



Building a
sustainable tomorrow...

ENCOURAGE. EDUCATE. EMPOWER.

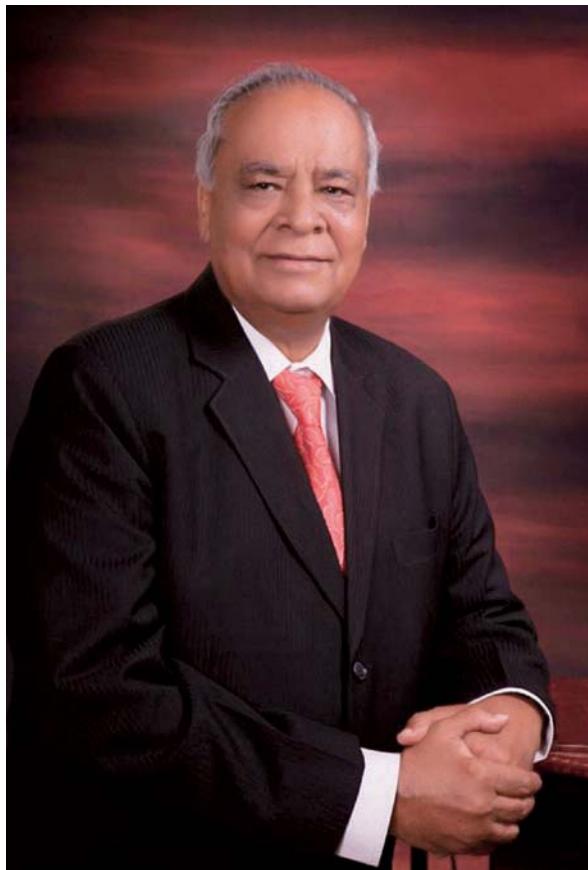




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Our Visionary



Shri Shadi Lal Minda ji (1930 - 2010)



Pursuing excellence,
while embracing changes,
acting with integrity and
laying strong foundation
for a sustainable tomorrow.



Scope of Reporting

Report Boundary and Scope

The reporting period for this sustainability report is restricted to financial year 2017-18. The report aims at communicating sustainable performance while encouraging transparency and accountability.

Report Scope Limitations

The scope of reporting includes the international presence of the Group, while mainly focusing on India operations.

We welcome suggestions as they are vital for strengthening our processes to help us improve not only the quality of reporting but also the quality of initiatives and services.

What makes our environment so unique and exciting?

Our Values.

At UNO MINDA, we define our values as our 'capacity to endure and bring change'. We aim to bring together people from different backgrounds, religion, races, different skills, experiences and cultural reference frameworks with the aim of creating a better society and a sustainable future for tomorrow.





Message from CMD's Desk



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Sustainability is an integral part of our business practices. We believe in embracing business opportunities, empowering our people and fulfilling our social and environmental responsibilities by adhering to the industry best sustainability practices.

We follow business operations which are based on the evolving market trends along with a distinct focus on environment, people and communities around us. We aim to transform the lives of women, youth and children from the underprivileged section of the rural areas through our initiative

Samarth-Jyoti. A significant number of unskilled members have been provided education, training and support, to make them self-reliant and lead a quality life.

The sustainable business approach helps us identify assertive ways to enhance our social responsibility while ensuring minimal harmful impact to the environment along with sound financial performance. In more concrete terms, being an automotive-components manufacturing company, we recognise the importance of fulfilling the goals of zero emission, waste and discharge, adapting measures that reduce cost, minimise risks and increase resilience.

Our strategy to reduce the impact on the environment, develop sustainable products, operate ethically and be an employer of choice for our employees, is best reflected through our achievements. Over the years, we have implemented stringent code of conduct policies, employee welfare schemes, followed strong regulatory compliances and ensured periodic reviews of strategies and objectives at the Management and Board level.

In pursuit of sustainable growth, the UNO MINDA Group has secured global recognition by creating novel social, environmental and stakeholders' values along with a steady economic performance. In doing so, it has laid a strong foundation for a sustainable future.

Nirmal K Minda

Chairman & Managing Director
UNO MINDA Group

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Message from President and Chairperson

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Youth drives the nation's success.

Sustainability can only be met through community engagement, which forms the core of the development process.



Our CSR programs are designed to create better opportunities for young population in the rural areas. As a sustainable corporate organisation, we foster to provide the highest quality of life together with the lowest environmental footprint, whilst also ensuring that the needs of future generations are not compromised. The time is not far when our country will evolve as a skilled society, where there is prosperity, equality and dignity for all.

We strongly believe that to work for the common good is the greatest creed. The foundation of Samarth-Jyoti was laid with a goal of empowering lives of the underprivileged strata in the rural areas. We provide them quality education, knowledge enrichment and skill development opportunities. Several training programmes have been initiated for women and young children to enable them to live up to the potential they possess. Our skill development centres are spread across the whole country, which help people earn their livelihood by imbibing new skills.

We have consistently supervised all welfare activities and ensured efficient skill transfer to next generation through our vocational centres in Haryana, Tamil Nadu, Uttarakhand and Maharashtra. We are proud that we have reached 6,395 individual souls till date. We continue to embrace this legacy by touching lives of thousands of youths in the coming years.

Suman Minda
President and Chairperson
Samarth-Jyoti

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Message from Member - Trust Board

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The UNO MINDA Group is committed to conduct its business with high standards.

We strongly believe that strong corporate governance is highly influential in the Group's performance. Our success strategies are largely built around the principles of transparency, accountability, responsibility and fairness. We also strive to provide guidance and support to our people in recognising and dealing with ethical issues, provide mechanisms to report unethical conduct and help foster a culture of honesty and accountability, ultimately leading to stronger governance.

Our Group is committed to conduct its business affairs in accordance with the economic development, the Government objectives, foreign policies of our country and in other countries in which we operate. The Board of Directors ensures that appropriate governance practices are meeting the applicable standards. Sound governance structures and systems protect the interests of all our stakeholders and ensure that the company is well-managed.

Going forward, we aspire to create values for all the stakeholders at every step of our actions. We will try to inculcate and bring in the culture wherein stakeholder management and sustainability is not just a way of thinking about ethical considerations impacting an organisation's strategy but also forms an essential part of the strategy.

Sudhir Jain
Member - Trust Board
SNMCT

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Message by Head - Group HRM

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One of the best feelings for us at UNO MINDA is knowing that someone is happy because of our efforts. We aspire to lighten up the lives of thousands of people to help accelerate their progress.

Our dedicated team continuously works for welfare of the children, youth and women in rural areas. We have encouraged people by providing them education, healthcare facilities and skill development training. We believe that our intervention empowers people by making them self-reliant, positive and lend strength to lead a brighter life.

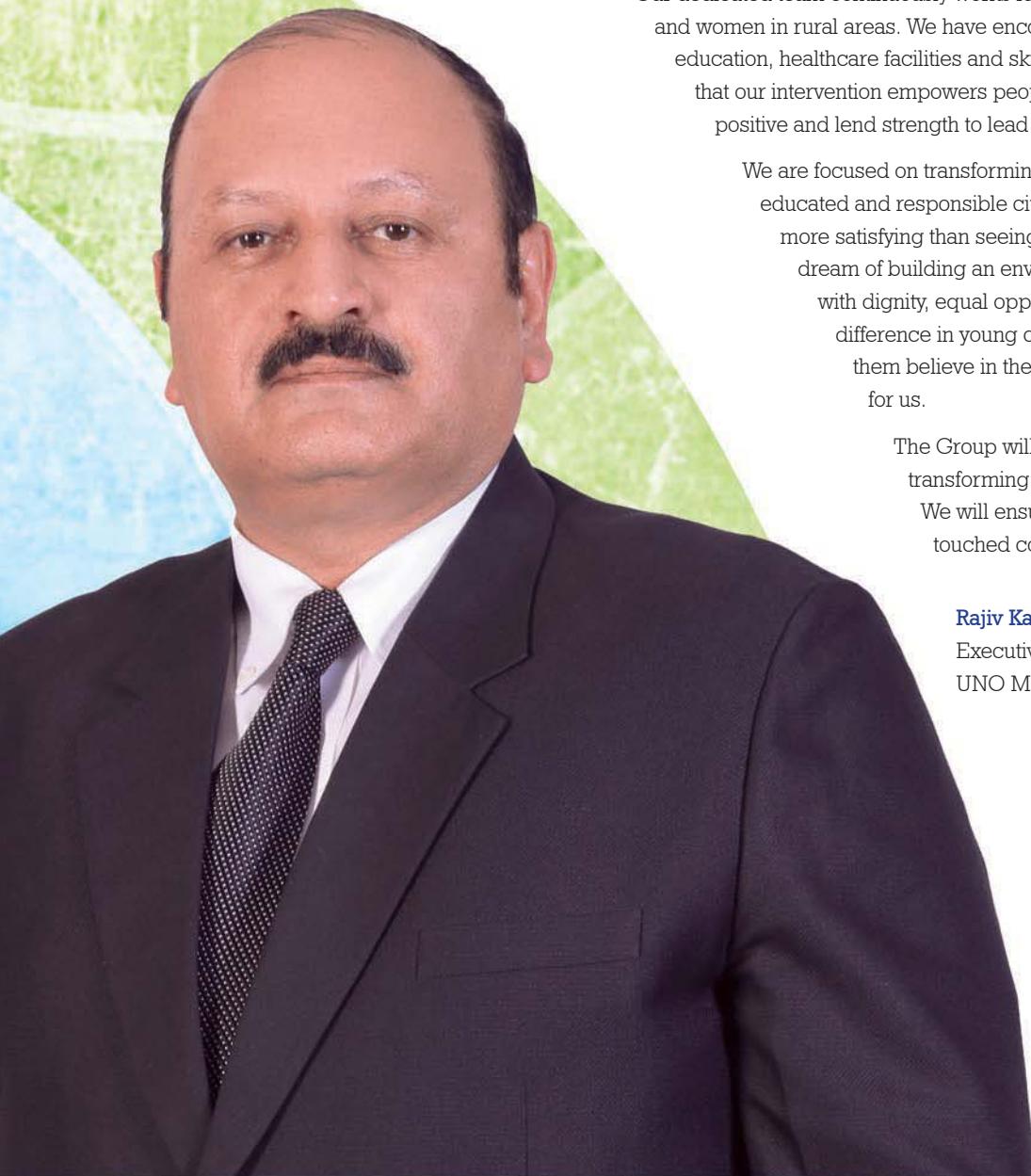
We are focused on transforming underprivileged children into educated and responsible citizens of the country. There is nothing more satisfying than seeing a happy and smiling child. We dream of building an environment in which people can live life with dignity, equal opportunity and contentment. Bringing a difference in young children and women's lives by making them believe in themselves is the greatest achievement for us.

