skillsets. We tried to empower the women particularly belonging to the less privileged section through ensuring their better healthcare and helping them getting employment.

Youths are given vocational skills along with life skills to compete in the mainstream. We established Saksham Centre for Empowerment of Persons with Disability (PWD) in Maharashtra, which is one of its kinds in India. This will give skill, employment and empowerment to persons with disability. Not only have this but we also employed more than 200 persons with disabilities across our Group. Through our collaboration, we could reach more than 2500 persons with disability this year for providing accessible and assistive technology. Corporate Social Responsibility is a form of corporate self-regulation integrated into a business model. In Spark Minda Group, implementation of CSR goes beyond compliance and engages in action that add on to some social good beyond the criteria required by the law. CSR strategies encourage the company to make a positive impact in the society and stakeholders including consumers, employees, investors and others. Supplementing to Sustainable Development Goal is significant. In designing our CSR programmes, we always take reference of SDG's and try to supplement them. Presently through our Programmes we are able to touch upon 9 SDGs. Working closely with the CSR team and community, something that I have noticed is that communities can assess the intentions of people working for them. We are able to touch many lives through our community development programmes. We are in the process to scale up and replicate the successful models. We are also doing various innovative value additions in the existing programmes to make them more impactful. Like minded partnerships are making these models self-sustainable.

I look forward to an even more fruitful year for Spark Minda Foundation and a positive outlook in terms of new initiatives we will be undertaking.

— Sarika Minda



ACKNOWLEDGEMENT FROM Head Group CSR

Corporate Social Responsibility has transformed from merely community affairs to Corporate Community and Business Sustainability. The social strategic investment is integrated to business goals and sustainability. Guiding SDG 17, Partnership for goals is the key through which organizations may leverage their strengths and amplify their programmes for better and sustainable impact. In the last Financial Year, Spark Minda Foundation was instrumental in bringing like-minded partners together for scale up and sustainability through various CSR programmes.

Imparting education and skill is the most important agenda of the country today and this also supplements to SDG 4- Quality Education. Spark Minda Foundation through its Aakarshan Skill Development programme has reached to more than 5000 children and youth. This programme has a special focus on life skill and soft skill. Our pilot project on ITI upgradation named Dual System of Training has completed successfully impacting the lives of youth and giving a new win-win model for the Industry and Academia. Working with Sector Skill Council for Persons with Disability is significant and we are in a process to exchange the strategic process of job mapping in automotive sector for Persons with disability.

Supplementing to SDG 10 – Reduced inequalities, Spark Minda Foundation has reached to more than 6000 Persons with Disabilities in different parts of the country. Empowering women through improving their health status was the concept adopted by us. Starting from Menstrual Hygiene to Family Planning to Reproductive Health is the logical sequence and reaching to 3000 rural women was satisfactory for us. Based on the need, the healthcare programmes are implemented by Spark Minda Foundation to work on SDG 3 – Good Health and Well Being. Our programme in the Prisons of India is not only able to give economic but social benefit also towards creation of a crimeless society addresses SDG 16 – Peace, Justice and Social Institution. Our drives on Protection of planet like Tree Plantation, Energy Conservation, 3R, Water Conservation and Renewable Energy are able to give us Corporate Footprint and also supplementing SDG 13 – Climate Action.

We have a long way to go and together we can make difference. On behalf of the our organisation, I take an opportunity to acknowledge all our partners and stakeholders. Have a happy reading.

—Praveen Karn

Cautionary Statement

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

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Organization Overview

ABOUT US



About Spark Minda Group

Spark Minda Group is one of the leading manufacturers of automotive components for the OEMs with Headquarters in India, National Capital Region. Late Shri S.L. Minda founded the Group in 1958. Today the group have around 60 years of legacy as an automotive component manufacturing company. The USD 539 million Group (Approx. Rs 3500 crores) with approx. 16,000 workforces is rated as one of the leading manufacturers of automotive components under the three Categories, namely – Mechatronics, Security & Restraint System, Driver Information & Telematics and Plastic Interiors. The Group caters to the needs of all major Passenger Vehicle, Commercial Vehicle, Motorcycle & Scooter, Off-road Vehicle & Tier 1 Manufacturers in India and Overseas market including Europe, US, China, CIS and ASEAN countries with 36 state of the art manufacturing plants. The Group also serves to after market segment in India through a strong dealer distributorship of about 500 dealers. The Group also has several JVs with leading companies from USA, Japan, Italy and Uzbekistan.



About Spark Minda Foundation

Spark Minda Foundation is CSR wing of Spark Minda Group. It was incorporated in 2014 with an ambition to cater the society through utilizing resources and expertise of the Group companies. SMF is 100% subsidiary of Minda Corporation Ltd. Ms. Sarika Minda is the chairperson of the foundation and a team of 24 members are implementing community development programmes majorly in Maharashtra, Tamil Nadu, Uttarakhand, Uttar Pradesh and Haryana.

Vision Mission and Intervention Area

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.

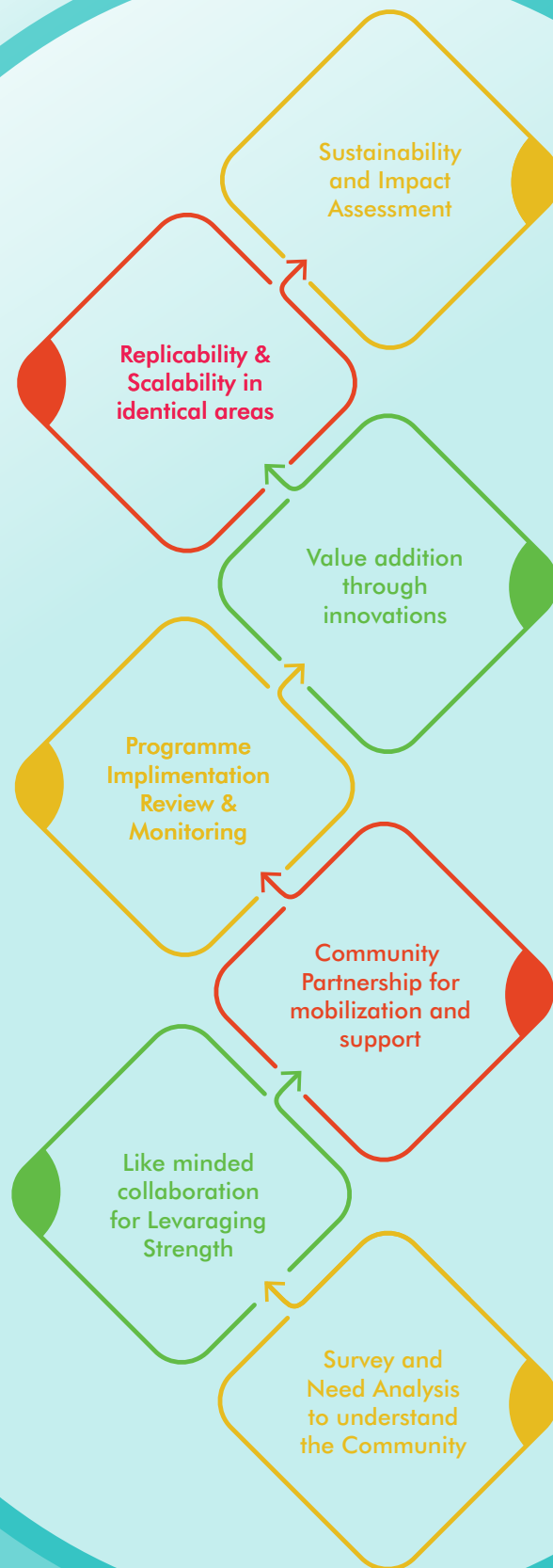
Mission



- 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.



Approach for CSR Intervention



Alignment with Government of India Programmes and SDG

S.No.	Programme Name	Supplementing	SDG Reference
Education and Livelihood Promotion			
1	Aakarshan Skill Development programme	Digital India, Skill India Mission	<div><div>1 NO POVERTY</div><div>4 QUALITY EDUCATION</div></div>
2	Dual System of Training Programme		<div><div>17 PARTNERSHIPS FOR THE GOALS</div><div>5 GENDER EQUALITY</div></div>
3	Business Integrated Prison Programme		<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>
Empowerment of Person with Disability			
4	Saksham- Empowerment of Person with Disability	Disability Act 2018	<div><div>10 REDUCED INEQUALITIES</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Healthcare			
5	Women Empowerment Programme	Every Women, Every Child- United Nation, National Blood Transfusion Council	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>5 GENDER EQUALITY</div><div>6 CLEAN WATER AND SANITATION</div></div>
6	Eye Healthcare Programme		<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
7	Blood Donation Programme		
Community Infrastructure			
8	Model School Development Programme- digitization, sanitation, safe drinking water, etc.	Right to Education 2009	<div><div>4 QUALITY EDUCATION</div><div>6 CLEAN WATER AND SANITATION</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>
Environment			
9	Renewable Energy	National Solar Mission, Ministry of New and Renewable Energy	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>
10	Plantation	Green India Mission	
11	Paper Saving		
12	Water conservation	National Water Mission	<div><div>6 CLEAN WATER AND SANITATION</div></div>



The background is a solid teal color with a faint, semi-transparent image of a group of people in a meeting or classroom setting. The image shows several individuals, some looking at documents or devices, creating a professional and collaborative atmosphere.

EDUCATION & LIVELIHOOD PROGRAMMES

AAKARSHAN SKILL DEVELOPMENT PROGRAMME

Spark Minda Foundation recognizes Education and Skill Development as one of the building blocks of the nation. The flagship programme of Spark Minda Foundation – Aakarshan Skill Development began its journey in 2013. Supplementing to the “Skill India Mission” of Government of India, this path breaking initiative provides quality education and skill to less privileged children and youth with a special focus on the women community of rural India. The Programme also aligns with SDG 1, 4 ,5 and 17.

Skill Training is an Integral component of increasing efficiency and productivity for sound economic development of any economy. Therefore, at Aakarshan, skill based learning is provided, which focuses on increasing employability through series of upgradation in order to:

- Equip students with appropriate hands-on training which helps them to be job- ready.

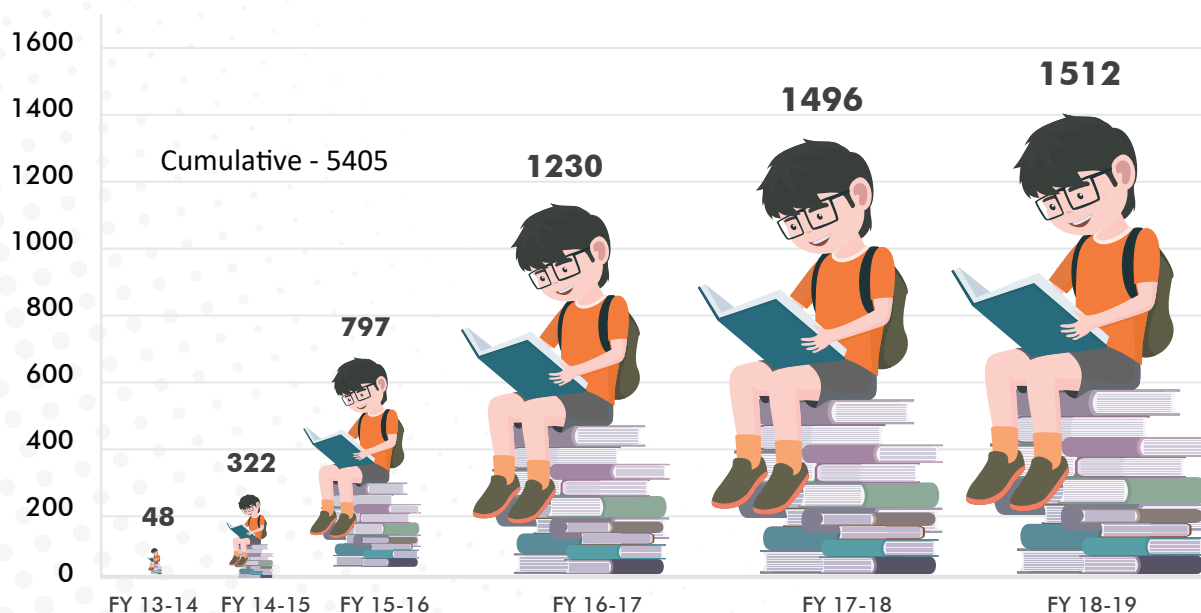
- Core focus on job role-based skills leading to comprehensive specialization, thus increasing efficacy of the candidate.

Aakarshan Skill Development Programme is based on the need assessment conducted at local areas and was started in collaboration with the Gram Panchayat in the Panchayat buildings of the communities. The programme aims to deliver transformative skill education to rural community, so that they become educated, responsible and self-reliant citizens with a deep sense of commitment to their society.

At Aakarshan, the courses offered are Basic Computer, Tally, Spoken English, Cutting & Tailoring, Beauty Wellness and Industrial Tailoring.

Till date, Aakarshan Skill Development Programme has reached to 5405 people. Whereas, in FY 18-19 this programme has reached to 1512 people.

Number of Learners Year Wise





Multi Partnership in Aakarshan Programme

Basic Computer

This programme is of 6 months, in which students get theoretical and practical training of Basic Computer also helps them to get source of Employment. The basic Computer course includes Computer Fundamentals, Micro-soft Word, Excel, Power point, Internet, Email and Basic Hardware.



Voice of Programme Partner

Spark Minda Foundation and NIIT Foundation partnered in 2018 to enhance the mutually aligned vision of transforming the underserved youth through skilling. Starting with a goal to impact 100 youth in five centres, the partnership has expanded to seven of Spark Minda Foundations Aakarshan Skill Development Centres. The programme will focus on training these youth in Accountancy and Tally so that they acquire the skills to find gainful employment. The youth who successfully complete the training course will be offered placement support. We hope to continue working with Spark Minda Foundation and advance the common vision of creating a sustainable society.

– Ms. Sapna Moudgil
Director, NIIT Foundation

Tally-GST with NIIT Foundation and Tally

This programme has recently started with NIIT Foundation, in which students are trained for 3 months with special focus on youths. In this training, learners are professionally trained on Tally Fundamental, Manual Accounting, Computerized Accounting, Cost centre, Cost category, Inventory, GST and TDS.



Spoken English with Times of India

No matter how popular English may have become but it still is our second language. The main hurdle for the rural youth to connect with the mainstream is their lack of knowledge in English language. In order to overcome this hurdle, SMF started a 6-month Spoken English Training Programme in Aakarshan Centres. This helps the children and the youth to learn it easily and effectively. The joy of English knowing child becomes a pride of the family and inspires fellow youth.

Seeing the interest in youth, a new programme of Spoken English has started in partnership with Times of India under Teach India programme. In this programme, students are provided with employment opportunities after 72 days of training.





Beauty & Wellness

In 4-month Beauty & Wellness Training Programme, women are trained in basic and advanced make-up, hair styling, mehndi designing, machines usage, etc., so that they can take a step towards self-grooming along with becoming independent by taking up jobs in Beauty salons or opening their own salons. Other than these basic trainings learners are also given hands on training and knowledge on various therapies like dandruff, Skin, makeup etc. Women are also taken for exposure visits and internships in the salons along with the guest lectures of the experts in this field.

Cutting and Tailoring

This programme focuses on women empowerment through self-reliance and financial independence from which women can either start up something of their own or take-up a job just by learning basic cutting and tailoring for 6 months. A 3-month advanced cutting and tailoring course has been introduced after seeking the demand of the community.



Industrial Tailoring



This programme intends to empower women through imparting them industrial skill set, which is needed in export or apparel houses. After training them for 45 days, job is provided to them. This programme runs in collaboration with Shahi Exports, wherein training and employment is provided to them by Shahi Exports and mobilization and administration is the responsibility of SME.

Aakarshan Centre Locations

There are 6 Aakarshan Skill development Centres across India. They are situated at

- ▶ Kuleshara Village of Greater Noida-Uttar Pradesh
- ▶ Rajgurunagar, Pune- Maharashtra
- ▶ Vengadu Village of Chennai- Tamil Nadu
- ▶ Transit Camp Slum of Rudrapur
- ▶ Saraswati Shishu Mandir School of Rudrapur- Uttarakhand
- ▶ Bhondsi Village of Gurugram-Haryana

Glimpse of Aakarshan Centres





Tamil Nadu



Maharashtra



Maharashtra



Haryana



Haryana

Aakarshan Skill Development Programme- Uttar Pradesh

This Aakarshan Skill Training Centre was established in 2013 at Kuleshara Village of Greater Noida- Uttar Pradesh. Kuleshara village mainly consists of migrant population from different parts of Bihar and Uttar Pradesh having most of the population less literate, thus seeing the skill gap, this village was chosen for the programme implementation. In Greater Noida (GN), training over Basic Computer, Tally, Spoken English, Cutting Tailoring, Industrial Tailoring and Beauty wellness is imparted to the children, youth and women of Kuleshara and other nearby villages.

Aakarshan Industrial Tailoring Training Programme Uttar Pradesh

Making women economically productive is the need of the nation. With the thrust of Empowerment of women by equipping them with skills and providing livelihood for a secure future, SMF had started Industrial Tailoring Programme for women in collaboration with Shahi Exports. This programme was conceived by SMF in 2017 considering the dearth of skilled work force

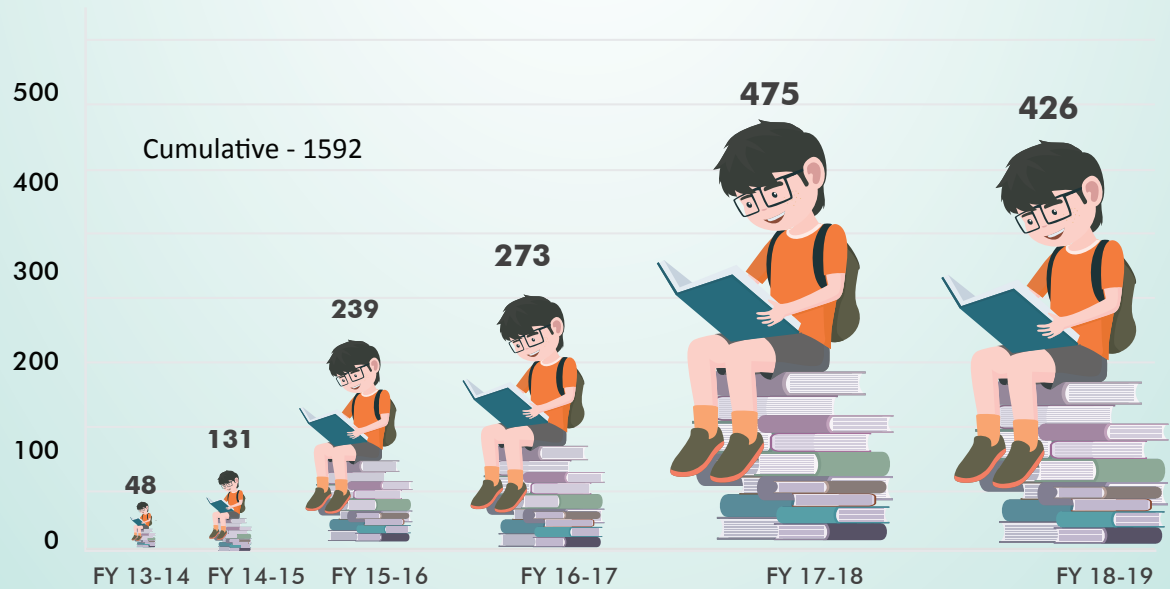
in Apparel export houses of India. This programme imparts 45-day training to aspiring women on industrial tailoring trade. Just after completion of 45-days, they are sent to Shahi exports for on job training and thereafter get employment as grade A, B or C in the factory. Till date, this programme has successfully employed 330 women at Shahi export and other apparel houses.



Geeta Devi, a student of Industrial Tailoring Programme is a single mother. She did not have any source of livelihood until her brother guided her to take admission in Aakarshan Industrial Tailoring. After completing the 45 day course, she got placement at Shahi Export and this has changed her life. She now earns 10,000/- salary and proudly call herself an independent woman, giving quality education to her children.

In Financial year 18-19, 426 learners were trained from this training centre. Till date it has imparted training to 1592 people.

Number of Learners in Aakarshan Uttar Pradesh (YTD)







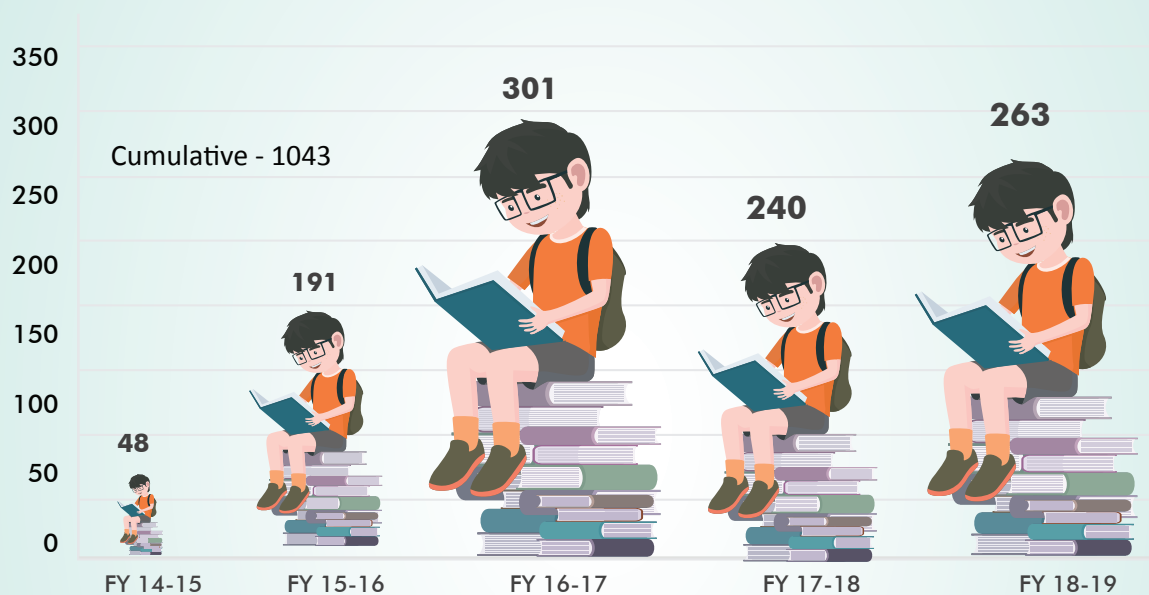
Aakarshan Skill Development Programme- Maharashtra

In Maharashtra, the programme was established in 2014 at Donde Village, Pune. The programme centre was started with Basic Computer course and then it was enhanced with courses like Tally, GST, Spoken English and Beauty wellness. The population of this location mainly consists tribals, who did not have access to any skill training programmes in their area. During the need assessment exercise,

it was found that the aspiring learners from the village have to travel approximately 20 km to get these kinds of trainings. In dearth of frequent transport facility, children and youth and especially the women were not able to attend such trainings. Thus, SMF planned to setup the training facility in collaboration with Gram Panchayat at their door step.

In FY 18-19, Aakarshan Maharashtra reached to 263 people and till date to 1043 people.

Number of Learners in Aakarshan Maharashtra (YTD)



Kirti Daundkar was a student of beauty wellness and spoken English at Aakarshan Pune and was very depressed due to her family financial circumstances. The low fees structure of Aakarshan excited her to join the courses.

6 months of rigorous training at Aakarshan not only helped her in building her personality but has also groomed her in a way that now she is a faculty of beauty and wellness course at the same centre where she was once a student.

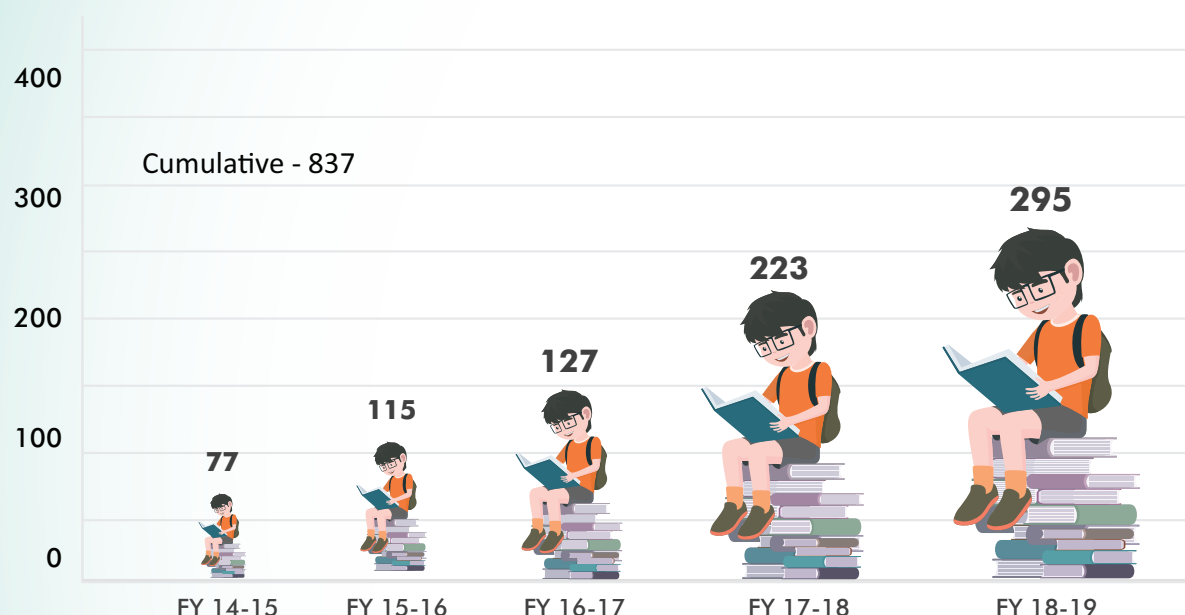
Aakarshan Skill Development Programme–Uttarakhand

PROGRAMME AT CENTRE-I

Centre 1 was established in 2014 at Balika Vidya Mandir junior high School- Jagatpura, Pantnagar, Uttarakhand. This centre runs in close association with Government School and imparts training over Basic Computers and Spoken English to the students of the same school, girls of Vanvasi Chatravas and outsiders.

