

CSR **ANNUAL** **REPORT**

2023-24

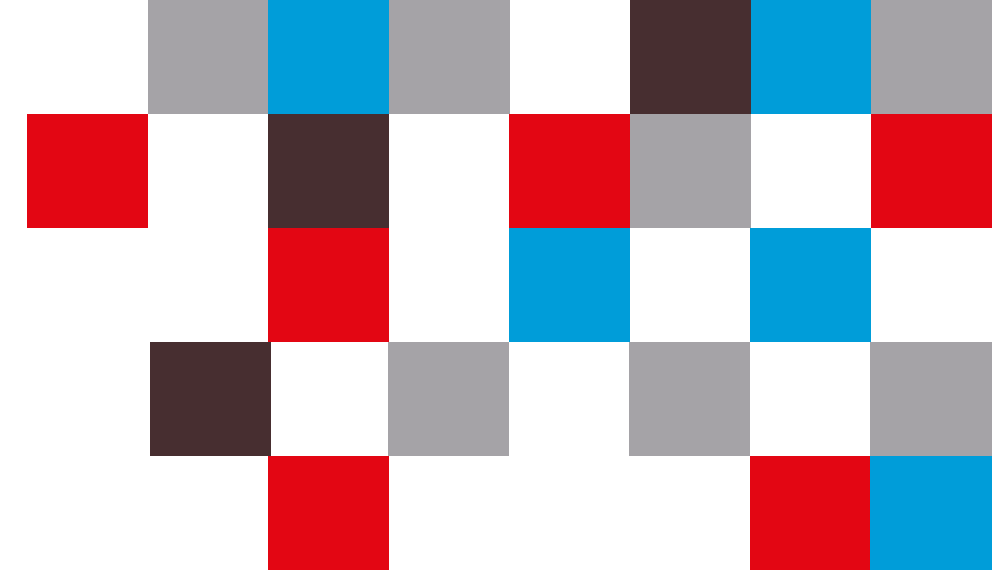


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Table of Contents



ORGANISATION OVERVIEW

Spark Minda Group	6
Spark Minda Foundation	8
Our Inspiration	10
Chairperson's Message	12
Chairman's Message	14
Our Shining Journey	16
CSR Approach	18
Our Areas of Intervention	19
Our Alignment to Sustainable Development Goals	20

PRISON INMATE REFORM PROGRAMME

Skilling & Employment to Prison Inmates	24
SHAKTI: Strengthening Menstrual Hygiene Management	28
Digital Unify: Digital Education Project in Prisons	36

SKILLING AND LIVELIHOOD PROMOTION

Aakarshan Skill Development Programme	40
Dual System of Training	74
World on Wheels: Digital Skill Programme	80

EMPOWERMENT OF PEOPLE WITH DISABILITIES

Saksham Empowerment of People with Disabilities	88
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HEALTH AND WELLBEING

Community Health Checkup Drives	118
Blood Donation Drives	122
Eye Health Care Drives	126

ENVIRONMENT SUSTAINABILITY

Environment Sustainability	132
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SPARKING IMPACT TOGETHER

Spark of Partnerships	136
Partnership & Collaboration	140
Financials	142
Sparkling Achievements	144
CSR Committee of Minda Corporation Limited	148
CSR Committee of Spark Minda Group	149
Spark Minda Foundation Team	150
CSR Council	152
Message from Head Group Sustainability & CSR	154
Media Coverages	156

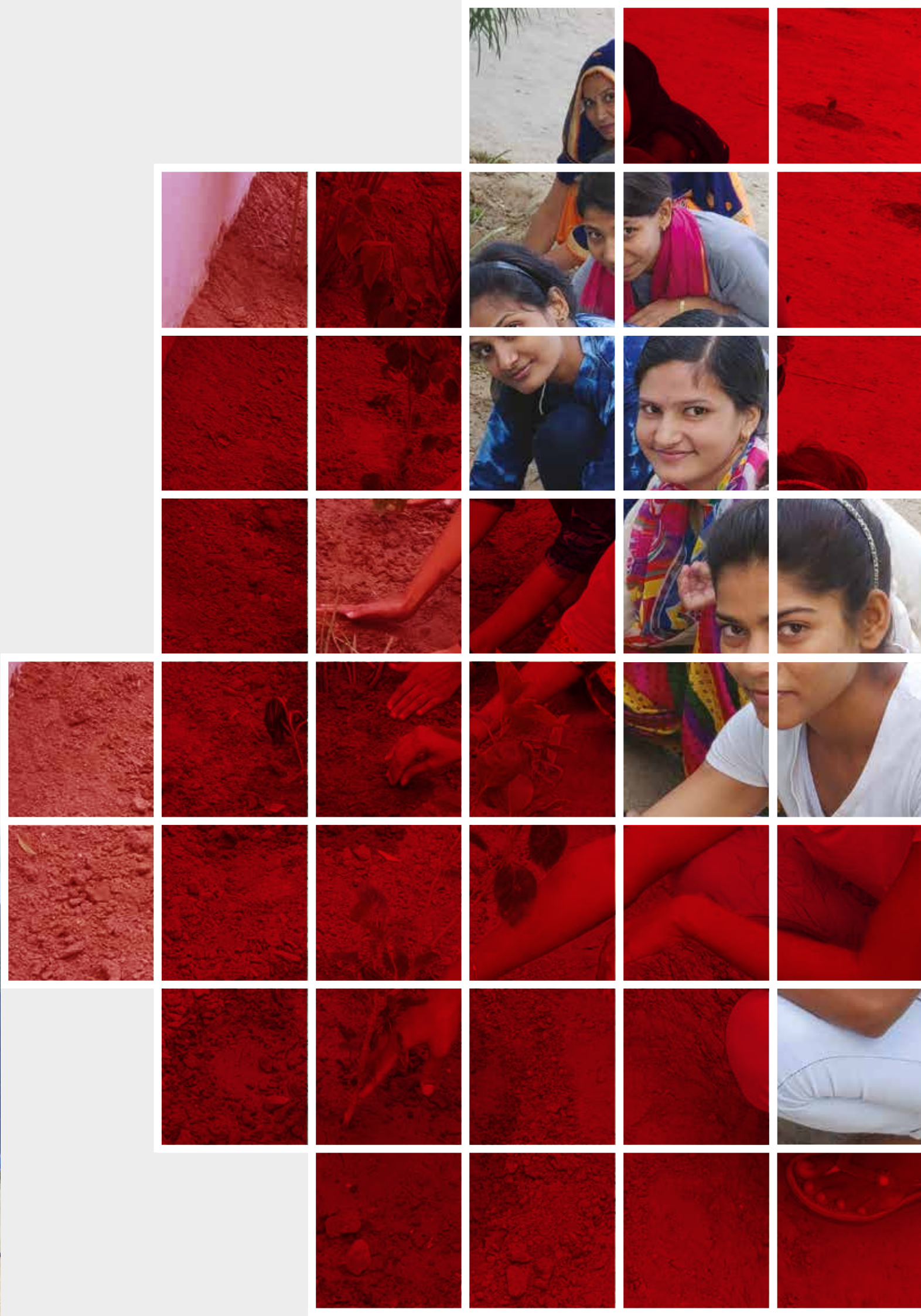
Organisation Overview



Spark Minda Group

Spark Minda Group (SMG) has been a key player in the global automotive industry for over six decades. We are one of the prominent manufacturers of automotive components for the OEMs and Tier-1 suppliers. We make automotive components for various companies and suppliers. With over 16,000 workers, we supply our products to top car, bike and off-road vehicle makers in India and even abroad in places like Indonesia, Vietnam, Europe, Japan and Uzbekistan. We supply automotive components in India through a network of about 650 dealers.

SMG's technological superiority is supported by its state of art Research and Development (R&D) Centre and well-founded partnerships with notable names in the automotive industry. We embrace cutting-edge technologies through strategic alliances, technical and global business collaborations. These initiatives have empowered us with innovative product design and technology, meeting rigorous international quality standards.



Spark Minda Foundation

Community development has always been at the heart of Minda Corporation Limited's values. Spark Minda Foundation, the CSR wing of Spark Minda Group, is dedicated to supporting community growth through various initiatives. Our focus areas include Skill Development, Women's Empowerment, Healthcare, holistic Support for People with Disabilities, Prison Inmates reformation and Environment Sustainability.

To achieve these critical objectives, the Foundation organises programmes and projects aimed at creating meaningful impact. One such programme is our flagship Aakarshan Skill Development Programme, operating in multiple states across India. Through Aakarshan, we've trained over 15,000 learners and facilitated employment opportunities to at least 70% of our youth and women learners. Additionally, our

Saksham initiative has empowered over 21,000 People with Disabilities, with approximately 1,000 successfully securing employment in our group factories.

In recognition of our efforts, Minda Corporation Limited was honoured with The National CSR Award by the Ministry of Corporate Affairs, Government of India, in 2019. Subsequent accolades include the 6th National CSR Award by The Institute of Company Secretaries of India (ICSI) in 2021 and the CII-ITC Sustainability Award for FY 2022-23.

Spark Minda Foundation is committed to equity, empathy and inclusion for all individuals in society, while also prioritising environmental welfare. Spark Minda Foundation is a 100% subsidiary of Minda Corporation Limited.



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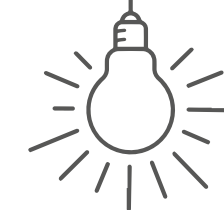
He was not only an industrialist but also a Philanthropist, Visionary and Founder of the Minda Group.

”



Shri Shadi Lal Minda
1930 – 2010

Our Inspiration



At Spark Minda Group, the ethos of community development is deeply rooted in the enduring values set forth by Late Shri S.L. Minda “Babuji”. He was not just an industrialist but also a philanthropist, visionary and the founding pillar of the Minda Group. Babuji’s boundless energy and visionary outlook were dedicated to uplifting the underprivileged segments of society through avenues like education, employment,

culture, healthcare and sports. Throughout his lifetime, he selflessly served the needy and less privileged, guided by his core principles of Discipline, Dedication, Determination, Devotion and Desire, all while living a life of integrity. The legacy of Babuji’s humanitarian spirit and values continues to inspire us at the Spark Minda Foundation as we remain committed to carrying forward his noble mission through our ongoing endeavours.



“

Guided by our core value of “Together, We Can,” we remained dedicated in our mission to empower individuals and communities.

”



Sarika Minda
Chairperson, Spark Minda Foundation

Chairperson's Message

FY 2023-24 has been a remarkable year for our Foundation, brimming with memorable events, fruitful partnerships and significant milestones. Guided by our core value of “Together, We Can,” we remained dedicated in our mission to empower individuals and communities. Despite challenges, we persevered, making a tangible difference across India and championing sustainability principles through strategic collaborations.

An achievement this year was our collaboration with the Government of India and various organisations for impactful programmes, yielding widespread positive outcomes. We are particularly proud of the expansion of our Aakarshan Skill Development Programme, which empowers youth and women in rural and semi-urban areas. Our Dual System of Training (DST), Business Integrated Prison Project and Digital Education initiatives in the community as well as the prisons of India have reached more learners than ever before, fostering empowerment and skill enhancement.

Additionally, we organised Empowerment of People with Disabilities (PwDs) camps in regions like Uttar Pradesh, Uttarakhand, Maharashtra and Jammu & Kashmir. Our strategic vision focuses on partnerships with governmental and non-governmental organisations such as Assocham India, the Governments of Uttar Pradesh and Uttarakhand, the Maharashtra and Haryana Prison Departments, SCPwD, India CSR, and the India Vision Foundation. Together, we aim to promote accessibility, employment, and holistic development for Persons with Disabilities (PwDs), ensuring they have the opportunities and support to thrive and contribute to society.

Amidst these extraordinary times, our commitment to the community has remained unwavering, laying a solid foundation for the future. These experiences, both rewarding and challenging, have strengthened our bonds as a family, inspiring us to continue serving and making a meaningful difference in people's lives.

“

At the core of our CSR endeavours lies a steadfast commitment to partnering in the nation's progress by creating positive impacts on the communities we serve.

”



Ashok Minda
Group CEO & Chairman, Spark Minda Group

Chairman's Message

At Spark Minda, we recognise the pivotal role businesses play in contributing to society's well-being. That's why we are committed to proactively engaging in Corporate Social Responsibility (CSR) and Sustainability initiatives. Through the establishment of Spark Minda Foundation, we channel our efforts towards social and developmental causes, aiming to enhance societal value, foster sustainable development, and promote inclusive growth.

At the core of our CSR endeavours lies a steadfast commitment to partnering in the nation's progress by creating positive impacts on the communities we serve. We embrace a triple bottom line approach, considering the economic, social and environmental aspects of our business operations. In alignment with the United Nations Sustainable Development Goals (SDGs), we strive to make meaningful contributions across various dimensions of development.

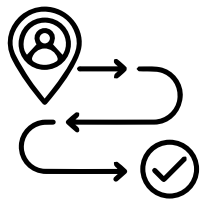
Empowering women and youth is a key focus area for us. We understand that sustainable change requires strategic allocation of resources, which is why we prioritise providing education and training

to improve livelihood opportunities. Furthermore, we actively involve the community in our initiatives, fostering a sense of ownership and ensuring the long-term sustainability of our programmes.

We firmly believe that the success of businesses is intricately linked to the well-being of the society around them. Therefore, our CSR initiatives are designed to promote integrated and inclusive development, ultimately striving towards creating a better world for everyone. By aligning our efforts with the SDGs, we ensure our contributions are impactful and globally recognised, particularly in areas such as quality education (SDG 4), gender equality (SDG 5), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10).

We extend our heartfelt gratitude to our stakeholders for their unwavering trust and support, which have been instrumental in our achievements. As we journey forward, we remain committed to cultivating a sustainable work culture that benefits society as a whole.

Together, let's continue to make a positive difference in the world.



Our Shining Journey

2014

- Spark Minda Foundation (SMF) registered as a Section 8 Company
- Skill Development Centre Maharashtra, Uttarakhand & Tamil Nadu
- School Infrastructure Project, Uttarakhand
- Environment Protection Programmes
- Blood Donation Drives
- Manufacturing set-up in Tihar Prison, Delhi

2015

- Camp for Empowerment of PwDs, Indonesia
- Manufacturing set-up in Yerwada Prison, Maharashtra
- School Infrastructure Project, Maharashtra

2016

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

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

2017

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

2022

- Camp for Empowerment of PwDs in Uttar Pradesh
- Camp for Empowerment of PwDs in Uttarakhand
- Camp for Empowerment of PwDs in J&K
- Camp for Empowerment of PwDs in Uttar Pradesh

2021

- Establishment of Empowerment of PwDs Centre in Uttar Pradesh
- Beauty Wellness Skill Training Centre in Uttarakhand
- Camp for Empowerment of PwDs in Uttar Pradesh
- Camp for Empowerment of PwDs in Maharashtra

2020

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

2019

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

2018

- Empowerment of PwDs Centre in Maharashtra
- Camp for Empowerment of PwDs, Maharashtra
- Dual System of Training, Uttar Pradesh
- Camp for Empowerment of PwDs - J&K and Vietnam
- Manufacturing set-up in Yerwada Female Prison, Maharashtra

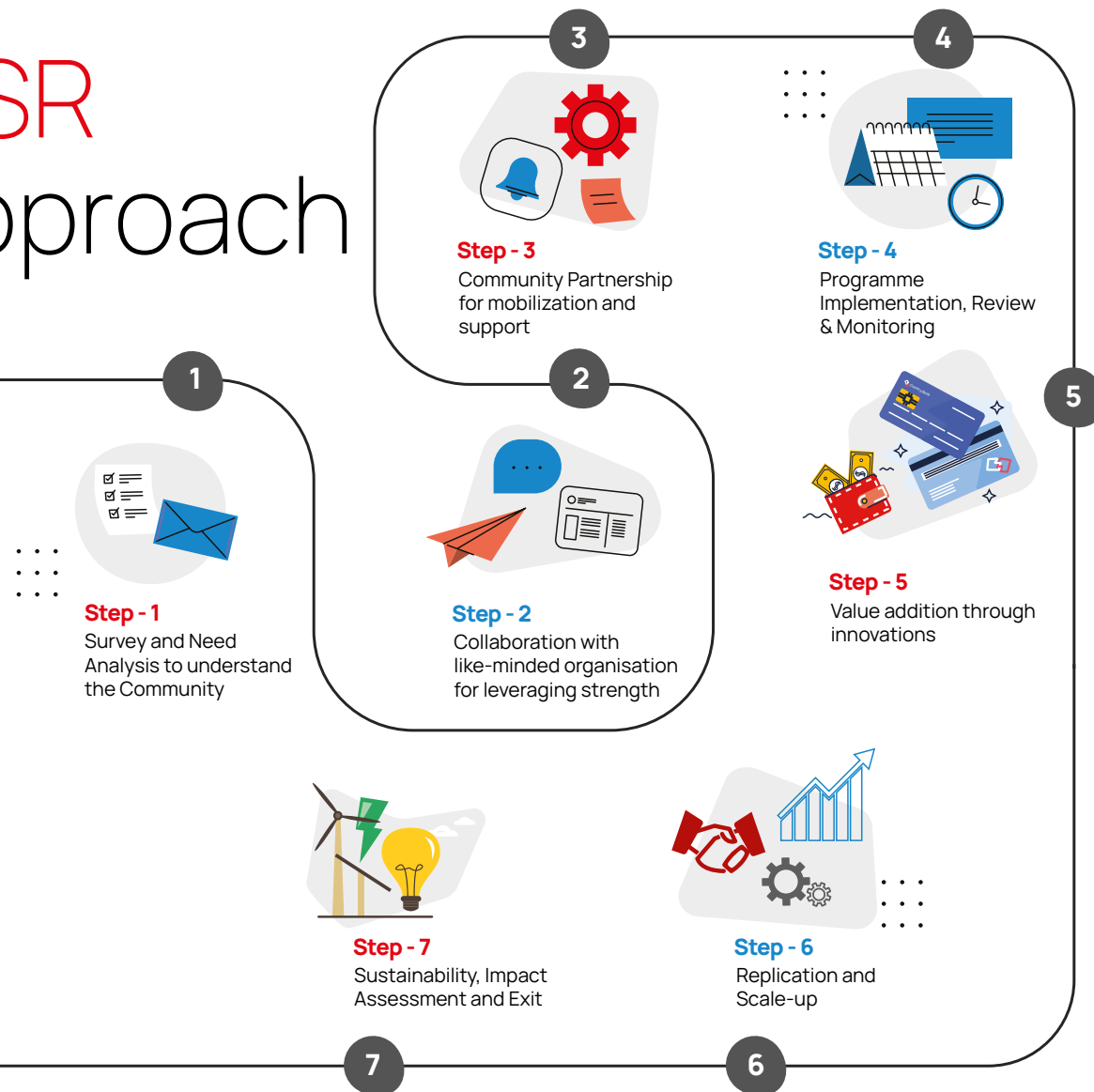
2023

- Camp for Empowerment of PwDs in Uttar Pradesh
- Establishment of Skill Development Centre, Noida
- Establishment of Skill Development Centre, Hosur
- Dual System of Training - Introduction of Mechatronics Trade
- Camp for Empowerment of PwDs in J&K
- Empowerment of PwDs Centre in Uttarakhand
- Establishment of Skill Development Centre, Murbad
- Camp for Empowerment of PwDs in Uttar Pradesh

2024

- Camp for Empowerment of PwDs in Maharashtra
- Camp for Empowerment of PwDs in Uttarakhand
- Camp for Empowerment of PwDs in Maharashtra

CSR Approach



OUR VISION

- To build a sustainable society through improving the quality of life
- Protect the planet through affirmative actions
- Establish integrated and inclusive growth of people and environment



OUR MISSION

- To provide access to 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 protect environment and resources for sustainable future
- To reform prison inmates through imparting skills and empowering women inmates

Skilling and Livelihood Promotion

- Aakarshan Skill Development Programme
- Dual System of Training
- World on Wheels

Empowerment of People with Disabilities

- Saksham- Empowerment of People with Disabilities

Our Areas of Intervention



01

Our Areas of Intervention

02



03

Environment Sustainability

05



Health and Well-being

- Health checkup drives
- Blood donation drives
- Eye health care drives

04



Prison Inmate Reform Programme

- Skilling and Employment of Prison Inmates
- Shakti - Strengthening Menstrual Hygiene Management
- Digital Unify - Prison Outreach Project

Our Alignment to Sustainable Development Goals



17 GOALS TO TRANSFORM OUR WORLD

Spark Minda Foundation is committed to aligning with 13 of the 17 UN Sustainable Development Goals (SDGs), aiming to create a collective roadmap towards a future of peace and prosperity for both humanity and the planet. Our mission encompasses various initiatives that address key indicators necessary for fulfilling these SDGs. We run Skilling and Livelihood programmes to empower individuals with sustainable employment opportunities, while our initiatives for the Empowerment of People with Disabilities focus on creating inclusive environments with access to education, employment and essential services. Additionally, we prioritise Health and Wellbeing through healthcare access and the promotion of healthy lifestyles and we emphasise on the importance of combating climate change and safeguarding natural resources through our Environment Sustainability programmes. By committing to these SDGs, Spark Minda Foundation is dedicated to building a more sustainable and equitable world for present and future generations.



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

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Skilling and Livelihood Promotion

- Aakarshan Skill Development Programme
- Dual System of Training (DST)
- World on Wheels



Empowerment of People with Disabilities

- Saksham- Empowerment of People with Disabilities



Health & Wellbeing

- Shakti - Strengthening Menstrual Hygiene Management
- Eye Healthcare Programme
- Blood Donation Programme



Environment Sustainability

- Tree Plantation
- Carbon Emission Reduction
- Renewable Energy Generation
- Waste Management



Prison Inmate Reform Programme

- Skilling & Employment of Prison Inmates
- Shakti - Strengthening Menstrual Hygiene Management
- Digital Unify - Digital Education Project in Prisons



A large crowd of people is shown from the chest up, with their arms raised in the air. Many are holding small, light-colored objects, possibly cards or pieces of paper. The image is heavily tinted with a blue color and has a soft, out-of-focus background. In the top left corner, there is a red circle containing the text "Prison Inmate Reform Programme" in white.

Prison Inmate Reform Programme

Skilling & Employment to Prison Inmates

Introduction

In today's society, several issues like poverty, migration, childhood trauma, neglect and limited opportunities contribute to increased crime rates. The traditional method of punishing inmates often fails to understand why people commit crimes, leading to a cycle of repeated offences. Policymakers and others are now recognising the need for a new approach to justice that addresses the root causes of crime and helps offenders reintegrate successfully into society. To address this, rehabilitation programmes are gaining popularity. They have proven effective in reducing repeated crimes and promoting long-term stability in society.

SMF supplements the following SDGs under the Prison Inmate Reform Programme initiatives:



Background and Need

- Contemporary societal challenges like poverty, migration, childhood trauma and limited opportunities lead to an increase in criminal offences
- Traditional punitive justice models often overlook the deeper reasons behind criminal behaviour, perpetuating a cycle of repeat offences
- There's a growing acknowledgement of the necessity for a rehabilitative approach, which prioritises addressing root causes and aiding offenders in their reintegration into society
- Rehabilitation initiatives have demonstrated effectiveness in reducing recidivism and fostering societal reintegration, benefiting both individuals and communities





Objectives

- To equip Inmates with the essential skills required for employment in an automotive industry
- To facilitate the socio-economic integration of Inmates upon their release from prison
- To reduce recidivism rates through comprehensive training and support within the prison environment
- To alleviate the burden on the justice system by offering viable alternatives to incarceration
- To foster a culture of empowerment and social responsibility among inmates
- To create a crimeless society



Impact

- This innovative initiative addresses the root causes of crime like poverty, migration and childhood neglect
- It offers hope to offenders and their communities through reformatory justice
- The initiative reduces repeated offence by providing inmates with skills and economic independence
- By focusing on vocational training in the automobile industry, it prepares inmates for sustainable employment upon release
- Already impacting around 166 inmates, the initiative shows the power of transformative action in the justice system
- As it grows, the initiative promises to bring positive changes in justice, opportunity, and social unity
- Sustain inmate's family through financial support



SHAKTI:

Strengthening Menstrual Hygiene Management

Introduction

The Shakti programme is a comprehensive initiative dedicated to addressing the critical health needs of women, particularly in the areas of menstrual hygiene and family planning. This programme recognises the unique challenges that women face in the communities and in the prisons of India in managing their menstrual health and aims to empower them through education, access to resources and the promotion of supportive social norms. The programme's interventions include menstrual hygiene awareness, access to hygiene products, family planning education and counselling services, all of which contribute to the empowerment of women and the creation of a more equitable society for all. This is a collaborative programme conceived by Spark Minda Foundation along with India Vision Foundation, CSR Box and Bharat Cares.

