



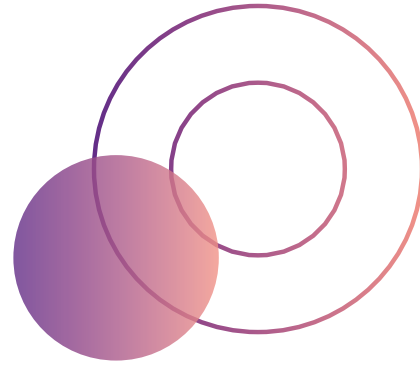
Leveraging Partnership



Leveraging Partnership

CSR ANNUAL REPORT
2022-23

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Together We Can

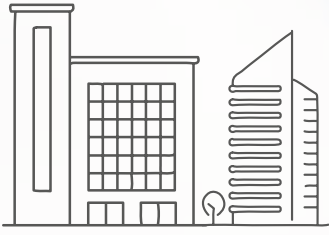
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Organisation Overview

About Spark Minda Group

Spark Minda Group (SMG) has been a significant player in the global automotive industry for over six decades. It is one of the prominent manufacturers of automotive components for the OEMs and Tier-I suppliers.

The US \$590 Million Group, with a workforce of more than 16,000 employees, caters to the leading Passenger Vehicle, Commercial Vehicle, Motorcycle & Scooter, Off-road Vehicle & Tier 1 Manufacturers in India with presence in Indonesia, Vietnam, Europe, Japan and Uzbekistan.

SMG also serve the aftermarket segment in India through a strong dealer distributorship of about 650 dealers.

Our state-of-the-art R&D facility and partnerships with automotive industry pioneers provides SMG with a significant technological advantage. Spark Minda embraces cutting-edge technologies through strategic alliances, technical and global business collaborations. These initiatives have empowered Spark Minda with innovative product design and technology, meeting rigorous international quality standards.









About Spark Minda Foundation

Community Development has always been a value-driven concept at Minda Corporation Limited. Spark Minda Foundation is the CSR wing of the Group. The main goal of Spark Minda Foundation is to support community development by majorly focusing on Skilling, Women's Empowerment, Healthcare, Empowerment of People with Disabilities and Environmental Sustainability. In order to achieve these extremely important goals, the Foundation organises impactful programmes. One of our flagship programme's, Aakarshan Skill Development Programme which is functional in the states of Uttarakhand, Uttar Pradesh, Haryana, Maharashtra, and Tamil Nadu in India, through which we have trained more than 13,000 learners and employed 70% of the trained learners. Under our Saksham- Empowerment of People with Disabilities Programme (PwD), we have empowered over 17,000 People with Disabilities and provided employment to approximately 1000 PwDs across our group factories.



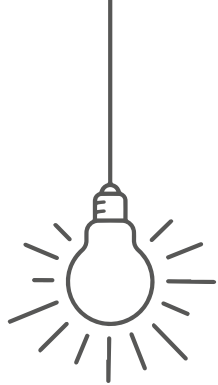
In 2019, Minda Corporation Limited (MCL) was bestowed with The National CSR Award by the Ministry of Corporate Affairs, Government of India, which was awarded by the former President of India and the Finance Minister. In 2021, The Institute of Company Secretaries of India (ICSI) awarded the 6th National CSR award. In 2022, Aakarshan Skill Development Programme was bestowed with the 9th National CSR Times Award.

Spark Minda Foundation believes in the equity, empathy and inclusion of each individual in society while keeping the overall welfare of the environment at the forefront and in making a positive impact through effective action.

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





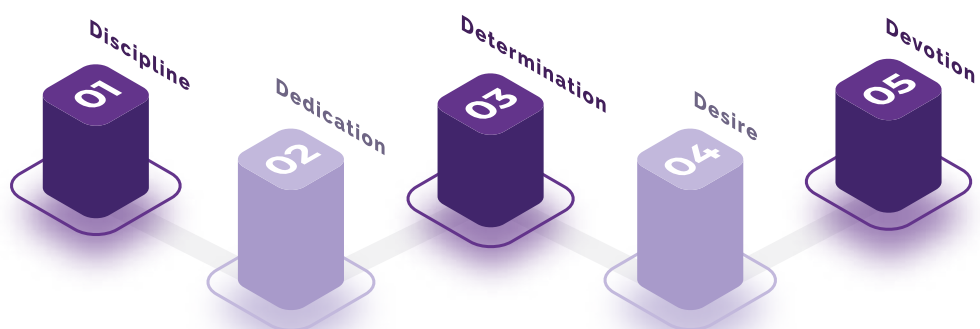


Our Inspiration

Shri Shadi Lal Minda

1930 – 2010

At Spark Minda Group, the concept of Community Development has always been based on strong values, as initiated by Late Shri S.L. Minda “Babuji”. He was not only an industrialist but also a Philanthropist, Visionary, and Founder of the Minda Group. His immense energy and far-sighted vision was focused on the Empowerment of the underprivileged sections of society through various means, such as education, employment, culture, healthcare, and sports. Throughout his life, he devoted himself to serving the needy and lesser privileged and adhered to his five fundamental pillars of Discipline, Dedication, Determination, Devotion, and Desire, living his life with integrity. The Spark Minda Foundation continues to strive to uphold his humanitarian legacy and values through its ongoing efforts.





Sarika Minda

Chairperson, Spark Minda Foundation



Chairperson's Message

Our foundation lives by the value of “Together we can”, and this year, we remained true to our mission of working for the betterment of people and communities. We persevered and continued to make a positive impact in India, supporting lesser privileged population and promoting sustainability principles across various sectors by leveraging partnerships.



2022-23 was an year to remember for Spark Minda Foundation, filled with exciting events, partnerships, and milestones. Our foundation lives by the value of “Together, We Can,” and this year, we remained true to our mission of working for the betterment of people and communities. We persevered and continued to make a positive impact in India, supporting lesser privileged population and promoting sustainability principles across various sectors by leveraging partnerships.

One of our proudest achievements this year was to collaborate with Government of India and different organisations for various programmes, which brought a huge positive impact. We have expanded our Aakarshan Skill Development Programme, which focuses on empowering youth and women in rural and semi-urban India, with our Dual System of Training (DST), Business Integrated Prison Project, and Digital Education initiatives reaching more learners than ever before.

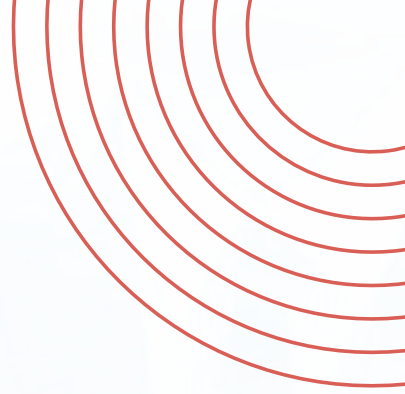
Furthermore, we organised various Empowerment of People with Disabilities (PwDs) camps in Uttar Pradesh, Uttarakhand, and even Jammu & Kashmir with a strategic vision to support and partner with both governmental and non-governmental organizations to promote accessibility, employment, and holistic development.

Throughout these extraordinary times, we have shown our commitment to the community, building a stronger foundation for the future. These opportunities and challenges have brought us closer together as a family, inspiring us to continue serving and making a difference in people's lives.

– Sarika Minda



Ashok Minda
Chairman, Spark Minda Group



Chairman's Message

To achieve our CSR goals, we have adopted a Sustainability policy that focuses on Environment, Social, and Governance factors. We believe that businesses can only be successful if the society around them thrives. Therefore, our CSR initiatives are designed to promote integrated and inclusive development, ensuring a better world for everyone.



At Spark Minda, we understand that businesses have a crucial role to play in contributing to society. We believe in taking proactive steps towards Corporate Social Responsibility (CSR). We established Spark Minda Foundation to focus on social and developmental initiatives. Our goal is to add value to society, bring about sustainable development, and promote inclusive growth.

At the heart of our CSR initiatives is the desire to partner in the nation's growth by creating a positive impact on the communities we serve. We follow a triple bottom line approach that takes into account the economic, social, and environmental aspects of our business operations.

One of our key objectives is to empower women and youth in the communities we work with. We understand that sustainable change requires strategic use of resources, and we work towards providing education and training to improve their livelihood opportunities. We also believe in involving the community in our initiatives to foster a sense of ownership and ensure the sustainability of our programmes.

We believe that businesses can only be successful if the society around them thrives. Therefore, our CSR initiatives are designed to promote integrated and inclusive development, ensuring a better world for everyone.

We remain grateful to our stakeholders for their trust and support, which have been instrumental in our achievements. As we move forward, we will continue to work towards building a sustainable work culture that benefits society as a whole.

– Ashok Minda

About Spark Minda Foundation

Community Development Journey



1987

Establishment of Moga Devi Minda Charitable Trust

2001

Establishment of Home for parentless children

2007

SL Minda Seva Kendra- Skill Development Programme

2010

Moga Devi Minda Memorial School

2013

Skill Development Centre, Uttar Pradesh

2014

- Spark Minda Foundation (SMF) registered as a Section 8 Company
- Skill Development 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

2018

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

2017

- Saksham - PwDs, Uttar Pradesh
- Industrial Training Centre, Uttar Pradesh
- Solar Plant

2016

- Saksham - PwDs, Uttar Pradesh
- Healthcare Programme
- SL Minda Memorial School
- Community Development Project
- Prison Project-Tihar, New Delhi
- Prison Project-Yerwada, Maharashtra



Vision

To build a sustainable society through improving the quality of life; protect the planet through affirmative actions and establish integrated and inclusive growth of people and environment.



Mission

- ▶ To provide access of education to less privileged section of society.
- ▶ To empower the youth through providing skill set and make them employable.
- ▶ To facilitate healthcare services to people for their basic survival.
- ▶ To provide access of minimum infrastructure facility to the society.
- ▶ To protect environment and resources for sustainable future.

2019

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

2020

- Strengthening Menstrual Hygiene Management in Prisons, Haryana
- School Infrastructure Project, Uttarakhand
- Digital Mobile Education Programme in Tamil Nadu and Maharashtra

2021

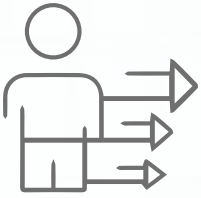
- Saksham - Empowerment of PwDs Centre in Uttar Pradesh
- Beauty Wellness Skill Training Centre in Uttarakhand
- Saksham - Camp for Empowerment of PwDs with the Rotary Club of Noida in Uttar Pradesh
- Saksham - Camp for Empowerment of PwDs in Maharashtra

2022

- Saksham - Camp for Empowerment of PwDs in Uttar Pradesh
- Saksham - Camp for Empowerment of PwDs in Uttarakhand
- Saksham - Camp for Empowerment of PwDs in J&K
- Saksham - Camp for Empowerment of PwDs with the Rotary Club of Noida in Uttar Pradesh

2023

- Saksham - Camp for Empowerment of PwDs in Uttar Pradesh
- Skill Development Centre, Noida
- Skill Development Centre, Hosur
- Dual System of Training - Introduction of Mechatronics Trade



CSR Approach

STEP 1

Survey and Need Analysis to understand the Community

STEP 3

Community Partnership for mobilization and support

STEP 5

Value addition through innovations

STEP 7

Sustainability, Impact Assessment and Exit

STEP 2

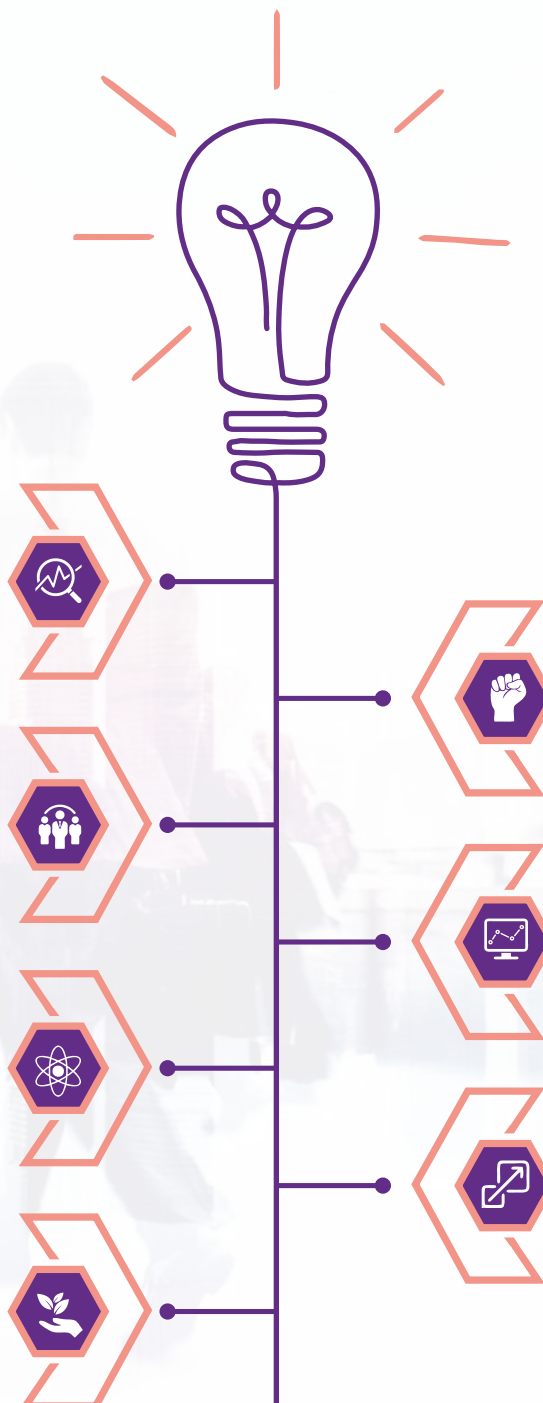
Collaboration with like minded organisation for leveraging strength

STEP 4

Programme Implementation, Review & Monitoring

STEP 6

Replicability & Scalability



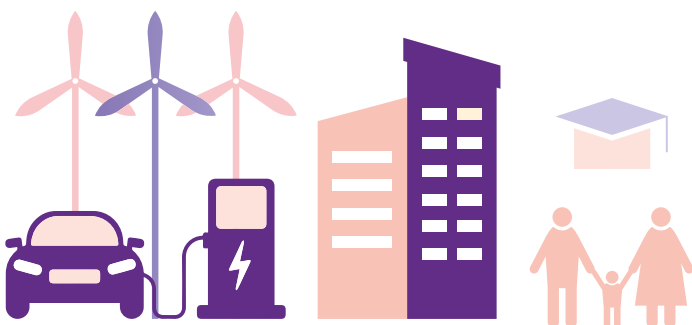


Sustainable Development Goals



17 GOALS TO TRANSFORM OUR WORLD

The 2030 Agenda for Sustainable Development, adopted by all United Nation Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and for the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



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

Alignment with SDGs

| S.No. | Programme Name | SDG |
|--|--|--|
| Skilling and Livelihood Promotion | | |
| 1 | Aakarshan Skill Development Programme |  |
| 2 | Dual System of Training (DST) | |
| 3 | Business Integrated Prison Programme | |
| Empowerment of People with Disability | | |
| 4 | Saksham- Empowerment of People with Disability |  |
| Health & Wellbeing | | |
| 5 | Women Empowerment Programme |  |
| 6 | Eye Healthcare Programme | |
| 7 | Blood Donation Programme | |
| Environment & Resource Protection | | |
| 8 | Tree Plantation |  |
| 9 | Carbon Emission Reduction | |
| 10 | Renewable Energy Generation | |
| 11 | Waste diverted 3R (Reduce, Reuse and Recycle) | |

**Skilling and
Livelihood Promotion**



02

**Empowerment
of People with
Disabilities (PwDs)**



01

03



04

**Environment &
Resource Protection**



**Health &
Wellbeing**



Areas of Intervention





Skilling and Livelihood Promotion





Aakarshan Skill Development Programme

Introduction

Aakarshan Skill Development Programme, one of the initiatives of Spark Minda Foundation, started in 2013, imparts skills to lesser-privileged children and youth with a special focus on women community in rural and semi-urban parts of India.

This programme is aligned with some of the United Nation's Sustainable Development Goals (SDGs), including No Poverty (SDG 1), Quality Education (SDG 4), Gender Equality (SDG 5), and Partnerships for the Goals (SDG 17), by providing them with essential skills and knowledge that enhance employability and foster strong economic growth. Through this initiative, the programme strives to eradicate poverty and promote socio-economic empowerment among underserved groups in society. Our well-equipped centres deliver quality, reliable, and sustainable infrastructure, ensuring economic development with an emphasis on affordable and equitable access for all. Collaborations with government organizations, non-profits, and corporate CSR wings have been instrumental in benefiting our students and amplifying the positive impact of our efforts. The programme's alignment with the SDGs underscores its commitment to create a more inclusive and equitable future for all.

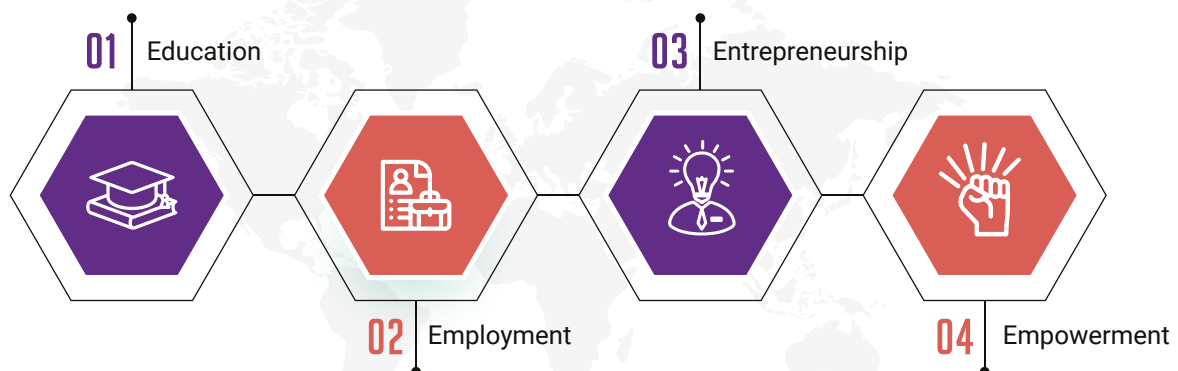
Currently, this programme is operational in five states across India – Uttar Pradesh, Haryana, Maharashtra, Uttarakhand & Tamil Nadu.

Background and Need

Aakarshan focuses on 4E concept design to be made and emphasized – Education, Employment, Entrepreneurship, and Empowerment. The programme emphasizes on education and skill development of children and youth in rural India under the "Skill India Mission" by Government of India. It comprises various courses such as, Spoken English, Basic Computer & Tally, Cutting and Tailoring, and Beauty & Wellness.

Objective

The objective of the programme is to enhance the economic growth and improve employability that will decrease poverty. Empowering the underprivileged sections socio-economically by achieving economic growth, eliminating social difficulties, and promoting economic inclusion are some of the outcomes of the programme. Aakarshan programme focuses on making the people of rural and semi-urban India ready for job and empowered by offering various skill development courses and assisting them with employment.