The Group will continue to create happiness by transforming families and eventually the society. We will ensure that the millions of lives we have touched continue to flourish with joy.

Rajiv Kapoor

Executive Director - Group HRM
UNO MINDA Group

“



Acknowledgement by Head - Group CSR

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We strive to build a sustainable society and a better world by understanding and acknowledging various global, social and environmental expectations through communication with our stakeholders and integrating those expectations into our practices.

At UNO MINDA, Corporate Social Responsibility (CSR) can be explained in one single line – **it is about making our vision a reality and abiding by it**. The Group aims to serve its purpose of contributing towards making an educated, skilled and stable society and to help tackle global challenges such as poverty, adequate education, women empowerment and other global issues, through innovation projects.

UNO MINDA is committed to improve quality of life and conserve the environment. Guided by our CSR policy, we follow an integrated approach to community development, touching all aspects of society including livelihood, education, health, environment, and empowerment of the weaker sections.

This is how we are encouraged to build a sustainable tomorrow by educating which leads to empowerment.

Our efforts in educating and nurturing underprivileged children, helping women of the lower strata of the society to become self-reliant and independent, connecting rural areas with modern world and promoting sports to further support our endeavour of encouraging, educating and empowering people of the society, thereby paving way for a better India of tomorrow.

Going forward, as part of our integral mission to be a global sustainable organisation and good corporate citizen, we believe that our CSR activities and communications with stakeholders in a fair and open manner will promote harmony. Our efforts to promote a well-balanced community will contribute to long-term social and environmental progress.

I would like to extend my sincere thanks to the Board members for enlightening and guiding us to do better. My heartfelt thanks to CSR Committee for its continued support and special thanks to my peers and colleagues.

Gaurav Kumar

Head - Group CSR

UNO MINDA Group

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About Us

Marking its presence across international boundaries, UNO MINDA is among the leaders and Tier I supplier of Proprietary Automotive Solutions to Original Equipment Manufacturers (OEMs) globally. UNO MINDA has made significant contributions to the automotive industry supply chain with innovative products and solutions.

Having a total of 58 manufacturing units across the globe, the Group manufactures automotive parts for 2 wheelers, 3 wheelers, 4 wheelers and off high-way vehicle segments.



Group Vision

To be a sustainable global organisation that enhances value for all its stakeholders, attains technology leadership and cares for its people like a family.



The Vision Decoded



Sustainable

A business model that is dynamic, responsive, self-evolving and resilient over time which meets the needs of the present without compromising the ability to meet the needs of the future. It successfully manages technological, financial, social and environmental risks, obligations and opportunities from time-to-time.



Global

Having manufacturing footprints in all major geographies globally, i.e. Asia, Africa, Europe and North America.



Employee Care

UNO MINDA would

- Be like a family, that employees could relate to and feel the oneness. The Company and the employees would care for each other at all times
- Grow its employees so that they are able to realise and unlock their full potential



Stakeholders

- Customers
- Employees
- Suppliers
- Technical collaborators
- Community
- Shareholders



Technology Leadership

UNO MINDA would attain leadership in technology of its products and processes through Joint Venture (JV) partners, own R&D, contract research and Mergers & Acquisitions (M&A).





Values

- Customer is supreme
- Live quality
- Encourage creativity and innovation to drive people, processes & products
- Respect for individual
- Respect for work place ethics

5 8

Plants globally

5

Continents covered

6 +

Decades of experience

5 0 + OEMs

Served across India and overseas

2 0 +

Products supplied to leading OEMs

1 9 2 +

Designs registered

1 8 0 +

Products filed for patent

3 0, 0 0 0 +

Customer touch points

2 0, 0 0 0 +

Human capital



Our Group Companies and Facilities

DOMESTIC FACILITIES

MIL Lighting Division

Manesar
Pune
Sonipat
Chennai (Under Construction)

Rinder India Pvt. Ltd.

Bahadurgarh
Chakan, Pune
Pimpri, Pune
Sonipat
Hosur

METL / MAGL

Manesar

Minda Storage Batteries Pvt. Ltd.

Pantnagar

M J Casting Ltd.

Bawal
Hosur

MIL Switch/HBA Division (2W & Off Road)

Manesar
Pune
Pantnagar
Aurangabad
Hosur

MIL – SAC Division

Pune

Mindarika Pvt. Ltd.

Manesar
Pune
Chennai
Gujarat

Kosei Minda Aluminium Co. Pvt. Ltd.

Chennai

Minda Kosei Aluminium Wheel Pvt. Ltd.

Bawal
Gujarat

MIL Wheels Division

Gujarat

MIL Acoustic Division

Manesar
Pantnagar

Roki Minda Co. Pvt. Ltd.

Bawal
Gujarat

TG Minda India Pvt. Ltd.

Neemrana
Bawal

Minda TG Rubber Pvt. Ltd.

Bawal

MIL – Fuel Cap Division

Manesar

Minda D -Ten India Pvt. Ltd.

Bawal

Minda Nabtesco Pvt. Ltd.

Manesar

Minda Kyoraku Ltd.

Bengaluru
Bawal

Minda Auto Components Ltd.

Mysore
Nalagarh

Surajpur

Gujarat

Chennai

Tokairika Minda India Ltd.

Banglore

Minda iConnect Pvt. Ltd.

Gurugram

Minda Onkyo India Pvt. Ltd.

Bawal

Minda Katolec Electronic Services Pvt. Ltd.

Pune

Minda TTE DAPS Pvt. Ltd.

Manesar

MI TORICA India Pvt. Ltd. (Trading Company)

Manesar

Minda Distribution & Services Ltd. (Aftermarket Wing)

New Delhi

YA Auto

Rudrapur

Auto Component

Haridwar

INTERNATIONAL FACILITIES

Light Systems and Technical Centre S.l.

Spain

Rinder Riduco S.a.

Columbia

Clarton Horns

Spain

Mexico

Morocco

PT Minda Asean Automotive

Indonesia

Minda Industries Vietnam Co. Ltd.

Vietnam

iSYS RTS GmbH

Germany

Corporate Governance

The Group has adopted sound corporate governance as a priority with belief that it is the most crucial way to gain and retain the trust of investors. Hence, apart from consistently meeting every objective stipulated in corporate governance, it is endeavoured that all performance goals are achieved with complete transparency as well.

As a company, we have adopted best business practices rooted in our core values, which serve in complying with statutory regulations, whereby we can maintain highest standards.

Our fiduciary responsibilities are well-handled by an active Board, whereby we have been successful in winning the goodwill of all communities we have been working with.



Code of Conduct

The company Code of Conduct is all encompassing. It applies to every employee, director, independent director as well as the senior management. The Code of Conduct helps us retain ethical balance in our businesses, prevents unfair practices and ensures compliance with applicable rules, regulations, laws and adopted policies. The compliance to this code is affirmed annually by the senior management as well as members of company Board.



Governance

Group companies have an independent and active Board which reviews, implements and oversees transparency and objectivity in all strategies, actions and operations, thus facilitating simultaneous focus on multiple facets of operations.



As on 31st March, 2018, the Board of Directors of the Flagship Company – MIL comprises:

Mr. Nirmal K Minda

Promoter & Executive Managing Director

Mr Nirmal K Minda, Chairman & Managing Director, an industrialist from Haryana, with rich business experience of more than three decades in the auto components sector. He has been instrumental in forging new alliances and joint venture partnerships with globally renowned names. Under his dynamic leadership, the Group has grown manifold, established footprints across the globe and has received numerous awards and recognitions. In nurturing the UNO MINDA Group revenue to USD 70 bn, he also added various laurels to his name. 'Haryana Ratna Award' was bestowed upon Mr Nirmal K Minda for his professional and social achievements. He has held many offices in Industry Association like CII as Vice Chairman, Member in Haryana State Council and as a Special Invitee in Northern Regional Council. He has served as president of ACMA for the year 2017-18 and held other leadership positions in the past.

Mr. Anand Kumar Minda

Non-Executive Director

Mr Anand K Minda is the Non-Executive Director of Minda Industries Ltd. He has over 36 years of hands-on experience in financial control, manufacturing, reviews and project management. He has been appointed as a member of the Board since 2011. He plays a pivotal role in new projects and strategy formulation. He is also the member of Nomination and Remuneration Committee, Stakeholders Relationship Committee and CSR Committee of the Company.

Mr. Alok Dutta

Non-Executive & Independent Director

Mr Alok Dutta is a Mechanical Engineer from IIT, Kharagpur and a Cost Accountant from ICWAI, Kolkata. He has a work experience of over 40 years, including a long association of 25 years with the Eicher Group of Companies. He has held various senior leadership as well as Board positions while working with Eicher and his last assignment was as the Managing Director of one of the Group companies. He has in-depth experience in Greenfield projects, M&A, operational and financial turnaround, financial control and reviews, managing joint venture relationships, international business and organisation building and talent development. Currently, he is also engaged in leadership development activities including executive coaching as an independent consultant. Presently, he is also the Director on the Board of Minda Kyoraku Ltd. and Engineering First Enterprises Pvt. Ltd.

Mr. Satish Sekhri

Non-Executive & Independent Director

Mr Satish Sekhri is an Engineering Graduate in Mechanical stream from Delhi College of Engineering and a Master of Business Administration (MBA). He has more than 40 years of experience in the field of automotive industry. He has held various senior positions, including the Managing Director of Bosch Chassis Systems India Ltd. (from 1995 to 2010). He has been a member of the Executive Committee of professional bodies like Automotive Components Manufacturers Association, Maharashtra Chamber of Commerce Industries and Agriculture and CII Pune Zone Council. He is also the Director on the Board of Minda Distribution and Services Ltd., Minda Storage Batteries Pvt. Ltd., Rinder India Pvt. Ltd., Minda TG Rubber Pvt. Ltd., Rico Auto Industries Ltd. and Rico Aluminium and Ferrous Auto Components Ltd.

Corporate Governance (contd.)

Ms. Renu Challu

Non-Executive & Independent Director

Ms. Renu Challu is a Gold Medallist in MA (Economics) and an Associate of the Indian Institute of Bankers, with nearly four decades of experience in banking and financial markets. She has held various senior positions in State Bank of India and its subsidiaries, like President & COO of SBI Capital Markets Ltd., MD & CEO of SBIDFHI, Dy. Managing Director (Corporate Strategy and New Businesses) at SBI Corporate Centre and MD of State Bank of Hyderabad. She serves as an Independent Director on the Boards of Fullerton India Credit Co. Ltd, Schaeffler India Ltd, Reliance Nippon Life Insurance Co Ltd, SMS Ltd, NCC Ltd, Netafim Agricultural Financing Agency Private Ltd., Fullerton India Home Finance Co. Ltd., Torrent Pharmaceuticals Ltd., Ceinsys Tech Ltd. and IL & FS Financial Services Ltd.