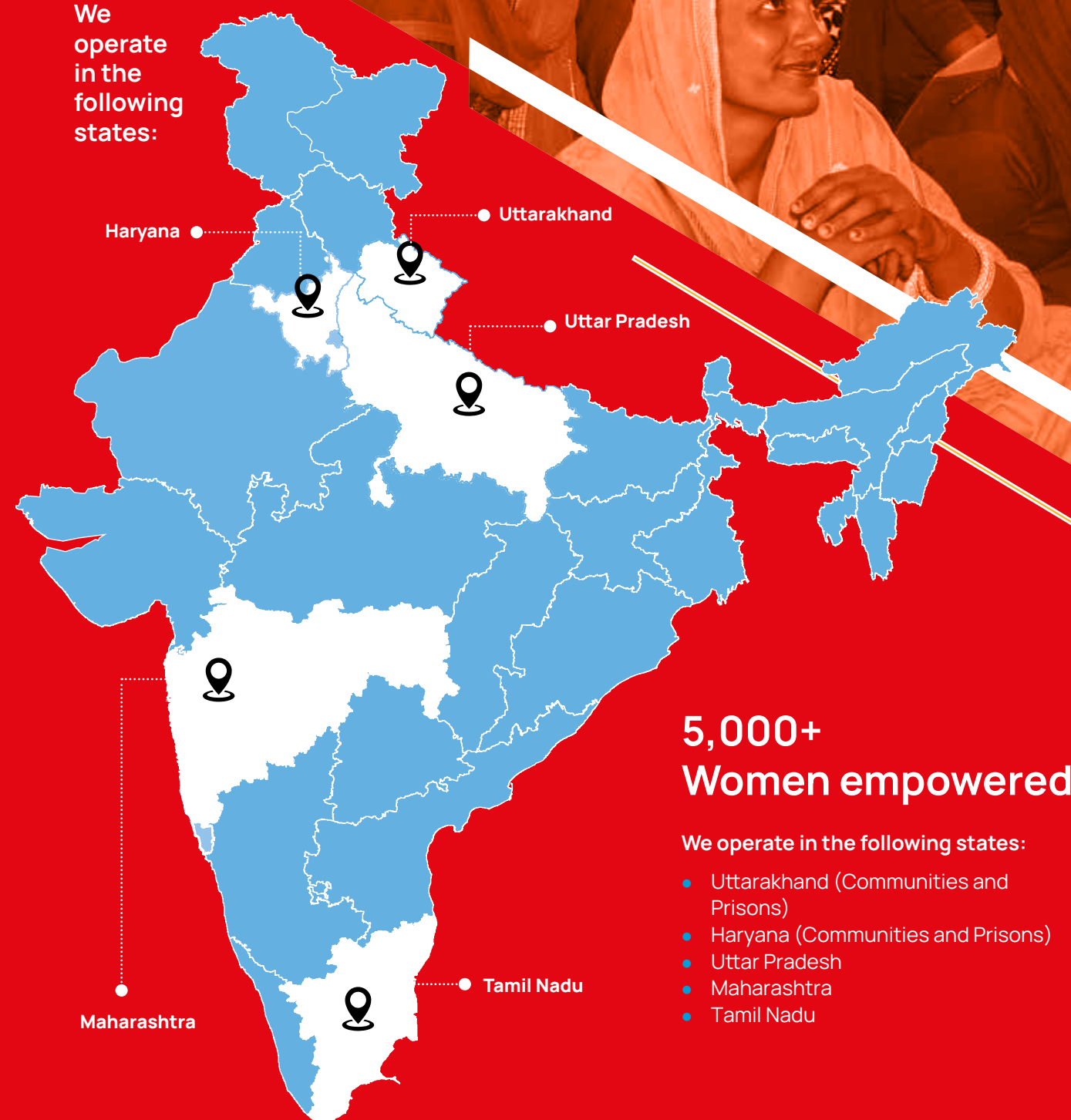
Background and Need

- Menstrual hygiene is vital for women's empowerment and well-being, going beyond access to sanitary products and toilets
- Challenges such as inadequate facilities, menstrual pain, fear of disclosure and lack of knowledge about menstruation contribute to the difficulties women face
- Globally, over 500 million women and girls lack proper menstrual hygiene facilities
- Cultural taboos and discriminatory norms worsen these challenges, leading to unhygienic practices and gender-based violence
- Multifaceted interventions, including education, infrastructure improvement, affordable products and stigma reduction, are necessary to address menstrual health issues and promote gender equality

PARTNERS



We operate in the following states:

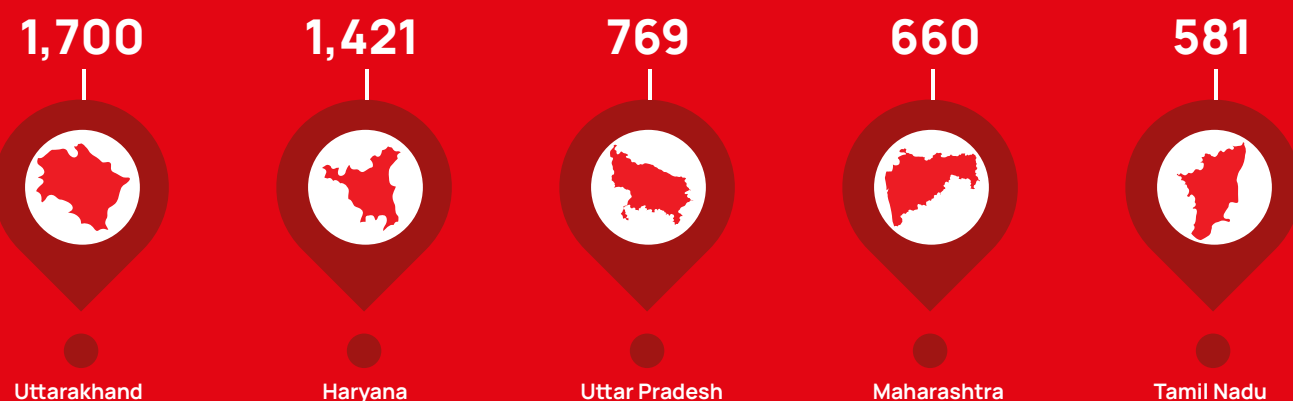


5,000+ Women empowered

We operate in the following states:

- Uttarakhand (Communities and Prisons)
- Haryana (Communities and Prisons)
- Uttar Pradesh
- Maharashtra
- Tamil Nadu

Number of Women Covered under Shakti Programme till FY 2023-24



Objectives

- Raising awareness about menstrual hygiene management, menopause and family planning
- Enhancing accessibility to menstrual products and facilities
- Educating them on modern family planning techniques and the prevalence of Sexually Transmitted Diseases (STDs)
- Encouraging adequate time intervals between pregnancies to ensure the health of children
- Promoting the health and well-being of women by informing them about high-risk pregnancies and menstrual practices
- Addressing reproductive and menstrual health concerns and challenging the stigma surrounding menstruation
- Promoting menstrual hygiene awareness in Indian prisons, advocating for women's fundamental health rights regardless of their incarceration status

Process

Spark Minda Foundation consistently works to empower and uplift women regarding their health and menstrual rights. Around 3000+ females were covered under this project aligned with the UN "Every Woman Every Child Initiative.

The Process undergoes various phases such as assessing the need of the community by conducting surveys, installation of Sanitary Napkins Vending Machines at various locations for easy access and conducting sessions to educational sessions to create awareness in the matter. This helps to make female understand their basic menstrual right and projects towards sustainable solutions. Through this initiative, we organised several camps in Indian communities and prisons of Haryana and Uttarakhand to improve awareness of family planning, menstrual hygiene and menopause.

Shakti Project

Shakti in Prisons was started in collaboration with India Vision Foundation in 16 prisons of Haryana.

In line with the SDGs and UNICEF's global WASH programme, this initiative aims to encourage women inmates to practice good menstrual hygiene management and can easily access resources which are provided through the Sanitary Napkin Vending Machines installed inside the prisons. This initiative not only reached the prison inmates but also capacitates the prison authorities. This provides additional assistance in enhancing the ecosystem for educating women inmates on the 'What, Whys' and 'Hows' of menstruation and good menstrual hygiene management. To achieve our objectives, we partner with India Vision Foundation and engage professional experts to conduct educational workshops and distribute informational booklets within prisons. Interactive sessions encourage open dialogue on menstrual health to break associated stigmas. Around 1,086 women inmates from prisons of Haryana in FY 2021-22 and 1,021 women inmates in the prisons of Uttarakhand in FY 2023-24, were covered under this initiative. In-person training sessions were conducted to raise awareness. The goal is to instil the values of menstrual hygiene and safe practices in female inmates as well as amongst prison authorities so that they get awareness regarding menstrual hygiene management methods.

Shakti is the way to improve the menstrual 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 organisation.

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 product and empower them to understand it is a human right.

Impact

- The Menstrual Hygiene Management initiative "Shakti" programme has successfully reached to 1,021 number of women inmates in Prisons of Uttarakhand in FY 2023-24 and cumulatively it has reached to 5,131 individuals across the Indian prisons and communities, dispelling myths and promoting healthy habits
- Accessibility through installing sanitary napkin vending machines and supply of sanitary napkins
- Awareness through conducting sessions on menstrual hygiene management
- Decrease in the incidence of reproductive disease
- Better Health
- Awareness among prison inmates



“The menstrual hygiene initiative Shakti has been invaluable, from providing essential knowledge and providing sanitary napkins through vending machines have significantly enhanced the health and dignity of our female inmates. Moreover, the awareness sessions conducted as part of the programme have played a crucial role in dispelling myths surrounding menstruation, fostering a more supportive and informed environment within our prison.”

– Dadhi Ram Maurya,
Senior Superintendent,
Distt. Jail, Dehradun

In Prisons



Digital Unify: Digital Education Project in Prisons

Introduction

The Digital Unify Prison Outreach Project has been empowering prison inmates with digital skills to develop careers and sustain themselves by breaking down barriers through skill acquisition following their release. The inmates of Haryana Prisons of Panipat and Karnal enrolled in a three month training programme that equips them with digital literacy skills. This project is in collaboration with the India Vision Foundation.

Background and Need

- The Digital Unify Prison Outreach Project is developed to empower the prison inmates with digital skills for post-release career opportunities
- Aims to equip inmates with essential skills to support their families and reintegrate positively into society
- Provides access to education and facilities, enabling inmates to transform their lives and contribute positively to their communities

Objective

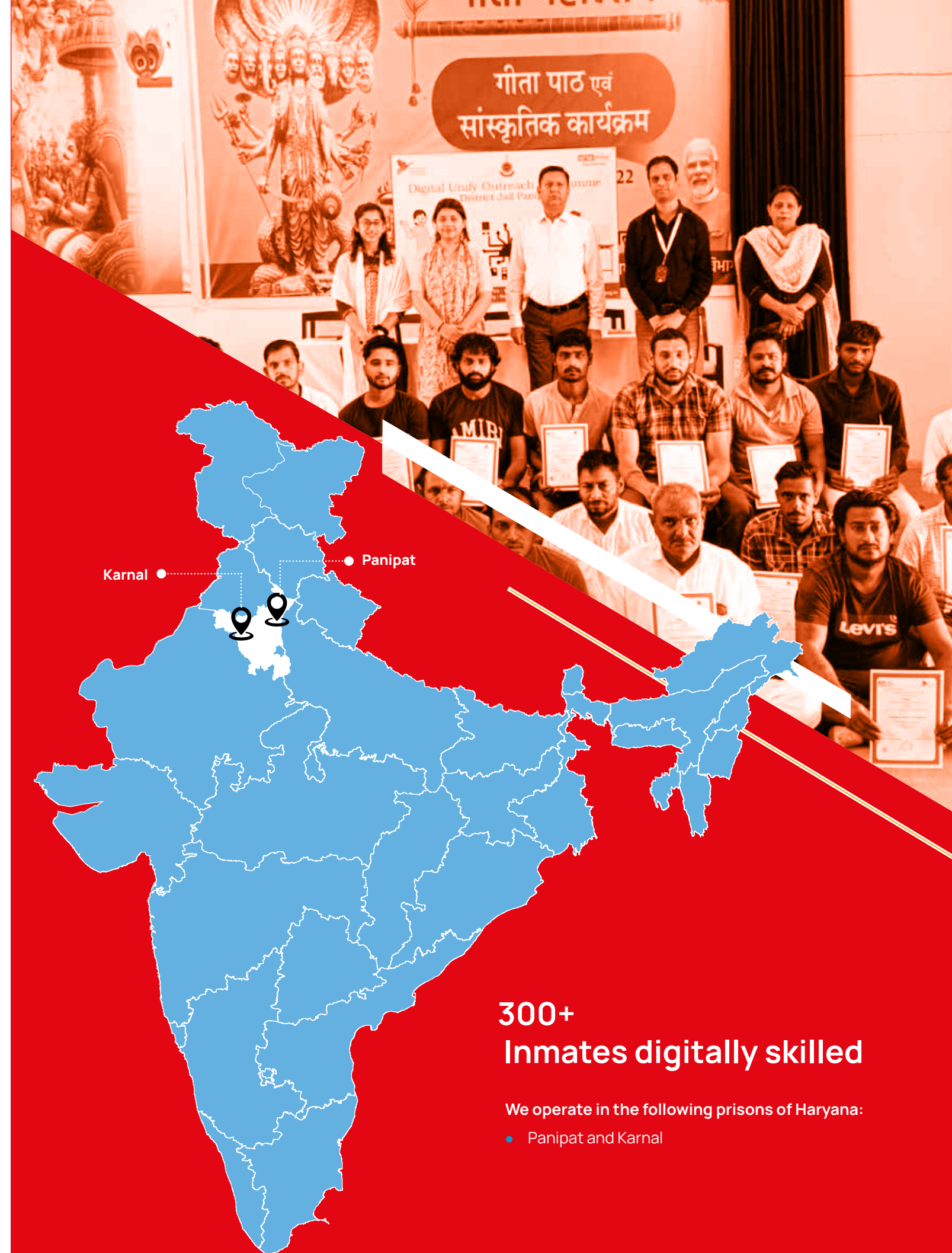
- To equip the inmates with the necessary digital literacy skills to help them support their families after release
- To make them ready for the future workforce
- To provide access to facilities and digital skill training
- To promote reintegration of inmates into their communities

Impact

- The Digital Unify Prison Outreach Project has a profound impact on 255 inmates in the financial year 2023-24 and a total of 323 individuals till date
- Through a focused three-month training programme in digital literacy conducted in Panipat and Karnal prisons, inmates have been equipped with essential skills to build careers and support their families post-release
- This initiative goes beyond digital education by providing access to facilities and valuable resources, empowering inmates to make positive changes in their lives and contribute meaningfully to the world around them

“As prison officials, we have seen first-hand the transformative and holistic change brought about by the Digital Unify Programme within our prison system. We commend the dedication and commitment of Spark Minda Foundation and India Vision Foundation in imparting digital literacy skills to inmates, which has proven to be highly effective. Positive feedback from inmates who have completed the programme reaffirms its success in preparing them for reintegration into society, equipping them with practical skills, purpose and direction.”

– SP Amit Bhadhu, Karnal prison



300+
Inmates digitally skilled

We operate in the following prisons of Haryana:

- Panipat and Karnal

Skilling and Livelihood Promotion



AAKARSHAN

Skill Development Programme

The Aakarshan Skill Development Programme, initiated by the Spark Minda Foundation in 2013, is committed to empowering underprivileged children and youth, with a special focus on women, across rural and semi-urban regions of India. Aligned with key United Nations' Sustainable Development Goals (SDGs), including poverty eradication (SDG 1), quality education (SDG 4), gender equality (SDG 5) and partnership for goals (SDG 17), the programme endeavours to equip the youth and women with essential skills and knowledge to enhance their employability and contribute to sustainable economic growth. By addressing poverty and fostering socio-economic empowerment among marginalised communities, the initiative operates through well-equipped centres, ensuring the provision of high-quality training with an emphasis on accessibility and affordability. SMF has eight centres across five states of India.

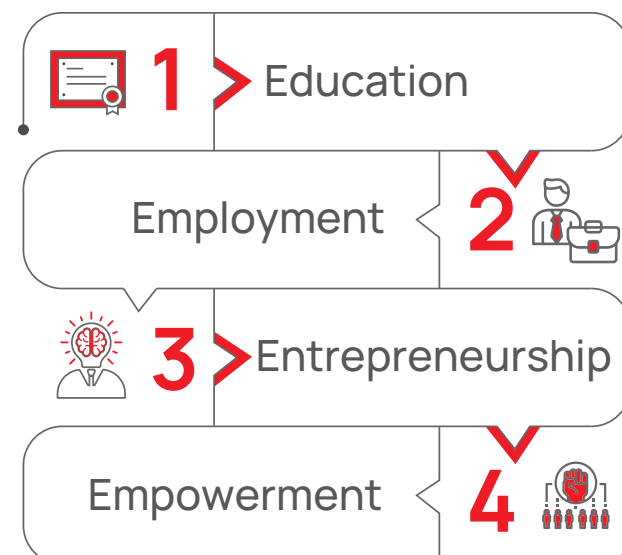
Strategic collaborations with governmental agencies, non-profit organisation and corporate entities' the CSR initiatives have been instrumental in supporting learners and amplifying the programme's positive impact. By aligning with the SDGs, the programme emphasise its commitment to creating an inclusive and equitable future for all segments of society. These partnerships enhance our efforts, driving meaningful change and fostering a collective vision for sustainable development and social progress.

SMF supplements the following SDGs under the Skilling & Livelihood Promotion initiatives:



Background and Need

- Aakarshan responds to the pressing need for skill development in rural and semi-urban regions of India, aligning with the objectives of the "Skill India Mission" initiated by the Government of India
- The programme aims to address the challenges of economic disparity by providing opportunities for training, employment and entrepreneurship
- By focusing on areas such as Spoken English, Computer & Tally, Cutting & Tailoring, Industrial Tailoring Programme and Beauty & Wellness, Aakarshan targets key skill gaps prevalent in rural and semi-urban communities, thereby fostering economic empowerment and social inclusion
- The programme adopts a comprehensive approach centred around the 4E concept -



Objective

- The primary objective of the Aakarshan programme is to drive economic growth and enhance employability among rural and semi-urban populations, ultimately reducing poverty levels
- Through initiatives aimed at empowering underprivileged communities especially

women, socio-economically the programme seeks to achieve economic growth, mitigate social challenges and promote economic inclusion

- Aakarshan endeavour is to prepare individuals in rural and semi-urban areas for gainful employment or entrepreneurship by providing access to diverse skill development courses and facilitating job opportunities



Courses

The programme offers a diverse range of courses designed to cater to the needs and interests of its youth and women, including Computer & Tally, Spoken English, Cutting & Tailoring, Industrial Tailoring and Beauty & Wellness.

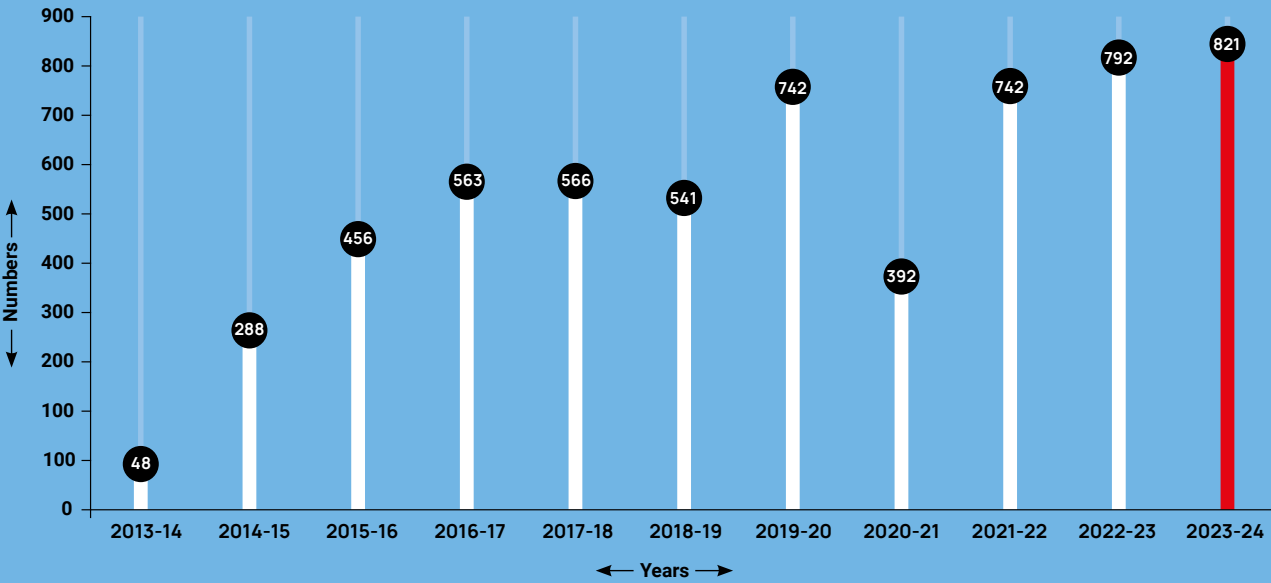


Computer & Tally

- Equipping learners with essential computer literacy and accounting skills are essential in today's digital age for various job roles.
- SMF offers a 6-month Computer course and 4-month Tally course.
- Software course like Tally and GST 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 of skill sets, we assure them quality training under our courses. Successful learners also get reputable certificates for Tally which helps them get employment.



Cumulative – 5,951 Number of Learners in Computer and Tally



Luminaries of Achievement
Computer & Tally

Uttar Pradesh



Yash Sharma

"I am Yash Sharma from Chhajarsi village, Noida. My friend suggested me to enrol in a Tally course at the Spark Minda Foundation's Aakarshan programme, where I completed a Tally course. Subsequently, I embarked on an 8-month internship at Fatx Cooperation while pursuing my graduation side-by-side. I want to become a GST advocate or an accountant in which the knowledge of tally would come very handy. The course along with my internship provided me valuable experience in GST and ITR filing, which aligned with my goal perfectly. I want to thank SMF for offering such courses which can boost careers of youth like me."

Uttar Pradesh



Sanjana

"I'm Sanjana, an 18-year-old from Chhajarsi village in Noida. Introduced to Askarshan through SMF team's outreach initiatives, I embarked on a path of growth and opportunity. Completing a computer course under Aakarshan ignited my ambition, leading me to pursue further education in the airline industry. I remain determined to leverage my new-found skills for a brighter future. Grateful for the positive impact on my skills, I aspire to secure employment upon completing my degree. My story underscores the transformative power of skilling and community support in shaping young lives for the better. Through Akarshan's interventions, my dreams have taken flight, paving the way for a promising future."

Uttarakhand



Saransh Kapoor

"My name is Saransh Kapoor. I recently completed a Computer course at Aakarshan Centre, Uttarakhand that included a range of other activities for empowerment, such as etiquette training and computer hardware training. This course has been a game-changer for me. Not only did I gain a solid understanding of Computer, but I also learned essential etiquette skills that have boosted my confidence in professional and personal growth. The hands-on training provided by experienced instructors was invaluable and the course materials were comprehensive and easy to follow. I highly recommend this course to anyone looking to enhance their computer skills and empower themselves with essential knowledge in various areas. Thanks to Spark Minda Foundation."

Uttarakhand



Mohan Chandra Pokhriya

"My name is Mohan Chandra Pokhriya. I completed the Tally course at Aakarshan Skill Development Centre, Uttarakhand and I must say it was a fantastic learning opportunity. The course not only taught in-depth about Tally software, but it also included empowering exercises such as self-introduction, etiquette training and computer hardware training. These soft skills have helped my overall professional and personal development. The course's features and advantages were amazing, including hands-on practical sessions. The teachers were extremely educated and supportive during the training. Thank you, Spark Minda Foundation, for a wonderful Opportunity."

Maharashtra



Pallavi

"I'm Pallavi and I want to express my heartfelt gratitude to the Foundation for granting me the opportunity to acquire computer skills. As a mother with responsibilities, finding time for skill development and at such a nominal fee was challenging. However, the budget-friendly course offered by the Foundation proved to be a blessing. Despite juggling various responsibilities, I managed to carve out time for the course. Today, the skills I acquired are invaluable, aiding me in performing basic reporting tasks in MS Office at my current job. Furthermore, the engaging soft skill sessions and activities enhanced my overall learning experience. To the Aakarshan Team, I extend my sincere thanks for their support and guidance throughout this transformative journey."

