



**REIMAGINING
POSSIBILITIES
FOR A BETTER
TOMORROW.**



SKILL DEVELOPMENT
EDUCATION
COMMUNITY DEVELOPMENT
PREVENTIVE AND CURATIVE HEALTHCARE
SUSTAINABILITY

**CORPORATE
SOCIAL
RESPONSIBILITY**
REPORT
2021-22

CSR Report Of Uno Minda Group

INSIDE



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Scope of Reporting

Report Boundary and Scope

The Uno Minda Group is committed to providing prompt and transparent disclosure, seeking to build our stakeholders' long-term trust while achieving sustainable growth that complements society. We advance our Corporate Social Responsibility (CSR) activities by establishing lasting relationships with Uno Minda stakeholders through appropriate disclosure, reporting and dialogue.

The Report covers the CSR activities of Uno Minda Group and other donor companies. Detailed CSR Updates have been covered in the Annual Report and related information are also disclosed on our website. We also provide an update of our CSR activities in our Annual Report.

Report Scope Limitations

This report covers results for the fiscal year of the period that ended in March 31, 2022. The data includes our Operations from around the world and remain centric to India, unless otherwise stated.

CONTRIBUTING TOWARDS A BETTER TOMORROW



SKILL DEVELOPMENT



We conduct various talent and skill-building activities to identify skill gaps and empower the community through our skill development interventions.

[Read More on Pg 32-35](#)



EDUCATION



Our multi-pronged approach to education is implemented through campaigns and initiatives to enhance children's learning levels.

[Read More on Pg 36-41](#)



HEALTHCARE



We continuously strive to promote good health and undertake activities to bridge the gap between basic healthcare services and underprivileged sections of the society.

[Read More on Pg 42-45](#)



COMMUNITY DEVELOPMENT



We honour our commitment towards the community in which we operate, by undertaking initiatives such as reaching out to underprivileged sections and fostering holistic growth.

[Read More on Pg 46-49](#)



SUSTAINABILITY



We combine the power of innovation and technology to mitigate our business' environmental impact through activities. This includes energy conservation, reducing emissions and waste, while promoting the 3Rs (Reduce, Reuse and Recycle).

[Read More on Pg 50-53](#)



REIMAGINING POSSIBILITIES FOR A BETTER TOMORROW.

At Uno Minda, the learnings and achievements of our journey was incorporated since 1958, which continues to act as a foundation of our growth. As we emerged on the other side of the various challenges thrown at us, we have built higher resilience and confidence. Right through the tough times, we are always driven by our philosophy of ***‘Service to the Needy is Service to Humanity’***.



We honour our responsibility to serve the society and contribute towards environmental conservation while also striving to continually improve our offerings. This forms the basis of our two-way approach for implementing our CSR initiatives: Giving back to society through our business endeavours; and Utilising our business resources and capabilities to create more opportunities for community enrichment.

We follow a holistic approach that fosters community development through various key intervention areas. These comprise providing support to self-help groups, upskilling of women and youth, conducting community engagement

programmes and developing/supporting infrastructure for schools and sanitation.

Our enthusiasm and hopeful endeavours are aligned to our reimagination of a future that is sustainable and inclusive. Thus, unlocking possibilities of a better tomorrow. In this direction, we aspire to maintain stability in our business and add on to our abilities for creating more success stories. On our way ahead, we aspire to prudently allocate our capacity and engage our capabilities in a progressive and impactful manner towards **reimagining the future for a better tomorrow.**

CHAIRPERSON'S COMMUNIQUE



Despite the challenges faced in over the last two years, our team responded with agility to support the communities and mitigate the pandemic's impact through various projects and programmes.

Dear stakeholder,

I hope this letter finds you well and in good health. I am glad to present Uno Minda Group's CSR FY 2021-22 running under the aegis of Suman Nirmal Minda Foundation.

Speaking of the year that went by, it was a year of passion and progress for us at Uno Minda. We continued to thrive on the foundation of respect and trust that we have built over the years. Since the Company's inception, Uno Minda has built a strong reputation as a company that cares for the communities it operates within. The values that propel our CSR journey enable us to fulfil our objective of supporting and facilitating the betterment of society at large.

Having navigated through the past two years, I would like to proudly announce that Uno Minda has operated a Covid facility and I would like to acknowledge the sheer determination of my team to bond together during this hour of crisis. I am also grateful to the nation's frontline workers, who have supported us in this endeavour. Despite the challenges faced in the last two years, our team responded with alacrity to support the communities and mitigate the pandemic's impact through various projects and programmes. Looking at the world's current progress and the direction it is headed in, we remain optimistic and forward-footed in grabbing every potential opportunity towards the Company's growth.

Some of the highlights of our past year's activities include providing consistent support to our ongoing programmes, holding virtual meetings and lectures as a part of community engagement and events, undertaking skill development initiatives (part of the Sector Skill Council and course curriculum, online and physical classes as per requirement) providing infrastructure support and disaster

relief during the floods. I would like to share that Uno Minda has operated various projects for the community which also include Covid facility.

Samarth-Jyoti is the CSR initiative supported by our Group of companies under the aegis of our Foundation. We have 15 operational centres in seven states across India, where we offer structured programmes for the individual development of people enrolled in the programmes.

We strongly believe in the philosophy of 'service to the needy is service to humanity'. In line with the same, we promote self-help groups, provide access to quality education, to enable the upskilling of women and youth, organise livelihood promotion activities, and encourage enriching social development programmes.

As we remain committed to our efforts towards nurturing societal development, we aspire to drive better brand visibility with the passage of time. We believe in keeping our actions consistent with our values in order to provide better service performance that would help us make a difference.

While remaining focused on our values as we move forward, I thank and seek the continued support of our partners, communities and stakeholders at large. Moreover, I would like to extend gratitude to the Company's board and employees for dedicatedly contributing to our journey at Uno Minda, reimagining possibilities for a better tomorrow.

Suman Minda

Chairperson

Suman Nirmal Minda Foundation

FROM THE CHAIRMAN AND MANAGING DIRECTOR'S DESK



At Uno Minda, our goal is to foster community development through various key intervention areas. We intend to upskill and educate the community through our enhancement programmes. Self-reliance will enable them to explore and build on their potential.

The experiences and learning of the past year, at Uno Minda, contributed to our enthusiasm of keeping up with our goals and aspirations. Our actions aligned with our reimagination and objective to build a better tomorrow, continued to achieve success. With this, we would like to thank our team and frontline workers, for helping us navigate numerous challenges.

At Uno Minda, we address Corporate Social Responsibility (CSR) in two ways. The first approach is of giving back to society through our business endeavours. The second is creating opportunities for our community by utilising the business' resources and potential. Our team's dedication remains the key enabler of our success in fulfilling our organisational goals. This enables us to serve long-term value for clients while addressing the needs of the community.

