

CSR 2015-16
Annual Report

Spark Minda, Ashok Minda Group



ASHOK MINDA GROUP

Powered by Passion

CSR Annual Report

2015-16



A Journey to Bring Change

Our Inspiration

Shadi Lal Minda Ji

1930-2010

Socialist, Visionary and Founder of Minda Group

A man of outstanding integrity, who believed that service of the society in any form is service of the nation and service of the needy is service of God. In 1987, he founded the Moga Devi Minda Charitable Trust (MDMCT) and successfully implemented several social projects including Minda Bal Gram – a child home located in Delhi; S. L. Minda Seva Kendra Vocational Training Centres for village youth in several villages of Haryana; Moga Devi Minda Memorial School a value based, not for profit, Co-Education School situated at Bagla, Hisar and S.L. Minda Memorial Sports Academy, Bagla, Hisar, Haryana.





Committee Members' View



Mr. Lalitendu Samanta

Reaching out to underserved communities is a part of Spark Minda, Ashok Minda Group DNA. We believe in the trusteeship concept. This implicates to exceed business interests, struggle and challenges that underserved communities face. Thus, Spark Minda Ashok Minda Group is working towards making a meaningful difference in their lives.

We strongly believe in the principles of achieving success in ways that honor ethical values and respect people, communities and the natural environment. Equal to protecting the health and safety of our employees, we consider environmental stewardship among our most important business responsibilities. This belief is only reinforced as our operations extend to virtually every corner of India.



Mr. NK Taneja

We bring about a change in our communities by working with like-minded stakeholders that align with our focus areas. We work towards building the capacity of these institutions through initiatives that help them expand their outreach. We also believe that inclusive growth is crucial for the true progress of any country. Keeping this in mind, we work with disadvantaged groups with a focus on quality education and livelihood skills. To address the issue of climate change, we also invest in diverse environment projects across the country through the solar and water conservation initiatives.



Mr. MK Pajan

Our CSR vision is to actively contribute to the social and economic development of the communities in which we operate. By doing so we aim to build a better, sustainable way of life for the weaker sections of society. Responsibility and accountability are issues we take very seriously at Spark Minda, Ashok Minda Group. Whether it's a large corporate wide practice or an individual employee, we directly deal with a single needy person in rural as well sub-urban areas through our CSR Programs/ projects. We strive to achieve much bigger and better in coming future.



Mr. Ashim Vohra

Our Corporate Social Responsibility (CSR) has been the cornerstone of success right from the beginning. The objectives in this performance area are enshrined in our mission to help and enrich the quality of life of the people. We step up many initiatives to serve ecological balance and heritage through our environment sustainability projects, which positively reflect our commitment. We keep assessing the impact of our projects with the community.



Mr. Ajay Sancheti

At Spark Minda, Ashok Minda Group we inspire confidence through our actions, alliances, commitments, investments and working to help and lift people beyond poverty and to help ensure economic growth is balanced with the need to sustain our environment and uphold respect for human rights. The concept of CSR in the group is value driven and beyond compliance.



Mr. Anil Batra

We help people and organizations "do good better" by creating symbiotic relationships between those who are bringing about change on the ground and provide them means and resources to enable that change. A rural body like gram panchayat is always involved in our various vital rural projects. The implementation of our projects is always done in guidance and support of local key persons including local authorities.

Acknowledgement

I would like to share the Corporate Social Responsibility Annual Report 2015-16 with a lot of delight and gratification. Spark Minda, Ashok Minda Group has come a long way in its value driven horizon of Community Development. We are scaling up our efforts towards community in different corners of the country with need based approach and ably demonstrated the affirmative impact on people, planet and profit. In the landmark year 2015-16, we ventured in new avenues and sustained the existing ones with better outcomes.

I am proud that the Group has aggressively taken strategic efforts in shaping lives of the people and these efforts have converted into tangible results. I am heartened by the fact that our efforts have been considerably supported by various partners, which consequences value addition in our programs. I would like to appreciate them for their support and inputs in augmenting the execution of our Community Development Programs across various bends of the Country.

I take my pleasure to express my thanks to the Management of Spark Minda, Ashok Minda Group; Group CSR Central Committee, Company wise CSR Committees and Boards; Board of Spark Minda Foundation and Factory Level CSR Team for becoming the think tank and constant guide, which enabled us to work with sincerity and sensitivity. The perseverance, dedication and commitment of our grassroots CSR team is worth praising. Without them we would not have been able to reach to the less privileged sections and implement our programs with aptness.

I am most thankful to the community, village Panchayat and District Administrations for accepting and encouraging our CSR programs and helping us in mobilizing the community. Their support brought revamped passion, desire and demand for the programs in the areas we operate in.

With a mission to provide access to education and vocational skills to the less privileged sections of the society; empower the youth through providing skill set and make them employable; facilitate healthcare services to people for their basic survival; provide access of minimum infrastructure facility to the society; protect environment and resources for sustainable future; and uplift the persons with disability to sustain in life with dignity, we are committed to bring a better tomorrow.

Praveen Karn
Head- Group CSR



“ I am proud that the group has aggressively taken strategic efforts in shaping lives of the people and these efforts have converted into tangible results. I am heartened by the fact that our efforts have been considerably supported by various partners, which consequences value addition in our programs.”

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Cautionary Statement

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

I. Organisation Overview



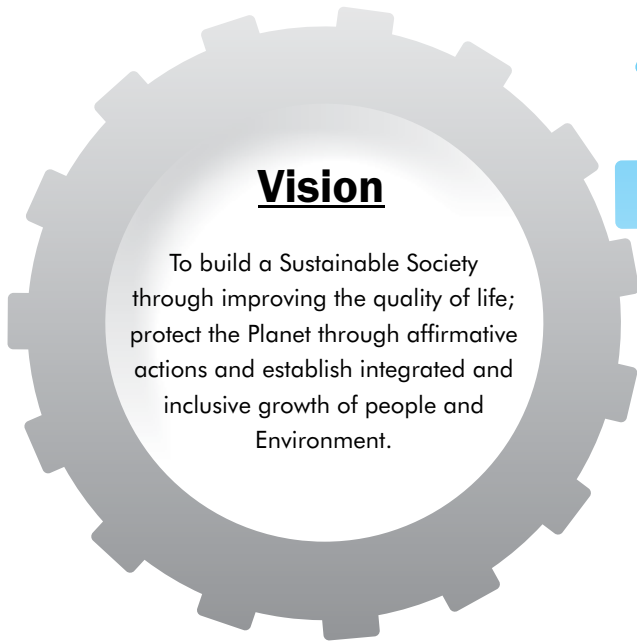
The Group has a legacy of Community Development since decades. The community Development projects were undertaken by various units in and around their periphery. Later it was understood that a common entity for all the Group Companies needs to be incorporated. Accordingly, Spark Minda Foundation (The Foundation) was incorporated under Section 8 of Companies Act and is the CSR wing for the Group Companies to undertake CSR activities. The main aim of the Foundation is to work for community development by catering education, women empowerment, facilitation of healthcare, upliftment of people with disability and to sustain the environment.

The foundation is 100% subsidiary of the mother company, Minda Corporation Limited, which is listed at BSE and NSE.

About Us

Spark Minda, Ashok Minda Group (The Group) is one of the leading manufacturers of Automotive Components for the OEMs with Headquarters in India. The US \$533 Million Group, with 14000 employees was founded in 1958 by Late Shri S.L. Minda. The Group caters to the leading two and four wheeler vehicle manufacturers in India & overseas markets including Europe, CIS & ASEAN countries with 32 manufacturing plants. All Group manufacturing facilities are ISO/TS-16949 & ISO-14001 certified. The Group manufactures products in three verticals: Safety, Security & Restraint Systems, Driver Information & Telematics Systems, Interiors System and also has significant presence in the Aftermarket Segment. We cater to the needs of all Major Car, Motorcycle, Commercial Vehicles, Tractor and Off-road vehicle manufacturers in India and overseas. The Group also has several JVs with leading companies from USA, Japan, Italy, and Uzbekistan.

Community Development is a value driven concept at the Group, which was started by Late Shri S.L. Minda "Babuji". He dedicated his life for the community development and set milestones for all of us to drive Corporate Social Responsibility. Therefore, taking his vision forward the Group established Spark Minda Foundation in December 2014.



Livelihood Promotion



Education



Care for Person with Disability



Community Infrastructure



Health and Well Being



Environment and Resource Protection

Our Six Areas of Intervention


Message from GCEO



“In today’s world, company is not just judged by its market capitalization or shared value, but by what contribution and impact they have on society.”

Mr. Ashok Minda is the Chairman & Group CEO of Spark Minda, Ashok Minda Group & Director of Spark Minda Foundation. He brings along an extensive experience of more than 30 years in the Automotive and Auto component Industry. Under his leadership, the Group attained new heights and enjoyed successful track record of partnering with leading global automotive companies of US, Germany, Japan and France. He has been instrumental in initiating Greenfield projects in Indonesia, Vietnam and Uzbekistan.

The hard work, sharp business acumen, progressive thinking and an eye on the future ensured that the family business grew into a multifarious and multi-product organization with global footprints and international recognition. Today, in the fast moving world Spark Minda, Ashok Minda Group adds value to the automobiles which makes them safer, faster and better.



At Spark Minda, Ashok Minda Group, we believe that each one of us has a destiny to fulfill that goes beyond our jobs and daily routine. Having a higher purpose can give meaning to our lives, push us beyond our boundaries and help us realize our true potential. It is this purpose, coupled with our people's commitment that has helped our Community and Business level Programme to grow since its inception.

In today's world, company is not just judged by its market capitalization or shared value, but by what contribution and impact they have on society. This year we continued to invest in inclusive growth and build capacity at over 20 projects location across the country on systematic and strategic manner.

With the introduction of our Vocational Skill Development Programme, we reiterated our focus on quality education and skills development for Children, Youth and Women. Our education programs in different locations of the country are able to mainstream children and help them in formal system of education and also empower youth and women. We could see that these trainings are helping them in getting Employment and ultimately sustenance in life. Last year we touched around 1000 lives through this program.

Our Program for Person with Disability are making many lives sustainable and skillful. In a designed framework differently abled are trained, developed and employed across the Group Companies. We try to give the practical skill sets, which will help them for rest of their lives with dignity. Also to ensure their mobility we provide accessible and assistive technology to PWDs. We have done an Artificial Limb Fitment Camp for more than 500 people in last year and planned in progression in future.

Our Healthcare Programs are able to improve health status of the people living around our factories. More than 8000 people were given health awareness & preventive and

curative health care through medical and specialized camps nearby our factories. We feel proud to conduct training on Menstrual Hygiene for female, which is much neglected issue of the society. Through this program we were able to benefit around 1000 families.

Keeping in mind the pressing issues of resource scarcity particularly water and energy in India, our efforts towards environmental sustainability continued this year with a focus on water conservation and solar energy generation. By supporting solar projects at schools, community and plants across the country, we help with responsible energy consumption, and made people more aware about the importance of renewable energy. Our Water Harvesting Projects will potentially save water for future.

The recent flood in Tamil Nadu resulted in the loss of many lives and led to devastation of property and livelihoods across the region. After assessing the situation, the Group started the Flood Relief Work and supported around 3000 families in the most difficult and affected areas. We are also working out for the disaster preparedness in the disaster prone region nearby our factories. Our business integrated projects of wire harness at Yerwada Jail, Pune has set another milestone in the Industry and given a win-win model to the CSR fraternity. Our social campaigns with the community people is working as a catalyst and bringing affirmative changes in the society.

We are very much thankful to our partners, collaborators, Gram Panchayat, District Administration and Community for support us in our development initiatives. We hope that you find this report informative and enjoy reading about our programmes and their impact. We look forward to hearing your views.

Ashok Minda,
GCEO
Spark Minda, Ashok Minda Group

Message from Chairperson



“Mrs. Sarika Minda is the Chairperson and Director of Spark Minda Foundation. She is the ultimate example of a truly strong Indian woman. She is socialist and philanthropic and she is dedicating herself for Women Empowerment. She is involved in micro- planning of community projects for all locations.”

2015-16 year was the year of innovations, collaborations and scale up for Spark Minda Foundation. Although Spark Minda, Ashok Minda Group is involved in community development works since decades but formation of Spark Minda Foundation has rewarded us much better entity. We aim to constantly stay a step ahead in dealing with change, create new value and contribute broadly to society. In our participatory model of intervention for community development, each stakeholder has a shared responsibility. Spark Minda Foundation believes in contributing to the sustainable and integrated development of society over the medium to long term. In continuation of the legacy of inclusive development, the financial year 2015-16 was significant. Other than Education, Livelihood Promotion, Community Healthcare, Communicate Infrastructure development, Environment and Resource Protection we have added supporting Persons with disability in a focused approach and also Disaster Relief Program.

Need assessments in the community through socio economic surveys lead us to the implementation of projects directly or also with the like-minded partners through collaboration. We leverage our strengths with our partners and also provide them a common platform to contribute for a common cause. We partner with Village Panchayat and district administration to effective mobilization of the program. We believe that there is no end to learning. Hence we keep our programs open for value addition through innovative ideas. The successful model are further scaled up and also replicated in identical areas. Most significantly, we try to ensure the sustainability of the each of the programs that we are doing. To measure the impact of our programs, we conduct assessments for all the programs on regular basis.