Maharashtra



Nikhil Kashinath Kalekar

"I am Nikhil and I had the privilege of undergoing the Tally Comprehensive Course at Aakarshan Skill Development Centre of Spark Minda Foundation. I would like to express my heartfelt gratitude to the entire team at Spark Minda Foundation for providing me with such invaluable training. The course not only equipped me with the necessary skills in Tally but also fostered a deeper understanding of accounting principles. I am incredibly thankful for the opportunity to enhance my employability through this programme. I first learned about Spark Minda Foundation and the course during a college visit by their team for mobilisation. Little did I know then that it would be a life-changing experience for me. Once again, thank you to Spark Minda Foundation and their dedicated team for their unwavering support and guidance throughout the course."

Tamil Nadu



Madhan

"Attending the Computer course offered by Spark Minda Foundation has been a truly transformative experience for me. It has equipped me with the necessary skills to adapt to the rapidly evolving technological landscape. Now, I find myself confidently teaching my classmates essential skills crucial for day-to-day life. This course has not only empowered me but also enabled me to empower others within my community. Thank you, Spark Minda Foundation, for this invaluable opportunity."

Tamil Nadu



S. Arimenna

"My name is S. Arimenna and I recently completed the basic computer course at Aakarshan Skill Development Centre. I am grateful for the training I received here. Not only did I learn the fundamentals of computer skills, but I also gained knowledge on job application techniques, resume crafting and interview preparation. Thanks to the guidance and support from the Foundation."

Haryana



Manoj

"I am Manoj and I stay in Bhondsi, Gurugram. My wife is a dedicated constable with the Gurugram police department and has remained my pillar of strength. Finding employment due to my limited skill sets lead to major challenge for me until a relative introduced me to Spark Minda Foundation's initiative. The Aakarshan programme offered computer training at an affordable cost, aligning perfectly with my interests. Initially, I was hesitant. At the age of 30, the thought of studying alongside much younger students seemed daunting. However, the welcoming atmosphere fostered by my trainer dispelled all doubts, allowing me to embrace learning. Today, I stand proud as a graduate of the programme, gainfully employed at Tele Performance, earning a respectable salary. My gratitude extends to the entire Spark Minda Foundation for not only empowering me but also uplifting countless others within our community."

Haryana



Akshay

Before stumbling upon Aakarshan, I was just a college student yearning to enhance my knowledge and land a promising internship. Little did I know, a recommendation from a friend would drastically alter the trajectory of my professional journey. Completing the Tally course at Aakarshan was a game-changer. From navigating the complexities of accounts to mastering the intricacies of invoices and GST, the transformation was profound. Armed with new-found expertise, I confidently stepped into the realm of internships, securing a coveted position at G&CC. The course wasn't just about acquiring skills; it was about unlocking doors to opportunities I never thought possible. Thank you, Spark Minda, for illuminating the path to my success story.



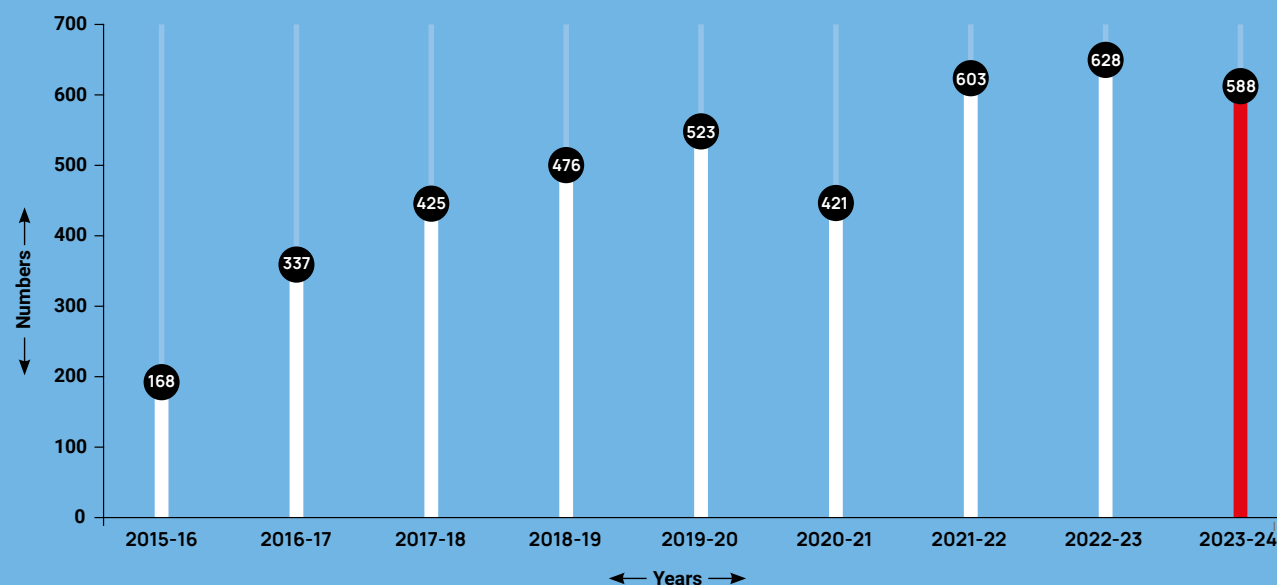
Spoken English

- Enhancing communication skills to improve employability and facilitate better opportunities for personal and professional growth.
- We offer a comprehensive 6-month course making language skills accessible to the people of the community and to bridge the opportunities of employment and entrepreneurship gaps arising from inaccessibility of resources for enhancement of skills.



Cumulative – 4,169

Number of Learners in Spoken English



TESTIMONIALS Spoken English

Uttar Pradesh



Zoya Gautam

"I am Zoya Gautam. I am 14 years old and from Gautam Budh Nagar, Noida. I embarked on a transformative journey through the Spoken English course offered by the Aakarshan Skill Development Programme of Spark Minda Foundation. Motivated by the mobilisation efforts of the SMF team in my village, I enrolled in the course. I dream of becoming an English teacher for the specially abled and later an IPS officer. I completed my course which has enhanced my language and communication skills."

Uttar Pradesh



Mansi Sharma

"I am Mansi and my age is 20 years old. I enrolled in a Spoken English course at SMF after learning about it through mobilisation. Drawn by its affordability and diverse offerings, I found immense satisfaction in the quality of training provided. I got a chance to start the course immediately after completing my 12th grade and currently I am in my first year of college. The course not only bolstered my confidence but also has also enabled me to teach basic English to children in my neighbourhood. This new-found proficiency has been instrumental in my pursuit of a government job."

Uttarakhand



Sushmita Bisht

"Embarking on the Aakarshan Spoken English course has been nothing short of transformative for me. Under the dedicated guidance and structured approach provided, my spoken English has seen remarkable improvement. Beyond just acquiring language skills, I've experienced a significant boost in my confidence levels. This new-found proficiency has empowered me to communicate more effectively in my professional endeavours and for that, I am deeply grateful to Spark Minda Foundation."

Uttarakhand



Ankita Ray Sana

"I'm Ankita Ray Sana from Rudrapur, Uttarakhand. Struggling with pronunciation and lacking confidence in English communication, I sought a solution. Enrolling in the Aakarshan Skill Development Centre's Spoken English Course proved to be transformative. Under the guidance of skilled trainer, I not only learned correct pronunciation but also identified and addressed my weaknesses in English speaking. Today, I speak with confidence, engage in phone conversations comfortably and genuinely enjoy communicating in English. No longer daunted by job interviews, I credit the positive and well-structured training at Aakarshan for my growth. Now employed as a teacher, I'm immensely grateful to the Spark Minda Foundation for this life-changing opportunity."

Maharashtra



Rupesh Patil

"I first learned about Spark Minda Foundation from a college friend, intrigued by its unique and affordable courses that promised to shape careers. Amidst my academic pursuits, I found myself lacking in practical skills. Seeking to enhance my fluency and communication abilities, I enrolled in the Spoken English course. The experience was transformative. Not only did I gain essential communication skills, but I also forged new friendships and thoroughly enjoyed the course. Today, as an accountant at Mars Company in Khed, I find myself better equipped to understand and respond effectively in various situations. To the Spark Minda Foundation, I extend my heartfelt gratitude for the invaluable lessons and opportunities provided over the past six months. Your impact in my life has been truly remarkable."

Maharashtra



Rohini Jadhav

"As a Montessori Teacher at Anganwadi, I initially struggled with conducting official work due to my limited English skills. Upon learning about Aakarshan Skill Development Centre through my brother at Minda Corporate Limited (MCL), Murbad, I seized the opportunity to join the course. The impact has been profound – not only has it boosted my confidence, but it has also significantly contributed to my career advancement and personality development. Each class has been a journey of growth, providing practical, easy-to-understand lessons that have enhanced my speaking abilities week by week. The comprehensive curriculum encompassing writing, grammar, reading, and speaking has been instrumental in my progress. I am immensely grateful to the Spark Minda Foundation for this invaluable opportunity to learn and grow."

Tamil Nadu



Jayanthi

"The course provided by Spark Minda Foundation not only enhanced my spoken English but also bolstered my writing skills. Now, I confidently assist my children with their school-work and excel in my workplace. With improved communication abilities, new doors of opportunity have opened for me professionally. The interactive and personalised nature of their course perfectly catered to our needs, ensuring a transformative learning experience."

Tamil Nadu



M. Bhuvaneshwari

"I'm Bhuvaneshwari, a student of spoken English at Aakarshan Skill Development Centre. Prior to joining this class, I harboured a deep fear of speaking English. However, with the nurturing environment and invaluable guidance from our trainer, I've experienced a remarkable transformation. The lessons were not only easy to grasp but also infused with fun activities, making learning a joyous experience. Today, I stand with new-found confidence in my ability to communicate effectively in English. The significant improvement in my speaking skills is a testament to the positive impact of this class on my overall confidence. I am sincerely grateful for this opportunity and the empowering journey it has afforded me."

Haryana



Riya Jalan

"I'm Riya Jalan, currently employed as a saleswoman at Prestige Company. In April 2023, amidst a challenging period following the loss of my father, I found solace and opportunity through the Aakarshan Skill Development Centre's Spoken English programme. Motivated by the prospect of enhancing my communication skills and rebuilding my life, I enrolled in the course. Upon completion, I secured a position at Prestige Company, a testament to the transformative impact of the programme. I'm immensely grateful to Spark Minda Foundation for providing not just me but our community with invaluable skills and opportunities. Being part of such an esteemed programme fills me with pride and gratitude."

Haryana



Akash

"I'm Akash, employed as a line worker at Maruti Suzuki. Struggling to secure a fulfilling job despite completing my ITI from Pataudi College, I recognised the need to enhance my confidence and communication skills. In April 2023, I found my answer at the Aakarshan Skill Development Centre's Spoken English course. Encouraged by a family member who had benefited from the centre's initiatives, I enrolled with hopes of self-improvement. Today, I stand fulfilled, having achieved my goals. Thanks to Spark Minda's visionary initiative, I am now part of Maruti Suzuki, a testament to the transformative power of skill development. I look forward to growing within the organisation, securing a brighter future for my family."



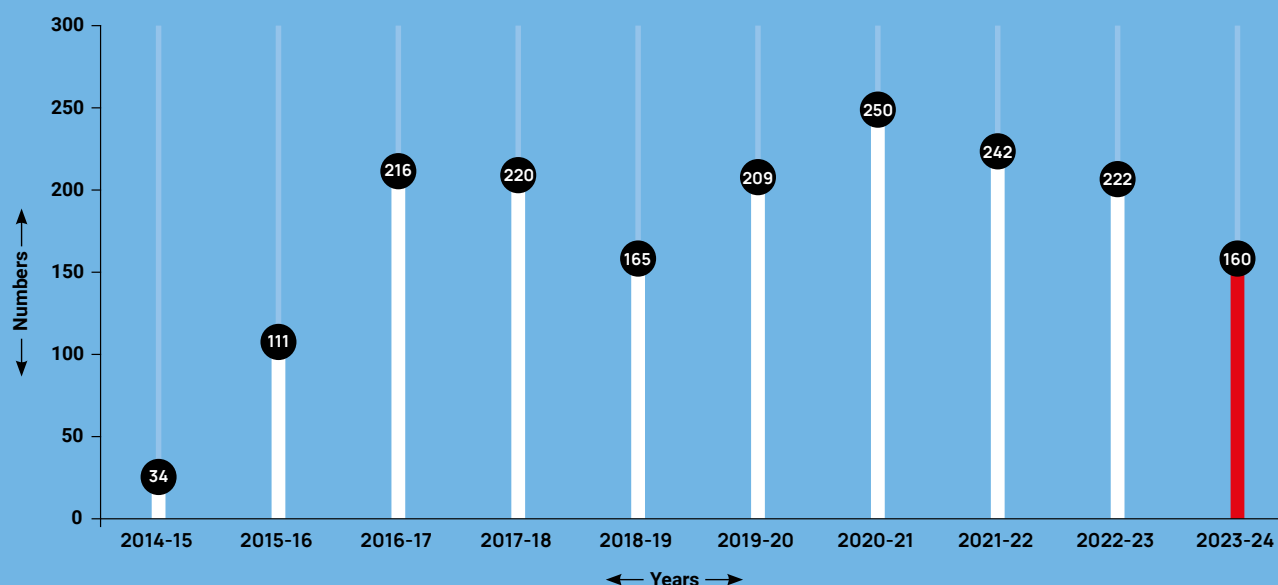
Cutting & Tailoring:

- Providing vocational training in the domain of cutting and tailoring, empowering women to start their own tailoring businesses and assisting them in becoming self-reliant.
- We offer a 6-month course to the women of the community
- As a further step to support this initiative, a 3-month Advanced Cutting & Tailoring course was also introduced in 2016.



Cumulative – 1,829

Number of Learners in Cutting & Tailoring



TESTIMONIALS Cutting & Tailoring

Uttarakhand



Reena Rani

I'm Reena Rani, fuelled by a passion for designing clothes. When my friend introduced me to the Aakarshan Skill Development Programme and the courses they offered, I knew it was the perfect opportunity to pursue my dreams. Enrolling in both their Basic and Advanced Cutting & Tailoring courses, I enhanced my skills and expertise. Now, I'm able to generate a substantial income by stitching custom-made garments for women. This income not only fulfils my creative aspirations but also significantly contributes to my household expenses, marking a significant step towards financial independence. I am deeply grateful to the Spark Minda Foundation for empowering me through their training, enabling me to achieve both my creative and financial goals. Their support has been instrumental in shaping my journey toward success and fulfilment.

Uttarakhand



Puja Sharma

I'm Puja Sharma, driven by a deep passion for designing clothes. When my friend introduced me to the Aakarshan Skill Development Programme and its specialised courses, I eagerly enrolled in their Advanced Cutting & Tailoring course. With some basic sewing skills already under my belt, I was ready to take my expertise to the next level. Today, I'm proud to say that I can generate a substantial income by stitching custom-made garments for women. This income not only fulfils my creative aspirations but also makes a significant contribution to my household expenses, marking a significant step towards financial independence. I am sincerely grateful to the Spark Minda Foundation for empowering me through their training. Their support has enabled me to achieve both my creative and financial goals and I am truly thankful for the opportunity they have provided me.

Maharashtra



Kanchan Gopale

I'm Kanchan Gopale, a Cutting & Tailoring student of SMF's Aakarshan Skill Development Programme. Previously, I was in search of cutting and tailoring classes to become self-sufficient and I also desired to stitch dresses for my daughter. Through a friend's recommendation, I discovered the Aakarshan Centre. Impressed by their teaching techniques, I enrolled in the course. The skills taught at Aakarshan are not only easy to grasp but also provide a pathway to entrepreneurship along with soft skills training. I started taking orders from outsiders and earning an income to support my family financially. This new-found confidence to take orders was instilled in me by the Spark Minda Foundation. I am immensely grateful to SMF for empowering me and providing me with the skills to create a better future for myself and my family.

Maharashtra



Pratibha Pawar

I'm Pratibha Pawar, a mother of three children and a widow at the age of 33. The loss of my husband to COVID-19 left me devastated and in a state of depression. Despite my mother's advice to go out and refresh my mind, I initially resisted. However, the realisation soon dawned upon me that I couldn't afford to remain idle, especially with three children to care for. I grew tired of constantly having to ask my in-laws for financial assistance and resolved to become empowered and independent. Driven by my interest in tailoring, I began searching for a tailoring class. A friend introduced me to the Aakarshan centre, where I promptly enrolled. Though I encountered many challenges during the course, I persevered with passion and determination. Upon completing the course, I started taking orders from customers and now, I like to say that I no longer need to rely on my in-laws for money. I am immensely grateful to Spark Minda Foundation for providing me with this opportunity to reclaim my independence and dignity.



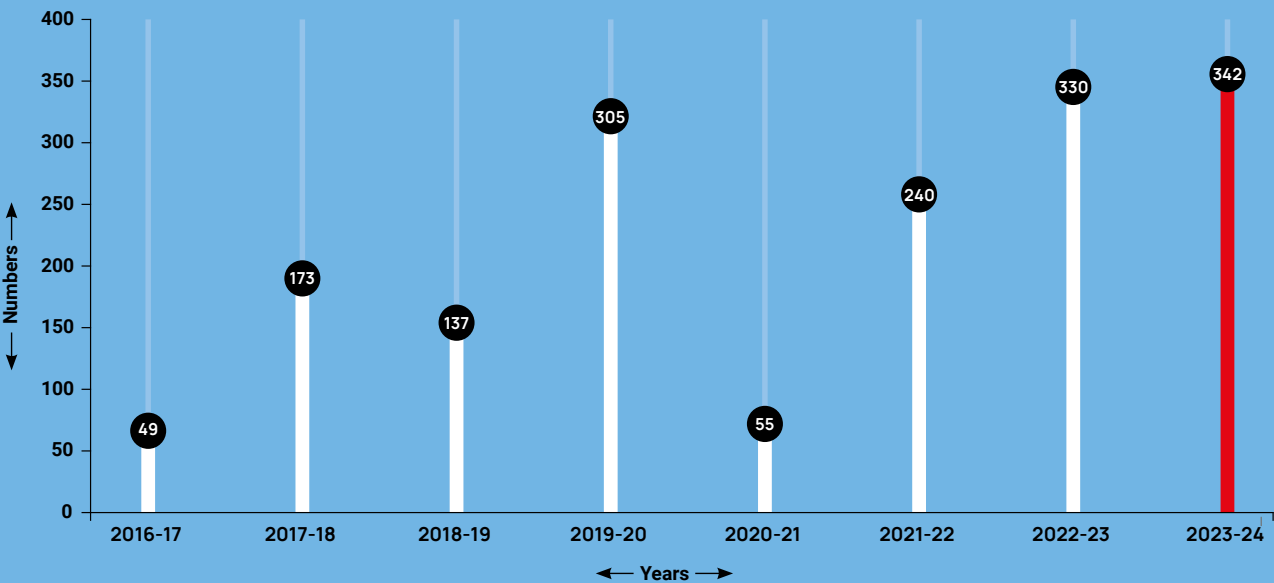
Industrial Tailoring Programme:

- Providing vocational training in the trade of industrial cutting and tailoring, enabling women to pursue careers in the textile industries and apparel export industries.
- We offer a 45-day course, to empower and equips women 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.



Cumulative – 1,631

Number of Learners in Industiral Tailoring



TESTIMONIALS Industrial Tailoring Programme (ITP)

Uttar Pradesh



Purnima

I'm Purnima, a mother to a daughter and a son. Previously, I worked alongside my husband as a labourer at construction sites. As our children grew, the need for additional income became urgent. Struggling to meet ends, I learned about Spark Minda Foundation's Industrial Tailoring Programme. Enrolling in the programme was a turning point for me. I completed the course with passion and determination and soon after, I secured a job at Shahi Exports. Now, I can provide a better life for my children and support my husband in providing for our family. I am deeply grateful to Spark Minda Foundation and Shahi for their unwavering support and assistance, which has improved our lives.

Uttar Pradesh



Rita

I'm Rita and for two years, I happily embraced the role of a housewife. However, our lives took an unexpected turn when we received news of a major medical problem affecting my husband. We were both devastated and felt lost, unsure of how to proceed with his treatment. In our time of need, a friend recommended the ITP course at Spark Minda Foundation. Completing the course not only provided me with valuable skills but also led to a placement at Shahi Export. This opportunity came with benefits, including access to family insurance that allowed us to afford the necessary treatment for my husband. This brought immense relief and happiness to both of us, giving us a new-found sense of hope for the future. I am profoundly grateful to Spark Minda Foundation for not only providing me with the opportunity to learn and grow but also for the invaluable support it has offered to our lives during a challenging time.

Haryana



Preeti

I'm Preeti, a mother of two and my husband works as an agricultural labourer. Our family faced numerous financial constraints, facing daunting decisions about whether to prioritise quality education for our children or meeting our basic needs. During a visit to my sister's house in Gurugram, she introduced me to Spark Minda Foundation's Akarshan Skill Development Centre, where free training and job placement assistance were offered. I decided to explore further. The team at the centre was incredibly supportive, addressing all my queries and concerns. After a month of rigorous training, my trainer guided me through the selection process, which I successfully cleared. Today, I am employed as an operator, this opportunity has not only allowed me to provide a quality education for my children but has also helped me to reduce our financial burdens. I am immensely grateful to Spark Minda and my trainers for empowering me.

Haryana



Punita Kumari

I'm Punita Kumari, a mother of two, and my husband works as a labourer. Our family was facing numerous financial challenges, making it difficult for us to meet our needs. One day, a kind lady visited our house and informed me about Spark Minda Foundation's programme, offering free training and job opportunities. Recognising the urgency of securing employment, I wasted no time in visiting the centre to learn more about the training. The team there was supportive, addressing all my queries and concerns. After a month of rigorous training, I got employment as an operator at Hare Krishna Enterprise. Thanks to SMF. I am deeply grateful to them for improving our standard of living and providing me with the opportunity to support my family financially. Their assistance has been a lifeline during our time of need.



Beauty & Wellness:

- Offering training in areas of beauty and wellness, catering to the growing demand for skilled professionals in the beauty and wellness sector.
- We offer a 4-month course to the women and girls of the community, encompassing self-grooming, basic and advanced cosmetics, hairstyling and advanced machine usage training which equips them with a wide range of valuable skills desired in beauty and wellness industry.
- We also arrange exposure visits, allowing learners to witness the industry first-hand 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.



TESTIMONIALS Beauty & Wellness

Uttar Pradesh



Vandana Mehta

"My name is Vandana Mehta and my journey from salon owner to skilled practitioner showcases the remarkable impact of advanced vocational training programmes. When I enrolled in the Beauty and Wellness Course, I expanded my expertise under the guidance of my course instructor. With new-found skills and confidence, I transformed my beauty parlour, offering advanced services and mentoring my team to reach new heights. Inspired by my success, I continue to pursue further training, embodying the transformative potential of vocational education in driving both professional growth and community empowerment."

Uttar Pradesh



Tanu Maurya

My name is Tanu and my journey from aspiring makeup artist to skilled beauty professional exemplifies the transformative power of vocational training programmes. Enrolling in the Beauty Wellness Course embarked me on a path of skill refinement and career advancement. Initially hesitant, I soon realised the value of the comprehensive curriculum and dedicated myself to mastering beauty techniques. Through hard work and determination, I secured employment at a prestigious salon and ventured into freelancing, seizing every opportunity for growth and success. My journey underscores the importance of continuous learning in the beauty industry. It is a testament to the impact of vocational training in empowering individuals like myself to pursue their passions and achieve professional fulfilment.