Having gained better resilience and built preparedness, we aim at associating with Government programmes to offer the community higher benefits. Our commitment is to make the CSR programmes self-sustaining and extend its reach. Our projects are on track and running as per the scheduled timelines. This is indeed a result of our learnings and industry insight. Thus, helping us to continue empowering the community and making our business scalable.

At Uno Minda, we promote sustainable utilisation of resources. We adopted remote work to adapt to the COVID-19 pandemic for providing employee support. Our end goal remains to nurture holistic growth and prosperity. We encourage team spirit and holistic growth through our internal workings and CSR endeavours.

Going ahead, we will be strategically focusing on the following activities:

- ✦ Contributing to society better with passing time
- ✦ Providing more opportunities for holistic development
- ✦ Supporting national and regional perspective on development plans
- ✦ Integrating innovative and engaging methods of teaching

As our industry presence grew over time, we stayed true to our core values of trust and transparency. We carefully monitor our impact on the society as we strive to contribute towards community development. Thus, achieving responsible growth through effective CSR actions. Our growth trajectory testifies for our favourable market standing that allows us to deliver on our corporate social responsibilities.

We continue to be motivated and excited to unlock the next level of growth while transforming lives for a better tomorrow. With this, we would like to thank our Board, employees and all our stakeholders for having supported us in our journey. We intend to preserve this trust and expect your continued faith in us in our quest for more, ahead.

Nirmal Kumar Minda

Chairman & Managing Director
Uno Minda Group

LETTER FROM THE GROUP CHRO



The scope and effect of our CSR efforts have significantly grown over time. We have undertaken multiple initiatives nationwide to enhance the lives of people, particularly women, children, and youth.

I am proud to present Uno Minda's CSR report FY 2021-22 after navigating another challenging year that embarked on new heights of resilience and capability-building for us. I embrace the changes and challenges that have helped us evolve in terms of our values and capabilities. Thus, strengthening our willpower to facilitate a better tomorrow.

A Tumultuous Year

We extend our heartfelt condolences to the warriors we lost because of the COVID-19 pandemic and salute the efforts of our health workers. The pandemic's impact was drastic but did not deter our aspiration to seek a better future. Not only did our nation gain greater resilience on the other side of the pandemic, but we also did so at Uno Minda. With this, we remain hopeful of creating worthy milestones to inspire and encourage optimism in others after all that we have endured so far.

Our Initiatives

The scope and effect of our CSR efforts have grown significantly over time. We have undertaken numerous initiatives nationwide to enhance the lives of people, particularly women, children, and youth. For the betterment of the impoverished, we work in the fields of education, healthcare, and skill development. While we take great satisfaction in working to create a diverse and ethical workplace, we also actively support local communities through our smart CSR activities.

Our consistent investments in research and innovation have produced solutions to problems that are of utmost importance to business. We have created a sizeable portfolio of intellectual property rights that distinguishes and positions us as an innovation partner for our clients. Our programmes are well-defined and comprehensive. These aim to support the community, create long-term value, generate employment and promote sustainable growth. By setting up clearly defined goals, we enable the success of community involvement and environmental efforts.

In the areas of quality, supply chain management, workforce engagement, diversity and inclusion, and employee rights, we have pushed programmes to protect the rights of all stakeholders. We are developing talent and improving relevant processes to enable employees to consistently demonstrate their abilities and capabilities. Further, by improving our organisation's performance, we nurture personnel with a broad vision, high knowledge, and the capacity to address global business challenges.

We continuously offer our employees relevant training, education, and support under our CSR programmes. At the same time, we have also adapted the entire course of our programmes to the digital age by making them virtually accessible.

In today's **VUCA World – Volatility, Uncertainty, Complexity, Ambiguity** we aim to serve the underserved community, which:

- Describes the situation of constant, unpredictable changes in specific industries and areas of the business world
- Focuses on transforming the lives of community members
- Encourages people by providing them with education, skill development, preventive and curative healthcare, and fosters community development
- Brings a difference in the lives of children and women who are the most vulnerable sections of the society

Going Ahead

Every year brings new possibilities and opportunities. The years that have gone by continue to inspire and motivate us to keep advancing with our vision and values. However, we are also reimagining the future and facilitating better prospects involving determination and optimism, both of which remain strong and intact to our core mission.

As much as I feel fortunate enough to have the opportunity to be a part of a transformational journey at Uno Minda, I would also like to show my appreciation to other stakeholders supporting us in our journey. It gives me great pleasure to inform that hundreds of rural residents have benefited from our programmes by becoming more independent, self-assured, and cheerful. In the coming years, we also aspire to add milestones to this success chart of Uno Minda. Thus, driving substantial positive impact while also striving to be a market leader in this area.

Rajiv Kapoor

Chief Human Resource Officer - Group CHRO
Uno Minda Group

ACKNOWLEDGEMENT

FROM HEAD - GROUP CSR



“

Ensuring sustainability, social equality, and environmental responsibility are key business imperatives.

I am glad to get this opportunity to write for another year marked with progress at Uno Minda. Sustainability continues to be a cornerstone of our journey. This applies to all facets of our business – from engineering environmentally responsible products to creating equal opportunities for our employees and those in our communities. We value human dignity and believe in people's inherent entrepreneurial spirit. Throughout our existence, we have worked towards empowering communities to make them self-sustainable. Our programmes are designed to empower women, youth, and communities – making them independent.

CSR at Uno Minda

Corporate Social Responsibility, for us, is the continuous commitment to improve community well-being. It is how we manage our business processes for an overall positive impact on society. We believe we have a responsibility towards our society and nation that transcends beyond mandatory compliances of the Company's Act or other obligations. Real and long-lasting change can only be achieved when we all come together to make it possible. Continuous commitment towards social responsibility and contribution to sustainable development is fast becoming the mark of distinction for leaders working in the developing sector.

From the beginning, Uno Minda Group has pledged to positively impact society through its business. Corporate social responsibility is one of the highest management priorities and an integral part of our management philosophy. We aim to garner further trust and build a reputation to lead across many of the most important and pressing topics in society and the world.

Our Focus Areas

As the scale of our business expands, so does our impact on society and stakeholders and our role in

fulfilling social responsibility. With the Group Corporate Policy as our foundation, we will continue to join hands with our stakeholders to actively contribute to realising a sustainable society and achieving our goals.

The path ahead comprises our focus on facilitating better opportunities and enhancing the standard of living. This, while contributing towards the conservation of environment. To achieve the same, we will follow an integrated approach for carrying out holistic development including uplifting lives of children from the underprivileged and/or underserved sections of society.