In 2015-16, we have focused on the projects for women, children and youth. We strived to mainstream the rural children through promotion of education and imparting skills. We tried to empower the women particularly belonging to the less privileged section through ensuring their better health and helping them getting employment. Youths are given vocational skills along with life skills to complete in the mainstream.

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

**Sarika Minda,
Chairperson,
Spark Minda Foundation**

Message from Director, Spark Minda Foundation



“Mr. Sudhir Kashyap is the Executive Director & CEO of Minda Corporation Limited, a flagship company of Spark Minda, Ashok Minda Group & Director of Spark Minda Foundation. He is also the Commissioner of PT Minda Automotive Indonesia and Minda Vast Access Systems Pvt. Ltd. A Mechanical Engineer and alumnus of Prestigious Indian Institute of Management, he was instrumental in setting up Greenfield projects at the ASEAN region for the Spark Minda, Ashok Minda Group. Mr Kashyap has over 25 years of work experience in auto-component Industry and has been associated with the Group for the past 15 years.”

Corporate Social Responsibility is an important function to accelerate the progress and development of an organization. CSR in Spark Minda, Ashok Minda Group is not just about this mandate but also about working towards improving the lives of the communities we touch. It is to do with the growth of the nation by meeting the aspirations of the people and ensuring that along with the development of the business, the living standards of communities around our projects also improve. Keeping in mind the sheer size of the impact we make, this year the goal of the CSR was to measure the effectiveness and efficiency of our initiatives.

I am proud to say, with the combined efforts of our staff, we have taken initial steps towards improving the quality of our delivery through a structured mechanism. Streamlining our processes ensured that we were able to transcend from an activity-driven approach to a project-based approach. This year, we have also taken the help of technology and utilized it to our advantage. We have launched Spark Minda Foundation website and have moved to a digital for representing showcasing our work. The employees of the Group have always given a strong vibe of community service. We believe volunteering is an opportune platform for developing leadership amongst our stakeholders by sensitizing them of issues faced by the communities we work with.

The new Companies Act, 2013 is a step in the right direction by the government. This policy has brought in transparency and accountability on CSR spending of the companies. Most of the big corporations were already doing CSR and developing areas or locations where they were operating. However, this policy will make other corporations assist in social development of the nation by doing sustainable developmental projects and be an agent of change in the lives of people in a more structured manner.

Sudhir Kashyap,
Executive Director and CEO,
Minda Corporation Limited

Meet Our Community CSR Team



Team Maharashtra:

Mr. Nilesh Pawale, Trainer-Computer; Mr. Abhijit Bhalerao, Executive CSR; Ms. Manjushree Bhagwat, Trainer-Beauty Culture (L to R).

Team Uttarakhand:

Ms. Savita Devi, Trainer-Cutting & Tailoring; Mr. Raju Kumar Singh, Coordinator & Trainer- Aakarshan I. Mr. Gaurav Mahtolia, Coordinator & Trainer Computer; Ms. Meenakshi Bora, Trainer- Spoken English (L to R)



Team Tamilnadu:

Ms. P.Karthika, Trainer-Spoken English; Ms. Tamil Selvi, Trainer-Cutting Tailoring; Ms. Mr. A Balakrishnan, Coordinator and Trainer Computer (L to R)



Team Greater Noida:

Ms. Ruby kacchap, Trainer-Spoken English; Ms. Shraddha, Trainer- Cutting and Tailoring; Mr. Hirendra Shrivastava, Executive CSR; Mr. Bablu, Support Staff (L to R)

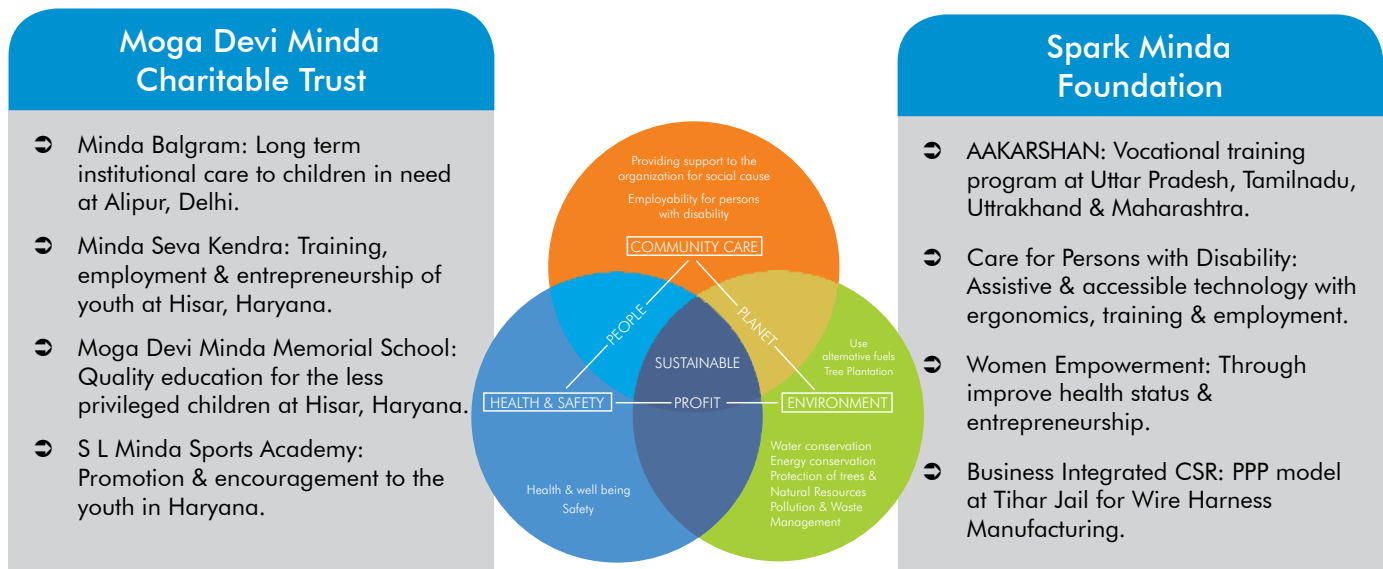


2. CSR Intervention

The Intervention Model

Our approach towards CSR is conceptualized through the triple bottom line model of People, Planet and Profit. Through this Intervention Model, the verticals that we touch upon are; Environment Protection, Community Care and Health & Safety. Various initiatives were taken under each of these verticals in FY 15-16, which has sustainably impacted the People and Planet at large scale.

For Community Care, we are rolling our activities through Spark Minda Foundation and Moga Devi Minda Charitable Trust which comes together for Welfare, Development and Sustainability at Community Level, whereas Environment & Resource Protection initiatives are mainly taken at Business level.



The Intervention Model

Business Level:

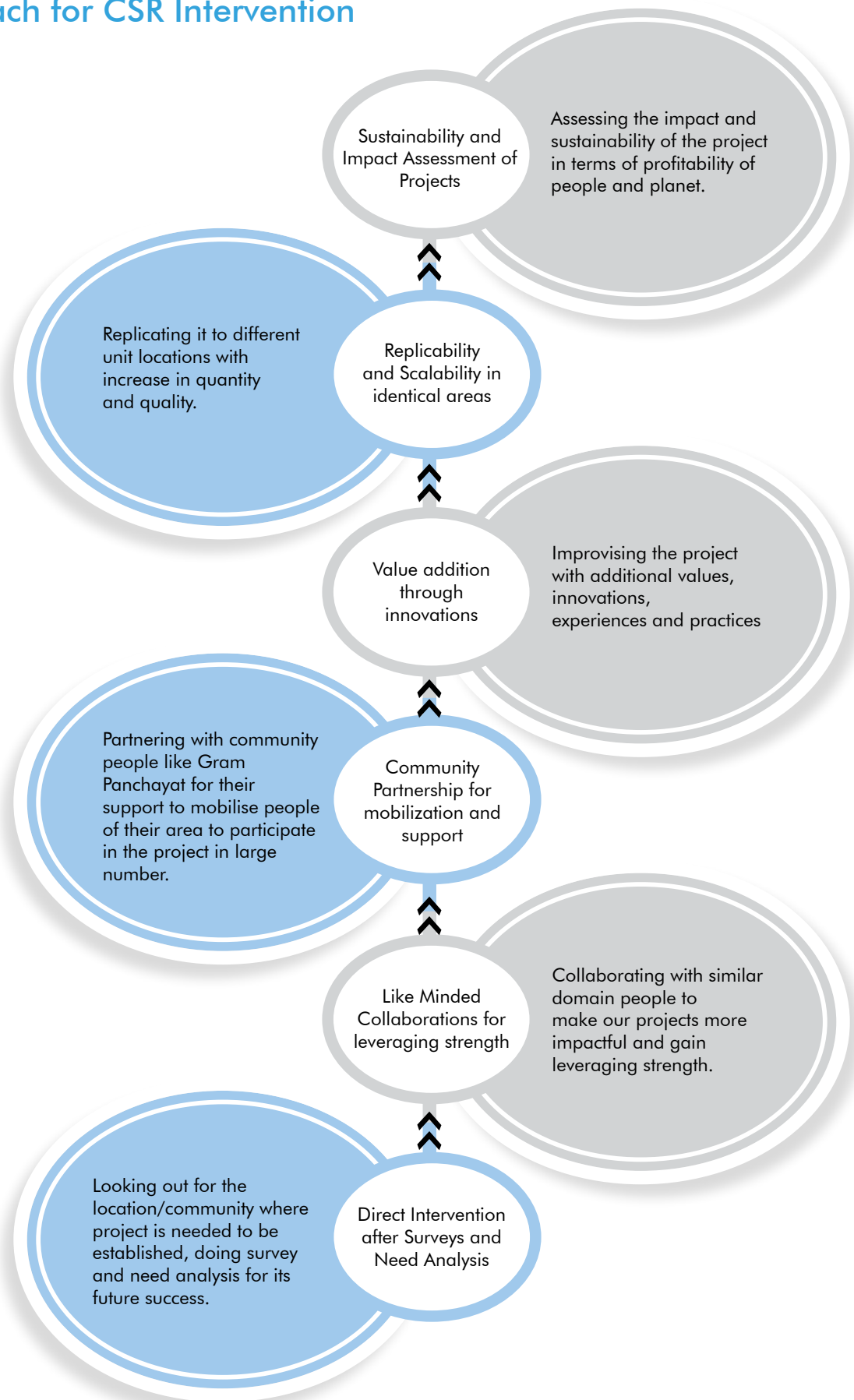
Planet Sustainability is the main objective at business level. Thus, following activities are conducted under business level sustainability:

- Tree Plantation
- Energy Conservation
- Generation of Solar Energy
- Water Conservation; Recycling of Water, Water Harvesting practices.
- Reduction of Paper and wood use
- Health Check-up camps for employees
- Safety Drives

Community Level:

- Access to education to underprivileged
- Ensuring Livelihood through Skill Development
- Improving Health Status
- Access to basic Infrastructure
- Care for Person with Disability
- Integrating Business through inclusion

Approach for CSR Intervention





3



Service To Community



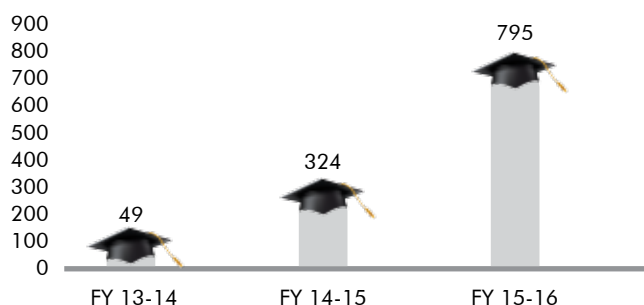
3. Service to Community

Aakarshan- Vocational Skill Development Program

Providing access to Education to the Children in rural area is a nationwide identified need. As we know, Education creates the foundation, Livelihood sustains, Health Cares and Empowering women uplifts the society. But the bitter truth is a bigger chunk of the society is still deprived of such facilities in our country.

Therefore, supplementing to the Skill India Mission of Government of India, Spark Minda, Ashok Minda Group established "AAKARSHAN- Vocational Training Center". These Vocational training centers cater Education and Livelihood Training to the less privileged section of the society. This Program is mainly designed for Children, Youth & Women who have desire to learn and earn but are unable to do so because of lack of resources and accessibility.

Number of Learners Graduated from AAKARSHAN Centers, India



AAKARSHAN word was conceived by Group CSR committee with a philosophy to have a center in a rural set up, which attracts villagers, where they can come and learn practical knowledge to get employment. AAKARSHAN Vocational Training Program was based on the need assessment conducted at local area. This Program was started in collaboration with the Gram Panchayat in the Panchayat Hall. With its tremendous success in Uttar Pradesh, later this collaborative model was replicated in Uttarakhand, Maharashtra and Tamil Nadu.

Under AAKARSHAN Vocational Programme, Training over Basic and Advanced Computer, Spoken English, Beauty Culture and Cutting Tailoring is imparted to the Children, Youth and Women of villages at various location in India. In the 6-month curriculum, other than the trade, skills & practical based learning, learners are also trained on Behavioral and life skills aspects.

There are seven Behavioral Modules on which students are trained, which include: Self Introduction, Phone and Email Etiquettes, 5S Training, Personal Hygiene, First Aid and Safety. The main aim of these modules is to overall groom the learners and help them to gain the confidence and mainstream themselves.

