

2020-21  
**ANNUAL**  
**REPORT**

CORPORATE SOCIAL RESPONSIBILITY



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# OUR Guiding Force

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## **Shri Shadi Lal Minda (1930-2010)**

Shri. S.L. Minda is an eminence, who sought philanthropy, as the best humanitarian value. He devoted most of his life serving the needy and the vulnerable. Standing by five pillars in his life: Discipline, Dedication, Determination, Devotion, and Desire, he lived with integrity.

Inspired by his values, Spark Minda Foundation embarked on the journey of giving back to society and is proud to carry the legacy.



“

*No matter  
how dark the  
times are,  
humanity will  
show an even  
brighter side.*

”

**Sarika Minda**

Chairperson, Spark Minda Foundation

# Chairperson's Message



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Spark Minda Foundation's goal has always been to help and facilitate the growth of the country, empower its communities and people. This year has been both challenging and rewarding in this aspect. With the World Health Organisation declaring COVID-19 a global health crisis on 20th March 2020, the world came at a standstill, only to be united later in this fight against the virus. Across the world, life as we knew it had changed - simple, everyday life had suddenly come to a halt. When the country went through the world's biggest lockdown till date, with factories and businesses being shut down, companies downsizing, movement of people and their vehicles were restricted and in a country with a heavy population density as India people struggled to wrap their heads around a concept like social distancing. The State, Civil Society, like minded and Corporates came together to extend support during this unprecedented humanitarian crisis.

When the nation needed the support of its civil society organisations, Spark Minda Foundation, came forward to support in improving health infrastructure in hospitals of Delhi and Uttarakhand. Food packets, ration kits and hygiene packs were provided to over 25,000 people during this time.

Spark Minda Foundation is always in the forefront to support one of our most marginalized communities, People with Disabilities. During this time, through our various projects, food and ration kits were distributed to shelters for PwDs and people affected with Leprosy.

We decided to take our skill development programme "Aakarshan" digital, with the aim to empower youth and women with skills during this time. Hundreds of women joined our courses in Spoken English, Beauty Wellness, Computer and Cutting and Tailoring virtually. Many of these women have opened their own small businesses since, have gained confidence and become independent.

It has also been very rewarding to watch humanity come together and extend a helping hand to people in need. It has made me believe that "no matter how dark the times are, humanity will show an even brighter side". The global response to Covid, the helping hands of individuals and good Samaritans, the tremendous work by the medical community, the unwavering support of Civil Society Organisations is an ode to the spirit of humanity.



# GCEO & Chairman's Message



Symbiosis of corporates and community development is what we believe in at the Spark Minda Group. It is our legacy and responsibility to give back to the society. Here, we follow the triple bottom line approach- People, Planet & Profit. Our CSR practices come from a spectrum, inclusive of pure philanthropy and environment sustainability. Our preparedness to deal with emergencies is significant, CSR should be first responder in a crisis.

To foster changes around us and impact people's lives simultaneously, we have committed to multiples developmental

programmes. To seek paradigm shift, we have set milestones and we are taking small steps each day to strengthen individuals and safeguard the environment. Businesses are special integral parts of the community which tend to have a great impact on the society. CSR is vital for any business company. It is a value driven concept at Spark Minda and has been our policy since inception. The policy comprises of multiple short term and long term interventions, spread out both at community and business level. Our constant efforts are laid out to serve people and conserve environment at our best.

“

*Our preparedness to deal with emergencies is significant, CSR should be first responder in a crisis*

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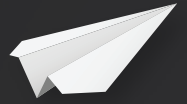




**Ashok Minda**

Chairman & GCEO, Spark Minda

# Vision & Mission



## 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 sections of society.
- ▶ To empower the youth through providing skillset 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 the environment and resources for sustainable future.



# Journey

**1987**

Establishment of Moga Devi Minda Charitable Trust

**2001**

Establishment of Home for parentless children

**2007**

SL Minda Seva Kendra- Skill Development Project

**2010**

Moga Devi Minda Charitable School

**2013**

Skill Centre, Uttar Pradesh

**2014**

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

**2015**

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

**2016**

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

**2017**

- ▶ Camp for Empowerment of PWDs, Uttar Pradesh
- ▶ Industrial Tailoring Project, Uttar Pradesh
- ▶ Solar Plant Installation - Tamil Nadu

**2019**

- ▶ Camp for Empowerment of PWDs, Maharashtra
- ▶ Skill Centre, Haryana
- ▶ Industrial Tailoring Project, Haryana
- ▶ Sanitary Napkin Vending machine Project
- ▶ Smart Class installation ki jagah "Digital Classroom established"

**2018**

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

**2020**

- ▶ Strengthening menstrual hygiene management in Prisons, Haryana
- ▶ School Infrastructure Project, Uttarakhand
- ▶ Digital Mobile education Programme

# Approach





# Supplementing United Nation's Sustainable Development Goals

The 2030 Agenda for Sustainable Development was adopted in September 2015 by the United Nations to attain peace and prosperity for the people and planet. The agenda calls for 17 interlinked Sustainable Development Goals (SDGs) both for developed and developing countries. The inception dates back to June 1922, Earth Summit in Rio de Janeiro, Brazil where more than 180 countries adopted a plan to build global partnership for sustainable development with the aim of improving lives and the environment.



## SUSTAINABLE DEVELOPMENT GOALS



## OUR ALIGNMENT WITH SDGs

Our CSR initiatives are aligned with the United Nation's Sustainable Development Goals.

PROGRAMME	GOAL
<b>Aakarshan Skill Development Programme, Dual System of Training Programme, Business Integrated Prison Project</b>	1: No poverty
	4: Quality Education
	5: Gender Equality
	9: Industry, Innovation and Infrastructure
<b>Saksham Programme</b>	10: Reduced Inequalities
	17: Partnership for the Goals
<b>Women Empowerment Programme, Eye Healthcare, Blood Donation Camps</b>	3: Good health and wellbeing
	6: Clean Water and Sanitation
	5: Gender Equality
<b>Renewable Energy, Tree Plantation, Paper Saving, Water Conservation</b>	6: Clean water and sanitation
	7: Affordable and clean energy
	13: Climate action
	15: Life on land



# *Education & Livelihood*





# Aakarshan

## Skill Development Programme

### INTRODUCTION

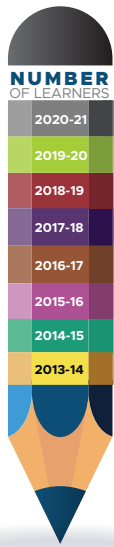
It is estimated that by 2030 another 825 million children will not acquire the basic secondary-level skills – like transferable, digital and job-specific skills – needed to support lifelong learning and employment. This learning crisis is the greatest global challenge to preparing adolescents for the modern employment market. Without access to education opportunities that help develop skills, adolescents face serious challenges thriving in the twenty-first century – with repercussions for generations to come. Education is an open resource, with skills development, it is a key enabler for inclusive growth & sustainable development, which stimulates economic growth and improves standard of living.

Education and skilling have always been major priority areas of intervention. As the area of intervention suggests, it is not just education or just skilling that is our focus, both of those things go hand in hand. What makes Aakarshan a successful skill development programme is the fact that it caters to both these aspects simultaneously. Aakarshan, the flagship programme of Spark Minda Foundation caters to this very need of imparting skills along with educating the community. This programme was launched in the year 2013 in Uttar Pradesh's Kuleshara village. We started with just one training facility in one programme of Digital Literacy, the programme has grown manifolds since. Today, we have 7 skill development centres

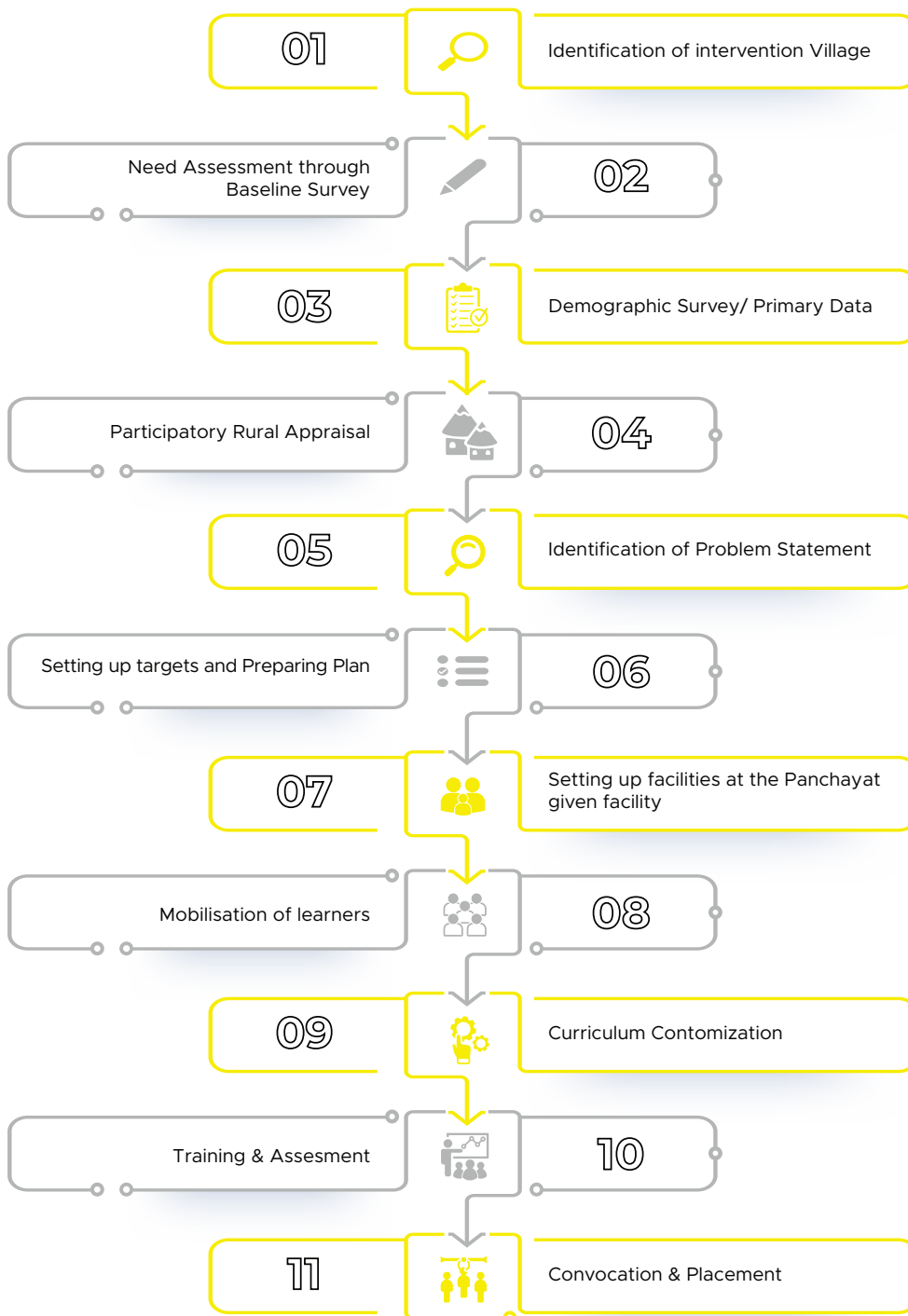
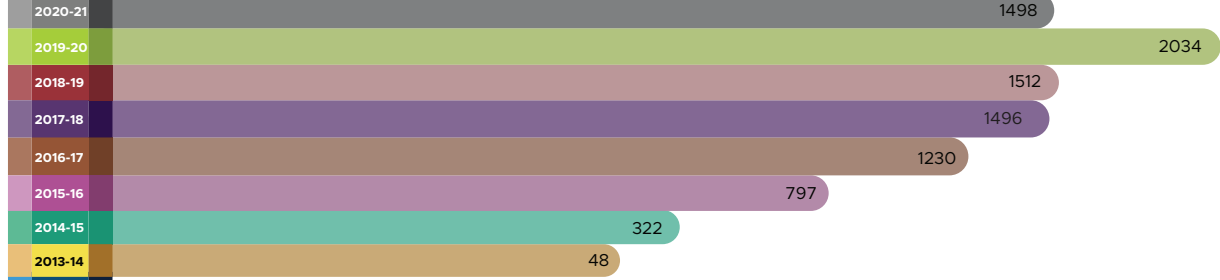
spread across 5 states of India, imparting skill trainings in 4 trades of Digital Literacy, Spoken English, Tailoring, Industrial Tailoring and Beauty & Wellness.

At Aakarshan, skill-based learning is provided, which focuses on increasing employability through a series of upgradation to equip students with appropriate hands-on training which helps them to be job-ready. The programme aims to deliver transformative skill education to people so that they become educated, responsible, and self-reliant citizens with a deep sense of commitment to their society. Both in-class as well as out of classroom, activities are given equal importance so that students may learn for life and from life; thereby instilling in them the right values, attitudes, life-skills, and confidence.

As the pandemic hit in March, 2020, like all other projects Aakarshan took a hit too. It took us a while to get back and introduce e-learning of courses. We were more than happy with the results that came, we learnt that we were able to cater to a whole new lot of people from varied geographic locations and all of this was possible due to the virtual learning that was introduced, it was indeed a blessing in disguise. For the year 2020-21, we managed to reach 1498 learners through our virtual training programmes. These learners were from states of Rajasthan, Karnataka, Gujarat, Delhi apart from our project location states of Uttarakhand, Uttar Pradesh, Haryana, Maharashtra and Tamil Nadu.



NUMBER  
OF LEARNERS



# PROCESS OF SETTING UP THE PROGRAMME



## COURSES OFFERED

All the trade courses offered at Aakarshan are with the view of empowering the youth and the women of the community. A majority of the courses that we offer are women-centric and based on making them self-dependent.

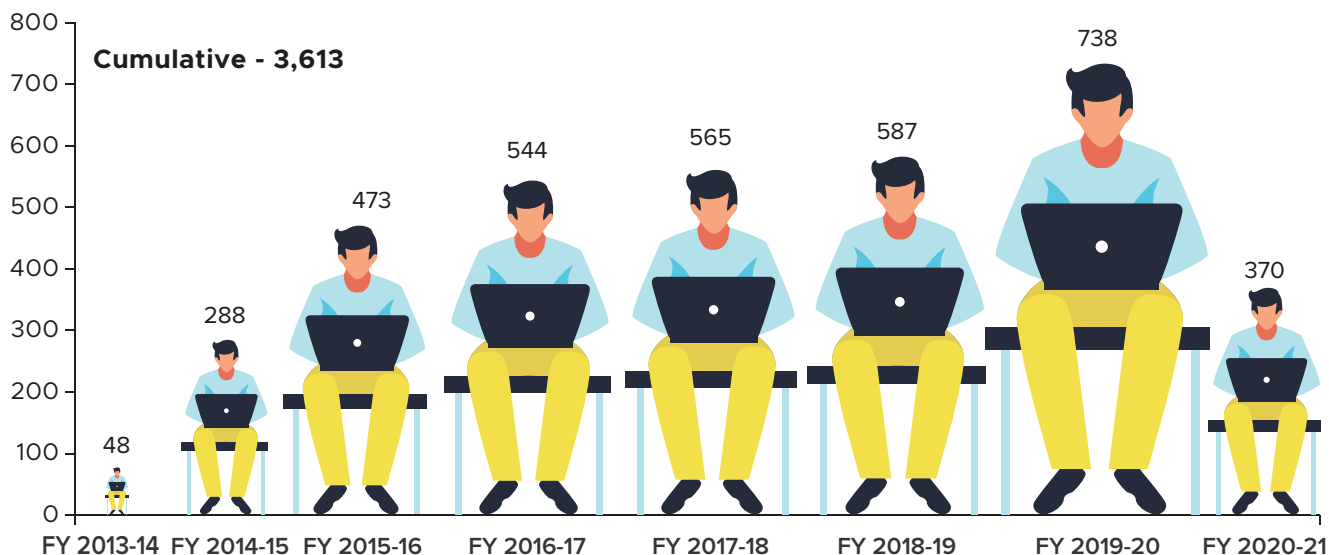
### Digital Literacy

Digital literacy was the first course that we started at Kuleshara in Greater Noida, UP. This course not only offers trainings in computer but also facilitates skill development and upgradation by providing Tally Pro course, which then further aids in the employment of the learners. Students get theoretical and practical training of basic computer. Given the fact that we had virtual

classes, we also started providing trainings to professionals and thus trained people in advanced computers, which included a holistic training to improve skills and knowledge of the learners. Tally programme is in collaboration with NIIT Foundation. In this training, learners are professionally trained on Tally Fundamental, Manual Accounting, Computerized Accounting, Cost centre, Cost category, Inventory, GST and TDS. These also help them to get source of employment.