In FY 18-19, this programme reached to 295 people, whereas, till date it has reached to 837 students, youth and women.

Number of Learners in Aakarshan Uttarakhand center I (YTD)



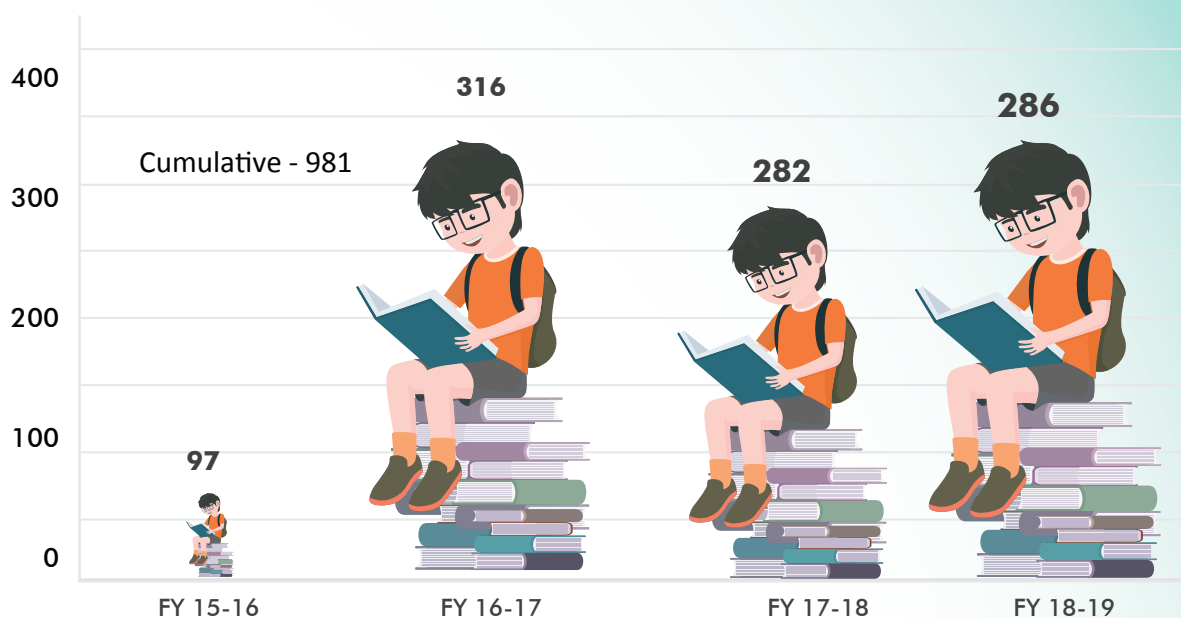
PROGRAMME AT CENTRE-II

This programme was started on 1st September 2015 at the biggest slum of Rudrapur, Uttarakhand which is known as transit camp. This centre imparts training over Basic Computer, Spoken English and Cutting & Tailoring to the Children and Youth. In the financial year 2018-19, 286 students were benefitted from Aakarshan Uttarakhand centre II and till date this centre has reached to 981 people.



Nidhi Pathak, aged 21 belongs to a poor family. She has completed her graduation and has four siblings. Due to her poor financial condition, she was unable to continue her studies. She decided to do a job to continue her further studies but due to the lack of desired skills, she was unable to get a job. Therefore, to enhance her skills she joined Aakarshan Skill Development Programme for basic computer course at Aakarshan Uttarakhand. Just after completing her course, she got a job in courier company. Now, she is earning sufficient to continue her study and take care of her family. She is very thankful to Spark Minda Foundation.

Number of Learners in Aakarshan Uttarakhand center II (YTD)

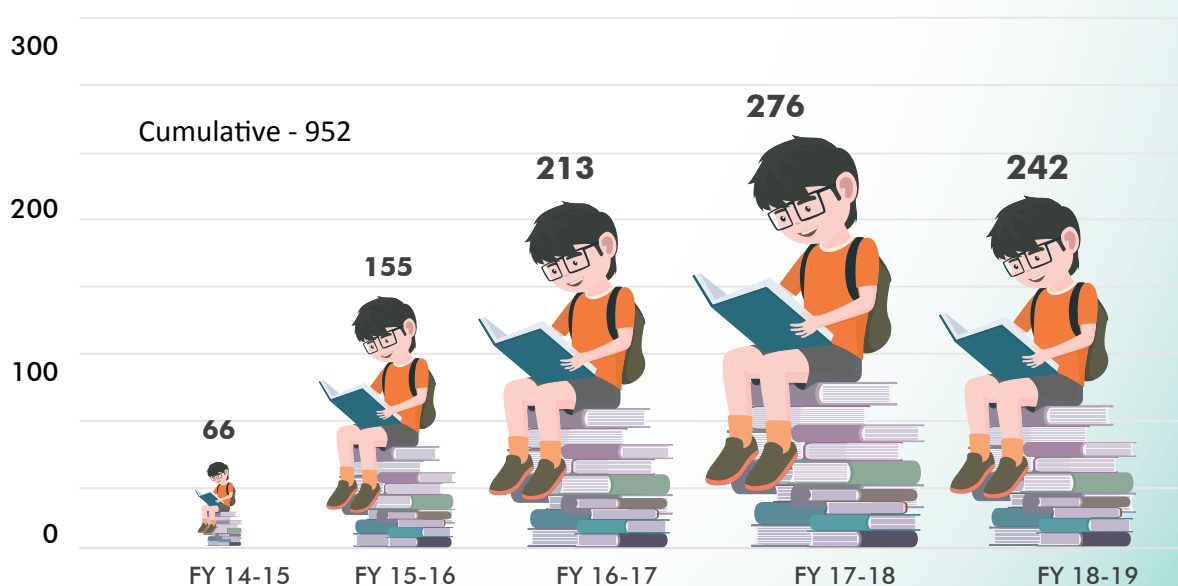


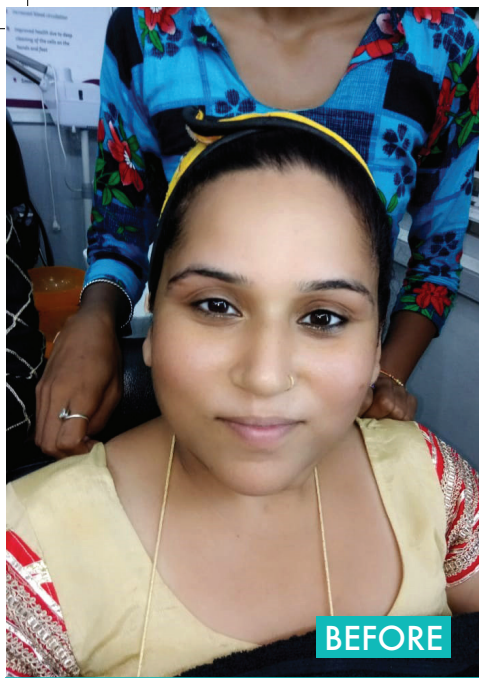
Aakarshan Skill Development Programme - Tamilnadu

The programme is located in the Vengadu village of Pallaipakkam area, which is in Kanchipuram district of Tamilnadu. Pallaipakkam is the extremely rural village of Kanchipuram, where people do not have access to Computer and English, which make them struggle for knowledge, skill and employment. Therefore, through our need analysis the requirement of computer literacy, spoken english and cutting & tailoring was reflective.

In FY 18-19, 242 students were trained at Aakarshan Tamilnadu and till date the programme has reached to 952 people.

Number of Learners in Aakarshan Tamilnadu (YTD)

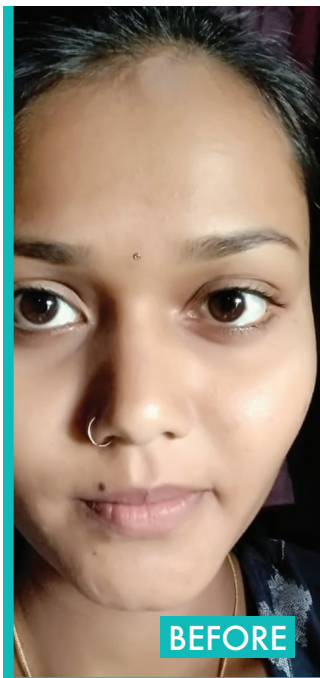




BEFORE



AFTER



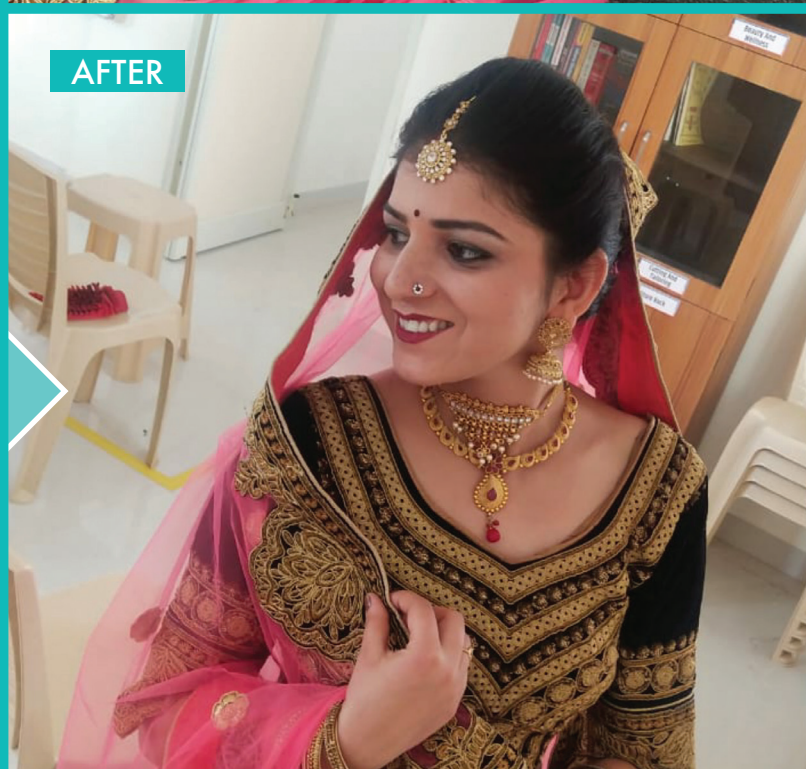
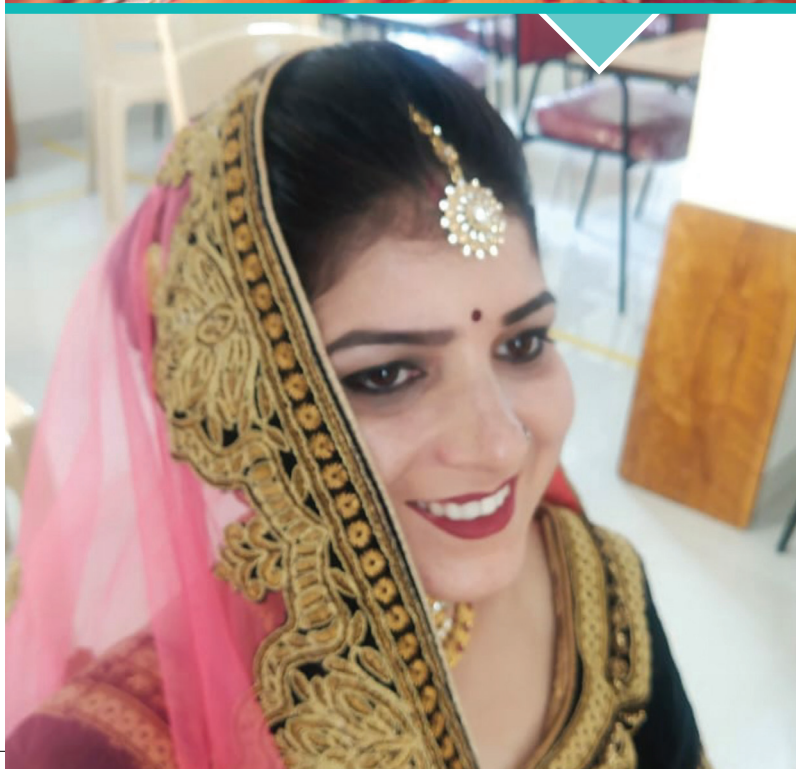
BEFORE



AFTER



BEFORE



AFTER



G. Malathi is very talented and hardworking but because of her poor communication skills, she always hesitated to put her points forward. She then decided to join Spoken English training programme at Aakarshan Tamilnadu. Before she joined in this centre, she was a contract supervisor and used to draw minimum wages. After 6-months of training, she gained confidence communication and applied for the vacancy in HR domain. She is now an assistant HR Manager and draws better salary. She is thankful to Spark Minda Foundation for the opportunity.

Aakarshan Skill Development Programme - Haryana

This programme was inaugurated in Feb 2019 at Bhondsi Panchayat of Gurugram, Haryana. Like any other centre, this is also established in the Panchayat building and has a vision for multi partnership programme. Currently, this centre provides:-

- Training over Spoken English with Times of India

- Training over Industrial Training with Shahi Exports
- Training over Basic Computer and Tally with NIIT Foundation
- Training over Beauty wellness

This centre is aimed to target 480 people per year and currently has reached to approximately 200 learners.



Glimpses of Convocation Ceremony





Community Mobilization in Aakarshan Programme

Our programmes in Aakarshan are scientific and are based on the need assessment, Focused Group Discussions and Participant Rural Appraisal Exercise. In Aakarshan programme, impact oriented mobilization strategy ensures its optimum reach and sustainability .

The first level of mobilization is done in the village in consultation with local stakeholder like Gram Pradhan, Teachers, School Principal and members of Gram Panchayat. Teachers from nearby Schools and colleges are also involved in the

mobilization process to gather people from same background.

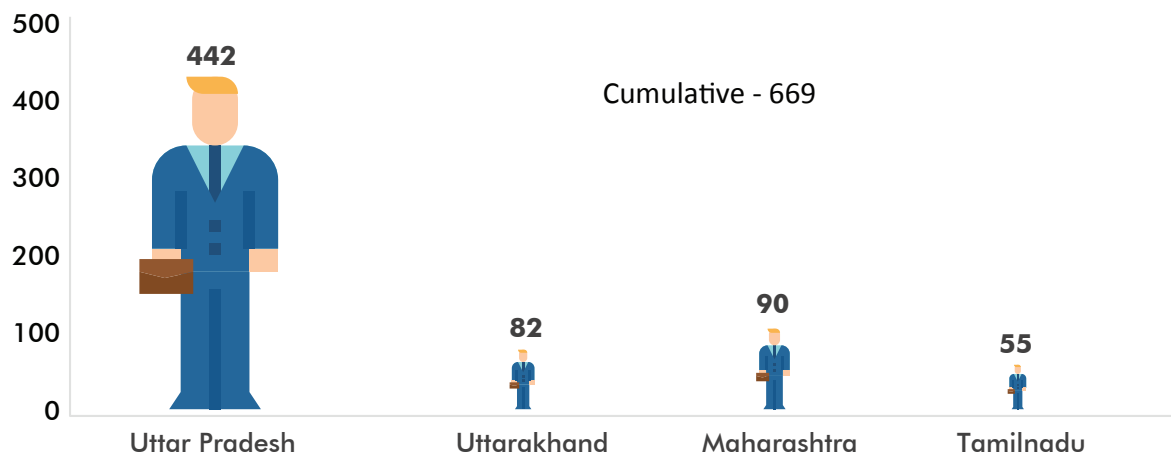
In the second level of mobilization, district, block administrations, local SHGs, NGOs are targeted, which leads to greater impact and is also a beneficial method to reach to each household in the community.

In the third level of mobilization, social media plays an important role. Broadcasting of Information is done through different virtual and online modes to stakeholders, which also helps in mobilization.

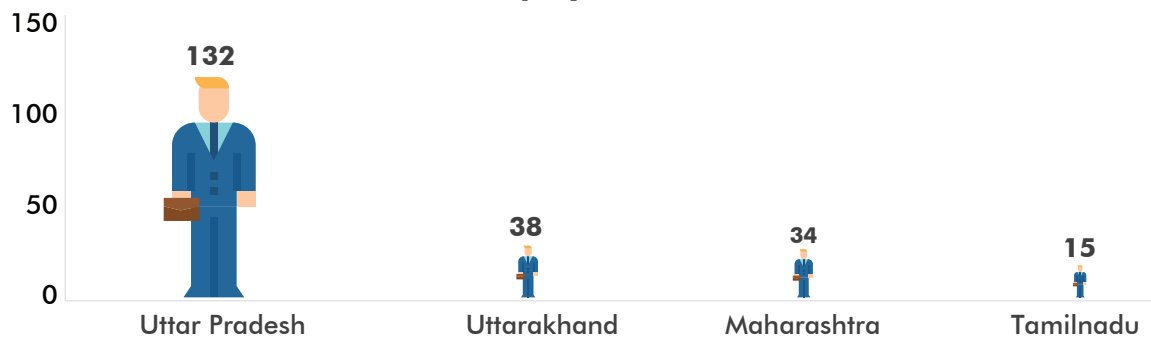


Employment Status of Aakarshan Learners

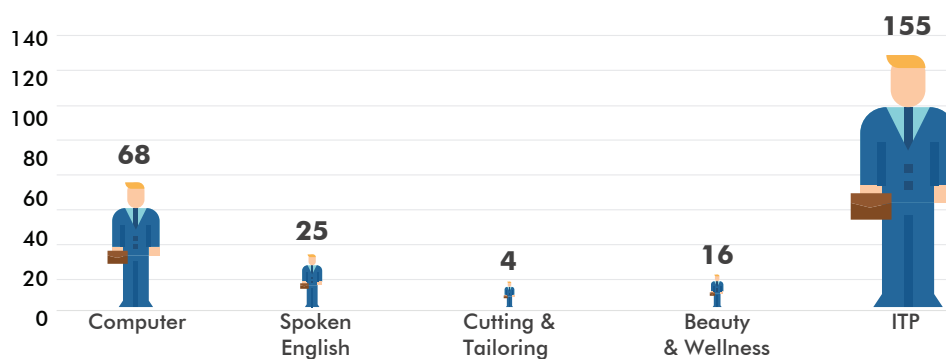
Location Wise Employment YTD



Location wise Employment FY 18-19



Course wise Employment FY 18-19



- Total Employed FY 2018-19 - 219
- 47.8% of Employment to aspiring youth in FY 18-19



Swati Konhinkar, a student of Aakarshan Maharashtra is very ambitious and hardworking. She is member of Gram Panchayat. Lack of skills and confidence was stopping her from achieving milestones that she has always dreamt off. Getting associated with Spark Minda Foundation and Aakarshan programme helped her in boosting her confidence level, grooming her personality and diminishing her stage fear. We are proud to share that now she has become Sarpanch of Donde Village, Taluka Khed, District Pune. She is an inspiration and setting examples for other women in the community.

Employment to Learners

 Bharathi, RTS Pvt Ltd.	 S. Suganya, RTS Pvt Ltd.	 Jayanti, Minda Sai Ltd.	 K. Subramani, RTS Pvt Ltd.	 B. Mohana, Minda Sai Ltd.	 Dhanalakshmi, Minda Sai Ltd.	 Eswari, RTS Pvt Ltd.	 G. Malathi, Minda Sai Ltd.
 G. Rajikumar, Minda Sai Ltd.	 Kamsalya, Teacher	 Kaviyarsan, Minda Sai Ltd.	 Keerthi, RTS Pvt Ltd.	 Prasanth, Minda Sai Ltd.	 Rajesh, Minda Sai Ltd.	 Raji, Minda Sai Ltd.	 S.Chitra, Minda Sonteridge
 Sangeetha, Minda Stoneridge	 Shobana, Minda Sai Ltd.	 Sugunavel, Minda Sai Ltd.	 Suresh, Minda Sai Ltd.	 Swaminathan, Minda Sai Ltd.	 Tamilselvan, Minda Sai Ltd.	 Thenmozhi, Minda Sai Ltd.	 A. Emimal, RTS Pvt Ltd.
 Babita, Pricol Pvt Ltd.	 Babi, National Public School	 Gaytri Vishwas, Jaba Holi Child School	 Isha Bisht, Kumouni Dental	 Kamal, Badwe Pvt Ltd.	 Kamlesh, Pricol Pvt Ltd.	 Lavkush, Pricol Pvt Ltd.	 Madhavi Chandel, Imperial Pvt Ltd.
 Mamta Singh, Rajkiya Prathmik Vidyalaya Rudrapur	 Manoj Kumar, Narayni Pvt Ltd.	 Meera Galdar, National Public School	 Janki, Ma Sharde Public School	 Neema, Pricol Pvt Ltd.	 Neerth, Pricol Pvt Ltd.	 Nida, Pricol Pvt Ltd.	 Pallavi Dayal, K. N. Public School
 Poonam, Pricol Pvt Ltd.	 Pranav Vishwas, Narayni Pvt Ltd.	 Priyanka, Imperial Pvt Ltd.	 Pushkar Lal, Ashok Layland	 Rakhi, Rajkiya Prathmik School, Rudrapur	 Reena Koli, Milton Public School	 Ruby, K. N. Public School	 Rupa, Minda Corporation Ltd.
 Sanjay, Minda Corporation Ltd.	 Sarika Bhatia, National Public School	 Shailendra, Pricol Pvt Ltd.	 Sunita Sagar, Britannia	 Sweta, Satguru Dental	 Tashik, Dev Enterprises	 Vijay, Pricol Pvt Ltd.	 Vinod, Ashok Layland
 Archana Barme, HRM college as Lecturer	 Aswan Sakore, Maitree Beauty Parlour	 Aarti Patole, Researcher in ICAR DOG	 Gayatri Bhujbal, Nagar Parishad Khed	 Kavita Bankar, Dyanamic School	 Kirti Daundkar, Spark Minda Foundation	 Komal Shambhu Das, Vidnyan Ashram	 Komal Shambhu Das, Vidnyan ashram, pabal
 Lalita Deshpande, Mahalakshmi Medical	 Rahul Daware, Talati Office	 Rani Dhamole, Track on Courier Office	 Rutuja Sakore, Maitree Beauty Parlour	 Rutuja Sakore, Maitree Beauty Parlour	 Santa Kohinkar, Creation Beauty Parlour	 Shubham Darawade, Minda Sai Ltd.	 Vidya Kedari, Sangam Classic



Salient Feature of Aakarshan Programme

The idea of Aakarshan programme is not only to provide skill development but also to raise confidence, input knowledge, teach behavior and give direction through proper guidance to children and youth. The programme is a set process of three major components that addresses different facts of the skill effectiveness.

► **Training of Trainers (TOT):** Trainers are given exposure to undertake new initiative, acquire skill, build perspective, take on responsibilities and set benchmarks. Thus, SMF capacity building programme helps to motivate trainers and groom them to become leaders. This is enabled through innovative tools, exposure and processes to sharpen their vision, which propels the programme to excel. This year trainers were provided training by Teach India for Spoken English and by NIIT Foundation for Tally and GST, which helped the trainers in upgrading themselves.

► **Student Empowerment:** Meaningful knowledge development needs to enhance efficiency and performance. Classroom teaching at Aakarshan is accompanied with several co-curricular activities and visits that stimulate the intellectual, emotional, social, moral, cultural and aesthetic development of the students. Each Saturday activities are conducted at the Aakarshan centres help in the holistic development of the students and these activities contribute in a joyful learning.

- **Saturday Activities:** At Aakarshan Centre Saturday activities play an important role in helping learners to develop their personality. Activities like self-introduction, phone & email etiquettes, personal hygiene, 5S, first aid, fire safety help them to gain confidence and overall development.
- **Career Counselling:** Students are counselled by the experts for the scope and path to pursue and to help them to understand the hurdles in his/her career path. This knowledge helps in developing confidence and bring focus in their lives.
- **Guest Lecture:** Students get to see the insight and perspective of the guest lecture in the particular field. One important benefit that is derived from the guest lecture is that

enhancement of the students in the particular course.

- **Exposure Visit:** The students of all the courses of the age above 18 are taken to IT industries, Spoken English Institutes, Beauty Salon, Apparel Export houses, factories, etc. The Exposure visit helps the students to interact and learn from each other, which allows them to view the practical/ real life situation.
- **Quiz Competition:** Inter and Intra course quiz competitions are organized to test and make familiar with current affairs and general knowledge.
- **Talent Show:** Learners are motivated to showcase their talent during various activities. Students come up with talent like singing, dancing, poetry, etc.
- **Outdoor Games:** To create a spirit of sportsmanship among the students and to create attraction among other community students, different types of games are organized like cricket, kho-kho, kabbadi etc.
- **Art & Craft:** To motivate the creativity among the students activities like drawing competition, best out of waste, matka painting competition are organized.
- **Pace Module:** The module developed by GAP brand is internationally identified training, which is given by Shahi export Trainers to Industrial tailoring learners on Personal Advancement and communication Enhancement (PACE).
- **Government School Interface:** Some of the activities like 5S training, tree plantation, nukkad natak, drawing competition, personal hygiene, health camps etc. are being conducted in the government and private schools for the knowledge enhancement and development of the children.
- **Internship of beauty culture:** At Aakarshan we send our beauty culture students for a 7-10 days internship at the nearest parlours. It helps them to gain knowledge in their respective fields and it also gives them an opportunity for the placement.