On behalf of the entire team, I would like to thank our stakeholders for their ongoing support and interest in our environmental, social, and governance programmes. With your support, we remain firmly footed and aligned to our roots in empowering future generations and nurturing the dreams of transforming the world towards a better tomorrow. I extend my heartfelt thanks to the Board and CSR committee members for being a torch bearer for CSR, I also extend my sincere thanks to CSR Functional committee members, seniors, colleagues for their support. I take this opportunity to express my deepest gratitude to all our partners who have helped towards our journey in achieving our goals. Last but not the least I would like to thank the real change makers.

Gaurav Kumar,

Head – Group CSR
Uno Minda Group

REITERATING OUR FOUNDATION AND VALUES

Established in 1958, the Group has grown to achieve

**TURNOVER
OF OVER US\$
1 BILLION**

We have become one of the

**TECHNOLOGY
LEADERS** in the
auto-component industry today

We offer

**AUTOMOBILE
COMPONENTS**
for OEMs

We are a

**LEADING
TIER-1
SUPPLIER**

of proprietary automotive solutions to Original Equipment Manufacturers (OEMs)

The two pillars of our philosophy are

TECHNOLOGY AND LEADERSHIP

We have

MANUFACTURING SETUPS
in India, Indonesia, Vietnam, Spain, Mexico, Colombia, Germany and
DESIGN CENTRES

in Taiwan, Japan and Spain



GROUP VISION (UNO MINDA LIMITED)

To be a Sustainable Global organisation that enhances value for all its Stakeholders, attains Technology Leadership and cares for its people like a Family.



LEADING WITH VISION

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 future. It successfully manages technological, financial, social, and environmental risks, obligations, and opportunities, from time to time.

Global

Global presence with manufacturing footprints across all major continents i.e., Asia, Africa, Europe, North America, and South America

Stakeholders

- Customers
- Employees
- Suppliers
- Technical Collaborators
- Community
- Shareholders

Technology Leadership

Uno Minda would attain leadership in technology and processes through JV partners, own R&D contract, and M&A.

Employee Care

At Uno Minda

- Our employees are like our family so that they have a sense of belonging in the Company.
- The Company and the employees always care for each other at all times.
- We are committed to helping our employees realise their full potential so that they can chart their own path to success.

Values

- Customer is Supreme
- Live Quality
- Encourage Creativity and Innovation to Drive People, Process & Products
- Respect for Individual
- Respect for Workplace Ethics

BIG NUMBERS

₹ 104 Billion

Group Turnover

18

Joint Ventures/
TLA Partners

20+

R&D & Engineering
Centres

320+

Design
Registrations

72

Plants Globally

6

Acquisitions

20+

Product Lines

275+

Product Patents

23,000

Employees

UML FLAGSHIP MEMBERS OF THE CSR COMMITTEE

As nominated by the Board of Directors



Mr. Nirmal K. Minda

Chairman



Mr. Anand Kumar Minda

Member

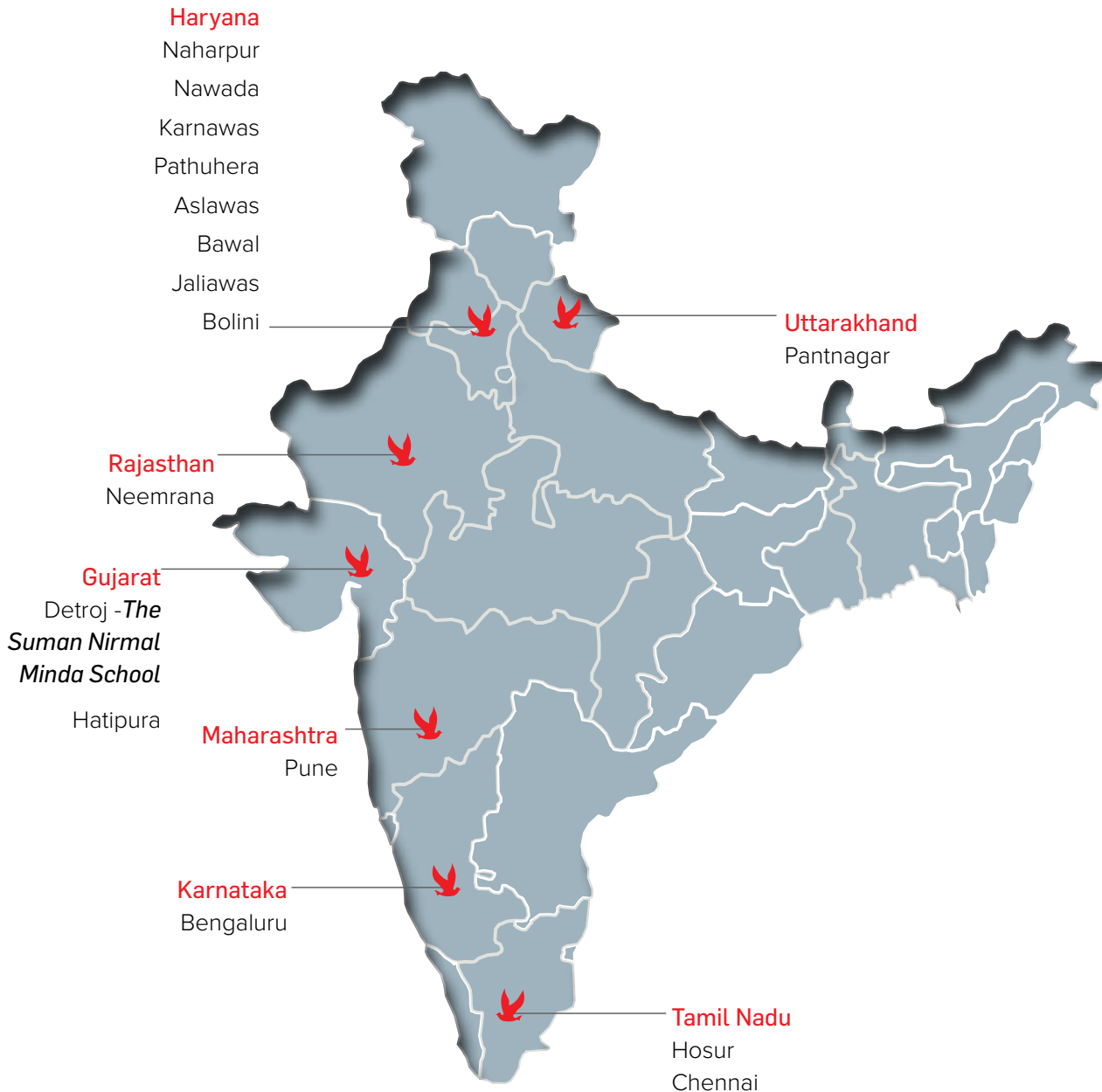


Mr. K. K. Jalan

Member

TOUCHING LIVES BY CATERING TO NEEDS

National Presence



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations and is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its Directors, Officers or Employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.