### DIGITAL LITERACY

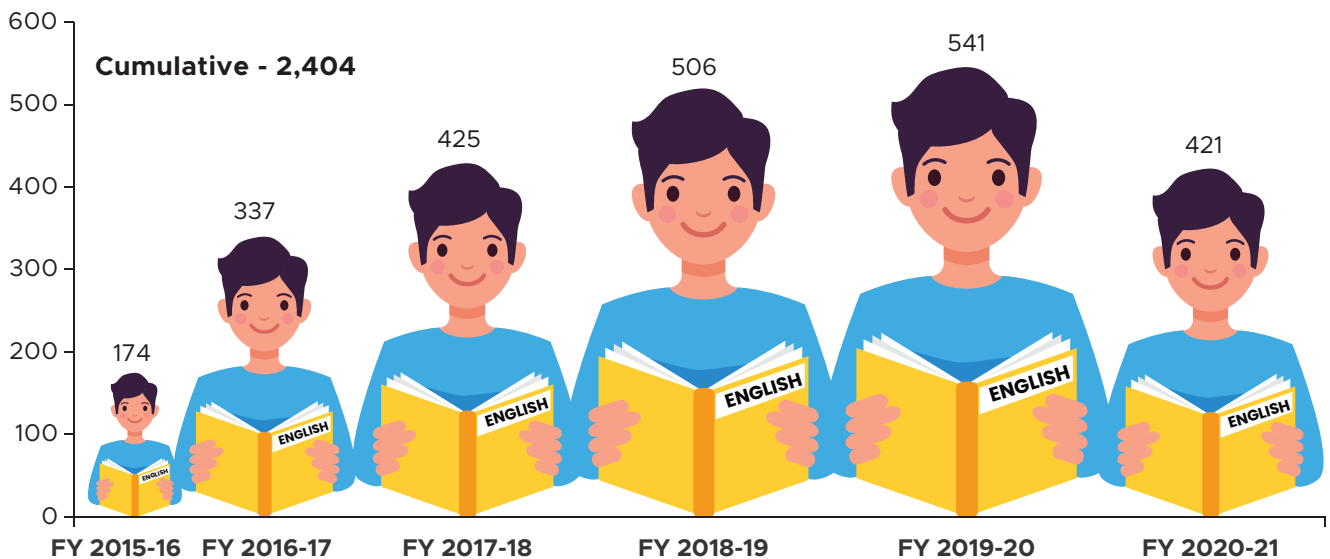


## Spoken English

Communication is the key to solve a whole lot of problems. Knowing a language globally used, ensure ease and effectiveness in communication. The main hurdle for the rural population to connect with the mainstream is their lack of knowledge in English language. In order to overcome this hurdle, the Spoken English classes are being given at Aakarshan Centres.



### SPOKEN ENGLISH





## Tailoring

One of the training courses that focuses on the empowerment of women through providing livelihood in 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 in 2020-21.



### TAILORING



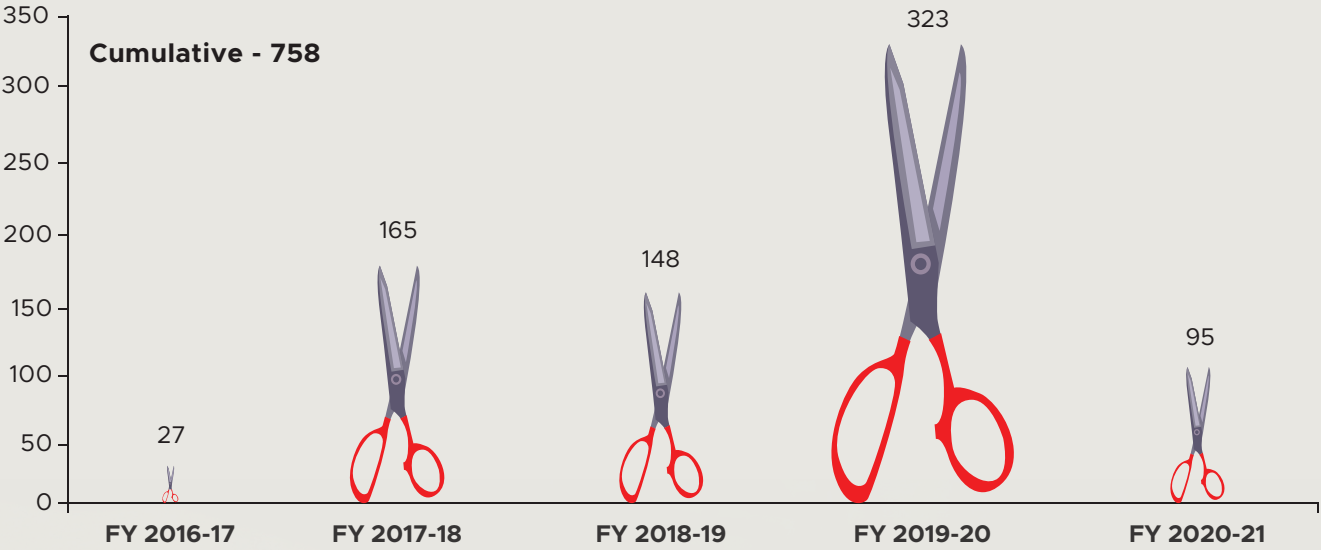
## Industrial Tailoring

This programme intends to empower women through imparting them industrial skill set, which is needed in export and apparel houses. After training them for 45 days, job is provided to them. This programme runs in collaboration with Shahi Exports.





INDUSTRIAL TAILORING



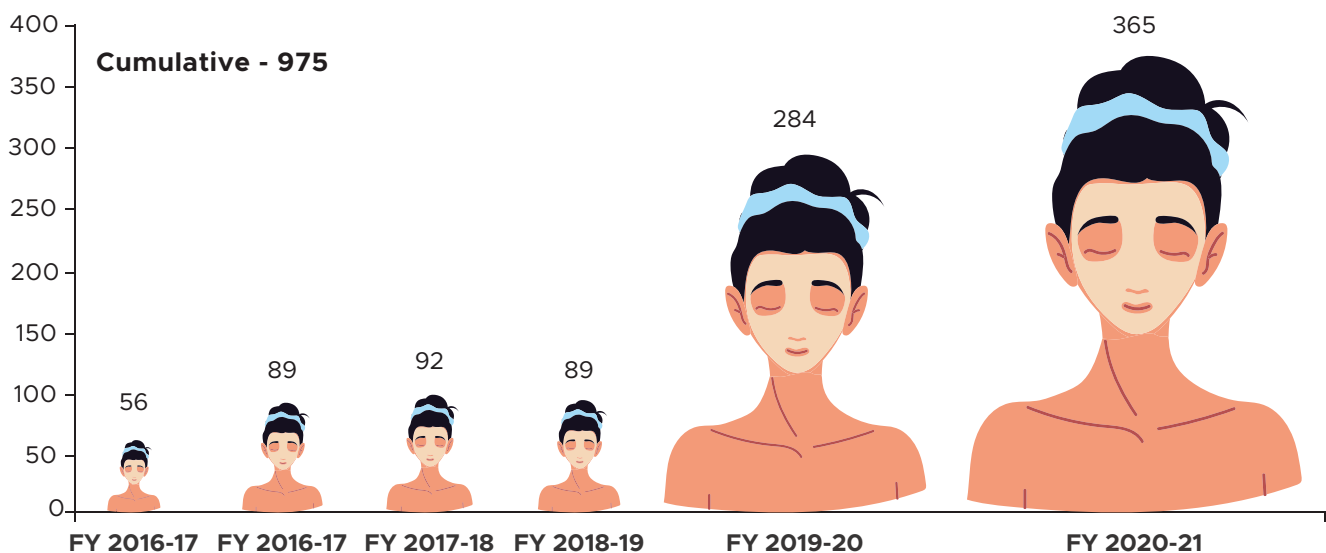


## Beauty Wellness

In 4-month Beauty & Wellness Training Programme, women are trained in basic and advanced make-up, hair styling, mehendi designing, machines usage, etc., So that they may take a step towards self-grooming along with becoming independent by taking up jobs in Beauty salons or opening their own salons.



### BEAUTY WELLNESS









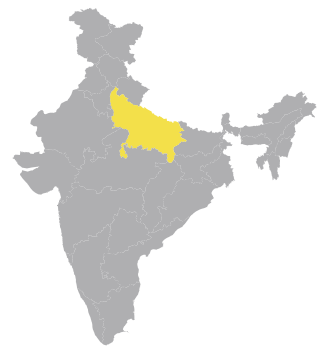
# CENTRES AND COURSES



- ▶ 7 skill development centres in India.
- ▶ Spread in the 5 states of Uttar Pradesh, Uttarakhand, Tamil Nadu, Maharashtra and Haryana.

# UTTAR PRADESH

Uttar Pradesh was the initiation of the education and skill development programme, initiated in the year 2013 for Spark Minda Foundation. The courses offered at the centre are: Digital Literacy, Spoken English, Tailoring, Industrial Tailoring and Beauty Culture & Wellness.

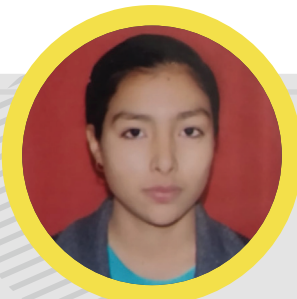


## Digital Literacy



My name is Prashant Choudhary. I am a student in UP and I will always be thankful to Spark Minda Foundation for providing such online courses. I am happy that I registered for the Basic Computer course and it has been helpful to me. This certificate will help me improve my CV for higher education and I think my knowledge has also increased. I didn't know that I would be able to utilize this pandemic time for my skill enhancement. Thanks to my trainer.

– Mr. Prashant Choudhary



My name is Anjali Bhardwaj. This lockdown I got free from my academic curriculum and so invested my time to learn something new. It was a good decision that I chose to learn tally from Spark Minda Foundation. The subject was all new for me and I have learnt the basics well and hope that this will be useful for me in my future. Thanks to the foundation.

– Ms. Anjali Bhardwaj



I am Dharendra Pandey and I am writing my thank you note for the foundation as they gave me an opportunity to learn skills in Basic Computer. I am working so it was very difficult for me to take out some time for my skill development. But, such a budgeted course was very helpful for me. I somehow managed time for this course and now it is helping me every day to do basic reporting work in MS Office. Also, the soft skill sessions and activities were very interesting. Thank you Aakarshan team.

– Mr. Dharendra Pandey

## Spoken English



I am Kumari Gaurav from Meerut. I am a 25-year old working girl and got to know about the virtual course in Spoken English from my relative. Spark Minda is a well-known company and I thought it would be beneficial for me to take this certified course. I was working from home during the first lockdown and this was a great opportunity to enhance my skills. I was able to read and write in English but I was not that good. After taking this course, I feel that I have improved in many aspects, and I am thankful to my teacher and the Foundation.

– Ms. Kumari Gaurav



My name is Vikram Singh. I am working at Vexpress in Meerut. My Communication skills were not very good, and I wanted to improve it. Due to my job, I could not make time for learning. It was difficult for me to return from work then study at night. But, thanks to Spark Minda Foundation for running the virtual courses which gave me an opportunity to learn and improve. I took my classes from 7pm-8pm and realized that it was not a big problem to manage time for personal development. I am much better than earlier and will always be thankful to my trainer and the Foundation.

- Mr. Vikram Singh

## Tailoring



My name is Ruby Chauhan. I live in Meerut. I came to know about Aakarshan virtual tailoring class from my sister-in-law's whatsapp status and took admission in it. Ma'am taught me very well, I got a lot of information. Post completion of course I started stitching at my home and everyone likes my work very much. Thank you Spark Minda foundation for giving me a chance to learn and do something new. Today I am able to earn for myself and I am very happy. Thank you so much for giving me this opportunity.

- Ms. Ruby Chauhan



My name is Naina and I live in Noida. When I came to know about the virtual classes of Spark Minda I was very happy. All courses from Spark Minda are very beneficial and the charges are very less. I got to learn a lot in the classes and participated in many activities organized by them. We are also given a certificate. I did Beauty & Wellness and Cutting & Tailoring courses from Spark Minda's Virtual Classes. I learnt and enjoyed the virtual classes a lot. Thank you ma'am.

– Ms. Naina

## Beauty Wellness



My name is Avinash Sumit Vij. Lockdown was a good time to learn something new and when I got to know about the online certification course from Spark Minda Foundation, I decided to take it up. Due to household chores, it was difficult to make time. But, my interest in this course motivated me to make time for it and learn. I thank the foundation and my trainer for this opportunity.

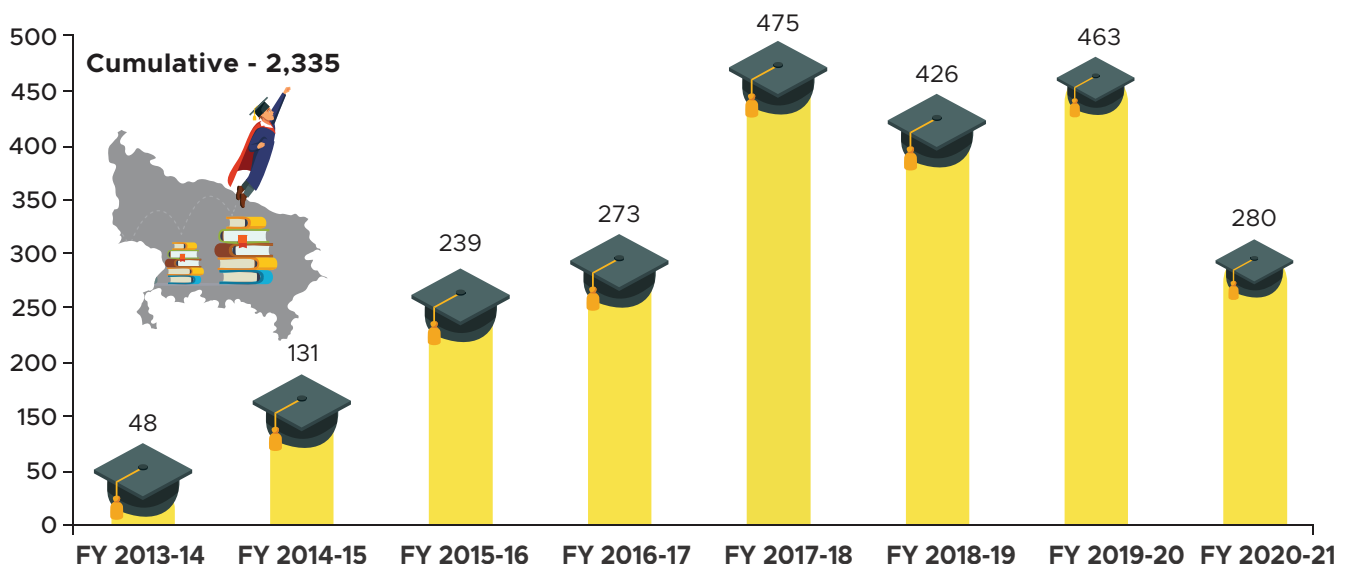
– Ms. Avinash Sumit Vij



My name is Divya and I am a college student. I enrolled myself for the virtual beauty wellness course during the lockdown as I wanted to learn something new. This course was very interesting and I now can do some of the things at home only instead of spending money at a beauty salon. I will always be thankful to the foundation for running such courses.

– Ms. Divya

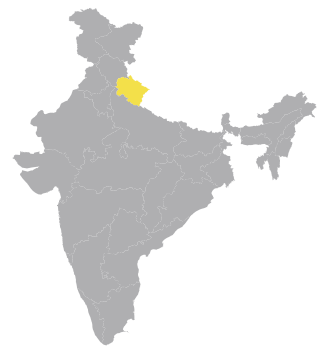
## NUMER OF LEARNERS IN UTTAR PRADESH





# UTTARAKHAND

Uttarakhand location has two project offices, one is transit camp slum and the other one is at Saraswati Shishu Mandir. Courses of Digital Literacy and Spoken English are offered at the school, while in the transit camp, course of tailoring is also offered.



## Digital Literacy



I had joined Aakarshan's Basic Computer classes in March'2020 but due to lockdown the centre was closed. I was worried about the classes but the faculty contacted me and informed me about the virtual classes to continue the learning. At first, I was scared and bit confused for this new pattern. But my teammates guided me and motivated me to try it and gain a new experience. I am glad that I joined virtual classes and learnt the programme hassle free. Thanks to Spark Minda Foundation for providing this learning platform.

– Mr. Gautam



I was looking for feasible options to learn Basic Computer but due to lack of facilities I was unable to find any. My friends recommended Aakarshan Skill Development Centre and their various skill learning courses. I researched about it and joined the virtual classes during lockdown. I've now got a good understanding of my course without feeling it heavy on my pocket. Thanks to the faculty and Spark Minda Foundation.

– Mr. Yogesh



I was looking for job opportunities in finance and most of the employers asked for a Tally Certificate. I realized how important it is to cope up with changing times to move forward in life. Therefore, I joined the Tally course to advance my skill set. Also it was a great learning experience to gain knowledge about how to face an interview, Self Introduction and importance of communication activities. I am glad to learn from the best in the community. My best wishes and regards to the Aakarshan's team members and Spark Minda Foundation to provide us this important opportunity.

– Mr. Bhuvnesh

## Spoken English



During the lockdown, I was looking for a budget-friendly course to enhance my skills. I was aware of the virtual classes provided by Spark Minda Foundation and decided to give Spoken English a try. This was a golden opportunity as I shared the class with people around India. It helped me gain confidence in speaking in front of people. Guest sessions on personality development, financial literacy, yoga, etc., It helped me to update my knowledge. I am happy with my experience and have enrolled myself in other courses as well.