Uttarakhand

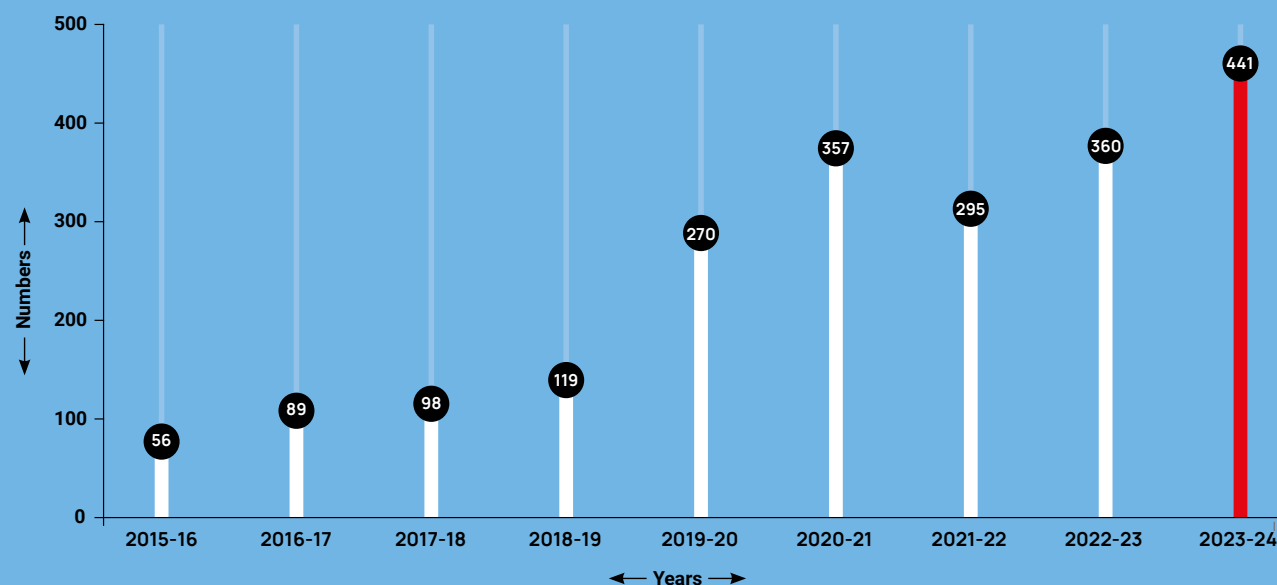


Seema

My name is Seema, and I'm from Rudrapur, Uttarakhand. My spouse is employed by a private corporation. My goal has always been to achieve financial independence so that I can support my family with home costs. I had inquired about the course costs at various academies because I wanted to become a beautician, but they were expensive. I once learned about the Aakarshan Skill Development Centre, which provides the highest calibre of instruction for a course on beauty and wellness in addition to other holistic development activities that greatly benefited me. I began gaining clients in my neighbourhood and making money while undergoing the course's training. Now that my beauty parlour is opened, I am a prosperous business owner.

Cumulative – 2,085

Number of Learners in Beauty & Wellness



Uttarakhand



Khushboo

I'm Khushboo. I'm seeking my graduation. My family was going through financial strain, so I was searching for ways to assist me become financially independent so I could continue my study. My college buddy advised me to enrol in the Aakarshan Skill Development Centre since they offer reasonably priced, high-quality training. My choice to enrol in the Beauty Wellness course changed my life. I was able to pay for my studies and living expenses after I started working as a hairstylist at a salon shortly after finishing the course and doing freelance work in my free time. I am grateful for this opportunity provided by the Spark Minda Foundation.

Maharashtra



Sadhna Shete

My name is Sadhna Shete. I was a housewife however, I had a deep desire to pursue a career in the beauty and makeup field. That's when I discovered the Aakarshan centre. Enrolling in the Beauty and Wellness Course at Aakarshan centre was a turning point for me. Along with learning the technical aspects of beauty, I gained knowledge in various other soft skills like, personality development and marketing strategies. These additional skills not only enriched my understanding but also transformed my personality. With new-found confidence and skills, I took a leap and became a successful beauty salon owner today. I owe a debt of gratitude to Spark Minda Foundation for providing me with the support and resources needed to embark on this journey of personal and professional growth. Thank you, Spark Minda Foundation, for empowering me to realise power of my dreams.

Uttarakhand



Priya

My name is Priya. As a home-maker, I aspired to fulfil my ambition of becoming a cosmetologist. I was denied the chance because I lacked the necessary information and resources. It was then that I learned about the Aakarshan Skill Development Centre. I enrolled in a course on beauty and wellness. From fundamental to advanced, I learned everything. I opened my beauty parlour after finishing my training, and it's doing great. Without the help and direction of the Spark Minda Foundation, my dreams would not have come true. I'm grateful to Spark Minda Foundation for showing me the right pathway!

Haryana



Shruti

My name is Shruti, a mother of two, with a background in sales. My dream was to become a beautician and thanks to Spark Minda Foundation, that dream became a reality. The supportive team and detailed teachings, transformed my skills. After completing the course, my earnings skyrocketed from 50 to 70 thousand per month, thanks to practical experience gained at a beauty salon. Now, I save 40 to 50 thousand monthly, all because of Spark Minda Foundation. I'm financially independent and grateful for the opportunity. Thank you, Spark Minda Foundation, for making it possible.

Maharashtra



Pooja Gaikwad

I'm Pooja Gaikwad and though I was once a teacher, my heart always yearned for the beauty field. Determined to pursue my passion, I embarked on a search for a reputable beauty parlour course. That's when I discovered the Aakarshan centre. Upon enrolling, I found a comprehensive syllabus offered at an affordable fee. With excitement, I took admission and dedicated myself to the classes. Through hard work and perseverance, I successfully completed my course. Today, I am proud to say that I have found a fulfilling career in the beauty industry. I am financially independent and thriving, all thanks to the support and opportunities provided by Spark Minda Foundation. I am deeply grateful for their unwavering support throughout my journey.

Haryana



Deepa

My name is Deepa, a 35-year-old mother of two, who once worked in sales but dreamed of becoming a beautician. Thanks to a friend's recommendation, I joined Aakarshan Skill Development Programme and it has been an excellent experience. The team is cooperative and the modules are exceptional. After completing the course, I worked part-time at a beauty salon, gaining valuable experience. Joining "Yes Madam" which provides salon services at home, further boosted my earnings from 90 thousand to 1 lakh per month. Even after expenses, I save between 45 to 50 thousand. This success exceeds my expectations, allowing me to focus full time on my children. Thank you, Aakarshan team for making it all possible.

Shining Entrepreneurs



Transforming Passion into Success:
Celebrating Our
Beauty and Wellness Entrepreneurs

States Covered

- Aakarshan operates across 5 states of India, with a focus on rural and semi-urban regions in need of skill development and economic empowerment
- By expanding its reach to multiple states, Aakarshan aims to maximise its impact and reach a larger segment of the rural and semi-urban population in India.

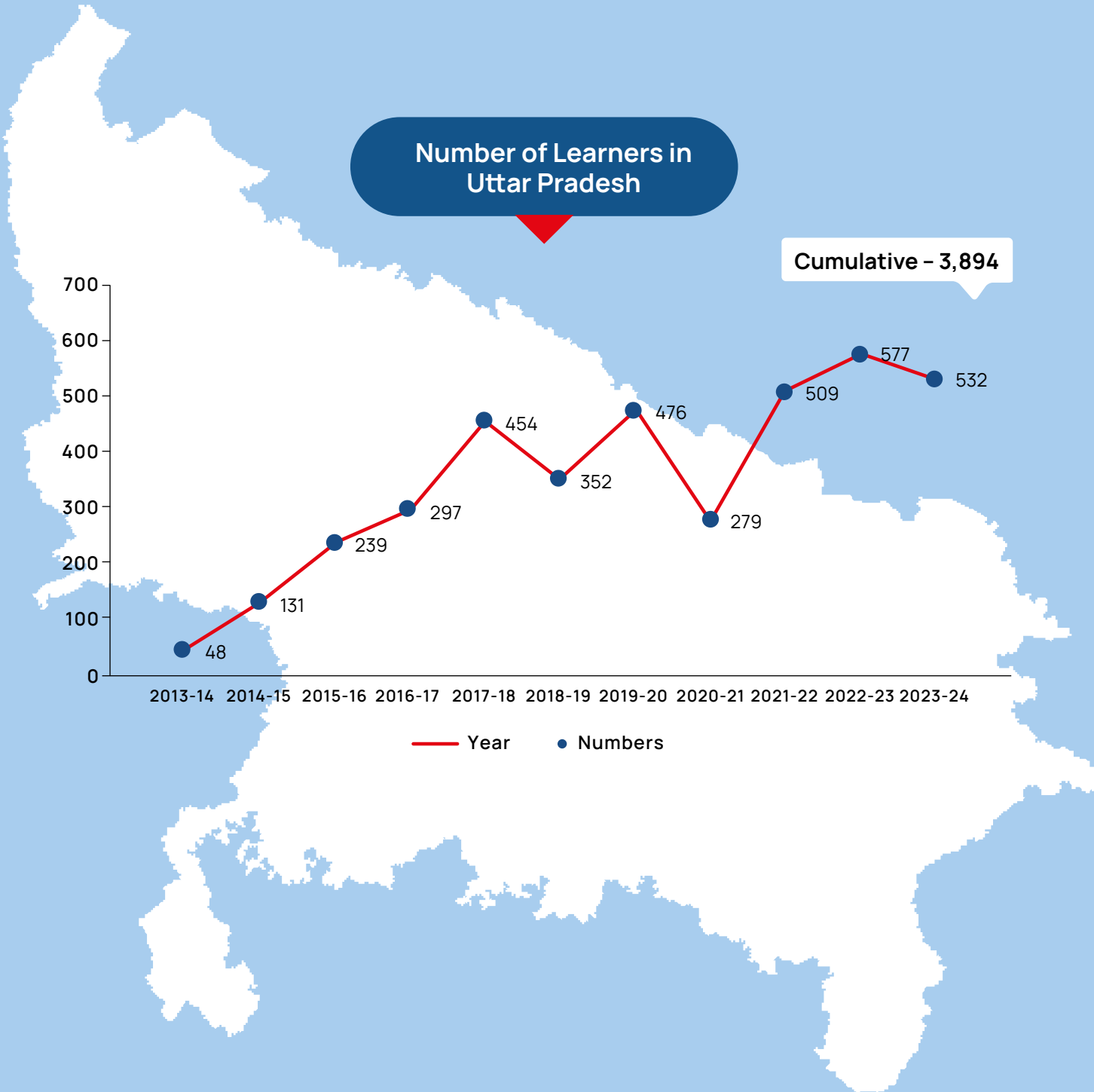


UTTAR PRADESH

This programme was initiated in a village called Kulesera, Greater Noida in 2013. Then in 2022, SMF opened another centre in Noida near a village called Chhajarsi.

One of the objectives of this is to support the youth and women in nearby villages of Noida to acquire desired skills. SMF offered them various skill training courses like Computer & Tally, Spoken English, Cutting & Tailoring and Beauty & Wellness in Uttar Pradesh.

In the fiscal year 2023-24, our Aakarshan Skill Development Programme in Uttar Pradesh trained 532 students, bringing the total to 3,894 students trained so far.



UTTARAKHAND

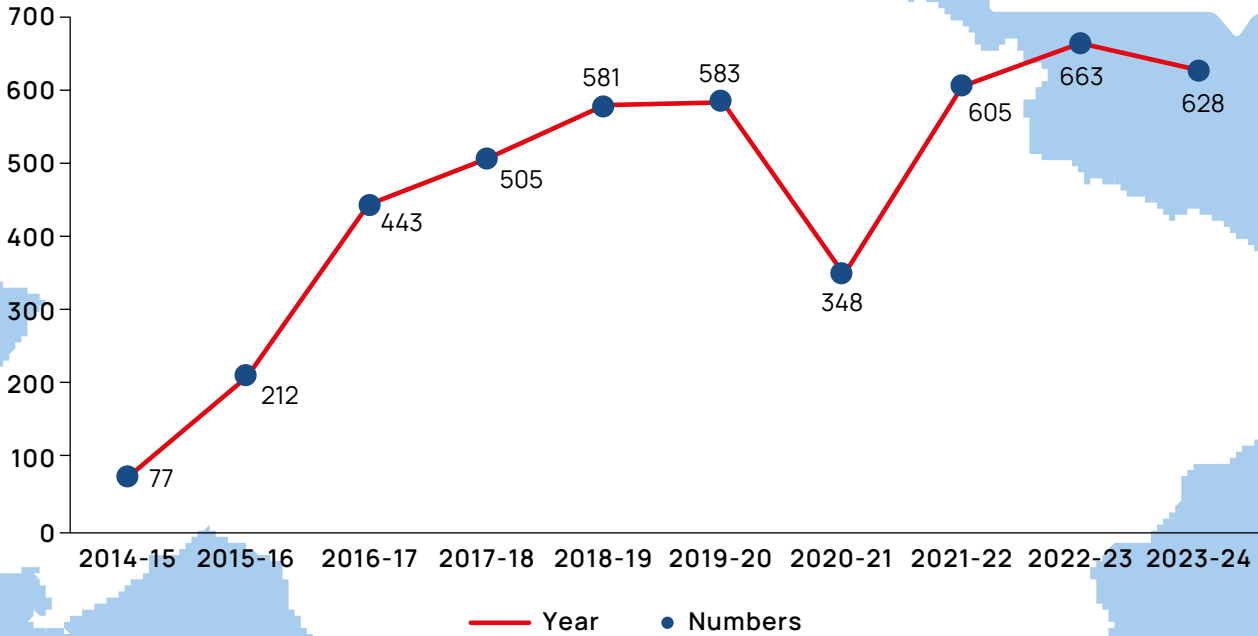
SMF Aakarshan Programme began in Uttarakhand in 2014, establishing its first skill development centre at Balika Vidya Mandir Junior High School in Rudrapur, Udham Singh Nagar, an aspirational district. In 2015, another centre was established in Udham Singh Nagar due to the community's need. Then in 2024, SMF established a centre in the Transit Camp area of Udham Singh Nagar. These centres aim to support children living in slum areas.

The first centre focuses on providing Computer & Tally and Spoken English courses in partnership with the government school, benefiting underprivileged children and youth. The second centre offers training in Computer & Tally, Spoken English, Cutting & Tailoring and Beauty & Wellness

In the fiscal year 2023-24, around 628 students successfully completed their skill training from the Aakarshan Skill Development Centre in Uttarakhand, bringing the total number of reach to 4,645 students across both centres.

Number of Learners in Uttarakhand

Cumulative - 4,645



MAHARASHTRA

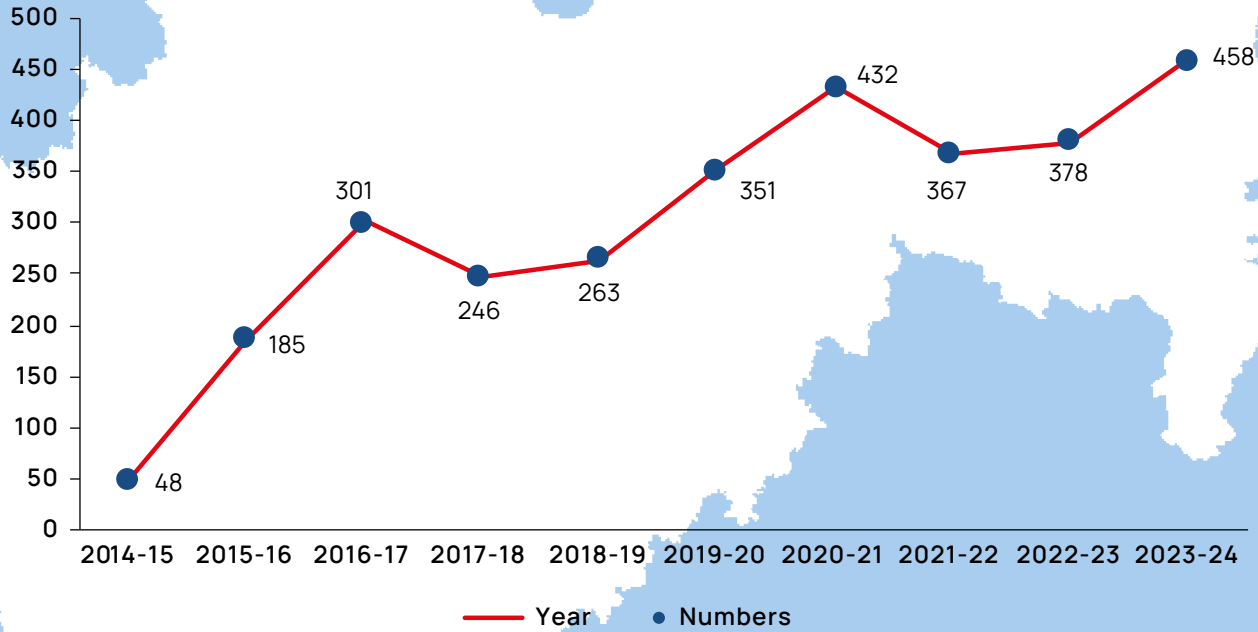
The Aakarshan Skill Development Programme expanded to Maharashtra in 2014 in a tribal Village of Pune, with a Computer course. Over time, it has grown to offer additional courses like Tally, Spoken English and Beauty and Wellness, all in one place. In the fiscal year 2019-20, the programme extended to Rajgurunagar, Khed Block, Pune, introducing training in Cutting and Tailoring. Additionally, in the year 2023, we established up a new centre in Murbad, a rural district of Maharashtra offering Computer & Tally and Spoken English.

These areas are mainly inhabited by tribal communities with limited access to skill development programmes. We identified this need, as local communities had to travel around 20 km for such training. Recognising the potential among youth and women, we aimed to provide new opportunities to them through these courses.

In the fiscal year 2023-24, the Aakarshan Skill Development Centre in Maharashtra reached 458 students, bringing the total number of learners to 3,029.

Number of Learners in Maharashtra

Cumulative - 3,029

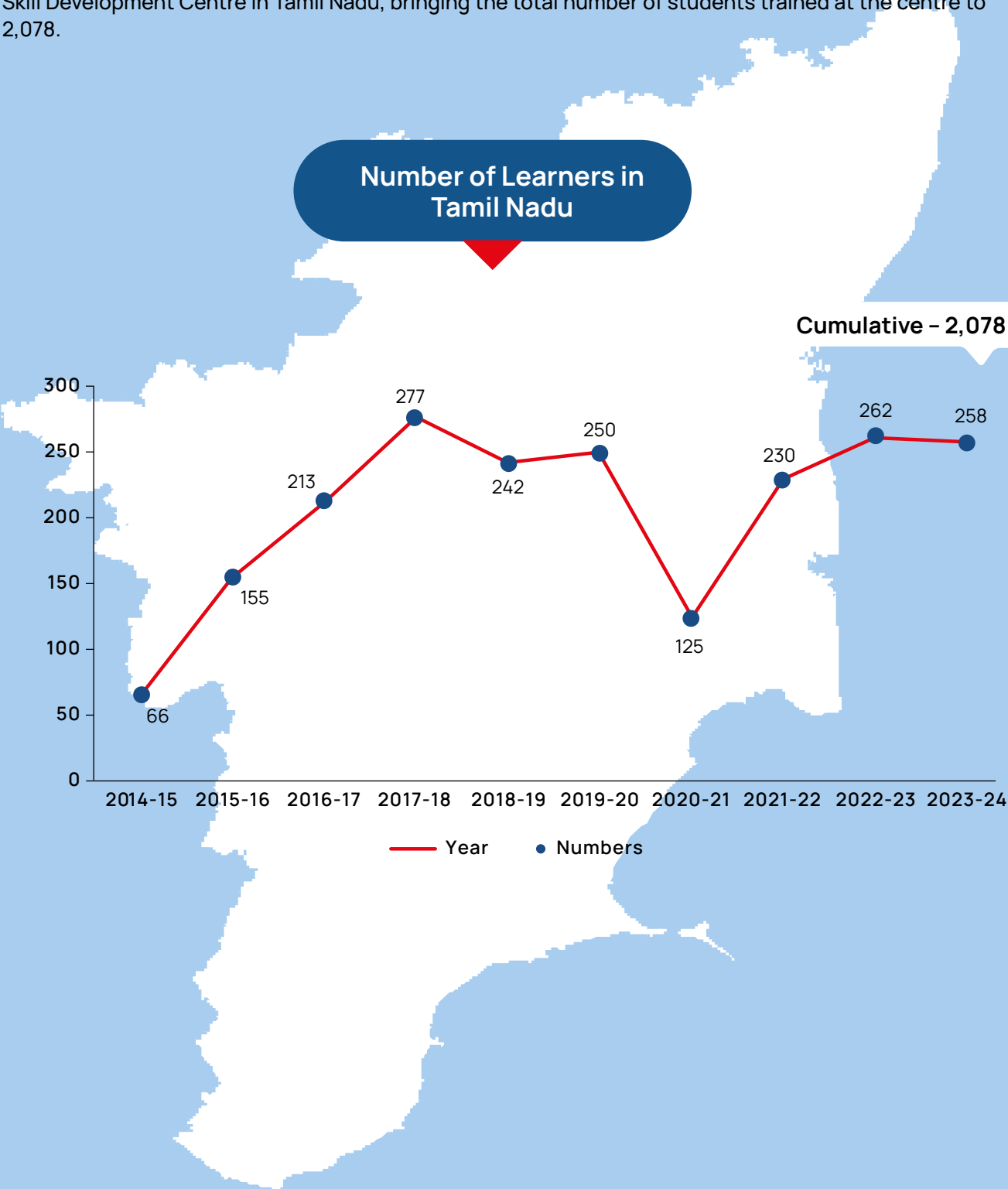


TAMIL NADU

The Aakarshan Skill Development Centre in Tamil Nadu is situated in Vengadu hamlet of Pillaipakkam, in the panchayat building. This Centre plays a crucial role in serving the community within Kanchipuram district. According to the need assessment conducted by SMF team, many people here lack computer skills and proficiency in English, which makes finding employment challenging. In 2014, SMF established a skill development training centre in Vengadu village to bridge this gap. Additionally, in the year 2023 SMF established another centre in a village of Panchakshipuram , Hosur (tk) of Krishnagiri District.

These centres offer courses in Computer and Tally, as well as Spoken English.

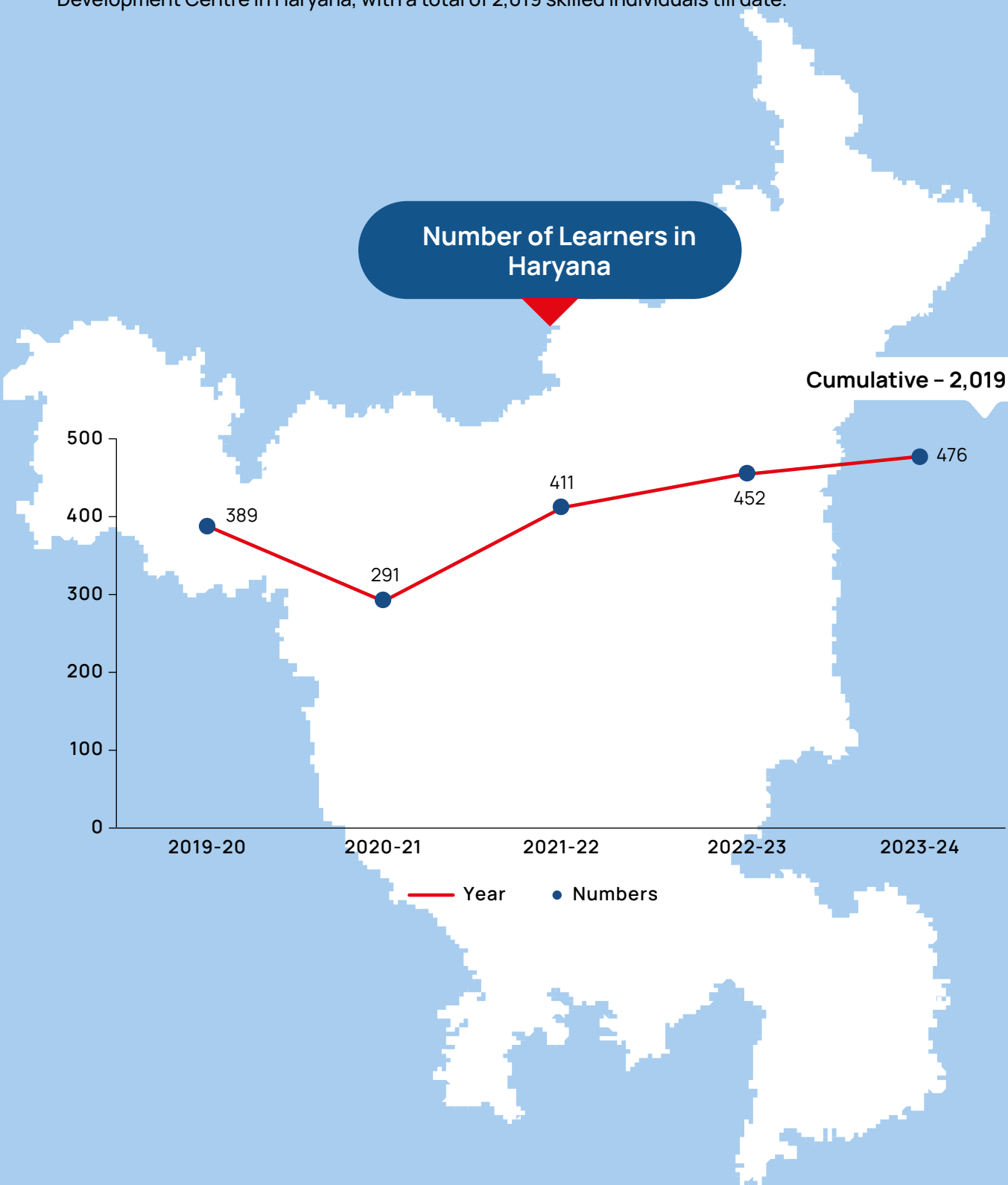
In the fiscal year 2023-24, 258 students successfully completed their skill training from the Aakarshan Skill Development Centre in Tamil Nadu, bringing the total number of students trained at the centre to 2,078.