Samarth-Jyoti Centres

- Naharpur, Haryana
- Nawada, Haryana
- Rudrapur, Uttarakhand
- Karnawas, Haryana
- Mahalunge, Maharashtra
- Vadakkanpattu, Tamil Nadu
- Hosur, Tamil Nadu
- Nidvanda, Karnataka
- Shahjahanpur, Rajasthan
- Bawal, Haryana
- Bolni, Haryana
- Patuhera, Haryana
- Jaliawas, Haryana
- Asalwas, Haryana
- Detroj, Gujarat

The Suman Nirmal Minda School

- Hathipura, Gujarat

Active Projects at Bagla, Haryana

- S.L. Minda Skill Centre
- Moga Devi Minda Memorial School (MDMMS)
- S.L. Minda Sports Academy
- S.L. Minda Memorial Hospital
- Minda Seva Sadan






ADVANCING TOWARDS BETTER POSSIBILITIES

The Group aims to encourage and follow fair and effective corporate activities. Through these, we strive to preserve and gain our stakeholders' trust (Community, PRI Members, Local Administration and Government, Employees, Customers). We consistently cater to our stakeholders' needs while seeking organisational growth. Simultaneously, contributing towards community development.

The Group undertakes various measures to maintain sound corporate governance for better growth. As we work incessantly towards fostering positive transformations around us, we ensure our assignments remain aligned to our vision consistently and follow ethics across all organisational levels.

Our Corporate Governance Framework

We believe an effective engagement with our stakeholders that would help us to evolve and adapt to changing times. To keep every stakeholder's faith intact, the Group follows high standards of corporate governance and envisions disclosing information in a justified and accurate manner while enhancing transparency. Our corporate governance framework leverages us advantage by helping us to continuously improve our performance, thus creating sustainable value for stakeholders in a dynamic business environment.

Stakeholders	Shareholders	Regulators
Community	Board of Directors	Ministry of Corporate Affairs (MCA)
PRI Members	Sub-committees	Securities and Exchange Board of India (SEBI)
Local Administration and Government	 Audit Committee	
Employees	 Nomination and Remuneration Committee	
Customers	 Corporate Social Responsibility Committee	
	 Stakeholders' Relationship Committee	
	 Risk Management Committee	
	Leadership Teams	

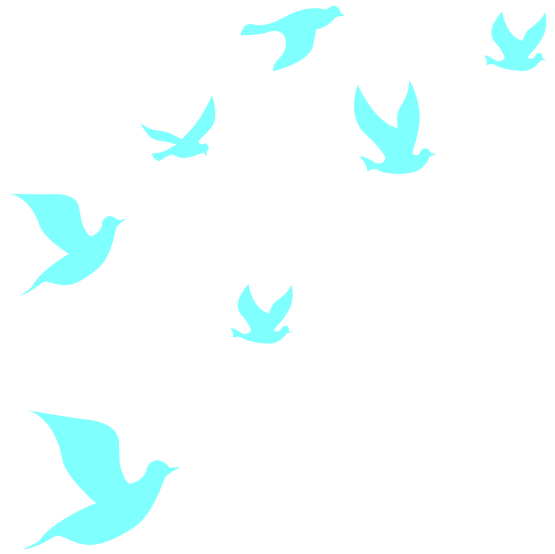
Corporate Governance System

As on 31 March 2022, there were Eight (8) Directors on the Board of our Company, consisting of four (4) Independent Directors, one (1) Non-Executive Director, two (2) Executive Director, two Women Director and one (1) Chairman & Managing Director (CMD). Our Board of Directors have a perfect blend of experience and knowledge belonging to a wide range of background and occupations. The composition includes an Independent Director with a substantial industrial background, a retired IAS, and an Independent Director who has a wide range of expertise in the auto sector. Furthermore, we have a retired IAS officer expert who has a wide range of expertise in the auto sector, and other experienced personnel. All Directors



possess the required expertise and experience in corporate governance, transparency, and sustainable development, among others. Therefore, leveraging their knowledge in spearheading Uno Minda towards greater success.

The Company has set up various Board committees and executive-level committees. These committees enhance the decision-making process and drive the implementation of corporate policies while ensuring compliance of diversity, inclusiveness, transparency, equity, accountability, and social policy. In addition, we have developed a well-documented 'Minda Systems Manual' and 'Minda Culture Manual' to manage the Company in an effective and organised manner.



Education: Provide quality education to underprivileged children



Skill Development: Provide skill development through different vocational programmes



Preventive and Curative Healthcare: Capacity building through healthcare programs and awareness campaigns



Community Well-being: Provide support for social, environmental and cultural and overall well-being

Our CSR Model consists of education which provides quality education to the underprivileged children. It also includes skill development through different vocational programmes. Through our healthcare initiatives we are creating awareness. All these lead to community well-being and support for social, environmental, cultural and overall well-being.

REIMAGINING POSSIBILITIES FOR A BETTER TOMORROW

We firmly believe that a business that serves society whole-heartedly will be the one that thrives in the future. We have scaled our footprint through hard work and fairness which helped us to create a better world and a more substantial business. With a clear vision of nurturing sustainable business, our motto is to achieve long-term growth, while reducing our environmental footprint and contributing towards uplifting the society.



OUR VISION (SUMAN NIRMAL MINDA FOUNDATION)

To be a sustainable global organisation that enhances values of stakeholders and creates a society where people are placed at the centre of all development initiatives as a family.



OUR VALUES

Discipline

Right time and right place

Determination

A well-planned learning process developed with earnestness

Desire

A resonate 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



ONE OF OUR GROUP GOALS

✦ **One School (1500 seats) to be established in geographies exceeding 3000 employees for the underprivileged**

We have constructed a senior secondary school (affiliated to the CBSE) with a capacity of approximately 1,500 children. The school provides quality and value-based education with all modern educational facilities for the overall development of students. Our school provides a conducive environment to challenge the students into discovering their inherent skills, fostering a culture of creativity.

THE SUMAN NIRMAL MINDA SCHOOL, GUJARAT





The Committee Speaks

Uno Minda Group CSR focuses on the upliftment of deprived people and communities with a community-centric approach. Our aim is to provide support to the people through our strategic area of intervention. At the same time, our programs also focus on stakeholder engagement. We have covered maximum number of people with our programs and will continue to serve in the best possible manner in future as well.



Sudhir Jain
Board Member,
Suman Nirmal Minda
Foundation



REVISITING OUR MILESTONES

2001 →

Started our Journey with the support to initiate long term institutional care in Alipur, Delhi. To support children in need of care and protection.