– Ms. Lakshita



I joined Aakarshan to learn spoken English because of my inability to speak properly in English. I was not very confident earlier but now I do not have fear of speaking English. I am happy with the training.

– Ms. Basanti

## Tailoring



It's a great pleasure for me to share my learning experience through the virtual stitching classes. It was indeed a great learning experience for me to gain valuable knowledge. It has improved my confidence and pushed me to strive for my personal growth. I would like to open a boutique soon and would like to thank Aakarshan and Spark Minda Foundation for their endless efforts.

– Ms. Anchal

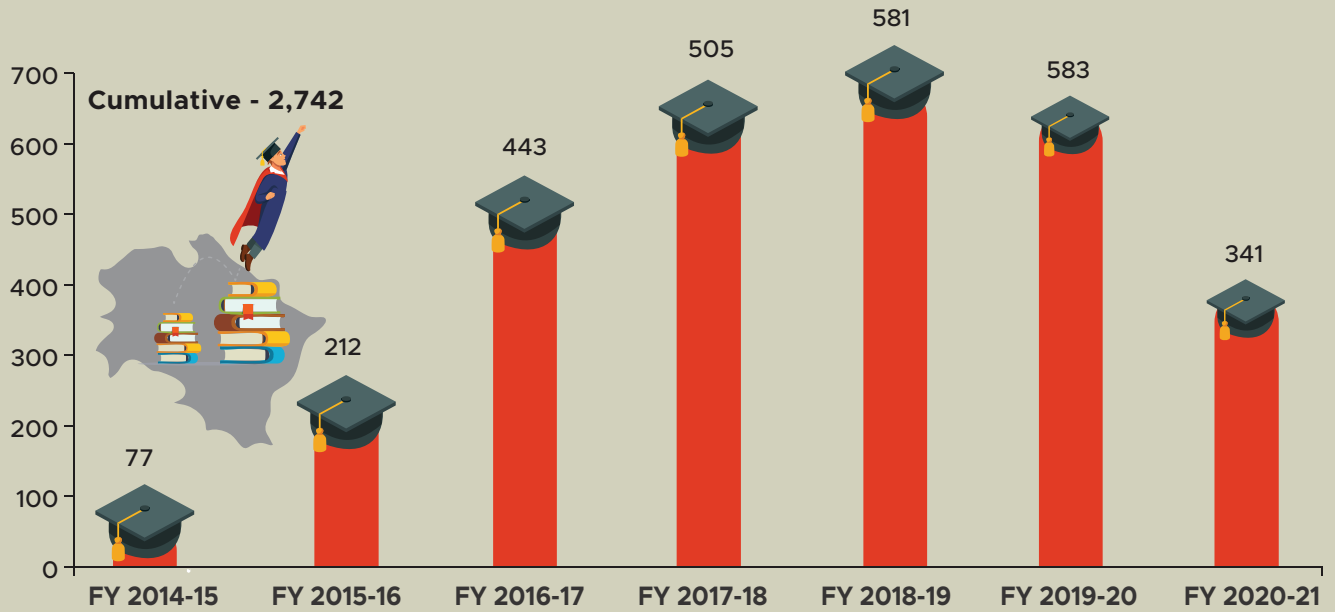


I joined Aakarshan virtual classes last year in lockdown. Earlier I was scared to learn stitching online. But the faculty conducted the classes very smoothly. I am happy to utilize my ideal time in learning a new skill. Currently, I take a few orders at home and manage my expenses. Thanks to Spark Minda Foundation for this unique opportunity.

– Ms. Poonam

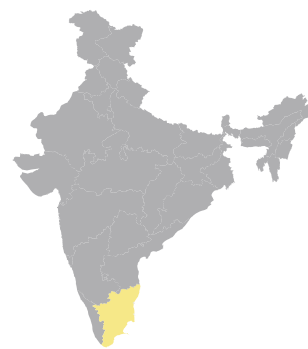


## NUMBER OF LEARNERS IN UTTARAKHAND



# TAMIL NADU

This Centre was established in the year 2014 at the Vengadu village of Chennai, Tamil Nadu. The centre offers courses in Digital Literacy, Spoken English and Tailoring.

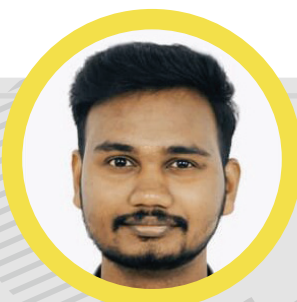


## Digital Literacy



I am Saranya, working as a clerk in Vengadu village. I had joined the basic computer course at the Aakarshan Skill Development Centre during the lockdown. It was very useful to me. I learnt to check and apply for government exams, book online tickets, etc. It was a wonderful opportunity and I thank the Aakarshan centre for it.

– Ms. Saranya



I am Karthi, I completed my basic computer course at the Aakarshan centre. I didn't know how to operate the computer before, but through this course I have learnt a lot. I got a job at the airport as a supervisor and I am doing all the data entry work here. I appreciate the work done by the team and would like to thank the Aakarshan team and Spark Minda Foundation.

– Mr. Karthi

## Spoken English



I am Swetha. I completed my Spoken English class in Aakarshan centre during the lockdown. It was a very good experience and useful for me to develop myself. I would like to thank my trainer and Spark Minda Foundation for this opportunity.

– Ms. Swetha

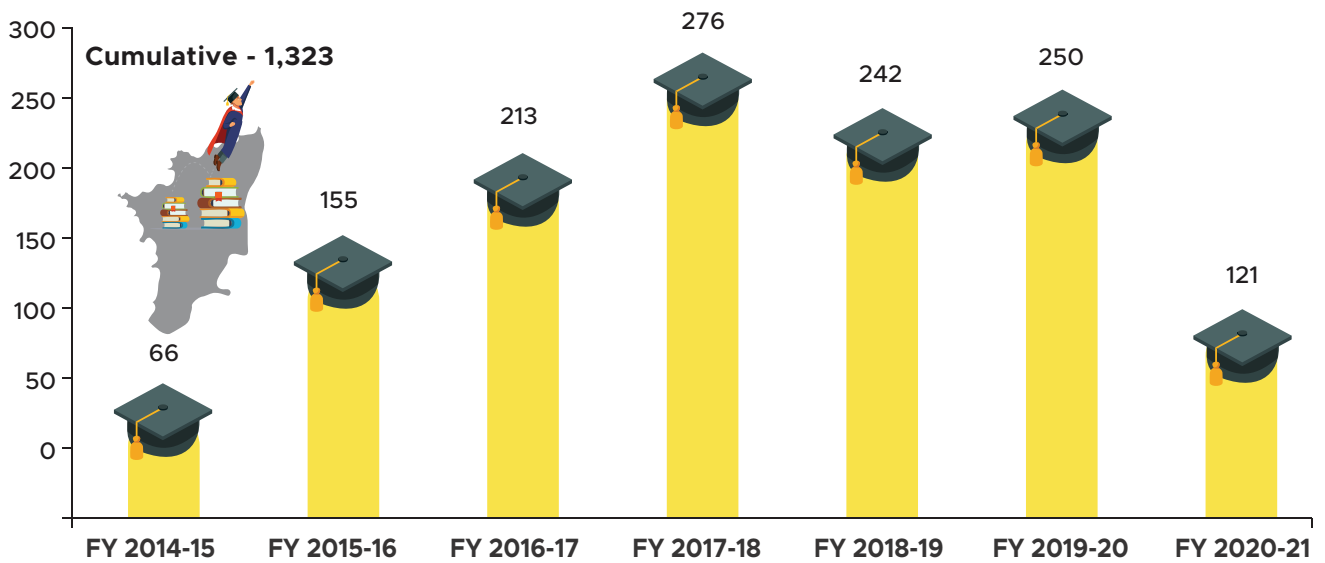




I am Sanranya. I completed the Spoken English course by Spark Minda Foundation and gained a lot of knowledge from the trainer. I'm very glad and I thank Spark Minda Foundation for the opportunity during this pandemic time, It has really helped me a lot.

- Ms. Sanranya

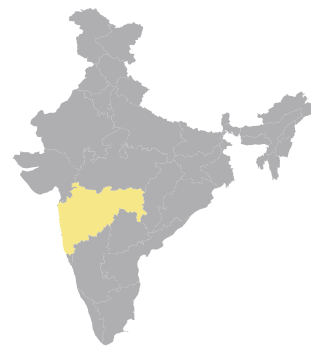
### NUMBER OF LEARNERS IN TAMIL NADU





# MAHARASHTRA

The programme in Maharashtra started in the Khed block of Pune district at the village Donde and then moved on to a location in Khed itself. The courses offered at the centre are Spoken English, Digital Literacy, Tally, Beauty wellness and Cutting Tailoring.



## Digital Literacy



I am Sarita Samant. I joined the virtual computer classes as Spark Minda Foundation had arranged a training for teachers where we could learn hands-on experience on computer skills and digital literacy. We learnt different aspects of MS Office, net banking, etc. It has helped me to make presentations and to teach my own students. I thank Spark Minda foundation for organizing such a classes for us.

– Ms. Sarita Saman



I enrolled myself in a Tally Course to enhance my skills and to learn it for employability. During the lockdown this was really a stress buster for me and also it helped me gain knowledge. I learnt it from a remote location. It wouldn't have been possible without the virtual classes. Thanks to Spark Minda Team for such classes.

– Ms. Shweta Gulhane



I am a student of the online computer classes organized by Spark Minda Foundation. These classes were very helpful for me. I am a teacher at Z P school. I had completed a MS office course earlier but couldn't practice. Teachers at the Aakarshan centre mentored us very well and cleared all our doubts. We learnt the history of computers, parts of computers, skills of MS Office and different types of learning on online education. I am very thankful to the organization.

– Ms. Poonam Muluk

## Spoken English



I had always faced difficulty in speaking in English, so to overcome this drawback I joined the virtual classes. These classes have helped me a lot to improve my English and I gained confidence again. I really appreciate the efforts of the teacher that she took to teach us and cleared our doubts thoroughly. Thanks a lot to the organization for such wonderful guidance.

– Ms. Rashmin Lakhani



I am a teacher by profession. To enhance my skills of communication I joined the Spoken English Course. But I got more than just a space to learn. After losing my husband, my daughter has been my only way of inspiration but the Spark Minda family has helped me to gain my confidence again and enhance my skills more through various activities. Thanks to the trainer and the Foundation to help me grow better.

– Ms. Pritam Tiwari

## Tailoring



It's a great pleasure for me to share my learning experience for the virtual stitching classes. It was indeed a great learning experience for me to gain valuable knowledge. It has improved my confidence and pushed me to strive for my personal growth. Initially it was very difficult for me to imagine Cutting and tailoring classes to be virtual but the trainer explained very well. I would like to open a boutique soon. I thank Aakarshan centre and Spark Minda Foundation for their endless efforts.

– Ms. Deepali Thite



Being a teacher I had never thought that I could learn Cutting and tailoring. But I always had an interest in the same. I had lost my job during the lockdown so I thought this would be a great opportunity to learn and start something new. The online cutting and tailoring course organized by Spark Minda Foundation turned out to be a life saver for me. I am very happy with the learning and I have started taking orders at home now.

– Ms. Tejaswee Kadam

## Beauty Wellness



Beauty and Wellness: My name is Sangita Pathan, 22 years old. I had taken admission for the Beauty and Wellness virtual course organized by Spark Minda Foundation. I gained a lot of information related to skin, hair, makeup, business management and entrepreneurship. I am thankful to Spark Minda foundation for conducting such courses.

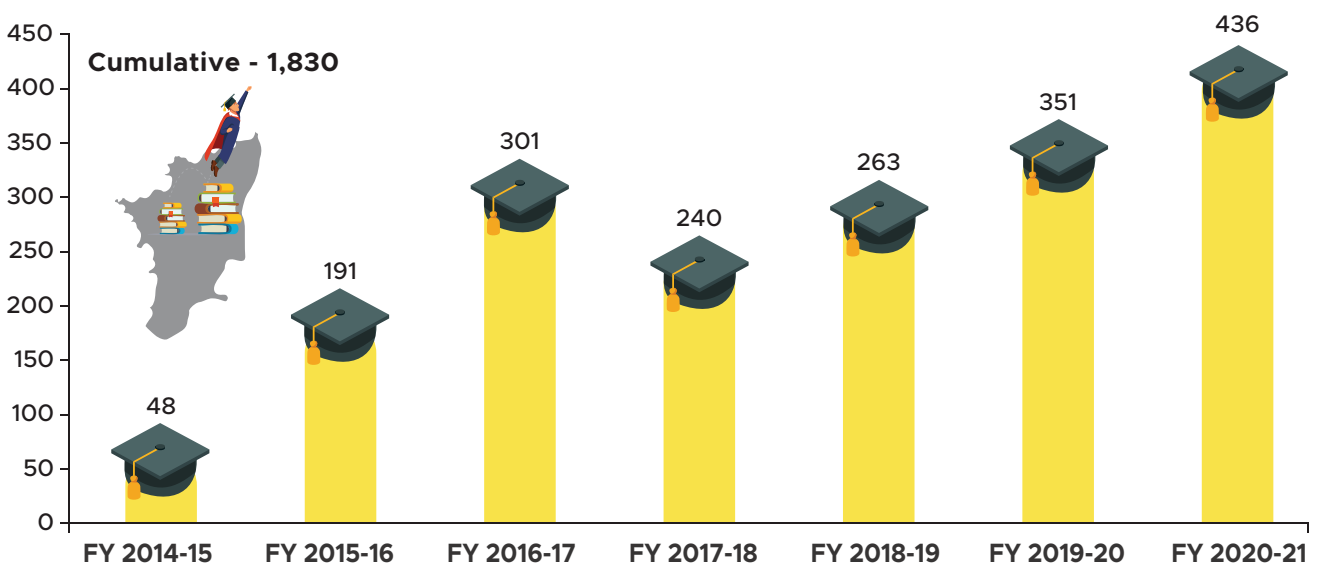
– Ms. Sangita Pathan



When I took admission in the Virtual Class of Spark Minda Foundation I was surprised that such a vast syllabus was covered at a very low price. I had a lot of time during this pandemic period, so I thought about taking admission and learning something new. Somewhere my dream was to run my own parlor . I had completed a Beauty course earlier but I did not have confidence to start my own setup. These virtual classes helped me gain confidence and now I have started my own salon and I am very proud of it. Thanks to Spark Minda foundation for giving me a chance to prove myself.

– Ms. Shraddha Sawant

### NUMBER OF LEARNERS IN MAHARASHTRA





# HARYANA

This centre in Haryana is the recent most, established in 2019, the centre offers courses of Digital Literacy, Spoken English, Industrial Tailoring and Beauty Culture & Wellness.



## Digital Literacy



My name is Sakshi Sharma, I am a housewife and live in Gurugram. I completed the course on Basic Computers and Excel last year. Before joining here, I was thinking of starting something that could help me to develop my skills. Then one of my friends informed me about Aakarshan centre at Bhondsi, Gurugram. Joining Aakarshan centre gave me an opportunity to learn and network and at the same time helped me a lot in starting my online ladies' garments Store. I would like to thank the team of Aakarshan, who helped me develop my skills and to be confident. Now I am maintaining all my store records in Excel and the computer knowledge has helped me to create advertising content of my own and promote my business.

– Ms. Sakshi Sharma



I am Bharti Kaul, working in an NGO. I had joined Advanced Excel and Tally as well. The teaching skills of all the Teachers is very nice. They fine tune the topics in an easier way that helps you in understanding. They clear your doubts even if you ask a number of times. Later I also enrolled myself for the Spoken English Course to upgrade my communication skills. The timings are suitable. I want to thank my trainers and Team Aakarshan for their wonderful and outstanding work they are doing.

– Ms. Bharti Kaul



I am Monika Chauhan, I had joined the Basic computer course organized by Aakarshan Centre. I learnt a lot and would like to thank the team. The trainers are very helpful and have innovative ways of teaching. I am grateful to the Aakarshan team and Spark Minda Foundation.

– Ms. Monika Chauhan

## Beauty Wellness



I am Antra Rajput. The Beauty & Wellness course was really beneficial, it included activities which positively influenced our emotions and physical well-being. This course has helped me to improve my hygiene, beauty and different types of lessons were taught to us like skin care, home remedy facial, hair care and make-up. I really appreciate and thank all members of Beauty & Wellness.