HARYANA

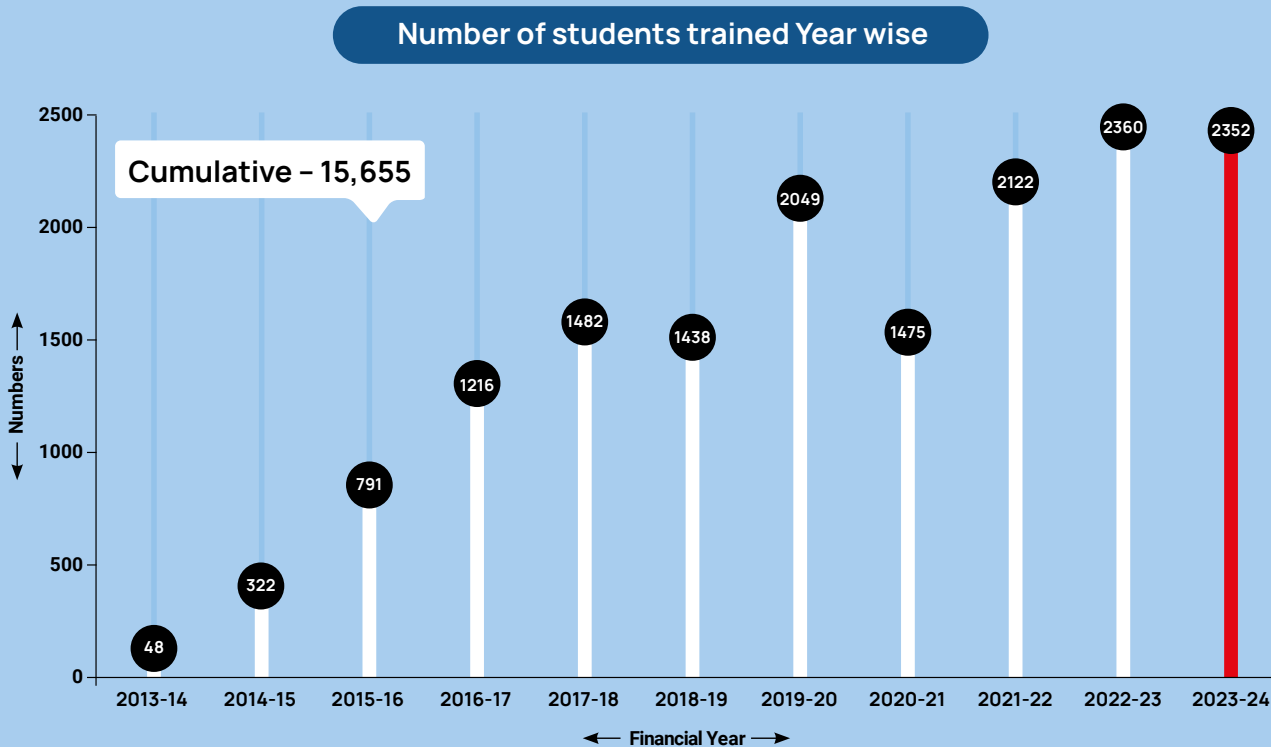
In 2019, the Aakarshan Programme took its first steps towards a multi-partnership initiative in Bhondsai Panchayat, Gurugram, Haryana. Through the dedicated efforts of SMF team and the commitment of the learners, SMF offers a range of courses at the centre, including Spoken English training, Industrial 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 fiscal year 2023-24, 476 youth and women were imparted with skills through the Aakarshan Skill Development Centre in Haryana, with a total of 2,019 skilled individuals till date.



Impact

- Aakarshan is operational across 8 centres in 5 states of India, highlighting its strategic focus on regional inclusivity and accessibility. This geographical presence ensures a widespread impact on rural and semi-urban communities, fostering local development.
- Since its inception, Aakarshan has empowered 15,655 learners by providing access to crucial skill development programmes. In the fiscal year 2023-24 alone, the programme has reached 2,352 learners. This outreach addresses critical skill gaps in rural populations, enhancing employability and self-sufficiency.
- Aakarshan has been instrumental in driving economic growth by equipping 70% of its youth participants with employable skills. This focus on employment readiness not only reduces unemployment rates but also contributes to the local economy by fostering a skilled workforce.
- The initiative has also promoted entrepreneurship, encouraging self-employment and the creation of small businesses. This entrepreneurial drive is essential for the economic diversification and resilience of rural economies.
- By providing skill development and employment opportunities, Aakarshan has significantly reduced economic disparities in rural and semi-urban areas. The programme supports the socio-economic upliftment of individuals and communities, leading to improved living standards and economic stability.
- The focus on youth employability ensures that the younger generation is prepared for future economic challenges, fostering a sustainable and prosperous socio-economic environment.
- Aakarshan's initiatives have had a ripple effect on local communities, contributing to overall community development and cohesion. The skills and opportunities provided by the programme lead to increased household incomes and reduced economic vulnerability.
- The programme's success in making a significant portion of the youth employable has broader economic implications, including higher productivity and economic output at the community and regional levels.



Employment & Entrepreneurship

The Skilling & Livelihood Programme is focused on generating the employability of learners. Imparting skills in trades like Beauty & Wellness, Tailoring, Spoken English, Computer & Tally plays a crucial role in enhancing employability and fostering entrepreneurship. The programme empowers individuals with practical skills that are in demand, opening doors to various job opportunities and enabling them to start their

own businesses. Aakarshan not only provide vocational training but also instils confidence and self-reliance, equipping individuals with the tools they need to succeed in the modern workforce and economy.

Till date SMF has assisted around 70% of youth and women out of total learners in getting employed or becoming entrepreneurs across India.



SALIENT FEATURES OF THE AAKARSHAN PROGRAMME

In addition to fostering skill enhancement, we believe that students must also grow holistically. Therefore, in addition to the classes, we plan

enjoyable and educational workshops or sessions to empower the students. Some of them are as follows-

GUEST LECTURES



EXPOSURE VISITS



ART & CRAFT



INDOOR & OUTDOOR GAMES



QUIZ COMPETITION



FIRE SAFETY AWARENESS SESSIONS



INTERNSHIP & EXPOSURE FOR BEAUTY & WELLNESS



Empowering and Enriching Holistic Development

As part of our efforts to promote the holistic development of youth and women, we host a variety of empowering extra-curricular events at Aakarshan centres. These sessions are intended to improve abilities, such as soft skills which encourage personal development and provide participants with priceless experiences and knowledge. Facing interviews, fire safety, making best out of trash, traffic safety, personality development and other topics are covered in these interactive sessions.

With these sessions the students enhance their soft skills and can improve their employability and thrive in the competitive job market. These sessions also act as a platform to encourage and engage our students towards sustainability and incorporating sustainable habits in their day-to-day lives. These activities include encouraging responsible consumption and waste reduction while also fostering an innovative and environmentally sensitive mindset. This further fosters awareness and creativity.



Convocation Ceremony.



Dual System of Training

Introduction

In the contemporary landscape, the fusion of practical skills with academic knowledge is imperative for success in diverse careers. The Dual System of Training (DST) programme emerges as a pivotal initiative, strategically designed to bridge the gap between supply of academic knowledge and practical industry training, inaccessibility to latest technology, capacity building of trainers, curriculum upgradation, on job training, interpersonal skills and earning while learning. Through strategic collaborations and immersive learning experiences, it aims to equip individuals with the versatility and proficiency required to thrive in dynamic professional environments. SMF has signed a Memorandum of Understanding (MOU) with the DTTE Government of NCT of Delhi for the same. The programme began with ITI, Arab Ki Sarai, Nizamuddin in the trade of Press Tools, Jigs Fixtures and Mechatronics. Wadhvani Foundation is our official programme partner who are responsible for imparting Soft Skill module training to the students.



Background and Need

- In the modern era, the demand for professionals with both theoretical knowledge and practical skills is on the rise
- Traditional academic instruction often falls short in providing learners with hands-on experience and real-world exposure demanded by industries
- There is a pressing need for initiatives like the Dual System of Training (DST) programme to address this gap and ensure that individuals are adequately prepared to meet the evolving demands of the workforce
- There is a severe gap between supply of academia and need of industry
- Due to inaccessibility to latest technology students miss out on learning about cutting-edge technology, limiting their competitiveness in the job market
- Enhancing the capabilities of trainees is important to meet evolving industry demands
- Traditional curricula often lag behind current industry standards, failing to incorporate the latest developments and innovations
- On-job training provides students with real-world experience, helping them apply theoretical knowledge in practical settings
- Developing strong interpersonal skills ensures trainees can work well with colleagues, lead projects and communicate effectively with clients and stakeholders
- Opportunities for students to earn while they learn make education more accessible and affordable



Objectives

- The primary objective of the DST programme is to establish a symbiotic relationship between academia and industry
- It aims to provide learners with holistic development opportunities, combining theoretical learning with hands-on experience
- Through strategic partnerships and immersive training modules, the programme seeks to enhance participants' employability and entrepreneurship skills, thereby contributing to their overall professional growth and success
- The programme focuses on making students industry-ready by integrating industry-specific projects and real-world problem-solving into the curriculum
- It emphasise enhancing interpersonal skills through collaborative projects, communication workshops, and leadership training
- Students are given exposure to the latest technology through hands-on sessions, industry visits, and interactions with tech experts

Course:

The DST programme offers a diverse range of courses tailored to meet the specific needs of industries and aspirants

We offer a 9-months course which includes machine learning, soft skills development and technical training in areas such as Press Tools, Jigs and Fixtures along with Mechatronics.

Trainees are also given a stipend as per the Apprenticeship Act, along with opportunities of employment in Spark Minda Group factories in Noida and Greater Noida, Uttar Pradesh.

Each course is designed to provide participants with practical skills, industry-relevant knowledge and opportunities for personal and professional growth.

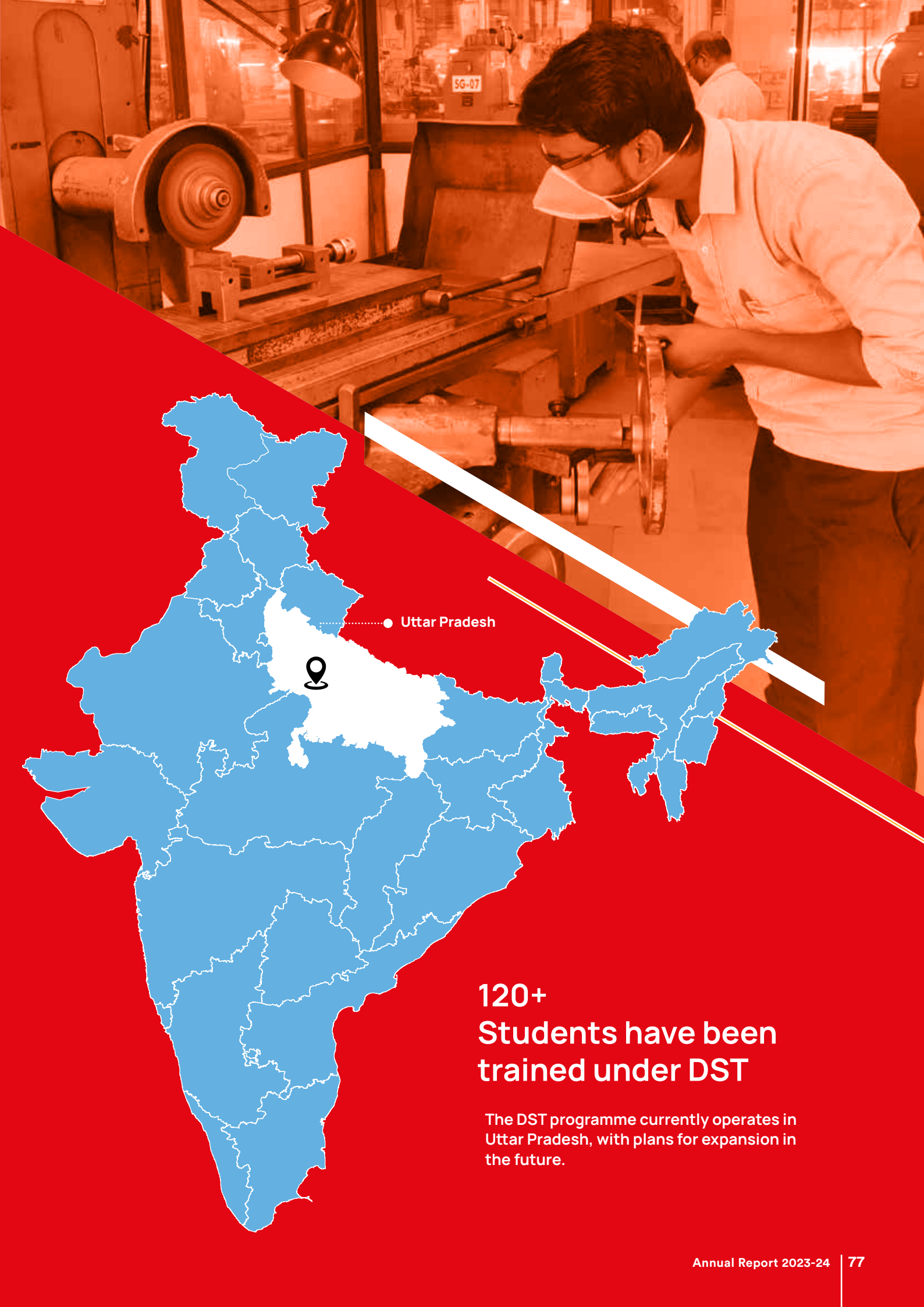
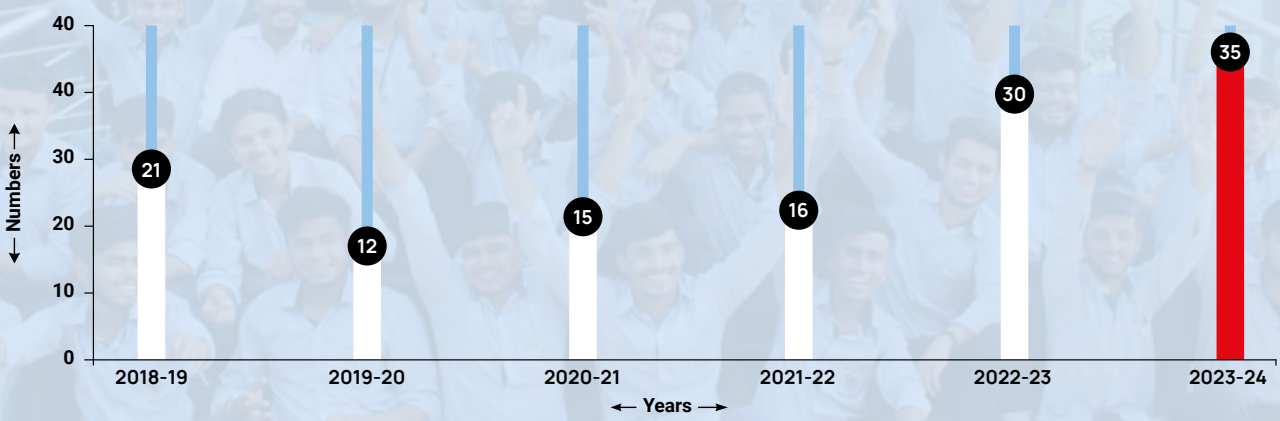
Impact

By training 129 learners till date, the DST programme is directly contributing to job creation. These trained individuals are more likely to secure employment in skilled roles, reducing unemployment rates. Training programmes like DST have been instrumental in promoting social mobility. Individuals from disadvantaged backgrounds can gain access to better job opportunities, breaking cycles of poverty.

For the 35 learners trained in FY 2023-24 and the 129 overall, their enhanced skills make them more competitive in the job market, leading to better job opportunities and career advancement. Different industries benefit from a continuous supply of skilled workers. This is particularly important in sectors experiencing rapid technological changes, where ongoing training and upskilling are essential.

Number of Learners in Dual System of Training

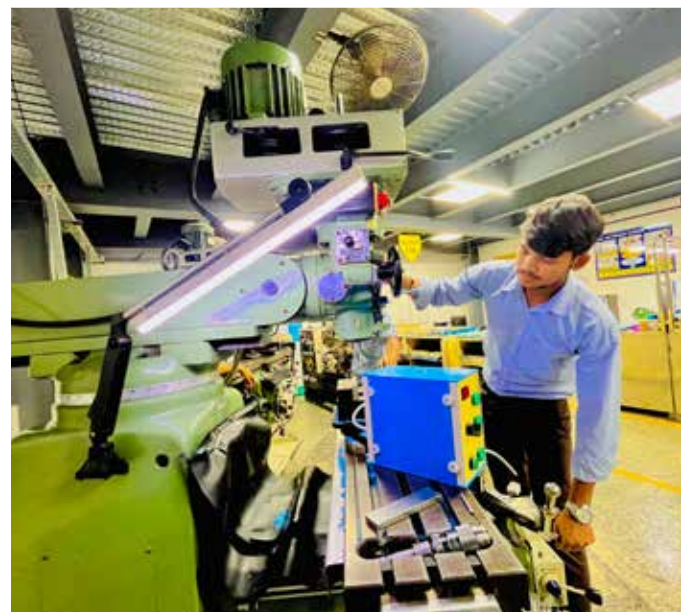
Cumulative - 129



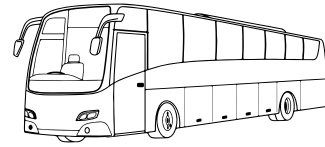
120+ Students have been trained under DST

The DST programme currently operates in Uttar Pradesh, with plans for expansion in the future.

DST students learning in our factories.



World on Wheels: Digital Skill Programme



Introduction

HP India collaborated with Moga Devi Minda Charitable Trust and SMF for an innovative project called HP World on Wheels (WoW), deploying 48 self-contained, Internet-enabled digital inclusion and learning labs across rural and semi-urban regions of India. As part of the broader People-Planet-Profit model, WoW aims to advance digital literacy, e-education, entrepreneurship training and citizen services in the underprivileged communities.

Background and Need

- Recognising the digital divide in rural and semi-urban regions of India, SMF aims to address the lack of access to digital resources and educational opportunities for the people of the community
- To lay importance on digital literacy and education, HP collaborated with Moga Devi Minda charitable Trust and Spark Minda

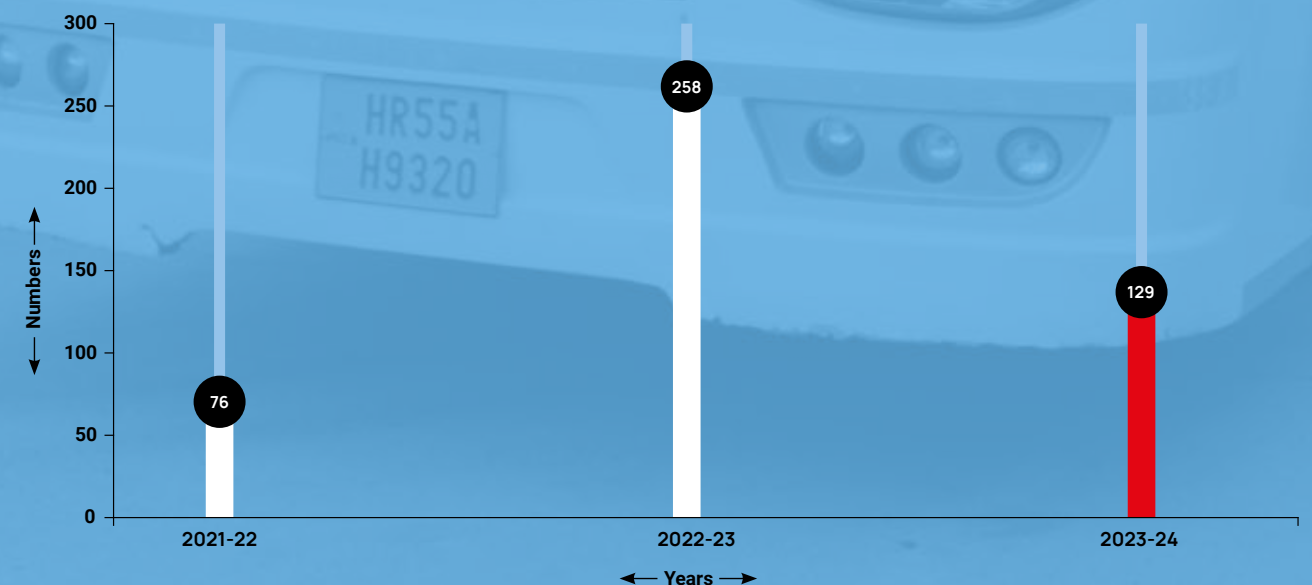
Foundation and introduced the "World of Wheels- WoW bus" at Hasanpur village in Gurugram, Haryana. This mobile digital laboratory, equipped with 20 computers, a printer, a 65-inch touchscreen and a sound system, operates on solar energy. It serves as a Common Service Centre (CSC)

- It serves as a Common Service Centre (CSC), bringing digital education directly to the doorsteps of rural residents, making it accessible and convenient for them to engage in learning.
- The project aligns with broader goals of promoting digital inclusion and empowering rural populations through education, entrepreneurship and access to technology
- We seek to bridge the gap in digital literacy and enhance educational opportunities for the students of the community



Cumulative - 463

Number of Learners in World on Wheels



Objectives

- The HP WoW project aims to empower communities and drive economic development in rural areas through initiatives focused on digital literacy, e-education and entrepreneurship training
- Through the deployment of mobile digital laboratories equipped with state-of-the-art technology, WoW aims to provide accessible and engaging learning experiences for students of all ages

Courses

- The initiative aims to provide training in Tally, GST courses and fosters computer literacy
- Through hands-on workshops and training sessions, WoW provides opportunities for students and community members to enhance their digital skills and pursue educational and entrepreneurial endeavours

Impact

- Since its inception in January 2021, the WoW project has made significant strides

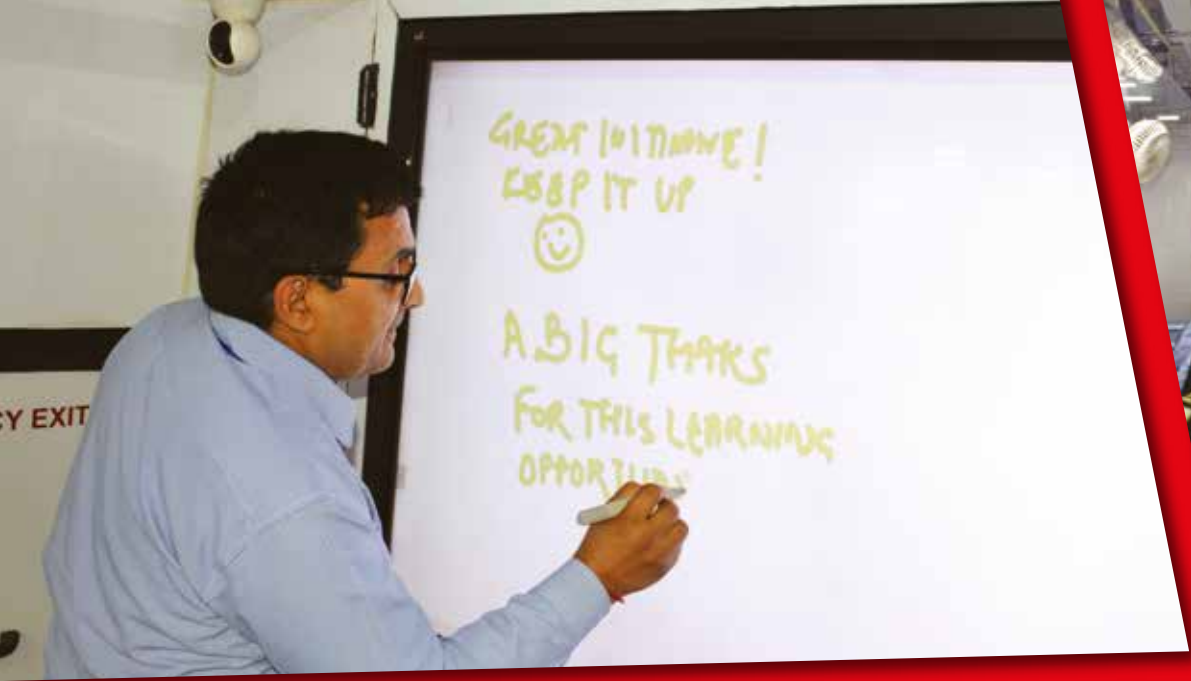
in promoting digital literacy and educational empowerment in rural areas of Haryana and Uttar Pradesh