Aakarshan Training Centers are also supported by our nearby business units of respective locations. Accordingly, the target audience for this Program belong to the nearby area of the

factory. Today, there are 5 Aakarshan centers in 4 States of India covering 5 trades under which trainings are Imparted. Aakarshan Vocational Training Program is Supplementing towards meeting the skills needs of Country.

In FY 15-16, 795 Students graduated from Aakarshan Centers from India. Whereas, till date Aakarshan has benefitted 1168 people.

a) Computer Literacy for Children and Youth

In today's world, Information Technology is a key component in the success of an individual and Country as a whole. Unfortunately, the high cost of education to acquire computer related skills in backward areas prevents the poor and underprivileged children from availing these skills which are in demand.

Spark Minda Foundation is striving to bridge this gap by training and empowering the underprivileged with permanent skills enabling them to earn their livelihood.

Students undergoing a 6-months course in Basic and Advance Computer each will get hands on training, enabling them to start earning on completion of the course.

Under our Basic Computer Course, learners are trained on basics of Microsoft, Excels, PowerPoint, Paints etc. Whereas, under Advance Course Learners are professionally trained on Tally.



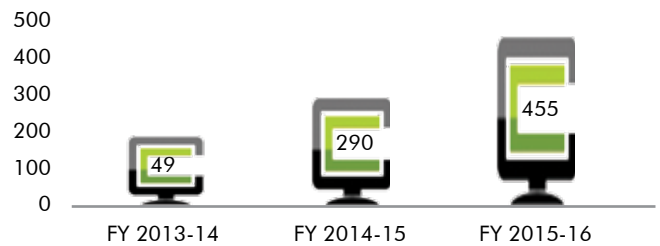


Apart from assuring Literacy we also simultaneously train candidates on behavioral Skill to build their self-confidence and prepare them for Job Interviews.

There are 5 Computer Vocational Training Centers across India. They are situated at Kuleshara Village of Greater Noida, U.P; Dhonde Village of Pune, Maharashtra; Vengadu Village of Chennai, Tamil Nadu; Transit Camp and Saraswati Shishu Mandir School of Rudrapur, Uttarakhand.

Till FY 15-16, 794 people got benefited through this program across India.

Computer Literacy Program



Vinayak Mali is a 17 years old boy from a lower middle class family. He never get good marks, no matter how much he studies. It was because of lack of proper guidance and family support. Just because of this, Vinayak got indulge towards negativism and failed in his 10th Exams. One thing which use to still interest him was after knowing about Aakarshan Center, he enrolled himself for Basic Computer Course at Aakarshan Center- Donde. During the Course, Trainer understood that he is going through certain problem as he was not able to read-write not only English but also Marathi.

That's when, while teaching computer, Trainer also started to counsel him. The main aim was to make him positive, confident, creative thinking and flush out all the negative thought from him.

As a result, he not only passed 10th Exam with 53% but, also got Gold Medal for Computer Exam from Maharashtra Government. Now his parents are proud of him.

b) Spoken English Training for Children and Youth

English is the business language of the world. It is through this common language that people from different parts of the world are connecting with each other.

Today English in India is a symbol of people's aspiration for quality in education and a fuller participation at national and international level.

However, no matter how popular English may have become but it still is an alien language in a lot of parts in India. The main hurdle for the rural youth to connect with the mainstream is their lack of knowledge in English language.

In order to overcome this hurdle and after the need analysis in the rural areas of our intervention areas, we started Spoken English Program in our Aakarshan Center. This helps the children and the youth to learn it easily and effectively. The joy of English knowing girl or boy, becomes a pride of the family and inspires fellow youth also.

Currently, Spoken English Program is running in our 4 Aakarshan Center, which were inaugurated in FY15-16. The locations of these centers are: Kuleshara Village in Greater Noida, U.P; Dhonde Village in Pune, Maharashtra; Vengadu Village in Chennai, Tamil Nadu; Transit Camp in Rudrapur, Uttarakhand

In FY 15-16, 174 Children and Youth have successfully graduated from this course.



Ms. Malini, a 19 year old girl is pursuing her B.Sc Maths from a college located at Kanchipuram, Tamil Nadu. She is from a poor family, her father is working in a private company. In college, Malini's friends make fun of her English. She felt difficult to reply them and Because of her financial situation she was not able to pay and join coaching center for Spoken English course.

After she came to know about Aakarshan Vocational Training Centre Chennai, she joined in Spoken English course. Her course is yet be completed but she has confidently started to speak in English with her classmates as well with her professors. She said that all wondered about her transformation. She is happy and grateful to Spark Minda Foundation.



c) Cutting and Tailoring Training Program for Women

Women are worst affected when it comes to unemployment and poverty. Without any income of their own, they need to depend on men for anything and everything. If the men are also unemployed, the matter gets worse. Women empowerment through self-reliance and financial independence can be achieved by providing vocational training, through which women can either start up something of their own or take- up a job.

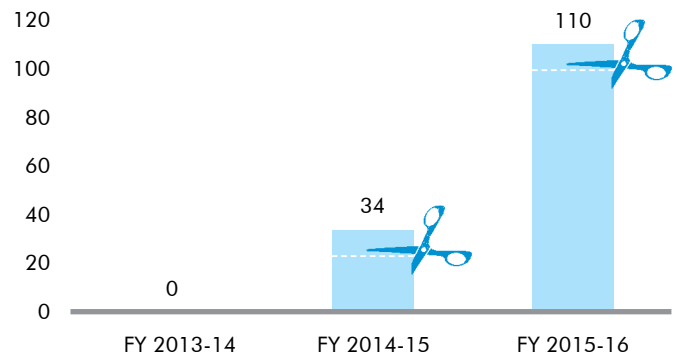
Spark Minda Foundation has set up 3 Cutting and Tailoring Centres across India to make women self-sufficient and confident. The main aim of this 6-month program is to Empower socially and economically disadvantaged women and establish a relationship between Training and Empowerment.

Under Cutting and Tailoring Program women from the slum, Tribal areas and other clusters are trained in Cutting, Tailoring, Embroidery, dress design which enable them to obtain certification, Skill, Entrepreneurship, Employment and ultimately Empowerment.

Further, Basic Tailoring skills enable women to work from home, they can continue in their traditional role as homemaker and earn simultaneously. Tailoring is something which women can immediately start right from their homes upon completion of their Course.

Till FY 15-16, 144 women got empowered through this Program across India.

Cutting and Tailoring Program for Women



Ms.Chandna Pal is a 25 Year old woman from a lower middle class family. She wishes to fulfill all the needs and dreams of her children in life, but her husband is not supportive and doesnot provide her with even basic needs. He did not want her to stand on her feet and fulfill the needs of their children. But she took this as a challenge and decided to do something so that the financial status of her family gets improved.

After realizing the fact that she requires a practical knowledge about her interested field she joined Aakarshan Vocational Training Center and enrolled herself for Cutting and Tailoring.

During her course, she was very attentive and dedicated, just because of the hidden spark she was able to complete the course with a good marks. After getting proper guidelines and motivation from the faculties of Aakarshan, she started her own Cutting and Tailoring business in the village. Now, she earns enough money to fulfill the basic needs of her children and of herself and does not depend on her husband.

She is thankful to Aakarshan Center Pantnagar to give direction in her life and is also very grateful to Spark Minda Foundation for extending the support.



d) Beauty Culture Training Program for Women

Spark Minda Foundation has recently started Training Women in Basic and Advance Beauty Culture.

Under, Beauty Culture Training Program women are trained in Make-up, Hair Styling, Mehandi Designing and machines usage, so that they can take a step towards self-grooming along with becoming independent by taking up jobs in Beauty Parlor or opening their own Beauty Parlor. Other than these basic training learners are also given hands on training and knowledge on various therapies like dandruff, Skin etc.



SMF has started this Program from their West center, Beauty Culture Training Center under Aakarshan which is situated at Dhonde Village of Pune. This center was inaugurated on Aug 2015 and has benefitted 56 women from its First Batch.

Mrs. Arun Ghanwat used to travel 7 Kms to Aakarshan Center Pune from Khed village. That was a difficult task because of poor infrastructure and transport facility.

She was only 8th pass and was 36 years old. Therefore, she was not confident and never believed herself but still she dared to take a chance to develop her skill and to develop her career at this age. She joined Beauty Culture Course at Aakarshan Vocational Training Center. There were days when she got up in the morning and things weren't the way she had hoped, there were times when people disappointed her and let her down. But those were the times when she might remind herself to trust her own judgments and opinions, to keep her life focused on believing in oneself.

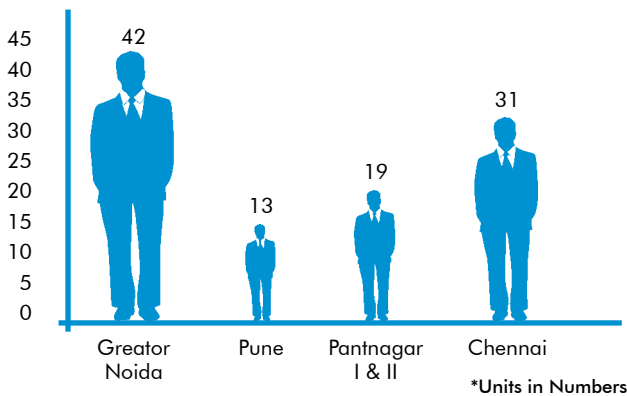
After taking challenge to face and changes to make in life, she accepted & constantly kept herself headed in the right direction to learn Beauty Culture. It might not be easy at times but SMF helped in times of struggle and made her stronger in sense of subject. Because of her dedication, she got chance to handle unexpected responsibilities, event management and was also the representative of the class.

Nowadays, she is has started her own Beauty Parlor at Home.

Employment Status of Aakarshan Youth

Aakarshan Training Center runs for children as well as for youth. Therefore, out of 375 youths in FY15-16, 105 got employed in companies, Schools and many opened their own business of cutting and Tailoring and Beauty Parlor.

AAKARSHAN Employability Status*



Below are Some Top Recruiters

Amul - Milk Dairy Collection
Ashutosh Vidya Mandir School
AXL Modern Public School
Baby Public School
Big Basket Company
Bil-care Ltd
Contractors
Delphi Company
Export Line Company
G.S Pharma Ltd.
G.S Pharma Ltd. Pantnagar
Garment Factory - Phase-II GN
Government- Dept. of food & Public Distribution
Intex mobile Company
J.P. Group



Satish kumar, 24 years old was an ordinary student before joining Aakarshan Vocational Training Centre, after attending computer classes at Aakarshan, his life has changed from an ordinary student to a successful

professional. He says "My Life has completely changed and now I am working with Intex Mobile Ltd and earn Rs. 9000 per Month and is able to contribute to the financially to family .

"I am very thankful to Aakarshan, Spark Minda Foundation to choose Kuleshara to brush-up the young generation".

Jovees Herbal India Ltd
Minda Sai Ltd
Minda Stoneridge
Motherson Company Phase-II GN
National Public School
National Public School
P.D Memorial Public School, Haldoni
Pepsi Company
Prime Beauty Parlor
Private Classes - Own Business
RTS Pvt Ltd
Salcomp Pvt Ltd
Sarwati Shishu Mandir, Computer lab
St. Vivekananda Public School
Taneja Traders
Uma Public School

Glimpse of Convocation Ceremony of Aakarshan Centers, India





*Glimpse of Extra
Curricular Activities
at Aakarshan Centers India*





Women Empowerment through Improved Health



Menstrual Hygiene Project

To empower women around the operational units of Spark Minda, Ashok Minda Group, Spark Minda Foundation implemented a CSR initiative to aware them about the issues of their Health. Through our primary data collection, we could understand that Menstrual Health is much needed area to intervene. The universal perception on menstruation being posed as an embarrassment issue has pushed women to adopt practices that are unhygienic and unhealthy posing threats to their lives. Hence, Spark Minda Foundation aims to disseminate knowledge directly to the community, commencing from basic issues and nuances surrounding menstruation.

Project Objectives

- To aware semi-rural and rural women on the various body parts of women and their functions
- To sensitize women on the biological process of menstruation, Hygiene, Product Management and Disposal of the product.
- To break their shyness on the aspects of women health which they think not important.

- Introduce social enterprise of sanitary napkin making among women
- Create women entrepreneurs and self-sustainable in respect to Menstruation.

Project Locations

The project is being implemented for the nearby community of four major manufacturing units of Spark Minda, Ashok Minda Group that are in Kuleshra Village of Greater Noida, Donda village of Pune, Transit Camp slum area of Rudrapur and Vengadu village of Kanchipuram, Chennai. Aakarshan Centres are also being run to provide vocational skill training to rural population of the villages in the said location

Project Outline

The project outline is planned in Two Phases which are as below:

- First Phase:** in the first phase the project teams is working towards orienting the target community on the issues related with women's health particularly menstruation. This phase is further divided into two components which are as follows:

- a. **Baseline Survey:** to aware about menstruation and women health issues it is important to first gage the understanding level of target community on the issues. Through the baseline we map what the community knows about menstruation, their hygiene and disposal practices, and their common biological problem during menstruation etc. Through community interaction, we try to understand what are the pain areas for women to discuss; due to which they feel shy or embarrassed.
 - b. **Knowledge Imparting Session:** with the initial baseline survey the community is then taken through knowledge session which in details discusses the issues of women body. Through break-up sessions, target community is opened up to speak about a woman body, menstruation, phases of growing etc. The knowledge session takes them through the complete understanding of menstruation and tries to break their shyness and silence on the issue.
- b) **Second Phase:** the second phase of the project is designed to impart knowledge on the different forms

of methods used to manage menstruation. The session discusses in details on both pros and cons of sanitary pads and cloth pads. In case if the community is using sanitary pad then how should it be used and maintained and if the community is using cloth pad then how the same can be made at home and maintained. Second phase also gives them training on Sanitary disposal and making of Sanitary napkin for their sustenance.