2007 →

Established vocational training centre, 'Seva Kendra' at Bagla, Hisar, to provide training in computer basics, application, hardware, networking, desktop publishing, cutting and tailoring, beauty culture and Indian embroidery to Bagla and neighbouring villages.

2010 →

Established CBSE-affiliated Moga Devi Minda Memorial School (MDMMS) at Bagla, Hisar, Haryana, to provide quality education in the rural area with modern facilities.

2012 →

- ✦ Commenced Samarth-Jyoti as a CSR initiative of Uno Minda Group.
- ✦ Launched first Samarth-Jyoti centre at Naharpur, Haryana, to encourage and empower community members.

2017 →

Launched seventh Samarth-Jyoti centre in Chennai, Tamil Nadu to support less privileged children through means of education and vocational trainings.

2018 →

Launched eight Samarth-Jyoti centres in Bengaluru, Karnataka, for skill development for less privileged children of the community.

2019 →

Established The Suman Nirmal Minda School at Kadi, Gujarat, to impart knowledge to local community children.

Launched several centres of Samarth-Jyoti at various locations:

- ✦ Shahjahanpur, Rajasthan – for providing remedial and vocational trainings to local communities

- ✦ Bawal, Haryana – for providing training in cutting, tailoring and IT literacy through highly equipped machinery

- ✦ Asalwas, Haryana
- ✦ Jaliawas, Haryana
- ✦ Bolini, Haryana
- ✦ Pathuhera, Haryana
- ✦ Detroj, Gujarat

2013

- Launched second Samarth-Jyoti centre at Pantnagar, Uttarakhand to provide skill-based training to the people for sustainable employment.
- Launched third Samarth-Jyoti centre in Pune, Maharashtra to impart knowledge and education to the underprivileged children of society.

2014

Launched fourth Samarth-Jyoti centre at village Nawada, Haryana to support, prepare and train underprivileged children.

2015

- Launched fifth Samarth-Jyoti centre at Karnawas, Haryana at Hosur, Tamil Nadu to educate and train the less privileged children of society.
- Launched sixth Samarth-Jyoti centre at Hosur, Tamil Nadu to educate and train the less privileged children of society.

2016

Established S. L. Minda Memorial Hospital at Bagla, Hisar, Haryana – a multispecialty 100-bedded hospital, equipped with all contemporary medical facilities and a specialised team of doctors to support rural health in the region.

2022

Food Stalls have been started to serve food to the needy to provide food security and achieve sustainable solutions to address malnutrition.

MEASURING OUR IMPACT ACROSS KEY INTERVENTION AREAS



Uno Minda appointed Grant Thornton India LLP to conduct impact and SROI study the Company's CSR initiatives (2012-2021) education and vocational trainings.

A program impact assessment evaluation framework was developed to conceptualise, design, collect data, analyse, and report findings for this study. To conduct this study, we gathered information from various sources, such as feedback from stakeholders, learning level assessments, and interviews.



Objectives of this Assessment

- To understand the impact of the projects on the beneficiaries
- To understand the perception of the stakeholders towards the project
- To understand the level of awareness of the beneficiaries under Uno Minda
- To understand the social return on investment of vocational training projects



Our Approach

The study is based on developing specific study approach and methodology, based on the program model. A theory of change was used to layout the objective of the program and subsequently for mapping the requirements of the program.



Our Methodology

The methodology is based on both qualitative and quantitative indicators and was spread over three stages.

Stage I

- Inception meeting for understanding the objectives of the study
- Review of available documents and reports to further understand the programme
- Study of design, including identification of key stakeholders and areas of enquiries
- Development of tools for undertaking the data collection

Stage II

- Development of the sampling plan for the study
- Data collection
- Discussions with stakeholders

Stage III

- Data analysis to identify relevant trends and key statistics
- Submission of draft and subsequently the final report

Quality assurance across all phases



About Skill Development Programmes

Vocational & Skill Training

At Uno Minda, our vocational & skill training programmes focus on economic and social development of women and adolescent girls. The aim is to provide target beneficiaries with a platform to acquire new skills and access to adequate employment opportunities for gaining socioeconomic independence. Under this programme, we offer two courses namely Beauty & Culture, and Cutting & Tailoring at our training centres for a period of six months.

Various interviews were conducted with women trained in these two courses over the period of 2012-2021, during this study. The following assessment was made out of these interviews:

Analysis

- Witnessed increase in employment success rate of the participants, from 36% to 72%, post providing training to the trainees
- Recorded increase of 42% in monthly income of trainees post training
- As per records, around 95% of the respondents mentioned that they would recommend this training to others since the course was highly beneficial for them
- As per records training program was found to be very good by 45% of the respondents, 40% found it good, 1% as average and 14% of them did not respond

Qualitative Findings

- The training helped women gain employment, providing them with economic independence
- Increased ownership of disposable income due to employment, provided women with the opportunity to contribute to their household expenses, leading to increased decision-making within the family
- The women were more confident about the acquired skills and were motivated to develop it further to improve the living conditions of themselves and their family
- Around 55 beneficiaries responded that they have



been able to reduce household expenses due to their acquired skill

Target Group

- Cutting and Tailoring (CTC)
- Beauty and Culture (BCL)

Location

- | | |
|--|---|
| ➤ Haryana
Naharpur
Karnawas | ➤ Tamil Nadu
Hosur
Chennai |
| ➤ Uttarakhand
Pantnagar | ➤ Karnataka
Bengaluru |
| ➤ Maharashtra
Mahalunge | ➤ Rajasthan
Neemrana |

Social Return on Investment (SROI)

SROI analysis helps to measure and account for change with respect to social, economic & environmental outcome that are relevant to the stakeholders. It enables a ratio analysis of benefits to costs incurred, making it easier for an organisation to communicate the overall value of projects to external stakeholders.

1.24
SROI Ratio

Case Study

Giving Wings to Aspirations

Ms. Anjani learnt cutting and tailoring at Samarth Jyoti and joined the SHG in 2019. She is one of the most active members of the group and earns ~ ₹ 5,000 per month. She shifted to Delhi from Bihar almost nine years back. After spending few years at home, she desired to step out to earn and help her family financially.

Ms. Anjani has three kids. One of them is hearing and speech impaired who requires special care, and the other two kids are studying free of cost at Samarth Jyoti School, in Class I & II, respectively.

At the beginning of the course, her husband opposed her desire and did not support her in seeking training for learning the skill of cutting and tailoring. However, Anjani's persistence helped her convince her husband to not only complete the course but also in supporting her husband in earning a livelihood.

Unfortunately, her husband met with an accident and has not been able to work since then. So at present, Anjani is the sole earning member of her family, looking after the household as well as her kids. She acknowledges the training and skill programmes under Uno Minda that allowed her to become self-reliant and capable to better take care of her family.