- In FY 2023-24, 129 learners were enrolled
- Till date, WoW has positively impacted the lives of 463 people
- By leveraging innovative technology and sustainable solutions, such as solar-powered infrastructure, WoW is paving the way for a more inclusive and digitally empowered future for rural and semi-urban India
- Wow's initiatives have particularly empowered women and marginalised groups, offering them the tools to overcome barriers to education and employment
- This has fostered greater social inclusion and gender equality within these communities
- Access to digital education and literacy has provided community members with the knowledge and skills to improve their personal and professional lives
- This has led to enhanced well-being and a better quality of life for the people of the community



States Covered:

- This initiative started in Hasanpur village, Haryana
- It currently operates in Noida, Uttar Pradesh, including the villages of Khora and Mamura
- By targeting multiple states and villages, WoW aims to maximise its impact and reach a larger number of underprivileged populations with its digital inclusion initiatives



Empowerment of People with Disabilities



SAKSHAM

Empowerment of People with Disabilities

Introduction

Pioneering Inclusion

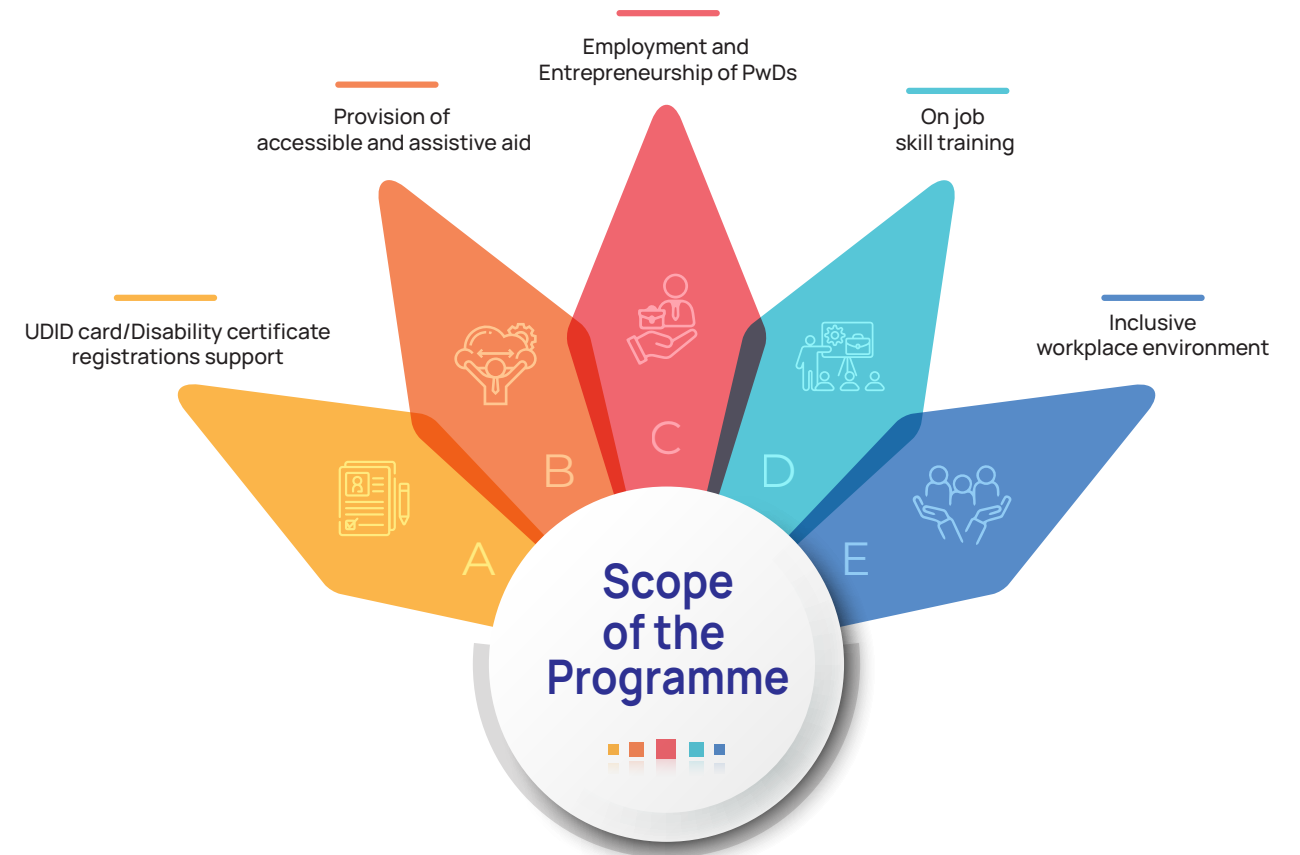
The "Saksham – Empowerment of People with Disabilities" initiative by Spark Minda Group, launched in 2014, has been a beacon of inclusion for People with Disabilities (PwDs). It goes beyond mere assistive aid, focusing on sustainable livelihoods through job placements, skill development and livelihood support. By aligning with the Accessible India Campaign (Sugamya Bharat Abhiyan) of the Ministry of Social Justice and Welfare, Department of Empowerment of Persons with Disabilities, it reinforces government efforts towards inclusivity. Saksham sets a commendable example of Private-Public collaboration, breaking barriers and empowering PwDs to become active contributors to society.

Till now, we have reached to 21,000+ PwDs and have established avenues of employment for 1,000+ PwDs across our Group.



Why SAKSHAM ?

- Promoting Inclusion:** Saksham addresses the need for greater inclusion of People with Disabilities (PwDs) in society by helping foster them with opportunities for sustainable livelihoods
- Empowering PwDs:** The initiative empowers PwDs by facilitating job placements, offering skill development opportunities and supporting livelihood initiatives, enabling them to become active contributors to participants of society
- Breaking Barriers:** By providing assistive aid and equipment alongside job placements and skill development, Saksham breaks down barriers and stereotypes surrounding disability in the workforce
- Supplementing Government Objectives:** Saksham aligns with the objectives of government campaigns like the Accessible India Campaign, reinforcing efforts towards inclusivity and empowerment
- Private-Public Collaboration:** Saksham demonstrates the importance of Private-Public collaboration in promoting inclusion and making a meaningful difference in the lives of PwDs



The project supplements Section 135, Schedule 7 of the Companies Act 2013 and is in line with the Sustainable Development Goals :-





Partners

This programme is a unique example of like-minded collaboration with the government, non-governmental organisations, trade associations, private organisations, and

academia. Minda Corporation is also a member of the reputable India Business Disability Network (IBDN), an initiative of Confederation of Indian Industry (CII).



Objectives

- 1. Provide Accessible and Assistive Aids: Manufacture and fit aids to help PwDs in their daily lives
2. Facilitate UDID Registration: Assist PwDs in obtaining Unique Disability IDs to ensure they receive appropriate governmental benefits and services
3. Create Employment Opportunities: Offer skill development training along with on-job training in collaboration with multiple NGOs and facilitate job placements within and outside the organisation
4. Establish Empowerment of People with Disabilities Centres: Set up centres in states like Maharashtra, Uttar Pradesh and Uttarakhand to provide various services, including manufacturing and fitting accessible aids, skill training, employment and entrepreneurship facilitation
5. Promote an Inclusive Society: Foster a societal mindset that values the abilities of PwDs rather than focusing on their disabilities
6. Align with Government Campaigns: Supplement initiatives like Accessible India and the Rights of Persons with Disabilities Act, 2016, to promote accessibility and rights for PwDs

Camps for Empowerment of People with Disabilities

Spark Minda Group's commitment to fairness and empowerment is exemplified through annual empowerment camps for the empowerment of

PwDs held nationwide. These camps provide free assistive and accessible aids, facilitate UDID registrations and offer employment and entrepreneurship opportunities along with skill training to enhance the employability of the People with Disabilities (PwDs). By reaching to over 3,000 PwDs solely through camps organised in Uttarakhand, Maharashtra, Jammu & Kashmir and Uttar Pradesh this financial year, SMF fosters inclusivity and harmony in society.

Process of organising camps

SMF team carries out the need assessment exercise post getting in touch with various Governmental Bodies, stakeholders and CSR fraternities, through screening camps. This helps us collate a comprehensive data of the PwDs adjacent to the areas. The camps also witness active volunteers from various organisations and the Spark Minda Group.

Methodology of Organising camps for PwDs

- a) Involvement of Government (District Administration) for the identification of PwDs for the programme
b) Association with mobilising partners and stakeholders (NGOs and Panchayat)
c) Organising screening camps in strategically identified areas for screening PwDs
d) Employment of PwDs across different units of Spark Minda Group
e) Facilitating ergonomic upgradation for employment of PwDs





Camp for Empowerment of PwDs in collaboration with the Indian Army

Kupwara, Jammu and Kashmir

21st - 26th August 2023

- 1,111 PwDs impacted
- PwDs hailed from various regions including Anantnag, Baramulla, Budgam, Bandipore, Ganderbal, Kupwara, Kulgam and Srinagar District.





Camp for Empowerment of PwDs in collaboration with Rotary Club Noida

Noida, Uttar Pradesh

16th - 17th December 2023

- 247 PwDs impacted
- The camp witnessed participation from PwDs representing diverse regions such as Uttar Pradesh, Delhi, Haryana, Uttarakhand and Bihar.



Camp for Empowerment of PwDs in collaboration with Mahavir Jain Vidhalaya

Pune, Maharashtra

28th - 29th January 2024

- 238 PwDs impacted
- PwDs from Alandi, Ambegaon, Bhore, Chakan, Dehu Road and other rural regions of Maharashtra received assistance during the camp.





Camp for Empowerment of PwDs in collaboration with the Social Welfare Department

Rudrapur, Uttarakhand

10th - 12th February 2024

- 268 PwDs impacted
- The camp assisted PwDs from Bajpur, Gadarpur, Rudrapur, Jaspur, Kashipur, Kichha and other rural regions from Uttarakhand



Camp for Empowerment of PwDs

Pune, Maharashtra

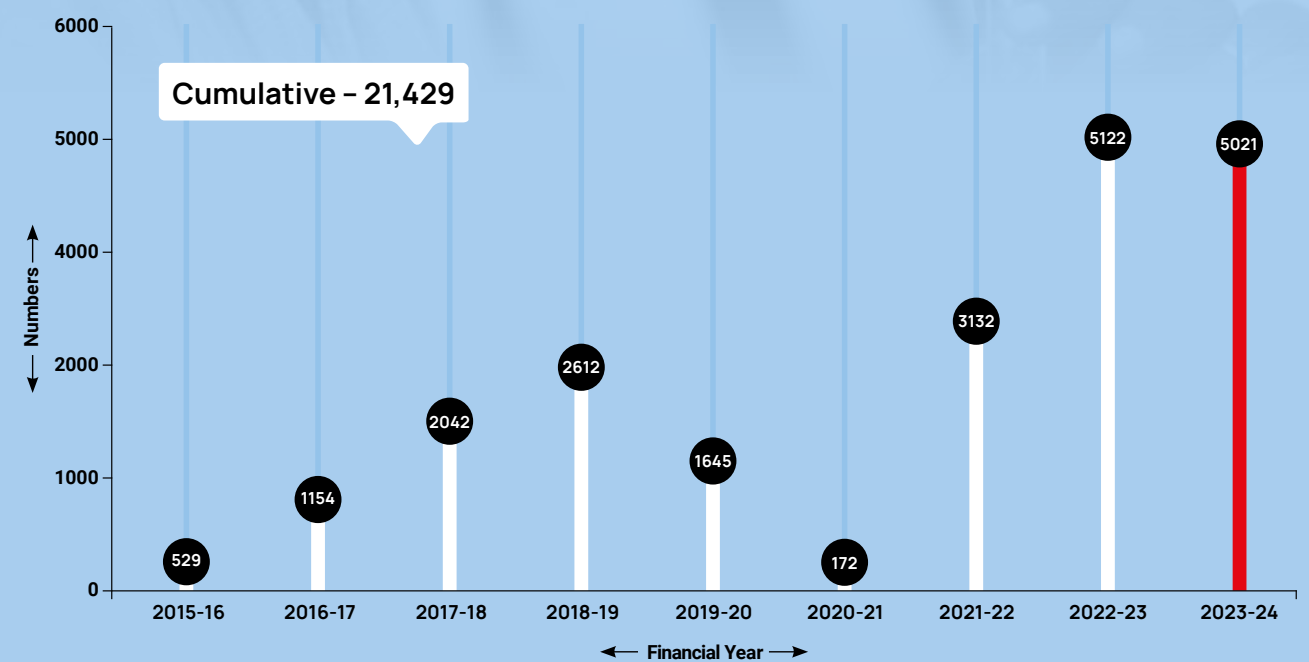
21st - 27th February 2024

- 1,181 PwDs impacted
- PwDs from Shirur, Shirampur, Daund, Ambegaon, Pernefata, Maval, Talegaon, Baramati, Khed, Junnar, Malegaon and other rural areas of Maharashtra attended the camp





Number of Fitments Year wise



Empowering stories from Camps

Mansur Khan was a mechanic and the sole provider for his family who met with a tragic accident which resulted in loss of his left leg. Overnight, he was thrust into a life of uncertainty, unable to support his family. Amidst the darkness, a glimmer of hope emerged when the hospital staff introduced him to Saksham, An Empowerment of People with Disabilities Centre. He took a leap of faith and went to the centre for assistance. Mansur learned that SMF, through the Saksham Programme, strives to provide comprehensive support to individuals with disabilities, aiming to foster holistic development for PwDs. He received his first prosthetic leg at the centre which instilled a sense of new-found possibilities and determination. Mansur refused to let his disability define him. Embracing his prosthetic limb, he embarked on a new journey fueled with resilience and a commitment to provide for his family. Now, he drives an auto-rickshaw in Pune. Through Saksham's intervention Mansur's life took a remarkable turn. No longer confined by his physical limitations, he reclaimed his livelihood and, more importantly, his sense of dignity and self-worth.



MANSUR KHAN

Prem Anil Vavle is a 14-year-old from Parbhani, Maharashtra is a bright and promising teenager with a passion for sports. Tragedy struck when an accident resulted in the amputation of his left leg below the knee. This incident devastated Prem, and adapting to his new life proved challenging. Missing school and sports led to isolation and loneliness. A turning point emerged when Prem's family learned about the Saksham - Empowerment of People with Disabilities Centre. They took him there, where he received his first below-knee prosthesis. Remarkably, Prem swiftly adapted to the gait training, achieving independent walking within days. This achievement significantly boosted his morale and his new-found joy radiated with a million-dollar smile as he returned home.



PREM ANLI



Empowering stories from Camps

Madiya, a 13-year-old girl from Handwara in Jammu and Kashmir, has been a fighter since 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. Although, affording a hearing aid was tough for her family, they clung to hope, knowing Madiya's resilience. Upon learning about a Camp for Empowerment of People with Disabilities organised by Spark Minda Foundation in collaboration with the Indian Army, they eagerly attended. There, Madiya received her first hearing aid, experiencing the joy of hearing her parents' voices for the first time. A fighter who has overcome many obstacles, she now aspires to become a lawyer through sheer determination. Spark Minda Foundation is proud to support Madiya's journey and wishes her immense success in her future endeavours.



MADIYA

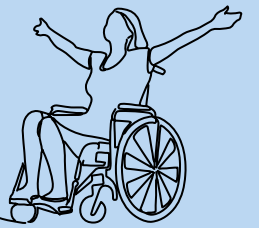


SHABIR AHMAD

Shabir Ahmad, a 30-year-old from Gurez in the Bandipora district of Jammu and Kashmir, was passionate about driving which was also the source of his income. In December 2021, he was diagnosed with a nerve blockade and advised by the doctor to have his leg amputated. This news devastated Shabir, who could no longer drive or support his family. With limited rehabilitation resources in the town he became dependent on his brother.

He learned of a camp organised by Spark Minda Foundation in collaboration with the Indian Army in Kupwara. Hopeful about getting a new leg that would allow him to drive again, he travelled approximately 130 kilometres to attend the camp. There, he was fitted with a prosthetic limb. After the fitting and gait training, Shabir was able to drive his car around the camp. Overjoyed at regaining his ability to drive, he thanked SMF and the Indian Army for giving him a new lease on life.

Empowerment of People with Disabilities Centre



Our Empowerment of People with Disabilities centres located in Maharashtra, Uttar Pradesh and Uttarakhand have made a significant impact, reaching over 2,200 PwDs through various assistance provided by us, including-

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

These initiatives reflect our commitment to empowering individuals with disabilities by providing them with essential resources, skills and opportunities for self-reliance and integration into the workforce.

Pune, Maharashtra

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.

Maharashtra

Aasarabai, a 75-year-old home-maker faced life as a below-knee amputee, after losing her limb due to gangrene. Two years post-amputation she arrived at Saksham centre in a wheelchair. She noted that from her first few steps in the centre there was already a sense of understanding and unwavering support throughout her journey. Due to her strong determination she went home walking on both her feet. Now she is able to do her chores at home and is delighted to be independent once again.



AASARABAI

Maharashtra

Arjun, a 12-year-old with partial foot amputation, faces daily challenges in school and life.

Coming from a financially struggling background only compounds his difficulties. However, he says the Saksham Programme, not only provided him with free prosthetic fitment but also instilled a sense of confidence and independence.



ARJUN

Uttar Pradesh

Lal Bahadur, a 32-year-old auto driver from Jewar, Gautam Buddha Nagar, was introduced to Saksham through community members. His life significantly changed after receiving his fitment, his arrival on his bike for a subsequent appointment symbolised this change towards independence. Initially struggling to walk properly and drive due to his amputation, Lal Bahadur underwent a remarkable transformation after a fitment review with Saksham. He can now comfortably walk and drive, reclaiming his independence and ability to navigate the world effortlessly. Expressing complete satisfaction with Saksham's services, Lal Bahadur emphasised the invaluable free-of-cost assistance he received. His story underscores the profound impact of access to assistive technology and support services in empowering individuals with disabilities to lead fulfilling lives.



LAL BAHADUR

Noida, Uttar Pradesh

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.

Uttar Pradesh

Imraan, a 35-year-old tailor from Hapur, discovered the Saksham Programme through a friend, highlighting the importance of supportive relationships in his journey towards independence. Struggling with mobility challenges, Imraan found it difficult to walk long distances without support, often relying on his hands to aid his legs. However, after a two-year journey with Saksham, Imraan has made remarkable progress. He can now comfortably travel long distances independently. Grateful Saksham's immediate service, Imran also benefitted from their guidance in accessing job opportunities within the organisations enabling him to achieve financial stability along with his new-found independence.



IMRAAN

Rudrapur, Uttarakhand

The Rudrapur Centre was established in May 2023, in collaboration with Social Welfare Department, Uttarakhand based in DDRC building, Jawaharlal Nehru district hospital. It caters to the PwDs residing in Uttarakhand and neighbouring states.

Uttarakhand

Shabana, a 24-year-old from Rudrapur, Udham Singh Nagar, Uttarakhand, has been suffering with Poliomyelitis in her right leg since childhood. Despite this challenge, she persevered and completed her graduation. However, managing her condition was a constant struggle. Her situation took a positive turn when she received a call from the District Disability Rehabilitation Centre of Jawaharlal Nehru District Hospital. They informed her about Saksham which is a collaboration between the Social Welfare Department and Spark Minda Foundation. Through Saksham, Shabana found accessibility to callipers and repair services, all in one place. This new-found support enabled her to pursue her higher studies without limitations. She is immensely grateful for the assistance provided by Saksham and looks forward to a future filled with opportunities.



SHABANA

Uttarakhand

Yuvraj, a 17-year-old boy diagnosed with Cerebral Palsy since birth, faced challenges accessing education due to his impairment. His mother sought treatment for him at AIPMR, Mumbai, where he received his callipers. However, the expenses of travelling from Uttarakhand to Mumbai were burdensome for his family. Their situation took a positive turn when they learned about the Spark Minda Foundation's Saksham - Empowerment of PwDs programme. This programme provided them with the opportunity to access callipers and other necessary follow-ups under one roof, relieving them of the financial strain of frequent visits to Mumbai. For Yuvraj and his family, Saksham was like a blessing in disguise. They are immensely grateful to the team and Spark Minda Foundation for the support and assistance provided.



YUVRAJ

Skilling and Employment

Skilling and employment stand as crucial pillars in ensuring the sustenance of lives. With the right skill set and training, individuals can achieve their goals and attain true empowerment by being self-sufficient. Recognising this, the Saksham programme extends its support to address the employment needs of People with Disabilities (PwDs). Over 1,200 PwDs have been employed within the Spark Minda Group (SMG) and also have facilitated PwD employments through collaborations with NGOs specializing in the same.

Partnerships with organisations like the National Association for Blind, Youth 4 Jobs, Samarthanam and Sarthak Educational Trust have been instrumental in sourcing manpower and accessing databases collected during camps and at Empowerment Centres. Upon employment, PwDs undergo On-Job-Training (OJT) to enhance their skills and knowledge, complemented by safety training to ensure their well-being in any situation. This holistic approach not only empowers PwDs but also fosters their growth and integration into the workforce.



Skilling and Employment



Saurabh Siddhartha exemplifies resilience and determination in the face of adversity. Despite facing left side paralysis, Saurabh has not let his physical challenge define him. His dedication to his work at Spark Minda, Die Casting Division-Greater Noida Plant is truly inspiring.

In the past few months, Saurabh has become an invaluable member of our team, particularly in the rework area at HPDC packing. His positive attitude, strong work ethics and ability to work effectively alongside his co-workers and supervisors make him a valued employee.

What's truly commendable about Saurabh is his unwavering commitment to his goals. Despite the distance from his family, he has chosen to pursue his career here, driven by his passion for his work and the supportive environment he has found at Spark Minda. He strives to create a better future for himself and his family.

Saurabh's story serves as a testament to the power of perseverance and the importance of creating inclusive workplaces where individuals of all abilities can thrive.



SAURABH SIDDHARTHA

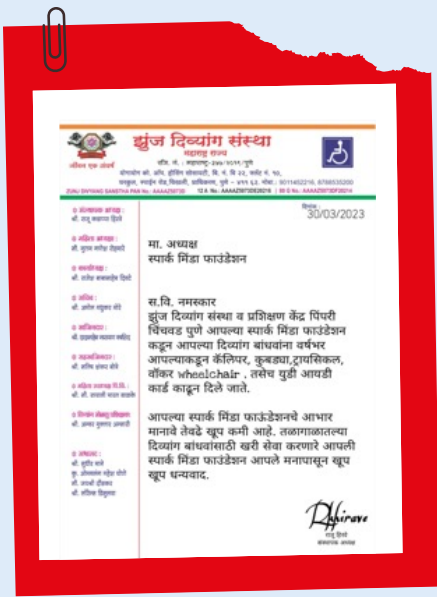
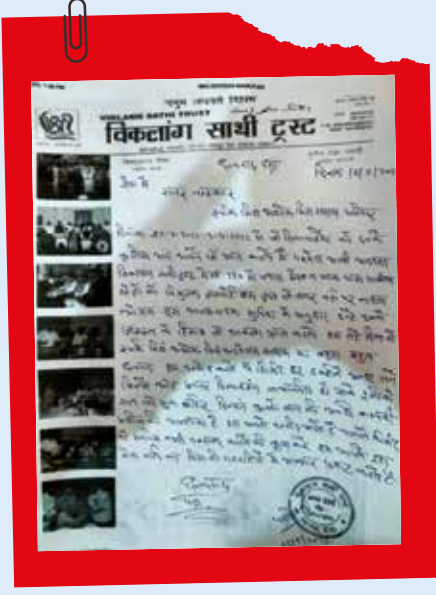
SUBHASH KUMAR



Subhash Kumar, with his unique abilities, plays a significant role within the Spark Minda team. Despite completing his 12th standard education, Subhash faced a career crossroads due to a childhood locomotor impairment in his right hand. This condition clouded his path and raised concerns about his future. However, a ray of hope emerged when a relative introduced him to a job opportunity at Spark Minda tailored for PwDs. Seizing this chance, he embarked on a journey filled with uncertainties about the compatibility of the work environment with his needs. Over time, he discovered the kindness and cooperation of his colleagues, creating a supportive atmosphere within the workplace. His role was carefully chosen to accommodate his unique circumstances. With his entry into Spark Minda, the rhythm of his life found a smoother tempo. Through this employment, Subhash found more than just a job – he uncovered a wellspring of morale and confidence. His journey stands as a testament to resilience, transformation, and the power of inclusive opportunities.