We have also initiated this Program at Unit Level for the female employees and associates working in our Plants across India. The First Unit to conduct Menstrual Hygiene Awareness Program was MFE Chennai. The Awareness Drive was enthusiastically participated by 300 female associates. The Training was given by Ms. Malathi, Gyanec Nurse at Madha College of Nursing. The topics covered during the Awareness Drive were: Menstrual Cycle, White Discharge, UTI, Abnormal Uterine Bleeding, Polycystic Ovary, Menstrual Hygiene, Exercises etc.



Approximately, 500 Women enthusiastically attended and benefitted through the sessions organized in the above locations with the help of Gram Panchayat.

This multi stakeholder program is implemented in collaboration with Global Hunt Foundation, Jatan Sansthan and Unicharm. where, the Project survey is done by GlobalHunt Foundation and Training/ Technical aspect was dealt by Jatan Sansthan and Unicharm.

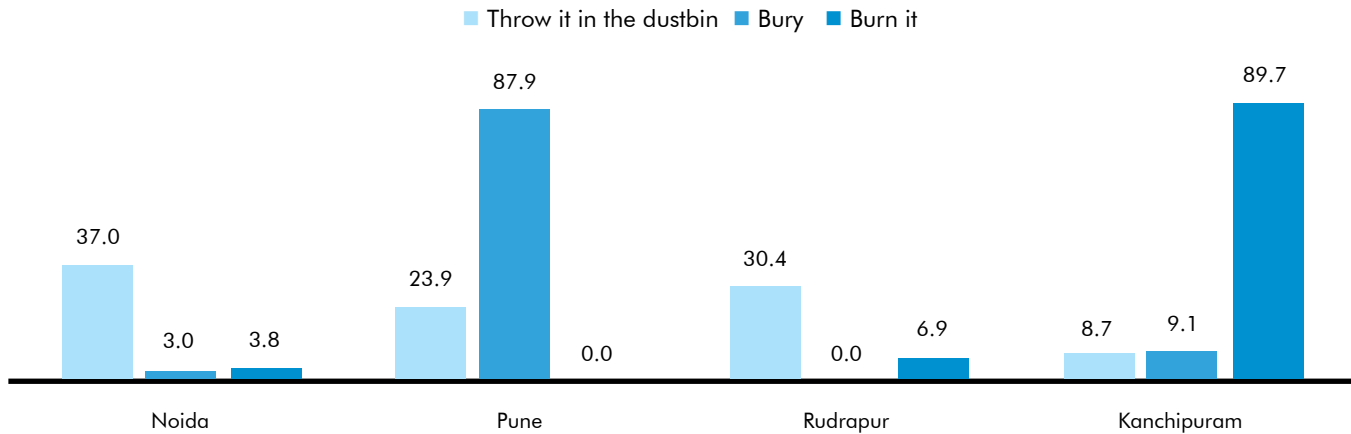


Survey Outcome

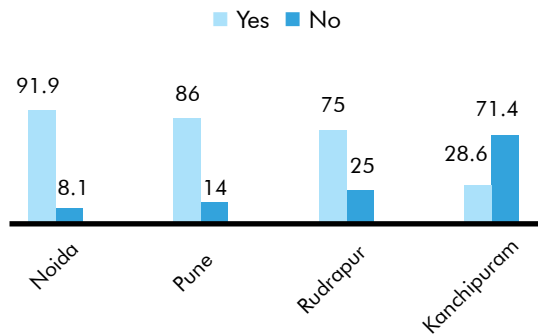
A detailed Study was conducted in Kuleshra Village of Uttar Pradesh, Transit Camp of Rudrapur, Dhonde village of Pune and Vengadu Village of Chennai to observe the menstrual behavior, Hygiene and the knowledge of the community on this issue. The research tools used were questionnaires, focused group discussion and direct interviews with the sample of women in the village.

Some of the excerpts of the research has been showcased in the graphs.

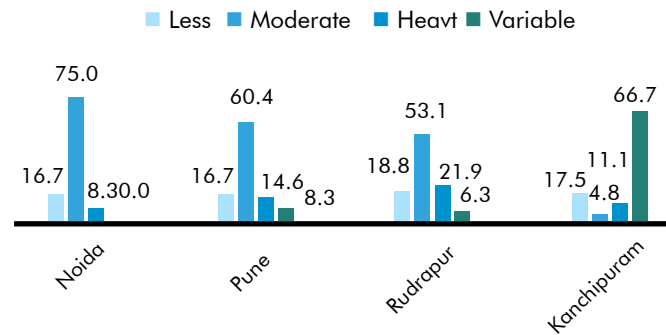
How do you dispose off sanitary pads/cloth



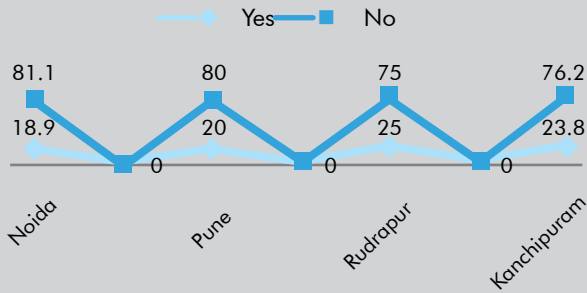
Do you have regular periods



How is your menstruation flow



Did you had any prior information about menstruation



Sample Size- 500 Women and Adolescent Girls

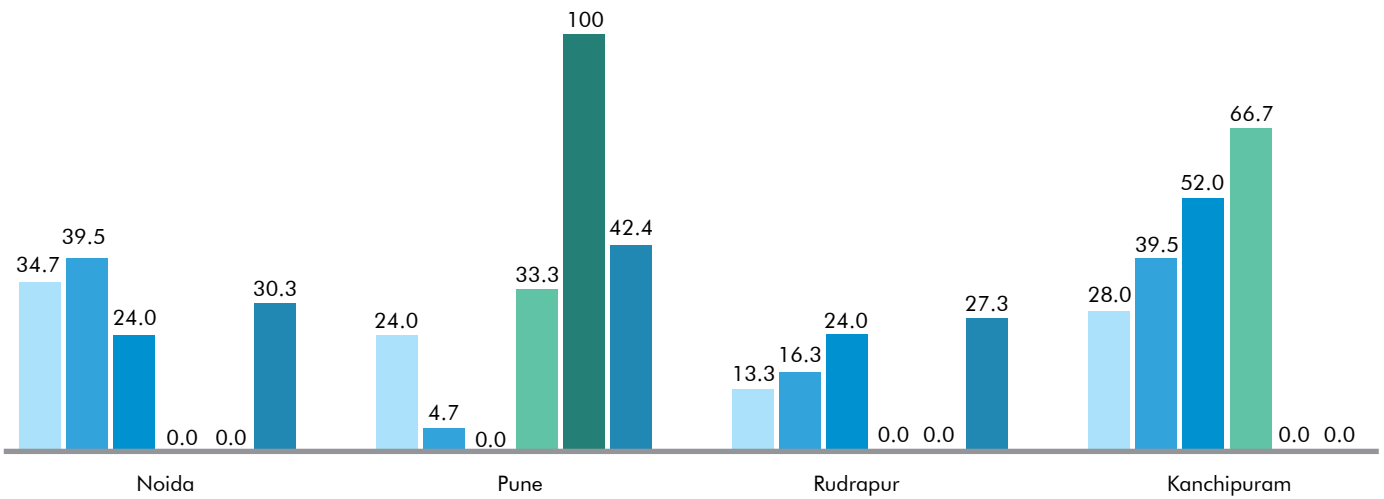
Survey Type – Sample Survey

Methodology – DPI

Tool Used - Questionnaire

Social Taboos Followed

- Cant go to religious places
- Cant touch pickle
- Avoid cooking
- Eat &n Sleep Separately
- Live in Separate Room
- Avoid taking head bath





The survey finding was alarming, 78% females did not have any prior information about Menstruation. About 30% females do not get regular Menstrual period, which shows condition of being anemic. The awareness among the female for the disposal of Sanitary pads and Cloths is poor, approximately 50% females either burn the napkins or bury it in the open landfills.

In Kanchipuram, Sanitary pads are being provided by the Government free of cost to all girls under the "Kishori" scheme. Two packets of sanitary napkins are provided after every two months. But this Program has not reached to all bends of Kanchipuram

In respect to social taboos majority of the female asserted that they avoid going to a religious place. However, when community interaction was done in Kanchipuram they revealed that attaining puberty for any girl and its family is an important event. Therefore, it is marked by celebrations and at the same time a girl enters into several cultural restrictions. However, In North India, during menstruation women are made to eat and sleep separately and also they avoid eating certain food, cooking in the kitchen & are not allowed to touch pickle. Also, menstruating woman/girl take a head bath on her first and last day in order to mark the purity.

- ❖ "This is the first time someone has spoken to us about this topic" (respondent 1),
- ❖ "We always thought menstruation is only a woman's topic, but after attending a training by a man, I will also talk about this to my husband" (respondent 2),
- ❖ " This is the first time I got to know that personal Hygiene and changing of pad every 4-5 hours is important during menstruation to avoid infections" (respondent 3)
- ❖ " We cannot leave practices like not going inside a temple during menstruation suddenly due to social pressure, but for the first time we know the truth behind it and that we are not impure". (respondent 4)
- ❖ " We got to know cloth is good to use for our health and we need to take good care of it by washing it and drying it in the sun". (respondent 5)

Way Forward

After attending this Training Session, women and adolescent girls will have awareness on Menstrual Hygiene subject and will be able to make their own sanitary napkins. Females will have Improved menstrual health and most importantly they will be Empowered by selling the handmade sanitary napkins, with the help of Self Help Group Formation.

Glimpse of Menstrual Hygiene Project



Care for Person with Disability

Saksham Project:

In Spark Minda, Ashok Minda Group, Community Development is the value driven concept since its inception. The six intervention areas, in which the Group operates, Care for Persons with Disability is one of it. The objective to intervene in this area is to determine sustainability to the lives of Person with Disability through ensuring their mobility, Spark Minda, Ashok Minda Group has developed a program called "Saksham" to benefit PWDs

Under Saksham Program, we:

- Provide Accessible and Assistive Technologies.
- Impart Skill Training through OJT (On Job Training).
- Create Inclusive Workplace and Ergonomics.
- Train them for 5S, Life Skills and Evacuation.
- Employ different type of Disabilities.

This framework is basically designed for differently abled people to create an inclusive workplace, where their skill and talent are valued and respected.



Countrywide in different manufacturing locations 149 Person with disability are employed by the Group.

The Group engages PWD's with an affirmation of its commitment to sustainable business practice.

The various functions where PWD's are employed are Assembly, Production, Paintshop, Administration, Wire joint taping, Store Department, Inspection etc. Frequent job rotation is also carried out to provide ease to them while working.



M. Kaviyarasu has completed Diploma in ECE. Due to his physical disability, he was facing problem in getting employment according to his qualification. His parents are farmer and he has two elder sisters. The entire responsibility of the family lies on his shoulder. Covered under Saksham Program he is working at our MSL PP unit in store department. This is how he is able to earn his livelihood and sustains his life



Mr. Nilesh Pal, has joined MCL PN in 2013. His father works in a Private shop and mother is a housewife. He has two younger siblings who are pursuing their studies. He is a man with 50% disability in his Right Foot. He came to know about our community care initiative from his friend & approached us. After recruiting him we customized the ergonomics according to his ease and requirements. He is satisfied & has successfully completed his 3 yrs. We appreciate his willingness to work and welcome him to our team.

K. Anjali joined us in 2013, after she came to know about the community projects. Anjali is a lady with visual impairment and lost her parents way back. Her income is the only source for her livelihood and also has responsibility of her two siblings. She is currently working in MSL KK Unit in phoenix crimping functions. She is very dedicated and has performed zero defect in her work.



Mr. Vinod Ramdev, is a man with Visual Impairment from Pune, working in MSIL Pune.

His wife has also same disability and is working in MCL Pune. He is currently working in Electronic Assembly and feels glad to work with the Group, as his life has been sustained because of this Program. We have recently organized a training for evacuation of Persons with Visual Impairment.

Artificial Limb Fitment Camp Indonesia: An Act Beyond Compliance

To take Saksham Project to a next level and for the Care of Person with Disability, Spark Minda, Ashok Minda Group voluntarily supported Bhagwan Mahavir Viklang Sahayata Samiti (BMVSS) popularly known as Jaipur Foot, to organize a camp for the fitment of Artificial Limbs for the Amputees in Indonesia.

This Project was aimed to ensure sustainability of life for the Persons with Disability, by providing benefit to 500 people (approx). After Artificial Limb Fitment, the amputees were able to walk normally for the rest of their lives.