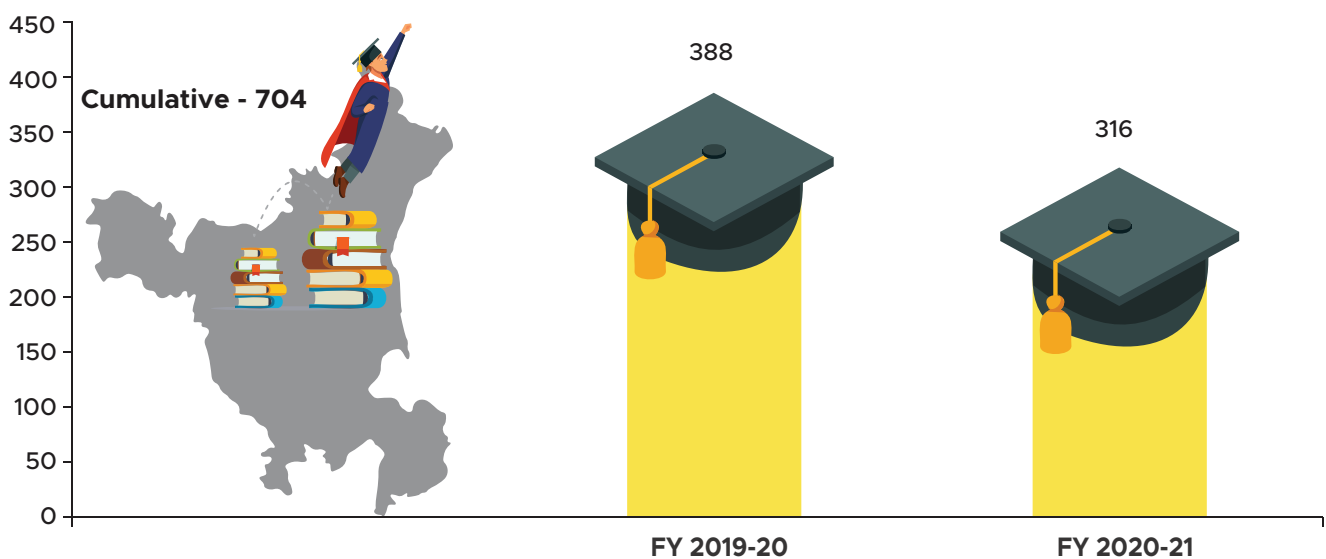
– Ms. Antra Rajput



My name is Madhubala. I joined the Beauty & Wellness course, and really enjoyed it. I gained knowledge of home remedies, skin and hair care. I would like to thank my trainer and Spark Minda Foundation for organizing such courses.

– Ms. Madhubala

### NUMBER OF LEARNERS IN HARYANA





# Convocation









## EMPLOYMENT & ENTREPRENEURSHIP

The current pandemic has advanced the use of local products and has helped people recognise the importance of a skill-driven society. Being a young nation with 75% of the population in the working age, employment becomes a major concern. Youth are the human capital of the country and it is essential to empower them for the development of the economy. Hence, our major aim is to lure learners with the aim of employment to the

centre for upgrading and building their skills. To facilitate employment we have established tie-ups with small scale companies, industries around the centre, private businesses and even business chains. Some of the places our learners' are placed :

When initiated, the main objective of Aakarshan was to reach to the people of the community, especially its women and youth,



**Blaze t**  
**FEATURING 50**  
**ON THEIR PA**  
**SOCIAL EMP**

and impart skill trainings, to make them more productive and better enriched. Over the years, it has reached hundreds of women. In the past 8 years, Aakarshan has touched the lives of over a 1000 women, reaching communities and households.

This year marked a great achievement as we could publish our first volume of **Blaze the Trail – the book entails stories of 500 women entrepreneurs**, their hardships and their successes thereafter, the role Aakarshan played in their lives and their will to stand on their feet.

This book captures 500 such stories of impact, stories of women in different parts of the country, speaking different languages and belonging to diverse cultures, but having lived lives of hardship and struggle in common. The book is an ode to all the women who hold so much untapped talent, if given a small opportunity they can reach new milestones. Every story in this booklet is a journey of change, of empowerment and independence. This book is dedicated to all those women whose lives have been touched by Aakarshan and is a promise to continue doing the work and enabling women to stand tall in the years to come.



## OUR PLACEMENT PARTNERS

**VITS Hotels & Resorts**

**VENUS Beauty Parlour**

**Hotel The Venus**

**The Hair World**

**Minda Stoneridge Instruments Limited**

**Sonia Resort**

**Shahi Export**

**Eureka Forbes**

**Hyundai Mobis**

**Neem India**

**Orient Craft**

**Hotel Rudra Continental**

**Gurdatta Enterprises**

**Cheryl's Cosmeceuticals**

**Fitness First**

**Real Time Data Services**

**Nanhi Kali for the girl child**

**Orient Fashions**

**Dukes**

**Lakme Salon**

**Britannia**

**ICAR**

**Oriflame**

**Matrix**

**Salcomp**

**Bharat Petroleum**



## DUAL SYSTEM OF TRAINING - ITI Upgradation Programme

DST is an amalgamation of theoretical training imparted through ITIs and practical training imparted through the Industry. DST helps enable Industry linkages and provide hands on experience to students on industries latest/updated technologies. Objective of DST scheme is to enable industries and establishments to partner with Government and Private ITIs for conducting training programmes under high employability courses so as to fulfill their skilled manpower requirements. DST encourages ITI and industry partners to adopt/participate within the regular training duration of specific trade and within the ITI ecosystem, which strengthens industry connect of ITI and trainees viz-a-viz imparts industry relevant quality training to the trainees.

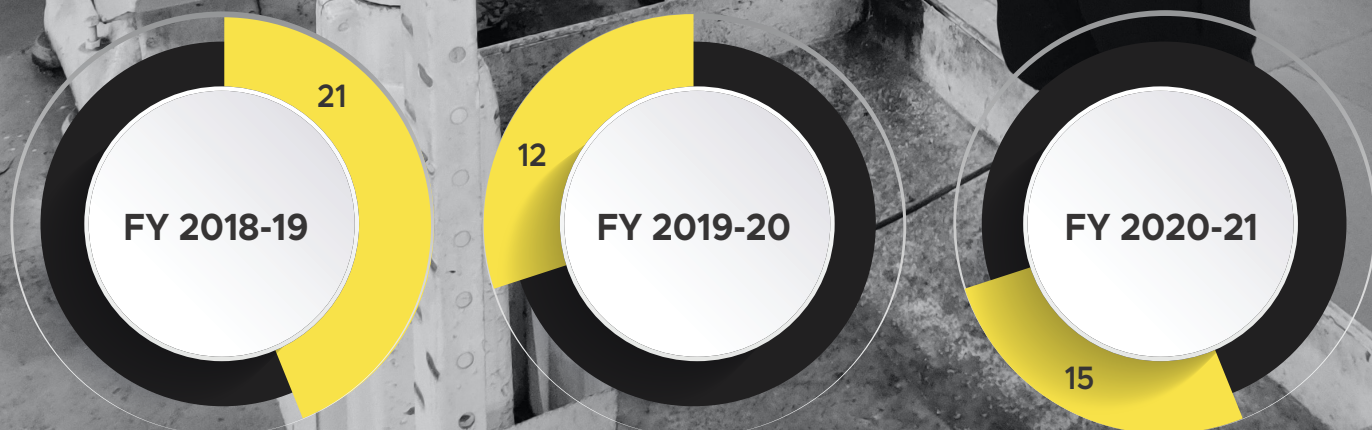
Likewise, Spark Minda Foundation has an MoU signed with the DTTE Government of NCT Delhi for the Dual System of Training Programme. This programme has been approved by The Ministry of Skill Development & Entrepreneurship, Government of India. It is in collaboration with the Government of NCT Delhi, ITI Nizamuddin and Wadhvani Foundation. The gap between academia and machine learning can be bridged through this programme. While NCT Delhi and ITI Nizamuddin form the theoretical imparting institutions, the factories of Spark Minda Group facilitate the practical training modules for the trainees and Wadhvani Foundation ensures the imparting of the soft skill module to the students of DST.







**TRAINEES AT DST PROGRAMME**





# *Empowerment of People with Disabilities*









# Empowerment of People with Disabilities

***Hold my hand and walk with me.  
We must break the back of social inequality;  
We must empower every individual with a disability  
To live with dignity in an inclusive society.***

According to reports, about 2.1 percent of India's population is suffering from some kind of disabilities. In many cases, the persons with disabilities (PWDs) have to endure more suffering because of ignorance of people

on whom they are dependent. Therefore, it becomes important that the PWDs are facilitated in a way that they can become independent. This requires an overall support in terms of providing proper assistive equipment, training, education, counselling, and job opportunities.

Our project named "SAKSHAM" is aimed to ensure sustainability of life for the persons with disabilities by providing assistive aids and technologies, facilitation for UDID registrations, providing employment, skill





development and on job training. Thus, focusing on their holistic development. Over the last 6 years we have benefited more than 8500 people with disabilities with 8154 fitments, 282 UDID registrations and 567 employment opportunities. The project was started by organizing camps for empowerment of PWDs and has grown leaps and bounds since. We had our very first camp in Indonesia in 2015 to provide accessible and assistive technology to the PWDs in collaboration with Bhagwan Mahavir Viklang Sahayata Samiti (BMVSS) popularly known as Jaipur Foot.

The programme supplements the Accessible India Campaign (Sugamya Bharat Abhiyan), Ministry of PWDs. It also supplements the Sustainable Development Goals 10 which focuses on reducing inequalities amongst the population and 17 which showcases partnerships and collaboration with like-minded organisations, governmental and non-governmental organisations. It is our endeavour that every person in the country is empowered and our aim is to build an all-inclusive and harmonious society.

## Scope of the programme

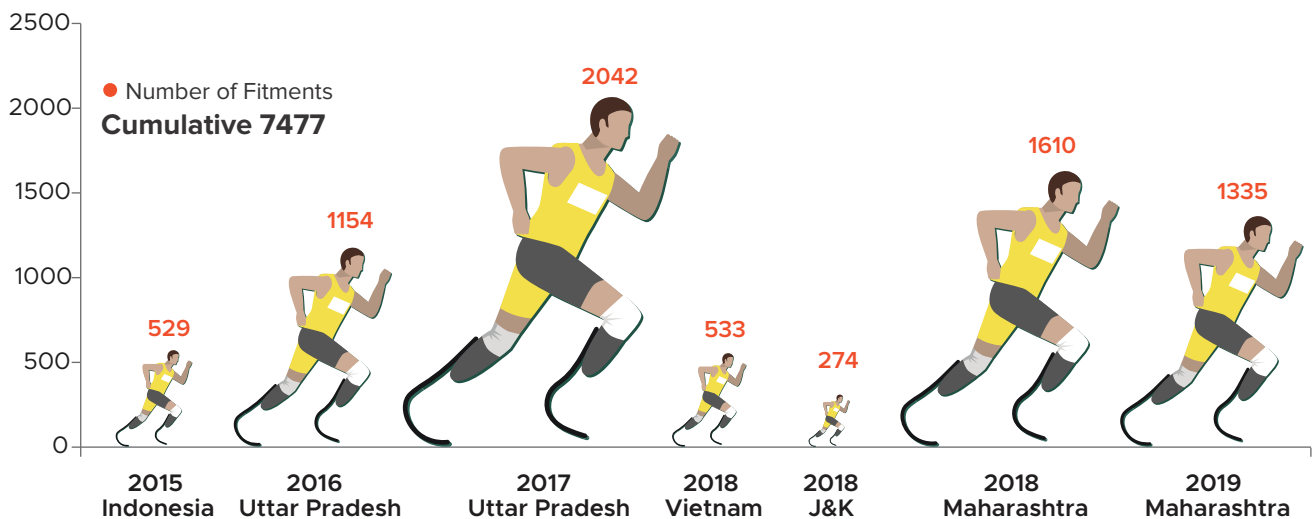




## JOURNEY SO FAR

The Saksham programme started with organizing camps annually for empowerment of PWDs for not only assistive aids but to make them independent. The project was further expanded, when a centre for Empowerment of PWDs was established at Pune, Maharashtra.

### CAMP SUMMARY



## The Stepping Stone

**Venue :** Indonesia

**Duration :** 4th May, 2015 to 7th June, 2015

**Project Outcome :** 529 fitments to 515 PWDs





## One At The Home Ground

**VENUE :** Noida, Uttar Pradesh

**DURATION :** 1st September, 2016 to 12th September, 2016

**PROJECT OUTCOME :** 1154 fitments to 812 PWDs, for not only the distribution of limbs and assistive aids but also for facilitating the distribution of disability certificates.

## One With The Maximum Beneficiaries

**VENUE :** Noida, Uttar Pradesh

**DURATION :** 13th December, 2017 to 24th December, 2017.

**PROJECT OUTCOME :** 2024 fitment to 1374 PWDs

## One With The Vietnamese

**VENUE :** Vietnam

**DURATION :** 17th July, 2018 to 28th August, 2018

**PROJECT OUTCOME :** 533 fitments to 501 PWDs

## One With The Indian Army

**VENUE :** Baramulla, Uri, Jammu Kashmir in association with the Sadbhavana Project of the Indian Army's Pir Panjal Brigade.

**DURATION :** 16th September, 2018 to 23rd September, 2018

**PROJECT OUTCOME :** 274 fitments to 269 PWDs. This camp catered to individuals who had lost their limbs to land mines and unfortunate circumstances arising at the borders.

## One Aiming At Increasing The Reach

**VENUE :** Pune, Maharashtra

**DURATION :** 27th January, 2019 to 7th February, 2019

**PROJECT OUTCOME :** 1610 fitments to 1500 PWDs

## One With The Locale

**VENUE :** Pune, Maharashtra.

**DURATION :** 20th December, 2019 to 26th December, 2019

**PROJECT OUTCOME :** 1335 fitments to 1275 PWDs

Both the camps held in Pune included the addition of an employment desk with Confederation of Indian Industry - India Business Disability Network (CII-IBDN) and a skill desk with Sector Council for PWDs.





## Divyang Empowerment Centre, Maharashtra

Under the programme “Saksham”, Spark Minda Foundation established a centre for empowerment of PWDs in Pune, Maharashtra in 2018. It caters to more than 10 blocks of Pune, over 4 districts of Maharashtra, particularly the rural pockets, where healthcare facilities for PWDs are not easily accessible. Till now at the centre we have benefitted more than 1000 PWDs through fitments, employment and UDID registrations.

### Scope

- ▶ The centre aims at providing prosthetic and orthotic devices to PWDs.
  - ▶ It facilitates employment by imparting skills with either on-job training or vocational training.
  - ▶ It helps in getting Unique Disability ID to PWDs.
- This centre also aims to organize job fairs in collaboration with its partners and other like-minded organizations.

### Skilling and Employment

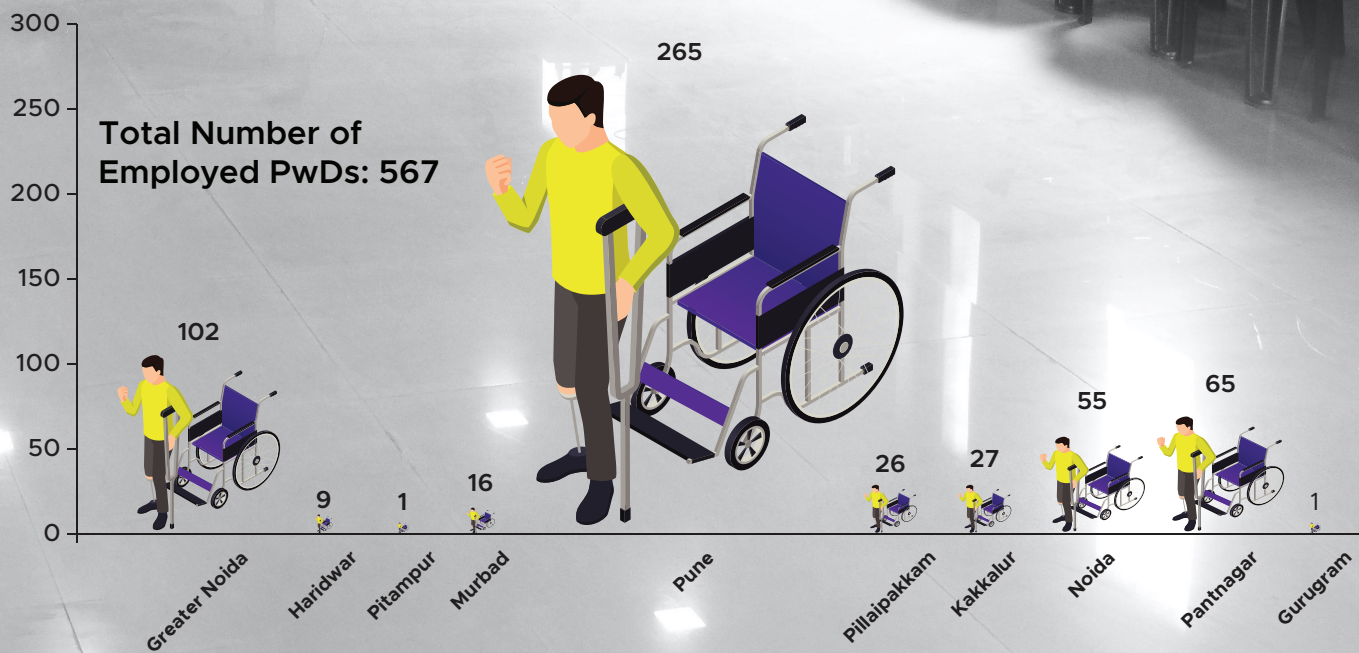
“People with disabilities deserve the chance to build a life for themselves in the communities which they choose to live”.