Voice of Programme Partner

Shahi Exports, started by a visionary female entrepreneur, Mrs. Sarla Ahuja, has been committed to generate employment and advancing women in India since its inception. Setting up skill centres was a natural extension of our commitment to increase female labor force participation. Over the last three years, our partnership with Spark Minda Foundation has grown from 1 skill development centre to 2 skill development centres in Gurgaon and Noida and together we have trained 330 women. We hope to continue this partnership and continue expanding our training facilities for women all across India.

Rajeev Tandon

Head - Skill development

Shahi Exports Pvt. Ltd.



Glimpses of Extra Curricular Activities





DUAL SYSTEM OF TRAINING PROGRAMME

Preamble

All of us are aware about the gap between the supply of Academia and demand of Industry in today's context. To bridge this gap, an MOU was signed between DTTE Government of NCT Delhi and Minda Corporation Limited to initiate Dual System of Training. This programme was started in the month of December 2017 with Nizamuddin in the trade of Press Tools, Jigs and Fixtures.

Objective

To impart technical education in the Trade of Press Tools, Jigs and Fixtures to the students of ITI through integrating industry exposure.

Highlights of the Programme

- First programme of the country on this new model in Press Tools, Jigs and Fixtures trade
- Supplementing to Ministry of Skill Development and Entrepreneurship, GOI under Directorate General Training
- Introduced to connect between ITI and Industry
- 830 hours of theory; 110 hours of Employability skill training
- Curriculum development in consultation with industry
- Role of industry in selection of learners
- Training of ITI Trainers by Industry representatives
- Exposure visit and Guest lecture facilitated by Industry
- Latest machine exposure in the factory by production managers of the Industry
- Provision of stipends for a period of 9 months by Industry in apprenticeship mode for learners
- Classroom infrastructure development by Industry
- Certificate of Internship to the students
- Interaction with industry leads to awareness about future trends in work force requirements, which is helpful for the ITIs.
- Availability of ready to employ work force.
- Win – Win PPP model

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

This programme is an excellent example of win-win model, where students are getting benefitted with on job training in the industry, whereas industry is getting skilled manpower, which can be retained, creating employment opportunity. This new model in the Industry has been well received.

In FY 18-19, 21 students interned in the factories of Spark Minda Group.



BUSINESS INTEGRATED PRISON PROGRAMME

Preamble

Based on Public Private Partnership model, this initiative is one of its own kinds in India's Automotive Industry. Under this initiative, an automotive manufacturing facility is setup inside Prison premises to impart skill and provide employment to Prison inmates. This project has created an opportunity for the inmates, who get employment inside the Prison and can support their families from Prison itself through income generation.

Objective

To create a crimeless society through imparting skills and providing employment accessibility to inmates in prisons.

Modus Operandi

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

Essentially, there are three stakeholders of this programme:-

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

Expected Impact

The thought is that, once the inmate is out of Prison after completing his/her sentence, s/he is fully trained for an employment in the Automobile/ Auto-Component Industry. The inmates will also be provided a work experience certificate after a completion of tenure. Majorly, we expect a crimeless society through this initiative and financial support to inmates' families.



Details of the Facility



Yerwada Central Prison Women, Maharashtra (2018)

Inaugurated on 3rd August 2018 by Ms. Swati Sathe, D.I.G. Prison and Mrs. Sarika Minda, Chairperson, this facility has a lockset sub assembly unit. Currently, 22 women inmates are working in this facility. These inmates are able to produce approximately 1,000,00 lock kit sub assembly every month.

Nagpur Central Prison, Maharashtra (2016)

The facility was started in association with Minda SAI Limited and Mahindra & Mahindra to produce Wire Harness for Bhoomiputra Tractor, a product of M&M, Nagpur. The prison has allocated an area measuring 1920 sq. ft. This facility produces approximately 4500 Wiring Harnesses per month. One Coordinator, two-trainers, two-line leaders, one-supervisor and two- Quality in charge are deployed in the facility. Presently, 25 inmates are working in this facility.



Aurangabad Central Prison, Maharashtra (2016)

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

A total of 12 women inmates are currently working in this facility. In this manufacturing facility approximately 1,000,00 lock kits are manufactured.

Yerwada Prison (Male), Maharashtra (2015)

A Wiring Harness manufacturing assembly unit in association with Minda SAI Limited and Mahindra & Mahindra was started in an area measuring 1920 sq. ft. in yerwada male prison.

One-coordinator, two-trainers, two-line leaders, two supervisors and two-quality in charge are deployed in the inventory. This facility produces approximately 2000 Wire Harness per month for Bolero (P-108 harness). A total of 42 inmates are working in the facility.





Tihar Jail, New Delhi (2014)

First time ever by an Automotive Industry in the year 2014, Minda Furukawa Electric Pvt. Ltd (MFE), a Joint Venture Company between, Spark Minda Group of India and Furukawa of Japan has set up an Automotive Component manufacturing unit at Tihar Jail, New Delhi under PPP model for its Customer Maruti Suzuki India Limited. After successful training of inmates, the production started a daily supply for part sets of 200-250 Wire Harness.

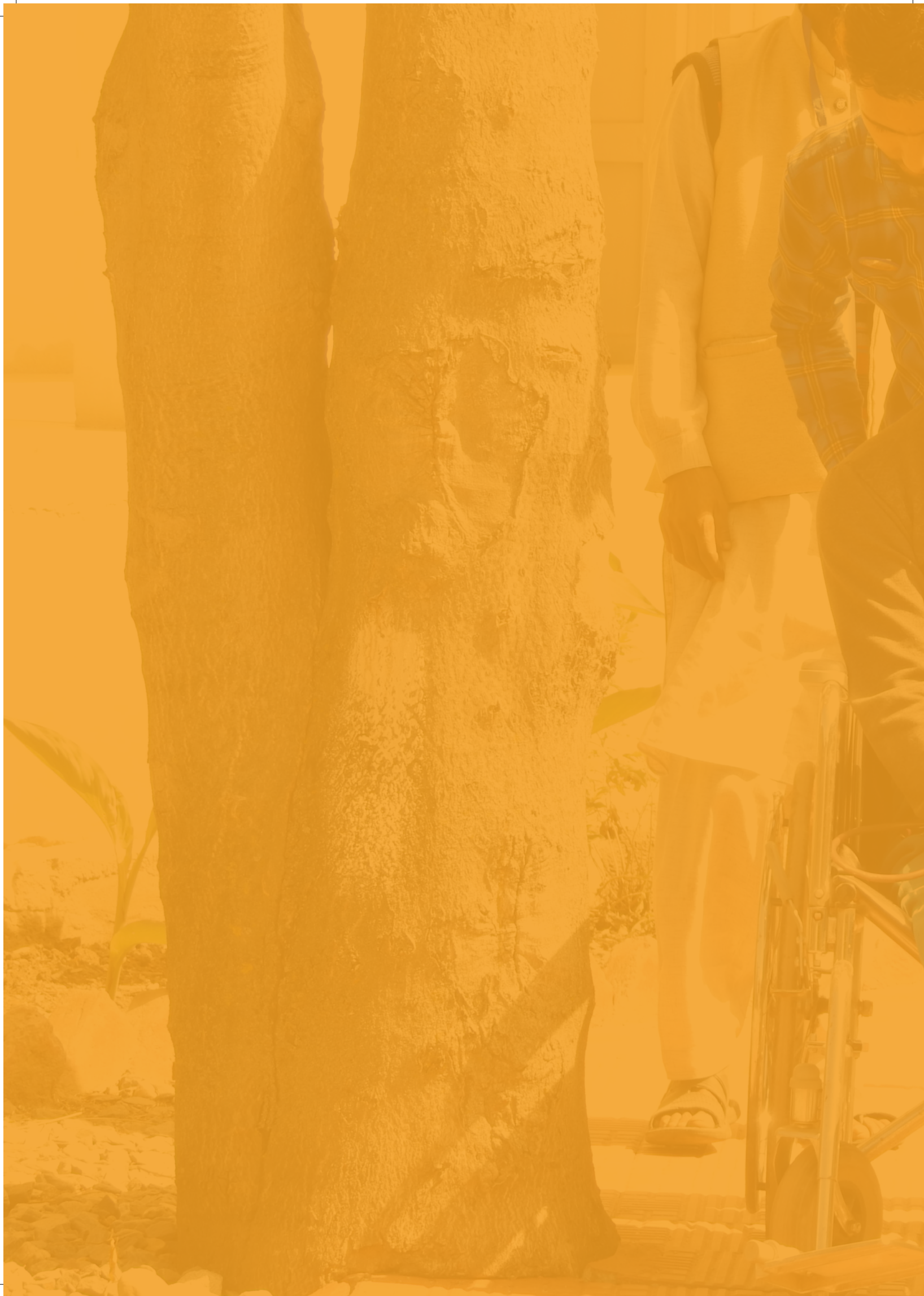
The project at Tihar Jail is currently put on hold. As a next step, the Tihar Jail authorities have principally agreed to facilitate a bigger area for production inside their premises.



Glimpse of the Prison Programme









EMPOWERMENT OF PERSON WITH DISABILITY

SAKSHAM PROGRAMME

Objective

To ensure sustainability to the lives of Persons with Disability through ensuring their mobility, skilling and employability, Spark Minda Foundation has developed a programme called "Saksham". It is supplementing to Disability Act of Government of India.

Within this programme, the Persons with Disabilities (PWDs) are not only benefitted with assistive aids but

are also provided with assistance for employment and livelihood. Saksham was launched as a programme in the year 2015 and since then it has played an important role in the empowerment of the PWDs. Over these last 4 years, this programme has provided 6337 assistive aids and has employed more than 200 PWDs within the Group.



Scope of Saksham Programme

- Provide accessible and assistive aids
- Facilitate getting disability certificates
- Organize Job Fairs
- Skilling and Employment

Saksham Programme is also in-line with Sustainable Development Goals, which aims at provision of employment to the PWDs in creating an inclusive environment, in providing accessibility to the PWDs, in aiding the procurement of disability certificate and by

partnering with NGOs, like-minded CSR groups and also with the government.

Saksham, as a programme, is facilitated majorly by Artificial Limb Fitment Camps and by an Empowerment Centre for Divyangs; which is located in Khed Taluka of Pune District in Maharashtra. It is a permanent centre operating free of cost for PWDs.

Details of Camps conducted for PWDs in 18-19

During the financial year 2018-19, Spark Minda Foundation conducted three camps for the PWDs of Vietnam, Jammu & Kashmir and Maharashtra.





CSR Beyond Compliance

The camp was organised in Vinh Phuc and Phuc Tho provinces, Vietnam for 44 days from 17th July, 2018 to 28th August, 2018.

The camp was organised in partnership with Jaipur Foot, Govt. of India, Embassy of India in Vietnam, Govt. of Vietnam, Social Welfare Dept, Labour Welfare Dept, Investment Dept, Health Dept and Disability Dept of Vietnam.

Her Excellency Nguyen Thi Hien, the first lady of Vietnam inaugurated the camp with

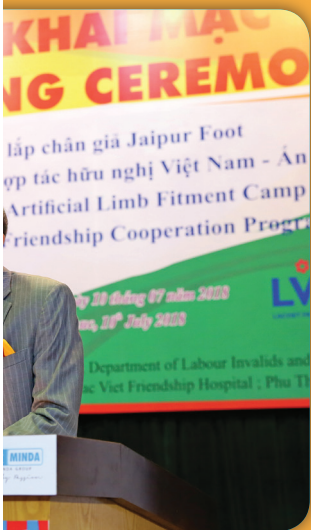
His Excellency P. Harish, Ambassador of India in Vietnam, officials of Spark Minda along with technical and implementing partner of the camp Bhagwan Mahaveer Viklang Sahatya Samiti (BMVSS). BMVSS has provided the equipment and personnel to facilitate this camp in an effective and organised manner.

This camp provided 533 fitments to PWDs with assistive aid.



CSR Beyond Compliance







Installing Peace in the Valley

The camp was organized in association with Pir Pranjal Brigade (Indian Army) under Sadbhavana programme started from 16th to 23rd Sep, 2018 at Boniyar, Uri district of Jammu & Kashmir.

The camp aimed to treat more than 250 Persons with Disability affected by landmines. Observing the response of the community the number for fitment was

increased to 274. The camp has provided end-to-end support in Limb fitment, Caliper fitment, providing Walkers, Elbow Crutches, sticks, etc. all in same day and as per requirement.

PWDs from Uri, Sahoora, Aslanga, Kupwara, Bandipura, Handwara, Paltan, etc. and various other far off villages had come to avail this facility.

Stories of Installing Peace

A Husband and a wife from Sahoora village of Jammu and Kashmir lost their limbs in landmine, travelled 150 Kms to reach the camp to get their fitment done. The couple belongs to a village situated in Indo-Pak border lost their limbs in landmine, which was placed by army long back. Being from the hilly area, less accessibility and affordability, it used to get difficult for them to carryout day to day normal task with physical disability. This was probably for the first time a camp like this was being executed in the valley, where PWDs could be benefitted. The couple was happy and can lead a normal life with this assistive technology.

Kupwara and Uri has one of the highest densities of landmines in the world, the local living here becomes easily prone to these landmines as these minefields are also their traditional pastoral grounds. Fatah Mohammad from Kupwara lost his leg to one of such restricted area minefields while grazing his sheep. After this accident, he lost his livelihood, which was the only source of income for the family. Due to this incident, he became hopeless and unhappy. Indian army identified him and sent him all the way from Kupwara to Boniyar to avail the facility. After his fitment in the camp with an Artificial Limb, he could not only walk but could also bow down to offer his Namaz. His life came to a normal mode, as this camp not only helped him with an prosthetic leg but also gave his reason to survive and earn his livelihood back.

This camp is regarded as high scale programme rated by General of Command, Indian Army for installing peace in the valley.



Installing Peace in the Valley







Camp in Rural Maharashtra

The camp was organized in Spark Minda Foundation Empowerment centre at Pune between 27th January to 07th February 2019 with a notion to provide mobility aid, skilling and employment to PWDs.

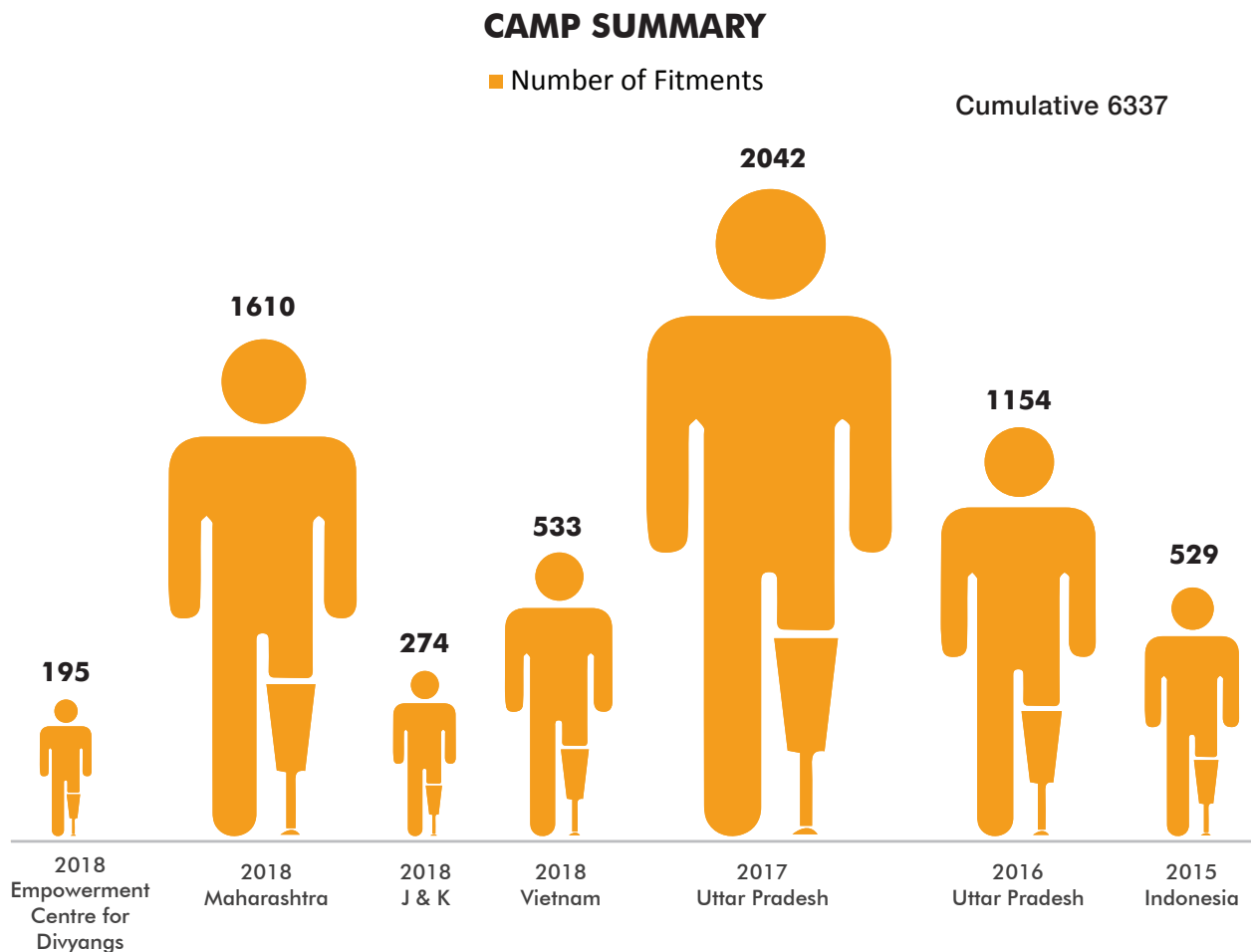
Approximately, 20 screening camps were organized prior to the commencement of the camp to identify PWDs. These camps were held in the different talukas of Pune City, Schools, etc., namely – Khed, Haveli, Junnar, Maval, Shirur, Mulshi, Bhore, Velhe, Baramati, Daund, Indapur, Purandar. All of these camps were facilitated by government, NGOs, individuals working for the same cause and also by fellow PWDs. These screening camps resulted in a large number of PWDs turning up for the Fitment Camp.

Mobilization Partners: District Administration of Pune, Sector skill council of PWDs, Pimpri Chinchwad Municipal Corporation, Prahar, Sarthak Educational

Trust, Mahatma Phule Apang Vidyalyay, Manav Vikas Sanstha, Youth for Job, Sandhi Niketan Shikshan Sanstha were the major mobilization partners in Maharashtra. Government of Maharashtra also played a very important role by allowing us to conduct screening camps in all of its taluka places. Mobilization at places far away, such as Beed, Parbhani, Ahmednagar, many of the Pune Talukas were facilitated by these organizations were also in co-ordination and co-operation of the Government.

The Camp provided 1610 assistive aid fitments to PWDs over the course of 12 days. Approx. 200 people were also identified for providing employment by group companies and sector skill council for person with disability. An employment desk was also setup by Spark Minda Group companies during the camp.

Saksham Journey so far



Camp in Rural Maharashtra







Empowerment Centre for Divyang

To reach out to PWDs at large, a permanent Centre for Empowerment of Divyangs was inaugurated on 29th March 2018 by Ms. Sarika Minda, Chairperson, Spark Minda Foundation. Dignitaries and representative from government also participated in the inauguration ceremony of this unique centre.

The main objective of this centre is: -

- To provide Accessible and Assistive aid to Person with Disabilities (PWDs)
- Skilling facilitation for PWDs
- On Job Trainings in different Manufacturing Functions
- Employment linkage in the Industry
- Providing assistance in getting Disability Certificate
- Facilitation in organizing job fairs for PWDs

The centre aims at providing prosthetic and orthotic devices to 250 Divyangs annually. In future, this centre will also be facilitating in employment of Divyangs by imparting them skills with either on-job trainings or vocational trainings. The centre will also

help in getting disability certificates to 250 Divyangs annually. This centre also aims to organize job fairs in collaboration with its partners and other like-minded organizations.

The Saksham Centre has received tremendous support from District Administration, Pune; Pune Municipal Corporation (PMC), Pimpri-Chinchwad Municipal Corporation (PCMC) and welfare department of PMC and PCMC. This Centre caters particularly to the rural districts of Maharashtra, where all such facilities are not accessible.

Spark Minda Foundation has recently signed an MoU with Sector Skill council for PWDs for its further enhance possibilities of Employment for PWDs.

Mr. Ashok Minda, Group CEO has envisioned to benefit 7000 PWDs with fitments and 1000 PWDs with employment by FY 2020 and this centre will facilitate in achieving PWDs lives sustainability with dignity

In the FY 2018-19, this centre has provided 195 fitments to PWDs with Prosthetic and Orthotics and other assistive devices. This centre has also facilitated employment of 31 PWDs in the Spark Minda Group factories.



Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible.

Navnath Thorat, driver by profession, lost his one leg in an accident. Because of that loss, he got depressed and lost his job. In that situation Spark Minda Foundation came as a ray of hope. Saksham Centre made a prosthetic leg for him and he got a new reason to live, he chooses not to place "DIS" in his ability and thereafter he bought a new auto rickshaw. After some gait trainings, he was able to drive rickshaw.

Today, he is Independent and is sustaining his life.

Skilling and Employment of PWDs

Aiming to make someone empowered, sustainability plays an incredible role. A person can only said to be truly empowered when they can sustain their lives, without depending on anyone else. Considering this, Saksham programme not only provides PWDs with assistive aid and devices but also caters to their needs of income generation and livelihood. This is done by acting as a conduit for placements of these PWDs. More often, the interested PWDs are absorbed by the group companies itself at various locations.

For implementing this, collaborations with NGOs working for the employment of PWDs are

accomplished and database is generated. This database is mostly collected during camps and at the Divyang Empowerment Centre. Collaborations with organizations such as Sarthak Educational Trust, National Association for Blind and Youth for Job 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, i.e at what function, what all kind of PWDs are required. This exercise is conducted in both the levels, manufacturing area and non- manufacturing area.



Failure will never overtake me if my determination to succeed is strong enough.

Balu Patil, a PWD visited the Saksham centre and requested to find a job in the Spark Minda Group companies. Within a month, he gets a call for the interview and was selected thereafter. Now he works in the assembly line and feels secure. Earlier, he was selling chikkis in the express trains running between Pune and Mumbai. The work he does now is more satisfying than the previous ventures. People around are friendly and helpful, infact they are one of the reasons he feels motivated to come to work daily.



Sample of Job Mapping Exercise

Type of Disability	In Manufacturing Area										
	SW Assy								Magnetic Module		
	Level II	Level II	Level II	Level II	Level I	Level III	Level II	Level I	Level II	Level II	Level II
	Rotor Assy & Body Assy. & Greasing	Punching	Lock Bar & BLB Assy	SW Body Screwing	Cable Tie Tightening	SW Testing	Functional Testing	Packing	Magnetic Spring Insertion	Case "O" Ring Assy	Magnet Assy.
Person with Visual Impairment		✓	✓	✓	✓						
Person with Hearing Impairment	✓	✓	✓		✓			✓	✓	✓	✓
Person with Speech Impairment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Person with mobility impairment	✓	✓	✓	✓	✓	✓	✓	✓			✓
Total	3	4	4	3	4	2	2	3	2	2	3
Legend	✓	Suitable Operation									
		Not Suitable for PWDs									

The PWDs absorbed by the factories are given OJT (On-Job-Training) in order to accomplish the designated task. Thus, imparting skill and knowledge for their growth.

Countrywide in different manufacturing locations more than 200 Persons with Disability are employed by the Spark Minda Group. Subsequently, ergonomics is also upgraded as per their disability to provide them ease while working. The Group engages PWDs with an affirmation of its commitment to sustainable business practice.

Various functions where PWDs are employed are Assembly, Production, Paint shop, Administration, Wire joint taping, Store Department, Inspection, etc. They are also provided with trainings like 5S, evacuation, fire safety, etc., to protect themselves during emergencies.

Voice of Programme Partner

On behalf of Assocham Foundation for Corporate Social Responsibility (AFCSR), the social arm of an apex industrial body the associated chambers of commerce and industry of India (Assocham), we are pleased to put on records that Spark Minda Foundation is forefront in providing 'enduring and sustainable solutions' and 'highly significant contributions' in enabling Persons with Disabilities (PWDs) to live their life fullest.

Saurabh Sanyal

Deputy Secretary General, Assocham





HEALTHCARE

EMPOWERING WOMEN THROUGH IMPROVED HEALTH

Women Empowerment Programme through improved health is a social initiative of Spark Minda Foundation to promote safe menstrual management, family planning and reproductive health knowledge among the local community. The Programme also aligns with SDG 3, 5, 6, 11, 17.



Menstrual Hygiene Awareness Programme

OBJECTIVE

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

This programme has been implemented in Kulesara Village, Greater Noida, U.P; Rudrapur, Pantnagar, Uttarakhand; Donda village, Pune, Maharashtra, Pillaipakkam village, Chennai, Tamilnadu; Bagla Village, Hisar, Haryana.

NEED ANALYSIS

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

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

diseases due to lack of hygiene practiced during their menstrual cycle.

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

PROGRAMME PARTNERS

Spark Minda Foundation in order to carry out the project mandate enrolled Global Hunt Foundation to undertake research study to understand what are the existing practices. Subsequently for the awareness programme in the Community Unicharm India Pvt. Ltd and Jatan Sansthan were brought on board.