“I am thankful to the Samarth Jyoti initiative for enrolling my children free of cost”

- Anjani

About Education

Samarth-Jyoti Community School Education Programme

We realise that access to quality education is limited amongst migrants' families and other disadvantaged sections of the society, due to constraints in disposable income and developing sustained interest in education among the children. Through the Samarth-Jyoti Community School Education program, we focus on delivering informal primary education to children from Nursery to Class III. Under this programme remedial classes are conducted for disadvantaged students – from primary to 12th standard. Additionally, IT literacy skills are provided to Government school students to enhance their capacities of operating a computer.

All community and remedial students were assessed based on the grade appropriate competency. It was developed along the lines of NCERT learnings, outcomes and guidelines. Separately, assessment on importance and effectiveness of IT literacy and coaching classes were held for the students.

Analysis of Verbal Skills

- KG & Class I: The average score of all the students was 91% in Mathematics, 89% in English and 83% in Regional Language
- For Classes II & III: The average of all the students was 95% in Mathematics, 91% in Regional Language and 93% in English

Analysis of Written Skills

- English: 89% of class II students and 87% of class III students achieved appropriate learning levels. Outcomes

for English students are lowest and marked at 79% for pass out students

- Mathematics: 95% of class II students and 94% of class III students achieved appropriate learning levels while in Mathematics students has scored 94% for pass out students
- Regional Language: 95% of class II and 96% of class III students achieved appropriate learning levels while outcome for Regional Language is marked at 95% among pass out students

Qualitative Findings

- Students were taught through alternative mediums to develop keenness and inquisitiveness towards knowledge development through comprehensive understanding of topics
- Students were confident during the interviews while also being on video during the data collection
- Students were attentive and showed signs of higher interest in towards learning wherein 74% of coaching beneficiaries and 73% IT skills beneficiaries confirmed increase in self confidence
- 81% and 100% of the beneficiaries respectively found coaching programmes and IT skills beneficial

Target Group

- Primary School Children
- Computer Training
- Coaching



STRENGTHENING OUR ESG COMMITMENTS



E

Environment

Conserve and preserve our planet by acting responsibly towards the environment

We put a lot of effort in making a significant and long-lasting, positive impact on the environment. As a responsible corporate citizen, we embrace clean technology in our business practises and client solutions, contributing towards environmental conservation and preservation.



S

Social

Nurturing holistic social development by shaping a future with inclusivity and opportunities

We offer solutions so that those we work with, and in our immediate vicinity, can live better lives as well as nurture progress for everyone. Uno Minda constantly thinks about how to engage the business' capabilities to advance both the local community and the automotive sector.



G

Governance

Serving the interests of all our stakeholders through great governance

We create guidelines for facilitating moral behaviour and productivity. We take the lead in the industry by offering solutions, corporate policies, value chain, and industry. Transparency and accountability are ingrained at every level of the business to drive utmost efficiency and drive growth.

COMMUNITY ENGAGEMENT

Nurturing holistic social development by shaping a future with inclusivity and opportunities

We stand ahead to address some of society's most pressing needs while also promoting balanced and inclusive growth in the communities in which we operate. Through our Corporate Social Responsibility (CSR) initiatives, we are committed to strengthening relationships with key stakeholders and making a positive impact on society. We conduct data mapping, Focused Group Discussion (FGD) and interviews in the community to identify the requirement for aligning with the vision and goal of the Company. We engage in the community with the help of community stakeholders to cater to their needs and the community's well-being.

We ensure proper monitoring of the projects and undertake strategic decisions at the right time to mitigate real-time risks. Our evaluation processes demonstrate the extent to which the overall targets and outcomes established during the project design phase have been met following the implementation of CSR activities. Our pragmatic approach includes the traditional model of philanthropic giving, nurturing and supporting the creation of livelihood opportunities and self-sufficiency for needy people.





SKILL DEVELOPMENT

Nurturing Skills for Quality Sustenance

Every individual is different yet unique in some or the other manner. The only way to find the right skills is through self-analysis. Identifying and working on attaining/enhancing the right skills help us move in the right direction to reach our goals. However, failure to identify the right skills often leads to unsatisfactory performance. Therefore, it becomes even more important to identify skills and find the right talent in the right space to improve performance and enhance our competency. Skills define our capabilities and a key propeller for the successful execution of plans.

2,997

Beneficiaries impacted through our skill development initiatives

2,112

Students certified in Cutting and Tailoring as of March 2022

885

Students certified in Beauty Culture as of March 2022

UN SDGs Covered under Our Initiatives



हमारी उड़ान



The Committee Speaks

Our social values go beyond the mere CSR compliance and we believe in a strong impact when it comes to dealing with the communities. We always maintain strong relationship with our stakeholders. We believe in giving back to the society where we operate and act responsibly towards the environment and people. Our energies are directed toward ensuring holistic development of the communities, making the world a better place to live. We are proud to share that our CSR initiatives and programs are benefitting many lives and making a change in society through our strategic development intervention.



Anadi Sinha
CSR Functional
Committee Member



Empowering Rural Communities

Uno Minda engages in talent and skill development activities to economically empower communities. We have been supporting the Government's 'Skilling India' initiative to empower disadvantaged communities through various skill development programs. The more emphasis we place on skill development, the more competent our youth will become. Furthermore, we assist in strengthening the community's connection, which is why Uno Minda emphasises and plans a skill development program.

- We believe in empowering our women & youth
- We help them in creating a feeling and sense of financial and economic independency
- We help them in becoming self-reliant, happy and confident
- We create employment opportunities for the underserved
- We provide short term courses to women in the area of Beauty & Culture, Computer training and Cutting Tailoring

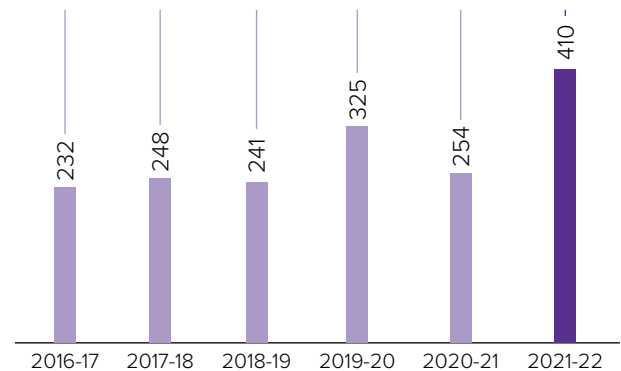
Samarth-Jyoti Vocational Training Centre

We run skill-development programmes for the unemployed youth, and women, through vocational training centres located throughout the country to help them find work. The initiatives have aided in the development of skills and increase in household income. This has resulted in better living conditions for many people while also ensuring their future security.