A major area of intervention under our programme is the facilitation of skill-set and employment. For this, a Deployment Matrix was created which helps to identify what role is best suitable for which disability. This exercise was performed at all unit locations and recruitments happen on the basis of this exercise, till now 567 PWDs were employed in our group. Our employment partners are Youth4Jobs, Sarthak Educational Trust, Samarthanam, National Association for the Blind and many more.





## PwDs EMPLOYED





## Limitations Live Only in Our Mind

**Sarika Shinde**, had to get her leg amputated due to an infection. As a housewife it was difficult for her to manage all the household chores and was dependent on her family. Since then she pinned all her hopes on the prosthetic leg fitted at the Saksham centre.

Her initial days were tough but she was iron-willed to surpass the pain and to be back on both her feet.

With training and practice now Sarika is able to manage all her household chores independently and is immensely happy.



## A hero is an ordinary individual who finds the strength to persevere and endure in spite of overwhelming obstacles

**Prasad Bharitkar**, a college going student, met with an accident during the 1st lockdown in 2020 and had to get his hand amputated. He had lost all hopes but then he learnt about the work done by Saksham centre from his friends' and got his fitment catered to at the centre, and on his first day of fitment and training

he tried to write his name and signature. As it is said that optimism is the faith that leads to achievement, nothing can be done without hope and confidence. With practice he is now able to do all his work independently and is learning to ride his bike too.





### ***Life need not have limits***

Nilima was 2 years old when she got severe fever and, in no time, lost sensation and energy in one of her leg due to poliomyelitis. Her life has never been less of a hurdle race but she has passed each hurdle successfully. You only live once and you need to enjoy life, to go out and achieve whatever you want to. She believed in this and she is now a badminton champion. Working with Spark Minda Group, she has overcome her financial issues and boosted her confidence. She wishes to continue working with us to support her family.

“

**Nilima Ray**  
**MCL-SSD, Pantnagar**



### ***I am different, but not less***

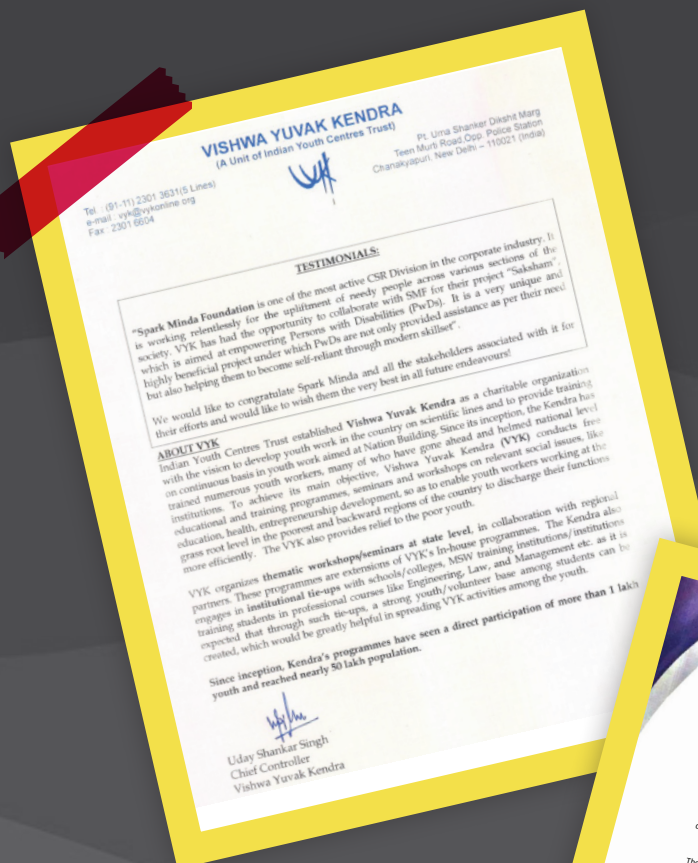
Suresh was born with visual impairment. But, he made up for it with his vision. Prior to Joining Minda Corporation Ltd, he was supporting his family by selling some stationary at the railway station. Due to his impairment it was difficult for him to find a job. During this situation, Spark Minda Group came in as a ray of hope. He is very happy and satisfied working with the company where he is treated equally and can support his family.

“

**Suresh Kumar N**  
**MCL-WHD, Pillaipakkam**



# Testimonials from Partners









# Community Healthcare







# Strengthening Menstrual Hygiene Management

## SHAKTI

India is on the path of development but still, there are a lot of issues that hinder the progress of a nation. Stigmas related to menstrual hygiene and female health still prevail in society. The nation should now focus on empowering women to make decisions about their own health, this will also help women to take control of their lives in society. Aligned with the United Nations Every woman every child initiative, Spark Minda is continuously working to empower women by its Shakti Initiative.

This initiative is aligned with SDG 3, 5, 6, 11, and 17 where awareness for Menstrual hygiene and family planning is provided by organising various camps. These camps are organised for the community and for the prisons as well.

### Shakti in Community

Shakti in the community is a way to improve the health and hygiene of women by making them aware of safe menstrual management and hygiene, family planning, and reproductive health knowledge. This initiative is carried out among the local, rural and tribal communities of Maharashtra, Uttar Pradesh, Uttarakhand, Haryana, and Tamil Nadu.

### Menstrual Hygiene

#### Duration

This project is executed in two phases.

#### Phase- I

In this phase, a session is conducted to create a basic understanding of how the female body functions, how it transits from child stage to puberty, a biological understanding of menstruation, taboos and myths associated with it, discussions about community-specific understanding is done in detail to bring out the rationale of menstruation.

#### Phase- II

In the second phase, we aim at equipping women with basic skills that will help them manage menstruation through available menstruation products. Women are also taught how to make their own sanitary napkins to ensure sustainability and livelihood generation.







## Family Planning and Reproductive Health

Family planning is on prioritization in the national development agenda. Family planning is crucial as it helps to build a sustainable society, giving decision-making ability for if and when to have children. Family planning ensures the health and safety of mother and child and reduces the mortality ratio during pregnancy. This programme was conceptualized to promote a comprehensive understanding of healthy family planning and reproductive health.

Family planning service includes counseling, education, access to contraception and access to safe abortion. India is the 2nd

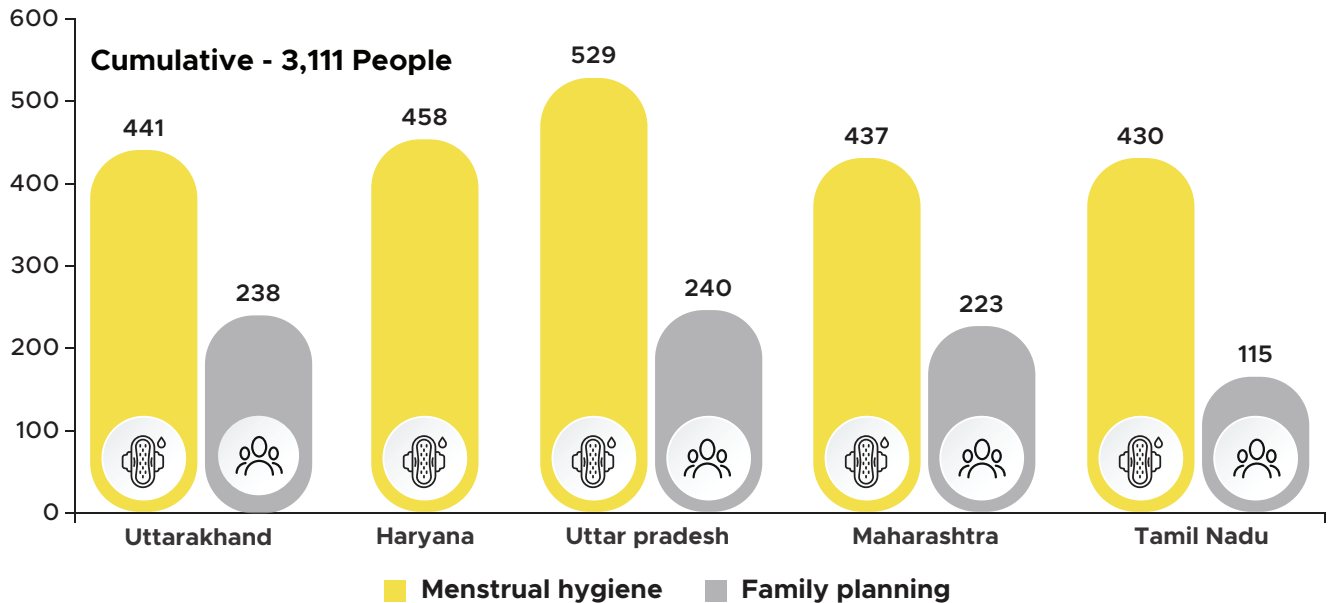
most populated country, to lower down the population rate Indian Government started the family welfare programme and is integrated with reproduction and child health. To supplement this initiative of the government Spark Minda Foundation organises a awareness campaigns across 4 states.

The focus of this programme is:

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



## PEOPLE COVERED UNDER SHAKTI



Lack of awareness on family planning leads to poorly spaced birth of children, malnourished children and mothers, infant mortality, and maternal mortality.

### Mobilisation of Community

The Asha and Anganwadi workers of the concerned community were approached for their assistance in accomplishing household visits to mobilize the community members for the training programme. The local NGOs working for the empowerment of women were also major support in completing the programme successfully.

Spark Minda Foundation had a commitment to benefit more than 3000 women under Shakti Programme aligned with the UN. The organisation has reached out to 3147 women,

adolescent girls, and men through this programme.

### Shakti in Prisons of India

“SHAKTI IN PRISON” is a joint initiative between India Vision Foundation & Spark Minda Foundation across 16 Prisons of Haryana, to promote menstrual hygiene practices among women inmates for easy access to resources in alignment with the Sustainable Development Goals along with the Global WASH programme by UNICEF and extend support in strengthening ecosystem to sensitize female prison inmates on the concepts of What, Why & How of menstruation, besides good practices of hygiene & sanitation.

The vision is to introduce the female inmates to menstrual hygiene management practices and to instill the attributes of hygiene and safe practices.

### Project Need Analysis

Prior to the implementation of Project Shakti, a Baseline Survey was conducted by an Independent resource person, on 100 female inmates across 4 Prison sites (Rohtak, Karnal, Jhajjar, and Faridabad) to understand the larger need.





Key learnings were marked such as

### **Need for Menstrual Health & Hygiene Products:**

- ▶ High dependency on family visitations/ prison administration to provide disposable pads.
- ▶ Switch over to traditional cloth-based methods in absence of disposable pads.
- ▶ Approx. 73% younger inmate population prefer using disposable pads,
- ▶ Average need 3–4 pads per inmate/day.

### **Physical discomforts during menstruation:**

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

### **Disposal**

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

## **Training & Awareness**

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

## **Need of Customized Intervention:**

This has brought us to the conclusion, there is strong need for Customized interventions such as Educating the inmates about the anatomy of the human body and counseling them for Menstrual hygiene busting up the myths, making them self-sufficient through upskilling, and providing emotional support through value-based interventions. The programme has been divided into three phases, the first part of which is to install sanitary napkin vending machines and incinerators across 16 prisons of Haryana. This will be followed by awareness and training sessions. The final leg of the project would be focused on making the entire process sustainable, by manufacturing sanitary napkins in the prison itself.

Spark Minda Foundation has installed vending machines and incinerators in prisons of Jhajjar, Rohtak, Karnal, and Faridabad, this has benefited close to 350 women inmates with access to sanitary napkins. A book is also created for educational purposes, which will help the women to better understand the practices.





## Testimonials



“Information about menstruation was very important for us as given by inmates in the prison. Earlier women here, did not pay much attention to themselves, and cleanliness and hygiene during menstruation wasn’t given any priority. But now such sessions have brought awareness among female inmates. These kind of sessions should be held from time to time. The information provided through the book was also very new and interesting for us. Understanding, sharing and resolving doubts regarding menstruation was only possible with the sessions and the book provided.

**An inmate of Rohtak prison**



“Women will not have to face any problems during menstruation anymore because they now have got a 24 hour facility within the prison itself. They will now be able to take complete care of themselves while keeping in mind the importance of menstrual hygiene.”

**An inmate of Faridabad prison**

*\*Names not disclosed to maintain confidentiality.*



## EYE HEALTH CARE

Eye health care is generally neglected while considering the overall health of an individual. Severe eye problems such as cataract, glaucoma, and macular degeneration often remain undetected until they completely damage the eyes. Eye health is also associated with aging and requires regular checkup to identify the underlying health issues.

In India, there is a huge shortfall in the number of primary health centres and in the number of people working in the public health system. Rural India lacks awareness and accessibility for a proper eye health system. Since Age is a major determinant in Vision and Eye Care, annual checkup especially for rural areas is crucial. People are unaware of the symptoms and therefore reach out only in extreme conditions.

Seeing the gravity of the situation Spark Minda Foundation decided to contribute towards

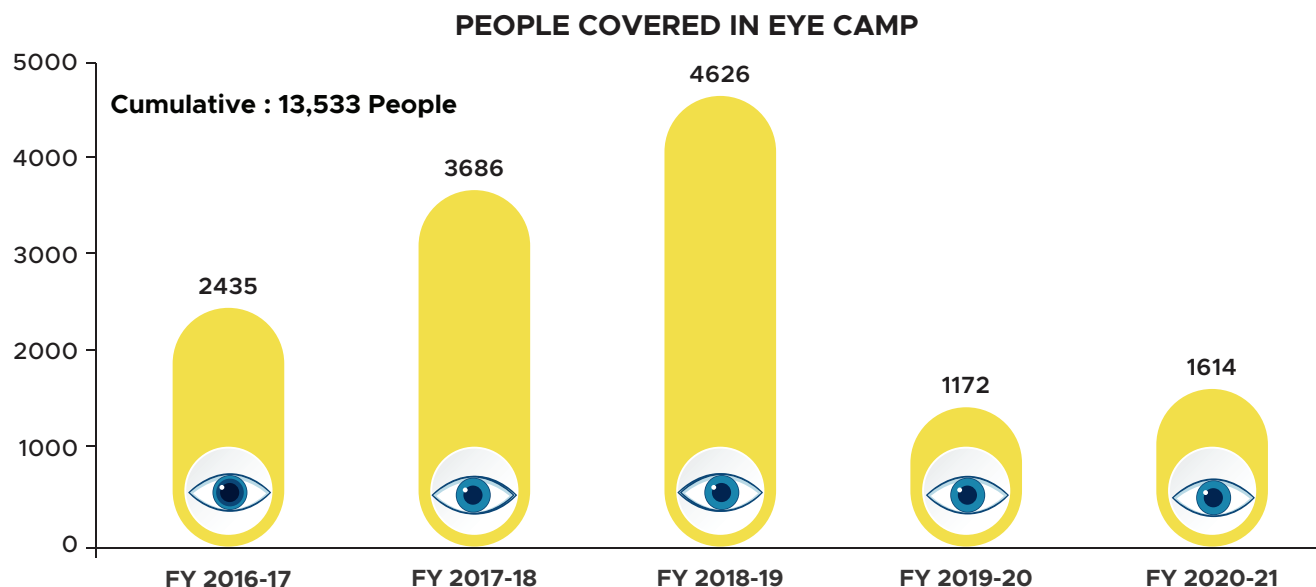
the solution by organising annual Eye Care Camp at rural locations covering 5 major states i.e., Haryana, Maharashtra, Uttar Pradesh, Uttarakhand, Tamil Nadu. These Camps are organised in the rural areas which are in the close periphery of Spark Minda Foundation project office. The camps provide free eye checkup along with medications and corrective glasses. People from various age groups attend these camps and are provided with medicine or glasses as per the need. These camps are conducted in collaboration with HelpAge India, who supplement the camp with an experienced team of doctors assessing the eye health status of the rural public

Initiated in 2016, the Eye health camp has reached almost 13000 people in different states of India. The Camps provide assistive aids and refer special cases such as Glaucoma and cataract to hospitals where they can be



operated for free. These camps are a medium to verify the health status of the people from different age groups. With the increasing use of cellphone among children, these camps also provide counseling for eye care, which is a more sustainable approach for maintaining healthy eyesight.

In 20-21 due to the onset of COVID-19, the annual eye health camp was organized with government guidelines to provide support to the community at Uttarakhand and Bagla, Haryana. These camps provided counseling, medications, and glasses to over 1500 people.





## COMMUNITY HEALTH CHECK-UP

With the rapid growth in healthcare, rural India still doesn't have access to essential health care services. With limited medical staff and services, people especially that are located in the interior areas find it difficult to avail the medical services that are provided in the urban areas. Supplementing to SDG 3 for good health and wellbeing, Spark Minda Foundation organises Annual Health Checkup Camps near their factory to provide free health checkup to the underprivileged community members.

During the medical camps General Physicians, Gynecologist, Pediatrician, Orthopedics, Dentists are involved in providing basic healthcare checkup and services to the community.

These health Check-up Camps are organised in collaboration with the Gram Panchayat and Hospitals like Balaji Hospital in Uttar Pradesh, SRM Hospital in Tamil Nadu, Shri Gajanan Hospital in Maharashtra, and Paras Hospital in Haryana. These camps have covered 11,451 people till 2021.