DURATION

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

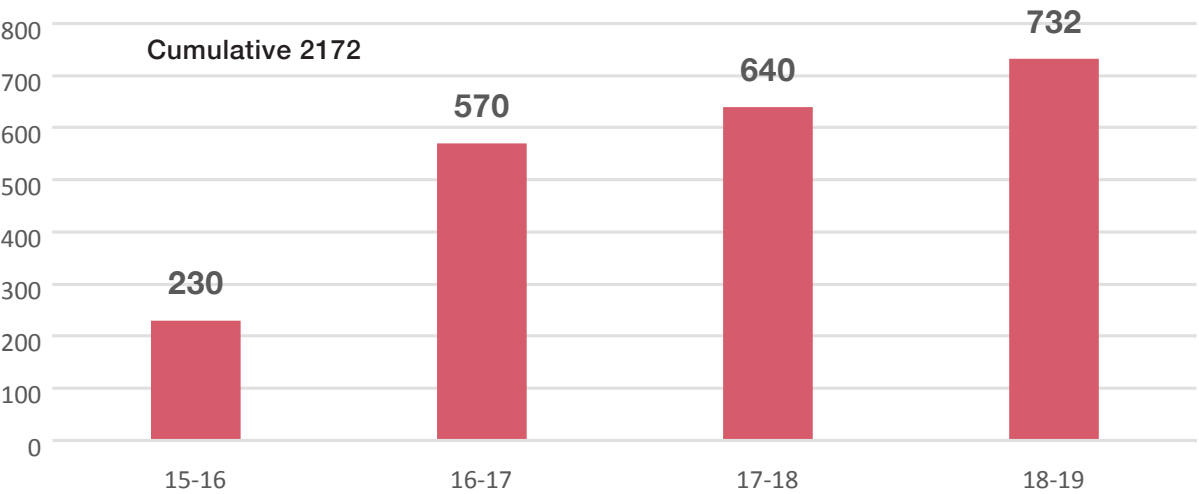


Phase-II the emphasis was on making women equipped in managing their menstruation through menstrual products, whether cloth or pad. Women are also taught how to make their own sanitary pad

and earn livelihood out of it. There was a gap of 4-5 months between both phases.

Till date this programme has reached to 2172 women and adolescents.

Number of Women covered from Menstrual Hygiene Programme (YTD)



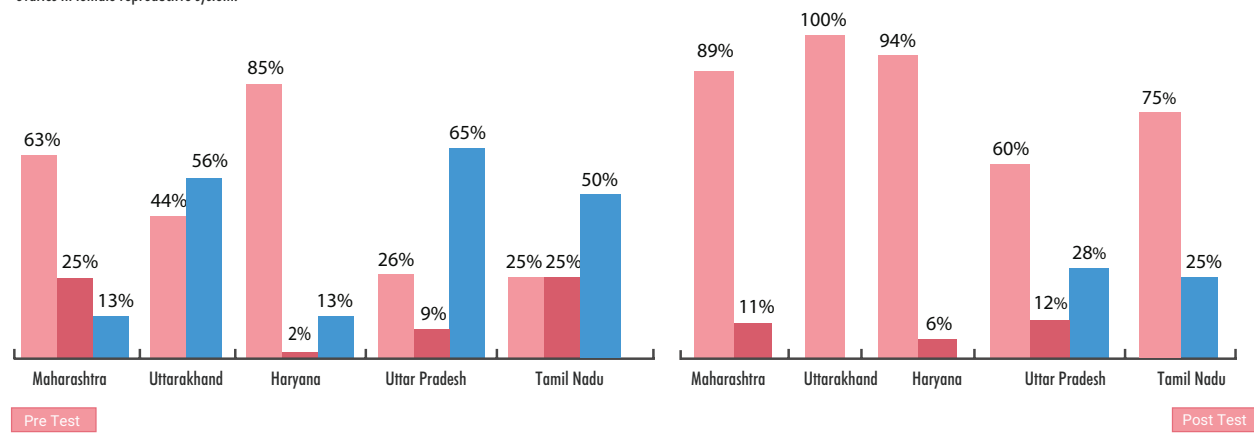
Analysis of the Programme

BODY KNOWLEDGE

Respondents in Uttarakhand & U.P. were not much aware about the ovaries in female reproductive system.

How many ovaries does a female reproductive have?

2 More than 4 Don't know

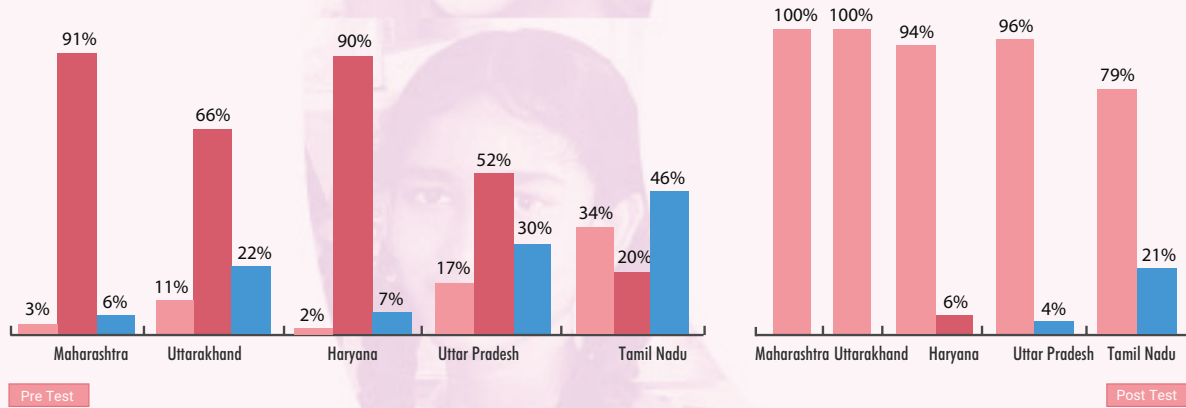


MENSTRUAL KNOWLEDGE

For most of the respondents menstruation was a god curse or a process that discharges dirty blood from body.

What is menstruation?

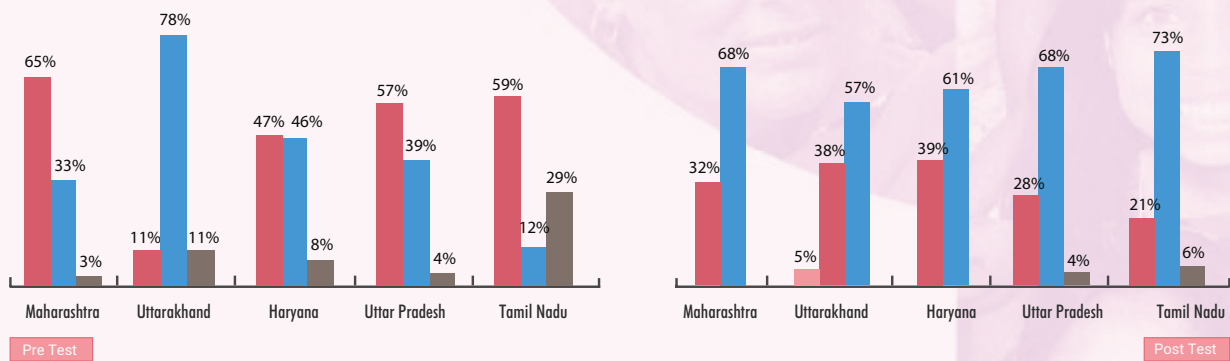
■ Natural Process ■ God Curse ■ Don't know



HOW MANY TIMES SHOULD A CLOTH/SANITARY NAPKIN BE CHANGED IN A DAY?

■ 1 time in a day ■ 2 to 3 times ■ 3 to 4 times ■ Don't know

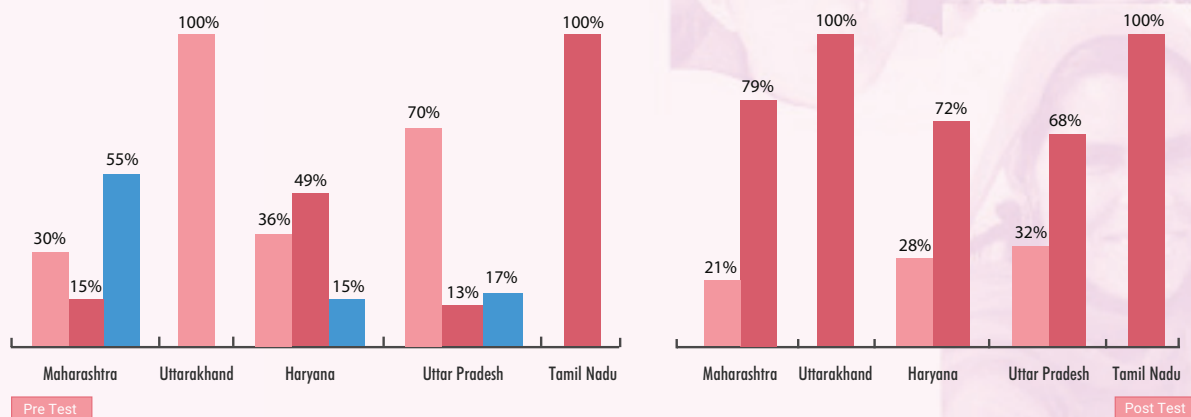
The general pattern of changing cloth/sanitary pad was 2-3 times in a day.



IS MENSTRUAL BLOOD DIRTY AND IMPURE?

Except for Tamil Nadu almost all the respondents responded that menstrual blood is dirty and impure.

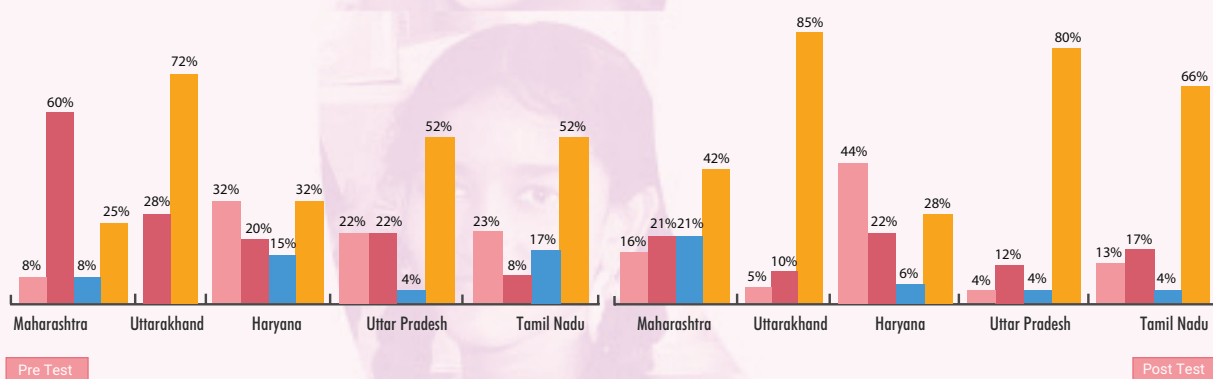
■ Yes ■ No ■ Not Mentioned



HOW DO YOU DISPOSE USED CLOTH/SANITARY PAD?

■ Bury It ■ Burn It ■ Not Mentioned ■ Wrap and throw it in a dustbin

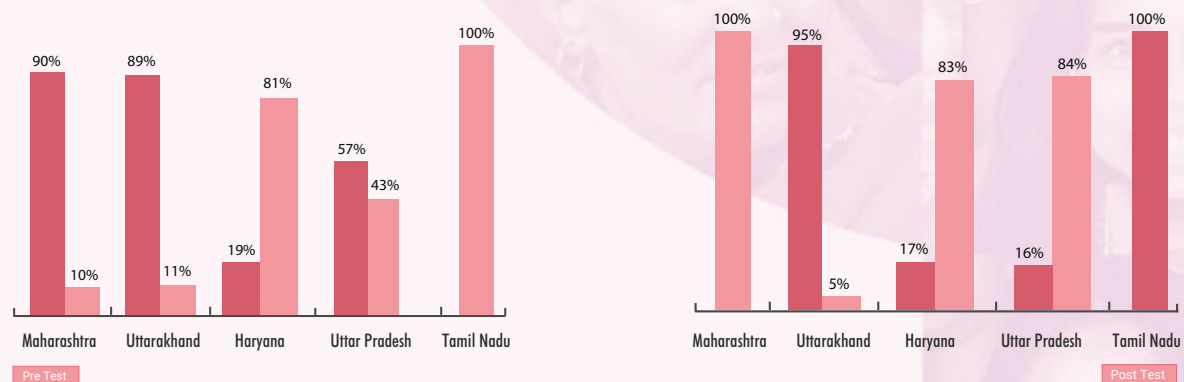
The cloth using respondents usually burn the cloth while the sanitary pad using respondents wrap it and throw it in open land.



SHOULD MEN BE ALSO AWARE ABOUT MENSTRUATION?

■ Yes ■ No

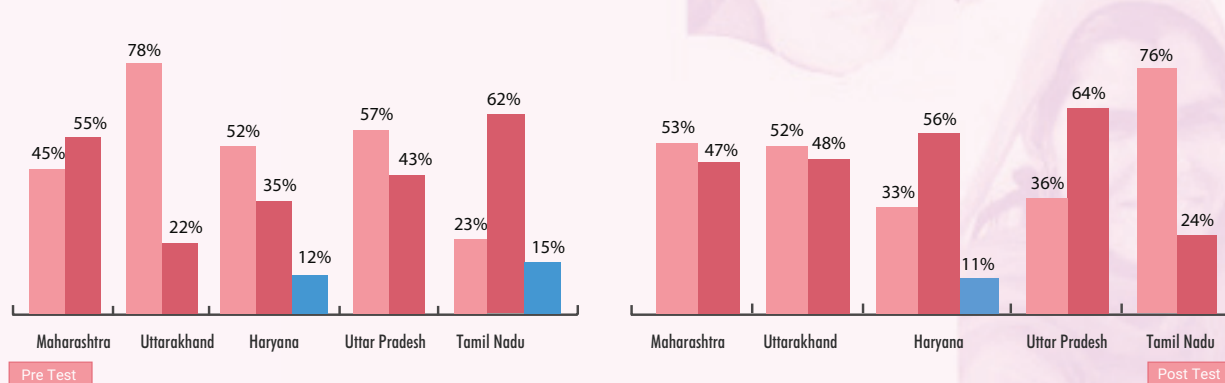
Other Tamil Nadu women did not agree on giving menstrual information to men.



IF GIVEN CHANCE DO YOU WANT TO STOP FOLLOWING SOCIAL TABOOS DURING MENSTRUATION?

■ Yes ■ No ■ Not Mentioned

Expect for Maharashtra most of the respondents agreed that if given a chance they would stop following social taboos followed during menstruation.



Asha workers, Aaganwadi worker, representatives from Government Health Department and local NGOs also participated in the session

FEEDBACK FROM THE COMMUNITY

“

When we got our first menstruation we had no one who can tell, what menstruation is. Training like these make a difference as they inform and enhance a girl's knowledge towards this subject and how as society members we should accept menstruation as a normal course.

– Aarti Devi (Active community member)

”

“

No logical explanation was given to us when we received a first period we were only told that it's a process which will happen to us on monthly basis and out of the two products we are given either pad or cloth. This session tells us that why we have monthly cycle and how best we can manage our menstruation. It's a great learning and I will tell this to my daughter as well.

– Anusuiya Devdasi (Pune session participant)

”

“

As a social health worker we regularly interact with community. However through this training we have realized that our objective should be to discuss all aspects of a woman health in order to promote overall well-being.

–Savita Mali (Noida Asha worker)

”

“

The shyness to talk about menstruation is no more there. Through the apron activity I was able to understand the entire biological process clearly. I will talk about this among my friends as well so that they can also clearly understand about menstruation.

– Rinki (Noida session participant adolescent)

”

“

There are lot of stories related to a menstruating woman, I myself coming from a society where menstruation is a taboo restricts our mobility. But by attending this training I have realized that atleast we can give away with certain physical taboos that are not directed to menstruation course.

– Yasmeen Khatun (Noida session participant)

”

“

Thanks for bringing this topic within us and especially discussing it in context of hygiene.

– Sujitha (Chennai participant adolescent)

”

“

Earlier we had so many questions regarding menstruation but from today our minds are clear.

– Sushila (Pantnagar session participant)

”

“

We learnt about our own development and growth.

– Deepika (Chennai participant adolescent)

”



Sanitary Napkin Vending Machine

As per the study from the menstrual hygiene programme, use of sanitary napkins and percentage is much lower in rural areas. It is observed that 20 percent of girls did not use toilet in school/ working areas during menstruation in fear of staining and more than two out of five girls had no idea about menstruation, when they started with their periods.

Opening the full basket of options under menstrual hygiene management, Spark Minda Group installed vending machines at Aakarshan skill development centres and Spark Minda Group companies of U.P, Tamilnadu, Haryana, Uttarakhand, Maharashtra for community women and female associates working in the factories.

A total of 32 machines were installed reaching out to approximately 10000 adolescents and women.



Family Planning and Reproductive Health

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

Objectives of the Intervention

- To create awareness of modern family planning methods amongst the men and women.
- To ensure accurate and consistent messages on Family Planning.
- To identify and help overcome specific barriers and myths to adapt to Family Planning methods.
- To help the community understand the benefits of family planning regarding mother and

child health, women empowerment, social and economic development of the country, reduction in mortality and morbidity and importance of a small and healthy family.

Intervention Activities

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

- **Development of Training Tools**

Content outline and Module for the training was developed seeing the target population. PowerPoint presentation and Identification of Movies/clips were also designed as per regional language. Pre-test and Post-test questionnaire were also conducted to analyze the knowledge and practice of the community over the subject .



- **Mobilization of community**

For the mobilization of the community members, developing strategies and tools for the mobilization of the community members for the training programmes Spark Minda CSR team approached and interacted with the local Asha workers and Aganwadi workers for community mobilisation through door-to-door visits.

- **Training Proceedings**

The training was conducted in 5 sessions:-

Session I: welcome and introduction of participants and team building exercise

Session II: understanding of reproductive organs, menstrual Cycle, conception/ pregnancy

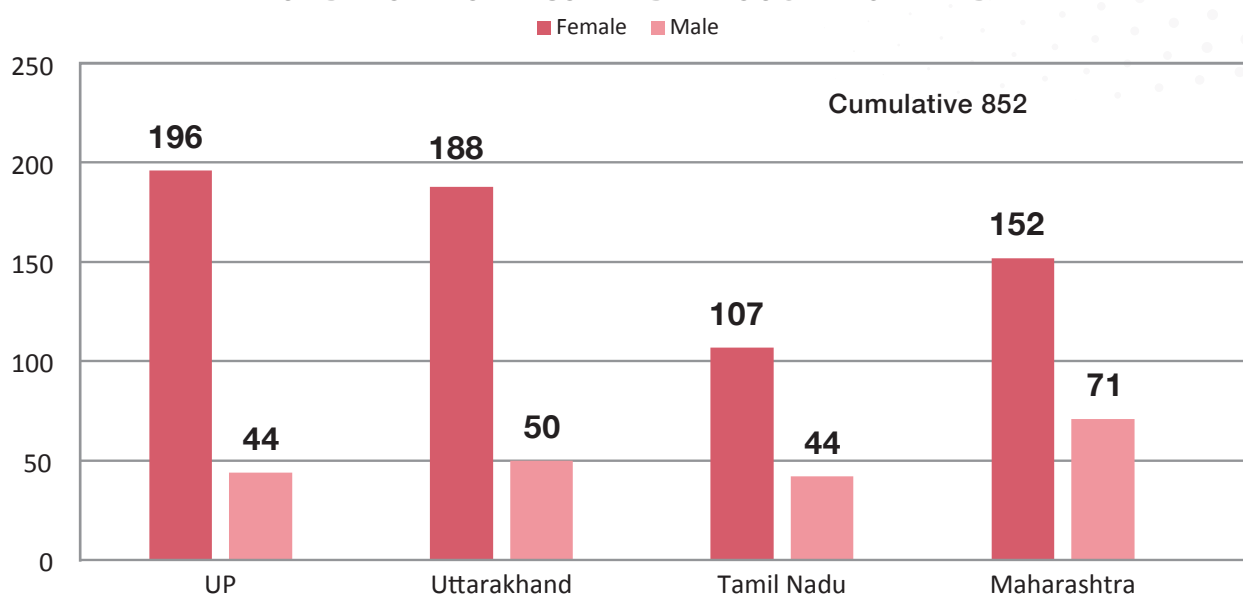
Session III: Importance and benefits of family planning

Session IV: Methods of Contraception and Importance for HTSP (Healthy Timing and Spacing of Pregnancies)

Session V :- Interaction with Asha workers and Aganwadi workers to give information about various schemes, subsidies, etc., available under family planning and how it can be availed.

A total of 852 participants attended the training programme at 4 locations i.e. 643 women and 209 men; which includes married and unmarried both in reproductive age group.

NUMBER OF PEOPLE COVERED THROUGH FP & RH YTD



Commitment to benefit 3000 women through Menstrual Hygiene, Family Planning & Reproductive Health registered in United Nation. The organization has till date covered 3024 women, adolescents and men through this programme.

Voice of Programme Partners

For past two years, we have been one of the partners to Spark Minda Foundation for their women and child healthcare programmes. With the spirit of bringing positive change in the lives of rural communities in respect to health several key initiatives have been planned, initiated and established. Whether through menstrual hygiene or reproductive healthcare, GlobalHunt Foundation have been able to reach diverse mindsets, practices and geographies thereby proving a learning experience for us as an organization. Moreover, as a research partner we have worked to add our contribution by providing insight towards existing knowledge, practices and attitudes that was essential for formulating the course of the projects. Once again, I share gratitude towards Spark Minda Foundation for partnering with us in their endeavor.

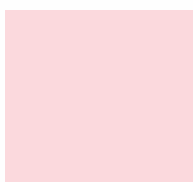
Ms. Tanu Goel

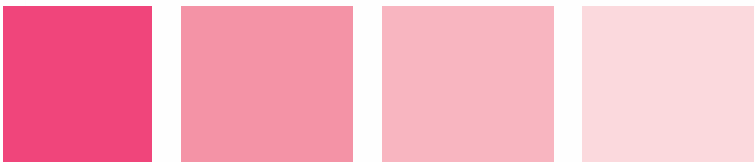
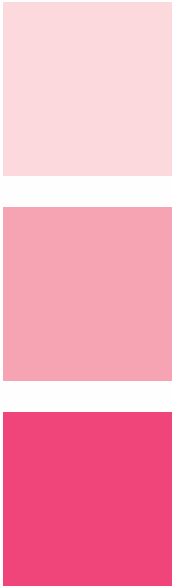
Managing Director

GlobalHunt Foundation



GLIMPSE OF WOMEN EMPOWERMENT PROGRAMME





EYE HEALTHCARE PROGRAMME

Aligned with SDG 3 i.e good health and wellbeing, the awareness related to the eye health is very less in the rural corners of India.

SOME ALARMING DATA FROM WHO: -

- Globally there were 36 million Person with Visual Impairment in 2015, of whom 11.7 million (32.5%) lived in South Asia
- 81.2% of all blindness is avoidable
- India is experiencing third epidemic of blindness caused by retinopathy of prematurity, in addition to a dramatic increase in diabetic retinopathy

Therefore to reduce the gap, this programme is implemented.

NEED ANALYSIS

While working in the ground with rural community, poor eye health was observed by the doctors of general medical camp, which was organized by the Group.

The medical team identified people were suffering from many forms of eye disease or were in need of spectacle. The findings ranged between the following: Corneal opacity/injuries, Vision, Cataract, Retinal Pathology, Glaucoma.

Therefore, to overcome the issue an eye healthcare programme was conceived with Helpage India, District Administration and Vision Spring as a partner.

TARGET GROUP

Old aged people, children, youth and women suffering from Eye health issues.

LOCATIONS

Pune, Maharashtra, Chennai, Tamilnadu, Hisar and Gurugram, Haryana, Rudrapur, Uttarakhand, Greater Noida, U.P

METHODOLOGY

The objective of this camp is to screen patients with eye ailments, irrespective of age and gender and provide



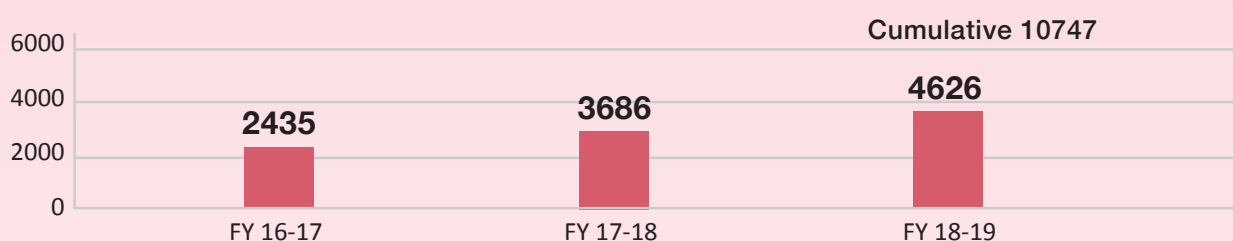
spectacles to those with refractive errors. A series of 2 camps were organized in each locations in the span of one year. These camps catered following services to the rural mass :-

- Eye checkups
- Free Spectacles
- Free Medicine/ eyedrops
- Referral to empaneled hospitals for cataract surgeries

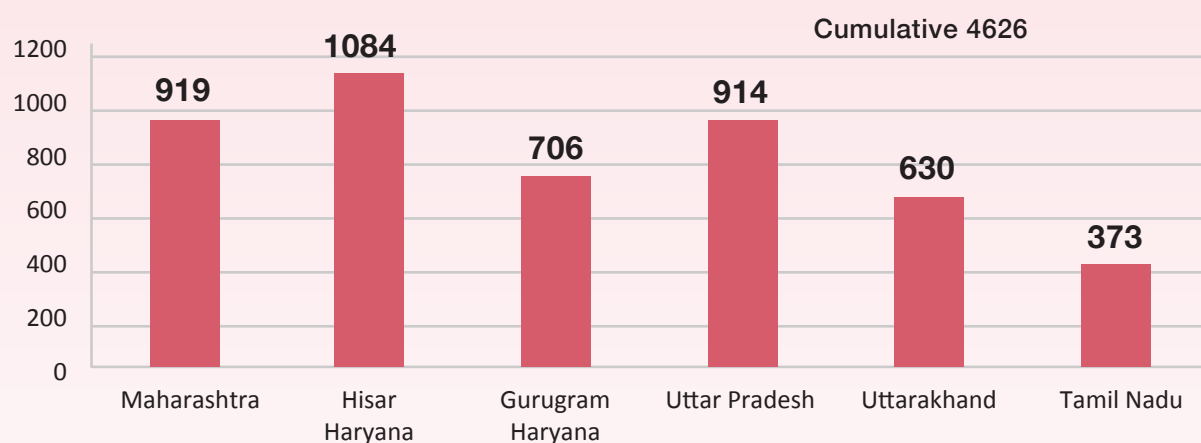
OUTCOME

With 12 camps in financial year 18-19, Spark Minda foundation reached to 4626 people. Whereas, till date have covered 10747 people from this programme. During the camps in FY 18-19, 167 people were identified and referred for cataract surgeries in empaneled hospitals like Shankara Eye Hospital, I care Hospital, Dr. Shroff Charity Eye Hospital, Sita Ram Hospital, Desai Hospital, Civil Hospital, etc.