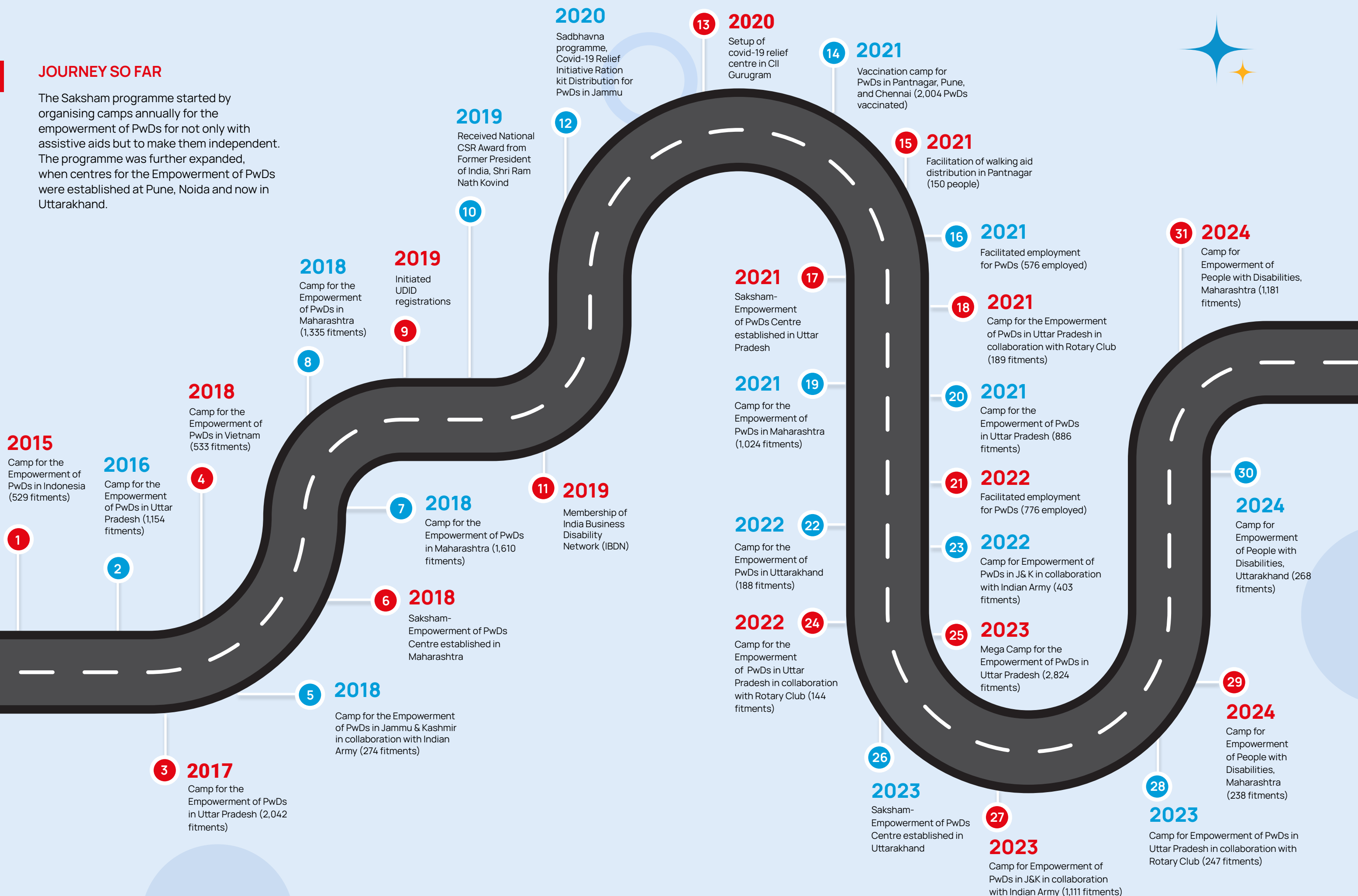
Partners' Testimonials





JOURNEY SO FAR

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



Health and Wellbeing



Health and Wellbeing

Introduction

In the diverse communities of India, the quest for health and well-being is woven into the fabric of everyday life, reflecting a rich combination of tradition, culture and modernity. With a population exceeding 1.3 billion and a history dating back millennia, India faces unique challenges and opportunities in its pursuit of holistic health and well-being. Against the backdrop of rapid urbanization, socio-economic disparities and environmental concerns, the need to prioritise health and well-being has never been more pressing.

Despite many advancements, India grapples with a myriad of health challenges, reflecting the complex interplay of socio-economic, cultural and environmental factors. High rates of infectious diseases, maternal and child mortality, malnutrition and non-communicable diseases pose significant burdens on the healthcare system and hinder the nation's progress toward achieving health and well-being for all. Furthermore, socio-economic disparities exacerbate health inequities, with marginalised communities and rural populations often bearing the brunt of inadequate access to healthcare services, sanitation and clean water.

Against this backdrop, the Sustainable Development Goals (SDGs) provide a comprehensive framework for addressing India's health challenges and advancing the nation's development agenda. Goal 3 of the SDGs, "Ensure healthy lives and promote well-being for all at all ages," resonates deeply with India's aspirations to build a healthier, more equitable society.

Moreover, several other SDGs intersect with health and well-being, highlighting the interconnected nature of sustainable development. SMF supplements the following SDGs under the Health and Wellbeing initiatives:



They all play pivotal roles in shaping the health outcomes of India's population. For instance, addressing poverty, improving access to education, empowering women, ensuring clean water and sanitation and mitigating climate change are integral to promoting health and well-being across the country.

As India embarks on its journey towards sustainable development, here at Spark Minda Foundation we have been putting in our effort in the pursuit of health and well-being. By embracing the principles of equity, inclusivity and sustainability, we have been playing our part in forging a path toward a future where we can provide access to quality healthcare, basic amenities and opportunities for personal growth and fulfilment to the maximum number of beneficiaries. Through synergistic partnerships, evidence-based interventions and community engagement, we are slowly transforming the healthcare landscape and paving the way for a healthier, more prosperous society.



Community Health Checkup Drives

Background

Community health checkup drives play a crucial role in addressing the healthcare needs of marginalised populations in India. Health checkup camps are typically held in marginalised communities where healthcare infrastructure is limited and access to medical facilities is often challenging. Many rural and marginalised communities in India lack access to healthcare facilities due to geographical remoteness, inadequate transportation infrastructure and financial constraints. Health checkup camps bring medical services directly to these communities, reducing barriers to access and ensuring that individuals receive timely healthcare interventions. By detecting health issues at an early stage, these camps help prevent the progression of diseases and improve health outcomes among the population.

Need

- For many marginalised communities, the cost of healthcare services can be prohibitive, leading to delayed or deferred medical treatment.
- Health checkup camps offer free healthcare services, making essential medical care accessible to those who cannot afford it otherwise. This ensures that financial constraints do not become barriers to healthcare access.
- Health checkup camps foster community participation and engagement by involving local leaders, volunteers and healthcare professionals in organising and implementing the camps.
- This grassroots approach not only ensures the relevance and cultural sensitivity of healthcare interventions but also strengthens community bonds and social cohesion.



Objective

- Ensure timely and efficient healthcare delivery for individuals and communities
- Organise various medical camps near Spark Minda Foundation plant locations to determine the community's basic medical needs, promote healthcare-related awareness and offer vital services

Process

General physicians, gynaecologists, paediatricians, orthopaedics and dentists work together at the medical camps to offer primary healthcare examinations and services to the underprivileged community. Mobilisation for these camps is conducted with the help of collaboration.

Reach

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

Collaboration

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

Impact

In the FY 2023-24, Spark Minda Foundation's health initiatives have made significant impact on community well-being through both preventative and curative measures. Our health checkup drives have reached to 1,763 individuals in FY 2023-24 bringing our reach to around 10,838 people till date. These drives have been conducted in villages across Uttar Pradesh, Maharashtra, Tamil Nadu and Uttarakhand, which focuses on:

Preventative health: Offering screenings, vaccinations and healthcare awareness

Curative health: Providing diagnoses, treatments and referrals for existing health conditions



Blood Donation Drives

Background

Blood donation drives are organised with an aim of collecting blood from voluntary donors of the Group for use in medical treatments, surgeries and emergencies. The concept of blood donation drives emerged from the need to ensure an adequate and safe blood supply for patients in healthcare facilities. Blood transfusions are essential for various medical procedures, including surgeries, treatments for cancer and blood disorders and emergency trauma care. However, maintaining a sufficient stock of blood products is often challenging due to factors such as limited donor participation, seasonal variations in demand and the perishable nature of blood.

Need

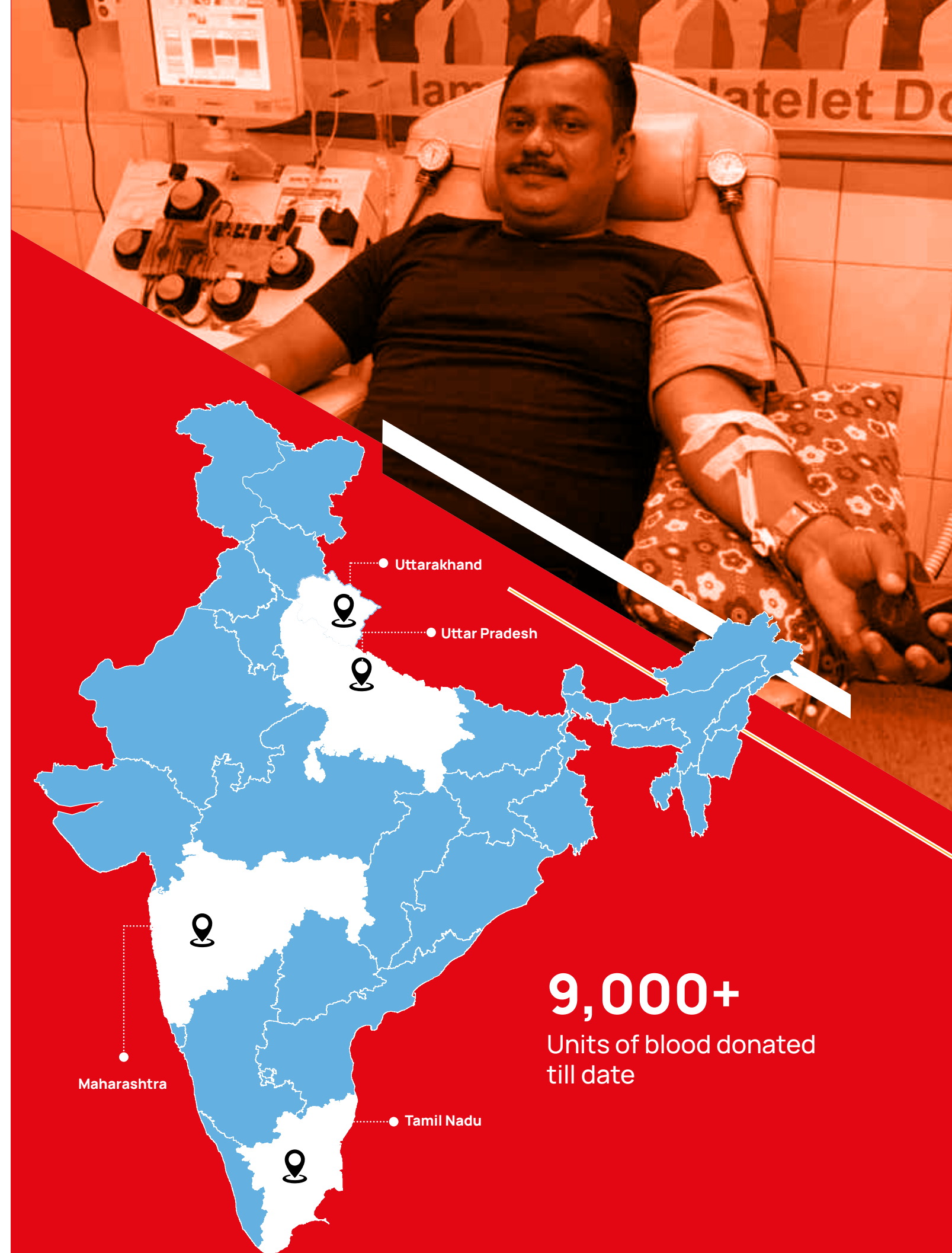
- Blood donation drives play a critical role in saving lives by providing blood transfusions to patients in need. Whether it's a trauma victim, a patient undergoing surgery or an individual with a chronic illness, timely access to safe blood can make the difference between life and death.
- By mobilizing donors and collecting blood units, donation drives ensure that healthcare facilities have an adequate supply of blood products to meet patient needs.
- Blood shortages are a common challenge faced by healthcare systems worldwide, including in India. Factors such as population growth, increased demand for blood products and

limited donor recruitment efforts contribute to these shortages.

- Blood donation drives help address gap by raising awareness about the importance of blood donation and encouraging individuals to become regular donors.
- By proactively organising donation drives and stockpiling blood units, healthcare providers can better prepare for emergencies and respond promptly to the needs of affected individuals.
- Blood donation drives foster a culture of volunteerism and social responsibility within the organisation. By giving individuals an opportunity to contribute to the welfare of others through blood donation, drives promote a sense of solidarity and civic engagement.
- Participation in donation drives strengthens social bonds, builds community resilience and reinforces the values of empathy and compassion.

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 organising 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 haemoglobin levels, the blood pressure and other requisites are checked and if the report is normal, the blood is drawn and donated.

Reach

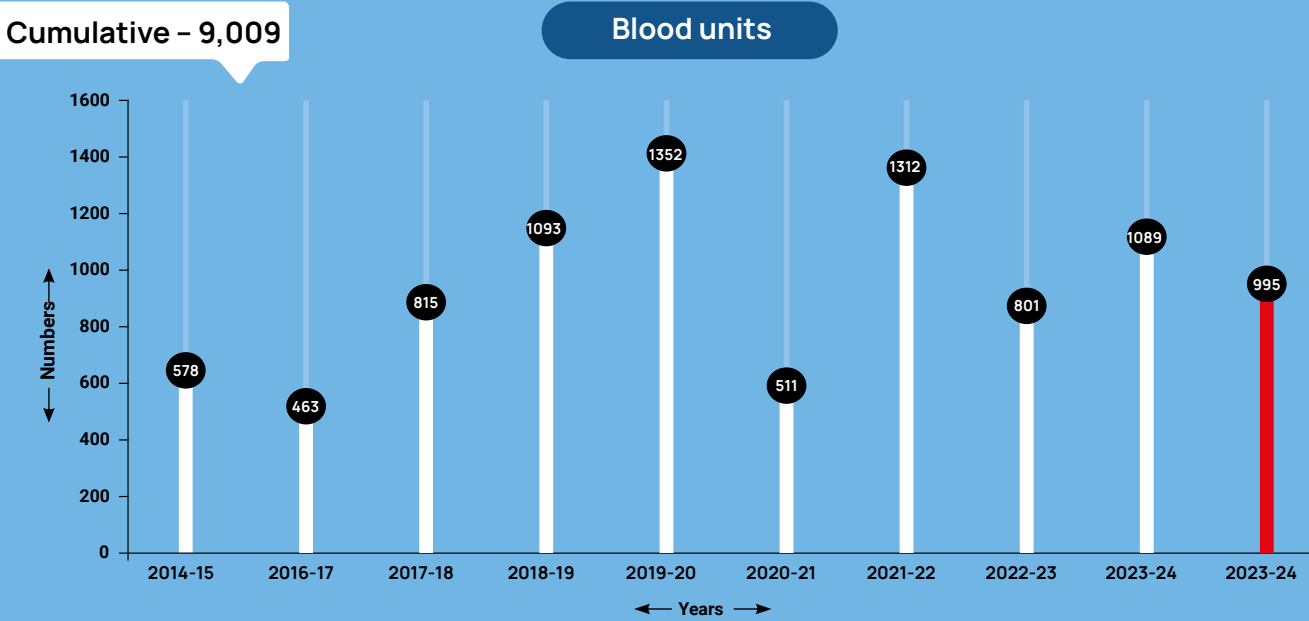
These camps were conducted in the periphery of the group companies, i.e. for Maharashtra, Uttarakhand, Uttar Pradesh, and Tamil Nadu.

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 Thalassaemia Society and hospitals. We also hold educational seminars about the value of blood donation and how it benefits society.

Impact

In FY 2023-24, around 995 units of blood were donated by employees of Spark Minda Group bringing the total donated since the programme's commencement to 9,009 units of blood.



Eye Health Care Drives

Background

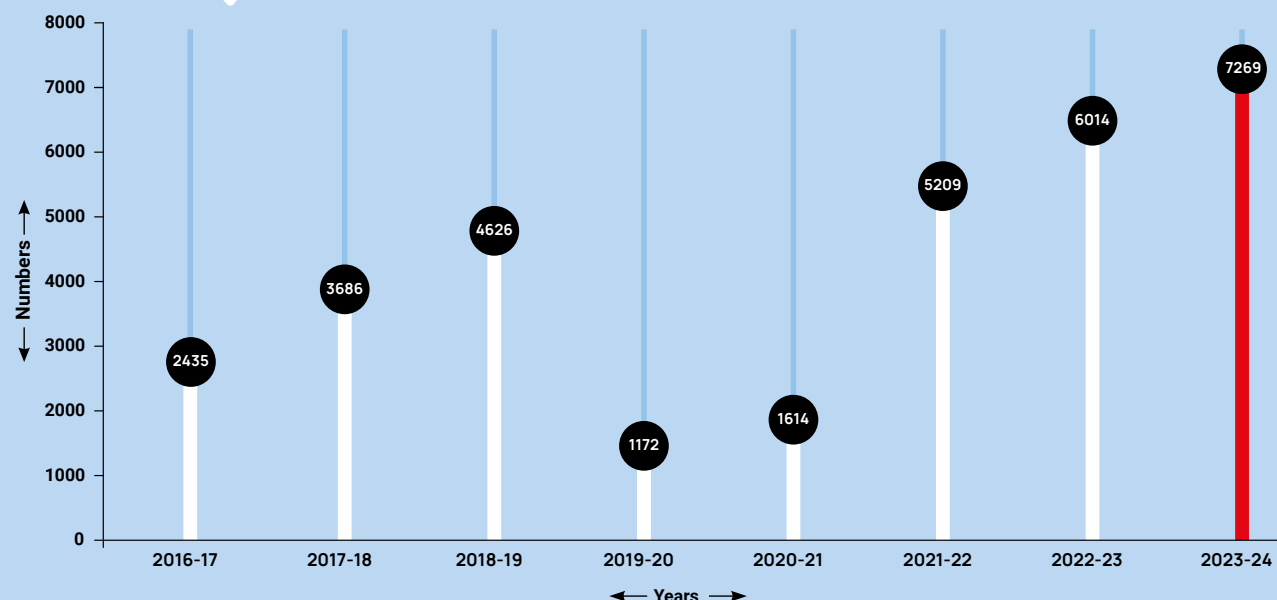
Eye health care drives encompasses a range of preventive, diagnostic and treatment services aimed at preserving and improving vision, preventing eye diseases and managing ocular conditions. The eyes are essential sensory organs that play a crucial role in daily functioning, communication and quality of life. However, various factors, including age, genetics, lifestyle and environmental factors, can impact eye health and lead to vision impairments and eye disorders. Regular eye examinations are essential for detecting vision problems, eye diseases and systemic conditions that may affect the eyes. Routine eye checkups allow healthcare providers to identify these conditions early and initiate appropriate interventions to prevent vision loss and preserve ocular health.

Need

- Promoting eye health care awareness and educating the community about the importance of preventive eye care are essential for reducing the burden of avoidable vision loss and blindness.
- Community-based eye health care drives, outreach initiatives and public health campaigns raise awareness about common eye conditions, risk factors and preventive measures.
- By empowering individuals to prioritise their eye health care and seek timely care, these initiatives contribute to improving overall eye health outcomes.
- Access to affordable and quality eye care services is essential for ensuring equitable

Cumulative - 32,025

Eye Camp



32,000+

People reached through eye health care drives



access to eye health care for all segments of the population, including underserved communities and vulnerable populations.

- Efforts to reduce financial barriers and strengthening health systems are crucial for improving access to eye care services and reducing disparities in eye health outcomes.

Objective

- The primary objective of eye health care drives 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 marginalised communities.

Process

A team of ophthalmologists, SMF team and our partners work together at the medical camps to offer primary eye health care examinations and services to the underprivileged community.

Mobilisation for these camps is also conducted with the help of collaboration.

Reach

To address the need for Eye Health Care, Spark Minda Foundation organises annual Eye Health Care Camps, in collaboration with partners in rural and semi-urban locations covering four major states i.e., Maharashtra, Uttar Pradesh, Tamil Nadu and Uttarakhand. We provide healthcare services to those who cannot avail it due to unawareness, lack of accessibility and cost-effectiveness. We reach out to people at the ground level and support them.

Collaboration

These camps are organised in collaboration with local hospitals, the Spark Minda Group medical team, our partners such as Health Age India, Vision Spring and the Gram Panchayat.

Impact

In Financial Year 2023-24, around 7,269 and till date 32,025 people have been covered through these camps.



Environment Sustainability



Environment Sustainability

As a responsible corporate citizen, Spark Minda Group prioritises environmental sustainability, embodying an innovative approach to mitigate the impact of business processes on climate change. Through our Environment and Resource Protection initiative, we diligently contribute to achieving key Sustainable Development Goals (SDGs), namely:



Our proactive efforts aim to reduce environmental footprints and transition towards a sustainable-oriented organisation. Key measures include comprehensive material management, energy efficiency enhancements, emission reduction strategies, responsible water management and effective waste management practices.

We firmly believe that by embracing environmental stewardship proactively, we not only fulfil our Corporate Responsibility but also pave the way for a more sustainable future for ourselves and generations to come.

Data till FY 2023-24

Parameter	Unit	FY 2023-24
Total energy consumed from renewable sources	GJ	67,045
Waste recycled	MT	78
Waste reused	MT	5
Total volume of water consumption	KL	2,10,867
Plantation	No.	35,000+
Scope - 1 emission	MT CO2 eq	8,731
Scope - 2 emission	MT CO2 eq	36,948



Sparking Impact Together



Spark of Partnership



Collaborative efforts play a pivotal role in the success and impact of Sustainability and CSR endeavours. Spark Minda Foundation (SMF) exemplifies a staunch dedication to partnerships, utilising them to implement its CSR objectives effectively. Collaborations with diverse stakeholders have significantly enhanced the organisation's initiatives, broadening their scope and effectiveness.

SMF actively engages with educational institutions and other entities to implement skill development programmes, equipping individuals with knowledge, skills and abilities. These partnerships not only enrich the quality of training initiatives but also extend their outreach.

Partnerships of Saksham are instrumental in expanding programmes reach, accessing resources and providing comprehensive support to People with Disabilities (PwDs). Saksham endeavours to foster inclusivity by empowering PwDs with skill enhancement, employment and entrepreneurship opportunities, and support services through these collaborations.

In the realm of healthcare, partnering with various organisations enables the Group to conduct health camps and deliver essential services to communities. Such collaborations leverage the expertise and resources of healthcare professionals and organisations, magnifying the impact of healthcare initiatives.

Additionally, in its Prison Inmate Reform Programmes operating within Indian prisons, SMF collaborates closely with prison authorities

and other organisations. These partnerships are integral to the success of the initiative, as they facilitate the implementation of skill-building and empowering women inmates programmes aimed at enhancing the lives and health of inmates. By working hand in hand with prison authorities, SMF ensures that the programmes are tailored to meet the specific needs and challenges faced by incarcerated individuals. Through these partnerships, SMF aims to contribute to the rehabilitation and reintegration of inmates into society, fostering a more inclusive and supportive environment within the prison system.

Collaborating with non-governmental and non-profit organisations to tackle social challenges is indispensable. These partnerships encourage collective action and resource sharing for community welfare.

Furthermore, SMF's partnerships with local stakeholders, including panchayats and governmental bodies, prove invaluable in community engagement, fostering trust and effectively addressing community needs. These partnerships facilitate direct communication with communities, aiding in the identification and resolution of specific concerns.