The Group has four board-level committees, namely:

- **Audit Committee**
- **Nomination & Remuneration Committee**
- **Stakeholders Relationship Committee**
- **Corporate Social Responsibility Committee.**

All decisions relevant to the constitution of these Committees, appointment of members and finalisation of terms of reference are taken by the Board of Directors.

Relevant information on roles and responsibilities of these committees can be found at www.unominda.com

In short, the Group companies adhere to the highest standards in corporate governance, business integrity and professionalism across all operations through an active Audit Committee to overview adherence to all regulatory frameworks applicable to the Company. The Group Companies do not engage in any anti-competitive practice and remain committed to protect the interests of its customers in every sphere of operation.



Board of Directors of Minda Industries Limited

(The flagship company of UNO MINDA Group)



From right to left:

Mr. Satish Shekhri, Mr. N.K Minda, Mr. Alok Dutta, Mr. Anand K Minda, Ms. Renu Challu

Defining Business with a Mix of Values

At UNO MINDA, we are dedicated to build a better world and empowering the society at a grass root level. Our programs are designed as per the needs of the society.



The Group aims at driving this change with Suman Nirmal Minda Charitable Trust and its initiative. The preferred priorities include:



Management Approach

Our CSR activities strengthen our moral responsibility and take us beyond in addressing the fundamental ethical issues such as inclusion, dignity and equality for all.

Our CSR policy is guided by the 3E's – Encourage. Educate. Empower. We have been mandatorily contributing 2% of the average net profit for the last 3 years towards CSR initiatives.

UNO MINDA strives to contribute to social causes through various charitable and social organisations under the support of Suman Nirmal Minda Charitable Trust (SNMCT) and Moga Devi Minda Charitable Trust (MDMCT). The MDMCT runs Minda Bal Gram, Minda Hospital and Minda Schools with a commitment to provide healthcare facilities, education and vocational training to underprivileged section of the society and children in need of care and protection.



Corporate Social Responsibility

At UNO MINDA Group, sharing and wealth creation for all our stakeholders is pivotal to our existence. We always believe in benefiting the underprivileged and those who have been deprived of even the basics in life. Helping, caring and sharing in whatever way possible is the approach we follow when it comes to registering our presence beyond the realm of just business. The CSR activities are being executed under the guidance of Mrs. Suman Minda, who is actively involved in the welfare of the underprivileged youth by empowering them with education and vocational training.

The Company has been contributing funds to charitable trusts and societies registered with the UNO MINDA Group, to carry out the social activities.



Creation of Social Value through Business

The financial health of our Group directly impacts our key stakeholders, including employees, customers, investors and the society in which we operate. We continue to focus on being the best performing Group for our society, while continuing to drive operational and financial improvements.



Eco-friendly Business for a Sustainable Future

Securing and nurturing a sustainable future is only possible when a company evolves and diversifies into an eco-friendly business. Adapting an eco-friendly business model will further help in gaining longer-term consistency in growth and operations.



CSR Goals of the Group

The strategy approach focuses on leveraging our business strengths through uplifting society, nurturing the environment and caring for our stakeholders with a special focus on education and skill development.

Our major goal lies in reaching out to the disadvantaged section of the society through creating conducive environment for an improved quality of life. We also strive to develop competence in the underprivileged sections through participatory training and education; leading towards sustainable development and promotion of democratic values.



One School (1,500 seats) & One Hospital (100 beds) each to be established in geographies exceeding 3,000 employees for the underprivileged - 2024-25.

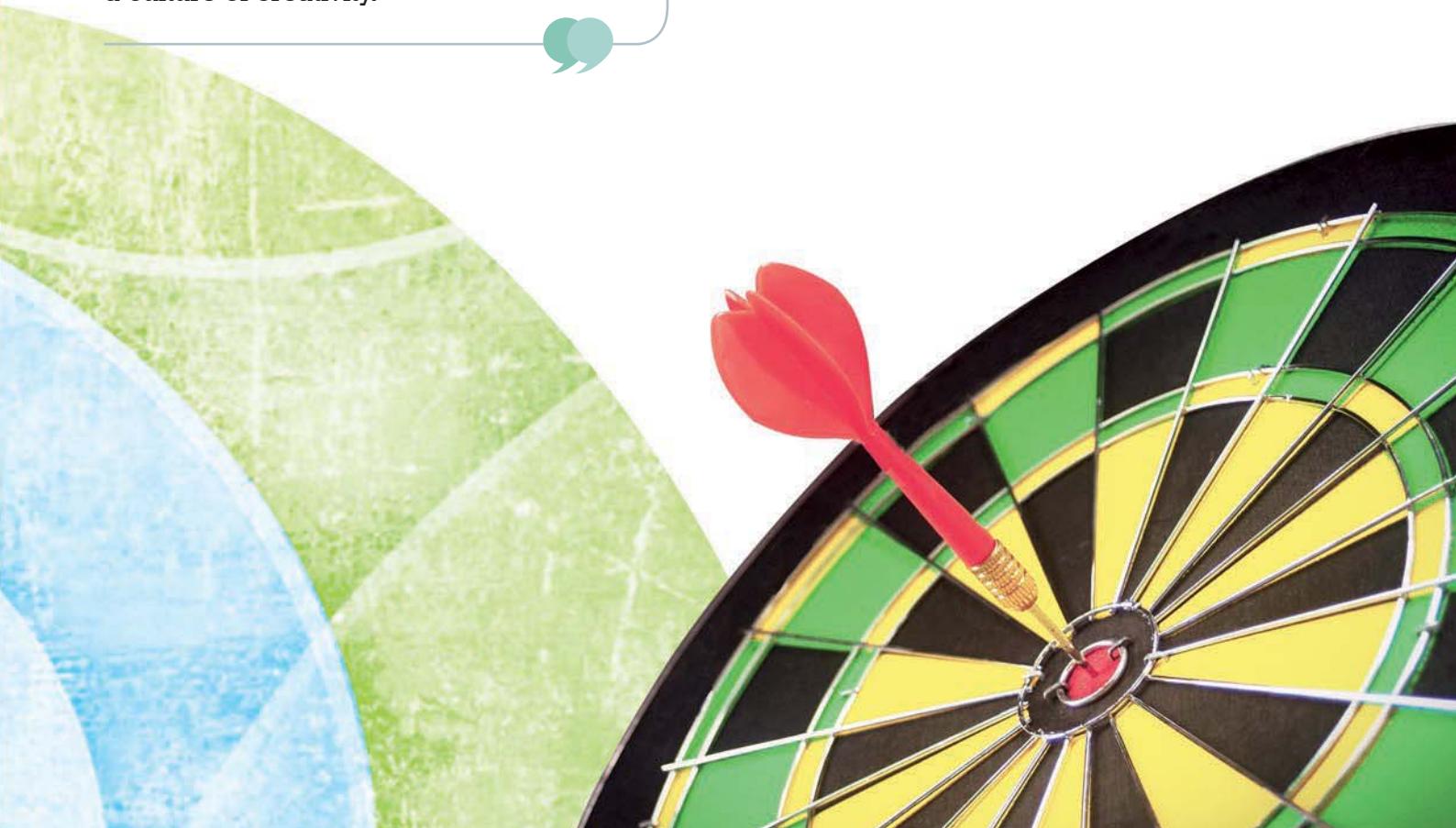


A senior secondary school (affiliated to CBSE) to be constructed with a capacity of approximately 1,500 children. The school to provide quality and value-based education with all modern educational facilities for overall development of students.

A conducive environment to be provided that would challenge the students into discovering their inherent skills, fostering a culture of creativity.



A multi-speciality hospital with a capacity of 100 beds to be constructed for providing affordable healthcare services to the underprivileged section of the society. The hospital to provide quality service with modern medical technology and standardise the healthcare services through experienced doctors from each department.



Corporate Social Responsibility

CSR Committee (UNO MINDA)

(Flagship Company of MIL)

The CSR Committee members nominated by the Board of Directors are :



Suman Nirmal Minda Charitable Trust



Our Vision

To be a sustainable global organisation that enhances value of stakeholders and creates a social set-up, where all stakeholders are placed equally in all development initiatives as a family.



Our Values

- **Discipline** : Right time and right place in an organised manner.
- **Determination** : A well-planned learning process developed with earnestness.
- **Desire** : A resonant wish with surety to meet our goals triumphantly.
- **Dedication** : Resolve and commitment towards our vision.
- **Devotion** : A passionate approach towards the whole programme and activities.

Corporate Social Responsibility

- 1** Suman Nirmal Minda Charitable Trust
- 2** Moga Devi Minda Charitable Trust

Group CSR Presence



Group CSR Evolution and Journey



Commenced Vocational Training Centre 'Seva Kendra' at Bagla, Hisar with an aim to provide training in computer basics, application, hardware, networking, desktop publishing, cutting and tailoring, beauty culture and Indian embroidery to Bagla and neighbouring villages.