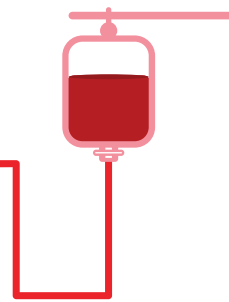








## BLOOD DONATION CAMP



According to WHO, safe blood, blood products and their transfusion are critical aspects of care and public health. They save millions of lives and improve the health and quality of life of many patients every day. But due to the shortage of blood units, thousands of people lose their lives.

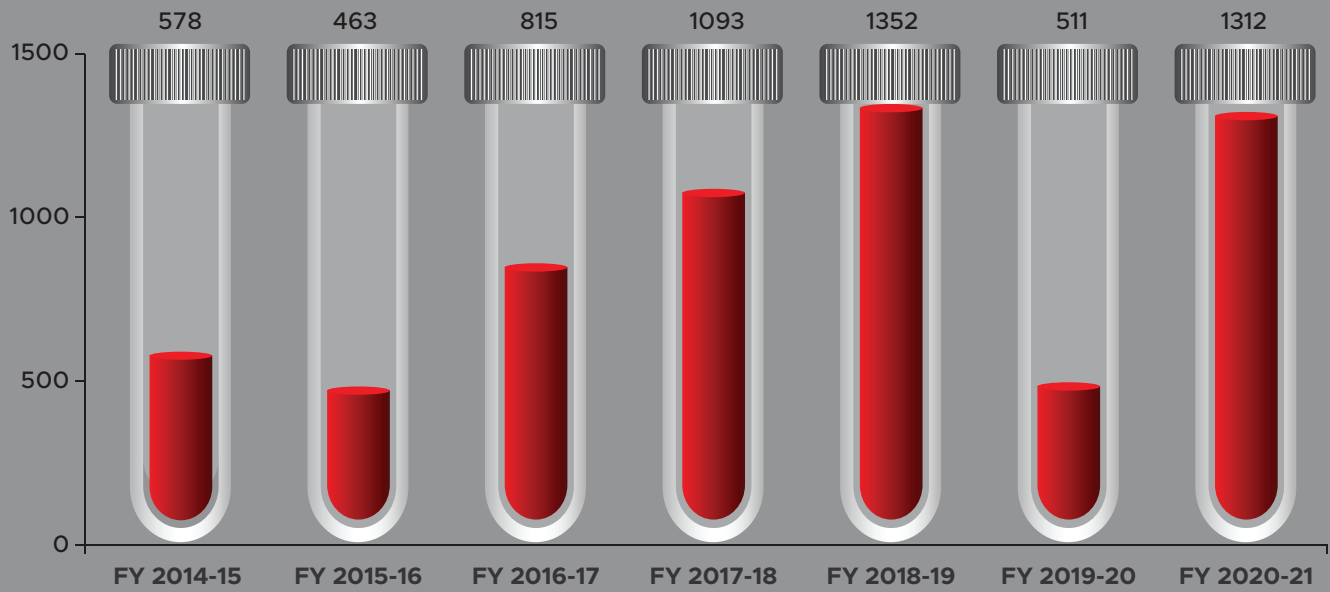
Since there is no replacement of blood, it is the duty of every healthy individual to donate blood and save a life. Spark Minda Foundation has been supplementing this by organising a Blood Donation Drive by their groups since 2014.

With the involvement of the nearby Community, Gram Panchayat, Rotary Club, Red Cross, National Thalassemia Society, and hospitals we try to bridge the gap between the supply and availability of blood units. Awareness sessions are organised in companies about the importance of blood donation and how it is helpful for society. For FY 20-21, a total number of 1312 units were donated by the Spark Minda Group Employees which makes a total of 6124 units since initiation.



## BLOOD UNITS

Total Blood Units - 6,124





# *Sustainable Initiatives*



# City





# Sustainability Programmes

The term sustainability is broadly used to indicate programmes, initiatives and actions aimed at the preservation of a particular resource. However, it actually refers to four distinct areas: human, social, economic and environmental – known as the four pillars of sustainability.

- ▶ Human sustainability encompasses the development of skills and human capacity to support the functions and sustainability of the organisation and to promote the wellbeing of community and society.
- ▶ Social sustainability incorporates the idea of sustainable development as defined by the United Nations sustainable development goals. The principle of sustainable development addresses social

and economic improvement that protects the environment and supports equality.

- ▶ Economic sustainability aims to maintain the capital intact. If social sustainability focuses on improving social equality, economic sustainability aims to improve the standard of living. In the context of business, it refers to the efficient use of assets to maintain company profitability over time
- ▶ Environmental sustainability aims to improve human welfare through the protection of natural capital (e.g. land, air, water, minerals etc.). Initiatives and programmes are defined environmentally sustainable when they ensure that the needs of the population are met without



the risk of compromising the needs of future generations.

The Business Sustainability projects implemented in Spark Minda group focus on the principle of “the four pillars of sustainability”. That, states complete sustainability problems to be solved in relation to all four pillars of sustainability and then need to be maintained. Although in some cases these may overlap, it is important to identify the specific type of green business to focus on, as the four types present unique characteristics. In Spark Minda Group,

Businesses make a strategic decision about it so as to effectively incorporate the chosen approach into our policies and procedures.

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

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





# TREE PLANTATION



Trees are not only important but also they are essential for living. They provide us oxygen, filter carbon dioxide, prevent soil erosion, and maintain the ecological balance and many more. Tree plantation is the process of transferring of seedlings from one place to another for different purposes. Furthermore, there are various reasons behind tree plantation but the most important are forestry, land reclamation, and landscaping. Each process of tree plantation is important and unique in its own way.

Thus, contributing to the united nation's SDG 13 &15 and Government's national action plan on climate change, Spark Minda Group is doing its bit by carrying out 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 are 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 an SOP of the plantation so that the activity takes place in a systematic way at all levels.

Also Due to the **Covid-19 circumstances in the FY 2020-21** Spark Minda group started a unique practice. Through which we launched a tree plantation drive virtually where all our students were connected through a virtual platform from different locations across India and each one of them planted a tree at their location.

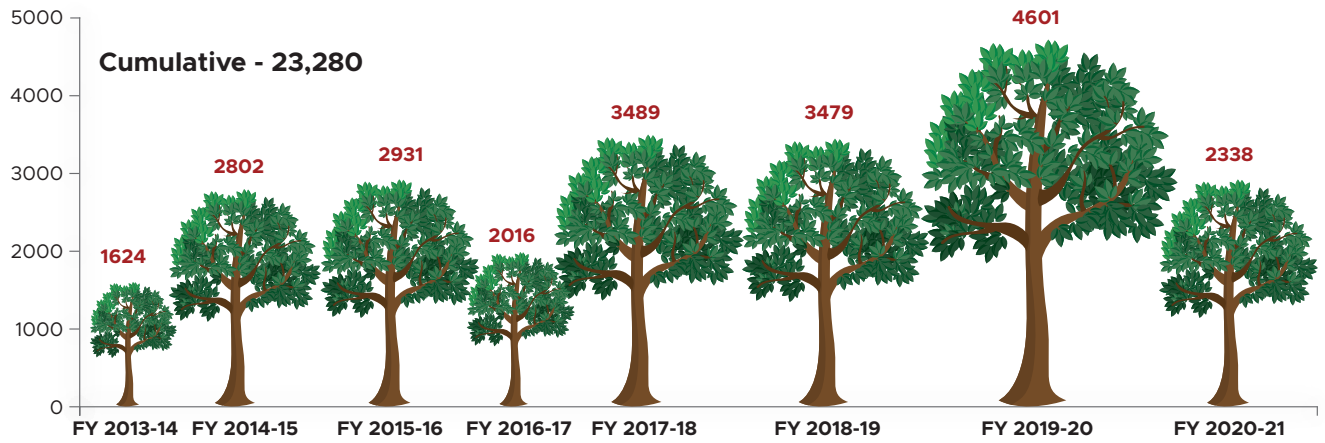
Apart from this in spite of covid situation, we planted the trees in community at Kulasekaranallur and Vengadu Village in Chennai Tamil Nadu.

In FY 2020-21 , 2338 trees were planted. Till date **23280 trees have been planted with 90% sustenance by the Group.**





## TREE PLANTATION (In Numbers)





# PAPER SAVING



Paper saving is a high priority of the Environmental Paper Network. Reducing wasteful paper consumption and ensuring fair use is the first goal of our Global Paper Vision, and the best way to reduce the negative environmental and social impacts that paper can cause.

We, at Spark Minda focus on planting trees along with 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 the store department
- ▶ Implementation of online leave management software
- ▶ Online vendor management
- ▶ Creation of Department wise user ID and Password for a printer, i.e. pass code protection in printers for limited printing
- ▶ Paperless Document Approval System to Boost Up Company's Document Approval Process

- ▶ Online Personnel Management System
- ▶ Both side paper usage

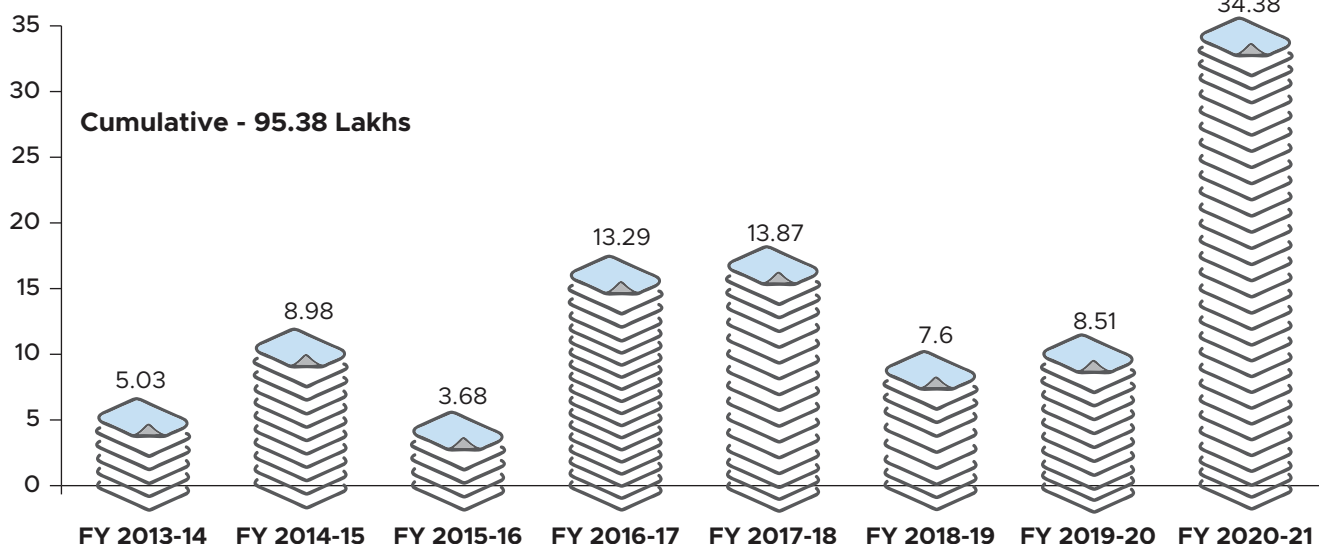
## Advantages of Paper Saving:

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

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

The Group saved approximately 95.38 lakh papers through this initiative. In FY 2020-21, 34.38 lakh papers have been saved.

**PAPER SAVING (IN LAKHS)**



# ENERGY CONSERVATION



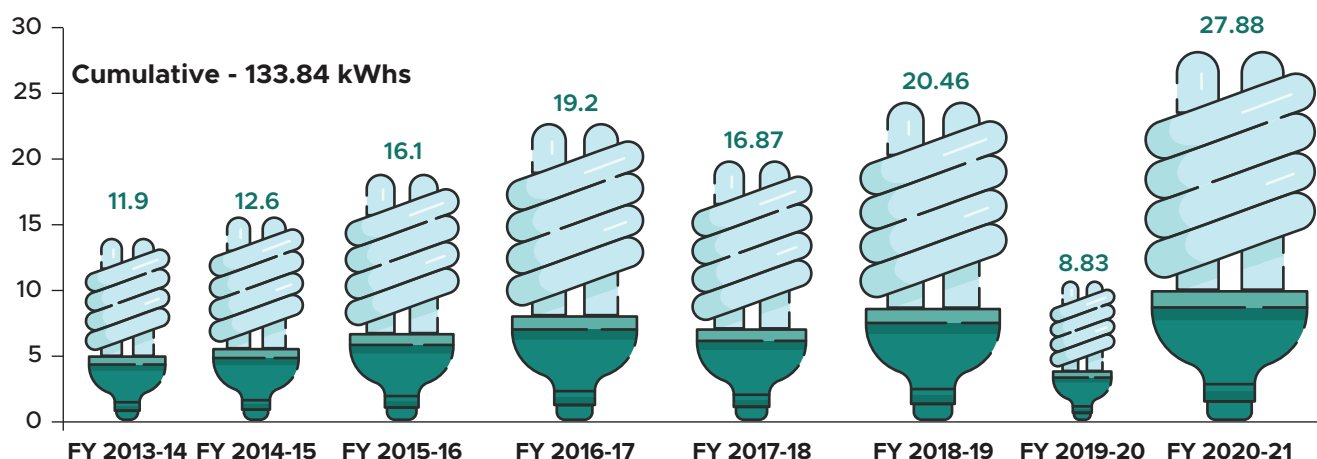
Energy conservation is the effort made to reduce the consumption of energy by using less of an energy services. If we Conserve energy we will preserve our future. With this belief Spark Minda group practises various energy conservation practices as following:

- ▶ Energy efficient ceiling fans, cooling tower pump, raw material pump etc.
- ▶ Energy saving barrel heaters (IM-04)
- ▶ Insulation between barrel heaters
- ▶ VFD installed at STP blower
- ▶ VFD installed at IM-06
- ▶ VFD installed at cooling tower fan motor

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

In FY 2020-21, the group has saved 27.88 Lakh kWh electricity. Till date 133.84 lakh kWh of electricity has been successfully saved.

**ENERGY CONSERVATION (IN kWhs)**





# RENEWABLE ENERGY



Solar energy is the radiant light and heat from the Sun that is harnessed using a range of ever-evolving technologies such as solar heating, photovoltaics, solar thermal energy, solar architecture, molten salt power plants and artificial photosynthesis. It is an essential source of renewable energy.

The development of affordable, inexhaustible and clean solar energy technologies will have huge long-term benefits. It will increase country's energy security through reliance on an indigenous, inexhaustible, and mostly import-independent resource, while enhancing sustainability, reducing pollution, lowering the costs of mitigating global warming and keeping fuel prices lower than otherwise.

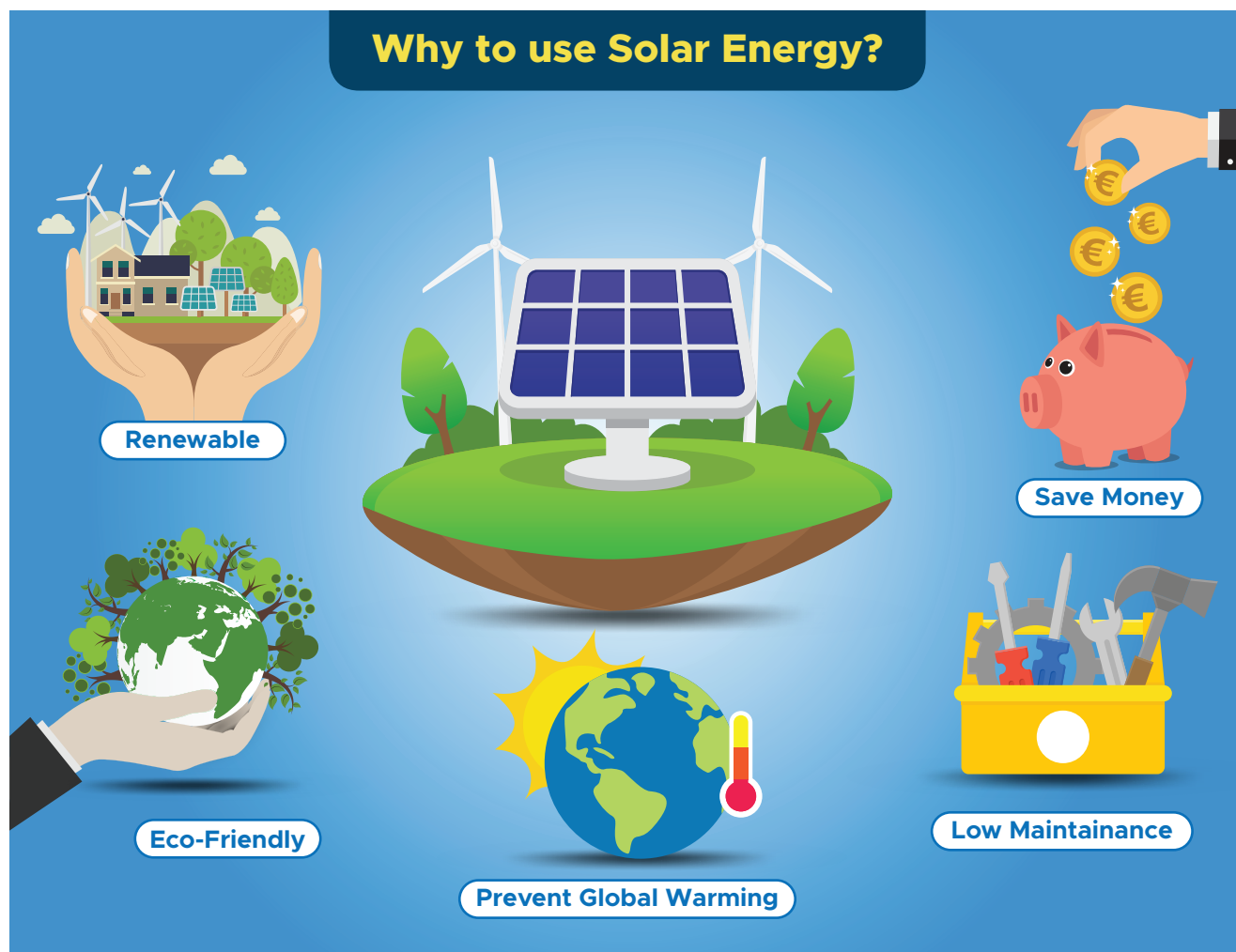
## Advantages of Renewable Energy:

- ▶ Renewable & pollution free energy.
- ▶ Reduces electricity bill.
- ▶ Less to no maintenance for years.
- ▶ More solar energy in Summers.
- ▶ Diverse application
- ▶ Can be stored in a battery.