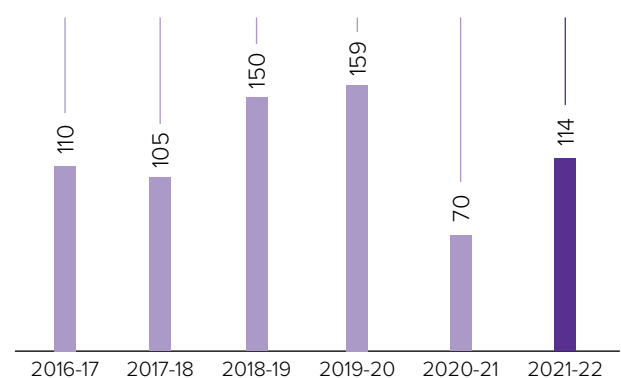
We primarily provide vocational training programmes in cutting & tailoring, beauty & culture, and computer basics & hardware, and encourage students to become entrepreneurs by starting their shops. Mobile IT literacy Program World on Wheels



Number of Students Certified in Cutting & Tailoring



Number of Students Certified in Beauty & Culture





New Initiative Taken under Samarth-Jyoti Vocational Training Centre

- Introduced up-skilling course with curriculum as per current industry requirement
- Started a digital literacy initiative with HP India – a mobile digital lab

Self-Help Group (SHG) Programme

- Our SHG initiatives focuses on women empowering women by promoting self-reliance and making women financially independent
- Our SHG – Hamari Udaan (Flagship SHG Group of Samarth-Jyoti) provides skill-building and livelihood opportunities to lesser privileged women

- Our initiatives involves training women on skills such as rakhi making, diwali decoration products — stick candles, floating candles and gel glasses, diyas — organic gulal and handmade quilling greeting cards, handmade paper bags, jute bags, and envelopes, among others
- Our emphasis is on empowering women to become self-reliant through Self Help Group Formation
- Women participate in exhibitions to showcase their products and sell the items that they made; this leads to income generation for them as per the annual training calendars and requirements

Our New Collaborations during the Year

- AMHSSC – Apparel and Made Ups Sector Skill Council
- BWSSC – Beauty & Wellness Sector Skill Council

Engaged with various stakeholders like local Government bodies, at different locations for dissemination of projects

Government Programs

Our Vocational Training Programs are in alignment with Skill India Scheme, Ministry of Skill Development and Entrepreneurship





EDUCATION

Empowering Today for a Stronger Tomorrow

Education is crucial to developing human capital and is a fundamental right of every individual. In fact, speaking of the digitalised era, today education and technology are inextricably linked. Digital media, hands-on labs, and virtual tools can help brighten the school curriculum and connect students. Furthermore, through our advanced educational programs students can explore variety of fields and find their path of success.

We can count on an unending drive and untapped resources to restore education's essential services, but also its fundamental aspirations to adhere to principles and implement reforms so that children and youth can reclaim their promised future, but all education stakeholders can play a role in making it a reality.

3,658

Beneficiaries impacted through our education initiatives

1,853

Students benefited through coaching classes under remedial programme

1,304

Students benefited through Samarth-Jyoti Community School

1,974

Beneficiaries impacted through our IT Literacy initiatives

UN SDGs Covered under Our Initiatives





The Committee Speaks

Samarth-Jyoti provides a platform to self-help group members to develop knowledge and skills that enable them to become contributors in their families. This initiative has impacted the lives of many individuals and also helps in promoting and empowering women to achieve their goals to live a happy life for themselves.

“In my view Samarth-Jyoti is having insatiable desires in contributing towards sustainable livelihood opportunities besides bringing values and generating a positive impact towards weaker section of communities. As a CSR committee member, I have seen that Samarth-Jyoti not only empowers youth, female and children but also demonstrate philanthropy and a consciousness towards economic, Social and environmental changes that improves society as a whole”.



Sachchidanand Pande
CSR Functional
Committee Member



N.S. Yadav
CSR Functional
Committee Member



Education Infrastructure and Amenities

Schools and other learning spaces were closed during COVID-19, affecting 94% of the world's student population – 99% in low- and lower-middle-income countries (source: <https://unsdg.un.org/resources/policy-brief-education-during-covid-19-and-beyond>). The crisis exacerbated pre-existing education disparities by limiting opportunities for many of the most vulnerable children, youth, and adults — those living in poverty or in rural areas, girls, refugees, people with disabilities, and those forcibly displaced — to continue their education.

Loss in the field of learning and education makes this generation vulnerable to please reframe this , wiping out decades of progress, particularly in promoting girls' and young women's educational access and retention. The closure of educational institutions impedes the provision of essential services to children and communities, such as access to nutritious food, reduces the ability of many parents to work, and raises the risk of violence against women and girls. To promote education, Uno Minda has taken the following initiatives:

Samarth-Jyoti Community School (Informal Education)

At Samarth-Jyoti Community School, we strive to provide holistic education through innovative learning methods



to children from less privileged backgrounds. We emphasise integrating quality knowledge, community support, specially trained teachers, and digital skills with proper child education.

Key Facilities

- Providing quality education to out of school children for their overall development, which helps to mainstream students into regular schooling
- Providing interactive smart classroom for the digital learning experience
- Hiring proficient teachers for imparting quality education to the children

- Conducting teachers' Training programme to upgrade skills and knowledge of teachers so that they are well-prepared to address evolving learning needs of children
- Conducting regular parent-teacher meetings to share the progress of children
- Encouraging students to participate in academic as well as extra-curricular activities for their overall development

New Initiative taken under Samarth-Jyoti Community School

- Counseling sessions for parents/guardians for better parenting.
- Online training of Community School teachers through virtual connect.
- Celebrations and events were organized for encouraging students
- Started coaching classes for less-privileged students at different centres to develop school readiness
- Conducted a unique course for cursive writing and computer basics Supported students for various state level and competitive exams
- To support government school children through our customised coaching programme to bridge the academic gap from 1st to 10th standard
- Conducted online classes for students during lockdown
- Connected to all the students and their parents/guardians to provide support
- Undertook financial deviation for few teachers to retain and hire new teachers
- Connected students online for conducting calendar activities

Remedial Programmes

By engaging children in activities based on their needs and learning level, remedial programmes help to improve their learning skills and critical thinking ability. The programmes are designed in such a way that they help to empower children with knowledge and skills, while also bringing about an overall improvement in attitude and personality.