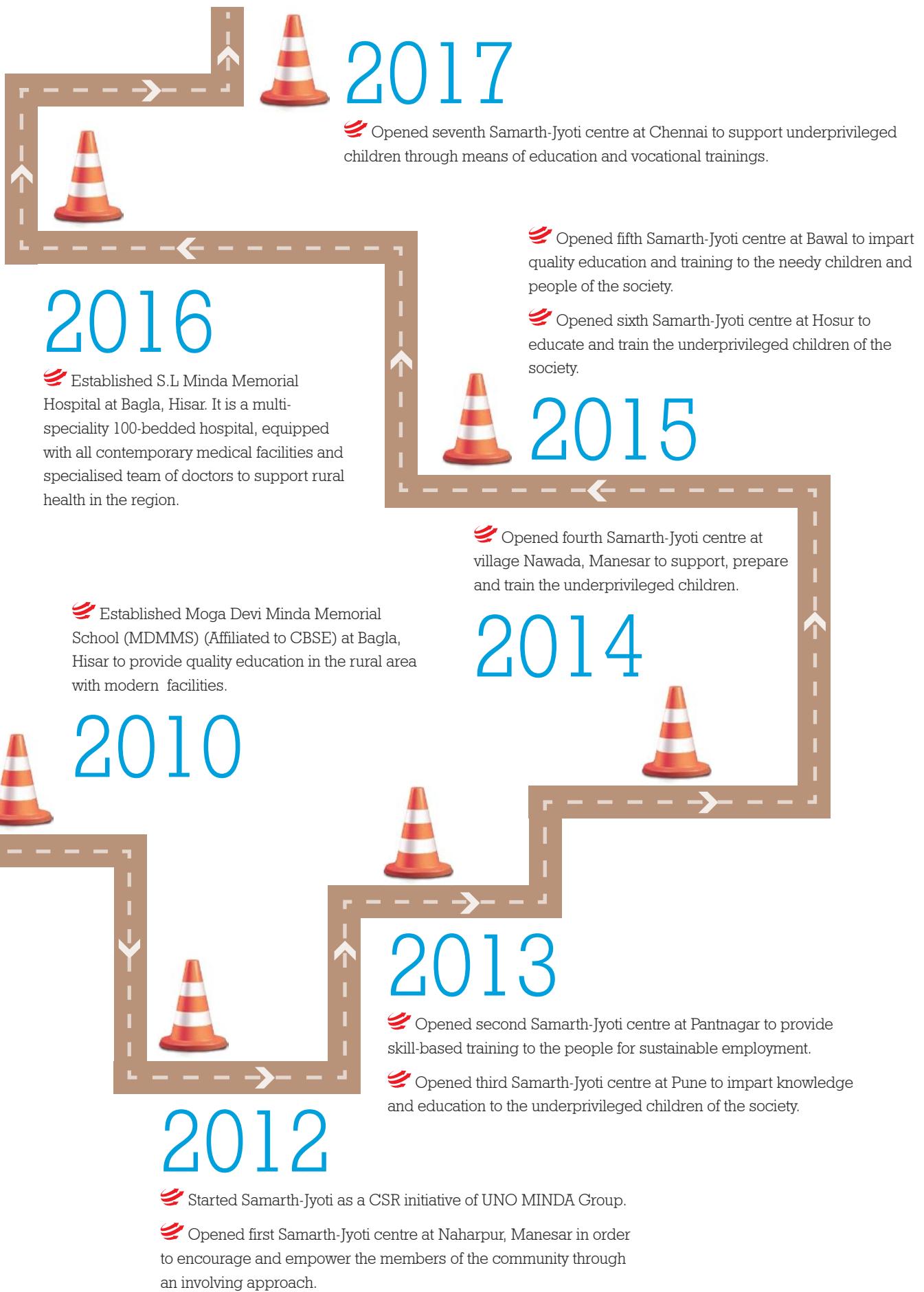
Established Minda Seva Sadan at Bagla to provide community space for a common cause. The space is available for the village folk to hold meetings, workshops and other social activities.

2007



2001

Established Minda Bal Gram with an objective to provide a long-term, quality institutional care along with elementary developmental facilities to children in need of care and protection.



The Four Dimensions of UNO MINDA CSR



Key Performance Highlights

-Minda Industries Limited

₹ 4,471
Crore

Revenues generated in 2017-18

₹ 534
Crore

Earnings before interest, depreciation,
tax and amortisation in 2017-18

₹ 310
Crore

Profit after tax in 2017-18

₹ 36

Earnings per share in 2017-18

₹ 1,392
Crore

Net worth in 2017-18

23%

Return on Capital Employed

All figures are on
consolidated basis



Driving Social Change

At UNO MINDA, creating a strong business and building a better world are both essential ingredients for long-term success.

Suman Nirmal Minda Charitable Trust

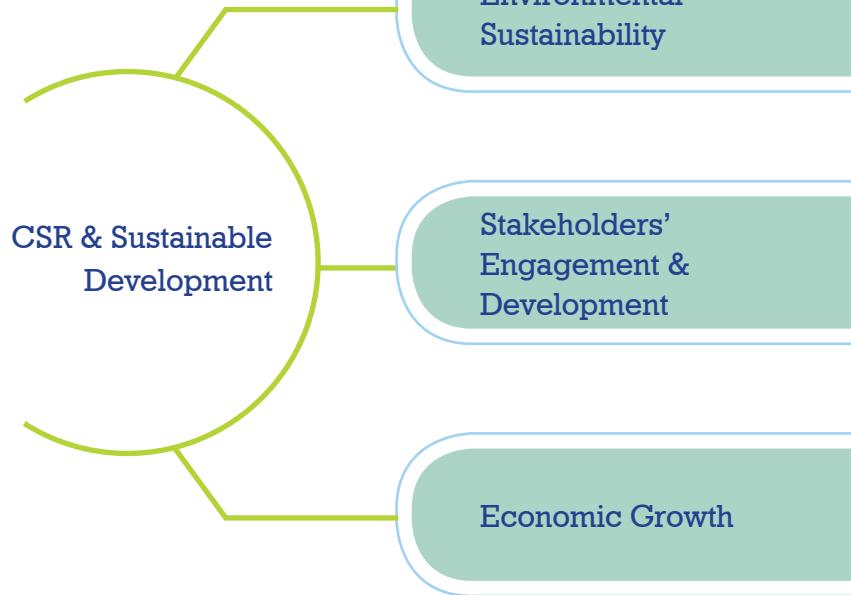
CSR activities of UNO MINDA run through our trust, Suman Nirmal Minda Charitable Trust. The Trust operates at several levels to offer skills, methods, training and education for all, especially rural youth and women and help them become self-reliant and empowered.

Samarth-Jyoti

Samarth-Jyoti is a Corporate Social Responsibility (CSR) initiative of UNO MINDA Group initiated and supported by Shri Nirmal Kumar Minda and his wife, Mrs. Suman Minda. It operates under the aegis of Suman Nirmal Minda Charitable Trust (SNMCT) registered under the Societies Act.

This welfare organisation is dedicated to engage and empower the underprivileged people in the rural areas through education, vocational training and skills enhancement programmes. Samarth-Jyoti aspires to reach out to more women and children by creating conducive environment for an improved quality of life and sustainable development.

UNO MINDA CSR Model



Vision

To enable and empower every member of the society particularly the disadvantaged to live with dignity and happiness.



Mission

To offer skills, methods, training and education for all especially rural youth and women and help them to become empowered and self-reliant.



Core Values

Discipline: Right time and right Place in an organised manner.

Determination: A well-planned learning process developed with earnestness.

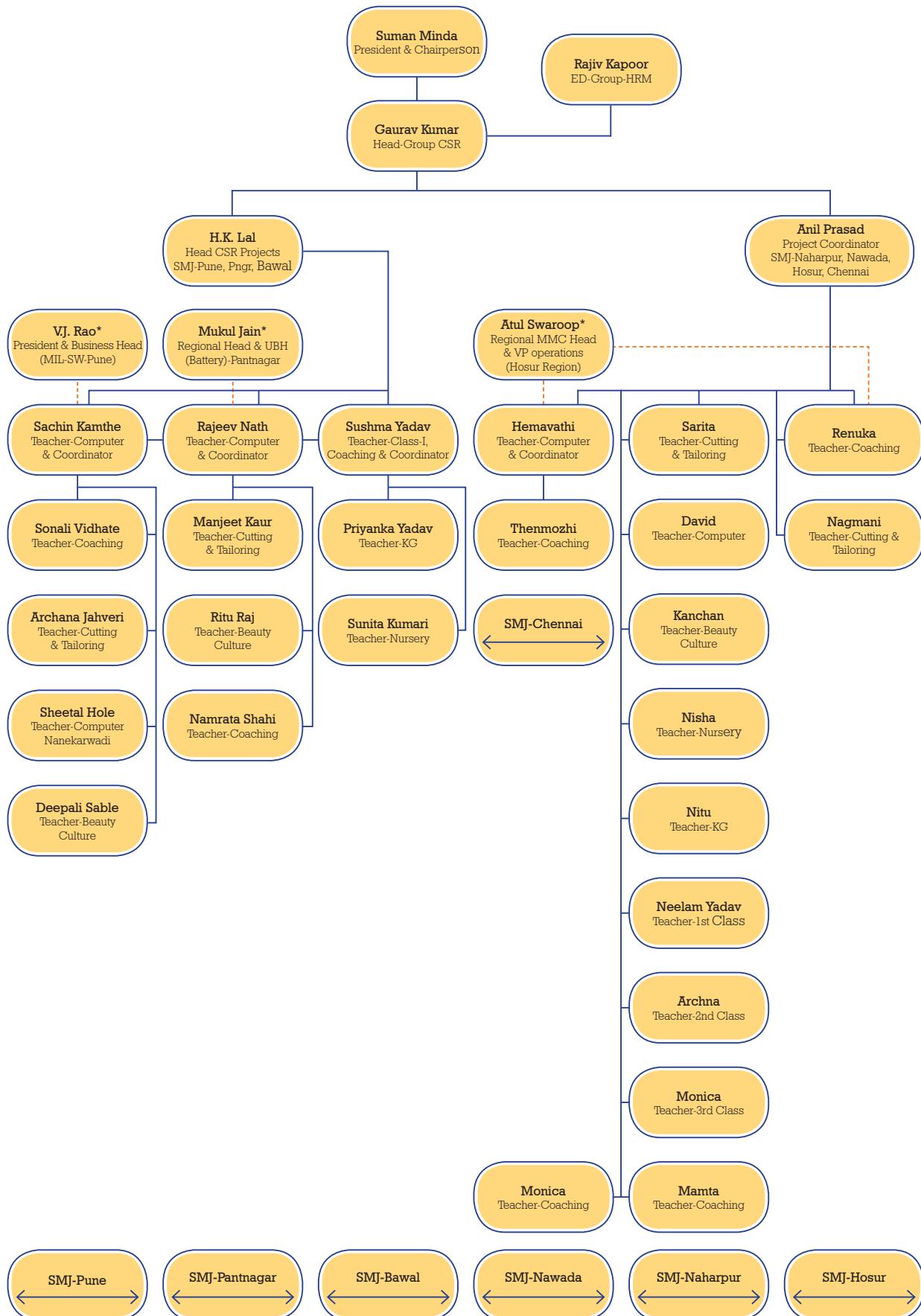
Desire: A resonant wish with surety to meet our goals triumphantly.

Dedication: Resolve and commitment towards our vision.

Devotion: A passionate approach towards the whole programme and activities.



Organisation Structure – Samarth-Jyoti



* Additional role given to support Samarth-Jyoti

Expanding Presence through Samarth-Jyoti Centres



Samarth-Jyoti operates in four states with seven centres and headquarters at Naharpur, Manesar, Haryana. Each centre is committed to transform lives of the disadvantaged sections of society through innovative interventions in the realm of education, employment generation and healthcare. Each centre comprises a dedicated team to ensure that each programme is implemented and monitored effectively.