Courses Offered

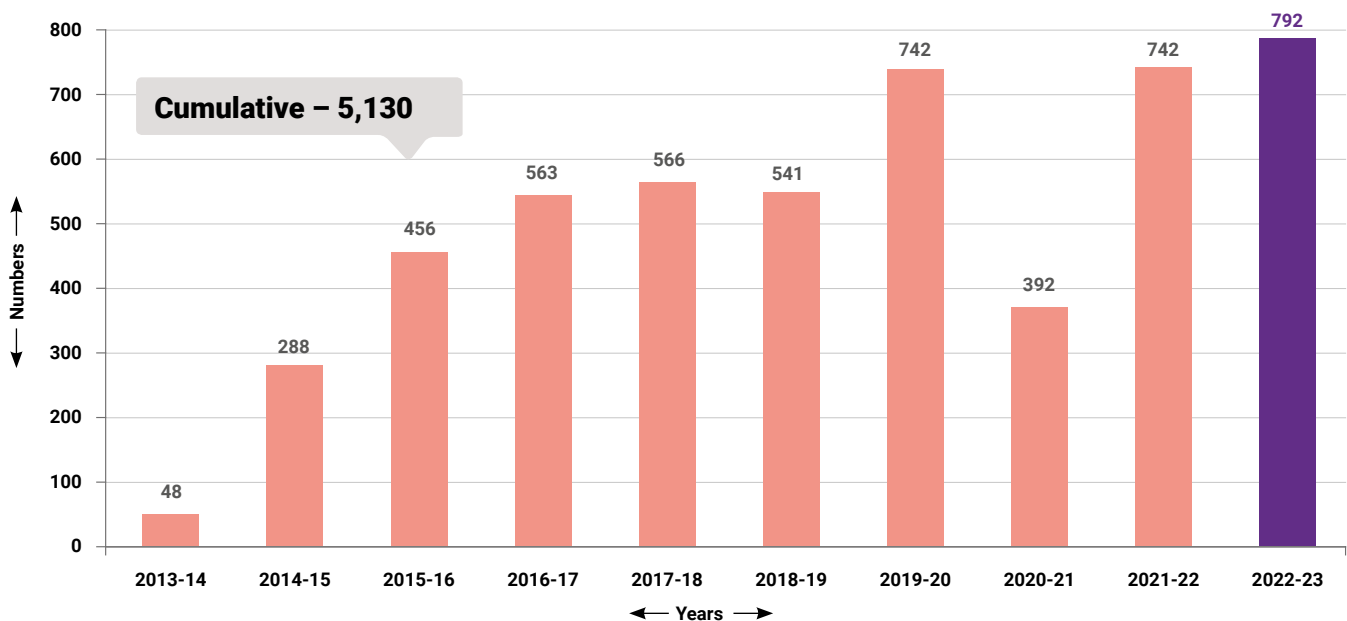
Computer and Tally

The skill development journey of Aakarshan programme began with a 6-month Computer and a 4-month Tally courses. This was the first course taught in Kuleshra, Greater Noida, Uttar Pradesh in 2013, which is a semi-urban area having migrant residents from Uttar Pradesh and Bihar. The course is a blend of basic computer training and softwares that drives employment and skill upgradation for students. We provide advanced computer training, in a holistic manner in classrooms to stretch the learner's abilities to the fullest.

Software courses like Tally are taught in collaboration with NIIT Foundation. It covers Tally Fundamentals, Manual Accounting, Computerized Accounting, Cost Centre, Cost Category, Inventory, GST, and TDS. Along with the variety, we assure them quality training under our courses. Successful learners also get reputed certificates from Tally which helps them to get employment.



Number of Learners in Computer and Tally

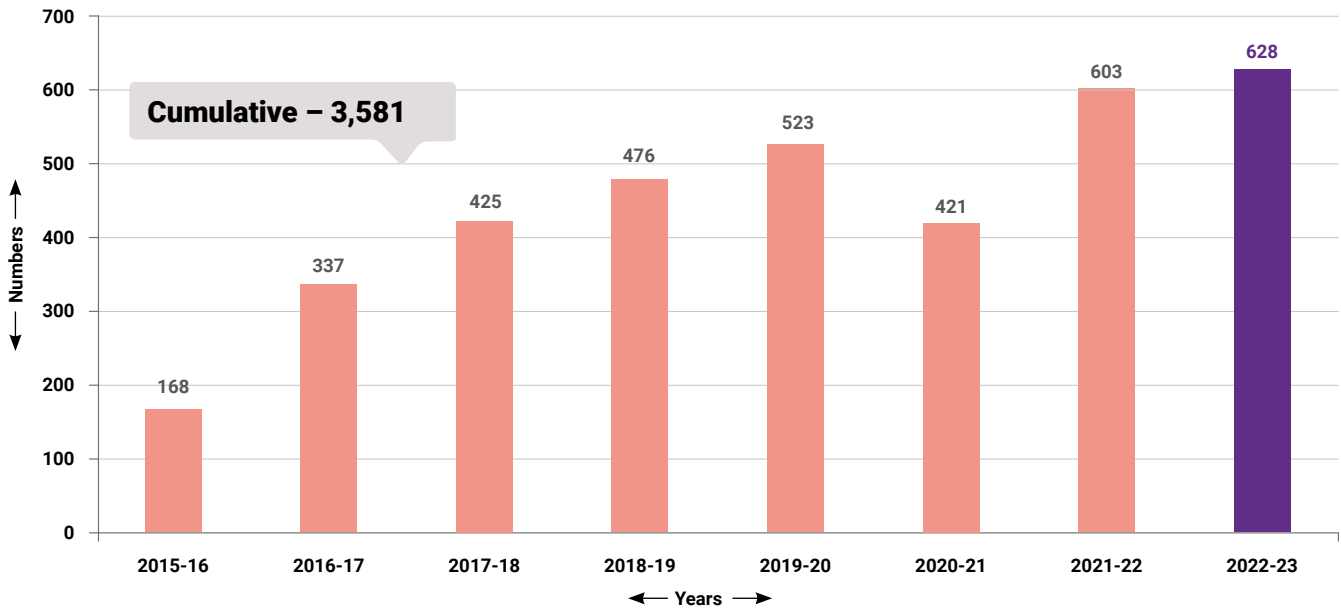


Spoken English

Spoken English is the gateway towards the world of enormous career opportunities. It enables people to not only communicate but be confident across all platforms. Effective

English speaking skills can make you an extraordinary communicator. The Aakarshan programme offers a 6-month Spoken English course to the women and the youth of the community in order to make it more accessible and to bridge the communication gap.

Number of Learners in Spoken English

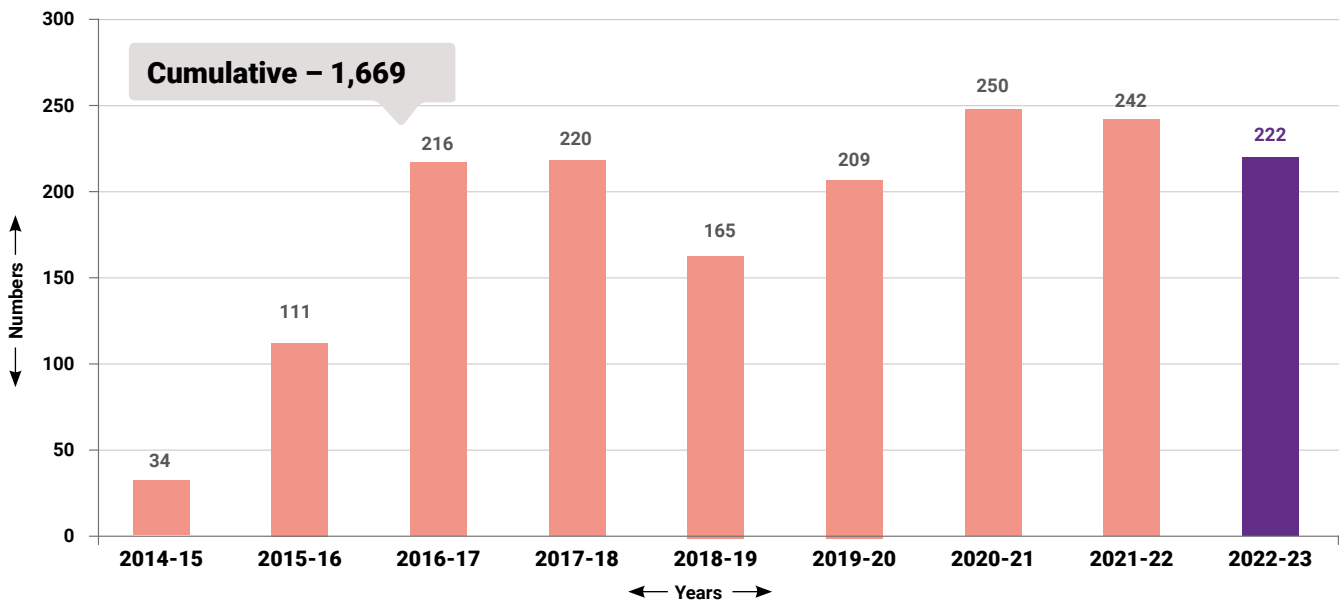


Cutting and Tailoring

The primary goal of the course is to empower women and foster self-reliance. By encouraging women to embark on their own cutting and tailoring businesses, SMF provides them with opportunities to generate income and financial independence. This 6-month certification programme serves as an initial stepping stone for trainee women towards becoming a successful entrepreneur. As a further step to support this initiative, a 3-month advanced cutting and tailoring course has been introduced since 2016.



Number of Learners in Cutting and Tailoring

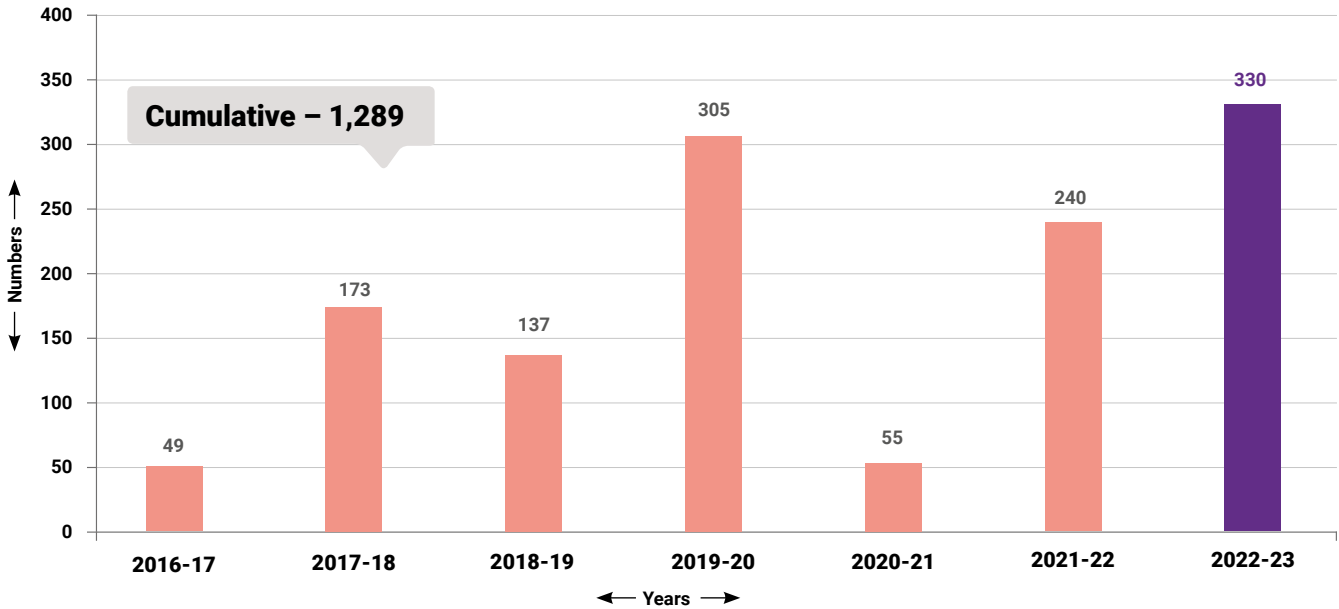


Industrial Tailoring

Industrial Tailoring skills are vital, particularly for textile businesses and apparel export industry professionals. To support the aspirations of rural and semi-urban Indian women, SMF launched a programme that aims to boost

their dreams. In just 45 days, our comprehensive course empowers and equips individuals with industry-leading expertise, transforming them into invaluable assets for any workplace. Partnering with Shahi Exports not only enhances the impact of our programme but also bridges the crucial gap between skill training and creating sustainable livelihoods.

Number of Learners in Industrial Tailoring

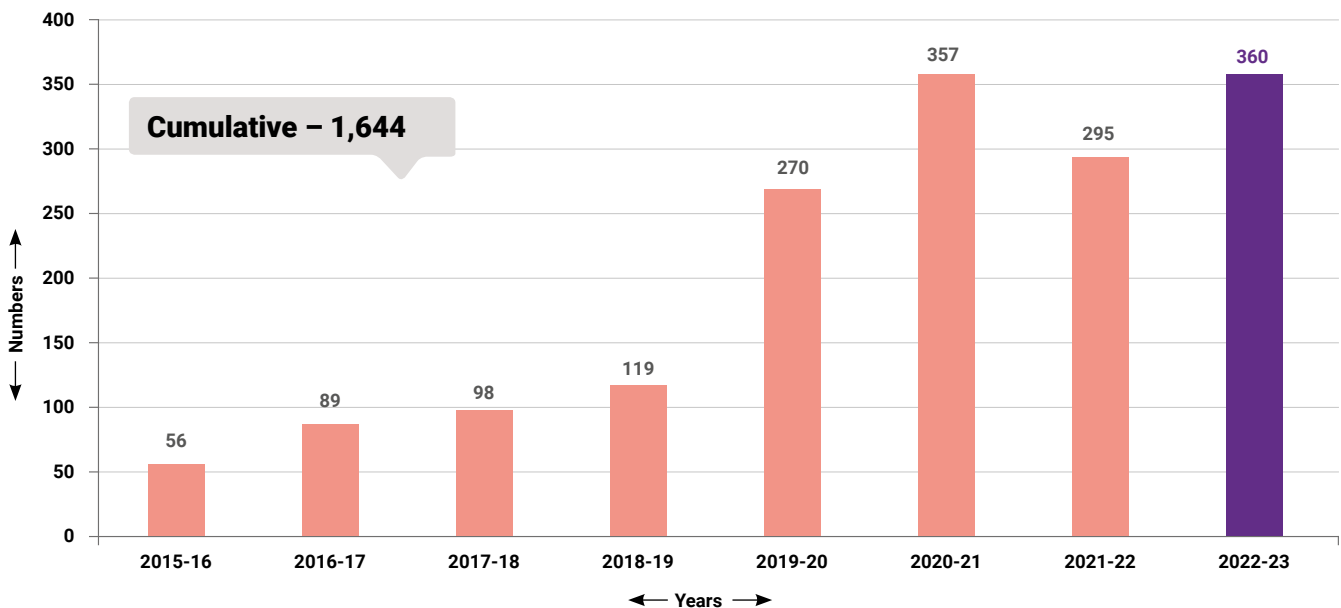


Beauty and Wellness

The Beauty and Wellness course offers women a transformative and comprehensive 4-month training experience. Encompassing self-grooming, basic and advanced cosmetics, hairstyling, and advanced machine usage training, this course equips them with a wide range of valuable skills. Beyond that, it goes a step further by arranging exposure visits, allowing them to witness the industry firsthand and opening doors to various employment and entrepreneurship opportunities. This holistic approach empowers women to embrace their potential and forge a path towards a successful and fulfilling future.



Number of Learners in Beauty and Wellness



Aakarshan Presence

Uttarakhand



Haryana



Uttar Pradesh



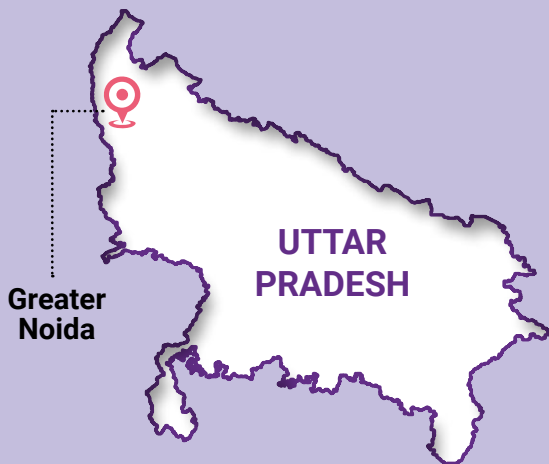
Tamil Nadu



Maharashtra



Impact

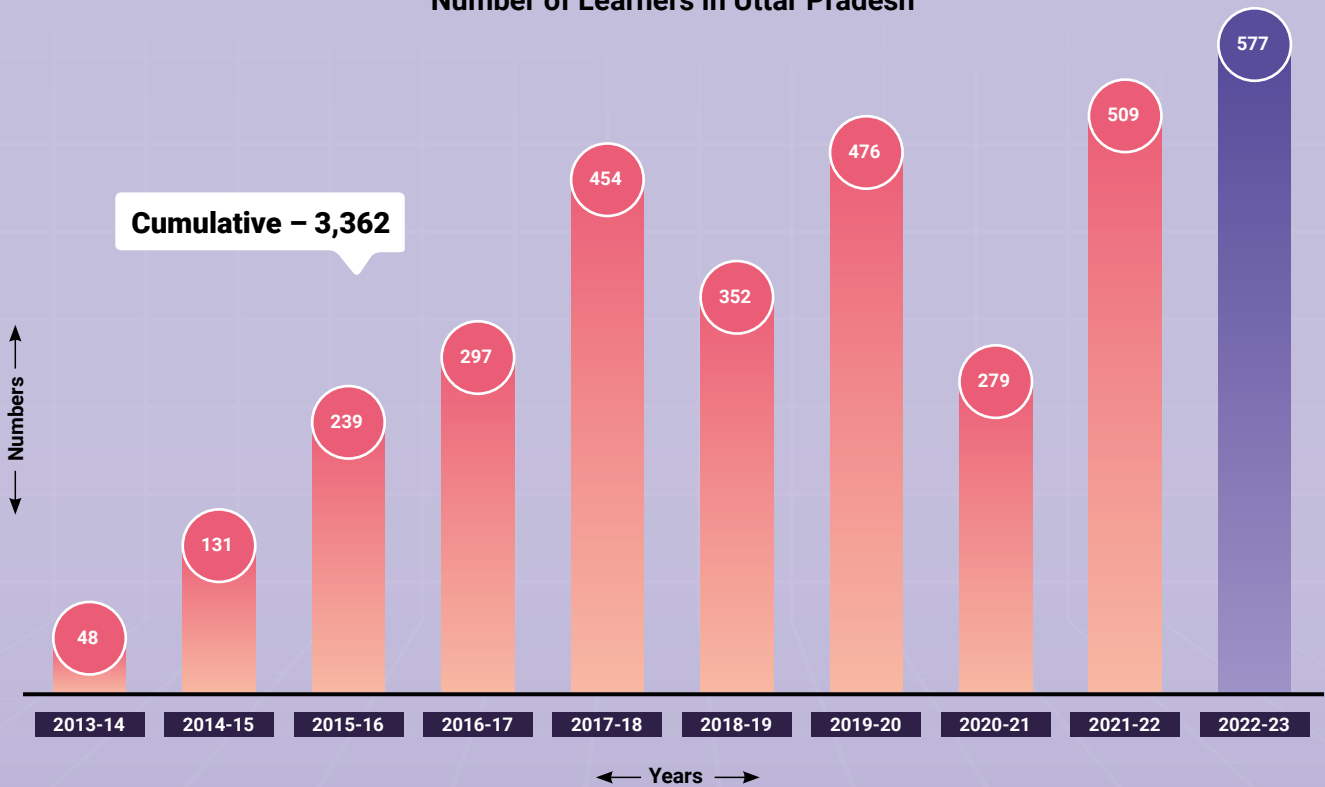


To cater to the needs of a highly migratory and predominantly unskilled population hailing from diverse regions of Bihar and Uttar Pradesh, our strategically designed programme was implemented in the Kulesera village of Gautam Budh Nagar District. The project's primary objective was to extend support to the youth and women residing in Kulesera and its neighboring villages. This was achieved through well-structured skill training courses, including Computer and Tally, Spoken English, Cutting and Tailoring and Beauty and Wellness in Greater Noida.