By nurturing and leveraging partnerships, SMF expands its network, expertise and resources, fostering a more comprehensive and sustainable CSR approach. Such collaborations fortify the organisation's capacity to effect positive change, drive innovation and maximise project impact on target beneficiaries and communities.



Voice of Stakeholders

Hello,

I am writing a note of thanks to Spark Minda Foundation for their Aakarshan Skill Development Centre.

Aakarshan is a very good platform for the learners who are interested in learning entrepreneurial skills to further their career. Aakarshan equips students with valuable trades skills while also fostering personal development through their extracurricular activities. Additionally, it also provides job opportunities to those who are seeking employment. The training methods are clear and can be understood easily. Techniques of teaching are very good. All over Aakarshan is the best option for vocational classes.

Thank you

Regards

Dhananjay Bhagwat
Sarpanch of Wafgaon

Good afternoon all,

I am honoured to have the opportunity to write about Aakarshan Skill Development Centre. The centre has been working remarkably in Bhondsi, Haryana. It gives various learning and upskilling opportunities to children, women and many others. Consequently, they are able to learn new skills at minimum fees while also gaining employment.

The staff of the centre exemplifies excellence through their respectful behaviour and efficient management. We feel lucky to have such a good CSR near us.

Thank you to everyone.

Regarding

Chandan Das.

Owner of Gonaxha Public School

"Spark Minda Foundation's Aakarshan and Saksham programmes are making a remarkable difference in our community. Aakarshan's emphasis on skill development equips individuals with the tools they need to succeed, while Saksham's dedication to supporting people with disabilities promotes inclusivity and equal opportunities. Aakarshan Skill Development Programme empowers youths by providing them with the expertise needed for employment. Meanwhile, Saksham offers employment opportunities to people with disabilities in their plants. These programmes not only change lives but also contribute in building a stronger, more vibrant community. Spark Minda Foundation's commitment in making a difference is inspiring. I am honoured to be a part of their efforts."



Ajay Sharma

Ex-Secretary – Jan Sewa Samiti
Chhajarsi, Sec- 63 Noida

Respected Sir/Ma'am,

Spark Minda Foundation has been instrumental in providing good quality education through Aakarshan Skill Development Centre and other initiatives over the past 10 years.



The Aakarshan Skill Development Centre has been a significant asset to our village, offering spoken English and basic computer courses at affordable rates. This has greatly benefited students, improving their prospects for higher education who previously lacked resources and opportunities. The dedication of the instructors at the centre have empowered individuals to enhance their skill sets and pursue their academic aspirations with confidence.

Moreover, the eye and health camps organised by the Spark Minda foundation have been a boon to our community. These camps have not only provided much needed medical assistance to those in need but have also raised awareness about the importance of healthcare and regular checkups.

Additionally, Spark Minda Foundation has planted many trees in our village, making it greener and healthier.

The Aakarshan Skill Development Centre and the Spark Minda Foundation have made invaluable contributions to the social and educational development of our village. Their efforts have touched the lives of numerous individuals and families, and we are immensely grateful for their continued support and dedication.

Thank you.

D. Raju
Gram Panchayat Clerk, Vengadu village.

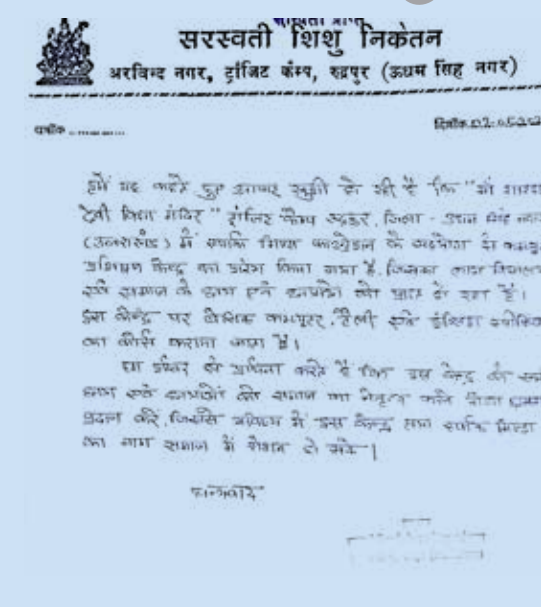
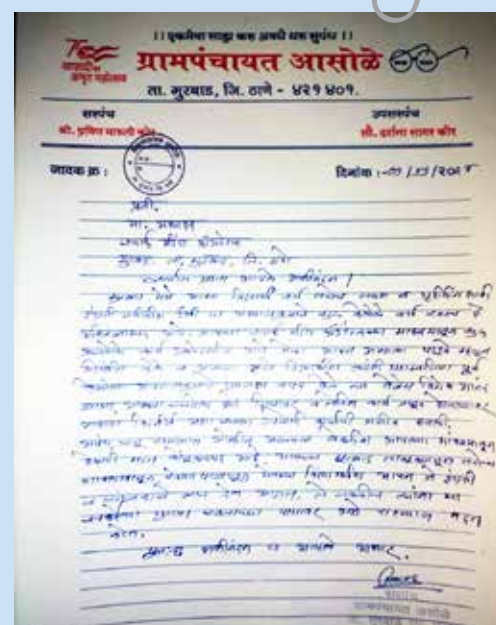
D. Raju,
Gram Panchayat Clerk, Vengadu village.

The courses offered by Spark Minda Foundation's "Akarshan Skill Development Centre" programme have proven to be incredibly beneficial for the development of our rural community. School-going children are gaining valuable skills that will enhance their future prospects. Housewives are empowered with new-found knowledge, enabling them to contribute more effectively to their families and communities. People of all ages in our panchayat are benefiting from increased computer literacy and improved spoken English, opening up new opportunities for personal and professional growth. This initiative has sparked a wave of awareness and enthusiasm for learning as it creates a positive ripple effect throughout our community. We extend our heartfelt thanks to Spark Minda Foundation for their dedication to empowering rural areas like ours.

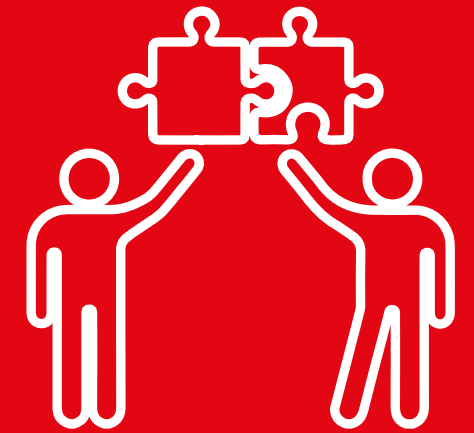


Shakundhala

President - Masinayakanapalli Panchayat Hosur



Partnership & Collaboration



SPARK MINDA FOUNDATION
A-15, Ashok Vihar, Phase-1, Delhi-110052
CIN- U85100DL2014NPL273844
(A Company Registered under section 8 of The Companies Act, 2013)

Balance Sheet as at 31 March 2024

(₹ in Million)

Particulars	Notes	As at 31 March 2024	As at 31 March 2023
ASSETS			
Non-current assets			
Property, plant and equipment	2.1	0.05	0.08
Intangible assets	2.2	0.02	0.00
Financial assets			
i. Other financial assets	2.3	1.47	4.13
Other non-current assets	2.4	0.04	0.04
Total non-current assets		1.58	4.25
Current assets			
Financial assets			
i. Cash and cash equivalents	2.5	3.51	0.91
ii. Loans	2.6	2.06	4.47
Other current assets	2.7	-	0.13
Total current assets		5.57	5.51
Total assets		7.15	9.76
EQUITY AND LIABILITIES			
EQUITY			
Equity share capital	2.8	0.10	0.10
Other equity	2.9	(0.10)	3.58
Total equity		0.00	3.68
LIABILITIES			
Current liabilities			
Financial liabilities			
i. Trade payables	2.10	6.75	5.79
Other current liabilities	2.11	0.40	0.29
Total current liabilities		7.15	6.08
Total equity and liabilities		7.15	9.76

Material accounting policies
Notes to the financial statements

1

The accompanying notes from 1 to 2 form an integral part of the financial statements


As per our report of even date


For R.N.Saraf & Co
Chartered Accountants
(Registration No. 002023N)


R. N. Saraf, F.C.A.
Membership No. 12439

Place : New Delhi
Date : 29 April 2024
UDIN : 24012439BKBLAD3712

For and on behalf of the Board of Directors
of Spark Minda Foundation


Ashok Minda
Director
Din: 00054727


Naresh Kumar Modi
Director
Din: 00089536

SPARK MINDA FOUNDATION
A-15, Ashok Vihar, Phase-1, Delhi-110052
CIN- U85100DL2014NPL273844
(A Company Registered under section 8 of The Companies Act, 2013)

Statement of Profit and Loss for the year ended 31 March 2024

(₹ in Million)

Particulars	Notes	As at 31 March 2024	As at 31 March 2023
Revenue			
Revenue from operations	2.12	62.99	47.42
Other income	2.13	0.05	0.48
Total Income		63.04	47.90
Expenses			
Employee benefits expense	2.14	1.29	1.57
Depreciation and amortization expense	2.15	0.03	0.03
Other expenses	2.16	65.40	60.48
Total expenses		66.72	62.08
Profit/(Loss) before tax		(3.68)	(14.18)
Tax expense			
Current tax		-	-
Profit/(Loss) for the year		(3.68)	(14.18)
Total comprehensive income/ (loss) for the year		(3.68)	(14.18)
Paid-up equity share capital (Face value ₹10 per share)			
Earnings per equity share [Par value of ₹10 per equity share]			
Basic		(368.39)	(1,418.22)
Diluted		(368.39)	(1,418.22)

Material accounting policies
Notes to the financial statements

1

The accompanying notes from 1 to 2 form an integral part of the financial statements

As per our report of even date

For R.N.Saraf & Co
Chartered Accountants
(Registration No. 002023N)


R. N. Saraf, F.C.A.
Membership No. 12439

Place : New Delhi
Date : 29 April 2024
UDIN : 24012439BKBLAD3712

For and on behalf of the Board of Directors
of Spark Minda Foundation


Ashok Minda
Director
Din: 00054727


Naresh Kumar Modi
Director
Din: 00089536

Sparkling Achievements





CSR Committee of Minda Corporation Limited



Ashok Minda
Group CEO & Chairman,
Spark Minda Group



Pratima Ram
Chairperson MCL
CSR Committee



Avinash P. Gandhi
Independent Director

CSR Committee of Spark Minda Group



Ajay Singhroha
Group Chief Human
Resource Officer



N.K. Modi
ED & CEO- MCL, SMAD
Advanced Technologies
& Uzbekistan



Pradeep Mann
Senior DGM
Group Company
Secretarial



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



**Praveen
Gupta**
Advisor Group
Sustainability & CSR



**Praveen
Kumar Karn**
Head Group
Sustainability & CSR



Sanjiv Jalan
Head Corporate
Audit & Governance
(CAG)



Sarika Minda
Chairperson
Spark Minda Foundation

Spark Minda Foundation Team





Team Component Division, Greater Noida



Team Wiring Harness Division, Greater Noida



Team Minda Instrument Limited, Pune



Team Wiring Harness Division, Pillaipakkam



Team Wiring Harness Division, Murbad



Team After Market Division, Noida



Team System Security Division, Pantnagar



Team Wiring Harness Division 2, Pune



Team Wiring Harness Division, Hosur



Team Spark Minda Technical Centre, Pune



Team Die Casting Division, Pune



Team Interior Plastic Division, Greater Noida



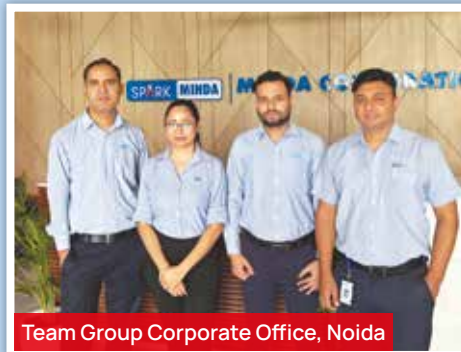
Team Minda Instrument Limited, Chennai



Team Security System Division, Noida



Team Starter Motor and Alternator Division, Bawal



Team Group Corporate Office, Noida



Team Wiring Harness Division, Pithampur



Team Wiring Harness Division 1, Pune



Team Wiring Harness Division, Haridwar



Team Minda Vast Access System Pvt. Ltd., Pune



Team Die Casting Division, Greater Noida



Team Security System Division, Pune



Team Wiring Harness Division, Mysore



Team Minda Silca Engineering Pvt. Ltd., Greater Noida

“

Partnerships transcend traditional boundaries, encompassing collaborations between public and private entities, as well as individuals. By joining forces, we magnify our impact, ensuring the longevity and effectiveness of our community initiatives.

”

Praveen Karn
Head Group Sustainability & CSR

Message from Head Group Sustainability & CSR

Corporate Social Responsibility (CSR) has evolved to encompass both community development and the sustainability of businesses. At Spark Minda Foundation, we are dedicated to making a lasting difference by investing in projects and programmes that foster personal growth while preserving our environment. Achieving this ambitious goal requires considerable time and effort.

Beyond our endeavours in community development, Spark Minda Foundation is deeply committed to instigating positive change within Indian prisons through our Inmate Reform Programme. This initiative is designed to aid inmates in rehabilitation, healthcare and skill development, facilitating their successful reintegration into society upon release. Through collaboration with prison authorities, we strive to cultivate a supportive environment where inmates can thrive, thus contributing to their smooth transition back into the community. Our CSR and Sustainability initiatives extend not only to those beyond prison walls but also seek to provide avenues for personal growth and transformation within the prison facilities. We firmly believe in the potential for everyone to improve their circumstances and our work within prisons underscores this commitment to fostering positive change and sustainable development.

Other programmes such as Aakarshan Skill Development Programme focuses on educating and upskilling the youth, while the Dual System Training (DST) bridges the gap between industry requirement and academia supply. Saksham empowers individuals with disabilities by providing free aids and fitments. Health & Wellbeing programmes include Shakti which organises camps in communities as well as prisons to raise

awareness about Menstrual Hygiene and Family Planning & Reproductive Health. Other programmes encompass Eye Healthcare Programmes and Blood Donation drives. Our Sustainability efforts aim to protect the environment & resources by increased tree plantations, reduced carbon emission, renewable energy generation and diverting waste. Thus initiatives collectively strive to create a more inclusive, healthy and sustainable society.

It's crucial not to overlook the rural areas in India that require additional support. Aligned with the United Nations objectives for global improvement, we utilise these goals as a compass in our efforts to uplift rural communities. Leveraging government programmes allows us to amplify the impact of our CSR endeavours. Collaborative partnerships are instrumental in ensuring the success of these community projects.

Partnerships transcend traditional boundaries, encompassing collaborations between public and private entities, as well as individuals. By joining forces, we magnify our impact, ensuring the longevity and effectiveness of our community initiatives.

Recognising the importance of tailored skill development for youth and access to healthcare, especially for underserved populations, remains paramount. Through our CSR and Sustainability programmes, we are dedicated to enhancing the quality of life for individuals while safeguarding our planet. We eagerly anticipate further collaboration with individuals and organisations to continue driving positive change and creating a brighter future for all.

Press Trust of India
India's premier news agency

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General + Book

Spark Minda Foundation impacts 20,000+ People with Disabilities (PwDs)

Tuesday, Feb 27, 2024 16:02:56 | Spark Minda Foundation

Indian Army, community service group hold camp for people with disabilities in J-K's Kupwara

The Empowerment of People with Disabilities Camp was set up at the Zangli Garrison in Kupwara on August 21-26. The initiative impacted at least 200 people a day, according to Spark Minda Foundation, the community service group.

दैनिक चन्द्रहार टाइम्स

बच्चों को सर्टिफिकेट वितरित किए

खोड़ा कालोनी (दैनिक चन्द्रहार टाइम्स)। आज सयक मिण्डा फाउन्डेशन की तरफ से जो बैसिक कंप्यूटर चार माह के दो गुप की क्लासेस दी जा समाल होने के बाद सभी बच्चों को सर्टिफिकेट वितरित किए गए। आले गुप उम्र 18 पलस के पांच गुप । अप्रैल 2024 से शुरू हो रहे हैं। जो बच्चे एडमिशन लेना चाहें वह मुफ्त से संपर्क करें। यह सभी क्लास एक्टिव की हैं। ये सब एडवोकेट सी पी शमी सभासद वार्ड नंबर 14 नेहरू गार्डन खोड़ा के प्रयास से संपन्न हुआ। उन्होंने बताया कि

20 बच्चों के जो 18 पलस होंगे और इनको नौकरी में

सयक मिण्डा फाउन्डेशन के द्वारा एक बस में 20 कंप्यूटर लगे हैं जिसमें आर्थिक कमजोरी बच्चों को कंप्यूटर सिखाया जाता है और हमारे प्रयासों से वार्ड नंबर 14 के सरकारी स्कूल के बच्चों के दो बैच चलाए गए थे। जिनको 4 महिनह ट्रेनिंग देने के बाद आज सर्टिफिकेट वितरण किए गए। अप्रैल से 5 बैच और चलने हैं 20- सयक मिण्डा फाउन्डेशन के द्वारा एक बस में 20 कंप्यूटर लगे हैं जिसमें आर्थिक कमजोरी बच्चों को कंप्यूटर सिखाया जाता है और हमारे प्रयासों से वार्ड नंबर 14 के सरकारी स्कूल के बच्चों के दो बैच चलाए गए थे। जिनको 4 महिनह ट्रेनिंग देने के बाद आज सर्टिफिकेट वितरण किए गए। अप्रैल से 5 बैच और चलने हैं 20-

Indian Army, community service group hold camp for people with disabilities in J-K's Kupwara

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जगत

वरवंड येथे सशक्तिकरण

Army and SMF People with Disabilities

More than 1,000 people with disabilities were provided with a slew of facilities by the Indian Army and a community service group during a six-day joint camp for the empowerment of the specially-abled in Jammu and Kashmir's Kupwara district and adjoining areas.

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General Officer Commanding (Vijr) Division) Major General Girish Kalia said at the closing ceremony that the initiative not just helped people with disabilities in Kupwara but also in adjoining areas, including the Line of Control (LoC). "This is a great initiative to empower the disabled. We helped several disabled people through this campaign. Not just the people nearby but people from the LoC are also visiting this camp. The collaboration of the Indian Army with Spark Minda Foundation has been able to improve and sustain many lives in the Valley," Major General Kalia said.

This is the second successive camp organised by the foundation in Kupwara and the third overall in Jammu and Kashmir. The first camp for people with disabilities was organised in Baramulla in Uri in 2018. The foundation also hosted a 10-day mepg camp for people with disabilities in Uttar Pradesh in February.

Spark Minda Foundation Chairperson Sarika Minda said the programme amplified the impact on the lives of people with disabilities in the Union Territory and that around 17,000 people across the country have benefitted from their campaigns since 2013.

Kupwara, Aug 26. KNT Spark Minda Foundation, the CSR arm of India's leading automotive component manufacturer, Spark Minda, organized "Empowerment of People with Disabilities Camp" in Zangli Garrison of North Kashmir's Kupwara on Saturday.

Underlining the power of collaboration, Mrs Sarika

[illegible]

Army, SM Foundation Empowers People with Disabilities in Kupwara

DN NEWS SERVICE — Kupwara, Aug 16 (Dn News) — The SM Foundation, the Army and the Kupwara District Milk Producers' Cooperative Societies Union (KDMPCU) have jointly organized a Ganga Yatra to empower people with disabilities in Kupwara.

The yatra, which is a part of the SM Foundation's 'Ganga Yatra' programme, aims to provide a platform for people with disabilities to showcase their talents and skills. The yatra is being organized in the form of a competition, where participants are encouraged to display their talents in various fields, including art, music, and sports.

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रा टाइम्स

The image is a composite graphic. At the top, a red banner with white text reads 'छठे दिन 300 से अधिक लोगों ने रिपोर्टिंग की' (On the sixth day, more than 300 people reported). To the right of this banner is the 'ABD News 24x7' logo. Below the banner is a photograph of three individuals seated at a panel discussion. From left to right: a man in a dark suit and pink shirt, a woman in a pink and green floral sari, and a man in a light blue shirt. Behind them is a backdrop with logos for 'SVSS', 'Sulabh', and 'UNICEF', and text including 'Camp for Empowerment of People with Disabilities'. To the right of the photograph is a large yellow box with black text that reads 'शिविर से पहले ही घाटी के 719 से अधिक लोग लाभान्वित हो चुके हैं' (More than 719 people from the valley have been benefited even before the camp). At the bottom right of this yellow box, a red banner with white text reads 'Report by Aadil Akbar'.

**मोफत दिव्यांग
एन शिबिर संपन्न**

**Foundation Empowers
Disabilities in Kupwara**



A young child in a green shirt is seated in a specialized three-wheeled bicycle, which is being assisted by an adult. The child is looking towards the camera. The background shows an outdoor setting with other people and structures.

Chairperson, Spook Foundation thanked the Army for their support, saying their partnership, along with the support of the Union Territory, has amplified the reach of the Foundation's work in Kupwara.

With the vision of fostering equal growth and development, the camp extended multifaceted support to the children. This includes distributing inclusive devices like Artificial Limbs, Canes,

Continued on Page 02...



दिव्यांगांच्या चेहऱ्यावर ओसंडला आनंद

२४० जणांना कृत्रिम अवयव, पुण्यातील महावीर जैन विद्यालयात शिबिर

कुपव

छत्रपती संभाजीनगर, ता. ३१ : गवान महावीर यांच्या महाभविष्य वनानिमित्त पुण्यातील महावीर जैन विद्यालयात मोफत कृत्रिम अवयव वाटप शिबिर नुकतेच झाले. दोन दिवसीय शिबिरात २४० दिव्यांगांना जखम फूट, व्रिम हात, कॅलरिपर व इतर सहाय्यक एकरणे देण्यात आली. जगजगत् हा एकरणे तयार करून, वसवून देण्यात आली. त्यातून त्यांना अंगभवावर हात करत वेदनामुक्त सहाम जीवन राण्यासाठी सहकार्य करणेत आले.

माजो हवाईदल प्रमुख, चॉफ एअर शरल भूषण गोखले यांच्या हस्ते हा शिबिराचे उदघाटन झाले. अशा वनवतावादी कामात मोही यापुढे सक्रिय ससेन, असे त्यांनी याप्रसंगी सांगितले. संधेचे सचिव, या उपक्रमाचे मुख् यमोजक युवराज शाहा, माजो महापौर हलीफर मोहोळ , प्रकल्प समन्वयक

हितेश मुध्वा, सहप्रायोजक स्याकें मिंडावे प्रवीण वरुण, कमलेश मोतीवाल, सुहास शाहा आदी उपस्थित होते.

छत्रपती संभाजीनगर, लल्लूर, चंद्रपूर आदीसह राज्याच्या विविध भागातून आलेल्या दिव्यांगांची सहण्यासह खाण्याची व्यवस्था महावीर जैन विद्यालयातर्फे करण्यात आली होती. सात वर्षीय मुलीपासून ७९ वर्षांच्या ज्येष्ठोपर्यंत दोनशे चाळीस दिव्यांगांनी शिबिराचा लाभ घेतला. जखमूच्या भगवान महावीर विक्कलंग सहज्य समितीतर्फे दरवर्षी हे शिबिर या विद्यालयात घेतले जाईल, अशी घोषणा संस्थेचे सचिव युवराज शाहा यांनी केली. लल्लूर कल्ल विजयनगर, वखारोया पंच महाजन या संस्था तसेच नीलेश पावले, चेतन गांधी, अलका मोतीवाल, प्रज्ञा शाहा, कल्पेश शाहा आदींनी शिबिराच्या संयोजनासाठी सक्रिय सहकार्य केले.








छत्रपती संभाजीनगर : पुण्यातील महावीर जैन विद्यालयात नुकतेच मोफत कृत्रिम अवयव वाटप शिबिर झाले. काही लाभार्थीसह आयोजक.

पाय बसवताच चालवली सायकल !

■ शिबिरास्थळी, जागच्याजागी त्वरित अवयव बनवून त्याच्या चाचण्या घेतल्या जात होत्या. अवयव लाभार्थी दिव्यांगांच्या चेहऱ्यावर आनंद ओसंडून वहात होता. अपघातात एक पाय गमाविलेल्या एका दिव्यांगाने तर कृत्रिम पाय बसवताच तिथेच सायकल चालून दाखविली. त्यावेळी सगळेच आश्चर्यचकित झाले. त्याला त्वरित एक सायकल भेट देण्यात आली.

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