Samarth-Jyoti, Naharpur

- Established in 2012 at Naharpur, this centre serves as Samarth-Jyoti's headquarters
- Offers vocational training, primary education, remedial classes and IT literacy programme
- Facilities include 16 suitably sized class rooms, 11 computers, 11 sewing machines, 1 interlock machine, 1 embroidery machine, 4 high speed industrial sewing machine and other teaching aids

Centre Statistics

2 0 1

Students certified in Beauty and Culture

3 0 1

Students certified in Cutting and Tailoring

4 6 2

Students certified in IT Literacy Programme

1 1 6

Students benefited through Remedial Classes

4 3 3

Students passed through Primary Education

Samarth-Jyoti, Pantnagar

- Established in 2013, located at Awas Vikas, Pantnagar, Uttarakhand, this centre offers vocational training courses in cutting & tailoring and beauty culture
- Conducts IT literacy programme and remedial classes for community people
- Facilitated with 12 computers, 15 sewing machines along with well trained teachers

Centre Statistics

1 9 1

Students certified in Beauty and Culture

4 4 8

Students certified in Cutting and Tailoring

3 5 8

Students certified in IT Literacy Programme

2 1

Students benefited through Remedial Classes



- 1. 2nd Annual Meet of Samarth-Jyoti centre, Naharpur
- 2. Best convention at MTP, Manesar

Samarth-Jyoti, Pune

- Established in 2013 at the Mahalunge village, in Chakan Industrial Area, Pune
- Offers vocational training courses in cutting & tailoring, beauty culture and remedial classes for the Government school children
- Provides support for IT literacy programme in schools

Centre Statistics

1 1 8

Students certified in Cutting and Tailoring

1 7 1

Students certified in IT Literacy Programme

1 5 3

Students benefited through Remedial Classes

Samarth-Jyoti, Nawada

- Established in 2014 at Nawada village, Fatehpur, near the MRPL & Switch Division at Manesar
- Offers remedial classes for school going children

Centre Statistics

1 1 7

Students benefited through Remedial Classes

Samarth-Jyoti, Bawal

- Established in 2015 at village Karnawas, Bawal in Haryana
- Provides pre-primary education to rural kids upto the age of 3 years
- Conducts remedial classes for school going students of upto 8th standard

Centre Statistics

4 0

Students benefited through Remedial Classes

1 6 2

Students passed through Primary Education

Samarth-Jyoti, Hosur

- Established in 2015 at Hosur in South India
- Offers coaching classes for children from 1st to 5th standard
- Provides cutting & tailoring classes for community women

Centre Statistics

5 6

Students benefited through Remedial Classes

9 0

Students certified in Cutting and Tailoring classes

Samarth-Jyoti, Chennai

- Established in 2017 in Chennai
- Offers IT literacy programme and remedial classes for community people

Centre Statistics

6 7

Students benefited through Remedial Classes

4 4

Students certified in IT Literacy Programme



3. 2nd Annual Meet - Samarth-Jyoti centre, Naharpur 4. Valedictory function at Samarth-Jyoti centre, Naharpur

CSR Activities: Making a Difference

We aim to create right opportunities in every community we serve. In line with our CSR policy, we believe in actively assisting in improving quality of life of the people in the rural areas. Our CSR programs provide a platform to the underprivileged strata of the society through education, knowledge building and skill enhancement programmes.

At present we are aligning our programmes with national and international initiative to make difference in the society.

1

Our Programs

**Pre-Primary & Primary,
Samarth-Jyoti School**
(Community School)

Reinforce Government Programs

Sarva Siksha Abhiyan, Ministry of Human Resource Development

Reinforce Sustainable Development Goals

Goal (4) Quality Education

2

Our Programs

**Vocational Training Program -
Samarth-Jyoti**

- Cutting and Tailoring Training Program
- Computer Basic and Hardware Training Program
- Beauty Culture Training Program

Samarth-Jyoti, Self Help Group

- Creation of SHGs

Reinforce Government Programs

Skill India Scheme, Ministry of Skill Development and Entrepreneurship

Reinforce Sustainable Development Goals

Goal (10) Reduced Inequalities

Goal (5) Gender Equality

3

Our Programs

Medical Health Program

- Health Check-Up camp
- Awareness programme on "Menstrual and Personal Hygiene Management"

Reinforce Government Programs

National Health Mission

Reinforce Sustainable Development Goals

Goal (3) Good Health and Well being

6

Our Programs

Disaster Relief Work

- Gujarat Flood
- Kerala Flood
- Jammu and Kashmir Flood
- Chennai Flood
- Tamil Nadu Flood

Reinforce Government Programs

National Disaster Management

Reinforce Sustainable Development Goals

Goal (13) Climate Action

4

Our Programs

**Environment Sustainability
(Tree Plantation Drive)**

- Plantation of saplings of more than 500 trees every year
- Celebration of World Environment Day

Reinforce Government Programs

National Mission for Green India, Ministry of Environment, Forest and Climate Change

Reinforce Sustainable Development Goals

Goal (13) Climate Action

5

Our Programs

Blood Donation Drive

Reinforce Government Programs

Voluntary Blood Donation Program, NACO

Reinforce Sustainable Development Goals

Goal (3) Good Health and Well being

7

Our Programs

Infrastructure Development Program

- Waste Management
- Garbage Dump Yard
- Toilet Construction

Reinforce Government Programs

Swachh Bharat Abhiyan

Reinforce Sustainable Development Goals

Goal No (6) Clean Water and Sanitation

Our Reach (as on 31st March, 2018)

Vocational Training

2,034

School Education

562

Remedial Programme

926

IT Literacy

1,752

IT Literacy Programme with
Government School

1,121

Total

6,395



Key Focus Areas

1

Vocational Training

2

Education

3

Life Skills

4

Need-based Programs



Core Programs

Pre-Primary and Primary, Samarth-Jyoti School

Our endeavour of providing education to the underprivileged children supplements Sarva Shiksha Abhiyan, a flagship scheme of the Ministry of Human Resource Development. The initiative also fulfils goal of quality education of Sustainable Development Goals as identified by UN. We have established schools and learning spaces for children in the rural areas, thus creating a life of dignity and opportunities for them.

Key Initiatives

- Started pre-primary and primary classes with sound infrastructure system
- Appointed well-qualified teachers for holistic development of children
- Initiated regular discussions with parents to share their child's improvement
- Encouraged children to participate in events like Republic Day, Independence Day and Sports Day programmes, among others



1



2



3

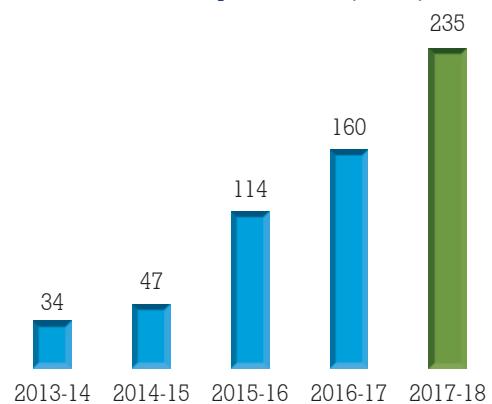


4



5

Number of Students - Primary School (Pass)



UNO Minda Group CSR focus on advancing the communities from its different wings. Our approach is to sustain our program which emphasis on people so that they uplift their lives through their own choices. At the same time our program focus on stakeholder engagement. Till now, we have already covered thousands of lives and in future will endure to light-up millions of people life ahead.

Anadi Sinha

CSR Functional Committee Member

- 1. Report Card distribution at Samarth-Jyoti centre, Naharpur
- 2. Students enjoying fun activities at Aravali
- 3. Sports Day at Samarth-Jyoti centre, Bawali
- 4. Parents Teacher Meeting (PTM) at Samarth-Jyoti centre, Naharpur
- 5. Uniform distribution at Samarth-Jyoti centre, Bawali

Remedial Classes

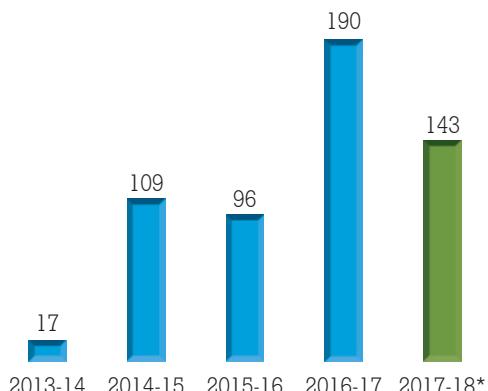
Remedial classes is a need-based program, designed to ensure better education, develop creative thinking abilities and self-learning in children. Lack of access to quality resources in education has made it unavailable to the deprived children.

We conduct remedial classes for children with a focus on their overall development.

Key Initiatives

- Arranged tuition classes at all centres for primary and middle level students
- Provided support to the students in preparation for scholarship programmes
- Initiated short term course on cursive writing to improve handwriting of remedial class students

Number of Students - Remedial Classes (Benefited)



*Students enrolled dropped out during exam time due to their semester examination.



Samarth-Jyoti is committed to deliver quality education and vocational services to the needy which I witnessed frequently as a committee member. Our Group always believes in quality and that's our strength. With our CSR program we would continue to deliver our services for underprivileged people thereby aiding for their betterment and up-liftment.

R.S. Yadav

CSR Functional Committee Member



- 1. Students during remedial class at Samarth-Jyoti centre, Hosur
- 2. Cursive writing course at Samarth-Jyoti centre, Pune
- 3. Celebration of Childrens Day at Samarth-Jyoti school, Naharpur

Vocational Training Program

In line with the 'Skill India Scheme' by the Ministry of Skill Development and Entrepreneurship, our vocational training programme at Samarth-Jyoti, aims to build the capacity of rural people by developing their skills in various fields. The initiative also fulfils 'Goal for Reduced Inequalities' and 'Goal for Gender Equality' of Sustainable Development Goals as identified by the UN.

Skills Development Training Programmes at Samarth-Jyoti

- Cutting and Tailoring
- Beauty culture

IT Literacy Programme

- Computer basics and hardware

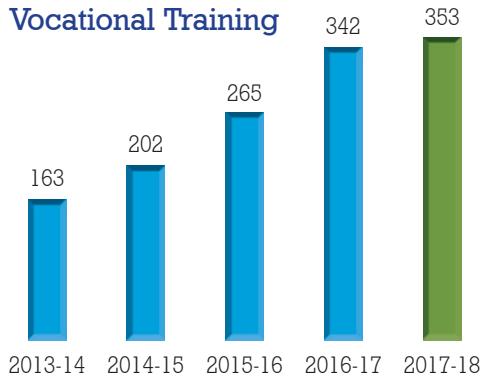
Samarth-Jyoti, Self-Help Group

- Creation of SHGs

Key Initiatives

- Opened vocational training centres across the country
- Accredited with the National Institute of Open Schooling (NIOS) and Jan Shiksha Sansthan (JSS) under Ministry of Human Resource Development
- 1,356 students benefited from vocational training courses since inception, till March 2018

Number of Students Certified through Vocational Training



1



2



3

H.K. Lal

CSR Functional Committee Member



Samarth-Jyoti is a light, which spread happiness in the lives of all who come in contact with it. Samarth-Jyoti team creates interest in the people to learn more & more & encourages them to get skill enhanced. Best practices adapted by Samarth-Jyoti, makes it the most preferred centre for skill development. Wish that more & more people will get benefited through this initiative.