In partnership with Shahi Exports, we introduced the Industrial Cutting and Tailoring Course in 2017, specifically targeting the shortage of skilled labor in India's thriving textile export industry. This course has proved instrumental in empowering aspiring women as they receive intensive industrial trade's training spanning 45 days. Following the training period, students are offered valuable On-the-Job training and employment opportunities at Shahi Exports and other renowned textile industries. This exemplary initiative serves as a testament to the positive impact of skill development in empowering women and promoting their economic independence.

In the FY 2022-23, Aakarshan Skill Development Programme in Greater Noida trained 575 students, bringing the total number of students trained at the Centre to 3,362 till date.

Number of Learners in Uttar Pradesh



UNLEASHING POTENTIAL

Spoken English

I'm Suraj Jha, a 13-year-old from Kulesara in Greater Noida, finding solace in reading during leisure. Aspiring for top A+ grades, I joined Spoken English course with my cousin. My English faculty played a key role in refining speaking and grammar, boosting my exam scores. Reading sessions boosted my confidence, while new routines like reading newspapers enhanced my skills. Saturdays brought enjoyable activities, often earning prizes. Thanks to Spark Minda Foundation for imparting me with valuable skills. Heartfelt thanks for facilitating this remarkable learning journey.



SURAJ JHA
Greater Noida,
Uttar Pradesh



RAJAN
Greater Noida,
Uttar Pradesh



I am Rajan from Kulesara. My decision to enrol in a Computer Course stemmed from my desire to enhance my digital literacy skills. This choice not only facilitated my computer understanding but also led me to an internship at Paytm, where I now earn up to ₹16,000 monthly. The dream of independently funding my education is now a reality, thanks to the knowledge I gained through the Spark Minda Foundation. I am immensely grateful to the foundation for providing skill development courses to youngsters in the community, paving the way for a brighter future.

Computer



Cutting and Tailoring

I am Radha, driven by the aspiration to design clothes. My relative told me about the Aakarshan Skill Development Programme and about the courses being offered. I specifically enrolled in their advanced Cutting and Tailoring course, since I already had some basic sewing skills. Today, I can generate a substantial income by stitching custom-made garments for women. This income serves as a significant contribution to my household expenses, marking a step towards financial independence. My heartfelt appreciation goes to the Spark Minda Foundation for empowering me through their training, enabling me to achieve both my creative and financial goals.



RADHA
Greater Noida,
Uttar Pradesh



DEEPA NAYAK
Greater Noida,
Uttar Pradesh



I am Deepa Nayak, residing in Kuleshra, Uttar Pradesh. Introduced by a friend, I became aware of the courses offered by the Spark Minda Foundation. Recognizing the diverse skill development courses they provide, I chose to enrol in the Beauty and Wellness course. This course comprehensively covered makeup and hairstyling, equipping me with the necessary skills to envision and establish my own salon in the future. I extend my heartfelt gratitude to the Spark Minda Foundation for extending such invaluable opportunities to our community, empowering individuals like me to forge promising paths.

Beauty and Wellness



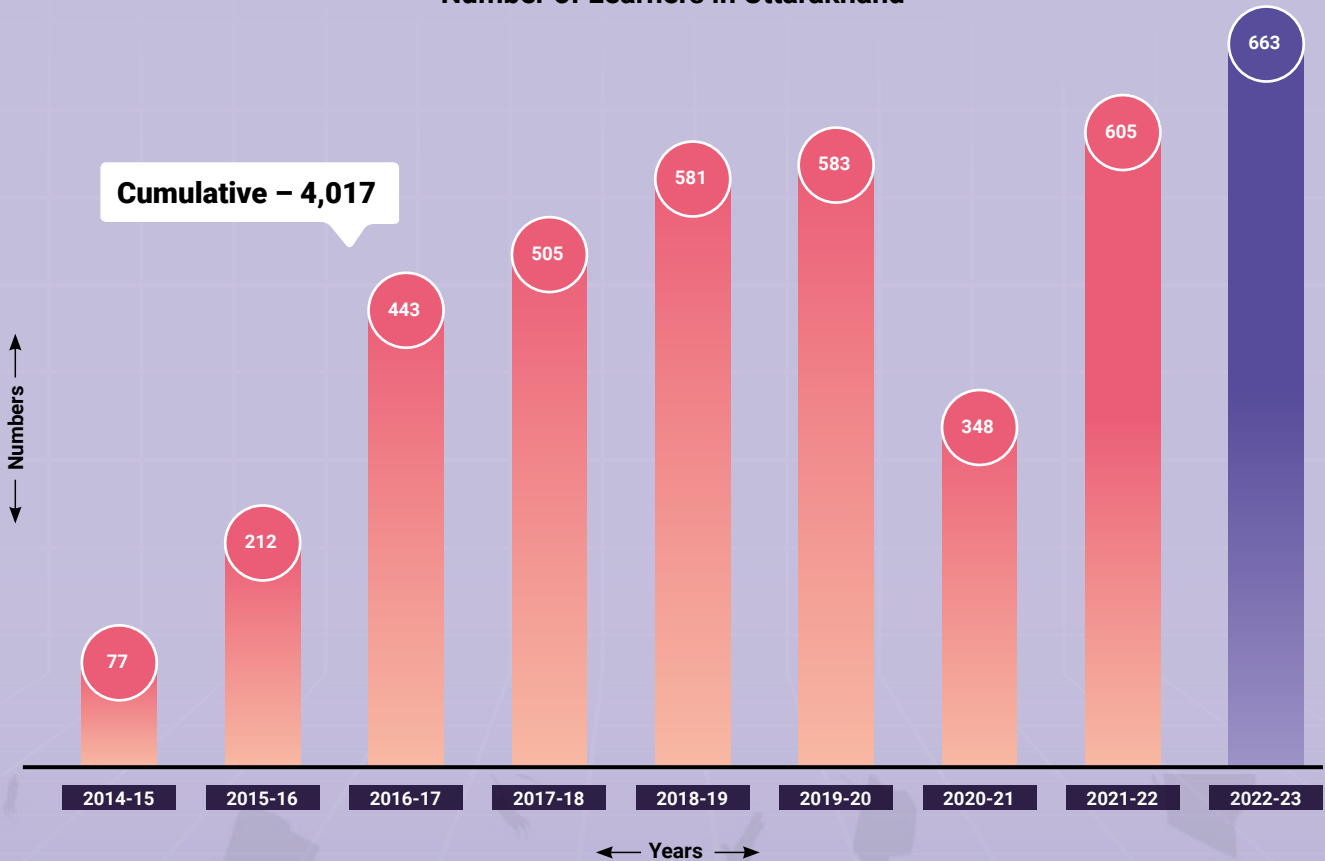
Impact



SMF Aakarshan Programme embarked on its journey in Uttarakhand in 2014, starting with the establishment of the first skill development centre at Balika Vidya Mandir Junior High School in Jagatpura, Pantnagar. In 2015, the second skill development centre opened its doors in Rudrapur, Uttarakhand. These centres were established with the aim of providing resources and support to children residing in slum areas. The first centre focuses on offering Basic Computer and Spoken English training in collaboration with the government school, catering to lesser privileged children and youth. The second centre, on the other hand, provides training in Basic Computer, Spoken English, Cutting and Tailoring, as well as Beauty and Wellness.

In the FY 2022-23, 663 learners successfully graduated from Aakarshan Skill Development Centre in Uttarakhand, reaching a total of 4,017 individuals till date across both centres.

Number of Learners in Uttarakhand



UNLEASHING POTENTIAL

Spoken English

I am Priyanka Chausali, currently pursuing my Bachelor's degree. Having successfully completed the Spoken English course at Aakarshan Skill Development Centre in Rudrapur, Uttarakhand, I am driven by the goal of aiding my father financially. To achieve this, I initiated home-based tuition classes and concurrently enrolled in a computer course to enhance my digital proficiency. The past six months have been truly transformative. The Spoken English course not only honed my language skills but also imparted practical concepts applicable to daily life. The classroom's supportive ambiance enabled us to conquer our apprehensions and strive for our objectives. I am elated to state my affiliation with the esteemed Spark Minda Foundation, a community I am proud to be a part of.



PRIYANKA CHAUSALI
Rudrapur, Uttarakhand



NIKITA VISHWAS
Rudrapur, Uttarakhand



Spoken English

I am Nikita Vishwas. Our family recently relocated from Pantnagar to Rudrapur. Upon commencing my graduation journey, I was determined to enhance my English skills. Having studied in a Hindi medium school, I longed for an environment to learn and practice English effectively. Encouraged by my sister, who was also enrolled in Aakarshan Skill Development Centre in the Computer course, I opted for their Spoken English course. The course's affordability and tailored curriculum resonated with my needs. Engaging in extracurricular activities provided a platform to voice my thoughts, significantly boosting my confidence. Now, I find myself more at ease engaging in English conversations with my college peers. I extend my gratitude to the Spark Minda Foundation for granting me this invaluable opportunity.



Computer

I am Neha Vishwas, hailing from Rudrapur City and residing with my family in Jagatpura. Currently pursuing my graduation, my lifelong aspiration to delve into the realm of computers led me to actively seek options. In my quest, I discovered a scarcity of affordable choices tailored to college students. That is when I stumbled upon Aakarshan Skill Development Centre. Enrolling in their Computer course, I eagerly engaged in the various extracurricular activities offered. This endeavor not only bolstered my self-assurance but also facilitated the formation of new friendships. Today, the computer skills I have acquired play a pivotal role in my college projects. I extend my heartfelt appreciation to Spark Minda for extending this invaluable opportunity to our community.



NEHA VISHWAS
Rudrapur, Uttarakhand



UNLEASHING POTENTIAL

Computer

I am Urmila Patwal, residing in Rudrapur. Following my completion of 12th grade, I made a resolute choice to delve into the world of computers. In my pursuit, I scoured for nearby institutes and found my way to Aakarshan Skill Development Centre. Here, I enrolled in both the Computer and Spoken English courses. I am immensely thankful to the Spark Minda Foundation for extending this opportunity, making quality education accessible at a nominal cost. Beyond affordability, the education provided is of exceptional standards. Engaging in extracurricular activities has not only been enjoyable but has also significantly bolstered my self-assurance.



URMILA PATWAL
Rudrapur, Uttarakhand



BABITA BISHT
Rudrapur, Uttarakhand

Cutting and Tailoring

I am Babita Bisht, a resident of Shimla Bahadur, Uttarakhand, living with my spouse. Sewing and tailoring has always captivated me, and I possessed some rudimentary knowledge in this craft. My discovery of the cutting and tailoring course at Aakarshan Skill Development Centre through mobilization was truly serendipitous. This course, offered at an affordable rate, not only equipped me with valuable stitching skills but also enriched my learning through student empowerment activities. Having successfully completed the training, I now have the ability to craft clothing items and contribute to our household income alongside my spouse. My heartfelt gratitude goes out to the Spark Minda Foundation for their unwavering support.

Beauty and Wellness

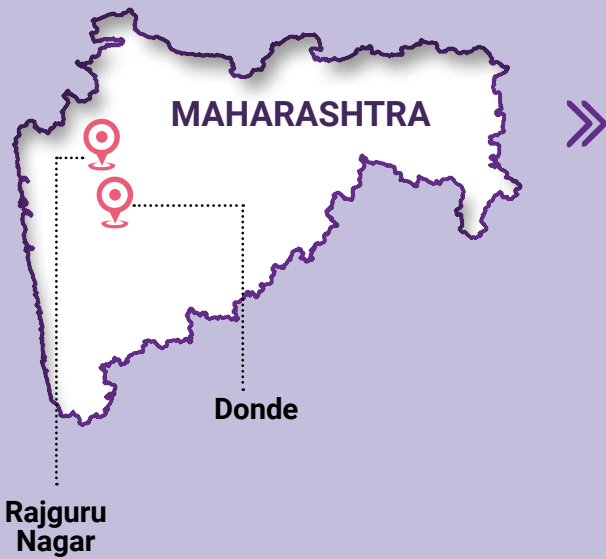
I am Neeta Lohani, hailing from Pithoragarh, Uttarakhand. Equipped with an M.A degree, my family, comprising of four members, including myself, resettled in Rudrapur due to my husband's job a few years ago. With him being the sole provider, we could only manage the essentials. As a concerned parent, I aspired to provide my children with quality education. Learning about the Beauty and Wellness course at Aakarshan Skill Development Centre was a turning point. Enrolling with determination, I wholeheartedly completed the course, fuelled by the ambition to become an entrepreneur. Towards the end of the course, I established a beauty parlour in my community. This venture has not only provided me with a source of income but also enabled me to support my family's financial needs.



NEETA LOHANI
Rudrapur, Uttarakhand



Impact

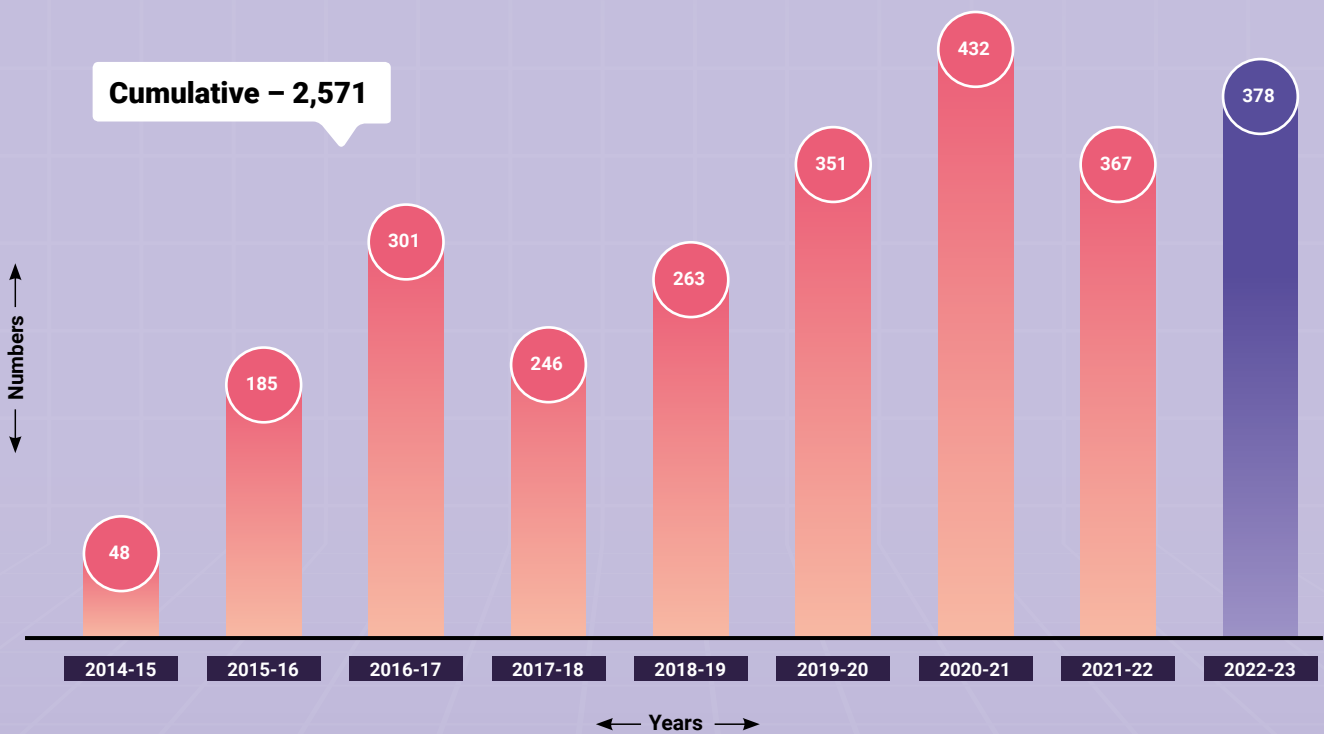


The Aakarshan Programme set its foot in Maharashtra in 2014, starting with Donde Village in Pune. Initially offering a Computer course, SMF has now expanded its offerings to include additional courses like Tally, Spoken English, and Beauty and Wellness, all under one roof.

In the FY 2019-20, SMF further expanded centre to Rajgurunagar, Khed Block, Pune, introducing training in Cutting and Tailoring. This region is predominantly inhabited by tribal communities who have limited access to skill development programmes. SMF's research revealed that they had to travel approximately 20 km to access such types of trainings. Recognizing the immense potential among the youth and women, SMF aimed to provide new opportunities through its courses.

In the FY 2022-23, Aakarshan Skill Development Centre in Maharashtra reached to 378 students, imparting skills to a total number of 2,571 learners till date.

Number of Learners in Maharashtra



UNLEASHING POTENTIAL

Spoken English

I'm Priyanka Awale, residing in Koliye village. My rural upbringing has shaped my journey. Currently studying BCA at HRM College, I faced challenges due to Marathi Medium schooling, particularly in English conversation. Seeking English coaching, finances became a hurdle. Aakarshan Skill Development Centre came through college mobilization. Enrolling in Spoken English course has transformed me. It boosted my confidence and communication skills. Now, I express thoughts confidently in public, all thanks to Spark Minda Foundation. I am grateful to them for believing in me.