In this camp a special, Patient-Centric and Sensitive Management System was developed to deal with beneficiaries, who are poor, marginalized or underprivileged. Apart from technological innovations, services also involved process innovations.

Need Assessment: Through our presence in the location, our PTMAI team did the need assessment and came to know about the amputees at Indonesia. After the need assessment, a camp was organised in the factory vicinity at Jakarta, so that administrative arrangements can be taken care by the facility.

Target Group: Person with Disability, who need Artificial Limb, particularly belonging to low income group from Jakarta and surrounding places were targeted and treated during the camp.

Area Identification: Disaster affected area, War affected people and Accidental cases etc were identified as target places.

Place/ Area Targeted	Distance from Jakarta (Km)	No. of Amputees
Jakarta	0	3
Karawang	70	37
Serang	150	31
Garut	270	115
Cirebon	300	150
Jogja	525	103
Cianjur	125	7
Ciamis	278	35
Bogor	60	14
Bekasi	26	20

Timeline:

A team of 11 members executed Artificial Limb Fitment at PTMAI Campus in a month long camp from 4th May to 7th

June, 2015. However, BMVSS took around one-month time to mobilize and arrange equipment/ materials. Thereafter, about 30-40 days were taken by shipping agency to carry them to port Jakarta.

Camp Inauguration

The function was organized in the Futsal ground of PTMAI campus. His Excellence Mr. Gurjit Singh, Ambassador of India in Indonesia inaugurated this Camp and thanked the Group for organizing it in Indonesia. He also ensured to render all services from the Government side to conduct this Camp.

During the inauguration ceremony, Mr. Ashok Minda, expressed that such initiatives of benefitting the Persons with Disability signifies humanity and it should be boundary less and he also spoke about the corporate citizenship theory relating to triple bottom line of People, Planet and Profit. Mrs. Sarika Minda, Chairperson – Spark Minda Foundation briefed about rest of the Corporate Social Responsibility initiatives taken up by the Group in the thematic areas of Education, Healthcare, Community Infrastructure, Livelihood Promotion, Environment Protection and Persons with Disability.

Mr. Sudhir Kashyap, CEO, Minda Corporation Ltd. and Mr. Sandeep Aggarwal, President Director, PT Minda Automotive Indonesia were also present and thanked all the stakeholders for this valuable support for the camp.

Mr. Rangga Nagara, Visa Counsellor and Mr. Rizali Wilmar Indrakesuma, Ambassador of Indonesia were also present at the Inauguration.

Outcome

The technician and doctors team executed Artificial Limbs Fitment to 515 people with 529 limbs at PTMAI Campus from 4th May to 7th June, 2015.

Way Forward

Inclusion is the way forward. Persons with Disabilities have been left behind and excluded from many of the main development processes, pushing disables to the margins and poor towards environmentally unsustainable ways of livelihood. We cannot hope to truly achieve Sustainable Development without creating a future of real inclusiveness for everyone, everywhere.

Therefore, Spark Minda, Ashok Minda Group does not stop its work here but has collaborated with Vaswani Mission for the post camp facilitation and corrective measures for the Persons with Disability, so that we can attain sustainability in our work. However, we are also determined to seek this as our vision 2020, where we will be providing accessible and assistive care to approx 3000 PWD's.

Glimpse of Artificial Limb Fitment Camp at Indonesia



Business Integrated CSR Project: Yerwada Jail

Continuing our efforts towards the upliftment of the society, Spark Minda, Ashok Minda Group started a new facility at Yerwada Central Prison, Pune on 27th October, 2015.

The unit has been set up to manufacture Wire Harness within the premises of Jail Authority for our esteemed Customer, Mahindra & Mahindra Ltd. This Public-Private-Partnership Project is a collaborative Project between Minda SAI Ltd., Yerwada Central Prison Authority and Mahindra & Mahindra Ltd.

The project kick started in February 2015, in which Minda SAI Ltd. set up a manufacturing assembly and a production unit for the inmates at YCP. As of now, around 30 inmates are engaged in the manufacturing process with the plan of engaging more in future.

The unit was inaugurated by Dr. B K Upadhyay, Addl. Director General Police & Inspector General Prison, Maharashtra State. Mr. Nitin Tikle, VP - SSBU, Mahindra & Mahindra Ltd. and other important officials from YCP & Mahindra. From Spark Minda, Ashok Minda Group, the event was attended by Mr. NK Taneja, Mr. Sanjeev Saxena and representatives from Minda SAI, MSL DCD, MCL SSD etc. along with members from Aakarshan - Pune Center.

Yerwada central prison become the first Jail in Maharashtra and second in country, after Tihar Jail to get the first of its kind modern wiring harness assembly unit at its premises.

Our Group's investment at Yerwada Jail includes machinery, raw material and other quality systems and procedures as per the policy and the facility will be run by Jail convicts under the supervision of Minda SAI officials.



Business Integrated CSR at Tihar Jail

Minda Furukawa Electric Pvt. Ltd (MFE), a Joint Venture Company between, Spark Minda, Ashok Minda Group of India and Furukawa of Japan has already set upped an Automotive Component Manufacturing unit at Tihar Jail, New Delhi under PPP model for its esteemed Customer 'Maruti Suzuki India Limited'. The inauguration of the facility was made on 5th September, 2014.

This was the first time in the history of Indian Automotive Industry, that's an Automotive Component Manufacturing Unit has been set up at Asia's Largest Jail 'Tihar Jail' New Delhi.

This social enterprise will provide employment to approximately 200 – 250 convicts.

These convicts will be able to earn as per the Minimum Wages Act of Government simultaneously, will also contribute for welfare fund for the inmates and a part of their wages will also go to the victim families as well.

This initiative, which is one of its own kinds in India's Automotive Industry, will certainly create an opportunity for these convicts, who get employment inside the Jail and can also support their families from Jail itself through income generation. A dedicated team of Minda SAI Ltd trains and imparts skills to them thus catering automobile industry in their own way. These convicts will be able to earn as per the Minimum Wages Act of Government. Hence, once the convict is out of Jail after completing his sentence, he is fully trained for an employment in the Automobile/ Auto-Component Industry, for which he will be given a work experience certificate.

Community Infrastructure Project

Infrastructure development requires extraordinary amounts of capital and resources. In India, infrastructure investment has more than doubled for 2007-12 over the previous five-year period. With more than 60 per cent of India's people living in villages, rural areas are critical to the nation's growth. While there has been some progress in recent years, much remains to be done. Since public resources are limited, private participation becomes essential. The Group, for its part, works closely with the community and local Stakeholders, to provide basic amenities in rural areas near its operation.

Access of Sanitation

India has one of the world's largest sanitation reform programs. In rural areas, sanitation coverage has risen and about 35 per cent of the population has access to toilets. The government's Total Sanitation Campaign program focuses on information, education and communication, human resource and capacity development activities to increase awareness among rural people and to generate demand for sanitary facilities.

Supplementing to the Government's Swachh Vidhyalaya Abhiyan. The Spark Minda Foundation has constructed a separate toilet for girls at Saraswati Shishu Vidya Mandir School, Pantnagar. The aim of the project was to reduce dropout of girls in the age of puberty by creating a hygienic and healthy environment. Approximately, 1000 people got benefitted by this initiative.



Provision of Community Infrastructure

Under Community infrastructure program civic infrastructure is constructed in the village or in the desirable places. In FY15-16, MVASPL in association with Rotary Club and NIBM tried to contribute for the Lady Police officers by providing them with a separate Rest Room facility.

The Construction of Rest Room also included a bunker bed for two people with attached Wash Room, Wardrobe, 6 lockers, study table and chair facility.

This was inaugurated by Dy. Superintendent of Police Mr. Rajkumar Shinde & PI Mr. Santosh Giri Gosavi & Chakan MLA Mr. Suresh Gore & Sy. Municipal President Mr.R D.Gore. Mr.Kishor Karnataki, Mr.Himanshu Jain, Mr.Pradeep Patel & Mr.Sudeep Varma were also present during the inauguration from the Group side.

The Project is named as IWP (Infrastructure for Women Police) and was highly appreciated by the lady officers.



Disaster Relief Program

Tamil Nadu Flood Relief Work

Spark Minda Foundation initiated the Disaster Relief Program after the record breaking rain and flood in Chennai, Tamil Nadu.

Several districts of Tamil Nadu state had been battling floods since 8th November 2015, when an area of deep depression was formed over the Bay of Bengal and dumped heavy rainfall across parts of Tamil Nadu.

The 4 week of flooding caused disaster and chaos across the state. More than 400 people lost their lives due to the torrential downpour, over 18 lakhs people were displaced.

This situation was assessed by our CSR Team of Tamil Nadu. They started providing Food Packets, which was identified as immediate requirement as people had lost their homes. Approximately, 200 people on daily basis were benefitted through this distribution. Further to this the team thought to extend the support in the most affected villages adjacent to our Pillaipakkam and Kakkallur Plants by providing relief and survival kits, consisting minimum amenities to the flood affected people.

Relief Methodology

- **Need Assessment:** The CSR team visited the nearby location to do the need analysis of the flood affected areas and came out with the needs and the flood relief plan for the victims.
- **Area Identification:** Areas like Anjugam Nagar, Sripreumbudur, Tambaram, Putlur etc, nearby our plant vicinity were identified for the flood relief activity as they were most affected. Our CSR team visited these places and determined the needs of the community, on the basis of which list of items for distribution was prepared.
- **Target Group:** People identified for distribution were street beggars, Coolie, Below Poverty Line or people who had Kacha Makkan as it will take really long time for them to bring back their lives to normal after this disaster.
- **Distribution:** Primary relief work and Major relief work were identified to be executed. Direct physical distribution of food packets and drinking water bottles were done in primary relief work, as it was identified as an immediate requirement in that situation. Whereas, relief kits were distributed as a part of major relief work by our Ground Zero Team.



- Distributed items:
 - Relief Kit: 1 Blanket, 1 Lungi, 1 Towel and 1 Night wear for ladies.
 - Food
 - Water Bottles

Execution:

Primary Relief Work: Post assessment, the CSR team started the primary relief work on 26th Nov 2015 by providing food packets to nearly 300 affected families at Erumaiyur Village, Karunacherry Village and Anjugam Nagar of Somangalam Village. Later the relief work was spread to Kakkalur plant vicinity, where 1550 food packets were distributed in the areas like Putlur, Attupakkam etc.

In total 2450 food packets were distributed to approx 700 families and approx. 300 drinking water bottles along with biscuits and breads at Mulai Nagar of Manimangalam village was also distributed.

Major Relief Work: Major Relief Work started when rain again intensified on 1st Dec 2015, creating flood and causing thousands of people to be stranded and trapped. A flood relief kit was prepared which contained a blanket, Lungi, Towel and a Night wear for ladies to protect victims from extreme weather conditions. This kit was been purchased in bulk from The Tamil Nadu Handicraft Weavers Co-operative Society. In total 500 kits were distributed around the vicinity of our Pillaipakkam and Kakkalur plant.

Other than the CSR team who worked at ground zero, below are the valuable customers of Spark Minda, Ashok Minda Group, who participated in Flood relief activities:



From TVS Mysore,
Mr. Patangi & Mr. Mahesh
Patil distributing food to the
affected people.

From Mahindra & Mahindra,
Mr. Haneesh who actively
participated in distribution
activity



Glimpse of Flood Relief Work



Community Health Programs

Health Check Up Camps

India has made rapid strides in the health sector since Independence. However, various eye opening data from National Family Health Survey (NFHS) clearly indicates that access to healthcare still remains challenge. While the health statistics of rural India continue to be poor, the health Status and access to health for the poor in urban slum has surfaced to be equally deplorable.

Despite accounting for 1/4th of the country's population, urban areas have less than 4% of government Primary Healthcare Facilities.

Therefore, with the objective of Social welfare, Spark Minda, Ashok Minda Group regularly organizes Health Check-up Camps in the villages around the vicinity of the Plant. The camps organized are mainly General Health Check-up Camps, but as per need specialized camps and referral services are



also provided to the people. The camp include following Health Check-up services: -

- Eye Camp
- Dental Camp
- Gynecology Camp
- Hepatitis-C & B Camp
- BMI Camp
- Diabetes Check-up Camp

These Health Check-up Camps are organized in collaboration with Gram Panchayat and Hospitals like Medanta Medicity Hospital, Rockland Hospital, Navjeevan Hospital, Balaji Hospital, Eye-Q Hospital etc.



Blood Donation Camps



Blood donation is one of the most significant contribution that a person can make towards the society. It is not harmful for an adult person to donate blood but still people are hesitant about it, due to which our blood banks are running short of required blood.

Therefore, Spark Minda, Ashok Minda Group organizes voluntary Blood Donation Camps to aware people about the Blood donation and to meet the requirement of the precious blood among the people, who are in

life threatening situation and die due to dearth of blood availability.

Under this campaign, employees of Spark Minda, Ashok Minda Group came forward and supported the cause by donating 463 units of blood in FY 15-16. The Blood Donation Camps are organized in collaboration and association with various Government Hospitals, Red Cross Society, Rotary Club, Lions Club, HDFC Bank, etc.