- 1. Beauty culture at Samarth-Jyoti centre, Panchnagar
- 2. Inauguration of beauty culture program at Samarth-Jyoti centre, Pune
- 3. Students learning cutting and tailoring
- 4. IT literacy program at Samarth-Jyoti centre, Naharpur

Health Initiatives

We educate and encourage people on various aspects of life. At Samarth-Jyoti centres, we arrange health awareness programmes and camps contributing to the National Health Mission by the Government. The initiative also fulfils 'Goal for Good Health and Well-being' of Sustainable Development Goals as identified by the UN.

Key Initiatives

Health Check-up Camp

A Health Check up camp is organized every year in collaboration with SGT Medical College & Research Centre, Budhera, Gurgaon. The aim of the camp is to provide health services and educate community people about various health issues.

Dental Check-up and Ayurveda Medicine cum Awareness Camp

A free dental check-up and an Ayurveda medicine cum awareness camp is organised in collaboration with SGT medical college every year at village Naharpur & Karnawas to address the health needs of the people. Tips for keeping healthy & fit are shared, check-ups for specific ailments are done and suitable prescriptions are given. At this camp, chairperson Mrs. Suman Minda and the village sarpanch encourage community members to participate actively.



It's been very interesting working with Samarth-Jyoti and also a matter of Pride. Samarth-Jyoti Pune has covered three villages and has reached to indeed needy population. Skill up gradation has been a great challenge and we have accepted the same, the courses of Cutting & Tailoring, Beauty Culture has helped in Women Empowerment and Skill Up gradation, it's a matter of pride to all of us that now they are independent and earning for their families bright future

Rajendra Dhainje

CSR Functional Committee Member



1. Health awareness camp at Samarth-Jyoti centre, Naharpur 2. Dental check-up camp at Samarth-Jyoti centre, Bawal

Environmental Sustainability

We celebrated the World Environment Day by initiating tree plantation drive at Samarth-Jyoti. This supplements the National Mission for Green India by the Ministry of Environment, Forest and Climate Change. The initiative also fulfils 'Goal for Climate Action' of Sustainable Development Goals as identified by the UN. As a part of our idea of creating a greener country, we planted more than 500 trees.



Witnessed the change in life of women's of the society by getting financial freedom through the training and development programmes provided under Samarth-Jyoti. The success stories of these women in the society motivates us to come up with double efforts in the year ahead.

Alok Kumar

CSR Functional Committee Member



- 1. Celebrating World Environment Day at Samarth-Jyoti centre
- 2. Nukad Natak on World Environment Day at Samarth-Jyoti centre, Naharpur
- 3. Nukad Natak on World Environment Day at Samarth-Jyoti centre, Nawada
- 4. Nukad Natak on World Environment Day at Deodhai, Haryana

Blood Donation Drive

World Blood Donors Day was celebrated in drive to support the Voluntary Blood Donation programme by National AIDS Control Organisation (NACO). The initiative also fulfils 'Goal for Good Health and Well-being' of Sustainable Development Goals as identified by the UN. The camp created awareness among people that blood donation is a noble and life-saving cause. Approximately 300 units of blood is donated every year.



Disaster Relief Work

We extended support to the National Disaster Management programme by the Government through our disaster relief work during Kerala, Gujarat, Jammu & Kashmir and Tamil Nadu floods. The initiative also fulfils 'Goal for Climate Action' of Sustainable Development Goals as identified by the UN.



Corporate Social Responsibility provides equal opportunity to companies, stakeholders and beneficiaries to make a difference within themselves and society at large.

Anil Prasad

CSR Functional Committee Member



We at Samarth-Jyoti are dedicated towards improving the standard of living of the people by providing education, IT literacy & skill enhancement support in different parts of India. Our specially designed need-base programmes encourage and motivate people to join and learn the techniques for enhancing their skills.

N S Yadav

CSR Functional Committee Member



Infrastructure Development Programme

The infrastructure development programme complements and fulfils 'Goal for Clean Water and Sanitation' of Sustainable Development Goals as identified by the UN. The programme included the below initiatives:

- Construction of garbage dump yard
- Construction of school shed
- Construction of toilets
- Construction of bus queue shelter
- Construction of school boundary wall



- 1. & 2. School boundary wall, Chennai
- 3. Garbage dump yard before
- 4. Garbage dump yard after
- 5. Newly constructed bus queue shelter

Other Activities of the Suman Nirmal Minda Charitable Trust

Training and Workshops

We organised participatory training and workshop for people in various fields to enhance their knowledge and skills. These sessions help individuals to inculcate confidence and bring forward various livelihood opportunities.

Key Initiatives

Teachers Training

Our teachers are regularly trained and motivated to tackle the ever changing environment. We constantly organise various sessions to keep our teachers at par with new trends. For this, a combination of both, theoretical know-how and practical exercises have been shared with all Samarth-Jyoti centres and other locations.

Cooking Workshop (Promoting Regional Cuisines)

We organise cooking workshops at Samarth-Jyoti centre for cutting & tailoring and beauty culture students. The workshop was conducted by professional trainers which enhanced the cookery skills of several participants.



- 1. & 2. Cooking workshop in progress, Samarth-Jyoti centre, Naharpur
- 3. Decision Making session by Mr. Gaurav Kumar at Samarth-Jyoti centre, Naharpur
- 4. Pedagogy session by Priyanka Jain at Samarth-Jyoti centre, Naharpur
- 5. Quality of Best Teacher session by Methew Vargese at Moga Devi Minda Memorial School, Bagla
- 6. Memory Enhancement by Anant Kasibhla at Samarth-Jyoti centre, Naharpur
- 7. TIFO Class by Mr. Shantanu Tandon at Samarth-Jyoti centre, Naharpur

Celebrating Life



Celebrations bring people closer and create a strong bond of humanity irrespective of religion or caste. We celebrate various events and festivals such as the Republic Day, Holi, Valedictory functions, Independence Day, Diwali, birthdays of primary students, among others with a lot of pomp and enthusiasm. Celebrating festivals together to rejuvenate people and fills the surrounding with happiness. For students, it is a great way to understand the rich heritage of India and learn about the importance of various festivals.



- 1. Birthday Celebration at Samarth-Jyoti centre, Naharpur
- 2. Women's Day celebration
- 3. Independence Day celebration at Samarth-Jyoti centre, Naharpur
- 4. Students participating in the gunny race on Children's Day at Samarth-Jyoti centre, Naharpur
- 5. A dance performance by the students at the valedictory function at Samarth-Jyoti centre, Naharpur
- 6. Valedictory Function at Samarth-Jyoti centre, Naharpur
- 7. Birthday Celebration at Samarth-Jyoti centre, Bawali



World No Tobacco Day

We celebrated 'World No Tobacco Day' at Samarth-Jyoti centre, Naharpur to create awareness about the health hazards from all forms of tobacco.



- 8. Teacher's Day celebration at Samarth-Jyoti centre, Naharpur
- 9. Republic Day celebration at Samarth-Jyoti centre, Naharpur
- 10. Students being presented certificates at the valedictory function at Samarth-Jyoti centre, Hosur
- 11. Celebrating World No Tobacco Day
- 12. Students being presented certificates at the valedictory function at Samarth-Jyoti centre, Pune
- 13. Birthday celebration at Samarth-Jyoti centre, Naharpur
- 14. Diwali celebration at Samarth-Jyoti centre, Naharpur

CSR Activity running under Moga Devi Minda Charitable Trust : Working Together to Transform Lives

UNO MINDA also support CSR activities under the aegis of Moga Devi Minda Charitable Trust for the welfare of communities in various areas.

A Multi-Speciality Hospital at Bagla

To fulfil the dream of our founder, Late Shri S. L. Mindaji to provide best healthcare facilities to rural people, S.L. Minda Memorial Hospital was inaugurated at Bagla, Hisar by Honourable Chief Minister of Haryana, Manohar Lalji.

Key Facilities

- 100-bed multi-speciality hospital
- Qualified doctors
- 24-hour emergency services
- Modular operation theatre
- ICU and PICU facility
- Diagnostic facilities like X-Ray, Ultrasonography among others
- Physiotherapy facility



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4

Moga Devi Minda Memorial School

Education is important for building a strong foundation in a child's life. With this primary objective of imparting quality education, Moga Devi Minda Memorial School was established. It is a Senior Secondary Co-education school, affiliated with the CBSE, with over 1,300 students. It has well-designed classrooms and provides high standard of quality and value-based education along with a learning environment.



5



6



7

- 1. S.L. Minda Memorial Hospital
- 2. Orthopaedics Division at S.L. Minda Memorial Hospital
- 3. Laboratory at S.L. Minda Memorial Hospital
- 4. OPD Area at S.L. Minda Memorial Hospital
- 5. Moga Devi Minda Memorial School
- 6. Students at Moga Devi Minda Memorial School
- 7. Students at Moga Devi Minda Memorial School

Minda Seva Sadan

Minda Seva Sadan, a spacious and well-maintained building was constructed at Bagla. It is for the benefit of villagers to hold village meetings, workshops and other social functions like marriages, religious functions and get togethers, among others.



Seva Kendra

The S. L. Minda Seva Kendra (SLMSK) was established, with head office located at village Bagla, Hisar – Haryana. It provides vocational training in computers, cutting and tailoring, beauty culture and Indian embroidery to rural youth including women.

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



Minda Bal Gram (MBG)

Children are the future of a nation, therefore it is important to provide them the right environment to grow along with care and affection. Realising this need, Minda Bal Gram was founded by Shri S. L. Minda. It is licensed with the Department of Women and Child, the Government of NCT of Delhi.

Children are provided long-term quality institutional care with elementary development facilities to disadvantaged ones. They are nurtured through proper education, healthcare, nutrition, shelter, recreation and other facilities. This process helps them evolve as a better citizen.



- 8. Minda Seva Sadan
- 9. Minda Seva Kendra
- 10. Students taking computer classes at Minda Seva Kendra
- 11. Mrs. Suman Minda giving prize to the kids
- 12. Mr. NK Minda and Mrs. Suman Minda with the kids
- 13. Minda Bal Gram (MBG)
- 14. Students at Minda Bal Gram (MBG)

International Reach

We, at UNO MINDA, are committed to enhance the quality of life wherever possible and contribute to a globally connected society.

We have initiated international CSR program in collaboration with Karawang International Industrial City (KIIC) and Manpower Department at Karawang, Jakarta to support rural and underprivileged children and families. All the programs are need-based programs to meet the immediate need of the communities.