PRIYANKA AWALE
Pune, Maharashtra



ISHA WALNUJ
Pune, Maharashtra

Computer

I successfully completed my Computer course at Aakarshan Skill Development Centre in Pune. This programme significantly enhanced my computer literacy and provided tailored skills according to my need. For an extended period, I sought affordable computer courses, but my search remained futile. Then, fate led me to discover Aakarshan Skill Development Centre and its cost-effective course offerings. Enrolling in the course aligned perfectly with my budget, and I commenced my learning journey. My sincere appreciation goes out to the Spark Minda Foundation for making this opportunity accessible and impactful.

Tally

I'm Anushka Thite, currently pursuing B.Com at HRM College in Khed. During my studies, Tally posed challenges, impacting my academics. Seeking Tally coaching in Khed Taluka was discouraging due to high fees. A turning point came with Aakarshan Skill Development Programme's team visit to our HRM campus. Their presentation highlighted affordable Tally training at Aakarshan Skill Development Centre. Enrolling myself in this course transformed me. I gained theoretical and practical knowledge and it also improved my test scores. This training readies me for jobs and better career prospects. Thanks to Spark Minda Foundation for this invaluable opportunity.



ANUSHKA THITE
Pune, Maharashtra

UNLEASHING POTENTIAL

Cutting and Tailoring

I am Rohini Dhore, a resident of Khed in Pune. I pursued a Cutting and Tailoring course previously, but due to personal circumstances, I could not apply my acquired skills effectively. After a considerable gap, I found my way back to my passion and enrolled in the cutting and tailoring course offered by the Aakarshan Skill Development Centre. Under the guidance of the adept cutting and tailoring trainer, I witnessed a significant transformation in my abilities and a substantial enhancement in my knowledge within this domain. Their constant encouragement propelled me towards self-belief and drove me to embark on a journey of working for myself. Currently, I am successfully operating my venture from the comfort of my home, and I have ambitious plans to expand my business by opening a shop. The gratitude I feel towards the Spark Minda Foundation knows no bounds, as their training has not only equipped me with valuable skills but has also paved the way for my self-sufficiency and independence. I am deeply thankful for this enriching opportunity.



ROHINI DHORE
Pune, Maharashtra



KAVITA TAIDE
Pune, Maharashtra

Beauty and Wellness

I am Kavita Taide from Rajgurunagar Khed, Pune. Following my 12th grade, I aspired to become a makeup artist. I learned about the Beauty and Wellness course offered by the center at a nominal fee, prompting my Enrollment. The course covered makeup, hairstyling, and more, enhancing my skills. Empowerment activities aided overall development and inspired me to start a home-based parlour. This endeavor now provides a decent income, supporting household expenses. I am thankful to the Spark Minda Foundation for their community courses, which have empowered me to turn my dream into reality.



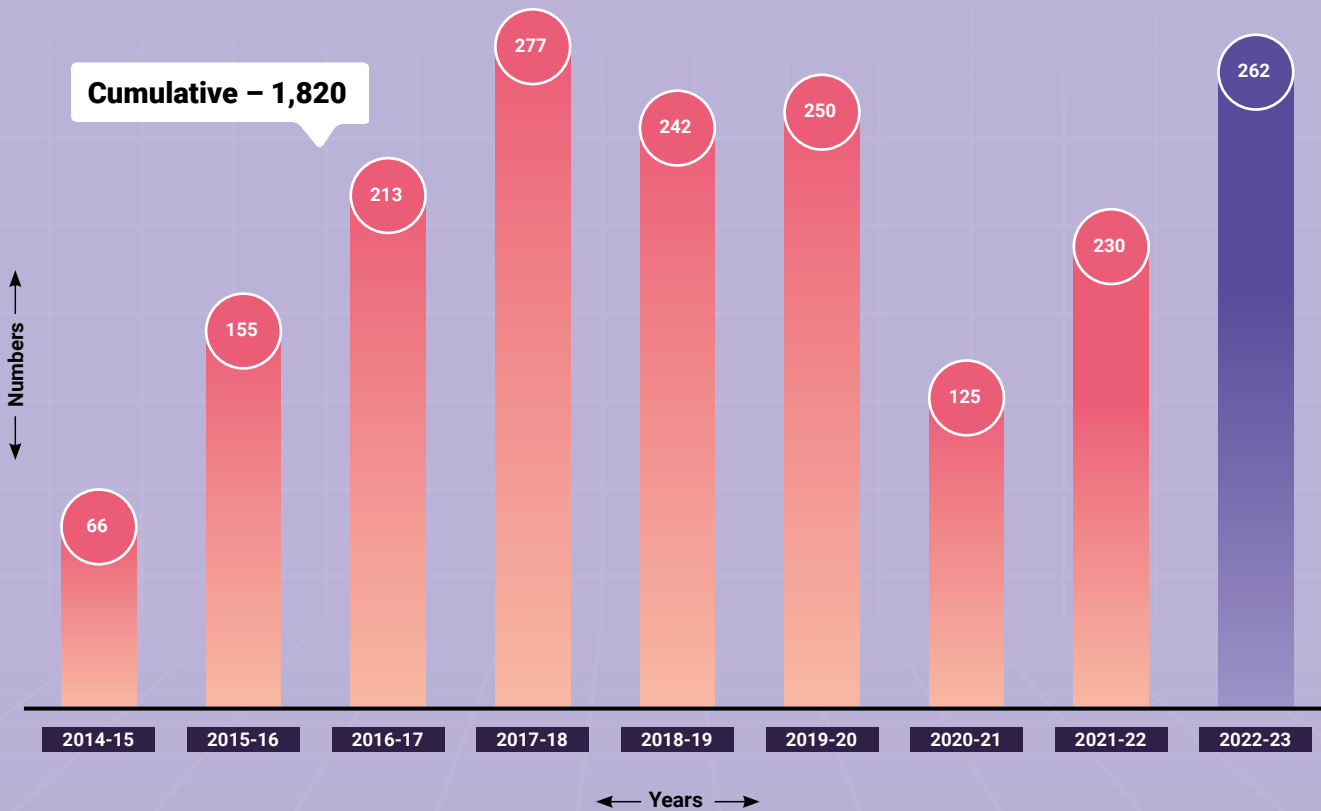
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Located within the Vengadu hamlet of Pillaipakkam, the Aakarshan Centre in Tamil Nadu plays a vital role in serving the community within the Kanchipuram district. The population in this area, which lacks computer skills and proficiency in English, making it challenging for the people of the community to secure employment opportunities. In 2014, SMF established a skill development training centre in Vengadu village with the aim of addressing this gap. The training programmes offered at the centre include Computer and Tally, and Spoken English.

In the FY 2022-23, around 262 learners successfully graduated from the Aakarshan Skill Development Centre in Tamil Nadu, with a total of 1,820 students trained at the centre till date.

Number of Learners in Tamil Nadu



UNLEASHING POTENTIAL

Spoken English



I am R. Sathya, and I had the privilege of enrolling in the Spoken English course offered by the esteemed Spark Minda Foundation. This transformative course played a pivotal role in boosting my confidence and subsequently leading to a remarkable improvement in my academic grades. I am sincerely grateful to the Spark Minda Foundation for extending this invaluable opportunity to me and countless others.



R. SATHYA
Vengadu, Tamil Nadu



B. THARUN KUMAR
Vengadu, Tamil Nadu



Computer

I am B. Tharun Kumar, currently a student in the 6th grade. I had the privilege of enrolling in the enlightening Computer course provided by the esteemed Spark Minda Foundation. This course proved to be exceptionally beneficial, equipping me with a robust foundation in the realm of computers. The journey was nothing short of amazing, and I extend my heartfelt appreciation to the Spark Minda Foundation for facilitating such a remarkable learning experience.



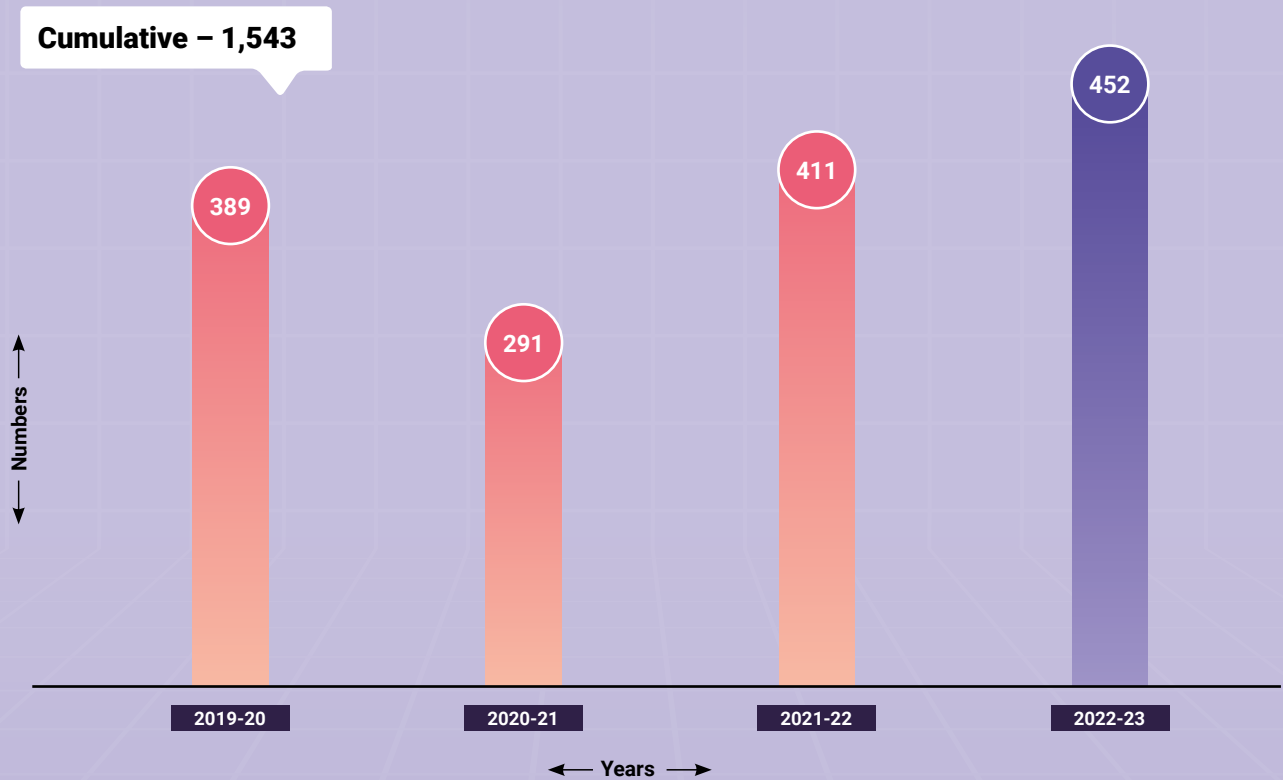
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In 2019, the Aakarshan Programme took its first steps towards a multi-partnership initiative in Bhondsi Panchayat, Gurugram, Haryana. Through the dedicated efforts of SMF team and the commitment of the learners, SMF offers a range of courses at the centre, including Spoken English training, Industrial Training in collaboration with Shahi Exports, Computer and Tally training in collaboration with NIIT Foundation, and internships in Beauty and Wellness across various institutes.

In the FY 2022-23, around 482 individuals were imparted with skills through the Aakarshan Skill Development Centre in Haryana, with a total of 1,543 skilled individuals till date.

Number of Learners in Haryana



UNLEASHING POTENTIAL

Spoken English

I am Bhavnish. Expressing my job aspirations to a friend led me to the realization that learning computer skills and communication in English language were crucial. He introduced me to the Spark Mind Foundation, where youth were trained in these domains. Following his suggestion, I enrolled myself in the Aakarshan programmes. Upon completion, the Foundation not only imparted skills to me but also aided in securing a job. The acquired proficiency in computer skills and spoken English boosted my capabilities. Today, I hold the position of a supervisor at Sigma Corporation, and I owe this success to the transformative guidance of the Spark Mind Foundation.



BHAVNISH
Gurugram, Haryana



NEELAM CHAUDHARY
Gurugram, Haryana



Computer

I am Neelam Chaudhary. I used to be a homemaker, longing for financial independence. Unfortunately, my lack of skills and self-assurance hindered my progress. A friend's recommendation introduced me to the Spark Minda Foundation, which turned out to be a life-changing opportunity. Enrolling in their computer course marked a pivotal step. Upon successful completion, not only did I secure placement through the foundation but I also gained newfound confidence. Today, I am proud to contribute financially to my family's well-being, a transformation made possible by the support and guidance of the Spark Minda Foundation.



Beauty and Wellness

I am Kavita Raghav, a resident of Maruti Kunj, and a graduate of the Beauty and Wellness course at Aakarshan in 2019. Amidst caring for my husband and two children, I nurtured a deep interest in the makeup and beauty industry. However, the hefty fees and distant locations of most training centers posed challenges. This changed when I encountered Aakarshan Skill Development Centre during their mobilization initiative. The course, enriched by Matrix L'Oreal seminars, was a transformative experience. Equipped me with newfound knowledge, I partnered with a friend, and later my brother joined us. This partnership led to the establishment and successful management of two salons, employing three staff members. This journey has been truly life-altering, and I extend my gratitude to the Spark Minda Foundation for being the catalyst for this positive change.



KAVITA RAGHAV
Gurugram, Haryana



DAYADEVI
Gurugram, Haryana



Industrial Tailoring Programme

I am Dayadevi, a resident of Bhondsi. Following the unfortunate loss of my husband in an accident, I found myself supporting my children alone. Our financial situation was challenging until fate led me to the Spark Minda Foundation. Mr. Harsh met us on the way and introduced me to a sewing course that promised not just employment but also vital financial support. Captivated by the prospect, I enrolled myself in Aakarshan programme. Having successfully completed the 1.5-month course, I am now employed at JKM Company. The newfound stability enables me to cover household expenses and provide for my children. The transformation I have experienced fills me with profound contentment. My sincere gratitude goes to the Spark Minda Foundation for their empowering initiative that has significantly improved our lives.



SALIENT FEATURES OF AAKARSHAN PROGRAMME

Along with academic growth, SMF believe in the necessity of the overall growth of the learners. Hence, with the courses, SMF also organises fun and other learning activities for the empowerment of the students.

Guest Lecture



Exposure Visit



Quiz Competition



Art and Craft



Outdoor Game

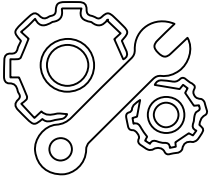


Interaction with Government School



Internship / Exposure for Beauty and Wellness





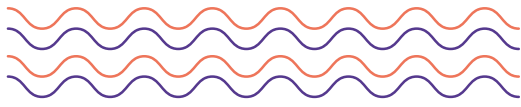
Empowering and Enriching Holistic Development

Spark Minda Foundation is dedicated to the holistic development of individuals, and as part of their initiatives, we organize a range of empowering and extracurricular activities at Aakarshan centres. These activities are designed to enhance skills, promote personal growth, and equip individuals with valuable knowledge and experiences. Some of the activities include- How to handle interviews, Fire safety, Best out of waste, Traffic safety, Personality development, and more.

These life skills help learners enhance their employability and succeed in the competitive job market. Learners are also encouraged to explore to creative and sustainable solutions to repurpose materials that are typically discarded. Some activities foster a sense of innovation and environmental consciousness, promoting the idea of waste reduction and responsible consumption. This helps to raise awareness and contributes to create a safer environment for all. Through these activities and sessions, participants learn essential communication skills, interpersonal skills, and self-confidence, empowering learners to excel in various aspects of their lives.

These empowering and extracurricular activities organized by Spark Minda Foundation provide individuals with a well-rounded and enriching experience.





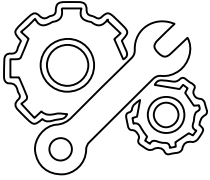
Convocation Ceremony

A convocation ceremony is held after every six months, where students receive certificates after their course completion. This ceremony is memorable for all the students as they proudly receive certificates for their hard work, commitment & dedication to their courses.









Dual Systems of Training

In this dynamic era of modern world, practical skill development, and exposure is also essential along with academic instruction. To be successful in any career, one must be adaptable. The Dual System of Training (DST) programme was created to bridge the gap between Industry requirement and academia supply.

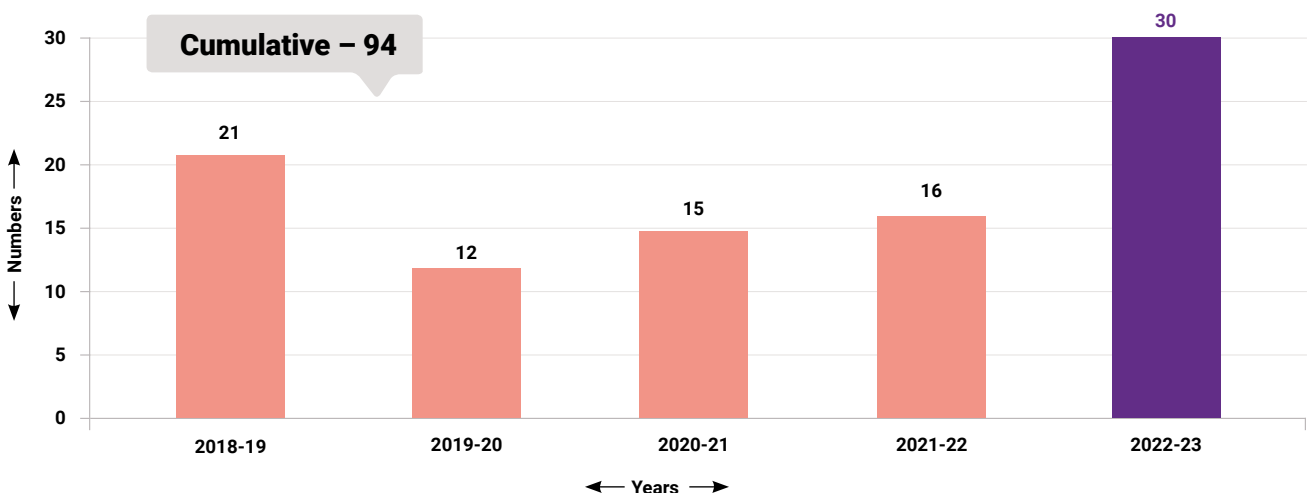
This project was started to establish link between Industry and Industrial Training Institutions. SMF has signed a Memorandum of Understanding (MOU) with the DTTE Government of NCT of Delhi for the Dual System of Training Course. This curriculum can help to bridge the gap between academics and machine learning. The programme began with ITI, Arab Ki Sarai, Nizamuddin in the trade of Press Tools, Jigs, and Fittings. Wadhvani Foundation is our official programme partner, and they impart Soft Skill modules to our participants.

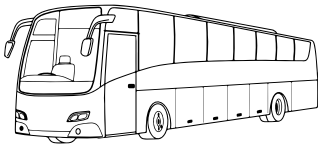
Highlights

- ▶ Holistic Development, not just machine learning.
- ▶ 9 months of learning in Industry.
- ▶ Latest machine exposure.
- ▶ Training by machine experts.
- ▶ Stipend is also provided to the trainees as per Apprenticeship Act.
- ▶ Certificate on completion.
- ▶ The trainees are also offered employment at our factories in Noida and Greater Noida, Uttar Pradesh.
- ▶ Win-win model for Industry and Academia.