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 the Opex model, where solar panels are installed on the rooftop of the factories.

## Why to use Solar Energy?



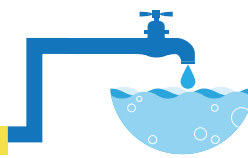
Phase 2 includes the Capex model, in case of limited roof space availability for solar panel installation (less than 50%-60%), the factories will opt for investment in the solar park for taking solar energy from them.

In FY 2020-21, 57.11 Lakh kWh of electricity was generated through solar power. Till date 115.26 Lakh kWh of electricity has been generated.





# WATER CONSERVATION



Conserving water is important in order to meet the growing requirement of water for the burgeoning population. Conserving water means using our water supply wisely and being responsible. This requires the use of strategies that include reducing wastage, preventing any damage to the water quality, and improving water management. In alignment with 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 reusing technologies. The factories are continuously improving internal processes to reduce our water footprints so that our neighboring communities can get water for their agriculture and other uses, especially in geographies which are water-scarce and which have a low water table.

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

- Water Audit for reaching to water neutral state.

- Switching to sustainable landscaping.
- Zero discharge from units.
- Water-saving through water conservation, water harvesting, and wastewater treatment to be done for future sustainability.
- Installing a water control system for all washrooms that control water pressure and flow or fit taps and shower heads 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.

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

Through our water conservation initiatives, the Group has recycled 1.10 lakh KL of water in FY 2020-21 and, till date 10.62 lakh KL water has been recycled.

Before

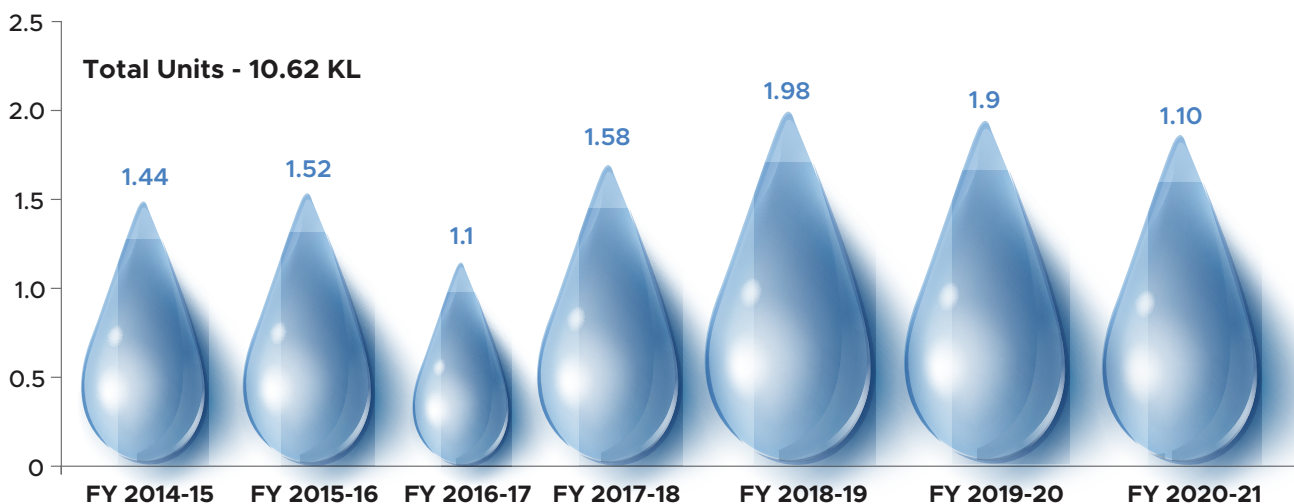


- Initially, fresh raw water was used in PT line for component cleaning at Rinse process.
- Approximately 200 KL/ Month fresh water was used.
- RC waste water drained out in ETP.

After



- RO waste water was collected in separate tank and used in PT Rinse process.
- 100% RO waste water use & no spillage.
- Saved approximately 200 KL/ month.









# WASTE MANAGEMENT



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

In Order to contribute to the creation of a recycling-oriented society, the Group conducts several 3R - reduce, reuse, recycle initiatives such as,

- ▶ Reusing the crystal foam cover in the molding which are returned from the assembly line.
- ▶ Filtering transformer oil and reusing it for the transformer again.
- ▶ At the ergo pack line daily 500 plastic bags are reused. Each bag costs 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 is recycled through vermi composting.
- ▶ Reduction in packaging material weight by new design development, for example ITL packaging.
- ▶ E-Waste is given to an authorized vendor for recycling.

## Advantages of Waste management



Reduction in  
Collection Cost



No Missed  
Pickups



Reduced  
Overflows



Waste Generation  
Analysis



CO<sub>2</sub> Emission  
Reduction



# Prison Project



## What

The project embellishes the idea of crimeless society which is based on reformatory actions by creating opportunities for inmates of the prison. Through this project, we aim to reduce deviation in society by imparting skills and providing employment accessibility to inmates in prisons.

The Prison Project aims to help detainees reintegrate back into their communities through participation in a modified version of Public Private Partnership. Participation builds their knowledge of human rights and equips them with practical skills to start income-generating activities. Under this initiative, inmates are trained in the skills required to work in an automotive factory. Manufacturing facilities are simultaneously set up within the premises, in accordance with state laws.

## Why

We came up with this project because the causes of crime are complex. Poverty, parental neglect, low self-esteem, lack of opportunities can be connected to why people break the law. Some are at greater risk of becoming offenders because of the circumstances into which they are born, due to which people commit crime and deviancy in society rises. Considering these, the prison project was initiated with the aim to provide an opportunity to the inmates which would help them to reintegrate in the society

when the time comes. The project aims at inculcating skills, which will help them shape their tomorrow.

## How

As part of the modified version of the PPP, we implement the project in prisons, where the inmates are trained and employed during their term.

In addition to this, counseling of inmates and their families is also organized to create a development-oriented environment in the prison for their entry back in the society.

A dedicated team of Spark Minda trains the inmates who are sentenced a term of 7-14 years or life imprisonment. These inmates are paid for their work as per legal compliances. The USP of the project is in the division of the wages paid to the inmates. The wages are not only sent to the inmate but also to the victim's family.

## Who

The Prison Project is currently being implemented in 5 prisons of India namely, Yerwada Central Prison, Pune - Maharashtra - Male, Yerwada Central Prison, Pune - Maharashtra - Female, Nagpur Central Prison, Nagpur- Maharashtra - Male, Harsul Central Prison, Aurangabad - Maharashtra - Female, Tihar Central Prison, Delhi - Male.



**Essentially, there are four stakeholders of this programme:**

**Prison Authority:** To provide necessary sanctions, to allocate space, to arrange utilities, to identify inmates and to facilitate payments.

**Inmates:** To participate in the manufacturing process.

**Spark Minda Group:** To setup the manufacturing inventory, to train the inmates, to ensure product supply chain and to pay remunerations.

**The purchaser of Auto products:** The customers of Spark Minda Group also sign the tripartite agreement to purchase the finished product, this ensures the sustainability of the project.

## Our Facilities

### DETAILS OF THE FACILITY

Prison's Name	Established On	Product	Monthly Production	Inmates Working
Yerwada Central Prison, Pune - Female	Aug-18	Lockset Sub Assembly	10,0000	24
Nagpur Central Prison, Nagpur - Male	Sep-16	Wiring Harness Assembly	3,500	25
Harsul Central Prison, Aurangabad - Female	Nov-16	Lockset Assembly Unit	1,45,000	13
Yerwada Central Prison, Pune - Male	Oct-15	Wiring Harness Assembly	2,000	50
Tihar Central Prison, Delhi - Male	Sep-14	Wiring Harness Assembly	5,000	15





I am working as a Process Engineer at Minda Corporation Ltd. – Security System Division on prison project at Yerwada Central Female Prison. The products manufactured here are Switch Body Assembly, Liver Holder Assembly & Cam Assembly whose customer is Bajaj Auto Limited, Customer for Cable Assembly & Seat Latch Assembly is TVS, for LB Assembly the customer is Honda. The atmosphere is amiable & good for work, in fact we hold the production with zero defect maximum number of times. I feel very good working here. Superintendent ma'am and inmates are very helpful and enthusiastic towards the work they are assigned to do. Thank you.

**Papia Biswas, Supervisor**

**Yerwada Central Female Prison, Pune- Maharashtra**



I am Annasaheb Kale from Pune, I have been handling this project for past 6 years. This project was started in 2015 in Yerwada Central Male Prison. There are currently 50 inmates working in this unit. As the inmates work here, their perspective and way of life has changed. They think of themselves in a better way. They are honest and enjoy the assigned work, hence there is no rejection. In this project we manufacture wiring harnesses for Mahindra & Mahindra vehicles. In this we produce over 2000 wiring harness in a month.

While working here, I have received valuable support & guidance from the company staff as well as from the prison superintendent and his staff. I am very lucky & happy to work in this project.

**Annasaheb Kale, Supervisor**

**Yerwada Central Male Prison, Pune-Maharashtra**



This project was initiated in September 2016 and I have been working here since the start of it. There are three types of wiring harnesses manufactured in this project. These products are directly supplied to Mahindra & Mahindra Company for Bhumi Putra tractor. Monthly approximately 3500 wiring harnesses are manufactured here.

Due to the high number of inmates in this jail, the Superintendent has requested us to increase the work. This will allow more inmates to take advantage of the project. Inmates are provided with work certificates after their term is completed in the prison. Inmates are working smoothly on this project and they are happy with the work.

**Pankaj Sarve, Supervisor**

**Nagpur Central Male Prison, Nagpur- Maharashtra**





This Project produces Lock Switch Body Assembly for Bajaj Auto Ltd. for its two-wheelers. Initially, I was a little scared to work on this project as I got to know I have to visit the prison daily but the Head-SBU Operations from the plant showed great courage & motivated me to take this up, he also mentioned as to how I can make a difference in their lives.

“

There are now 13 female inmates working in this project. All these inmates were initially working in the agriculture field, so they had a little difficulty in training. But now all inmates are working honestly and dedicatedly. The Company's production targets are easily completed. All the inmates are very happy. They have told me that since we have arrived, they feel like they are at home. It doesn't feel like jail, their days go very well. Now working with them gives me great satisfaction that I am helping to create a Crimeless Society.

**Rashida Khan, Supervisor**  
**Harsul Central Female Prison, Aurangabad**

“

I have been an employee of Spark Minda's YCP Prison Project for one year. When I was outside I had already worked for nine years. But, here in prison, due to Minda company, my working ability has been increased. Even I am able to fulfil my daily needs through the remuneration I earn from the group. I am even requesting the supervisor of the Spark Minda company to organize one more plant inside the prison so that it can be helpful for other inmates too.

**Inmate, Male**  
**Yerwada Central Prison**

“

I have been an employee of Spark Minda's YCP Prison Project for the last 3 years. Since the day I joined Spark Minda company till now there is some change in my life. Nobody was there outside the prison to take care of me, so my daily needs were not satisfied. But now from the last 3 years, from the financial support that is being provided through Spark Minda I am able to buy things from the prison canteen, whatever is left after that, becomes a part of my savings which I intend to use once I am out. With the skills that I have learnt here, I will be able to work in the automobile industry upon being reinstated in the community. The presence of Spark Minda in the prison has been very beneficial for us and I am sure this will be of great help in the future too.

**Inmate, Male**  
**Yerwada Central Prison**

““

I have been working in Spark Minda company's ACP project from 3 months. I enjoy working here. The day goes happily while working here, all the other tensions are forgotten. Since the day I have started working, I keep learning new things everyday. I have come to know what is difference between rejections and okay products, and have understood it. When we did not work, we used to get bored sitting in the barrack. Now, with the company's presence, our time goes by well and we are satisfied at the end of the day.

**Inmate, Female**  
**Auranagabad Central Prison**

““

I have been working in the Spark Minda project at Aurangabad prison for 4 years. We are glad to be a part of this project, where not only we are engaged the entire day but also we get paid to do the work which in turn helps us for our sustenance. By doing this work it looks like we are working in a factory outside. We use the salary we get from working on this project to send to our family, complete our daily needs or pay court fees.

**Inmate, Female**  
**Auranagabad Central Prison**

““

I have been working at Minda Corporation Limited's facility at Nagpur Central Prison from the last 3 years. I sincerely thank you for giving us the opportunity to work inside the prison. Life has become happier since I started working here. It feels like we are not working in the prison but at the facility itself. The project supervisor gave us complete training on how to work here. This work has helped us a lot in our overall changes.

**Inmate, Male**  
**Nagpur Prison**

““

I have been working in your project at Nagpur Prison for 1.5 years. Since we started working here, we have learned a lot of new things and the health of all our inmates is very good. The salary we get from working here meets our daily needs in prison.

Here we are well trained so that we can work well & this will definitely benefit us in our future. We truly thank Spark Minda and send best wishes on behalf of all the prisoners.

**Inmate, Male**  
**Nagpur Prison**

*\*Names not disclosed to maintain confidentiality.*



# Response and Preparedness for COVID-19



Spark Minda has been continuously monitoring the situation since World Health Organization declared COVID-19 as a global health emergency to take relevant preventive measures. The group is concerned about its impact on the most vulnerable communities of India. At Spark Minda, we are committed to cater our responsibility by taking necessary precautions to ensure healthy and safe environment for the lesser privileged sections of society and for our employees.

## Our Response to COVID-19

To respond to the situation, substantial efforts have been taken to control the spread of the novel corona virus. The world witnessed one of the biggest lockdowns that shut a majority of the factories and businesses, suspended flights, stopped trains and restricted

movement of vehicles and people. The world was also introduced to the concept of social distancing, but for majority of the Indians, social distancing is a luxury that cannot be afforded.

Many face hunger and starvation in the absence of daily wages that have been disrupted as the world's seventh-largest economy grinds to a halt. To a significant number of the migrants, the lockdown was like a tsunami - with little time to prepare for the consequences and threatening to take away everything they had managed to build and save, which was very little to start with. The loss of livelihoods is a major challenge that India needs to grapple with during and after the lock down.





## Our Initiative with Confederation of Indian Industry (CII)

### Location- New Delhi

Persons with Disability are one of the most vulnerable groups in this lockdown. In collaboration with CII and the District Administration, Spark Minda Foundation reached out to NGOs, which support PWD shelter homes. We provide them raw food items under the Covid-19 Relief and Rehabilitation.





## Our Initiative With the Associated Chambers of Commerce And Industry of India (Assocham)

### Location- NEW DELHI

In collaboration with ASSOCHAM, we have supported the Safdarjung Hospital, in arranging food and hospitality for healthcare staff, who are appointed for the care of Covid-19 infected patients.

- ▶ 1000 quantity of lunch and dinner boxes distributed on 27th, 29th and 30th April, 2020.
- ▶ Grocery items distributed to 30 PWD workers at MCL Pantnagar.



## MAHARASHTRA

### Distribution of cooked food packets

- ▶ Cooked food packets are distributed to underserved community in the Khed block, Pune.
- ▶ Complete care and social distancing is being maintained while distribution.
- ▶ 19,139 packets have been distributed till 10th August, 2020.





## UTTARAKHAND

- ▶ Medical accessories and other utilities like bench, partition, medicine tables and foot rest have been provided in collaboration with Bajaj Auto Vendor Association to Jawahar Lal Nehru District Hospital, Rudrapur.
- ▶ Testing Kits, Personal Protective Equipment and sanitizers are arranged for the medical professionals and community.



## Collaborated with the Indian Army

Ration and medical kits distributed in villages of Mahore, Gool and Bagga under Indian Army's Sadhbhavana Project, to approximately 300 families.