PEOPLE COVERED THROUGH EYE CAMPS (YTD)



PEOPLE COVERED IN FY 18-19



Voice of Stakeholder

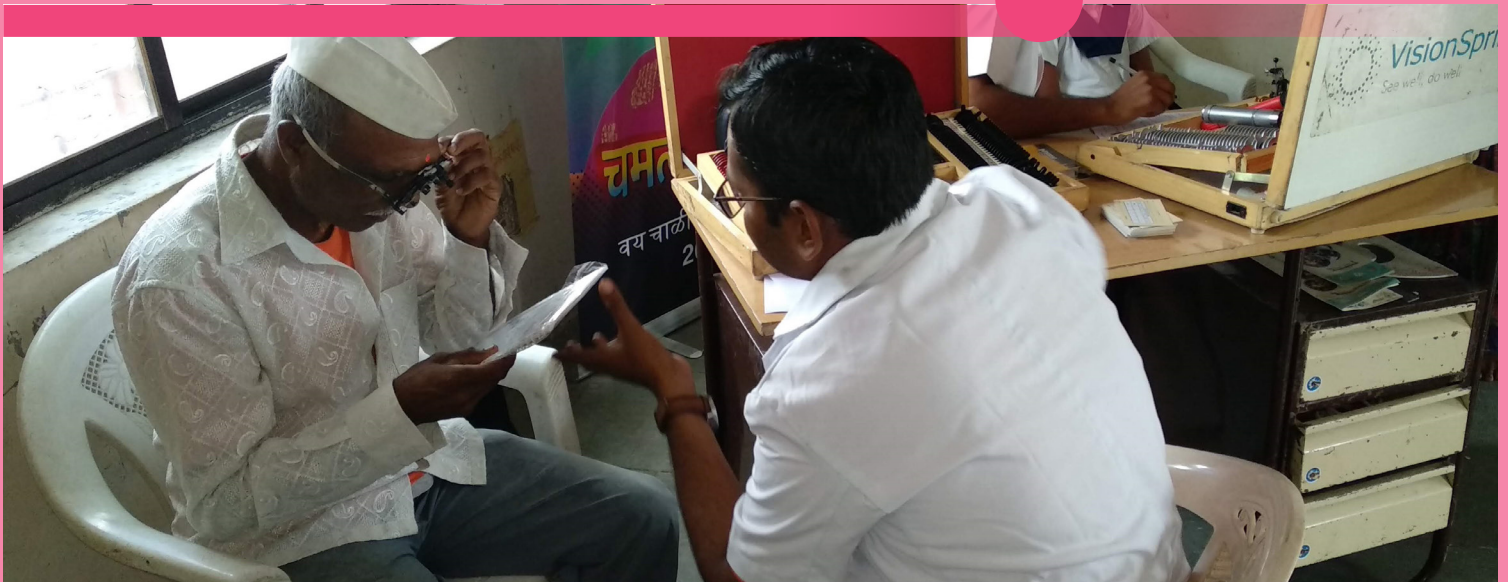
For the past three years, we have been partnering with Spark Minda Foundation for specialized Eye Checkup camps with spectacle distribution in 5-6 states of India. Restoration of vision to beneficiaries affected with refractive errors has enabled them to resume activities of daily living and regain their independence and dignity. In 2018-19, we have treated more than 4000 beneficiaries with medicines and spectacles with Spark Minda Foundation's support. Help Age India is thankful to Spark Minda Foundation for partnering with us for this project and making a positive difference in many of the destitute communities. We have been able to expand our working areas and succeed on the project goals with the involvement and all-round support of the entire team involved in this programme. We appreciate the precious time, valuable suggestions and hard work before and during the implementation of this programme.

—Reema Joemon, Programme Coordinator, Helpage India



GLIMPSE OF EYE HEALTHCARE PROGRAMME

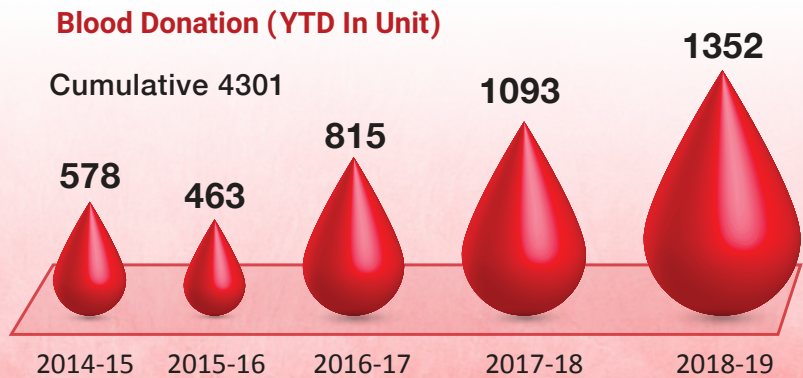




BLOOD DONATION PROGRAMME



Spark Minda Foundation, intervenes through its CSR campaigns to bridge the blood requirement gap by organizing blood donation camps in group factories involving the nearby community with the help of Gram Panchayat, Rotary Club, Red Cross, National Thalassemia Society and hospitals. In FY 18-19, a total of 1352 units of blood were donated by the employees whereas till date 4301 units of blood has been donated.





MEDICAL CAMP PROGRAMME

Under the Sustainable Development Goal 3 i.e Good Health and Wellbeing, it is essential for each and every individual to be healthy, but at least half of the world's population still does not have access to essential health services.

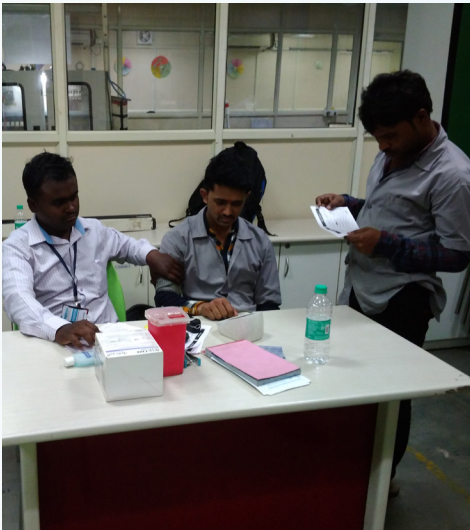
With the objective of providing health related awareness, Spark Minda Foundation continuously conducts medical

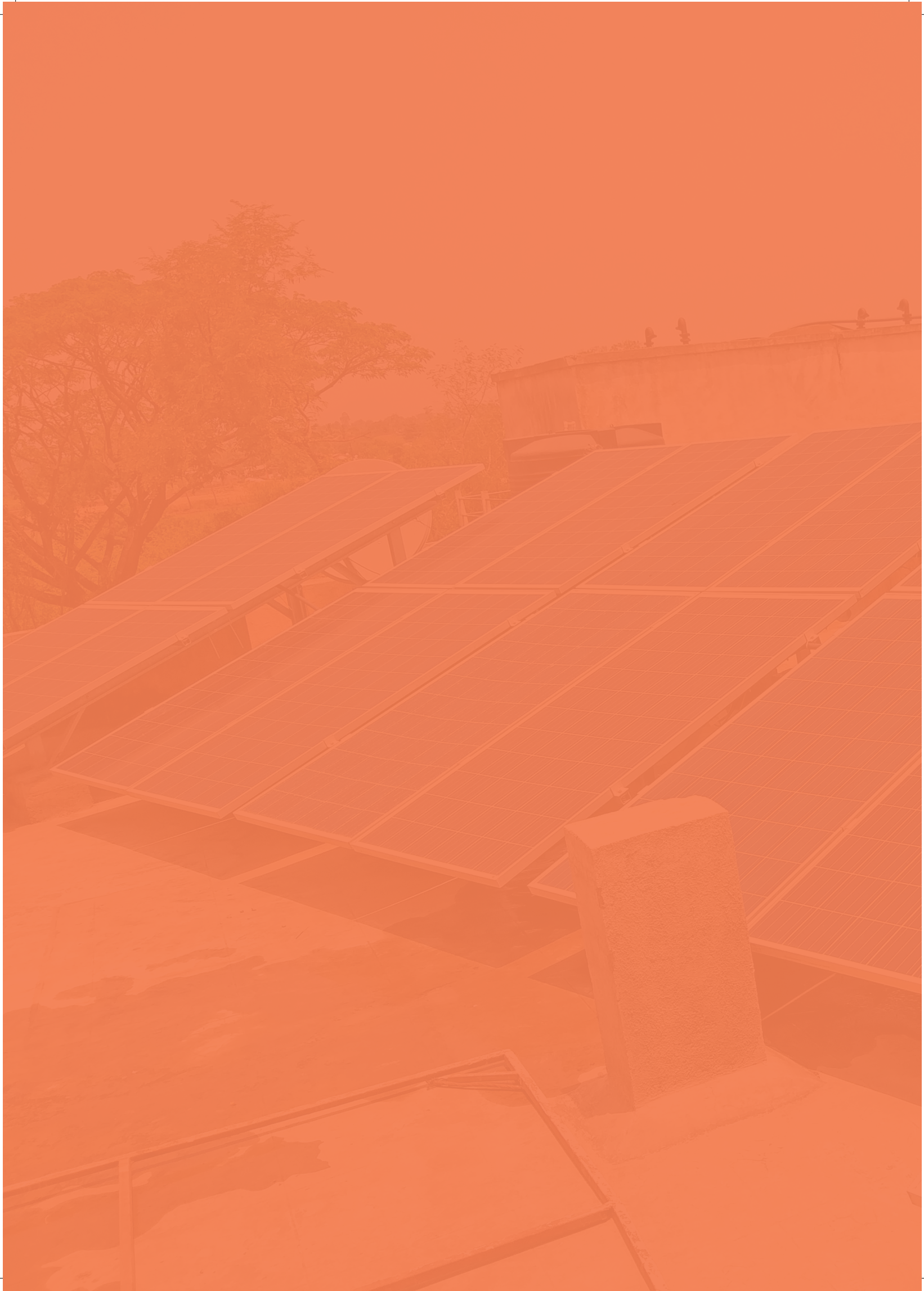
camps in the community nearby factory area to identify the basic healthcare needs.

In FY 18-19, during the medical camp such as General Physician, Gynecologist, pedestrian, orthopedic, dentists etc. were involved for the underprivileged community.

These camps have reached to 10,883 people in FY18-19.









COMMUNITY INFRASTRUCTURE

COMMUNITY INFRASTRUCTURE PROGRAMME

At Spark Minda, we aim to ensure availability and accessibility of sanitation and other facilities to the community. Spark Minda Foundation under the SDG 6 -Clean Water and Sanitation, SDG 11 -Sustainable

Cities and Communities and SDG 4- Quality Education has developed following Community Infrastructure projects for the upliftment of people.

FY – 18-19



Toilet at community place, Pantnagar, Uttarakhand.
Estimated no. of beneficiaries covered- 500



Smart Class at Bhairavnath Vidyalaya, Donda-Pune.
Estimated no. of beneficiaries covered - 300



Smart Class at Govt. Primary School, Ravindranagar-Pantnagar. Estimated no. of beneficiaries covered- 200



Smart Class at Govt. High School, Vengadu- Chennai.
Estimated no. of beneficiaries covered- 89

FY – 14-15



Toilet construction at Saraswati Sishu Vidya Mandir, Uttarakhand, Estimated no. of beneficiaries covered -1000

FY – 15-16



Rest Room construction for Women Police, Chakan – Pune.
Estimated no. of beneficiaries covered - 35



Solar Panel installation at Bhairavnath Vidyalaya
Donde-Pune. Estimated no. of beneficiaries covered -200



Solar operated battery inverter setup for Computer Lab
at Bhairavnath Vidyalaya, Donde, Pune. Estimated No. of
beneficiaries covered - 310

FY – 16-17



Safe Drinking water project at Balika Vidya Mandir Jr. High School, Jagatpura-Rudrapur. Estimated no. of beneficiaries covered -650



Safe Drinking water project at Govt. school, Vengadu-Chennai. Estimated no. of beneficiaries covered -100



Safe Drinking water project at Zila Parishad school, Dond-Pune. Estimated no. of beneficiaries covered -400



Safe Drinking water project at Zila Parishad school, Saidani Thakarwadi, Dond-Pune. Estimated no. of beneficiaries covered -500



Toilet Construction at Rajkiya Prathamik Vidyalaya, Ravindranagar-Pantnagar. Estimated no. of beneficiaries covered- 300



Toilet Construction at Zila Parishad school, Dond-Pune. Estimated no. of beneficiaries covered- 250



Solar Panel installation at Panchayat Building at Pune, Chennai, Greater Noida. Estimated no. of beneficiaries covered -800

FY – 17-18



Toilet Construction at Cremation ground at river side, Donde-Pune. Estimated no. of beneficiaries covered -1200



Toilet Construction at Bhairavnath Vidyalaya, Donde-Pune. Estimated no. of beneficiaries covered -300



Solar Panel installation at Water Distribution Scheme, Donde-Pune. Estimated no. of beneficiaries covered -3000



Classroom Construction at Government Primary School, Ravindranagar-Pantnagar. Estimated no. of beneficiaries covered -250

Maintenance of these above facilities are done by Gram Panchayat, School Management Committee and respective community institutions. These facilities are estimated to reach to 10000 people annually.



A young boy with dark hair, wearing a striped shirt, is looking through a dense cluster of green leaves. The image is framed by a white border. The background is a solid green color.

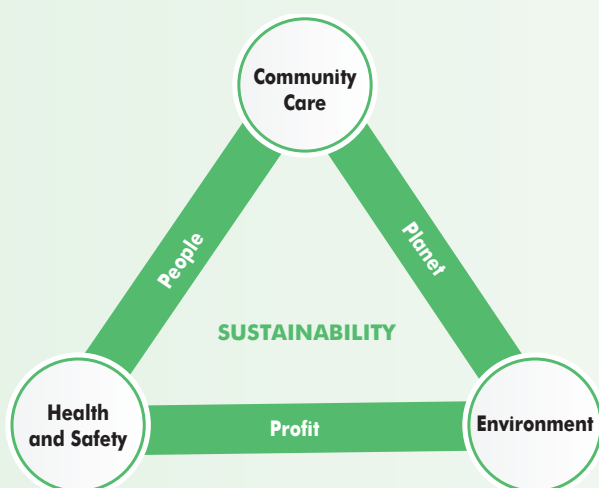
ENVIRONMENT

BUSINESS SUSTAINABILITY

PROJECTS AND PERFORMANCE

Business sustainability is often defined as managing the triple bottom line - a process by which companies manage their financial, social and environmental risks, obligations and opportunities. These three impacts are sometimes referred to as profits, people and planet.

At Spark Minda Group, one of the major interventions of CSR is Environment and Business Sustainability



There are certain requirements that must be met in order for a company to be considered part of the green business world. These include:

- The business must be considered more environment friendly than traditional businesses
- Sustainability should be at the forefront of business decision making
- An observable commitment to green practices has to be implemented across the board
- Services and products offered from the business should be environment friendly or meet the public demand for sustainable products.
- Because green practices, standards and demands are always changing, it is important for businesses that employ efforts to stay green to keep up with changing technology.

Therefore, following the footsteps Spark Minda Group, works on 6 Environmental Sustainability projects, which are follows:-



Tree Plantation

Planting trees combat many environmental issues like deforestation, erosion of soil, desertification in semi-arid areas, global warming and hence enhancing the beauty and balance of the environment. Trees absorb harmful gases and emit oxygen resulting in increase in oxygen supply. On an average, a single tree emits 260 pounds of oxygen annually. Similarly, a fully-grown tree is sufficient for 18 human beings in one acre of land in one year stressing the importance of tree plantation for mankind.

Thus, contributing to 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 tree plantation drive all across its businesses. All the units of the Group are dedicating their efforts by carrying out the plantation drive inside as well as outside the factories. Sustenance and maintenance of these trees by creating a sense of responsibility towards their protection is also ensured by the team.

A database is being managed to keep the record for the survival and sustainability of plants. The group has also developed a SOP of plantation so that the activity takes place in a systematic way at all the levels.



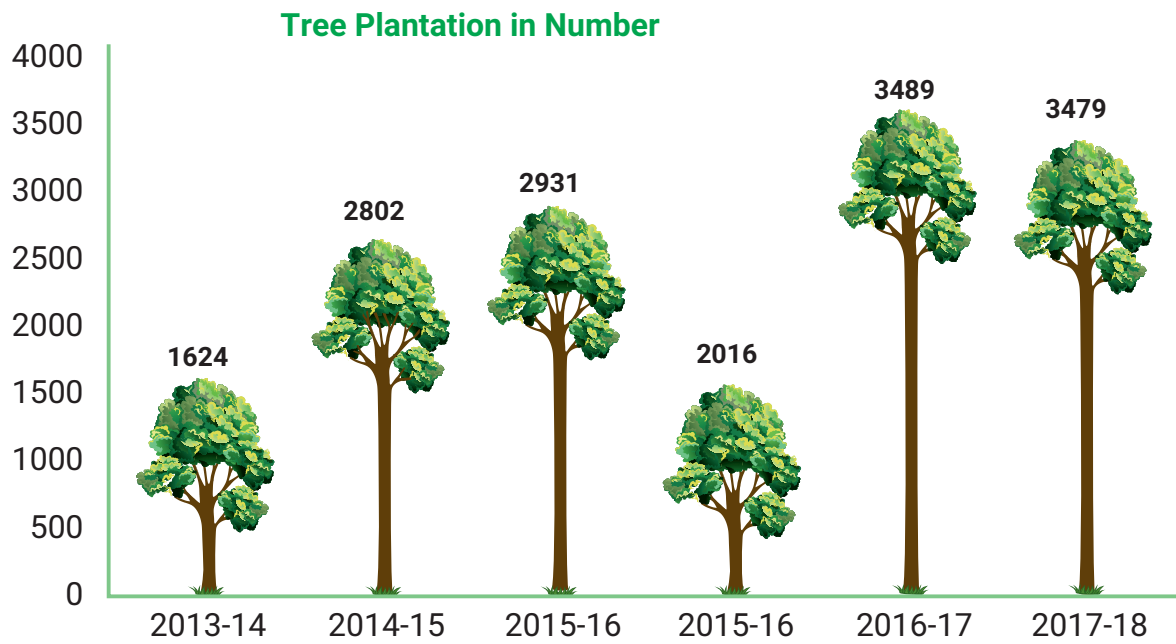
Glimpses of Plantation Drives around the Group







This year in Dondre village, Pune, celebrated birthday of 100 trees planted. These trees have 100% sustenance rate.



In FY 18-19, 3479 trees were planted. Whereas, till date 16,341 have been planted with 90% sustenance by the Group.

Paper Saving

Paper is too valuable to waste around the world we use 1 million tons of paper every day. Too much of paper usage is wasteful and unnecessary and puts huge pressures on the environment.

Paper usage in many parts of the world is on the rise. Expanding production and pulp wood harvesting threatens some of the last remaining natural forests and wildlife that depend on them. The world's paper hunger also significantly contributes to climate change.

We at Spark Minda, focuses not only planting trees but also on minimizing and reducing our paper usage in our official work.

Subsequently, electronic and alternative processes are being introduced to reduce the consumption of paper in various operations. Some of the examples are:

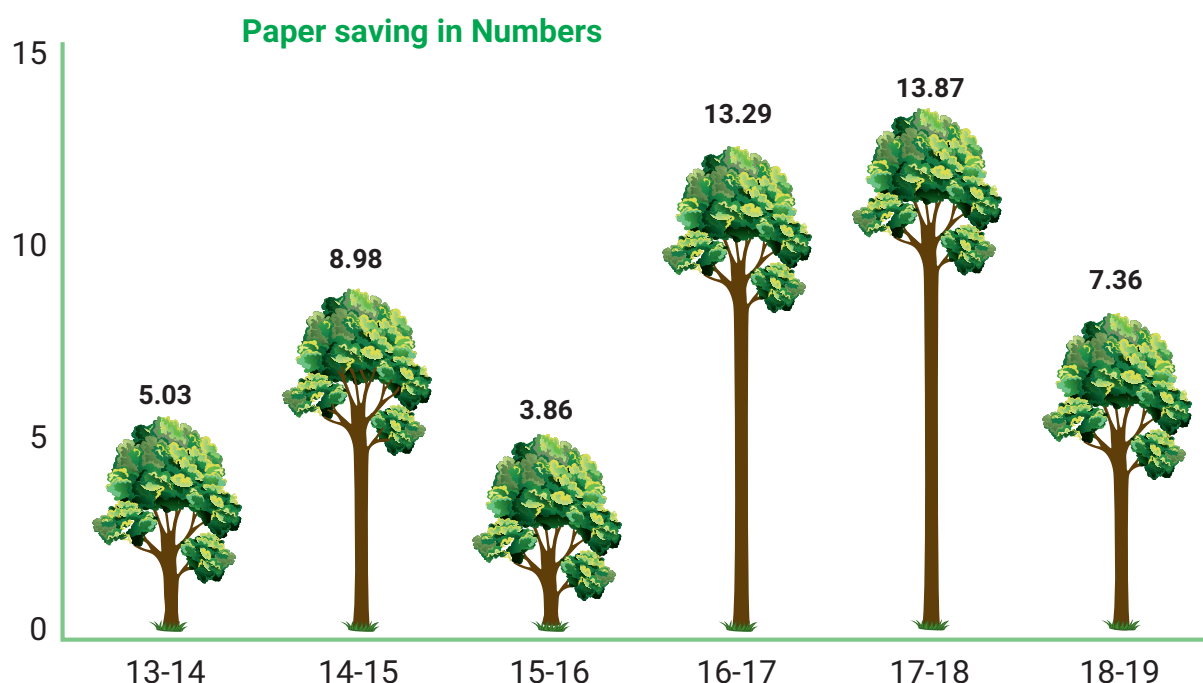
- Installed Android OS Based LCD to remove paper drawings from station
- Restricted paper issuing from store department
- Implementation of online leave management software
- Online vendor management
- Creation of Department wise user ID and Password for printer, i.e. pass code protection in printers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





- Online Personnel Management System
- One side paper usage

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

The Group saved approximately 7.36 lakh papers through these initiatives in FY18-19. Till date 52.39 lakh papers or 629 trees have been saved.





1. Unit : MVASPL - PUNE 2. Business : SECURITY SYSTEM 3. Idea By : Mr. MANOJ PHASALE 4. Implemented by : Mr. YOGESH CHAUDHARI	CSR GOOD PRACTICE	10. Good Practice Number:- 01. 11. Date :- 05/04/2019.
5. Title : (WHAT&WHICH) Save Papers & Environment	12. Category - Education/Livelihood promotion/health and well being/community infrastructure/Care for persons with disability/Environment and Resource Protection	
7. Reason for selection of the idea To eliminate the half size paper consumption & save paper cost. <ul style="list-style-type: none"> Daily delivery challans & returnable challans printing on A4 size papers. Not available any other size papers to print for delivery challans & returnable challans. Implement A5 size papers to eliminate A4 size half paper waste. 	13. SITUATION BEFORE 	15. BENEFITS/ RESULTS (Quantitative or qualitative CSR Indicators) : <ul style="list-style-type: none"> Paper Saving / Day = 150 Nos. Paper Saving / Month = 150 x 26 = 3900Nos. Paper Saving / Year = 3900 x 12 = 46800 Nos. Cost Saving / Year = Total Rim 94* Rs.157 = Rs.14695 Rupees per year .
8. Cost incurred <ul style="list-style-type: none"> Rs.10 per paper rim cost 216 * Rs.10 = Rs.2160 9. Resource Utilized <ul style="list-style-type: none"> A4 size paper rim transfer to second party due to A5 size cutting purpose. 10. Time Spent <ul style="list-style-type: none"> 10 days. 	14. SITUATION AFTER 	16. Steps of Implementation (How) <ul style="list-style-type: none"> Check wastage paper size. Find out A5 size papers in market. Communicate our A4 size paper supplier due to half cut A4 size rim. Supplier done for half size cut A4 rims. Now all delivery challans & returnable challans printing on A5 size papers.
17. Group CSR Committee		18. Group Chief Business Excellence Officer

Energy Conservation

Energy conservation is the effort made to reduce the consumption of energy by using less of an energy service. This can be achieved either by using energy more efficiently or by reducing the amount of service used (for example, by driving less).

Energy conservation reduces the need for energy services and can result in increased environmental quality, national security, personal financial security and higher savings. It is at the top of the sustainable energy hierarchy. It also lowers energy costs by preventing future resource depletion. Conservation is the process of reducing demand on a limited supply and enabling that supply to begin to rebuild itself.