In FY 2022-23, around 30 people benefited from DST Programme. Currently, it has reached to 94 individuals.

Number of Learners in DST in each financial year





World on Wheels Project

HP has developed and deployed 48 self-contained, Internet-enabled digital inclusion and learning labs in rural India. This project, known as HP World on Wheels (WoW), is a part of initiative named People-Planet-Profit model to advance digital literacy, e-education, entrepreneurship training, and other citizen services

In recognition with HP, MDMCT, BSG and NIIT foundation, SMF presents the "World of Wheels- WoW bus" at Hasanpur village in Gurugram, Haryana.

This bus possessed 20 computers, a printer, a 65-inch touch screen and functioned as a whiteboard and a display sound system just to make it a mobile digital laboratory.

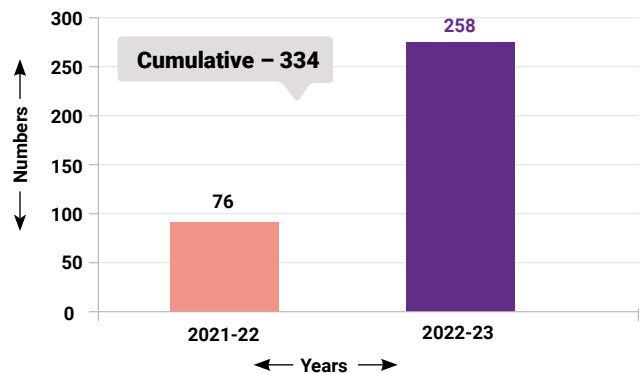
Not only this, the solar panel of the bus roof was running entirely on solar energy. The theme of it was to promote online learning for students. As the bus was containing learning materials for classes 1 to 12, the bus serves as a "Common Service Centre (CSC)."

The project was initialized at Hasanpur village on January 7, 2021. The strength of those six batches since then was always around 76. The class includes Tally GST and a special batch for women for the sake of their computer literacy.

The initiative has held several awareness workshops with 334 students till now.



Number of Learners in HP Wow



Moga Devi Minda Charitable

Partnerships are important for many reasons, especially in the context of social impact projects like HP WoW. Here are some reasons why partnerships are crucial:

- Enhanced Resources:** Partnerships provide access to additional resources such as funds, expertise, knowledge, and networks, which can significantly improve project outcomes.
- Increased Impact:** Partnerships bring together diverse perspectives, ideas, and skills that can lead to innovative solutions and greater impact on the community or cause being served.
- Shared Responsibility:** Partnerships help to distribute the responsibilities and risks of a project among multiple parties, leading to a more sustainable and resilient project.
- Collaborative Learning:** Partnerships offer opportunities for learning and development, as partners share best practices, experiences, and knowledge that can be applied to future projects.
- Improved Accountability:** Partnerships promote transparency and accountability among partners, leading to better communication and stronger relationships between partners.

In the case of HP WoW, the partnership with Spark Minda Foundation has brought together the resources, expertise, and networks of both organizations to deliver a more impactful project that benefits the community being served. The partnership has enabled the pooling of resources, expertise, and knowledge, leading to better outcomes for the project and the community.

Here are some ways in which Moga Devi Minda Charitable have partnered with Spark Minda Foundation to implement the HP WoW project.

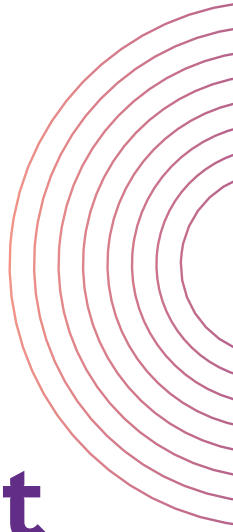
- Collaborative Planning:** Moga Devi Minda Charitable Trust and Spark Minda Foundation have collaborated in the planning phase of the project, which includes defining the project goals, objectives, and timelines.
- Resource Mobilization:** Both organizations have pooled their resources to fund the project, which includes financial resources, technical expertise, and other necessary resources.
- Joint Implementation:** The project is being implemented jointly by Moga Devi Minda Charitable Trust and Spark Minda Foundation. The roles and responsibilities of each partner have been clearly defined, and they are working together to achieve the project goals.
- Monitoring and Evaluation:** Both organizations are involved in monitoring and evaluating the project's progress to ensure that it meets the desired outcomes and objectives.
- Sustainability:** The partnership between the two organizations ensures the sustainability of the project beyond the implementation phase. Both partners have committed to ensuring that the project continues to have a positive impact on the community even after the project period ends.

Overall, the partnership between Moga Devi Minda Charitable Trust and Spark Minda Foundation has enabled the pooling of resources, expertise, and knowledge, leading to the successful implementation of the HP WoW project.

The partnership between Moga Devi Minda Charitable Trust and Spark Minda Foundation for the HP WoW project has brought a significant impact on the community being served. Here are some examples of how this partnership has resulted in positive outcomes:

- Increased Reach:** The partnership between the two organizations has enabled the HP WoW project to reach a larger number of beneficiaries than if the project was implemented by a single organization. This has helped to ensure that more people in the community have access to education, healthcare, and other essential services.
- Enhanced Quality of Services:** The partnership has brought together the expertise and knowledge of both organizations, which has resulted in the provision of high-quality services to the beneficiaries. For example, the project has been able to provide better healthcare services through the deployment of mobile health clinics.
- Better Resource Management:** The partnership has enabled the pooling of resources, leading to better resource management and more efficient project implementation. This has ensured that the project achieves its goals and objectives within the planned timelines.
- Increased Sustainability:** The partnership between the two organizations has ensured the sustainability of the project beyond the implementation phase. Both partners have committed to ensuring that the project continues to have a positive impact on the community even after the project period ends.
- Greater Social Impact:** Through the partnership, the HP WoW project has been able to make a significant social impact on the community being served. The project has contributed to improving the living standards, health, and education of the beneficiaries, which has had a positive ripple effect on the community as a whole.

Overall, the partnership between Moga Devi Minda Charitable Trust and Spark Minda Foundation has brought significant impact through the HP WoW project, leading to a positive change in the lives of the beneficiaries and the community at large.



Digital Unify Prison Outreach Project

Breaking barriers through gaining skills, the Digital Unify Prison Outreach Project has been empowering prison inmates with digital skills to build the careers and support their families after their release.

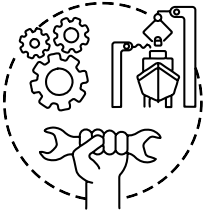
It is a three month training programme, functioning in the

prisons of Panipat and Karnal, where inmates are imparted with digital literacy skills.

With access to facilities and valuable education these inmates are being given tools they need to change their lives and make a positive impact on the world around them.







Minda Mitra - Motorcycle Mechanic Training Project

SparkMinda Foundation started a first-of-its-kind programme in the automobile component business with the opening of its cutting-edge living Garage named "Minda Mitra".

On July 12, 2019, Minda Mitra was created on the premises is of the company's Noida facility. This facility is similar to a live garage, with cutting-edge live demo units, two-wheeler current flow models, and workbenches for practical teaching and theoretical lectures. This garage is equipped to handle a wide range of repairs and maintenance due to its in-house expertise.

Minda Mitra's major goals are as follows:

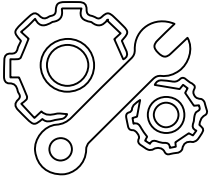
- ▶ To improve service and quality by educating and updating internal and external stakeholders'

technical abilities and grasp of current workshop mechanics,

- ▶ Identifying applicants, who are excited about a new career opportunity and certifying them as technical experts,
- ▶ New product development and field trial validation.

Minda Mitra's "Ustad" initiative aims to enhance, empower, and equip local youths with job-related skills. It focuses on training young mechanics by delivering Technical Skill Training during a three-month course to assist them in launching their careers. It also assists trained technicians, who are unable to find work in a recognized workshop.





Business Integrated Prison Project

Poverty, migration, childhood abuse, neglect, and a lack of opportunity are all factors contributing to an increase in crime and deviancy in society. The movement is built on the notion that justice, at its foundation, is based on reformatory action, and it aims to reduce crime in society by giving offenders second chance. Through this approach, there is a need to reduce socioeconomic divergence by imparting skills and providing economic possibilities to inmates.

As part of this effort, inmates are instructed in the skills required to work in the automobile industry, and production facilities are set up within the grounds and among the prisoners in accordance with state law.

This programme, based on the notion of a Public-Private Partnership, is unique in India's automotive sector. The automotive manufacturing factory is built within the prison

grounds as part of this effort to educate and employ inmates. This scheme has given offenders the opportunity to get occupations within the prison and support their families from within the prison through money generating.

Through this initiative, around 150 prison inmates have been reached till now.

| Prison Name | Established In |
|--|----------------|
| Yerwada Central Prison, Pune - Male | October 2015 |
| Nagpur Central Prison, Nagpur - Male | September 2016 |
| Harsul Central Prison, Aurangabad - Female | November 2018 |
| Yerwada Central Prison, Pune - Female | August 2018 |







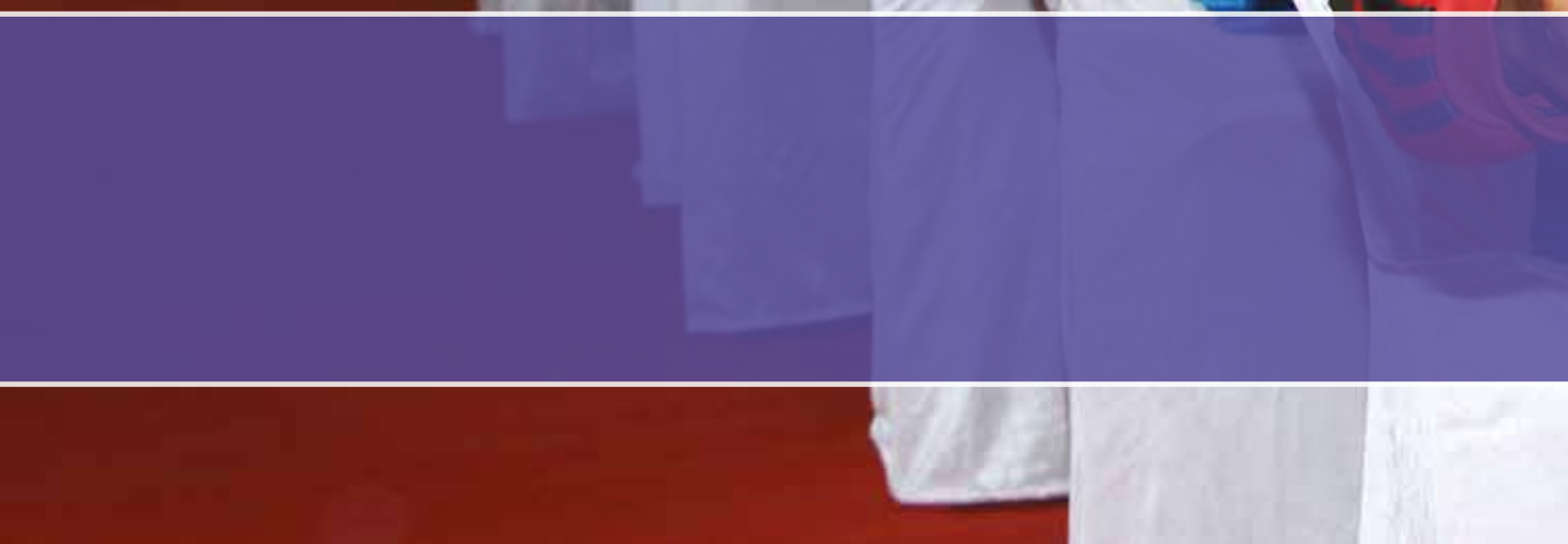
SPARK MINDA Foundation



To create a sustainable future through inspiring the spirit of the young generation through education, sports and other developmental and creative growth of our youth.

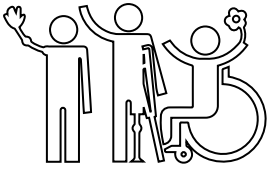
To provide a platform for the development of skills, knowledge and leadership of our youth.

- Inspiring
- Empowering
- Enriching
- Enabling
- Encouraging





Empowerment of People with Disabilities



Saksham – Empowerment of People with Disabilities

Introduction

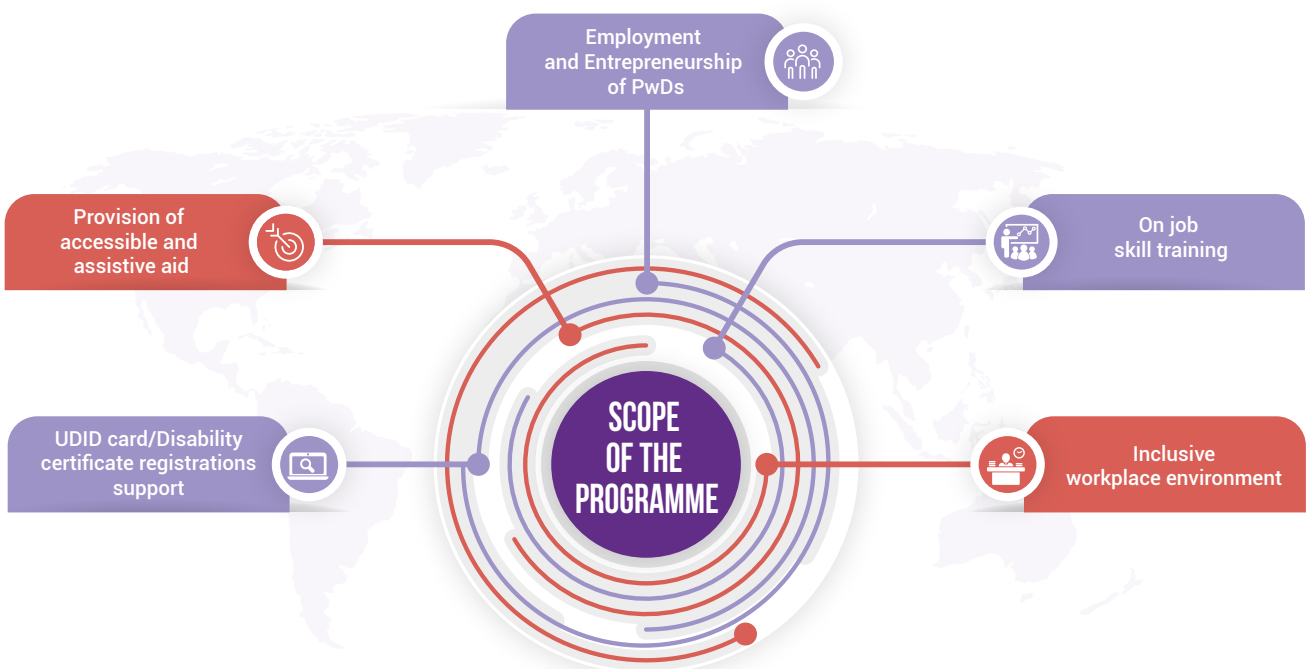
In 2014, Spark Minda Group launched a programme “Saksham” to ensure sustainability in the lives of People with Disabilities (PwDs) by giving a holistic approach. The programme has reached to more than 16,500 PwDs till date and will continue to reach more in the coming years.

In addition to provide assistive aids and fitments for PwDs, “Saksham” has helped many PwDs to get their first job, provided them with their livelihood, and facilitated skill development and sustenance.

It augments the Accessible India Campaign (Sugamya Bharat Abhiyan) of the Ministry of Social Justice and Welfare, Department of Empowerment of Persons with Disabilities. It has made key policy-level interventions in the field of Health, Skill Development, and Employment generation for People with Disabilities.

The project supplements Section 135, Schedule 7 of the Companies Act 2013 and is in line with the Sustainable Development Goals, SDG 1 - No poverty, SDG 3 - Good health and wellbeing, SDG 10 - Reduced Inequalities, full and productive employment allowing PwDs to access the job market. SDG emphasizes the social, economic, and political inclusion of PwDs, SDG 11 - creating an accessible and sustainable transport system, providing access to safe, inclusive accessible public spaces, and SDG 17 - underlines the importance of partnerships and collaborations of like-minded organizations, non-governmental and corporates alike.

Since its inception, under this programme, SMG has employed more than 1,000 PwDs. This programme is a unique example of like-minded collaboration with the government, non-governmental organizations, trade associations, private organizations, and academia. Minda Corporation is also a member of the reputable India Business Disability Network (IBDN), an initiative of Confederation of Indian Industry (CII).





Empowerment of People with Disabilities Camp

Spark Minda Group's endeavour is that every person in the country is treated fairly and is empowered. Empowerment camps are organised every year at different locations with the aim to reach PwDs by providing free of cost accessible and assistive aids, facilitating UDID registration, and providing employment opportunities and skill training. The aim is to build an inclusive and harmonious society. We want people to believe that it is not the disability that counts but the abilities that they have matter.

This year SMF conducted four camps in Uttarakhand, Jammu and Kashmir, and in Uttar Pradesh and benefitted more than 3500 people with disabilities through accessible and assistive aids, UDID, and employment.

Process of the camp

Team carried out the need assessment exercise after getting in touch with various Governmental Bodies, stakeholders, and CSR fraternities, by organizing screening camps and came to know about the PwDs adjacent to the areas.

The methodology followed:

- Involvement of Government (District Administration) in the identification of PwDs for the programme.
- Association with mobilizing partners/stakeholders (NGOs and Panchayat).
- Organizing screening camps in identified areas for selecting PwDs.
- Employment of PwDs across units of Spark Minda Group.

- Bringing ergonomic upgradation for employment of PwDs.

Registration desk

The registration desk was set up at the entrance of the camps to track the total number of PwDs attending the camp. Medical assistance was provided to the PwDs for the identification of Fitment types and Assistive aids they require. Pre and post-fitment records are maintained through Photography of the PwDs.

UDID- Unique ID for People with Disabilities

A UDID assistance desk was set up to offer assistance to PwDs for UDID registration; PwDs were counseled and made aware of the benefits of the UDID card. Department of Empowerment of Persons with Disabilities (DPwD) support was also extended during the registrations of PwDs.

Partnership & Collaboration



1. Spark Minda Foundation (SMF) in collaboration with Pratham Shwaas Foundation, Dehradun 14th to 16th May, 2022

An empowerment of PwDs camp was organized at Dehradun for three days from 14th May to 16th May, 2022 in collaboration with Pratham Shwaas Foundation.

Through this camp we reached to 138 PwDs with 188 fitments.