Community Works at Factories

Support to NGO

To increase awareness about social responsibility and to support NGO in helping people for income generation, a stall was organized at MCL DCD Greater Noida on 21st October 2015. 35 people participated in the camp and helped Divya Jyoti Jagrati Sansthan to sell hand made products of Diwali. The products were made by Visually Impaired people.



Social Welfare

MSL PP honored Ms Andal, sister of Associate Mr. M. Manikandan with cash award to pursue her studies and achieve her IAS dream by Mr. T Ravi –Head Sourcing & SCM Ashok Leyland. Ms. Andal scored state first Rank in 10th Std special category (Visual Impairment) Exams. Her ambition is to become an IAS officer but because of the poor financial status of the family, she was not able to manage it, as she lost her Father and Mother way back. Considering this as special case, the GCSR recommended to support the girl for her education. We give Ms. Andal best wishes for her future endeavor.



Shoe Distribution to Tribal School Children

MSIL Pune CSR Team along with School Teachers, Dy. Sarpanch of Village and Villagers, distributed 46 Nos. of Shoes to Adhivasi (Tribal) ZP Primary School Children (Boys - 29 & Girls 17).



World Literacy Day Celebration

On the occasion of World Literacy Day and to make students aware about the importance of the education in today's Era, CSR Team of MCL-PN visited Vivekanand Shishu Vihar School, Rudrapur. The Team distributed 150 packets of stationary items to students & organized Drawing Competition, wherein 60 students participated in the competition.



Other Social Campaigns and Awareness Drives

Road and Fire Safety Campaigns

Prevention is better than cure and with the aim to reduce the number of deaths and injuries in the home, at work, in the community etc. this campaign is conducted.

During the campaign, Banners & Posters are displayed at visible areas, Safety PPE's Exhibition is organized, Safety Flag Hosting, Awareness Training Program and Mock Drills are also held in the nearby villages. Other than this, Safety Awareness Card are also distributed to all community people.



Cloth Donation Campaigns

A Cloth donation camp is organized at Group level to help the under privileged people to combat extreme weather conditions. In this camp, all kinds of summer and winter clothes are collected and distributed to children and adults. Other than this, blankets are also distributed to the needy people. Old age home, street beggars, Temples etc. are some identified place for clothes distribution. In some of the units the activity was conducted in collaboration with Goonj and 92.7 Big FM.

World Environment Day Campaigns

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



Awareness Drive on No Tobacco Day

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

Awareness Campaign on Yoga

International Day of Yoga is celebrated on June 21 and was declared so by United Nations General Assembly (UNGA).

Thus, for a physical, mental, and spiritual practice, Spark Minda, Ashok Minda Group organizes a Yoga Session for people to learn various Yoga Asans to make one healthy with balanced life. Session is conducted by expert from Art of Living Foundation.



CSR Annual Meet for Community Coordinators

The Group CSR held its 1st Annual CSR Community Coordinators Meet - 'Sparkconnect'- Share & Care, from 11th - 13th February 2016, Gurgaon.

The Meet was organized for faculties & coordinators of all Aakarshan Vocational Training Centers across India (Greater Noida, Pune, Pantnagar and Chennai) with the objective to provide a platform for sharing of relevant knowledge, exploring new avenues for initiating CSR projects in the upcoming year and also providing a platform for replication of good practices.

The comprehensive 3 day program initiated with a visit to Minda Balgram in Alipur for all.

The second day began with each Regional Coordinators' giving a presentation on their respective center's key targets and achievements with a detailed SWOT analysis. This was followed by a special motivational talk by the President Award winner Mr. Pradip Sarmah, Founder & Executive Director

Rickshaw Bank on the "Importance of Rapport Building with Community".

Mr. Ashok Minda, GCEO Spark Minda, Ashok Minda Group also attended the meeting. Apart from him, other committee members, who were part of the meeting included Mrs. Sarika Minda, Mr. M K Pajan, Mr. Praveen Gupta, Mr. Ajay Sancheti, Mr. Anil Batra, Mr. Praveen Karn & Ms. Pallavi Hatwal besides Group Finance Team represented by Mr. Amit Aggarwal, Mr. Rahul Goya I & Mr. Prashant Jha.

Mr. Ashok Minda welcomed the gathering and congratulated everyone on their dedicated efforts for the community. He encouraged the team to sustain all projects on the same pace with larger scale. Mrs. Sarika Minda during her address spoke of how it is essential for the Aakarshan centers to prove that they are different from other training centers and continue to perform well. Mr. Pajan's words of encouragement will also go down a long with all the participating coordinators.



Aakarshan and CSR Team of Spark Minda Foundation



Center with Highest Employment – Aakarshan Greater Noida



Best Organized and Managed Center – Aakarshan Pantnagar

The day ended with award distribution ceremony, where the following awards were presented:

- A) Best Organized and Managed Center – Aakarshan Pantnagar
- B) Center with Best Community Rapport – Aakarshan Chennai
- C) Center with most Innovative Ideas – Aakarshan Pune
- D) Center with Highest Employment – Aakarshan Greater Noida

Awards for target Achievement

- a) Learners’ Target Achievement 1st Prize — Ms. Manjushri Bhagwat- Beauty Culture Trainer— Aakarshan - Pune, 124%
- b) Learners Target Achievement 2nd Prize — Ms. Savita Devi — Cutting and Tailoring Trainer — Aakarshan – Pantnagar II, 116%
- c) Learners’ Target Achievement 3rd Prize - Mr. Hirender



Center with most Innovative Ideas – Aakarshan Pune

Shrivastava — CSR Coordinator and Faculty — Aakarshan - Greater Noida, 98%

The Annual Meet ended with a visit on the 3rd day to Moga Devi Minda Memorial School, Bagla and S L Minda Seva Kendra for sharing of work and learning. The 1st Annual Group CSR Community Coordinators Meet was a grand success and ended on a very motivating note for all.



Center with Best Community Rapport – Aakarshan Chennai



4



Business Sustainability

4. Business Sustainability

Environment and Resource Protection

Environment and Resource Protection is a practice of protecting the natural environment on individual, organizational or governmental levels for the benefit of both the environment and humans. Due to the pressures of overconsumption, population and technology, the biophysical environment is being degraded, sometimes permanently. This has been recognized and the Group have begun placing restraints on activities that cause environmental degradation.

The protection of the environment and of natural resources is a major factor for the development of a sustainable future. Not only the economic and social issues have to be considered but all the aspects of sustainable resource use and environmental protection is also significant. Spark Minda, Ashok Minda Group emphasizes the importance of these subjects. We have got Standard Operating Procedures (SOPs) developed assessing a wide range of environmental topics, including Solar power generation, land uses, water saving, paper saving, etc.

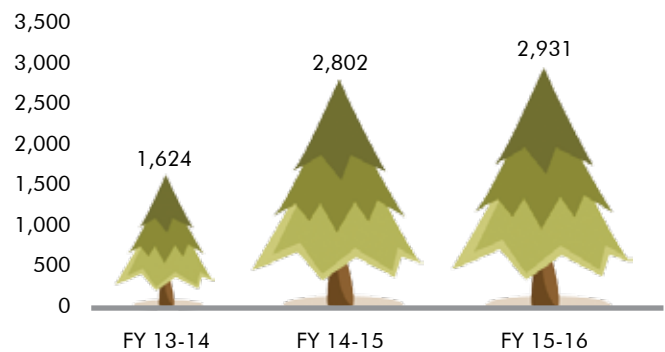
Tree Plantation

There is a huge benefit of planting the trees, from health to environmental impact, to economics and even psychological effects. Planting and then maintaining trees helps lower energy costs, reduce pollution, surroundings improves with green ambience and also generates resources for future.

All the Units of the Group are dedicated towards Tree Plantation. The Group carries out Tree Plantation drive at all Units. Also, a SOP of Plantation has been developed so that the activity takes place in a systematic way at all the levels.

We not only carry out the Plantation drive inside and outside the factory premises, but also donate tree sapling to our employees on various occasions. However, we also ensure the sustenance and maintenance of the trees by creating a sense of responsibility towards their protection.

TREE PLANTATION (In Numbers)



Some of the units like MSL Murbad are also opting for green farming and Organic farming, where vegetable cultivation is done inside the unit premises. The grown vegetables are then distributed among needful people.



We have planted 2931 trees in the FY 15-16, with an increase of 5% from FY 14-15. A database is being managed to keep the record for the survival and sustainability of plants. Accordingly, corrective measures are taken.

Protection of Trees and Energy Resources

Did you know 1 tree gives 8300 papers and 1 roll of tissue paper is made up 5 trees. Thus, just by reducing our consumptions we can save numerous trees.

In Spark Minda, Ashok Minda Group we focus on minimizing and reducing our institutional needs and dependency upon trees by reducing our paper usage in our official work.

Subsequently, Electronic process are being introduced to reduce the consumption of paper in Various operations. Some of the examples are:

- Form 16 provided to all employees in soft copy previously it was in hard copy
- Previously there were separate forms for Travel authorization & Tour Report



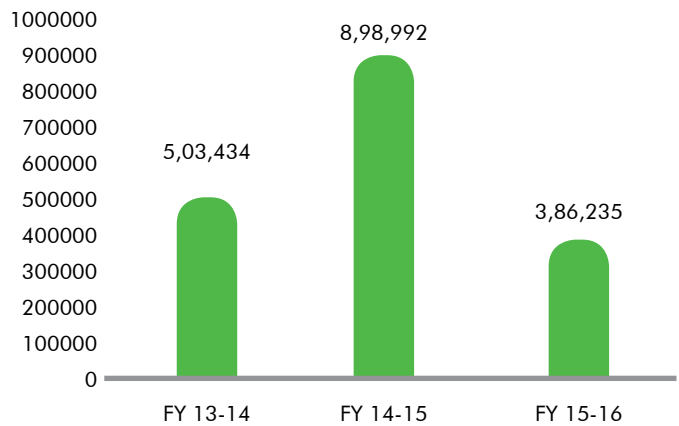
now clubbed two forms into one

- In Assembly Production Monitoring software under development to reduce the paper work
- Re-use of MTC Papers 250 papers X 12 Month = 3000 paper saving.

The Group saved approximately 4 lacs papers through this initiative in FY15-16. Till date we have saved 183 trees through this initiative.



PAPER SAVING (In Numbers)



Energy Conservation

The reserves of the planet's fossil fuels, including oil, coal and natural gas have a finite life. The growing demand of electricity and power consumption has taken its toll on the environment and has resulted in resource depletion, thus making energy conservation the need of the hour.

Therefore, the Group approach has emerged to both conserve the fossil fuels which remain, slowing their depletion through increased energy use efficiency and the development of renewable alternatives such as solar energy and other possible means.

The Group is focused on undertaking operational measures and initiatives that help in environmental sustainability.

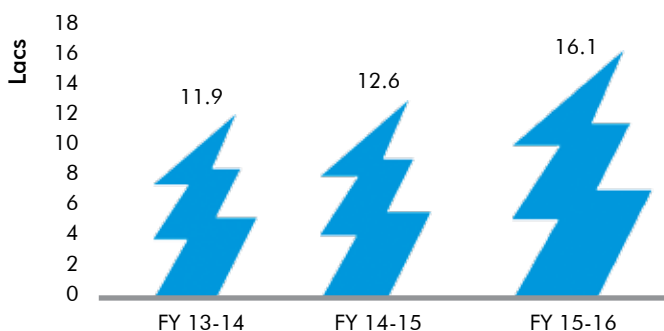
Eco-awareness and responsible use of energy resources are not just a part of its sustainability strategy but a fundamental operational pre requisite.

The Group has recently introduced a Cooling Tower Power Saving System at MSL CD GN . The System is based on the auto cut off mechanism to save electricity. Due to this initiative MSL CD GN is able to save 12hr of electricity saving.

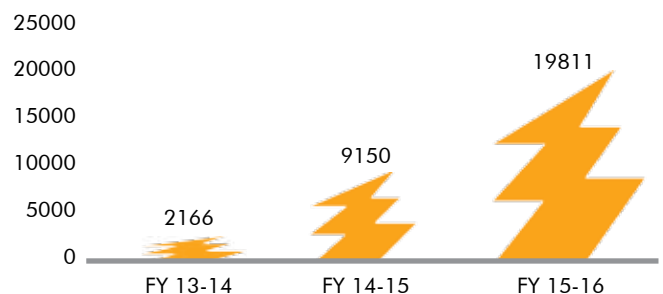
Other than the above, the Group promotes green initiatives through regular monitoring on electricity consumption and electricity saving. In some of our units, we successfully implemented electronic room sensors, which will switch off lights & AC automatically, when persons are not in room. Some of the example are briefed below:



ELECTRICITY SAVING (In KWH)



SOLAR ENERGY GENERATED (In KWH)



The Group runs "Switch on the Sun" Initiative under which, usage of transparent roof sheets and reflective light model is done to allow sun light to come to shop floor saving the electricity during day time. This initiative helps in Power Saving of 18 KWH/DAY.

MCL SS Pune implemented "Solar Tube Project" for Alternative Energy. Under this, Solar tube day lighting system is installed (6 Nos.) for cooling & diffusing uniformed light over paint shop during day time.