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

strategy but a fundamental operational prerequisite. Aims to ensure universal access to affordable, reliable and modern energy services, increase substantially the share of renewable energy in the global energy mix and double the global rate of improvement in energy efficiency

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

Eg:- We have recently replaced high Flow oil MTC with single MTC, which caused saving of 59905 units of electricity annually. Subsequently, an Induction motor which is a high-power consumption machine is replaced by servo drive motor. This initiative helped us in reducing electricity upto 41786 KWH.



Some of the electricity saving measures adopted by the Group in the manufacturing area includes: -

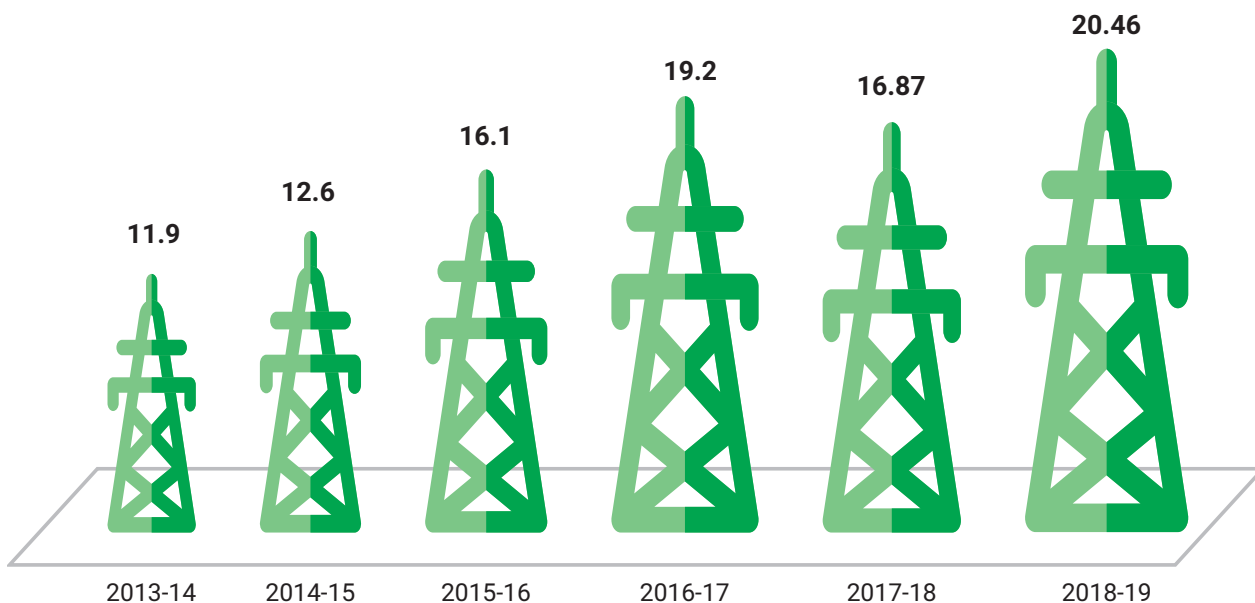
Saving Initiative by group Companies	
Activity Planned	Action Taken
Energy efficient cooling tower pump	Power consumption 6.31kw to 3.38kw
Energy efficient raw water pump	Power consumption 6kw to 4kw
Energy saving barrel heaters (IM-04)	Power consumption 0.08kw to 0.035kw
Insulation between barrel heaters	10% energy saving
VFD installed at STP blower	Motor frequency reduced 50Hz to 43Hz
VFD installed at IM-06	Motor frequency reduced 50Hz to 45Hz
VFD installed at cooling tower fan motor	Motor frequency reduced 50Hz to 45Hz
To control cooling tower fan based on return temp	Power consumption 3.44kw to 2.29kw
VFD installation in Assy. AHU	Motor frequency reduced 50Hz to 45Hz
Replacement of metal halide focus lamp	800Watt focus lamps replaced with 150Watt
Old AC replacement with Invertor	For 2T, 2.2Kw to 1.8Kw
100KW roof top solar in OPEX	4units/kw power generation
Energy efficient ceiling fans (40Nos)	Power consumption 0.08kw to 0.035kw

Energy Saving measures practiced in Non-Manufacturing area

1. Switching to BEE rated electrical appliances
2. Cleaning and maintaining equipment
3. Checking Air leakages
4. Turn off and run equipment only when required
5. Use natural airflow
6. Replace existing lights with LED
7. Shade windows and walls
8. Insulation
9. Make it collaborative, not top down
10. Check air conditioning lines
11. Installation of motion sensors and timers

By adopting above measures, in FY 18-19, the group have saved 20.46 Lakh KWH electricity. Whereas till date, 97.13 lakh KWH of electricity is being saved.

Electricity Saving in Lakh KWH



Solarization

Solar energy is radiant light and heat from the Sun that is harnessed using a range of ever-evolving technologies.

It is an important source of renewable energy and its technologies are broadly characterized as either passive solar or active solar depending on how they capture and distribute solar energy or convert it into solar power.

Advantages of Solar Energy

Renewable Energy Source

Reduces Electricity Bills

Diverse Applications

Low Maintenance Costs

Technology Development

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

Phase 1 includes Opex model, where solar panels are installed in the roof top of the factories.

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

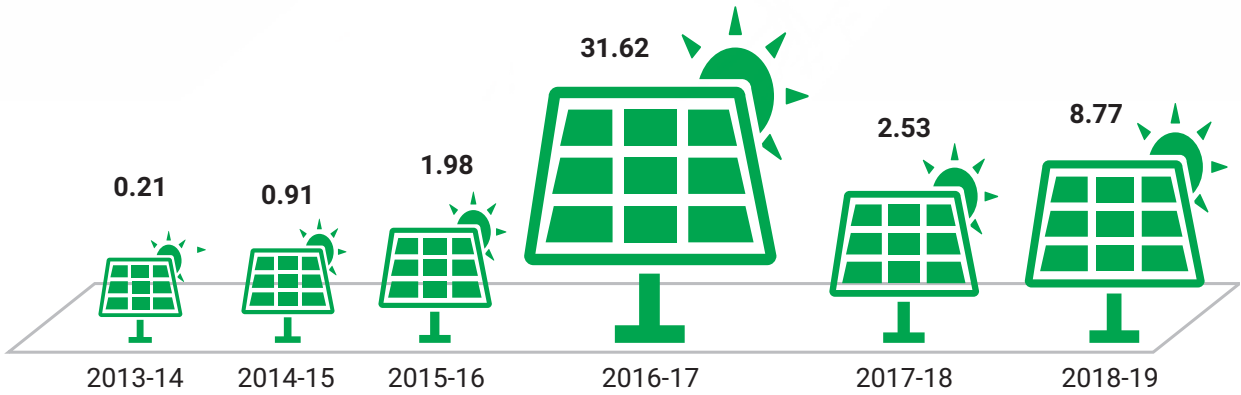
Some of the major solar producing companies are MCL, MCL DCD, MSIL, etc.

In FY 18-19, 8.77 Lakh KWH of electricity was generated through solar power. Whereas cumulative YTD its 46.02 Lakh KWH generated





Solar Power Generation in Lakh KWH



MSIL Pune plant runs 64% on solar Energy



MCL DCD GN office is 100% solarized

Water Conservation

Water conservation is the practice of using water efficiently to reduce unnecessary water usage.

Goals of SDG 6 includes international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies.

In alignment to SDG 6, the group has implemented integrated water resource management at all levels by promoting and implementing water harvesting,

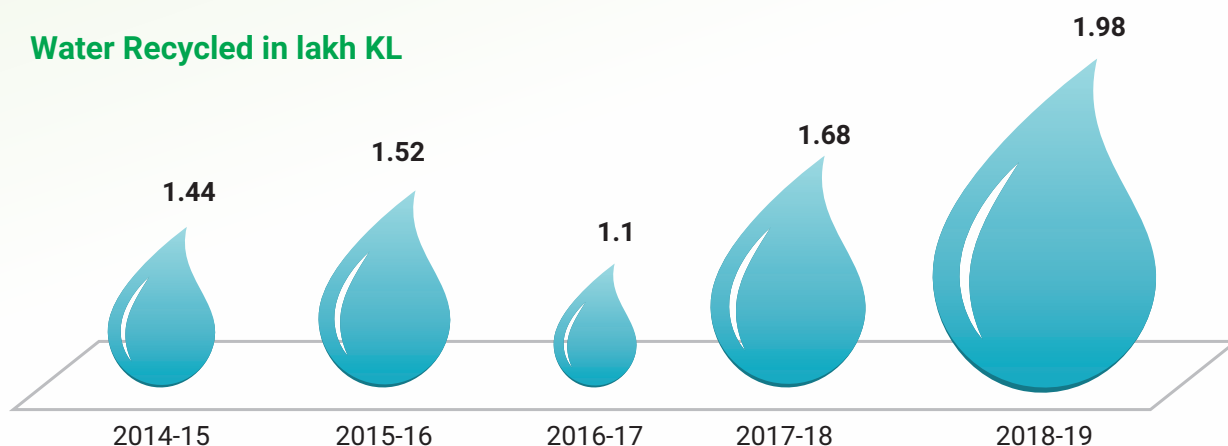
water efficiency, wastewater treatment, recycling and reuse technologies.

The Group is constructing and maintaining water harvesting structures like rain water harvesting, village ponds etc.

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

Through our water conservation initiatives, The Group has recycled 1.98 lakh KL of water in FY 18-19. Whereas, till date 7.72 lakh KL water is been recycled.

Water Recycled in lakh KL

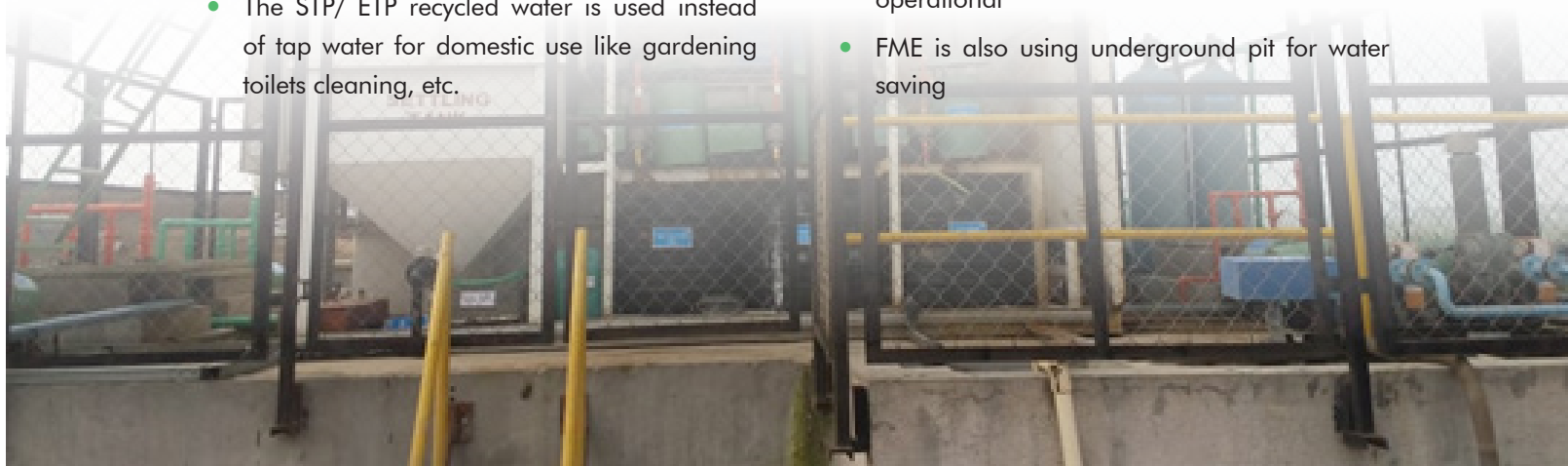


The Groups goal of water conservation include:

- Water Audit for reaching to water positive state
- Switching to sustainable landscaping
- Zero discharge from our units
- Water Saving through water conservation, Water harvesting and waste water treatment to be done for future sustainability.
- Installing 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 taps can save 30% of water
- The STP/ ETP recycled water is used instead of tap water for domestic use like gardening toilets cleaning, etc.

Some of the water saving measures adopted by the group includes:-

- Some of the factories like MSL CD have Installed Water Level Controller (WLC01) on Water Pump Panel to maintain the Water level, which automatically switch off when full and stop overflow in overhead Tanks.
- Also, some of our Factories like MSL Murbad have constructed structure such as pond water harvesting. The Unit Save 3 Tankers (1 Tanker= 8,000L) of water per day which comes around to be 78 Tankers per month.
- MSIL has also created an underground water harvesting tank of 8L Capacity which is now operational
- FME is also using underground pit for water saving



Waste Management

Waste management is the precise name for the collection, transportation, disposal or recycling and monitoring of waste. This term is assigned to the material, waste material that is produced through human being activity. This material is managed to avoid its adverse effect over human health and environment. With the aim of contributing to the creation of a recycling-oriented society, the Group conducts a number of 3R initiatives (3R = Reduce, Reuse, Recycle).



The Group knows that they cannot stop waste production entirely but everyone can make a significant contribution by adopting 3R practices.

In the factories waste collection bins are installed at all identified important places for proper waste

management. All bins are color coded according to the specific waste like paper, plastic, cloth, oil and metal. Timely Awareness and trainings are also given to the staff so that they are well aware of its implementation. We are also concerned towards minimizing the usage of stationary paper for printing and maximizing reusing of packaging materials.

Some of the 3R measures adopted by the group includes: -

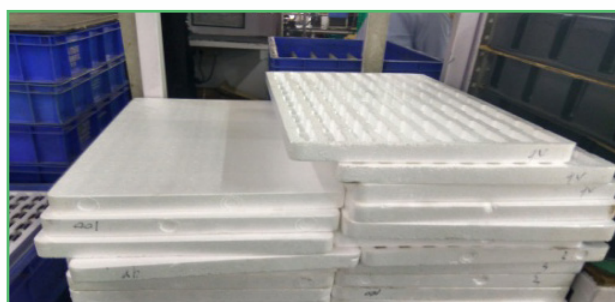
- Reusing the crystal foam cover in the molding which are return from assembly line
- Filtering transformer oil and reusing it for transformer again
- At ergo pack line daily 500 plastic bags are reused. Each bag cost was 2 rupees, so daily there is a saving of Rs. 1000/-
- Reuse plastic rejection material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



Vermicomposting



E- waste recycle



At speedo line odo assembly thermocol is reused by other factory for material packaging.



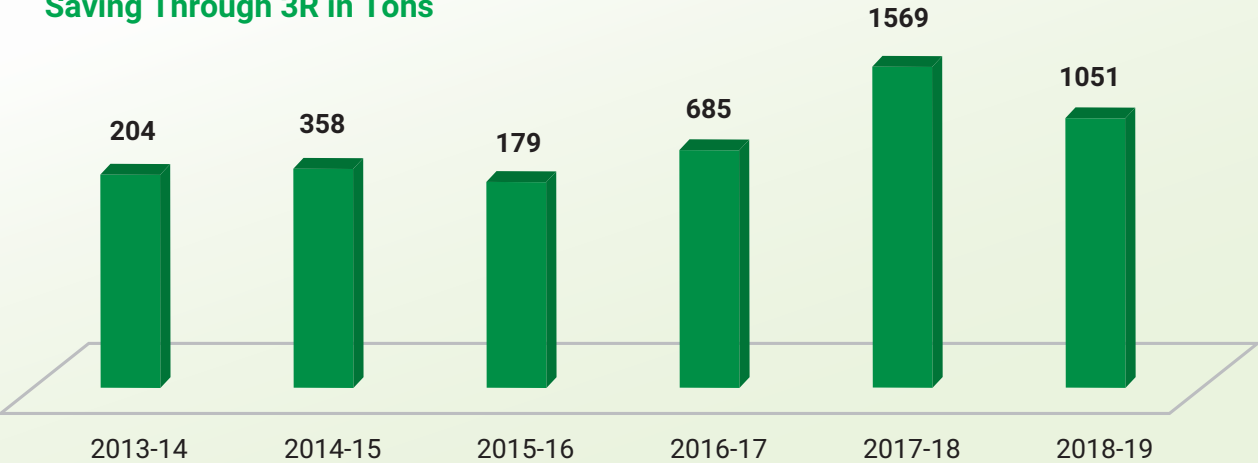
Different remaining printing ink is mixed together to obtain black color. This black color is further reused.



Waste management techniques adopted

In FY 18-19, total saving through 3R is 1051 tons and till date its 4046 tons.

Saving Through 3R in Tons



Other Social Drives



POLLUTION CONTROL CAMPAIGN

In periphery of our manufacturing units, Pollution Control Campaigns are organised. Free PUC Checkup is provided to the passing vehicles. Awareness regarding pollution control is also given to the drivers and other community people.

ROAD AND FIRE SAFETY CAMPAIGN

Road and Fire safety awareness campaign are conducted across all the units for the drivers and other community people. During the awareness drive, they were taught about road safety rules, Regulation, Road Signage, road accident clips, Importance of seat belt, Compliance under Motor Vehicle Act, types of fire extinguishers, mock drill to use them, etc.



CLOTH DONATION CAMPAIGN

Cloth Donation campaign in joint collaboration with 92.7 FM and Goonj NGO are regularly organized.

'People die due to dearth of clothes during winters.' Based on this understanding "Daryadili", a campaign initiated by 92.7 FM, for saving lives of people, who die due to scarcity of warm clotheaas, this campaign is dedicated to the people living on streets and slums in Delhi NCR Region.

AIDS AWARENESS CAMPAIGN

AIDS Awareness Campaign is done on the occasion of World Aids Day across all the units. Various highlights of the Programme are; Red Ribbon tagging, Skit presentation for AIDS Awareness etc.





POLIO ERADICATION CAMPAIGN

Supplementing the Government Programme on Polio Eradication, the Group does awareness campaigns nearby the manufacturing locations in collaboration with District Authorities.

AWARENESS CAMPAIGN ON WOMEN HEALTH

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



WORLD ENVIRONMENT DAY CAMPAIGNS

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

AWARENESS DRIVE ON NO TOBACCO DAY

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



MOGA DEVI MINDA



A MEMORIAL SCHOOL

MOGA DEVI MINDA CHARITABLE TRUST



MOGA DEVI MINDA CHARITABLE TRUST

Moga Devi Minda Charitable Trust is a Corporate Social Responsibility (CSR) initiative of the Uno Minda and Spark Minda Group. It is a non-political, social, and humanitarian and welfare organization. It is registered under the Societies Registration Act, 1860 and also registered under Section 12A of the Income Tax Act. MDMCT has completed 27 years of social service.

MDMCT has following initiatives-

- Minda Balgram
- Moga Devi Minda Memorial School
- S L Minda Skill Centre
- S L Minda Memorial Hospital



Minda Balgram

Minda Bal Gram (MBG) is a children home, licensed with the Department of Women and Child Development, Government of NCT of Delhi. MBG is an expanse of love and care for children who need care and protection.

Till date, 506 children have been admitted since inception (Year 2001) out of which 455 children restored whereas presently 51 children are residing in Balgram.



Moga Devi Minda Memorial School

Moga Devi Minda Memorial School (MDMMS) started in 2010 is spread over 6 acres in a safe, peaceful and eco-friendly environment with picturesque surroundings. The school is recognized and affiliated with the CBSE. MDMMS has well-designed classrooms and has already set a high standard of quality and value-based education. MDMMS is a school with a difference. The school encourages co-existence instead of cut-throat competition it provides a learning

environment instead of rote learning and encourages creative thinking instead of being monotonous all the time. The school is a Senior Secondary Co-education school and has 1363 students. MDMMS caters to provide high quality education in the rural area with excellent facilities like library, laboratories for Physics, Chemistry, Biology, Mathematics and Environment Science; and play grounds. The school is well equipped with an Art and Craft Room, Music Room and a Medical infirmary.



S L Minda Skill Centre

SL Minda skill centre (SLMSC) was established in 2007. It provides vocational training to rural youth. SLMSC is accredited with the National Institute of Open Schooling, which belongs to the Ministry of Human Resource and Development, Government of India. Vocational training is provided in different subjects

like Computer (Basic course), Computer Application, Computer Hardware and Networking, Desktop Publishing, Beauty culture and Indian Embroidery, Cutting and Tailoring, etc. The head SLMSC is situated at village Bagla, Hisar-Haryana. In FY 18-19, this centre reached to 276 people

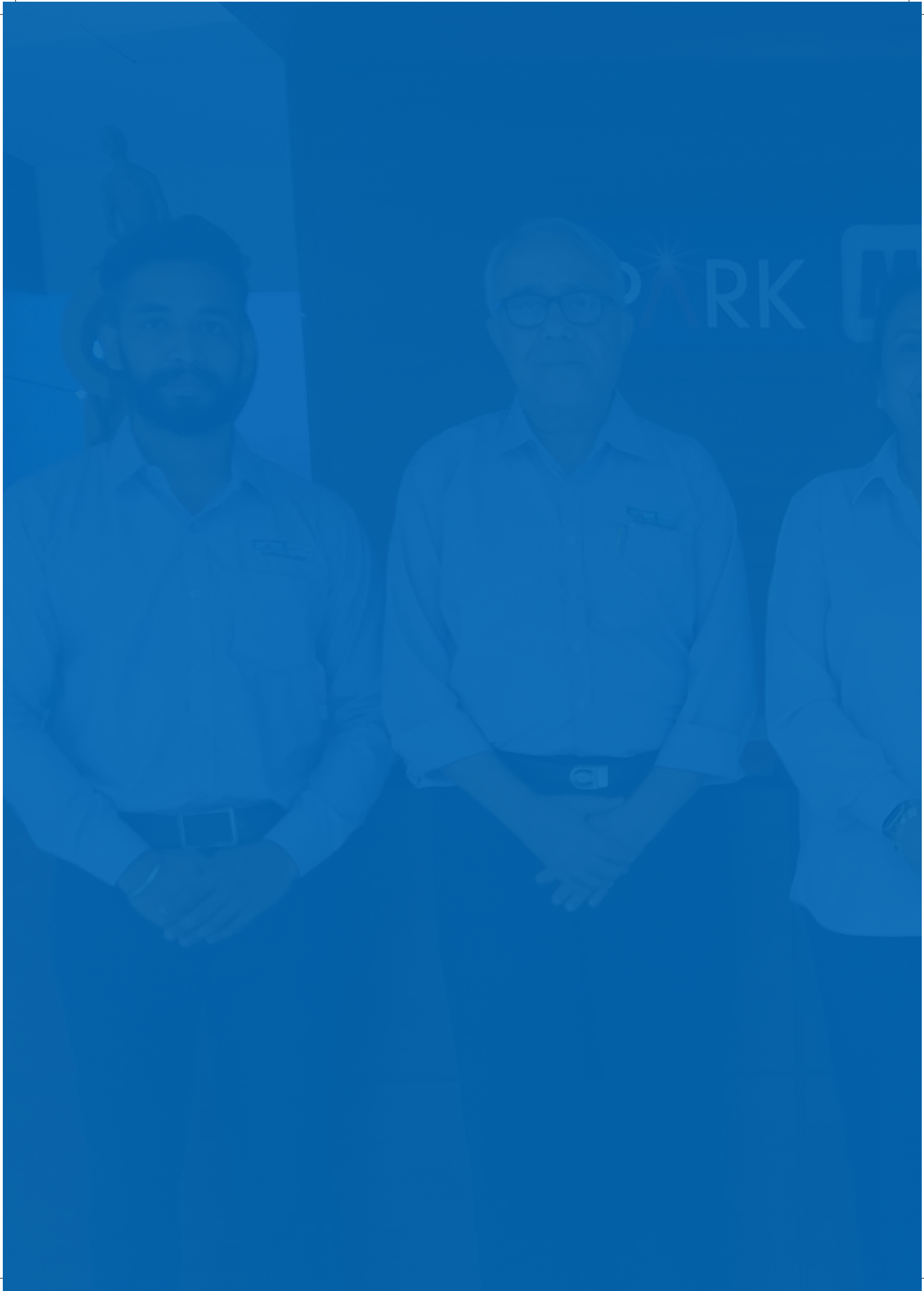


S L Minda Memorial Hospital

In Financial Year 2018-19, SL Minda Memorial Hospital had taken many initiatives for benefits of people. The endeavor of the hospital has always been to provide quality healthcare to people of Adampur Block. The response of the people to seek medical advice from Minda Hospital has been very encouraging and overwhelming. MDMCT laid emphasis on strengthening the different departments

of hospital VIZ; Medicine, Obstetrics & Gynaecology, General Surgery, Orthopaedics, Paediatrics, Dental, Physiotherapy, Pharmacy, Eye, Ent, Skin and Psychiatry. Medical team and other staff were recruited as per the need and state-of-the-art facilities including purchasing of new medical treatment procedures. Till date this hospital has benefitted 70682 people, whereas in FY 18-19 it has reached to 30203 people.







MEET OUR TEAM

COMMUNITY CSR TEAM



Team Tamil Nadu



Team Uttar Pradesh



Team Uttarakhand



Team Maharashtra



Team Haryana



Team Corporate

Sparkconnect – Annual CSR Meet - 2019

The Group CSR held its 4th Annual CSR Meet - 'Sparkconnect'- Share & Care, from 27th – 30th March 2019 at Goa.

The Meet was organized for CSR Executives, Coordinators, Trainers of all Project locations of India (Uttar Pradesh, Maharashtra, Tamilnadu, Haryana and Uttarakhand) with the objective to provide a platform for sharing of relevant knowledge, exploring new avenues for initiating CSR projects in the upcoming year, team bonding and also providing a platform for replication of good practices.