2. Spark Minda Foundation (SMF) in collaboration with the Indian Army, Jammu and Kashmir 22nd to 27th August, 2022

The Saksham programme has been designed to help People with Disabilities to reduce their dependence on others for mobility and earning a living. The camp was conducted from August 22nd to 27th, with an aim to help those needy locals in Kupwara, Jammu and Kashmir, who do not have the financial means to get an artificial limb, assistive aid & hearing aid.

Artificial limbs, wheelchairs, hearing aids, axillary crutches, walkers, elbow crutches, and hand sticks were distributed to the needy during the camp. We reached to more than 403 people from adjoining areas through fitments and UDID card registrations.



3. Spark Minda Foundation (SMF) in collaboration with Rotary Club, Noida 3rd and 4th December, 2022

Commemorating the International Day of Persons with Disabilities (PwDs), SMF as part of one of its initiatives, Saksham, commenced a two-day Camp for Empowerment of PwDs in collaboration with Rotary Club, Noida. The camp witnessed huge participation of PwDs from different areas of Uttar Pradesh, Delhi, Haryana, Uttarakhand, and Bihar among others. The employees of

the Spark Minda group volunteered during the camp. The team was able to help PwDs with assistive aids - artificial limbs, calipers, crutches, walkers, and sticks - which were provided on the spot, befitting their requirements. A special prosthetic hand from LN4 was also provided to the PwDs. Around 117 fitments, along with 19 UDID registrations were provided.



4. Mega Camp for Empowerment of People with Disabilities, Noida, Uttar Pradesh

1st to 10th February 2023

The camp was organized for 10 days in Noida with the collaboration of many partners. Along with the registration, UDID, and employment desk, there was an addition of the Entrepreneurship desk in the camp as well. To widen the reach to PwDs, eye checkup, and spectacles distribution was also organized. Through this camp, we reached to 2,864 PwDs by providing them with assistive aids, UDID registrations and employment.

Employment

An employment desk was set up to facilitate the employment of PwDs across the Spark Minda Group as well as external agencies and organizations. HR volunteers from group factories volunteered and counseled the PwDs for potential employment opportunities. Companies like Amazon and Big Basket also participated in the employment desk.

Entrepreneurship

The Project “Keys on Wheels” is for the empowerment of People with Disabilities (PwDs). In collaboration with IIT Bombay and Minda Silca Engineering Private Limited (MSEPL), a customized tricycle was introduced in the camp. This prototype model holds potential possibilities for entrepreneurship. The special prototype of the tricycle “as it is designed by IIT Bombay” has a very ergonomic design and is efficient.

Minda Silca Engineering Private Limited is a global brand of reference for the production of keys. For the Swavalamban project, MSEPL provides :

- ▶ Training via workshops
- ▶ Machines
- ▶ Keys & consumables (Raw material)
- ▶ After sale services
- ▶ Technical assistance
- ▶ Guidance on legal aspects of business

This is an “ON THE GO”, Economical locksmithing entrepreneurial opportunity and will provide people with livelihood, mobility, and self-sufficiency. Many PwDs came forward to express interest and provided feedback.

Eye Camp

Eye camp was also set up in collaboration with Vision Spring Foundation to ensure the eye health of the people. People who attend the camp received a free eye examination and the attendees received free eyeglasses too.

Hearing aid

Hearing aids were provided to the PwDs attending the camp. This helped to widen the scope of Saksham and reach out to PwDs with hearing impairment. This has provided extensive happiness in the lives of 638 people with hearing impairment.





TESTIMONIALS FROM CAMPS

Driving through the imparities

Shabir Ahmad is a 30-year-old from the town of Gurez in the Bandipora district of Jammu and Kashmir. He used to love driving, and it was also his source of income. In December of 2021, he was diagnosed with a blockage in his nerve, and the doctor advised him to have his leg amputated. This was devastating news for Shabir, as he was now unable to drive and support his family. There were also limited resources available for rehabilitation in his town. He had been dependent on his brother for help. He was made aware of a camp organised by Spark Minda Foundation in collaboration with the Indian Army in Kupwara. Shabir was hopeful that he would be able to get a new leg that would allow him to drive again. He travelled to the camp, which was approximately 130 kilometres from his home. He was fitted with a prosthetic limb. After the fitment and gait training, he was able to drive his car around the camp. He was overjoyed to be able to drive again and thanked SMF and the Indian Army for giving him a new lease on life.



I am different, but not less

Madiya, a 13-year-old girl from Handwara in Jammu and Kashmir, has been a fighter from birth. Diagnosed with cerebral palsy and hearing impairments, she faced delayed developmental milestones. Her inability to stand, walk, or communicate marked her early life, compounded by limited medical access due to living in a remote region. Affording a hearing aid was tough for her family, yet they clung to hope, knowing Madiya's resilience. Learning about a Camp for Empowerment of People with Disabilities by Spark Minda Foundation in collaboration with the Indian Army, they eagerly attended. There, Madiya received her first hearing aid, hearing her parents' voices with newfound joy. A fighter who has overcome many obstacles, she aspires to become a lawyer through sheer determination. Spark Minda Foundation is proud to support Madiya's journey and wishes her immense success ahead.

The little champ



Jishwant, an 11-year-old brave child from New Delhi, is in the 5th standard. His family comprises five members. Being the eldest son, he aspires to support his family economically in the future. His dream is to become a police officer, and he's diligently working towards it. Jishwant is a sincere child. He attends all classes and tuition without fail. During his free time, he enjoys playing games. His father works as a construction mason, and their economic situation makes medical expenses a challenge. Learning about a camp from neighbours, they visited, overcoming their initial fear and nervousness. With support from his family and the SMF team, he received calipers for his legs. Nervousness transformed into joy as the calipers made walking easier. Progressing towards his police officer dream, this experience enhanced his determination and dedication. His positive outlook will fortify him. Jishwant expresses gratitude to the Saksham camp and the team for this invaluable opportunity.



The miracle child

Bhavik is an absolute gem. He is five years old and is from Delhi. He is an innocent child who likes to play and watch cartoons. During his birth, due to the complications faced by his mother, he lost sensation in his legs. His parents are facing issues and are struggling to pay for his treatment. He is admitted to a play school so that he can enjoy himself with other friends his age. They have always wanted him to be happy and enjoy his life. His father is a rickshaw driver, and once he was passing through the road when he saw the Saksham - Camp for Empowerment of People with Disabilities banner. He made up his mind at that time that he wanted to take his son to the camp so that he could get support from the SMF team. After getting his son consulted by the doctors of SMF, Bhavik was provided with calipers and was so excited throughout the process of fitting the Caliper. His parents also got emotional seeing this unique glimpse of their son and knowing that Bhavik is capable of walking. They expressed their gratitude towards this camp for empowering People with Disabilities.



EMPOWERMENT OF PEOPLE WITH DISABILITIES CENTRE

We have Empowerment of People with Disabilities centres at Pune and Noida. At these centres, we have reached to over 3,000 people through providing assistance in the following -

- ▶ Manufacturing and Fitment of Accessible and Assistive Aids.
- ▶ UDID Facilitation.
- ▶ Skill Development Training in collaboration with NSDC's SCPwD.
- ▶ Employment and Entrepreneurship Facilitation in and outside the Group.

Pune Centre

The Pune centre was established in March, 2018 and caters to more than 10 blocks of Pune, over 4 districts of Maharashtra and is open for People with Disabilities across neighbouring states of India.

Unbreakable spirit

Yamuna, a 26-year-old woman from Latur, Maharashtra, embraced a new phase of life after her recent marriage. Unfortunately, a bike accident altered her path, leading to the amputation of both legs below the knee. With a financially limited background, Yamuna's family sought options to support her recovery. Learning of the Saksham-Empowerment of People with Disabilities Centre, they visited, and Yamuna received her first prosthetic limbs. Gait training followed, and within days, she confidently walked with a near-normal pattern, radiating a commendable smile. This marked the first time Yamuna stood on her own legs since the accident three years ago. This newfound physical independence brought forth mental strength, alleviating fears of public outings and resuming normal activities. Today, she manages household chores and takes walks with her husband. Her journey reflects her determination, and we take pride in being part of her inspiring story.



Journey of hope and resilience

Prem Anil Vavle, a 14-year-old from Parbhani, Maharashtra, shines as a bright and promising teenager with a passion for sports. Tragedy struck when he met with an accident that resulted in the amputation of his left leg below the knee. This incident was a devastating blow to Prem, and adapting to his new life proved challenging. The loss of school attendance and sports participation led to isolation and loneliness. However, a turning point emerged when Prem's family learned about the Saksham - Empowerment of People with Disabilities Centre. Eagerly, they took him there, where he was provided with his first below-knee prosthesis. Remarkably, he swiftly adapted to the gait pattern, achieving independent walking within days. This achievement boosted his morale significantly, and his newfound joy radiated with a million-dollar smile as he returned home.

Noida Centre

The Noida Centre was established in 2021 to serve the people of the peripheral states in northern India. It caters to approximately 6 districts of Uttar Pradesh and more than 3 states and is open for PwDs across the country.



The courageous child

“ Danish Khan, a three-year-old boy from Delhi, has encountered numerous challenges in his brief life. Starting at the age of two, he began experiencing seizures, developed a stutter while speaking, and had his left leg twisted, impeding his walking. His parents, a bike technician and a homemaker, strive to afford his treatment. Determined to provide Danish with a normal life, they were elated upon discovering the Saksham-Empowerment of People with Disabilities Centre. After visiting the centre, Danish received a customised ankle-foot orthosis, enhancing his stability and confidence in walking. Now, he actively engages with friends and activities at his preschool. Danish’s parents are grateful for his progress and take pride in their son’s journey.



A true dreamer



“ Omkar Singh, a determined 24-year-old from Bulandshahr, worked at a hospital for four years and was supporting his family, including his father, mother, two brothers, and two sisters. Despite his father’s income, who works as a labourer, he shouldered family expenses and his siblings’ education. Tragically, he met with a road accident, which led to his hand amputation. Unable to afford treatment, his life crumbled. After learning about the Saksham – Empowerment of People with Disabilities Centre, he was fitted with an artificial hand, rejuvenating his outlook. With this newfound ability, Omkar now sustains his family and pursues his aspiration to be a pharmacist. He has enrolled himself in a pharmacy course. His vision extends to owning a medical store in the future. His journey is a testament to resilience, and we are proud to have helped him.

SKILLING AND EMPLOYMENT

Skilling and employment are the main pillars in ensuring the sustenance of lives. With the proper skill-set and training one can achieve his/her goals. A person can only be truly empowered when he/she can sustain his/her life, without having to depend on anyone else.

Thus to ensure sustenance in the lives of PwDs, Saksham programme also assists with the employment needs. The Group has employed more than 1,000 PwDs in Spark Minda Group (SMG). For implementing this, collaborations with NGOs working for the employment of PwDs are established. With these partnerships, we can either source

the manpower from these organizations or access the information from the database. This database is collected during camps and at the Empowerment of PwDs Centre. Organizations such as National Association for Blind, Youth 4 Jobs, Samarthanam, Sarthak Educational Trust, and many others have been of assistance in helping the PwDs. The PwDs absorbed by the factories are given OJT (On-Job-Training) in order to accomplish the designated task. Thus imparting skills and knowledge for their growth. Along with the training for the job, we also provide them with safety training to save themselves during emergencies or mishaps.

Journey of inspiration

Sharad Jagtap, a 32-year-old man, has been visually impaired since childhood. Despite this, he's relentlessly pursued his goals. Growing up in a small Maharashtra village, he lost his sight at age five due to illness. Despite educational challenges, his determination drove him to complete his studies up to the 10th class. He initially worked at a packaging factory but sought more from life. In 2022, he learned of Spark Minda Group, applied and was hired. Sharad works in the factory of SMG and is responsible for brushing the parts of the automotive component, finding contentment in financial independence and colleagues' respect. His cricket skills shine too; he plays for a visually impaired team and has represented Maharashtra at state level. Cricket keeps him fit. Sharad's resilience is a living testament to overcoming disability and achieving dreams.



Partners' Testimonials

Perkins India
Perkins School for the Blind India Foundation
Registered under Section 8(G) of Income Tax Act, 1961
Corporate Identity No. UTM9866001764120217

March 17, 2023

Perkins India along with their partners - Shree Charly Eye Hospital, Vrindavan & Baldeo (Mathura) center and Vision Aid, Agra participated as a "rehabilitation partner" in the camp organized by Spark Minds for distribution of aids and appliances on 7th and 8th Feb 2023, in Noida.

The aids and appliances camp supported 83 children with Multiple Disabilities and Vision Impairment (MVI) from Agra and Mathura. The camp provided customized AFO and KAFO to 22 children from Mathura and 2 girls from Agra who received their hearing aid after a proper hearing assessment.

Spark Minds team also handed over 58 wheelchairs (25 each - Agra and Mathura) and 19 walkers (Mathura - 12 and Agra - 7) to the SCEN and Vision Aid team for delivering to the beneficiaries of Agra and Mathura, which were delivered later to the respective children's homes.

We are thankful to Spark Minds and their team for helping and providing assistance to the 83 MCVI children and their family members with customized and need-based aids and appliances. We are also thankful to the camp officials and all the teams for providing logistical support to the children, their family members, and staff members who stayed back for the fitness of AFO and KAFO.

These aids and appliances are great enablers for children who had limited mobility. Availing these aids and appliances, helps them to learn life skills with minimal assistance. Our team is providing need based training and assistance to family members with regard to maintenance and appropriate use of the aids and appliances.

Our sincere gratitude to Spark Minds for their support. The Aids and Appliances provided by the Spark Minds Foundation has really been a huge support to children and families. We look forward to the continued support and partnership.

Sincerely,
Ms. Sampada Shrivastava
Director

1291221, Cotton Green Depot, Near Rely Road Railway Station II, Mumbai - 400055
Phone: +91 9326421867 Email: info@perkins.org Website: perkinsindia.org PAN No. AACF5516P TAN No. D6F036802
All Donations to Perkins India are eligible for Exemption u/s 80G of the Income Tax Act 1961

AFCSE
ASSOCHAM FOUNDATION FOR CORPORATE SOCIAL RESPONSIBILITY

ASSOCHAM through its social arm ASSOCHAM Foundation for CSR (AFCSE) has always risen to challenges and fulfilling its services well beyond the industry and bank. Our core values of serving the society have always matched with our esteemed members and partners, including the Spark Minds Foundation. Strategic Partnerships drive innovation, enhance human capital and capacity building to achieve better outcomes.

AFCSE and Spark Minds Foundation vision align together "to give back to the society" through its voluntary activities and comprising of 4 national flagship initiatives, "Empowering People with Disability through mobility, skill and employability", series of Road Safety Programmes that under "Safe Road - Safe Life", "Parents & Children" and "Environment & Sustainability".

AFCSE actively funded the beneficiaries in the Spark Minds Foundation under its Skillathon Programme. Since 2014, we have continued in organizing numerous CSR activities to realize our common goal to its full potential.

AFCSE collaboration with the Spark Minds Foundation have positively impacted the beneficiaries and transformed thousands of lives by enhancing skill and connecting people at the grassroots level.

AFCSE has utilized its broad based member network and its strong reach to Govt, planning.

Best Regards,
Sankalp Kumar Jain
(Additional Director & Head CSR)

Viklang Sahara Samiti Delhi
Registered under the Section 8(G) of 1961 & under Section 12A (1) of the Income Tax Act 1961
Head Office: Con Training Center - 6 Block Road Vikas Kunder, 19/108 Building, Con of Delhi, Vignag Post, New Delhi - 110085
Tel: 011-27653410 Email: info@viklang.org Website: www.viklang.org

Ref. No. _____ Date: **15/03/2023**

सन्देश

प्रति प्रमाण करण की,

श्री स. जगन्नाथ शरण प्रसाद एवं कि. वसन्ति मिश्रा जी (विशेषज्ञ) सेक्टर-06, नोएडा। दिवांगमों के सम्बन्ध में दिव्य संस्था है। दिवांगमों के सम्बन्ध में सबसे बड़ी संस्था है। विश्व विश्व विशेषज्ञ (विशेषज्ञ) द्वारा दिवांगमों के लिए स्वतंत्रता, प्रत्यक्ष उपकरणों का प्रचार प्रसार की दिशा में जो कार्य किए गए हैं वह निरन्तर प्रसारण है। हर वर्ष जो दिवांगमों हेतु किए गए अंगोष्ठीय विद्या जाता है वह एक सकारण कार्य है और वह एक अजीब प्रयास है जिससे दिवांगमों के दिवांगमों के लोगों को अपनी की एक से एक सहायता दी जाती है।

संस्था द्वारा दिवांगमों हेतु किए जा रहे प्रयासों के लिए मैंने और मेरे हार्दिक शुक्रार्पण।

कुशलता,
बसन्ति शरण प्रसाद
संस्था प्र. एवं न्याय कार्यकारी अधिकारी
9811015733

सेवा में,
प्रति प्रमाण करण की,
(वि.एस.जी.)
मि.स. कल्याण शरण प्रसाद
डी-6-11, सेक्टर-06, नोएडा,
उत्तर प्रदेश-201301

विश्व विश्व विशेषज्ञ (विशेषज्ञ)
विकलांग साथी ट्रस्ट

विश्व विश्व विशेषज्ञ (विशेषज्ञ) द्वारा दिवांगमों के लिए स्वतंत्रता, प्रत्यक्ष उपकरणों का प्रचार प्रसार की दिशा में जो कार्य किए गए हैं वह निरन्तर प्रसारण है। हर वर्ष जो दिवांगमों हेतु किए गए अंगोष्ठीय विद्या जाता है वह एक सकारण कार्य है और वह एक अजीब प्रयास है जिससे दिवांगमों के दिवांगमों के लोगों को अपनी की एक से एक सहायता दी जाती है।

संस्था द्वारा दिवांगमों हेतु किए जा रहे प्रयासों के लिए मैंने और मेरे हार्दिक शुक्रार्पण।

शुंज दिव्यांग संस्था
सदस्य संघ

शुंज दिव्यांग संस्था का संस्थापक है। दिवांगमों के सम्बन्ध में दिव्य संस्था है। दिवांगमों के सम्बन्ध में सबसे बड़ी संस्था है। विश्व विश्व विशेषज्ञ (विशेषज्ञ) द्वारा दिवांगमों के लिए स्वतंत्रता, प्रत्यक्ष उपकरणों का प्रचार प्रसार की दिशा में जो कार्य किए गए हैं वह निरन्तर प्रसारण है। हर वर्ष जो दिवांगमों हेतु किए गए अंगोष्ठीय विद्या जाता है वह एक सकारण कार्य है और वह एक अजीब प्रयास है जिससे दिवांगमों के दिवांगमों के लोगों को अपनी की एक से एक सहायता दी जाती है।

स.वि. नमस्कार
शुंज दिव्यांग संस्था व प्रशिक्षण केंद्र पिपरी विचवड एगो आपल्या स्याक मित्र फाउंडेशन कडून आपल्या दिव्यांग बांधवांना वर्षभर आपल्याकडून कॅम्पिंग, कुवड्या, ट्रायसिकल, वॉकर wheelChair , तसेच युडी आयडी कार्ड काडून दिले जाते.