Other Initiatives Implemented for energy saving includes:

- Use of LED Use of LED and Natural Lights, saving up to 50%, 45 Kwh Unit saved / Day
- Servo Motor Initiative, Energy efficient motor Installed
- Solar Street Light
- Solar Plant Out Sourcing etc.
- Thyristor Control system for furnace Heating, Energy saving due to direct heating system- 16000 Units p.a
- Reduce heat loss by improving lining & leakages, energy saving of 25,882 units p.a


Also, the Group has recently introduced a Solar Power System with hybrid system for office area at MCL-DCC Noida plant with specification of 6 KVA, 180 AH, 96 V battery. The expected saving from this installation will be 14,000 units per year (40 units per day). The Group is proud to announce that office of said premise is completely solar operated.

By implementing measures in various units, we were able to save 16.1 lacs KWH of electricity, thus increase our electricity saving by 27% in FY15-16 as compare to FY 2014-15. This was achieved by moving towards renewable sources of energy like solar energy. In FY 14-15 total 19811 KWH of electricity was generated through solar energy.

Best practices on saving **SPARK MINDA**
ASHOK MINDA GROUP
Powered by Passion


The way of saving - electricity, water & waste

Cooling Tower Energy Saving



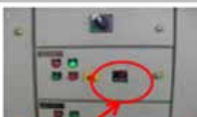
Before Photo

Cooling Tower Fan Motor
24 Hours Run .




Before Photo

Q.1 & 2 Energy saving detail 15-16																
Month	Cooling Tower Fan Motor 7.5KW	Per Hrs	Per Day	Per Month	Cooling Tower Pump 5.5KW	Per Month Sunday	Ex. Fan 24, 350W	Per Hrs	Per Day	Per Month	Tube Light 28W	Per Day	Hydro. Pneumatic pump	Per Month	Total	
Apr-15	1	6	120	3120	1	1133	2	2	48	1364	1568	37.6	978.4	2	346	5711
May-15	1	6	120	3120	1	1133	2	2	48	1364	1568	37.6	978.4	2	346	5711
Jun-15	1	6	120	3120	1	1133	2	2	48	1364	1568	37.6	978.4	2	346	5711
															First Quarter Electricity Unit Save	20364



After Photo

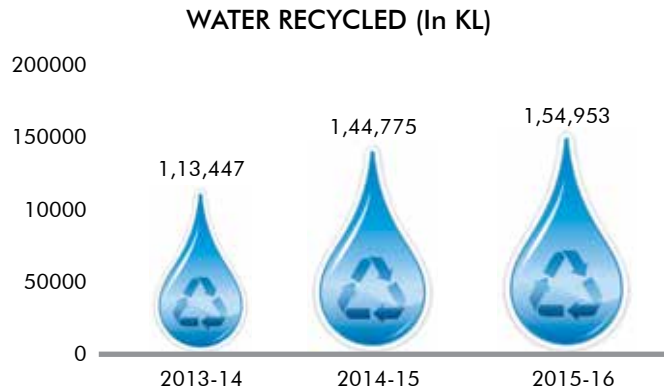
Add in circuit of Cooling Tower with Temp Controller Fan Run only on temp. Maintain (Energy Save of 12Hrs)



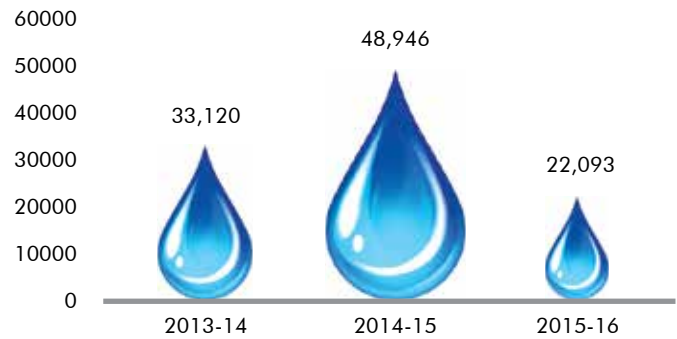
After Photo

Water Conservation

Water conservation at Spark Minda, Ashok Minda Group encompasses the strategies and activities made to manage water as a sustainable resource, to protect the water environment, and to meet current and future demand. Growth of the business also affect how much water is used, factors such as climate change have increased pressures on natural water resources especially in manufacturing world wide.



INDUSTRIAL WATER USAGE (In KL)



The Groups goal of water conservation include:

- Zero discharge from our units
- Ensuring availability of water for future business growth, where the withdrawal of fresh water from an ecosystem does not exceed its natural replacement rate.



- Water Saving through water conservation, Water harvesting and waste water treatment to be done for future sustainability.
- Reaching to water positive state.

The STP/ ETP recycled water is used instead of Tap water for domestic use like gardening, Toilets cleaning etc.

Rain water harvesting is also done where; percolated water is collected in big well/ Tank/harvesting pit.

Water from this tank is filtered through filters & drained to drinking water storage, plastic tank etc, from there water is sourced to various water coolers kept in shop floor including canteen for cooking purpose.

We have increased our water recycling by 6 % by adopting above measures across the Group.

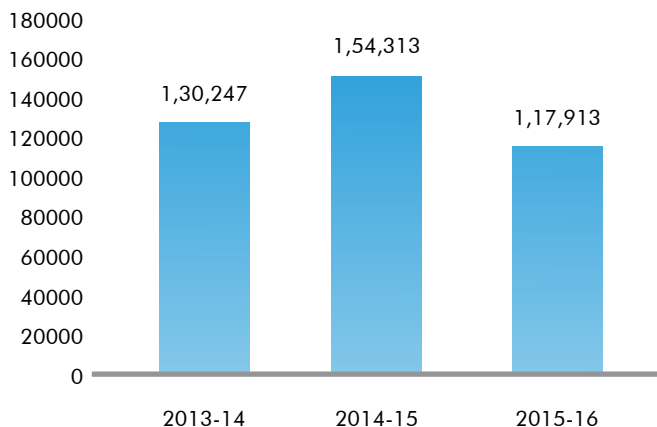
Other than saving we have also decreased our water usage. Earlier, drained water from water cooler was used to be



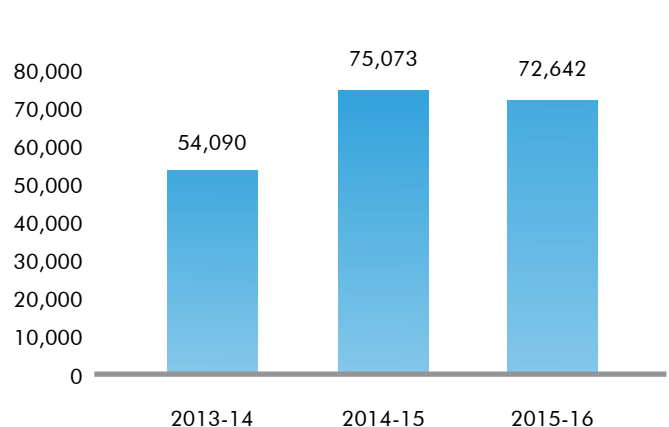
collected in plastic bins and the full bin was discarded in drainage. However, water cooler outlets are now connected with plastic pipe and this water is routed to gardening purpose.

By following above practices the Group was able to reduce to 72 thousand KL of tap water usage from 75 thousand KL as compared to last FY. We also reduced our Industrial water and Ground water usage to 22 thousand and 1.17 lac respectively in FY 15-16.

GROUND WATER USAGE (In KL)



TAP WATER USAGE (In KL)



Waste Management



An inevitable consequence of development and industrial progress is Generation of Waste. Therefore, efficient waste management is a matter of international concern and countries have set up robust regulatory waste management regimes for balancing the objectives of development and environment sustainability.

In Spark Minda, Ashok Minda Group, the industrial waste is managed by collecting, categorizing disposing, managing and monitoring the waste materials and we are doing this through, Reduce-Reuse-Recycle (Triple 'R' Principle).

Reduce- Reduce the amount of garbage generated. It's done by altering our processes to the best, so that minimum waste is generated. For e.g. we minimize the consumption of rubber band, wire protection cup and Bins.

Units has also started with Power coating, Paint sludge, compressor used oil

For the reduction in the wastages of phosphating chemical sludge filtration process is implemented at MCL PN

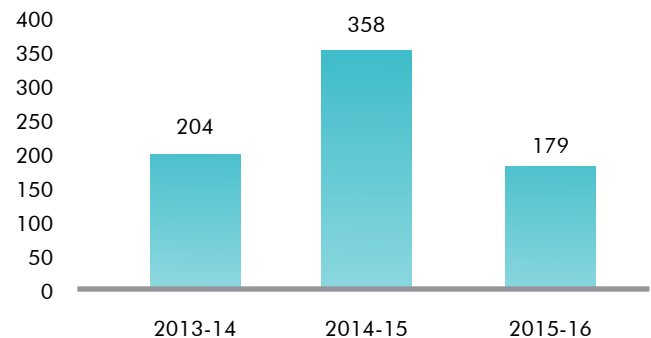
<p>1. Unit: MCL Paninagar 2. Business: Minda Corporation- security division 3. Idea By: Manoj K Singh (1200327) 4. Implemented by: Manoj K Singh</p>	<p>CSR GOOD PRACTICE</p>	<p>10. Good Practice Number: ER/HW/001 11. Date: (01.03.2016)</p>
<p>5. Title : (WHAT & WHICH) Sludge Filtration AT PT Line Phosphating Process</p>	<p>22. Category – Education/livelihood promotion/health and well being/community infrastructure/Care for persons with disability/environment and Resource Protection</p>	
<p>6. Reason for selection of the idea</p> <ol style="list-style-type: none"> 1. Wastage of Phosphating chemical 2. Time reqd. minimum 2 hrs for discarding & cleaning 3. Time wasting for temperature 	<p>Health & well & Environment</p> <p>13. SITUATION BEFORE</p> 	<p>15. BENEFITS/ RESULTS (Quantitative or qualitative CSR indicators) :</p> <ol style="list-style-type: none"> 1. Chemical saving 2. Time saving 3. Electricity saving 4. Manpower saving 5. Less load on ETP
<p>7. Cost incurred- Rs. - 25,000.00</p>	<p>14. SITUATION AFTER</p> 	<p>16. Steps of Implementation (How)</p> <ol style="list-style-type: none"> 1. Feasibility 2. Trial 3. Approval 4. PO 5. Trial 6. Implementation
<p>8. Resource Utilized Filtration pump</p>		
<p>9. Time Spent- 1 month</p>		
<p>17. Group CSR Committee</p>		<p>18. Group Chief Business Excellence Officer</p>

For the reduction in the wastages of phosphating chemical sludge filtration process is implemented at MCL PN



Reuse- Reuse everything to its maximum after properly cleaning it. We make secondary use of different articles. For eg: we take back empty spools in which terminals are packed then reuse them, we are also concerned towards minimizing the usage of stationary paper for printing and maximizing reusing of packaging materials, we also reuse plastics which is generated in mold shop. Reuse of Store racks, Iron Pallets for making rejection keeping area's Gate, Waste material used for making cable tray are also reused.

SAVING THROUGH 3R (In Tons)



Recycle- Keep things which can be recycled to be given to rag pickers or waste pickers. We also take care of proper disposal of generated waste material in consultation with technical agencies.

We also convert the recyclable garbage into manures and Vermi-Composting is done using that manure. This Vermi-Compost is used for gardening and excess is given to farmers / nursery in local area.

The Vermin Compost is an ecological method for waste management. This project was started in Jan 15 and the compost made is used for gardening and excess is given to local farmers.

Other than the industrial waste, we have recently introduced E-waste disposal system at MCL SS Pune. A proper protocol is followed from collection of E-waste till its Disposal.

Health and Safety



A comprehensive legislative and regulatory framework is much desired in India, to maintain Health and Safety standards at workplace. Effective implementation is most significant.

A safe, clean environment with healthy working conditions is recognized as a fundamental human right by the Universal Declaration of Human Rights of the United Nations.

The dream of making India a manufacturing hub can only gain credence, when Health and Safety is enforced at all

workplaces. Health and safety are two important aspects that affect overall efficiency of working population. A robust system for health and safety in the workplace ensures greater productivity and is critical in gaining a competitive edge.

Therefore, Spark Minda, Ashok Minda Group strives to ensure Occupational Health and Safety & Management for Employees and Associates.



Occupational Health

We conduct various Trainings/Workshops like Meditation Camp, Stress Management, Acupressure Therapy, Health Check-up, Eye check-up, Blood Test, Dental Hygiene Camps etc. Apart from these, we also conduct preventive awareness Training Programs on Infectious Communal Diseases.

In FY 2015-16, approximately 8000 persons were covered through 32 camps.

Safety

To work with safety parameters and to make an accident free zone, the Group organizes safety awareness drive all across the units.



Under this, Road Safety Awareness Training for retailers and mechanics on monthly basis is done. To increase the safety awareness & skills of associate & staff, National Safety week is also celebrated inside the unit premises. During the Awareness week, Banners & Posters are displayed at visible areas, Safety Exhibition are organized, Safety Flag Hosting, Awareness Training Program and Mock Drills are held, Safety Audit is conducted, Road & House (Electrical Equipment & Kitchen Gas) Safety Awareness Card are distributed to all employee & outsiders and Poster Competition are also organized.

The various Fire Fighting Mock Drill are conducted in association with IGL.