The comprehensive 3-day programme initiated with a visit to Aakarshan programme, Saksham Empowerment Centre, Community Infrastructure projects and Convocation ceremony of Pune.

The second day began with a meeting where each regional CSR coordinators gave a presentation on their respective locations key targets and achievements with a detailed SWOT analysis. This was followed by the suggestions and question and answer round by Group CSR Committee

The Annual Meet ended with an excursion trip to Goa for sharing of work and Team Bonding.

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

The 3rd Annual CSR Meet was a grand success and ended on a very motivating note for all.



BUSINESS CSR COUNCIL



MCL Pune



MCL-DCD Pune



MCL-DCD GN



MSL Murbad



MCL Noida



MSL South



MCL PN



MASL



MSL GN



MSIL Chennai



MSL Pune



MMSL



MSL Pithampur



MSL GN - CD



MSL Haridwar



MVASPL Pune



MSIL Pune



MSEPL

Making our **Mark**



CII on IBDN & Mainstreaming inclusivity & Accessibility



Helpage India on SDG and CSR



Bajaj Auto Vendor Association on CSR Practices



Inveticon on Innovation in Education



Vision spring on Eye Healthcare



India CSR on Best Practices of CSR



Assocham for Empowering PWDs



CSR Live week on CSR & SDG



India CSR for Roundtable Conference on Education



Orientation of XISS students



Times Foundation and Sonalika Tractors on Collective Action



Assocham on Menstrual Hygiene

Coverages

महिलाओं को पुणे जेल में मिलेगा प्रशिक्षण

नवी कौशल्ये शिकण्याची महिला कैद्यांना संधी

येरवडा कारागृहाशी
मिंडा समुहाचा करार

पुणे : महिला कैद्यांना कौशल्य व रोजगार मिळवून देण्यासाठी अशोक मिंडा ग्रुपने येरवडा कारागृह प्रशासनाशी करार केला आहे. कंपनीतर्फे कारागृहात ऑटोमोटीव्ह लॉकसेट सब-असेम्ब्ली उत्पादनाचे युनिट बसवले जाणार आहे.

तुरुंगामध्ये ऑटोमोटिव्ह लॉक पाटर्स युनिट सुरू केल्याने महिला कैद्यांना मूलभूत रोजगार मिळवत येईल आणि ऑटोमोटिव्ह लॉक्सचे उत्पादन व फिनिशिंग यासाठी आवश्यक असलेली कौशल्ये साध्य करता येतील. कारागृहातील विशेष महिला विभागांमध्ये २५ ते ३० महिला कैद्यांची निवड करण्यात आली आहे. कंपनीतर्फे कारागृहातील अधिकाऱ्यांकडे मानधन देण्यात येईल आणि अधिकारी ते पैसे कैद्यांना देतील. आहोना पुर्वत कारागृह्याव्यतिरिक्त, ही उत्पादने खुल्या बाजारामध्येही विकली जातील.

अशोक मिंडा ग्रुपने येरवडा कारागृहामध्ये संपूर्ण मशिनरी, कच्चा माल, वस्तूंची वाहतूक आणि गुणवत्ताविषयक अन्य व्यवस्था व प्रुतिवा अशीं गुंतवणूक केली आहे. या उपक्रमाविषयी बोलताना, स्पर्क मिंडा, अशोक मिंडा ग्रुपचे समूह मुख्य कार्यकारी अधिकारी अशोक मिंडा म्हणाले, “उत्पादन प्रकल्प स्थापन करणे व त्यात केंद्रांना सहभागी करून घेणे, हा जेलमधील कैद्यांचे जीवन सुधारण्याचा व त्यांना मदत करण्याचा एक भाग आहे.”

स्पाक मिंडा फाउंडेशनच्या अध्यक्ष सारिका मिंडा यांनी सांगितले, आम्ही बऱ्याच वर्षांपासून तुरुंग अधिकाऱ्यांबरोबर काम करीत आहोत आणि आतापर्यंत औरंगाबाद, तिहार व येरवडा कारागृह येथील आमचे काम सुरळीत सुरू झालेले आहे.

स्पाक मिंडा, अशोक मिंडा ग्रुप ही ऑटोमोटिव्ह कंपोनेंट उत्पादक आहे. या समूहाला ६० वर्षांची परंपरा आहे, त्यांचे कारखाने चाकण परिसरात आहेत.

Yerawada jail gets lock-making unit for women prisoners

EXPRESS NEWS SERVICE
PUNE, AUGUST 14

AN AUTOMOTIVE lockset manufacturing unit has been installed at the Yerawada women prison by Spark Minda, Ashok Minda Group, in collaboration with the prison department authorities.

Setting up of the automotive lock parts in the jail will facilitate women inmates to earn basic livelihood and learn skill sets required in manufacturing and finishing of automotive locks. A special women's cell of the Yerwada jail has identified around 25-30 inmates as per the criteria laid down

by Minda Corporation Limited (MCL), a flagship company of Spark Minda, Ashok Minda Group.

The Group will also pay the compliance wages to the jail Authorities, which will subsequently be paid to the inmates. Other than the supply to the customer, these products will be also sold in after-market. The memorandum of understanding was signed between MCL and Yerwada Central Prison in February this year. Prison projects under public-private partnership is an extension of the group's CSR activities. The Group has installed similar units in Aurangabad, Tihar and Yerwada jail.

येरवडा जेल के महिला बंदी सेल में दिया जाएगा प्रशिक्षण



क्रिया जाएगा। पब्लिक-प्राइवेट साझेदारी के तहत 'जेल परिवोजना' निरंतर सोपसूअर गतिविधियों का एक विस्तार है, जिन्हें 'गुप' अब तक औरंगाबाद, तिहाड़ और सफाई जेल में चला रहा है। विरोध विनिर्माण संयंत्र की स्थापना न केवल गुप के लिए तैयार सामान प्रदान करेगी बल्कि जेल परिसर और इससे बाहर अपनी आजीविका कमाने में महिला कैदियों के लिए मददगार रहेगा।

स्पार्क मिंडा की पहल

[illegible]

■ जेल कैदियों की आजीविका में सुधार लाने के उद्देश्य से हमारी समाजिक पहल के लिए आवश्यक अनुमोदन प्रदान करने में खासियी अप्पकरी बहुत सहयोगी और उदार रहे हैं। इस वास्तव में महसूस करते हैं कि महिलाएं संपूर्ण परिस्थितियों को का अनिवार्य हिस्सा हैं, महिलाओं को सराफा बनाने का मतलब है कि हम पूरे पीढ़ी की महिलाओं को सराफा बनाने में और का सहकारिता के ज़रूरी चीज़ें पीढ़ी के साथ का रही हैं।

येरवड्यातील महिला कैद्यांना रोजगाराची संधी

कुलुप तयार करण्याचे प्रशिक्षण देणार

पुणे : येरवडा कारागृहातील महिला कैद्यांना कुलूप तयार करण्याचे प्रशिक्षण देण्यात येणार असून या महिन्यातून एक जेवणाराची संधी या महिलांना मिळणार आहे. त्याचबरोबर येथे मिळणारा प्रशिक्षणाच्या आधारे तुरुंगातून बाहेर पडण्यानंतर त्या स्वतःचा व्यवसायही सुरू करू शकणार आहेत. स्पार्क मिंडा, अशोक मिंडा, गुपुष्पा वतीने येरवडा महिला कारागृहाच्या सोबतीने ऑटोमॉटिव्ह लॉकसेट सब-असेम्ब्ली उद्योगाचे पुणे येथे येरवडा कारागृहात बसविण्यात येणार आहे.



■ या माध्यमातून महिला कैद्यांना एक रोजगाराची संधी मिळणार असून त्याचबरोबर ऑटोमोटिव्ह लॉक्सचे उत्पादन व फिनिशिंग यासाठी आवश्यक असलेली कौशल्ये आत्मसात करता येणार आहेत. यासाठी येरवडा कारागृहातील २५ ते ३० महिला कैद्यांची निवड करण्यात आली आहे.

● त्यांना ऑटोमोटाईक लॉकसेटची निर्मिती करण्यासाठी शाॅप फ्लोअरवर काम करण्याचे प्रशिक्षण दिले जाणार आहे. येथे उत्पादन केले जाणारे कुलूप ग्राहकांसोबतच आपटर - मार्केटमध्येही विकली जाणार आहेत.

कैद्यांच्या मानसिकतेत बदल होईल

या उपक्रमविषयी स्पार्क मिंडा, अशोक मिंडा ग्रुपचे समूह मुख्य कार्यकारी अधिकारी अशोक मिंडा म्हणाले, तुरुंगातील कैद्यांचे जीवन सुधारण्यासाठी, तसेच भविष्याच्या दृष्टीने त्यांच्यामध्ये व्यवसायविषयक मूल्ये रुजवण्यासाठी त्यांना मदत करण्याच्या विशेष पद्धतीचा एक भाग आहे.

खीला सबळ केल्यास संपूर्ण समाज सबळ होऊ शकतो. समाजाचे ऋण फेडण्यासाठी आम्ही करत असलेल्या छोट्याशा प्रयत्नामुळे जेलमधील कैद्यांच्या मानसिकतेत बदल आणण्यासाठी मदत होईल अशी अपेक्षा आहे.

जेएण्डके में निथुल्क आर्टिफिशियल लिम फिटमेंट शेविर का आयोजन

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१. **संयोजक, राष्ट्रीय कार्यकारी समिति**
 २. **सहसंयोजक, राष्ट्रीय कार्यकारी समिति**
 ३. **सहसंयोजक, राज्य कार्यकारी समिति**
 ४. **सहसंयोजक, जिला कार्यकारी समिति**
 ५. **सहसंयोजक, तालुका कार्यकारी समिति**
 ६. **सहसंयोजक, ग्राम कार्यकारी समिति**
 ७. **सहसंयोजक, ग्राम पंचायत कार्यकारी समिति**
 ८. **सहसंयोजक, ग्राम पंचायत कार्यकारी समिति**
 ९. **सहसंयोजक, ग्राम पंचायत कार्यकारी समिति**
 १०. **सहसंयोजक, ग्राम पंचायत कार्यकारी समिति**

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INDIA a s

પીર પંજાલ બ્રિગડ અને સ્પાર્ક મિન્ડા ફાઉન્ડેશને બારામુલ્લામાં
ફી આર્ટિકિશિયલ લિમ્પ ફિટમેન્ટ કેમ્પ યોજ્યો

બારામુલ્લા, મંગળવાર

પીર પંજાબ ભિગે અને સાથે મિત્રા, અશોક મિત્રા સુધે સામાજિક ઉત્થાનનાં વાલરૂએ એમનાં સતત વાસોનાં વાગરૂએ બારામુલાનાં બોનિયારનાં ધૂષ સેરનાં આઠ દિવસનાં આર્ટિસિયલ લિમ્બ ફિટમેન્ટ કેમ્પનું આયોજન થું હતું. આ કેમ્પનું આયોજન બારામુલા સેવિકા સહકારવાળાં પ્રોગ્રામ હેઠળ સ્વાર્ક મિત્રા સહ-રૂગના સથે જોડાવનાં થું હતું. કેમ્પનાં 16 સેરનાં પ્રાથમિક 22 સેરનાં સુધે વિશ્વાંગ વ્યક્તિઓનાં 300ની વધારે ફિટમેન્ટ કરવાનાં આયોગ થયું. કેમ્પનાં લિમ્બ ફિટમેન્ટ, કોલેપ્સ ફિટમેન્ટ, વોકર્સ, એલ્બો ક્લીસ અને અન્ય સહાયક ઉપકરણોનાં એન-ટુ-એન સપોર્ટ એક જ દિવસે અને જરૂરિયાત મુજબ નિયુક્તકર્તા પ્રદાન કરવાનાં આયોગ થયો. આ સમરૂબનાં જનરલ કમાન્ડિંગ ઓફિસર, ડેપુટી રિઝિડન્ટ, જનરલ મુજાબ સિદ્ધી, યુવ સેના મેજલ, સેના મિસ્ટ્રે કૃષ્ણ હનું કે, એના કેમ્પનું આયોજન કરીને સુધી છીએ, જેનો ઉદ્દેશ વિશ્વાંગ વ્યક્તિઓનાં સારીરિક



સામાજિક-આર્થિક પુનર્વસનોનો છે, ખાસ કરીને વંતિત લોકોમાં, જેથી તેમને સમાનમુક્ત જીવન જીવી શકે છે તથા સમુદાયમાં ઉત્પાદકીય અને સ્થાયી સભ્યો બની શકે. હાથલાંબા, ગાગર હિંબ, ગરો નાના-દા, બીડી, પાંચર, કુપાપડ, ઊંટીપુર, તિલાવલ, હંદવાપર, પાટલ, નુબળેં અને સરદરી વિસ્તારમાં અન્ય ઘણો પ્રમાણમાં અને કેમ્બોડીયા લામ મળ્યો છે. કેમ્ દરમિયાન અંદાજે 300 ફીટમેટ દાન કરવામાં આવ્યાં હતાં. મને ખાતરી છે કે વિકલાંગ વ્યક્તિઓને કાર્યકર્મમાંથી ઘણો લાભ થયો છે.

...and Spark Minda trains Yerwada jail inmates in making sub-assembly parts

PRESS TRUST OF INDIA

New Delhi, August 13

Auto component maker Spark Minda, of the Ashok Minda Group, today said it has set up a automotive lockset sub-assembly parts manufacturing unit at the women's cell inside Yerwada jail premises.

The unit, set up in collaboration with Yerwada Central Prison, will initially train 25-30 inmates for working on a dedicated shop floor starting from raw materials

a statement. The establishment of the facility follows a memorandum of understanding signed between Minda Corporation Ltd (MCL) and Yerwada Central Prison, Pune, on February 15.

The shop-floor will be run and maintained by jail inmates under the dedicated supervision of MCL, it added.

Group CEO Ashok Minda said it was a way of helping jail inmates in bettering their lives as well as inculcat-



महिला कैदी बनविणार ऑटोमोटिव्ह लॉक पार्ट्स

एमसीएल व येरवडा सेंट्रल प्रिझनमध्ये करार व्यवस्था व प्रक्रियेसाठी गुंतवणूक

येरवडा जेलमधील विशेष महिला सेलमध्ये २५ ते ३० महिला कैद्यांची निवड करण्यात आली आहे. महिला कैद्यांना ऑटोमोटिव्ह लॉकसेटची निर्मिती करण्यासाठी शॉप फ्लोअरवर काम करण्याचे प्रशिक्षण दिले जाणार आहे. ग्राहकांना पुरवठा करण्यासाठी ही उत्पादने बाजारातही विकली जातील. या अंतर्गत कैद्यांना पैसेही देण्यात येणार आहे.

- अशोक मिंडा, समूह मुख्य कार्यकारी अधिकारी, मिंडा ग्रुप

पुणे : प्रतिनिधी

येरवडा कारागृहातील महिला कैदी आता ऑटोमोटिव्ह लॉक पार्ट्स बनविणार आहेत. यासाठी स्पार्क मिंडा, अशोक मिंडा ग्रुपने ऑटोमोटिव्ह लॉकसेट सब-असेम्बली उत्पादनाचे युनिट सुरू केले आहे. यामुळे महिला कैद्यांना मुलभूत रोजगार मिळविता येणार आहे.

याबाबत नुकताच मिंडा कॉर्पोरेशन लिमिटेड एमसीएल

आणि येरवडा सेंट्रल प्रिझन यांच्यामध्ये सामंजस्य करार (एमओयू) करण्यात आला. यानुसार कारागृहामध्ये संपूर्ण मशीनरी, कच्चा माल, वस्तुंची वाहतूक आणि गुणवत्ताविषयक अन्य व्यवस्था व प्रक्रिया अशी गुंतवणूक केली आहे. एमसीएलच्या देखरेखीखाली जेलमधील कैदी शॉप-फ्लोअर चालविणार व सांभाळणार आहेत.

याबाबत स्पार्क मिंडा फाउंडेशनच्या अध्यक्ष सारिका मिंडा म्हणाले, सरकारी खासगी भागीदारी अंतर्गत प्रिझन प्रकल्प हा समूहाने आतापर्यंत औरंगाबाद, तिहार व येरवडा येथे सुरू केलेल्या सीएसआर उपक्रमांचाच विस्तार आहे. विशेष उत्पादन प्रकल्प स्थापन केल्याने समूहाला तयार वस्तूंचा पुरवठा केला जाईल, शिवाय महिला कैद्यांना जेलच्या आवारात व बाहेर रोजगार मिळविण्यासाठी मदत होईल.



अशोक मिंडा ग्रुप द्वारा जेल में बंद महिला कैदियों के लिए ऑटोमोटिव लॉकसेट सब-असेम्बली उत्पादन यूनिट की स्थापना हेतु येरवडा सेंट्रल जेल से करार किया गया. इस अवसर पर उपस्थित सारिका मिंडा व ग्रुप के अधिकारी.

महिला कैदियों के लिए ऑटोमोटिव लॉकसेट उत्पादन यूनिट की स्थापना

पुणे, 14 अगस्त (आ.प्र.)

स्पार्क मिंडा, अशोक मिंडा ग्रुप द्वारा जेल में बंद महिला कैदियों के लिए ऑटोमोटिव लॉकसेट सब-असेम्बली उत्पादन यूनिट की स्थापना हेतु येरवडा सेंट्रल जेल से करार किया गया है. जेल में ऑटोमोटिव लॉक पार्ट्स यूनिट शुरू करने से महिला कैदियों को रोजगार उपलब्ध होगा तथा वे इसके उत्पादन व फिनिशिंग के लिए आवश्यक स्किल प्राप्त कर सकेंगी.

मिंडा कॉर्पोरेशन द्वारा निर्धारित शर्तों के आधार पर येरवडा जेल के विशेष महिला सेल में 25-30 महिला कैदियों को चुना गया है. इन ऑटोमोटिव लॉकसेट के निर्माण हेतु शॉप फ्लोर पर कार्य करने का प्रशिक्षण दिया जाएगा. इसके लिए जेल अधिकारियों को राशि दी जाएगी तथा वे इस राशि को महिला

स्पार्क मिंडा, अशोक मिंडा ग्रुप द्वारा येरवडा सेंट्रल जेल के साथ करार

कैदियों तक पहुंचाएंगे. ये उत्पाद ग्राहकों को सप्लाय करने के अलावा मार्केट में भी बिक्री हेतु भेजे जाएंगे. स्पार्क मिंडा, अशोक मिंडा ग्रुप द्वारा सरकारी-निजी पार्टनरशिप के अंतर्गत जेल प्रोजेक्ट के अंतर्गत औरंगाबाद, तिहार व येरवडा में सीएसआर प्रोजेक्ट्स का विस्तार किया गया है.

प्रोजेक्ट के अंतर्गत येरवडा जेल में मशीन, कच्चा माल, वस्तुओं का ट्रांसपोर्ट, बंवालिटी एवं प्रक्रिया हेतु निवेश किए गए हैं. स्पार्क मिंडा, अशोक मिंडा ग्रुप के सीईओ अशोक मिंडा ने कहा, 'हम विभिन्न जगहों

पर सामाजिक प्रोजेक्ट्स चलाते हैं. महिलाएं सही मायने में समाज का अविभाज्य अंग हैं. उन्हें सशक्त बनाया जाए तो पूरा समाज सक्षम हो सकता है. आगामी पीढ़ी को लेकर भी महिलाओं की भूमिका महत्वपूर्ण होती है. हमें उम्मीद है कि हमारे इस छोटे से प्रयास से जेल में बंद कैदियों की मानसिकता में बदलाव हो सकेगा.'

स्पार्क मिंडा फाउंडेशन की अध्यक्ष सारिका मिंडा ने कहा, 'हम बड़ी संख्या में महिलाओं को स्किल व रोजगार उपलब्ध कराने का प्रयास कर रहे हैं. कैदियों को नौकरी उपलब्ध कराने से उन्हें रोजगार तो मिलता ही है, साथ ही उद्योग क्षेत्र की जानकारी भी मिलती है. हम महिला कैदियों की कार्यक्षमता को पहचानते हैं. वे सिर्फ पुरुषों का तो ही सीमित नहीं होतीं.'

येरवड्यातील महिला कैद्यांना रोजगाराची संधी

कुलुप तयार करण्याचे प्रशिक्षण देणार

पुणे : येरवडा कारागृहातील महिला कैद्यांना कुलुप तयार करण्याचे प्रशिक्षण देण्यात येणार असून या माध्यमातून एक रोजगाराची संधी या महिलांना मिळणार आहे. त्याचबरोबर येथे मिळणारे प्रशिक्षणाच्या आधारे तुरुंगातून बाहेर पडल्यानंतर त्या स्वतःचा व्यवसायही सुरू करू शकणार आहेत. स्पार्क मिंडा, अशोक मिंडा ग्रुपच्या वतीने येरवडा महिला कारागृहाच्या सोबतीने ऑटोमोटिव्ह लॉकसेट सब-असेम्बली उत्पादनाचे युनिट येरवडा कारागृहात बसविण्यात येणार आहे.



या माध्यमातून महिला कैद्यांना एक रोजगाराची संधी मिळणार असून त्याचबरोबर ऑटोमोटिव्ह लॉकसेट उत्पादन व फिनिशिंग यासाठी आवश्यक असलेली कौशल्ये आत्मसात करता येणार आहेत. यासाठी येरवडा कारागृहातील २५ ते ३० महिला कैद्यांची निवड करण्यात आली आहे.

त्यांना ऑटोमोटिव्ह लॉकसेटची निर्मिती करण्यासाठी शॉप फ्लोअरवर काम करण्याचे प्रशिक्षण दिले जाणार आहे. येथे उत्पादन केले जाणारे कुलुप ग्राहकांसोबतच आप्टर - मार्केटमध्येही विकली जाणार आहेत.

कैद्यांच्या मानसिकतेत बदल होईल

या उपक्रमाविषयी स्पार्क मिंडा, अशोक मिंडा ग्रुपचे समूह मुख्य कार्यकारी अधिकारी अशोक मिंडा म्हणाले, तुरुंगातील कैद्यांचे जीवन सुधारण्यासाठी, तसेच भविष्याच्या दृष्टीने त्यांच्यामध्ये व्यवसायविषयक मूल्ये रुजवण्यासाठी त्यांना मदत करण्याच्या विशेष पद्धतींचा एक भाग आहे.

श्रींला सबळ केल्यास संपूर्ण समाज सबळ होऊ शकतो. समाजाचे ऋण फेडण्यासाठी आम्ही करत असलेल्या छोट्याशा प्रयत्नामुळे जेलमधील कैद्यांच्या मानसिकतेत बदल आणण्यासाठी मदत होईल अशी अपेक्षा आहे.

Women's jail gets lockset assembly unit

TIMES NEWS NETWORK

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

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

The inmates will be trained to work on the shop floor. A memorandum of under-

Pir Panjal Brigade and Spark Minda organizes free artificial limb fitment camp

BARAMULLA: Pir Panjal Brigade and Spark Minda, Ashok Minda Group as part of their continuous efforts aimed towards social upliftment organized an eight day Artificial Limb Fitment camp at Youth Center, Boniyar, Baramulla. The camp was setup by Indian Army under Sadhbhawana Program in association with Spark Minda, Ashok Minda Group which catered for more than 300 fitments to persons with disability between 16th September to 22nd September, 2018. The camp has provided end-to-end support in Limb fitment, Caliper Fitting, Walkers, Elbow Cutches, and other assistive aids, all in same day and as per requirement, absolutely free of cost.

The activity is part of 'Saksham' - a CSR initiative of Minda Corporation Limited (NSE: MINDA-CORP, BSE: 538962), the flagship company of Spark Minda, Ashok Minda Group to help Persons with Disabilities (PWDs). Under Saksham, the Group aims to provide accessible and assistive technologies, impart skill training through OJT (On the job training), create inclusive workplace and ergonomics, train them for 5s and life skills, employ PWD's

(Persons with Disability). The Group has already successfully organized Artificial Limb fitment camps in India, Indonesia and Vietnam, which benefited around 3725 people. Seven Persons with Disability were brought from Bandi (J&K) to Spark Minda Artificial Limb Fitment Camp which was held at Noida (UP) in 2017 and later considering the number of needy people in the valley, Spark Minda, Ashok Minda Group proposed to set up a camp in Boniyar/ Rampur, District - Baramulla (J&K).

Four members of Spark Minda Foundation and nine members from Bhagwat Mahaveer Viklang Sahitya Samiti (Jaipur Foot, Technical Partner) executed the camp under leadership of Mr. Praveen Karn, Head-Group CSR, Spark Minda, Ashok Minda Group. Speaking at the ceremony, General Officer Commanding, Dagger Division, General Gulab Singh Rawat, Yuddh Sewa Medal, Sena Medal said, "We are extremely happy to set-up this camp, which aimed at the physical and socio-economic rehabilitation of persons with disability, especially the underprivileged, so that they can lead a life of dignity and become produc-

tive and sustained members of the community. People from Hathlanga, Gagar Hill, Paro, Charunda, Uri, Tangdhar, Kuppada, Bandipura, Tithwal, Handwara, Pattan, Gulmarg and many other remote villages of border areas have been benefitted from this camp.

During the Camp, approximately 300 fitments were provided. I am sure the persons with disability would have been immensely benefitted from the program. Ashok Minda, Group CEO, Spark Minda, Ashok Minda Group said, "We are grateful to Pir Panjal Brigade for giving us this opportunity to work with them for this noble cause aimed at bringing about a positive transformation in the lives of individuals. As an organization, we have been working towards this cause for decades now and we understand the need and importance of such initiatives which give a second life to people with disabilities, encouraging them to live a dignified and complete life. We look forward to working on similar such activities with the Pir Panjal Brigade in future as well." The community from Valley thanked Pir Panjal Brigade and Spark Minda, Ashok Minda Group for extending the support.