आपल्या स्याक मित्र फाउंडेशनचे आभार मानावे तेवढे खूप कमी आहे. तळगाळातल्या दिव्यांग बांधवांसाठी खरी सेवा करणारे आपली स्याक मित्र फाउंडेशन आपले मनापासून खूप खूप धन्यवाद.

30/03/2023

Samarthanam Trust for the Disabled

We at Samarthanam, thank SPARK MINDS FOUNDATION for the support we have received for the last two years. It has been a pleasant experience being associated with you.

Your regular participation in the job fairs organized by Samarthanam Pune & providing job opportunities for our Visually Impaired and Speech and Hearing Impaired youth helps us move forward in empowering youth with disabilities. We also thank you for supporting our beneficiaries for covid vaccination.

Samarthanam is always grateful to its supporters who stand by us, making our mission meaningful and successful.

We look forward to working with you on achieving our goals.

Sincerely Yours,
Dr. Mahantesh G.Khadke/Chairman
Founder Managing Trustee
Samarthanam Trust for the Disabled
President - Crickin Association for the Blind in India (CABI)

JOURNEY SO FAR

The Saksham programme started by organizing camps annually for the empowerment of PwDs for not only with assistive aids but to make them independent. The project was further expanded, when centres for the Empowerment of PwDs were established at Pune, Noida and now in Uttarakhand.



10 2019
Received National CSR Award from Former President of India, Shri Ram Nath Kovind



9 2019
Initiated UDID registrations

11 2019
Membership of India Business Disability Network (IBDN)



2017
Camp for the Empowerment of PwDs in Uttar Pradesh (2,042 fitments)



8 2018
Camp for the empowerment of PwDs in Maharashtra (1335 fitments)

7 2018
Camp for the empowerment of PwDs in Maharashtra (1610 fitments)

2016
Camp for the Empowerment of PwDs in Uttar Pradesh (1,154 fitments)

2018
Camp for the Empowerment of PwDs in Vietnam (533 fitments)

6 2018
Saksham-Empowerment of PwDs Centre established in Maharashtra

2

4

5 2018
Camp for the Empowerment of PwDs in Jammu & Kashmir in collaboration with Indian Army (274 fitments)

6

2015
Camp for the Empowerment of PwDs in Indonesia (529 fitments)

1



22 2022
Camp for the Empowerment of PwDs in Uttarakhand (188 fitments)

23 2022
Camp for Empowerment of PwDs in J& K in collaboration with Indian Army (403 fitments)

24 2022
Camp for the Empowerment of PwDs in Uttar Pradesh in collaboration with Rotary Club (144 fitments)

25 2023
Mega Camp for the Empowerment of PwDs in Uttar Pradesh (2,824 fitments)

12 2020
Sadbhavna programme, Covid-19 Relief Initiative Ration kit Distribution for PwDs in Jammu

13 2020
Setup of covid-19 relief centre in collaboration with CII in Gurugram

14 2021
Vaccination camp for PwDs in Pantnagar, Pune, and Chennai (2004 PwDs vaccinated)

15 2021
Facilitation of walking aid distribution in Pantnagar (150 people)

21 2022
Facilitated employment for PwDs (776 employed)

20 2021
Camp for the empowerment of PwDs in Uttar Pradesh (886 fitments)

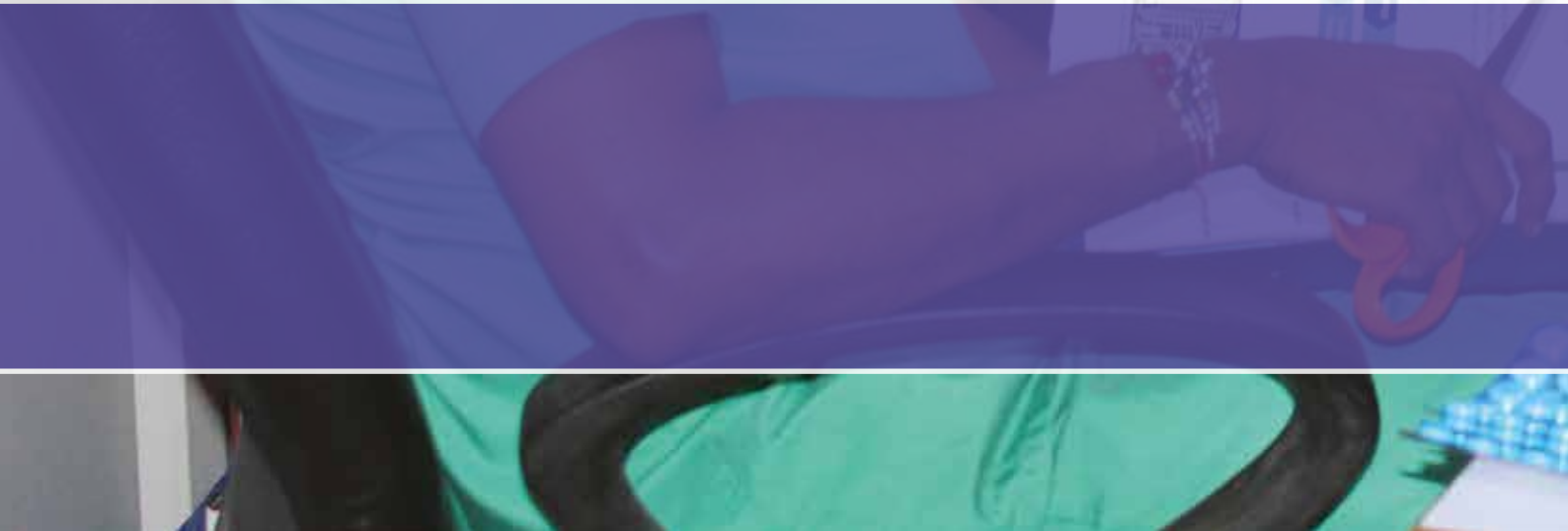
19 2021
Camp for the empowerment of PwDs in Maharashtra (1,024 fitments)

18 2021
Camp for the Empowerment of PwDs in Uttar Pradesh in collaboration with Rotary Club (189 fitments)

17 2021
Saksham- Empowerment of PwDs Centre established in Uttar Pradesh

16 2021
Facilitated employment for PwDs (576 employed)







Health & Wellbeing







Health and Wellbeing

Introduction

With a population of more than 1.5 billion people, India is the second most populous nation in the world and is continually growing. As a developing country, we continue to struggle with a rapidly growing population and unequal access to resources for wellbeing. The promotion of health and wellbeing is of the utmost importance for individuals and societies alike. In rural India, various factors influence the overall wellbeing of people such as menstrual hygiene, family planning, eye health, and blood donation. The emphasis is on urgent action to maintain the health of people and the environment and ensure holistic development of all.

In line with Sustainable Development Goals (SDGs), SDG 3: Good Health & Wellbeing; SDG 5 - Gender Equality; SDG 6 - Clean Water & Sanitation; SDG 17 - Partnerships for the Goals, we must prioritize equal access to health administrations in our development strategies. Addressing these vital aspects

of healthcare is essential for the holistic development and empowerment of women, as well as the overall improvement of public health in the country.

Spark Minda Foundation has adopted a comprehensive approach involving education, awareness campaigns, medical camps, and community engagement. By partnering with governmental organizations, non-profit entities, healthcare providers, and local communities, Spark Minda is taking significant steps in improving menstrual hygiene, family planning, eye health, and blood donation practices.

Spark Minda Foundation started Health and Wellbeing initiatives in the five distinct Indian states of Uttar Pradesh, Uttarakhand, Tamil Nadu, Maharashtra, and Haryana. Through these initiatives and best practices, we aim to pave the way for a healthier, empowered, and inclusive society.





SHAKTI

Strengthening Menstrual Hygiene Management

Background and Need

It is alarming to know that globally, at least 500 million women and girls lack proper access to menstrual hygiene facilities (World Bank; May 12, 2022). There are several factors that contribute to the difficult experiences that women and girls have with menstruation, including inadequate facilities and materials, menstrual pain, fear of disclosure, and insufficient knowledge about the menstrual cycle. It is crucial to address this issue as it plays an important role in the empowerment and overall wellbeing of women and girls worldwide. Menstrual hygiene extends far beyond mere access to sanitary pads and appropriate toilets; it encompasses creating an environment that values and supports women and girls' menstrual health rights, enabling them to manage their menstruation with dignity.

Addressing menstrual hygiene effectively contributes to the empowerment and wellbeing of women and girls across the country. Menstrual hygiene is also providing comprehensive

support and resources, we can enable them to overcome the challenges associated with menstruation, allowing them to lead their lives with confidence, dignity and good health.

Objective

- ▶ To educate society on menstrual hygiene management and family planning.
- ▶ To improve access to menstrual products and facilities.
- ▶ To create awareness of modern family planning methods amongst men and women and about the prevalence of Sexually Transmitted Diseases (STDs).
- ▶ To promote the health of children by allowing sufficient time between pregnancies.
- ▶ To protect and promote the health and wellbeing of women by educating them about high-risk pregnancies and menstrual practices.



Number of Women Covered under Shakti Programme

679



Uttarakhand

1,421



Haryana

769



Uttar Pradesh

660



Maharashtra

581



Tamil Nadu



Process

Under Shakti programme, Spark Minda Foundation consistently works to empower women and girls in line with the United Nations “Every Woman, Every Child” initiative. It is a humanitarian effort that focuses on enhancing the lives of women in vulnerable areas in Uttar Pradesh, Maharashtra, Uttarakhand, Haryana, and Tamil Nadu by enhancing their health and hygiene, family planning, and awareness of reproductive health. Through this initiative, we organised several camps in Indian communities and prisons of Haryana to improve awareness of family planning and menstrual hygiene.

1. Shakti in Prisons

Shakti in Prisons started in collaboration with Spark Minda Foundation and India Vision Foundation in 16 prisons of Haryana. 16 prisons in Haryana are participating in the collaborative project “Shakti in Prisons” between India Vision Foundation and the Spark Minda Foundation. In line with the SDGs and UNICEF’s global WASH programme, this initiative aims to encourage women inmates to practice good menstrual hygiene, so that they can easily access resources.

This provides additional assistance in enhancing the ecosystem for educating women inmates on the What, Why, and How of menstruation and good hygiene and sanitation practices.

Seven hundred women inmates from 16 Haryana prisons were covered under this initiative during FY 2021–22. Around 12 in-person training sessions were conducted, followed by four online training sessions to raise awareness. The goal is to instill the values of hygiene and safe practices in female

inmates as well as to introduce them to menstrual hygiene management methods.

2. Shakti in Community

(i) Menstrual Hygiene

Shakti in the community is the way to improve the health and hygiene of women by making them aware of various health aspects related to menstruation and family planning. This initiative is carried out with the assistance of community members, including Asha and Aanganwadi workers in partnership with local organization.

This initiative is carried out in 2 Phases

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

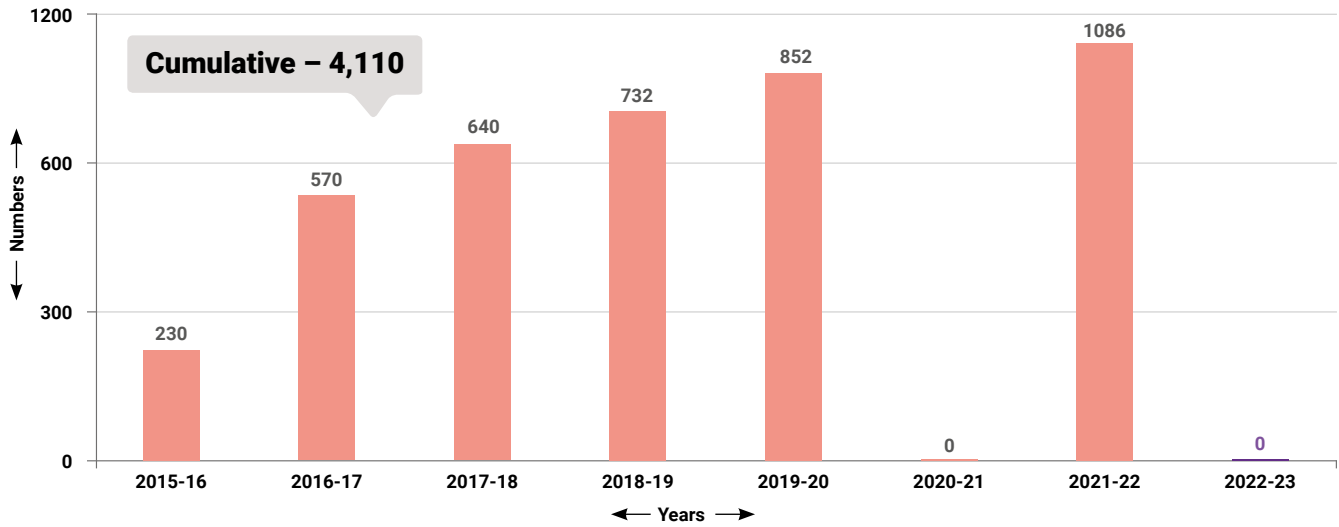
Phase II: In the second phase, we aim to give women the fundamental knowledge they need to manage their periods with the aid of menstrual products. In order to generate a sustainable source of income, instruction on how to make sanitary napkins is also given.

(ii) Family Planning and Reproductive Health

Family planning is pivotal as it focuses on reducing pregnancy complications. India, the second-most populous country,



Number of Women Reached



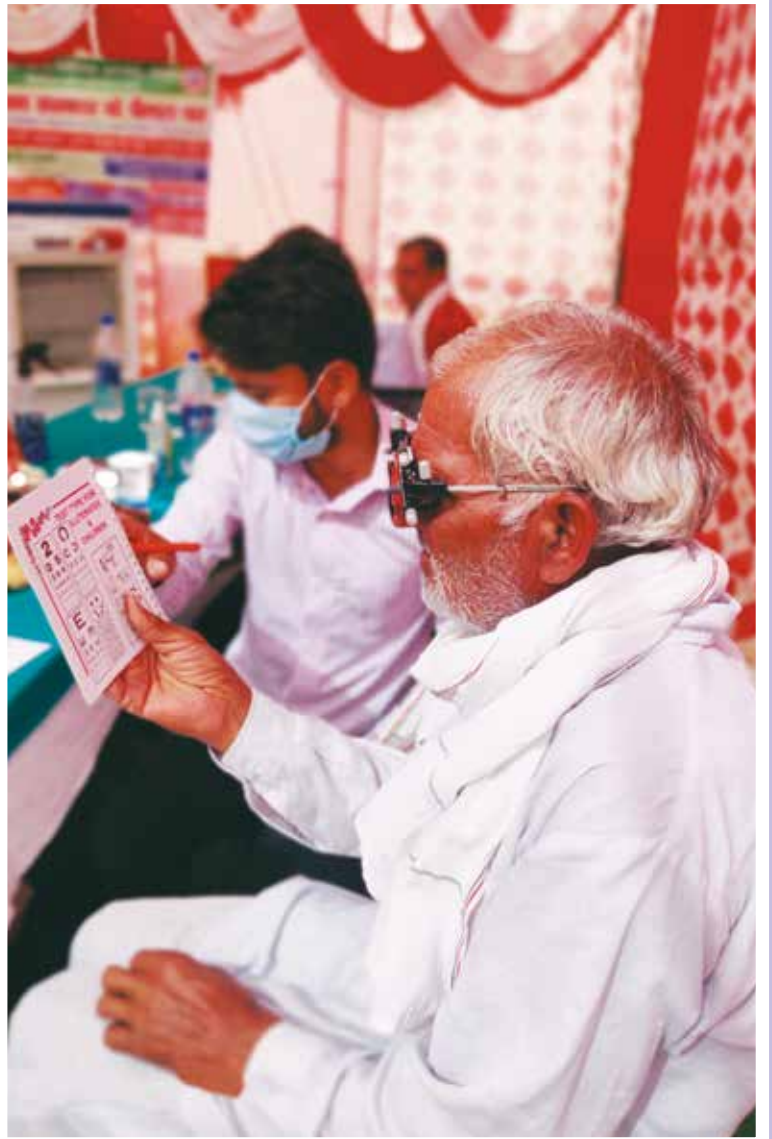
began a family welfare programme that is connected with populous country reproduction and child health in order to reduce the population rate. It also emphasises on minimising teen pregnancies, reducing infant mortality rates, lowering the danger of sexually transmitted infections, and most significantly, empowering and educating people. The goal of this programme is to advance a thorough understanding of good family planning and reproductive health. Counselling, education, access to contraception, and safe abortion are all part of the family planning services. To supplement the family welfare initiative of the government, Spark Minda Foundation organises awareness sessions across 4 states of India i.e. Uttarakhand, Maharashtra, Uttar Pradesh and Tamil Nadu.

Family Planning enables individuals and families to make informed decisions about their reproductive health. Access to contraceptives, comprehensive sexual education, and counselling services plays a vital role in empowering couples to plan their families, improve maternal and child health, and alleviate the burden on healthcare systems. By promoting family planning initiatives, we aim towards healthier families, reduce maternal and infant mortality rates, and promote economic stability.

Outcome

The Menstrual Hygiene initiative under the Shakti programme has successfully addressed the issues of Menstrual Hygiene and has helped women to become aware of healthy practices. This initiative has helped 4,110 women in community and prison to understand menstruation and debunk myths around it. Women have access to hygiene products and are able to make them as well.







Eye Health Care

Background and Need

India is home to one-fifth of the world's visually impaired people, with an estimated 12 million people suffering from blindness. However, the majority of these cases are preventable or treatable with timely interventions. The need for eye health care in India is immense, owing to several factors such as poverty, lack of awareness, inadequate healthcare infrastructure, and inadequate access to eye care services. The burden of eye diseases is particularly high among the rural and low-income populations, who often lack access to basic eye care services.

Objective

The primary objective of an eye camp in rural areas is to provide basic eye care services to people living in remote areas, where access to eye care is limited or non-existent. The aim is to detect and treat eye diseases and conditions at an early stage, prevent blindness and improve overall eye health in underserved communities.

Reach

To address the need for Eye Health Care, Spark Minda Foundation organises annual Eye Health Care Camps, in

collaboration with partners such as, Health Age India and Vision Spring in rural and semi-urban location covering five major states i.e., Haryana, Maharashtra, Uttar Pradesh, Tamil Nadu and Uttarakhand.