- Provided scholarship to nineteen school children for continuing their education
- Initiated a sponsorship program - a collaborative vocational training program with manpower department of Karawang, to train young people in garment operation and other need-based courses
- Provided medical aids and healthcare services to differently-abled people of the villages residing near the industry



- 1 – 5 Scholarship distribution ceremony at Jakarta (Indonesia)

NOTE - Apart from national CSR, we are also working internationally in Jakarta (Indonesia), after being aware of the need for community development there.

Environmental Sustainability

UNO MINDA is committed to achieve environmental sustainability by leveraging knowledge and expertise acquired through ideas of our employees, customers and suppliers and other stakeholders.

Our strategy for environmental sustainability focuses on embedding the elements of our sustainability program into our corporate culture. We have taken the necessary steps by investing in waste and effluent treatment plants to reduce toxic discharges and emissions, minimise waste and prevent pollution. In addition, we are also committed to focus on the areas where we can make a positive impact in our industry and drive the most significant improvements.





Environmental Sustainability

Reduce our impact on the environment resulting from energy and water consumption.



Material Stewardship

Reduce, reuse and recycle products and materials at end-of-life and generate value from the waste.



Sustainable Communities

Leverage our collective expertise to drive positive change in the communities in which we operate.

Some of our best practices include:

- Obtaining 'Grant of Authorisation' from regulatory authorities for handling, disposing and treatment of hazardous wastes, maintaining records and submit returns thereof
- Ensuring compliance of regulations for water usage and discharge under Water Act, 1974
- Observing, monitoring and controlling the emission of air at all plants
- Ensuring non-emission and discharge of ozone depleting substances, while also obtain licence in case of any such disposal



1. Employees on Environment Day 2&3. Sapling plantation on Environment Day



The Management has framed environmental policies which is communicated to all employees and interested parties. Below are its salient features:

- To improve environmental performance of processes and products continuously to minimise pollution at each stage
- To comply with the applicable environmental legislations and standards
- To ensure effective use of resources in areas including energy, fuels, oils, paints, chemical and water among others
- To reduce and recycle industrial waste and packaging materials
- To encourage usage of eco-friendly technologies to aid elimination of hazardous emissions

To promote the cause of environmental preservation amongst employees and other stakeholders by inculcating sensitivity about environmental concerns.

Total Energy Consumption (KWH)



We strive to create a greener, cleaner and a well-conserved ecosystem. We have willingly invested in water, waste and effluent treatment plants, which help us reduce toxic discharges and emissions, minimise waste and prevent pollution.

We believe that innovative and sustainable solutions for our business and the ecosystem always begin with an idea.



Employee Commuting Programs

Our goal is to reduce emissions from travel. To meet our goal, we have initiated bus shuttles for our employees at various time intervals during peak hours. This ensures that each employee reaches workplace on time and is dropped home safely. This also makes our environment clean as the emission from each individual vehicle is reduced to an aggregator bus shuttle.



Employee Goes Green with Tree Plantation

We do more than just manufacturing. UNO MINDA has inculcated the art of giving back to the nature. Every employee of UNO MINDA has taken an oath to fight back against the different types of pollutions. To curb these, the team is actively involved in tree plantation activities round the year.



Waste Management

As a responsible corporate citizen, the UNO MINDA Group is committed to its various responsibilities. The Group ensures that though the responsibility begins from its manufacturing facilities and offices, it does not end there. The Group organises workshops at regular intervals to spread awareness through AV clips on topics like types of waste, methods of handling waste and their disposal.

We continue our efforts to reduce waste, as well as increase the reuse and recycling of the materials from our operations.



Water Treatment

Our companies have an agreement with Gujarat Environment Protection Infrastructure Limited (GEPIL) and Bharat Petroleum for disposal of hazardous waste. The Company is also a member of Haryana Environmental Management Society (HEMS), an esteemed environmental preserving society. In addition, we also have tied-up with Green Vortex for correct disposal of electronic waste.

We are dedicated to partnering with responsible vendors within the industry to ensure proper management of waste by implementing best practices and processes to reduce, reuse and recycle waste and end-of-life materials. These initiatives are equally important to our customers, as well as Governments and non-governmental organisations and to the communities in which we operate. We also have an agreement with recognised vendors of Karnataka State Pollution Control Board (KSPCB) and Tamil Nadu State Pollution Control Board (TNSPCB).



- 4. Green Belt maintained in the Group
- 5. Food waste machine
- 6&7. Waste paper box ready for recycle

The 3R Policy- Reduce, Reuse and Recycle



Reduce

Reduction of wastage and using resources at optimum level lead to a better sustainability.

Aligning towards the goal of achieving sustainability, the zero discharge system for water ensures cleanliness in the environment. The STP and ETP plants not only help to reduce water usage, but also concentrate on eliminating water discharge.



Reuse

Reusing available resources is also a positive step towards creating a better environment.

We set up a facility of STP and ETP for treating polluted water. The machinery allows us to treat polluted water, recycle it into fresh water, enable reuse for gardening and other general purposes.



Recycle

Being able to recycle forms a big part of being capable of environmental assurance, resulting in energy saving and conservation of the environment.

These processes purify and recycle plant waste water, changing liquid waste into disposable dry solids and delivering effluent water back into the plant process stream to be reused. Group companies like RokiMinda, Minda TG and FTMI are also doing the same for treating polluted water.



Water Treatment RO Plant

We have recently installed community water treatment plant with advanced technology coin vending machine with Reverse Osmosis (RO) system. The plant is scientifically designed with imported membrane fitted inside with code line vessel, which is essential to reduce raw water TDS for mineral water. This membrane technology also helps eliminate the bacteria and viruses from the inlet water; to store purified water hygienically provided for food grade SS 304 grade tank of 1000 litres.



Zero water discharge plant

ETP and STP facility is installed for treating polluted water at our facility. This facility turns polluted water into fresh water which is reused for gardening and other uses.



People Development

We believe that our employees play an important role in driving sustainability throughout our company and we strive to create an environment that fosters innovation, empowers people and leverages individual expertise.

Employee engagement is greatly valued at UNO MINDA and we use a variety of channels to engage with our employee groups and to receive their feedback. The feedback we receive helps us determine our materiality matrix and identify our focus areas.

We remain focused on building a sustainable long-term future for the Company for all its stakeholders while upholding the UNO MINDA values and Group purpose. Engaged employees are our strength and they bring passion and energy in all our efforts. Development of our employees remain the top priority of our Group.

We strive to build a strong workforce of talented leaders who actively contribute in building successful enterprises.

The objectives of our employee-driven strategy are to:

- Align employees to the business
- Drive agility and customer centricity
- Build, sustain and engage leadership and a skilled employee population
- Execute flexible talent attraction, assessment, development and succession strategies to ensure that the right people are in the right roles
- Deliver relevant compensation programs to drive performance and productivity and reward growth
- Foster a value-driven culture, enabling a healthy and diverse employee population





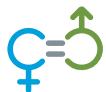
Policy for Child Labour

The Group follows a Child Labour Policy and the minimum age for recruitment is 18 years for all categories of employees. No incident of child labour and compulsory labour was reported in any of the Group company's units.



Management Approach to Human Capital

- Attract internal and external applicants by engaging with candidates who possess the skills, knowledge, experience and passion to contribute to the success of our customers
- Develop employees to achieve their full potential by making learning and development programs available in areas of technical and soft skills training and learning on the job
- Continue to manage and monitor succession, with an annual formal review, to ensure a continued focus on the development of identified future leaders and to ensure business continuity



Equal Opportunity and Non-Discrimination

Our gender distribution is fairly evenly distributed around the globe and has remained consistent. UNO MINDA Group gives equal weightage to candidates from across the country at the time of hiring of new talent in skilled, semi-skilled, unskilled and apprentice categories. The recruitment process and decisions are governed by meritocracy, thereby offering an equal opportunity without any discrimination on the basis of gender, religion or caste. This policy is applicable to all employees and contract workers and covers all aspects of formal and informal work.

No discrimination is made on the basis of gender with regard to the basic salary and remuneration. New employees are offered salaries in line with the skill, merit, qualification, experience and peer level compensation. The Company has one Independent Woman Director on the Board of Minda Industries Limited, its flagship company.



Code of Conduct

MINDA Code of Conduct is applicable to the Directors, Independent Directors, Senior Management and all the employees of Minda Industries Limited including UNO MINDA Group ("Company") employees (core, contract, retainer and consultant among others). The Code of Conduct is available on the Company's website www.unominda.com and internal portal. All members in senior management affirm to the code once annually.

The Group solicits that all suppliers, service providers, agents, channel partners (dealers, distributors and others) conduct their businesses in a legal and ethical manner.

- 1. Gender sensitisation and POSH training
- 2. Durga Shakti App Awareness Session
- 3. Women safety training on International Women's Day

The Company has a well-established system in place to ensure implementation and compliance to the Company's policies, standards and practices. Values and ethics are communicated to all the employees through newsletters and notice boards. The Company believes that a positive outlook focused on respect for Human Rights and values assists in maintaining a healthy and motivated workforce.

The Code of Conduct is applicable to all employees who sign it at the time of joining. The workmen are governed by the Certified Standing Order under the Industrial Employment (Standing Order) Act, 1946.



Prevention of Sexual Harassment

The Group has promulgated an Anti-Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013.

The Internal Complaints Committee(ICC) redresses complaints received regarding sexual harassment. Policy is communicated to all employees through newsletters and notice boards. Further awareness programme and training of ICC members are carried out from time to time. No incident of Sexual Harassment has been reported during recent years.



Labour Practices

The Group has adopted best labour practices and no grievances have been filed through formal grievance mechanisms during the recent years.



Employee Relations

The Group is known for attracting and nurturing talent. Leadership development, competency assessment, talent management, continuous capability enhancement and employee empowerment continue to be the key area of strategic focus for the Company. We ensure harmonious relationship with all the employees.



Recruitment

Talent attraction programs and practices are designed to support our business requirements, both in the short and long term. We have strategic programs in place by location and business area to attract the right people, for the right job at the right time. We recruit young talent from campuses of Engineering colleges, Polytechnics, ICAI, ICSI and reputed business schools and train them to keep pace with our business needs.



Induction

New recruits are required to undergo an exhaustive induction programme at UNO MINDA's dedicated centralised training centre named 'Pathshala'; and are certified on completion of successful induction. The programme focuses on organisation values, culture, systems and practices.



Talent Management

We take process oriented efforts to source and develop internal talent, in order to compete with the best. We believe in workforce planning and project our human capital requirement in advance to possess qualified and trained pool of human resources in all our strategic business projects.





Alignment, Reward and Performance

Our performance management approach includes goal setting, development planning, mid-year check-in and year-end performance evaluation. This program runs annually, providing clear expectations on the achievement of objectives and demonstration of values. It is designed to drive high-performance by identifying and recognising top performers, motivating strong contributors to perform at their peak and supporting the development of employees who require extra support and guidance to contribute effectively.