नवी कौशल्ये शिकण्याची महिला कैद्यांना संधी

येरवडा कारागृहाशी मिंडा समूहाचा करार

पुणे : महिला कैद्यांना कौशल्य व रोजगार मिळवून देण्यासाठी अशोक मिंडा ग्रुपने येरवडा कारागृह प्रशासनाशी करार केला आहे. मिंडा, अशोक मिंडा ग्रुपचे समूह मुख्य कार्यकारी अधिकारी अशोक मिंडा म्हणाले, 'उत्पादन प्रकल्प स्थापन करणे व त्यात कैद्यांना सहभागी करून घेणे, हा जेलमधील कैद्यांचे जीवन सुधारण्याचा व त्यांना मदत करण्याचा एक भाग आहे.'

स्पार्क मिंडा फाउंडेशनच्या अध्यक्ष सारिका मिंडा यांनी सांगितले, आम्ही वयाच वर्गापासून तुरुंग अधिकार्यांबरोबर काम करित आहोत आणि आतापर्यंत औरंगाबाद, तिहार व येरवडा कारागृह येथील आमचे काम सुरूच सुरू झालेले आहे. स्पार्क मिंडा, अशोक मिंडा ग्रुप ही ऑटोमोटिव्ह लॉकसेट उत्पादक आहे. या समूहाला ६० वर्षांची परंपरा आहे, त्याचे कारखाने चाकण परिसरात आहेत.

अशोक मिंडा ग्रुपने येरवडा कारागृहमध्ये संपूर्ण मशीनरी, कच्चा माल, वस्तुंची वाहतूक आणि गुणवत्ताविषयक अन्य व्यवस्था व प्रक्रिया अशी गुंतवणूक केली आहे. या उपक्रमाविषयी बोलताना, स्पार्क मिंडा, अशोक मिंडा ग्रुपचे समूह मुख्य कार्यकारी अधिकारी अशोक मिंडा म्हणाले, 'उत्पादन प्रकल्प स्थापन करणे व त्यात कैद्यांना सहभागी करून घेणे, हा जेलमधील कैद्यांचे जीवन सुधारण्याचा व त्यांना मदत करण्याचा एक भाग आहे.'

FEMALE PRISONERS TO WORK IN LOCKSET UNIT IN JAIL

ST CORRESPONDENT

Pune: The Yerwada Central Prison has collaborated with Spark Minda company for setting up a manufacturing automotive lockset sub-assembly unit at female prison inside jail premises. Setting up of automotive lock parts in jail will facilitate female inmates to earn basic livelihood and learn skill sets required in manufacturing and finishing of automotive



The company's investment includes entire machinery, raw materials, transportation of goods and other quality systems and procedures as per the MoU. The shop floor will be run and maintained by jail inmates under the dedicated supervision of MCL. A memorandum of understanding was signed between Minda Corporation Limited (MCL) and Yerwada Central Prison on February 15 this year. The MoU key highlights include installation of auto-

Partnership and Collaborations



भारतीय दिव्यांग सेना



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JAIPUR



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Testimonials of Students

I would like to thank Spark Minda Foundation, which is doing wonderful job by running Aakarshan Skill development Centre to provide skillful training in various courses. I feel privileged to be a student of the centre. The knowledge I got by completing the courses enabled me to get a teaching job in a private school.

— Archana Verma, Basic Computer and Spoken English, Kuleshra U.P

I have completed Intermediate and had heard about Aakarshan Centre from my friend. The teaching quality is very good and other facilities are also available here for the students. I am heartily grateful to Spark Minda Foundation, which has given me such a wonderful opportunity to develop my skills.

— Pooja Sharma, Beauty & Wellness, Kuleshara U.P

I have completed my stitching course from Aakarshan Skill development Centre. I always wanted to stitch clothes for myself and for my family but due to lack of knowledge was unable to do that. I immediately took admission at Aakarshan when my friend told me about it. I was little nervous initially but teachers boosted me up. Now, I not only stitch for my family but also for others and can see myself as an entrepreneur.

— Manju Sarkar, Cutting and Tailoring, Rudrapur, Uttarakhand

Aakarshan Centre has helped me in gaining experience and exposure to the fast-changing world. With its personality development class, I was able to face interviews with confidence. Just because of the constant motivation of teachers I recently got selected as a primary teacher at Nanhi Kali Tech Mahindra Foundation.

— Gauri, Spoken English, Pune, Maharashtra

I failed in my 12th exam as I was weak in English, I completed by Spoken English course from Aakarshan centre. Spoken English faculty taught me beyond curriculum and helped me in clearing my exams. I cleared the exam with good marks and also started working in Minda Sai Pune plant in the assembly line. All thanks to my trainer and Spark Minda Foundation.

— Shubham Darawade, Spoken English, Pune, Maharashtra

I was a School dropout student due to financial circumstances, with my zeal to learn I completed Beauty & Wellness course from Aakarshan Centre and now I have started my own household beauty salon in Turkwadi. Now I can earn and support my family. I heartily thank Spark Minda Foundation for coming with the centre in our village.

— Noorjhan Shaik, Beauty & Wellness, Pune, Maharashtra

I learnt Spoken English from the centre and I think, here the classes are taken with good planning along with great involvement from faculties. Career Counselling session helped me a lot in planning my future.

— K. Tamilselvan, Spoken English, Chennai, Tamilnadu

Most important thing about the centre is the infrastructure facility; classroom setup, maintenance equipments provided are proper and up to date. Theoretical and 100% practical knowledge is provided with proper time management.

— R. Sathya, Basic Computer, Chennai, Tamilnadu

Testimonials of Health Workers

Many girls and mother in laws from my PHC are now getting training at Aakarshan Centre. Every day we get blessings and positive feedback from these families. Seeing this development in our village makes us very happy.

—Sushila, Asha Worker, Haryana

This training centre gives a way to succeed youth of Bhondsi . It gives a chance to students to shine; this is a unique opportunity for girls to excel in the fields of Beauty and Industrial Tailoring, which is helping them to start their own career at their houses. The employment programme of Teach India has helped me to groom in a better way as a person. It has made me a confident and much more expressive person.

—Prashant, Gurugram Youth Club Representative, Haryana

The training centre gives equal opportunities to each of the children. I am an Anganwadi worker and a mother of a student. My daughter successfully completed the training in English and got a job in a reputed company. Never imagined this when I first sent my daughter here. The staff in this centre works hard to give a good service in training as well as eye camps.

—Asha, Anganwadi Worker, Haryana

I attended Menstrual Hygiene Programme at Aakarshan Centre. Points were discussed on health, education and dignity of girls and women. This session helped women to know correct use of sanitation and Hygiene. I really enjoyed the session.

—Shweta, Dietitian at Jawaharlal Nehru Hospital, Uttarakhand

I really enjoyed Women Empowerment Programme. The Programme was so interesting and gave knowledge about cleanliness and hygiene. I appreciate the effort of Spark Minda Foundation to support adolescent girls by providing basic factual information.

—Shipra Adhikari, District PWD, Uttarakhand

I attended the programme of menstrual hygiene which was too good. Women also learnt many things and it benefited them a lot. They got motivation to start new business and information about what to take care during menstrual cycle. Spark Minda Group works spontaneously for health and care of women and children.

—Dr. Priyanka Pawar, CEO of Mamta Foundation, Maharashtra

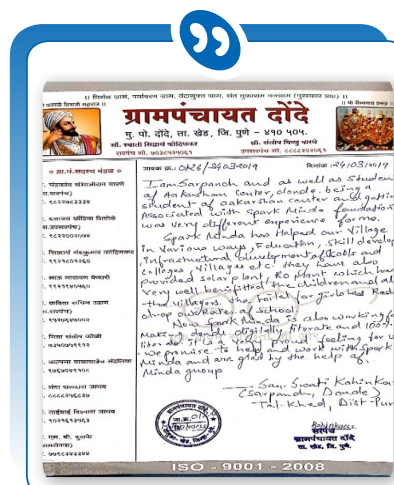
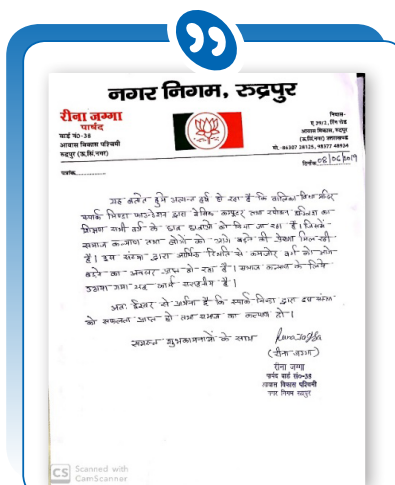
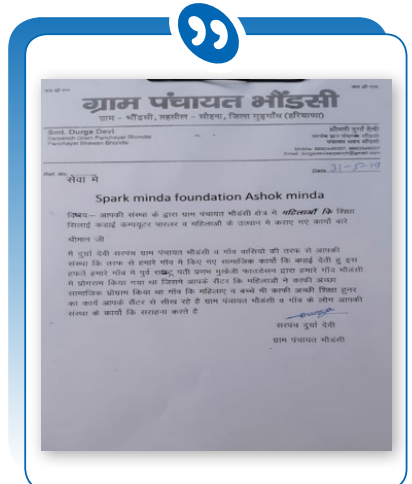
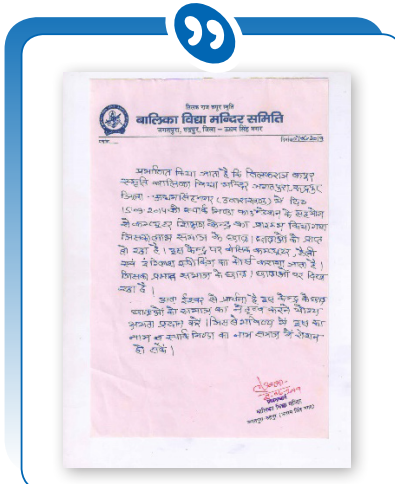
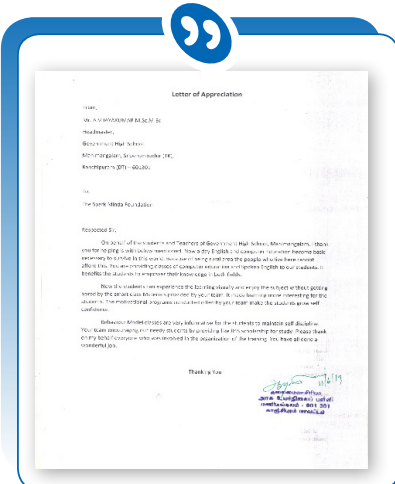
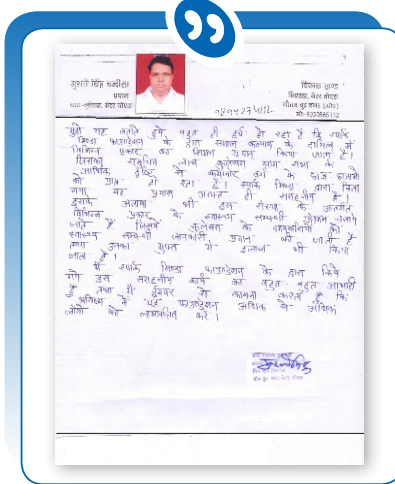
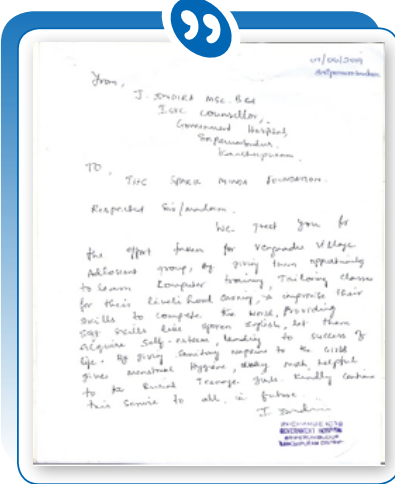
I conducted many programmes such as menstrual hygiene, family planning ,eye camp, medical camp in Donda and nearby villages. The information and quality of work which SMF provide in their camps is tremendous.

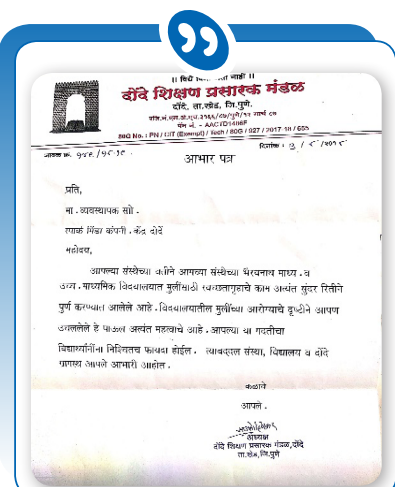
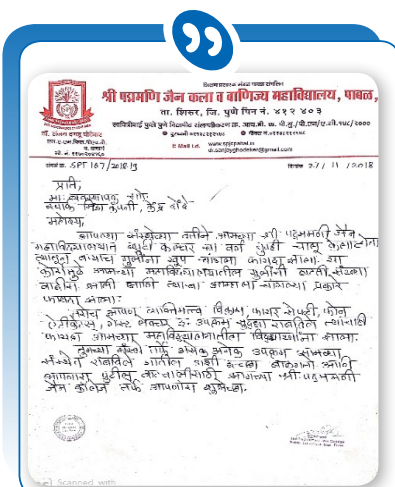
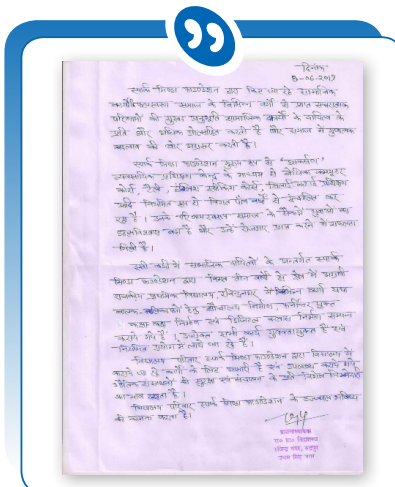
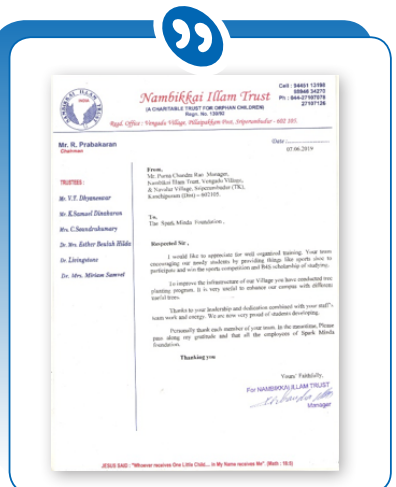
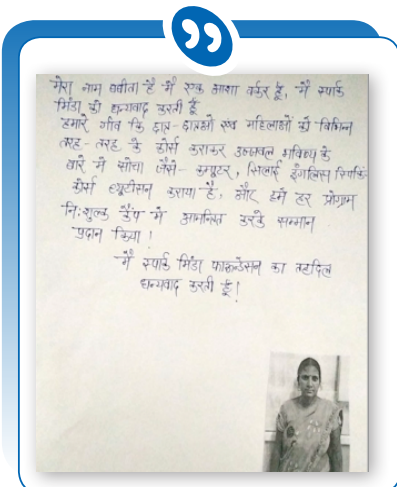
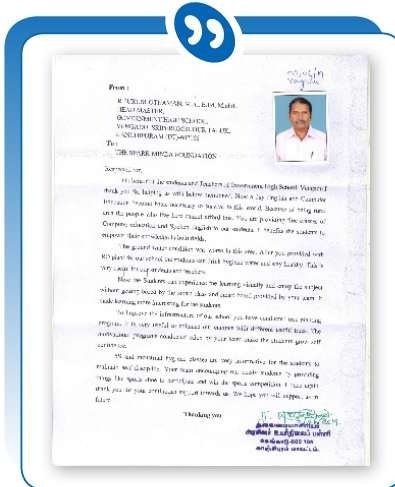
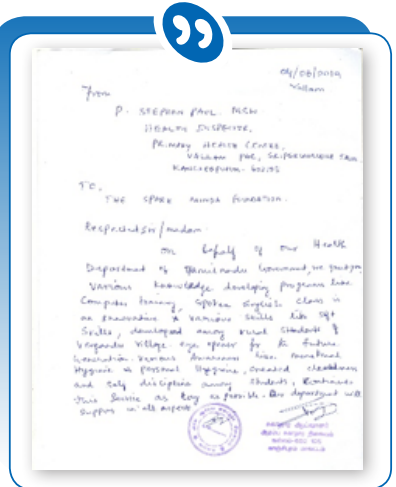
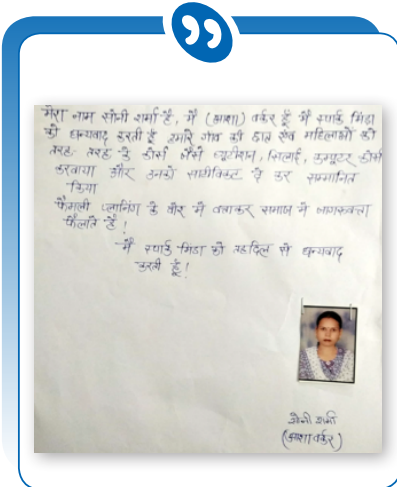
—Dr. Prashant Fuge, Head Zila Parishad Arogya Kendra, Maharashtra

I am thankful to Spark Minda for inviting us to their menstrual hygiene and family planning programme. This helps adolescent girls and newly wedded women getting aware about menstrual cycle and family planning.

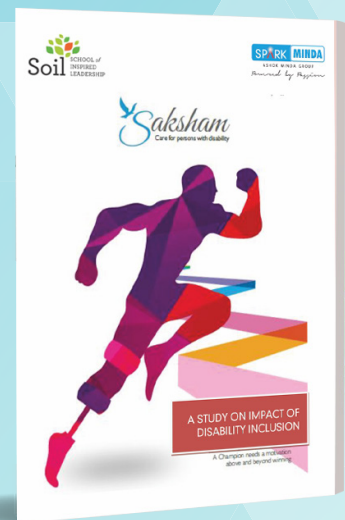
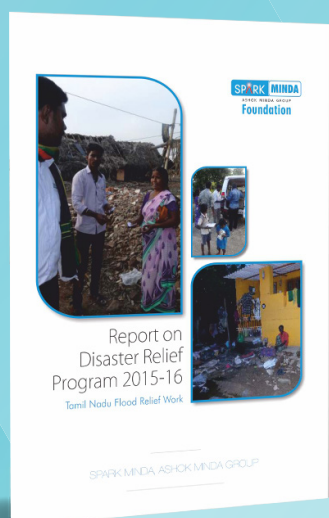
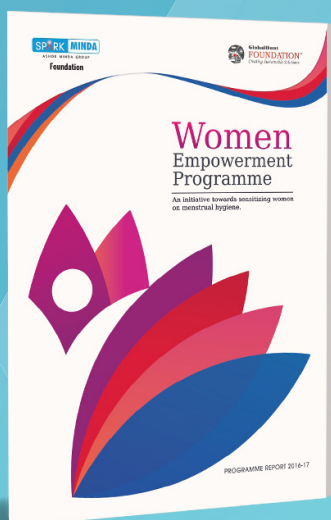
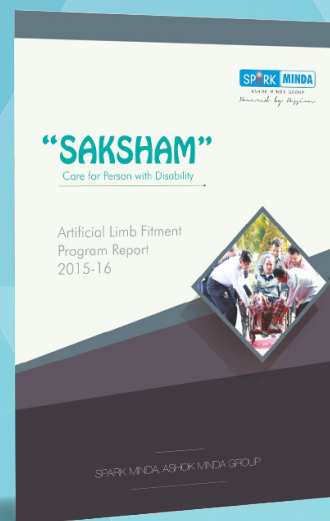
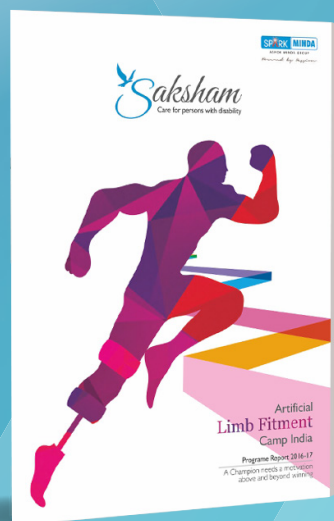
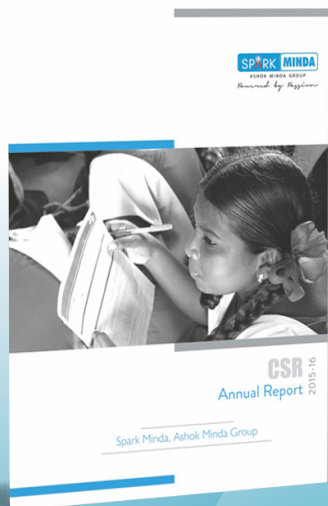
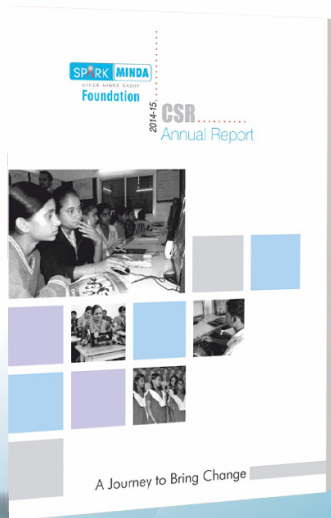
—Priya Bhandari, Coordinator of Mamta Foundation, Maharashtra

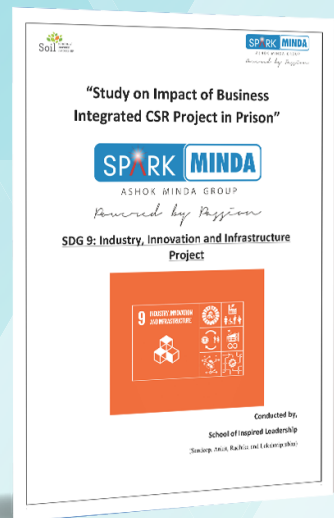
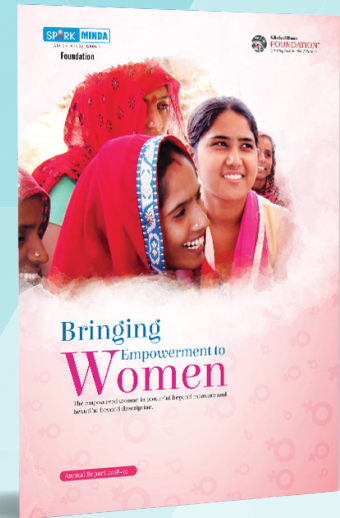
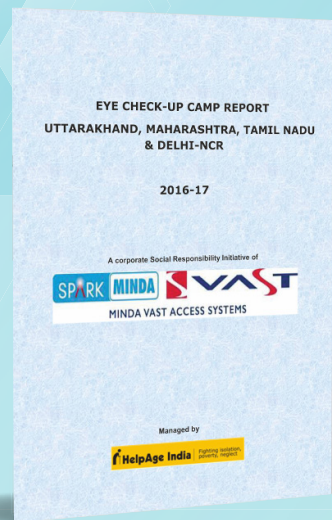
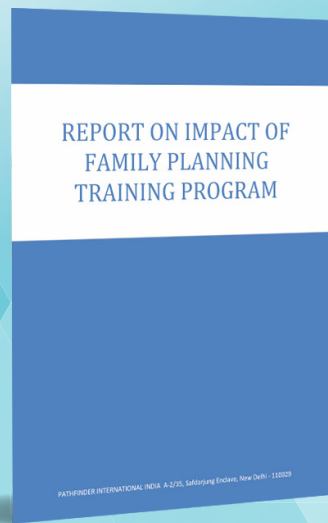
Testimonials of Community





Reports





Accolades

In 2018-19



**CSR Award for best Inter- company
Action Project by India CSR**



**CSR Leadership Award
for saksham by CSR India**



**CSR Times award for most innovative
project for BIP by CSR Times**



**Business Excellence Awards 2018 for
Most Socially Responsible Company by
Dun and Bradstreet**



**CSR Excellence Award for
Women Empowerment by TV100**

In 2017-18



Best Community Education Project by Government of Haryana



4th CSR Impact Award at India CSR Summit 2017 by NGO Box



CSR Excellence Award for Healthcare in Automobile Sector by TV100



Award for Community Initiative by India CSR

In 2016-17



Asia Corporate Excellence & Sustainability Award (ACES) by MORS



Industrial Excellence Award in Training & livelihood by TV100



Best NGO by SOIL

Milestones



SPARK MINDA FOUNDATION SINCE 2014

- Established Saksham Center for Empowerment of Persons with Disability in Maharashtra.
- Achieved United Nation's commitment by reaching 3024 women and adolescents on Menstrual Hygiene, Family Planning & Reproductive Health
- Imparted Skill Training to 5405 youth, women and children on various vocational trades for Employment and Entrepreneurship
- Provided on spot job offer to 330 women from Industrial Tailoring Trade
- Donation of 4301 units of blood by employees
- Employment of 192 Person with Disability across the group
- Facilitated fitment of 6337 Assistive and Accessible aids to Person with Disability
- Established Business Integrated CSR projects under PPP Model at Tihar, Aurangabad, Nagpur and Yerwada Prisons (men and women) of India.
- Constructed 19 facilities under Community Infrastructure Development for approximately 10000 people.
- Saved 629 trees (53 lakh pages) through paper saving drives
- Generated 46 lakh KWH Solar Energy
- Saved 97 lakh KWH Electricity through various measures
- Recycled 8 lakh KL Water
- Planted 16341 trees with more than 90% survival
- Benefitted 60877 People through health checkup and awareness programmes



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