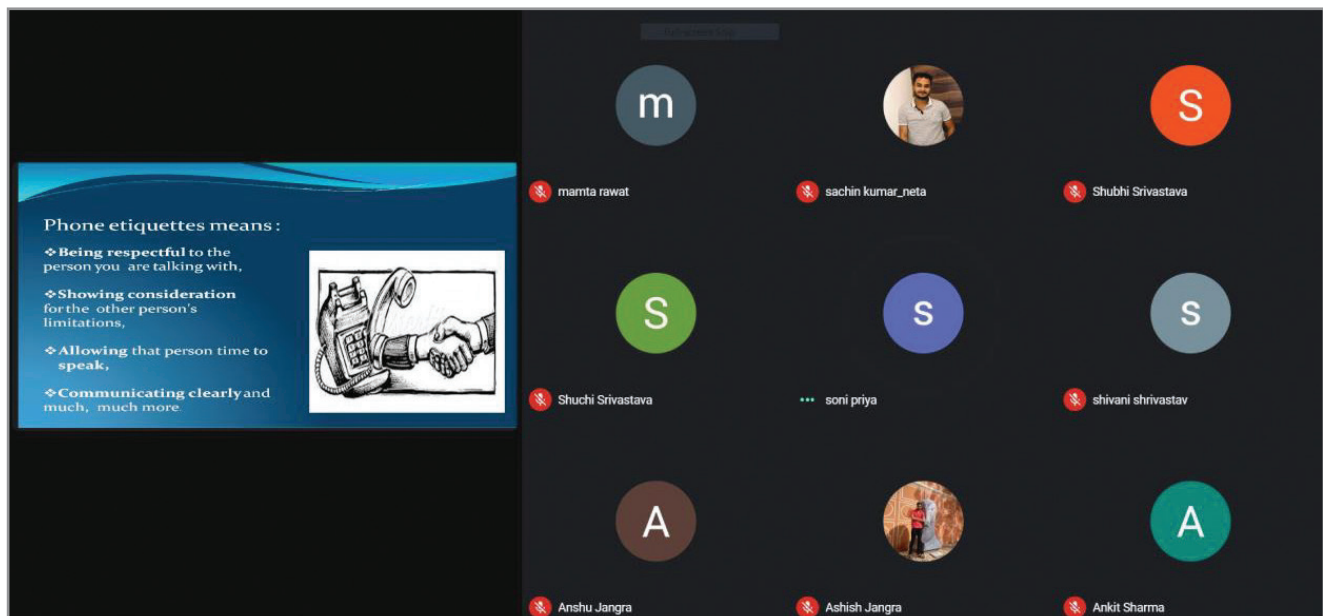


## e-LEARNING IN PANDEMIC

In this pandemic, the entire nation came to halt. Though, learning and development is one phenomenon which is eternal and cannot be stopped. Our Aakarshan Skill Development programme was converted to Online e-Certified courses so that we do not stop imparting knowledge and skills. The courses are on-going at all our locations- Haryana, Uttar Pradesh, Tamil Nadu, Maharashtra and Uttarakhand.

We are running all our courses on virtual platform. These courses include - Beauty Culture and Wellness, Tailoring, Digital Literacy - both basic and advanced, Tally and Spoken English. The classes started in May 2020 and more than 600 students have already finished their course. We are now running with 2nd batch of students.

Apart from our courses, we are also conducting small seminars, awareness sessions and competitions for our students.



## MASK PRODUCTION

Location	No. of masks made	No. of women engaged
Haryana	3165	7
Maharashtra	8160	5
Uttarakhand	500	5
Total	11825	17

It is wisely said that prevention is better than cure. Following this rule for saving ourselves from Covid-19, we all are wearing masks. Supporting employment of the needy, we have engaged women who would make masks and also earn for their work. This initiative of mask production had taken place at different project locations, namely - Haryana, Maharashtra and Uttarakhand.

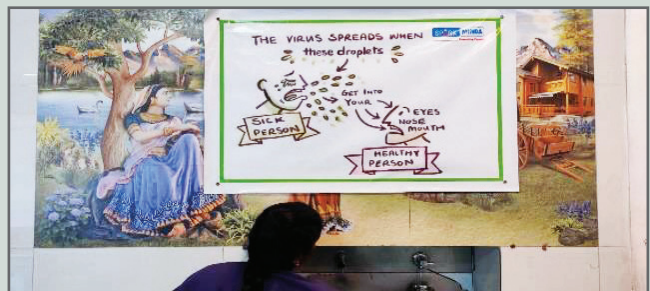




## CONTROL AND PREVENTION



Display Covid -19 Awareness Posters And Banners In Company Premises



Gloves And Masks Are Given To Securities While In & Out Check-In



Awareness Lecture On Covid-19 By Doctors





# Reaching the Unreached







# Community Infrastructure



Availability of infrastructure plays a key role in developing a sustainable society. The lack of portable drinking water, sanitation facility and electricity generation hinders the growth of the community. Spark Minda Foundation is working continuously to provide upgraded infrastructure at several different locations in 4 different states. Aligned with SDG 4, 6, and 11 The group is reaching out to places that are in immediate need of these facilities. For FY 20-21 the Foundation took government

schools under the school adoption policy of the District Education Department and restructured the school. With new sanitation facilities, civil work, and thematic painting the school is more welcoming and can now provide quality education with the help of improved infrastructure. Spark Minda Foundation has installed 22 facilities in the different states throughout the country, benefitting more than 10,000 people annually.

## FY 2020-21



School Project at Rajkiya Prathamik Vidhyalay, Balrampur - Uttarakhand.  
Estimated no. of beneficiaries covered- 100.

## FY 2018-19



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



Smart Class at Govt. High School, Vengadu- Chennai. Estimated no. of beneficiaries covered- 120



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



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

## FY 2017-18



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



Safe Drinking water project at Govt. school, Vengadu-Chennai Estimated no. of beneficiaries covered -128





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

## FY 2016-17



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



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



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



Toilet Construction at Zila Parishad School, Donde - Pune. Estimated no. of beneficiaries covered- 250





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



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



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

## FY 2015-16



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



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

## FY 2014-15



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



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



# Moga Devi Minda Charitable Trust

Moga Devi Minda Charitable Trust was established in 1982 by the founder of Minda Group, Late Shri. Shadilal Minda. The programmes of this trust are now taken care by Corporate Social Responsibility (CSR) initiatives of 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 units named as:**

1. Moga Devi Minda Memorial School
2. SL Minda Skill Centre
3. SL Minda Memorial Hospital

## **MOGA DEVI MINDA MEMORIAL SCHOOL**

### **Tree Plantation Drive at MDMMS**

As a part of celebration of Van Mahotsav, tree plantation programme was organised in School by Eco Club of the school. The Director of the school, Mr. M.C. Joshi commenced the programme by planting a sapling. The students and the teachers planted many fruitful and shady trees. Saplings were distributed to the students to plant in their farms and villages. Dr. Mathew Varghese, the Principal addressed the students explaining the importance of forest, biodiversity and conservation of ecosystem. He showed a deep concern on deforestation. All the students and staff members vowed to

conserve trees and make the environment beautiful.

### **Investiture Ceremony**

MDMMS organised an INVESTITURE CEREMONY in the morning assembly on 31st July 2021. The Captains & Vice Captains of all the four houses were felicitated by Mr. Ashok Minda, GCEO, Spark Minda Group with badges and sashes. All students looked very energetic and happy to take the responsibilities as a duty and pledged to abide by the rules and regulation of the school.

### **Independence Day Celebration**

The 75th Independence Day of the nation was celebrated at Moga Devi Minda Memorial School, Bagla, Hisar with great pomp and show. A cultural programme was organized by the students of different classes, they performed on various patriotic songs, danced and even enacted dramas. The Principal thanked everyone for the success of the programme.

### **Sports Achievements**

Moga Devi Minda Memorial School, Hisar stole the limelight in State Level Khel Mahostav held at Mahabir Stadium by hauling 2 Silver and 2 Bronze. Ravi bagged Silver in Long Jump, Palak won Silver in High Jump, Mukta, Rahul & Dipesh bagged Bronze in Triple Jump. Along with these Ashish, Garvit and Rohit were selected for State Level Volleyball Team.

## Sahodaya Inter School Declamation Contest

School organized the 8th Sahodaya Inter School Declamation Contest. Mr. Ashok Minda, GCEO Spark Minda Group, was the Chief Guest and Mrs. Sarika Minda was the Guest of Honour on the occasion. Dr. Sunil Vashishth, Dr. Kiran Malhotra and Dr. Valeria Sethi were the honorable judges. Mr. Mathew Varghese, Principal welcomed the august gathering. In the junior category Rehan Raza

of Army Public School, Harshika Phogat of DPS Hisar and Kuber Kaushik of IDDAV Public School and Akshita Sharma of DAV Police Public School bagged First, Second and Third position respectively. In the senior category Vasundhara Goyal of O.P. Jindal School stood First, Aishwarya of Minda School bagged second position and Charvi Gadhwai of Presidium School, Teena of New Yashoda Public School shared the third position. The prestigious S.L. Minda Rolling Trophy was bagged by Army Public School, Hisar.





## S L MINDA SKILL CENTRE

SL Minda skill Centre (SLMSC) was established in 2007. It enhances skills of rural youth. SLMSC is accredited with the “National Institute of Open Schooling” - closing inverted commas to be placed 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.

In 20-21, due to Covid 19, the centres were closed for a long duration of time. Short term courses were introduced keeping the time limit in consideration. Courses such as, piggy bank making, rakhi making and mehendi were taught to 310 students for their skill development.



## S L MINDA MEMORIAL HOSPITAL

In FY 2020-21, SL Minda Memorial Hospital took up many initiatives for the benefit of people. The Endeavour of the hospital has always been to provide quality healthcare to the people of Adampur Block. The response of the people to seek medical advice from this Hospital has been very encouraging and overwhelming. MDMCT emphasized on strengthening the different departments of hospital VIZ; Medicine, Obstetrics & Gynecology, General Surgery, Orthopedics, Pediatrics, Dental, Physiotherapy, Pharmacy, Eye, Ent, Skin, and Psychiatry. A medical team and other staff were recruited as per the need and state-of-the-art facilities including purchasing of new

medical treatment procedures. SLMM Hospital has catered to about 22460 OPD patients and have had 1526 patients in IPD till march 2021. SL Minda Memorial hospital has also successfully conducted Mega camp with the help of Spark Minda Foundation and treated 1250 Eye patients and 350 patients under Menstrual Hygiene in just two days. In view of Covid and to serve the needy people, SLMM Hospital has bought up additional ventilator this year, which has helped us to serve covid patients efficiently. We have vaccinated our 96% employees against Covid-19 Virus. We have treated 71 Covid patients with 97% success rate.



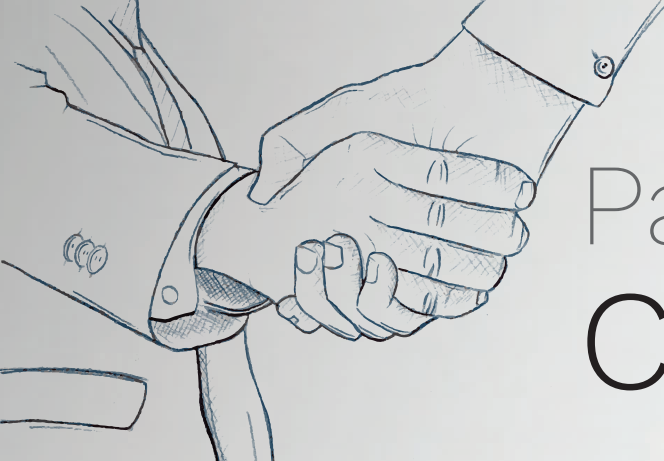


# *Together We Can*

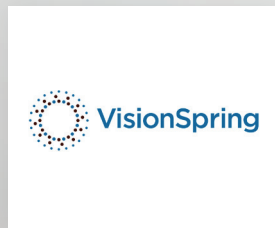
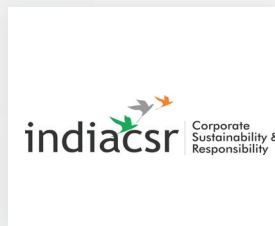
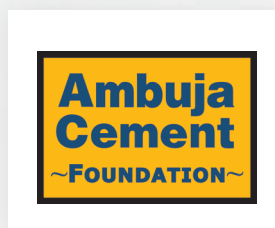








# Partnerships & Collaborations







# Group CSR Committee

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**M.K. Pajan**  
Advisor – Group CSR



**N.K. Modi**  
President, GCEO Office



**Pradeep Mann**  
Senior DGM,  
Group Legal and Secretarial



**Pramode Parasramka**  
Managing Director,  
Minda Silca Engineering Limited



**Praveen Kumar Karn**  
Head – Group CSR



**Sanjiv Jalan**  
Head Corporate Audit & Governance (CAG)



**Sarika Minda**  
Chairperson and Director, SMF



**Vikas Thapa**  
Group Chief Human Resource Officer



# Meet the Team







**Team Corporate**









**Team Tamil Nadu**



**Team Uttarakhand**



**Team Uttar Pradesh**





**Team MCL-CD, Greater Noida**



**Team AMD, Noida**



**Team MCL-DC, Noida**



**Team MCL-WHD, Kakkalur**



**Team MCL-WHD, Pillaipakkam**



**Team MCL-SSD, Pune**



**Team MSEPL, Greater Noida**



**Team MCL-WHD, Pitampur**



**Team MCL-SSD, Noida**



**Team MCL-WHD, Greater Noida**



**Team MCL-WHD, Haridwar**





D, Pune



Team MCL-GCO



Team MCL-DCD, Greater Noida



Team SMIT



Team MCL-SSD, Pune



Team MSIL, Pune



Team MSIL, Chennai



Team MCL-WHD, Murbad



Team MV, Pune



# Milestones



The group has a legacy of community initiatives since 1982 aimed at meaningfully giving back to society.

## **The foundation has achieved a number of milestones, including:**

- ▶ Thematic area- Education, Skilling, Empowering People with Disabilities, Healthcare and Environment
- ▶ Major intervention in – UP, Maharashtra, Tamil Nadu, Haryana, Delhi, Uttarakhand and J & K.
- ▶ Established Saksham Centre for Empowerment of People with Disabilities in Maharashtra in 2018.
- ▶ Facilitated fitment of 8154 Assistive and Accessible aids to People with Disabilities through camps organized in Indonesia, UP, Vietnam, J&K, Maharashtra & through Saksham Centre.
- ▶ Employment of 567 People with Disabilities across the Spark Minda Group.
- ▶ Achieved United Nation's commitment by reaching 3034 women and adolescents on Menstrual Hygiene, Family Planning & Reproductive Health.
- ▶ Imparted Skill Training to 8937 youth, women and children on various vocational trades for Employment and Entrepreneurship.
- ▶ Employment of total 2088 youth trained on various vocational trades.
- ▶ Provided on spot job offer to 491 women in export houses across NCR from Industrial Tailoring Trade.
- ▶ Donation of 6124 blood units by employees.
- ▶ Established Business Integrated CSR projects under PPP Model at Tihar, Aurangabad, Nagpur and Yerwada Prisons (men and women) of India.
- ▶ Constructed 22 facilities under Community Infrastructure Development which help more than 10,000 people Annually.
- ▶ Saved 96.38 lakh pages through paper saving drives.
- ▶ Generated 112.33 lakh kWh Solar Energy.
- ▶ Saved 133.60 lakh kWh Electricity through various measures.
- ▶ Recycled 10.71 KL Water.
- ▶ Planted 23,280 trees with more than 90% sustenance.
- ▶ 3R 5834 tons waste reduced, recycled and reused.
- ▶ Benefitted 26,222 people through Health Check-up and Eye Care programme conducted since 2015.
- ▶ Provided accessibility of sanitary napkins to total of 5240 women through Machines installed at Skill Development centres for the community initiatives.
- ▶ Provided emergency aid to over 20,000 people, with a focus on People with Disabilities, people in remote areas and shelter homes during Covid-19. (Food, Healthcare Assistance and Ration)
- ▶ A team of 347 Plasma donors have donated Plasma to 756 Covid affected people.





# Accolades







## ASSOCHAM's Diversity and Inclusion Awards



# Diversity & Inclusion Excellence Awards 2020

**CERTIFICATE OF EXCELLENCE**

**Diversity & Inclusion Awards 2020**

*First Runner-up*

**Best Employer for PwDs  
(In Large Category)**

**Minda Corporation Ltd.**

12<sup>th</sup> February 2021  
New Delhi

Deepak Sood  
Secretary General, ASSOCHAM

2020-21





**Praveen Kumar Karn**

Head – Group CSR

# Message of Head Group CSR

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“

*Collective action  
is the key where  
people, public,  
panchayat and  
private learn to  
share their roles  
and responsibilities.*

”

The larger agenda is to sustain the development of the people and protection of the planet. It takes time and aggregates with strategic efforts. The global pandemic taught us to go back to the basics and the concept of sharing and sustainability re-emerged. Collective action is the key where people, public, panchayat and private learn to share their roles and responsibilities. India has a rural bharat in it, where strategic attention is desired. Focused group discussion and participatory planning with community is indispensable. Customised skill set with the base of education is significant for youth. Access to health is rediscovered. Disadvantaged groups are most vulnerable and need much higher attention during this unprecedented time, majorly in rural corners.

We at Spark Minda Foundation are learning and striving to reach more number of people in need and protect the planet for a better future. We are determined to continue.