Training

In a competitive environment as today, we train, develop and nurture our employees to stay ahead of the curve. Training identification needs for employees is prepared through performance appraisals and skill mapping. Several training programs across different skill sets are organised at a frequent interval under the Company's 'Pathshala' initiative. External training programs are imparted to middle/top management to prepare them for the next level of responsibilities. Fresh recruits are put through a systematic, rigorous on-the-job training, helping them to become socially, professionally and culturally integrated.



1



Safety First

We conducted regular safety induction programmes for workers and operators before they hit the operations floor. The safety training module included practical fire fighting training and class room training. In addition, there are regular safety patrolling / rounds to cross-check any abnormalities in operations in regard to safety. Regular risk assessment and mitigation procedures thereof are conducted at all our plant sites. With all our plants certified with OHSAS and ISO standards, we ensure compliance of all safety guidelines at all times.



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4

Our facilities continued to focus on safety through robust training, hazard identification and risk assessment is one of the reasons our incident rates have remained low.

- 1. Grooming group leaders on grievance handling techniques
- 2. Oath-taking ceremony by employees on Safety Week
- 3. Fire fighting and safety training
- 4. Safety training



Skill Development

We promote employees' personal and professional growth. To attract and build a strong global employee population, we provide a range of learning and development programs focused on skills, knowledge, capability and experience sharing – encouraging our employees to expand their knowledge, take on new roles and manage their careers. Skill development is a constant and focused endeavour at our organisation.



- Activities for a better and healthy world
- Comprehensive health check-up of employees
- Provide PPE's as per the requirement of process
- OHSAS certified plant culture of exercise by shop floor employees before beginning the work
- Accident monitoring / root cause analysis and prevention
- Management review of accident and part of MPCP of concerned senior employees
- Near miss capturing and recognise employees, who capture maximum near miss
- First-aid training to employees
- Provide safe drinking water and hygienic food facilities to all employees
- Enrolment of employees under ESI or Mediclaim to provide proper medical facilities
- Cardio check-up camps
- Dental check-up camps
- Ear check-up camps
- Special support to employee, in case of any causality
- Tie-up with various hospitals to provide medical facilities at discounted prices



Leadership Development

Our efforts towards developing future leaders are backed by the leadership development programme, preparing our team to accept higher level of responsibilities and the succession is almost seamless. There is a conscious effort to develop leadership and this involves identification of key personnel, feedback during performance appraisal, assessment of competencies, gap analysis and career development plans. We do competency mapping and career development of the team, based on their performance and growth potential.



Health Initiatives

The prevention of occupational illness and injury across our global workforce is a top priority. We are committed to maintaining a safe and healthy workplace for all our employees. This approach enables us to achieve and maintain safe workplaces throughout our network. Our global health and safety team is responsible for the following:



Way Ahead

Going forward, we are committed to empowering our employees to realise their potential and to build a healthy, productive and engaged culture.

- 5. In-house training and development session
- 6. Health check-up camp
- 7. First-aid training

Awards & Accolades

(It motivates us to keep going)



1. CSR Times Awards for best Corporate Foundation in Women Empowerment category by CSR Times

2. & 5. National Award for Excellence in CSR and Sustainability for 'Best Community Development' by world CSR day



2



1

CSR Times Awards for 'Best Corporate Foundation' in women empowerment category

2

Social Footprint National CSR Award for excellent value-added to local community



3

Rashtra Vibhushan Award for 'Best Innovative CSR Project'

4

Manufacturing Today Award for 'Excellence in CSR in Large Category'

5

National Award for Excellence in CSR and Sustainability for 'Best Community Development'



3



4

3. Manufacturing Today Award for 'Excellence in CSR in Large Category' by Manufacturing today 4. & 6. Rashtra Vibhushan Award for 'Best Innovative CSR Project' by FAME 7. Social Footprint National CSR Award for Excellent Value added to Local Community by CMAI



Media Coverage

When did UNO Minda adopt CSR as part of its charter and how has been the progress?

As shared earlier, we were into social services for decades and in 2012, Samarth Jyoti program with a vision to enable and empower underprivileged children, adolescent and women were implemented. Currently we operate in four states (Haryana, Maharashtra, Tamil Nadu and Uttarakhand) with seven centers. In addition to these activities regular community development programs are conducted as per the need of the people.

We at Samarth Jyoti organize events and meetings on a regular basis to take feedback and engage community members. The increase in the number of participation of parents and community members shows the wide spread acceptance of the initiative. Panthayi representatives also appears and acknowledge our effort by participating in all the events and by recommending students for our programs.

UNO Minda today has a global footprint. How is it meeting its CSR mandate in the nation's behalf?

Today, CSR is compulsory for companies as per the act but it is important for companies to implement it in an efficient way as it stand and in line with company culture. For us it was always a service for the welfare and well being of people. Going forth, we would continue with our vision, complying with all the required laws and norms for government and reach out to maximum people.

How the UNO Minda developed a sustainability roadmap? What are the major landmarks in it?

We always encourage sustainable business and community development programs.

With our existing business model, we are consolidating our position in existing products and coming up with new technology products which are expected to shape future auto industry with increase in number of employment. In order to promote community development initiatives other than our existing CSR programs, we would be coming up with 100 bedded multi specialty hospital and senior secondary schools at different locations. We



are always keen on providing additional need based support to the society whenever we are operational. In environment also we are partnering with NGOs promoting Swachh and green India.

Reduce, Recycle & Reuse is the mantra given by Prime Minister Narendra Modi for combating the menace of garbage. How is the UNO Minda group assimilating the principles of Swachh Bharat Mission into its CSR/sustainability plan?

We support Swachh Bharat Mission of Govt. of India. We encourage and dignify the 3R's - Reduce, Reuse and Recycle. We encourage less usage of paper. Recently we have given tractor and tractors to the villages to manage their daily waste to promote cleanliness and also supported villages with saplings promoting clean and healthy environment. All our manufacturing factories are equipped with an Efficient treatment plant and water recycling unit to ensure that our plants are zero discharge plants.

People empowerment is one of the major goals of any modern, ethically run corporate house. How is UNO Minda working towards it?

Our group takes different activities and programs to encourage and empower people. Our human capital practices are evolving with changing times. We educate national and international days like women's day, world no tobacco day, international literacy day, national sports day, etc. to sensitize people in and around our industries about the issues and also about their rights. We also provide employee friendly facilities/services to motivate our people.

Samarth Jyoti is the flagship program of UNO Minda's group CSR initiative. Could you please share some of its initiatives & achievements?

Samarth Jyoti started for the welfare of rural people. It runs under the aegis of Samarth Minda Chaitanya Trust registered under section 88 to engage and empower underprivileged people through education, vocational training and need based continuous interventions. It aims to reach out to the disadvantaged sections of society by providing equal opportunities and improve quality of life. Our approach is to engage, educate and empower people.

Most of our students started their own business retail outlets (Beauty Parlor or Tailoring Shop) which are running successfully. Many other students either cuts from their home or provide need based solution to their own family members by finding their clothes for school. For young children, we provide basic education.

I am pleased to share with you that this year onwards, we have started giving financial support to students in Karavang, Indonesia for continuing their education.

As an achievement our concern is so let me share with you personally that we always believe in community participation in our programs and always involve stakeholders in major decision making. We feel happy with increased perception of people. The year we have been conferred with these national awards for our CSR activities out of which one was conferred by Manufacturing Today. These recognitions motivate furthering our efforts. I express sincere gratitude to all the stakeholders who are directly or indirectly associated with this noble cause.



From Samarth Jyoti, we are launching a new program for the underprivileged children in the rural areas of Haryana. Could you please share some details about the same?

Samarth Jyoti is a rural education and skill development program for underprivileged children in the rural areas of Haryana.

It aims to provide basic education and vocational training to underprivileged children.

It also aims to provide skill development training to underprivileged children in the rural areas of Haryana.

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It aims to provide basic education and vocational training

Success Stories

1



MADHU

A TOPPER in class and now in LIFE too



The first frock I made after learning stitching from Samarth-Jyoti centre was a green frock. I made this umbrella cut frock for my younger daughter Unnati. She was so happy to wear it that now that she has outgrown this dress still, at times, she wears it and dances around me. I have named my shop after my daughter – 'Unnati'.



2



ASHA

DEXTEROUS hands and a DREAMY heart



I always wanted to hear it from my mother that after my father, there is someone in the family who is able to help her. Finally, she has that comfort with my contribution. I don't want to depend on my husband at a later stage for every single penny, I want to help him with my abilities as well, which I gained at Samarth-Jyoti and for which I will be forever grateful.



- 1. Madhu at work
- 2. Asha at work

3



RANJEET

SHIFT+DELETED his problems and ENTERED a new phase of life



When I appeared for the interview, I was asked a lot of questions relating to my studies of computers, most of which I could answer. Today, I earn ₹ 13,000 along with free food and stay. I am able to send almost ₹ 10,000 to my family every month. You can't imagine how much it means to my family and for this I will always be grateful to Samarth-Jyoti and their teachers



4



BABITA

A mother's STRUGGLE that led to the discovery of her POTENTIAL



The first customer who walked into my shop was a little girl of 8 or 9 years. She bought small earrings for herself for ₹ 10. I still have those ten rupees saved and kept in the temple. I can't express the true gratitude I feel for the help and guidance I got at Samarth-Jyoti. I wish all women in need get the same helping hands.



- 3. Ranjeet working on computer
- 4. Babita at work

Our Dedicated Team



1 Naharpur, Haryana



Pantnagar, Uttarakhand

2



Pune, Maharashtra

3



Bawal, Haryana

4



Nawada, Haryana

5



Hosur, Tamil Nadu

6



7 Chennai, Tamil Nadu

Way Forward

While we are proud of our accomplishments, we recognise that there is a lot more work that can be done – and we can say with confidence that UNO MINDA is ready to lead the way.

In 2019, we plan on updating our aspirational goals to develop best community development model. This will ensure that we drive positive change to create impact for the communities in which we live and work.

We are working on a new Samarth-Jyoti centre in Bangalore a collaborative program with Tokai Rika Minda India Private Limited and Samarth-Jyoti in Neemrana in collaboration with Toyoda Gosei Minda India Pvt Ltd. (TG MINDA).

In the coming year, we plan to set up a new senior secondary school (affiliated to CBSE) The Suman Nirmal Minda School and Samarth-Jyoti centre in Gujarat to expand our footprints and add new wings to our achievements.

We look forward to provide you with an update in next year's report. As always, we thank you for your continued support.







UNO MINDA

THINK. INSPIRE. FLOURISH.

Corporate Office:

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Badda, Distt. Gurugram (Haryana)

Website: www.unominda.com | www.snmct.org