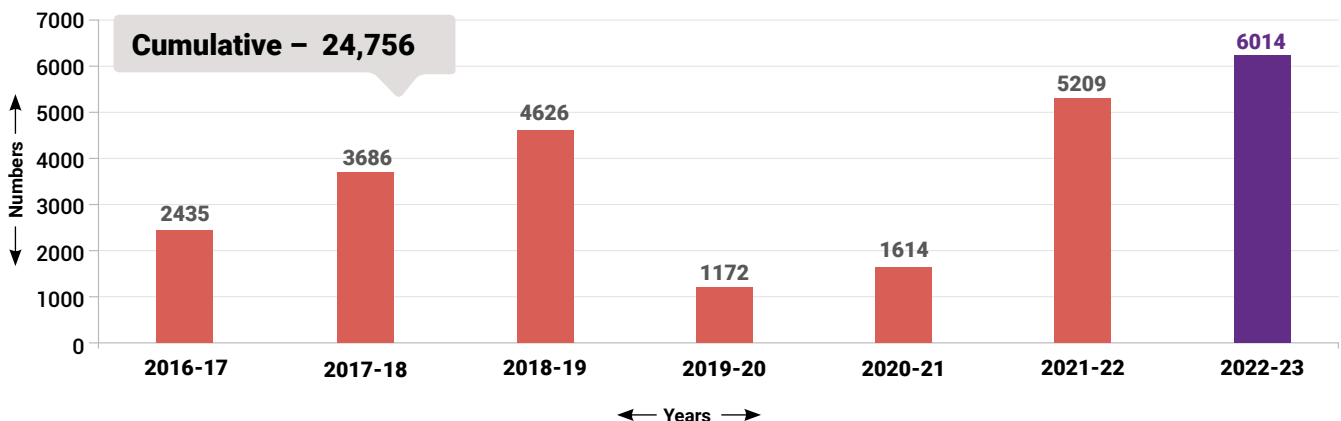
This is more-so laidback in rural areas with the underprivileged population. Seeking consultation only when utmost needed, is something that needs to change. In bringing about this change in the villages that Spark Minda Foundation caters to; the most common reason for neglect was the lack of accessibility. Catering to this need and following the sustainable development goals in regard to health, we are providing healthcare services to those who can't avail it due to unawareness, lack of accessibility, and cost-effectiveness. We reach out to people at the ground level and support them.

Outcome

In the financial year 2022-23, around 6,014 people were benefited from our Eye Health Care Camps conducted in the villages of Uttar Pradesh, Maharashtra, Haryana, Tamil Nadu and Uttarakhand. During these camps, we cater to the rural population in and around the respective villages, provide corrective eyewear and diagnose eye problems.

Since 2016, the foundation has provided the communities it serves with eye healthcare services. We have covered 24,756 residents from these camps till date.

Eye Health Camp





Community Health Check-up

Background and Need

Every person has the right to healthcare, but in India, 60% of the population lacks access due to poor infrastructure, lack of skilled medical professionals, and lack of basic medications and services. The majority of the 700 million people reside in rural areas, where medical services are in appalling condition. Given the bleak image painted by the statistics, new techniques and processes are desperately needed to guarantee that timely and high-quality healthcare reaches the underserved areas of Indian communities. In rural India, where there are few Primary Health Care centres (PHCs), 8% of the facilities lack medical staff or doctors, 39% lack lab technicians, and 18% lack even a building. Nonetheless, more than 50% of the populace still lacks access to basic healthcare services.

Objective

Healthcare for individuals and communities must be timely and efficient in order to be considered holistic. Spark Minda Foundation hosts various medical camps in the neighbourhood around its production regions to determine the community's most basic medical needs to promote health-related awareness and offer vital services.

Process

General physicians, gynecologists, pediatricians, orthopaedists, and dentists work together at the medical camps to offer primary healthcare examinations and services to the under-privileged community. Mobilization for these camps were conducted with the help of collaboration.

Reach

These camps were organised in the community situated near the project offices covering Tamil Nadu, Uttarakhand, Uttar Pradesh, Haryana and Maharashtra.

Collaboration

These camps were organized in collaboration with local hospitals, Spark Minda Group medical team and the Gram Panchayat.

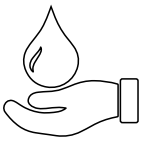
Outcome

Till Financial Year 2022-23, around 9,075 people were covered through these camps.









Blood Donation Drives

Background and Need

There is a well-known saying: "The gift of blood is the gift of life. There is no substitute for human blood. Blood cannot be manufactured – it can only come from generous donors". Blood donation camps are essential in India to address the shortage of blood and meet the demand for blood during emergencies. These camps also promote voluntary blood donation and raise awareness about importance of the same.

Objective

Since blood is irreplaceable, it is the duty of every healthy individual to donate blood and save a life. Spark Minda has been supplementing this by organising Blood Donation Drives since 2014. Spark Minda, intervenes through its CSR campaigns to bridge the blood requirement gap by organizing blood donation camps in group factories involving the nearby community.

Process

For Blood donation, the employees are given awareness. Those who are interested in donating blood are listed. Once

the hemoglobin levels and the blood pressure is checked and report is normal, the blood is drawn and donated.

Collaboration

We work to close the gap between the supply and demand of blood units with the assistance of the local community, Gram Panchayat, Rotary Club, Red Cross, the National Thalassemia Society, and hospitals. Companies hold educational seminars about the value of blood donation and how it benefits society.

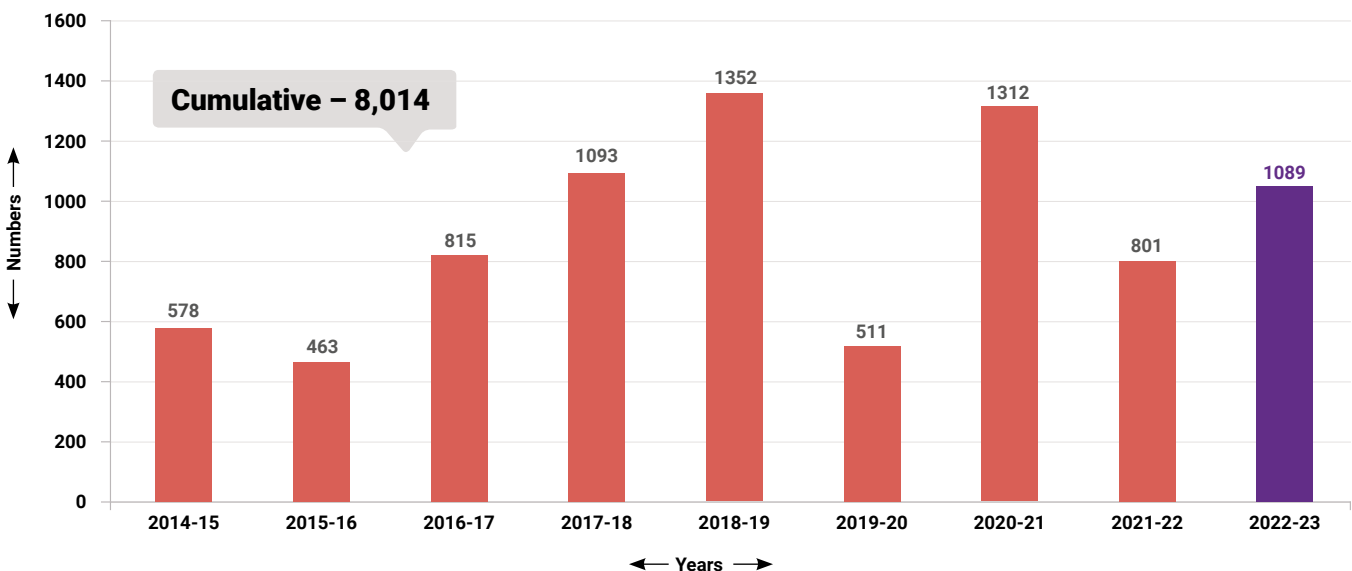
Reach

These camps were conducted in the periphery of the group companies, i.e. for Maharashtra, Uttarakhand, Uttar Pradesh, Tamil Nadu and Haryana.

Outcome

In FY 2022-23, around 1,089 units of blood were donated by employees of Spark Minda Group bringing the total donated since the programme's commencement to 8,014 units.

Blood units







Environment & Resource Protection





Environment & Resource Protection

Spark Minda Group being a responsible corporate citizen, focuses on environmental sustainability, which reflects an innovative approach to address the impact of business processes on climate change. We diligently contribute to achieve some of the Sustainable Development Goals (SDGs) through our Environment and Resource Protection initiative. The initiative addresses SDG 6- Clean Water and Sanitation; SDG 7- Affordable and Clean Energy; SDG 13- Climate Action; and SDG 15-Life on Land. We are actively working on reducing environmental footprints and becoming a sustainable-oriented organisation. We have implemented various measures, including material management, energy management, emission reduction, water management and waste management. We firmly believe that by taking a proactive approach to environmental stewardship, we can help shape a more sustainable future for ourselves and future generations.





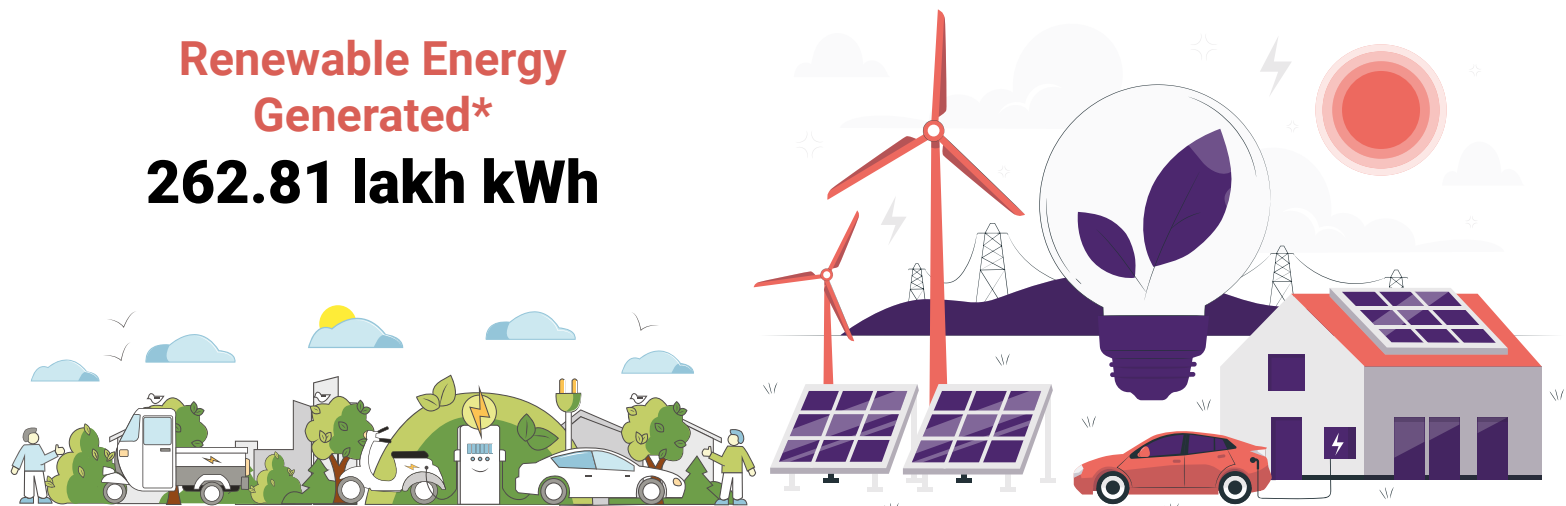
**Number of
Trees Planted***
29,409



Carbon Emission Reduced*
13.6 Lakh kg



**Renewable Energy
Generated***
262.81 lakh kWh



Waste Diverted*
1089.9 MT

**From 2014 to 2023*





Together
We Can





Leveraging Partnership

Partnership play a crucial role in the success and impact of CSR programmes. Spark Minda Foundation (SMF) has demonstrated a strong commitment to partnership and leveraging them to achieve its CSR objectives. The partnership and collaboration established with various stakeholders have helped enhance the effectiveness and reach of the organization's initiatives.

SMF collaborates with educational institutions and other organisations to deliver skill development programmes and empower individuals with relevant knowledge and skills. These partnership enhance the quality and reach of the training programmes.

The partnership and collaboration of Saksham play a vital role in expanding the programme's reach, accessing resources, and providing holistic support to PwDs. Through these partnership, Saksham aims to create a more inclusive society by empowering PwDs with skill development, employment opportunities, and support services.

In the area of healthcare, partnership with various organizations have supported the Group to organize health camps and provide necessary services to the community. These collaboration enable the organization to leverage the expertise and resources of healthcare professionals and organizations, amplifying the impact of their healthcare initiatives.

Collaboration with various non-governmental organizations and non-profit organizations to address social challenges and create a greater impact is essential. These partnership foster collective efforts and resource-sharing for the betterment of communities.

Moreover, the organization's partnership with local stakeholders, including panchayats and local and various governmental bodies, have been valuable in engaging, gaining the trust of the community, and addressing their needs effectively. These partnership provide a direct line of communication with the community and help in identifying and addressing specific needs and concerns. These partnership provide valuable support and insights for the organization's initiatives.

By fostering and leveraging partnership, the organization expands its network, expertise, and resources, enabling a more holistic and sustainable approach to CSR. These collaboration strengthen the organization's ability to create positive change, drive innovation, and maximize the impact of its projects on the target beneficiaries and communities.





Accolades



National CSR Award (ICSI) 2021



National CSR Award (Ministry of Corporate Affairs, Government of India) 2019

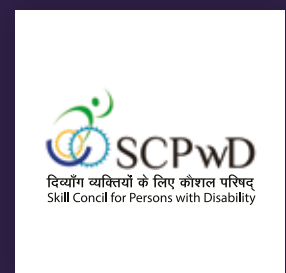


National CSR Award (CSR Times) 2022

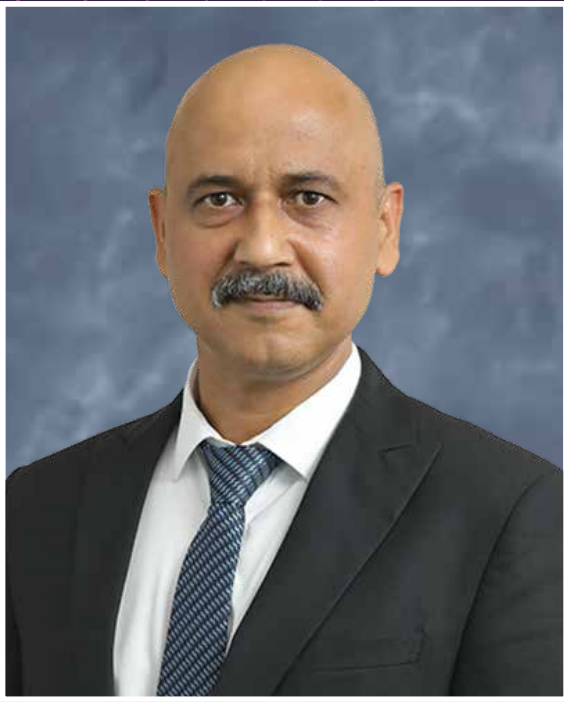


India Sustainability Award 2022

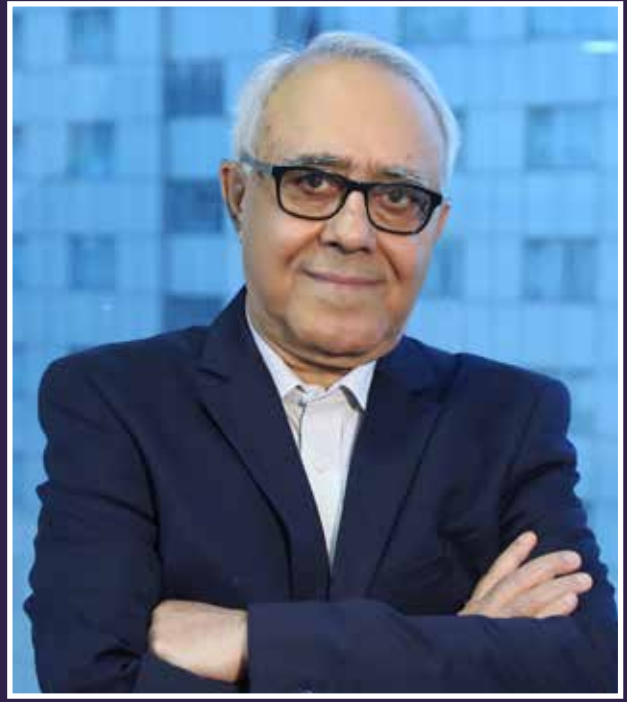
Partnership & Collaboration







Ajay Singhroha
Group Chief Human Resource Officer



M.K. Pajan
Advisor – Group CSR



Pramode Parasramka
Managing Director,
Minda Silca Engineering Limited



Sanjiv Jalan
Head Corporate Audit & Governance (CAG)

Group CSR

Committee



N.K. Modi
Executive Director



Pradeep Mann
Senior DGM
Group Company Secretarial



Praveen Kumar Karn
Head – Group CSR



Sarika Minda
Chairperson, SMF

Spark Minda Foundation Team





CSR Council



Team Minda Stoneridge Instruments Ltd., Pune



Team Wiring Harness Division, Mysore



Team Wiring Harness Division, Pritampura



Team Interior Plastic Division, Greater Noida



Team Wiring Harness Division, Haridwar



Team Security System Division, Pune



Team Minda Stoneridge Instruments Ltd., Chennai



Team Wiring Harness Division, Pillaipakam



Team Component Division, Greater Noida



Team Minda Silca Engineering Pvt. Ltd., Greater Noida



Team Silca Division



Team Security System Division, Noida



Team Security System Division, Pantnagar



Team Group Corporate Office, Noida



Team Wiring Harness Division, Greater Noida



Team Wiring Harness Division, Kakkalur



Starter Motor and Alternator Division, Bawal



Team Die Casting Division, Greater Noida



Team Minda Vast Access Systems Pvt. Ltd., Pune



Praveen Kumar Karn
Head – Group CSR

Collaboration and partnership are the keys to success for community development programmes. PPP does not stand only for Public-Private Partnerships but also for Private-Private Partnerships and People-Private Partnerships. This leverages strengths from each other to amplify the impact.





Message of Head Group CSR

Corporate Social Responsibility has progressed from a primarily community-focused notion to one that includes both community and business sustainability. The Spark Minda Foundation's long-term sustainability objectives are tied to strategic social investment. The larger objective is to keep people growing while conserving the environment. It takes time and purposeful effort to achieve this goal.


We must acknowledge that there is a rural India that requires elevated value. The United Nations (UN) Sustainable Development Goals (SDGs) provide us with appropriate guidelines to work towards the betterment of rural communities. Government programs in India give us the framework to scale up the impact through CSR supplementation. Collaboration and partnership are the keys to success for community development programmes. PPP does not stand only for Public-Private Partnerships but also for Private-Private Partnerships and People-Private Partnerships. This leverages strengths from each other to amplify the impact. It is also vital for the sustainability of community development programmes.

Youth need customized skill sets built on a foundation of knowledge. The importance of good healthcare has been recognized, and disadvantaged populations are the most vulnerable, demanding extra attention, especially in rural communities. Through our Corporate Social Responsibility and Sustainability programmes, we are committed to bringing a positive impact to people's lives while also sustaining the environment through various actions. We look forward to further stakeholder involvement through partnership and collaboration.


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