Glimpse of Health and Safety Activities





5

Moga Devi Minda Charitable Trust



5. Moga Devi Minda Charitable Trust

Moga Devi Minda Memorial School



Glimpse of MDMM School, Bagla, Hisar

Moga Devi Minda Memorial School started in 2010 is spread over 6 acres in a safe, peaceful and eco-friendly environment with picturesque surroundings in a rural bends of Haryana state. The school is located in Hisar, Bagla and is affiliated with the CBSE.

MDMMS has well-designed classrooms and has already set a high standard of quality and value based education. MDMMS is a school with a difference. The school encourages co-existence instead of cut-throat competition; it provides a learning environment instead of rote learning and encourages

creative thinking instead of being monotonous all the time. The school is a Senior Secondary Co-education school and run in No-Profit No-Loss Model.

MDMMS caters to provide high quality education in the rural area with excellent facilities like library, laboratories for Physics, Chemistry, Biology, Mathematics and Environment Science; and play grounds. The school is well equipped with an Art and Craft Room, Music Room, digital classroom and a Medical infirmary.

It is currently catering to approx. 1167 students.



Minda Balgram

Minda Bal Gram is a Children Home, licensed with the Department of Women and Child Development, Government of NCT of Delhi.

Minda Bal Gram provides holistic love and care for children who need "Care and Protection". The aim of the organization is to provide long term quality institutional care along with elementary development facilities to disadvantaged children. All children receive Shelter, Education, Recreation, Medical, Nutrition, Vocational

Details of Academic Status	Numbers
Children at Schools	79
Children at ITI	3
Children at College	1
Children under Job Training	3
Spark Minda, Ashok Minda Group	2
Uno Minda, N K Minda Group	1

Detail of Children During the Year 2015-16

Particulars		Details	
Children Status	-	-	-
Children strength at the beginning as on 01.04.2015	-		100
New Admission during the year	-		33
Restoration during the year	-		47
Children strength at the end of the year i.e. 31.3.2016	-		86
-	Total Girls	57	
-	Total Boys	29	-

Training and other facilities that go in making a child a responsible citizen.

Till date we have benefitted 323 children out of which 237 have been restored.



S L Minda Seva Kendra

Established in 2007, the S. L. Minda Seva Kendra (SLMSK) provides vocational training to rural youth including women. SLMSK is accredited with the National Institute of Open Schooling, Ministry of Human Resource and Development, Government of India to run its vocational courses. Vocational training is provided in Computer (Basic Course), Computer Application, Computer Hardware and Networking, Desktop Publishing, Cutting and Tailoring, Beauty Culture and Indian Embroidery. The head office of SLMSK is situated at village Bagla, Hisar- Haryana.

Currently, six vocational training centers are running which are located at Bagla, Siswal, Jakhod, Dobhi, Muhabbatpur Dhani and Telanwali villages of the Adampur Block, District Hisar, Haryana.

Till March 2016, 2817 youths have been benefitted from S L Minda Seva Kendra.



Students of Beauty Culture Training



Learners of Seva Kendra showcasing their certificates

Details of students of seva kendra

S.No.	Courses	Total	Employed	Self Empl	Seeking Higher Education	Unemployed
1.	Computer	1236	306	191	430	309
2.	Cutting & Tailoring and Indian Embroidery	1370	112	450	358	450
3.	Beauty Culture	211	26	74	82	29
	TOTAL	2817	444	715	870	788

S L Minda Sports Academy

The main aim of the S L Minda Sports Academy is to achieve excellence in sports and to help sportspersons reach highest level of sportsmanship including national and international levels.

It nurtures sportsperson and sportsmanship, especially in rural area and helps them to participate in the various sports events conducted at local, regional, state, national and international

level by various schools, sports organizations including SAI and CBSE, etc.

Following Trainings are provided at SLMSA:

Athletics, Volleyball, Basketball, Table Tennis, Taekwondo, Boxing, Wushu, Wrestling, Kabbadi and Kickboxing.

36 youth was trained from S L Minda Memorial Sports Academy in FY 2015-16.

Sports Achievements at A Glance			
Sr.No.	Game	Participants	Position
1	Haryana Board District Level Kick Boxing Tournament	Ganesh, Rahul, Sumit Godara, Navdeep, Sahil, Ajay, Khushboo, Manta	Gold
2	Haryana Board Zonal Athletic Tournament	Navdeep, Jatin, Somveer, Ashish, Ganesh	Gold
3	Haryana Board District Level Wushu Tournament	Ganesh, Jonny, Navdeep, Sumit, Pankaj, Manta, Khushboo, Akshima	Gold
4	Haryana Board District Level Basketball Tournament	Akshima	Gold
		Neha	Silver
5	Haryana Board District Level Taekwondo Tournament	Sahil, Akshima, Priyanka, Ganesh, Naveen, Ajay, Manta, Nishesh	Gold
		Nishesh, Yashmita, Renu, Sanjay	Silver



A Multi - Speciality Hospital at Bagla

Our founder late Shri S. L. Minda Ji always wanted that quality medical facilities should be available in the vicinity for the villagers of the Adampur Block and he was extremely particular about providing medical facilities for women and children. In order to fulfil the dreams of our founding

father we are soon coming up with a multi-specialty quality hospital adjacent to Moga Devi Minda Memorial School at Bagla. The foundation stone laying ceremony has already been done and the first phase of construction of 40 bedded multi-specialty hospital has begun.

Our Partners

As a partner to Spark Minda Foundation, GlobalHunt Foundation (GHF) has got an opportunity to explore the social territories that are still untouched. The project “We Programme; Bringing Empowerment to Women” is working towards building and enhancing the menstrual hygiene and management among local communities. As the subject itself has connotation of embarrassment, shyness and cultural taboos, which prevents women whether urban or rural based to follow practices that are unhygienic and maintain silence that further adds to the dilemma. Therefore as a responsible corporate citizen Spark Minda Foundation initiated the menstrual hygiene; what, why & how project for the local communities of its business operations. Spark Minda Foundation and its team, with the implementation partners, approached the local women and adolescent on the subject so crucial to their lives. GHF feels that the way the Spark Minda Foundation CSR team executed the project throughout different location is commendable. During the project implementation the turnout ratio of the community and the way members of Spark Minda Foundation connected and communicated with the audience clearly reflected the strong relationship that the Foundation has built with the local communities. We hope that GHF’s association with Spark Minda Foundation strengthens with time and we carry out projects that bear life impacting changes on the larger society.

- Team GHF



Jatan Sansthan has been working since 2001 on Menstrual Health issues. We were very delighted when Spark Minda Foundation agreed to partner with us. Together we conducted workshops at their factory locations in Pune, Pantnagar and Kanchipuram. It has been a robust collaboration and we are looking forward to more work together. It has been a joy working with the team!

- Ms Lakshmi Murthy (President
- Jatan Sansthan, Founder Project Uger)





6



Making Our Mark



6. Making Our Mark

Awards and Recognitions

Minda Corporation Limited, Pant Nagar received TV 100 Industrial Excellence Award in Training & livelihood, for their remarkable contribution to the society through Aakarshan Vocational Training Center and other CSR initiatives on 26th Feb 2016.

Award was given by Hon'ble Chief Minister of Uttarakhand Mr. Harish Rawat & Hon'ble Minister of Industrial Development, Finance & Parliamentary Affairs Uttarakhand, Mrs. Indira Hridayesh. The Award was received by Mr. RCS Negi, Head HR/ P&A and Mr. LM Joshi, Head Operations from Spark Minda, Ashok Minda Group.





Representation and Participation

1. Representation at Assocham as a panelist on "Empowering Disabled Persons with Accessible and Assistive Technology". Where the foundation in collaboration with BVMSS (Jaipur foot) and Assocham will be providing accessible and assistive technology to nearly 25 PWD's.
2. Representation at India's biggest CSR Show as a Panelist on "Integrating Human Rights into Business Practices" along with Jindal Steel, UN Habitat, Unicef, Unitech and Sehgal Foundation
3. Held a session with XISS Rural Management Management Batch on CSR Overview of Spark Minda, Ashok Minda Group.
4. Participation in CII Northern region half Yearly Meet.



5. Representation at ICSI Gurgaon on Section 135.
6. Participation in ASDC Conclave 2015 on a theme "Skill India" Meets "Make in India".



Coverages

S. No.	Magazine Name	Coverage	Edition Date
1	CSR Times	Praveen Karn- A catalyst for the betterment of underprivileged sections	Feb 2015
2	Caring	About CSR of Spark Minda, Ashok Minda Group	March 2015
3	CII 7th Edition Endeavour	Empowering the underprivileged	March 2015
4	CII Compendium	Spark Minda, Ashok Minda CSR- Project/ Initiatives undertaken	March 2015
5	Impact – CSR Enriching Lives	Activities of Spark Minda Foundation	July 2015
6	SPO India	CSR for Spark Minda means People, Planet and Profit	February 2016

NUSRAT PATHAN
Head - CSR & Sustainability, HFC Bank Ltd.

Praveen Kumar Karn
Head - CSR & Community Development, Spark Minda

A CSR professional with over 15 years of experience in CSR and Sustainability. He is a CSR professional with over 15 years of experience in CSR and Sustainability. He is a CSR professional with over 15 years of experience in CSR and Sustainability.

Spark Minda

Shared values and commitment: Corporate Social Responsibility - Project/ Initiatives undertaken

Community Development Projects, Education, Skill and Employment

Praveen Karn, Head - CSR & Community Development, Spark Minda

7th Edition ENDEAVOUR
March 2015

Praveen Karn, Head - CSR & Community Development, Spark Minda

Business Integrated CSR, Health and Sanitation Projects

7th Edition ENDEAVOUR
March 2015

Praveen Karn, Head - CSR & Community Development, Spark Minda

Empowering the underprivileged

CSR PROFESSIONAL

Praveen Karn - A Catalyst for the Betterment of Underprivileged Sections

Praveen Karn, Head - CSR & Community Development, Spark Minda

SPARK MINDA Foundation

ACTIVITIES OF SPARK MINDA FOUNDATION

Praveen Karn, Head - CSR & Community Development, Spark Minda

Shaping Lives of the People

Excellent content and assignments that build on your knowledge, reinforce, and then expand. I recently secured new employment using MS-Office courses at Aakarshan. Now I am working with "Success Glasses", Thanks!

-Ms. Archana Barne-
Basic Computer learner, Aakarshan Pune

Aakarshan helped me to increase my basic computer knowledge. Highly skilled & knowledgeable teaching staff. I got placed in Delphi company.

-Mr. Rahul Tiwari,
Basic Computer Learner,
Aakarshan Pantnagar II

The different type of products & teaching method used for the practical was really very different from other Institutes. The staff and services were overall very satisfactory. Thanks to Spark Minda Foundation, currently, I am working with Minda SAI Ltd Company.

-Mrs. Mohana, Cutting & Tailoring
learner, Aakarshan Chennai

Our Vengadu is a backward village and we don't have enough opportunity to develop our interest and skills. But Aakarshan Vocational Training Centre helped us to learn beyond our imagination. Really Aakarshan is a god's gift for us.

-Ms. Nivetha, Spoken English learner,
Aakarshan Chennai

Thanks to Aakarshan, Spark Minda Foundation to make women self-confident & Independent

Neetu Devi
Aakarshan, Greater Noida

"If Aakarshan would not have given me a chance, possibly I could never be able to operate computer"

-Pooja Kumari,
Aakarshan Greater Noida

I studied in an English medium school and was constantly facing problems in understanding and writing during lectures. Moreover, whenever I had to interact, I used to feel embarrassed because I made a lot of grammatical mistakes in my Spoken English. This course has helped me to speak very fluent English and I can now also give presentations confidently. I am sure that after completing my Engineering, this fluency in English and my confidence are going to help me in every area of my life – especially in successfully giving interviews. Thanks to Aakarshan Vocational Training Center.

-Ms. Nithya, Spoken English learner,
Aakarshan Chennai

I got quality training from Aakarshan Vocational Training Program. I am very happy for taking decision to join this course. Now, I will join few other courses that Computer Institute is offering. At the end, I want to give lot of thanks to all administrative staff and keep up the good work.

- Ms. Aastha Maurya , Basic Computer
learner, Aakarshan Pantnagar II

The Course gave me Step by Step instruction and very sound methodology to not only learn but to draw also. I also found my trainer to be very helpful while teaching. Thank you so much.

Ms. Sneha Singh,
Cutting and Tailoring Learner,
Aakarshan Pantnagar I

Abbreviations

CSR	-	Corporate Social Responsibility
PWD	-	Person with Disability
GCSRC	-	Group Corporate Social Responsibility Committee
BSc	-	Bachelors in Science
U.P	-	Uttar Pradesh
MSL KK	-	Minda SAI Limited Kakkulur
MCL PN	-	Minda Corporation Limited Pantnagar
BMVSS	-	Bhagwan Mahavir Viklang Sahayata Samiti
PTMAI	-	PT Minda Automotive Indonesia
MCL DCD	-	Minda Corporation Die-Casting Division
NGO	-	Non Government Organization
SOP	-	Standard Operating Procedure
IGL	-	Indraprastha Gas Limited
MDMMS	-	Moga Devi Minda Memorial School
CBSE	-	Central Board of Secondary Education
NCT	-	National capital Territory
UN	-	United Nation
UNICEF	-	United Nations Children's Emergency Fund
ICSI	-	Institute of Company Secretaries of India
ASDC	-	Automotive Skill Development Council
USA	-	United States of America

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