Our IT Literacy Programme

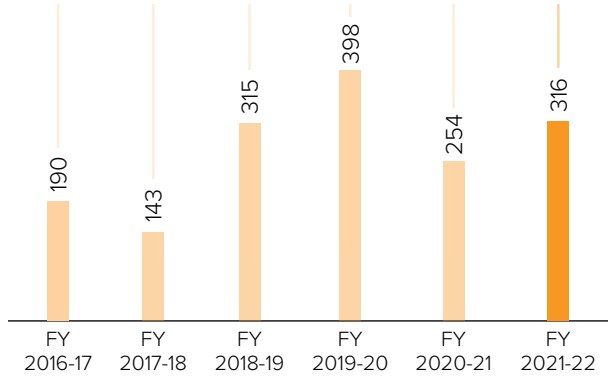
- Conducted IT literacy classes in collaboration with NIIT Foundation
- Supported students during the pandemic through virtual classes
- Conducted IT Literacy classes for students to understand the programme

Key Facilities

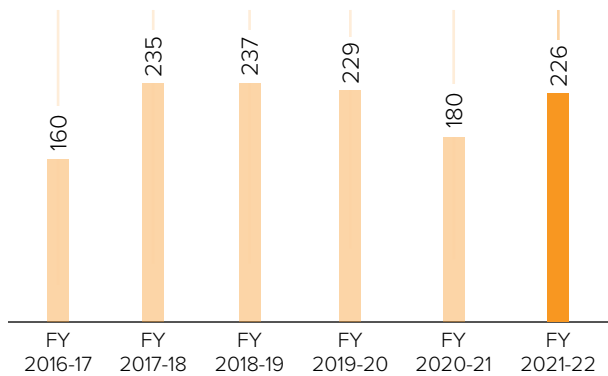
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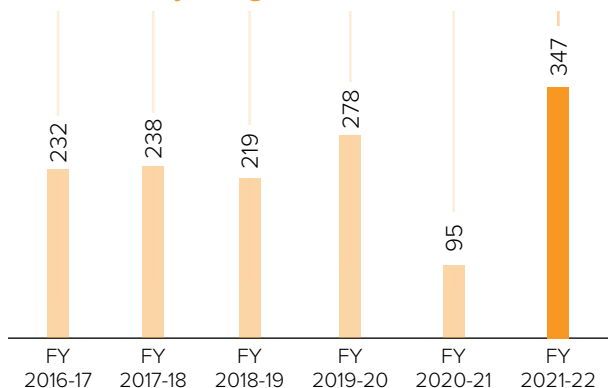
Number of Students Benefited through Coaching Classes under Remedial Programme



Number of Students Benefited through Samarth-Jyoti Community School



Number of Students Certified in IT Literacy Programme



The Suman Nirmal Minda School

We have established a senior secondary school in 2019 Detroj, Gujarat, The Suman Nirmal Minda School, in Hathipura village of Ahmedabad, Gujarat, that focuses on inclusive access to teaching tools and materials. It promotes quality education and better opportunities for children from all walks of life, in alignment with Group CSR goal FY 2026-27. The school also provides programmes that promote a collaborative learning environment and a variety of extra-curricular activities to prepare the next generation for a brighter future. A globally relevant institution that fosters academic excellence, leadership skills and social values in an enabling environment to support children to be socially responsible citizens of tomorrow. And to provide the highest quality education so that students are prepared to succeed in harnessing life's opportunities that serve both individual success and betterment of society.

Key Facilities

- Ensuring personalised attention to address diverse educational needs of children
- Appointing well-informed and enthusiastic teachers with rich teaching experiences
- Promoting inclusive education
- Providing quality infrastructure with digital learning tools
- Facilitating life-shaping opportunities in the form of valuable lessons from innovators and iconic personalities
- Encouraging greater participation in Olympiads and other national and international-level competitions
- Enabling active participation in protecting the environment and promoting organic farming
- Undertaking various awareness programmes, SMS alerts for parents and standard safety measures
- Building smart classrooms to enable e-learning initiatives and higher technology adoption
- Providing modern sports facilities, composite science lab, art and craft room, math lab, music room, library and computer lab
- Following the Indian Constitutional Guidelines, NCF 2005, Educational policies & 21st Century Life Skills.
- Adequate infrastructure.
- Best use of all available resources to support learning. (Activity based).
- Qualified teachers.
- Structured lesson plans, Evaluation & Remediation.

- Educational Planning & Execution is in sync with Global best practices
- Interaction with the students, reflection done in class and daily attendance reveals that students enjoy coming to school and are able to share at home their take away from here.
- Admission enquiry and parents visit is encouraging as they speak highly about the school.

Government Programs

Our education programs are aligned with Sarva Siksha Abhiyan, Ministry of Human Resource and Development





HEALTHCARE

Enhancing Health and Living

Uno Minda uplifts communities by giving them sustainable access to their most fundamental needs. This includes, improving living conditions to promote pride, access to clean water and improved sanitation to lower the incidence of diseases. Added to these interventions are the preventive and curative health care services wherein the communities are serviced through diagnosis. Infusing sustainability is core to our approach, therefore we strengthen institutional delivery mechanism by enhancing the capacities of the personnel to take ownership of programmes.

9,759

Beneficiares Impacted through
Our Healthcare Initiatives

88,845

COVID-19 Beneficiaries

1,42,680

Dry Ration

UN SDGs Covered
under Our Initiatives





The Committee Speaks

We, at Uno Minda Group, focus on providing adequate support to the individuals, groups, and communities for the development of sustainable future. We majorly focus on the younger generations who are the fulcrum of the future. Suman Nirmal Minda Foundation supports our efforts in the projects that focus on educational support to the rural kids, the projects that empower the rural women in wealth creation by inculcating key vocational skills, the projects of community development and health care. Corporate social responsibility is not just a matter of compliance but it's about a genuine attempt to do what is in the best interest of everyone in the community along with the stakeholders of the organisation that leads to sustainable and inclusive development.



Srivallaban D
CSR Functional
Committee Member

Healthcare Initiatives



COVID-19 INITIATIVES



COMMUNITY HEALTH AND HYGIENE INITIATIVES



BLOOD DONATION AND MEDICAL HEALTH CAMPS



HEALTH AWARENESS CAMPAIGNS

Improving Health and Hygiene

At Uno Minda, we work to bridge the accessibility gap between basic healthcare and the disadvantaged population. We work to provide dependable medical facilities and raise public awareness of health issues as part of our CSR initiatives.

It is crucial to emphasise the importance of sanitation in a world that is working to arrest COVID-19 virus's rapid spread. An individual's health is directly impacted by hygienic and sanitary habits. Given that India has a weak healthcare system that is insufficient to cater a population of more than 1.3 billion people, health becomes a very crucial aspect for reformation in order to make living sustainable. Moreover, sanitation is important for both social and economic development in India.

In India, the value of sanitation has long been emphasised. The culture that encourages sanitation starts with religious practises like keeping one's home clean, leaving shoes outside, and washing one's hands, feet, and face before praying. Maintaining good personal hygiene is one of the most efficient ways by which we can shield ourselves and others from illness. This entails washing body and hands in particular, taking precautions to avoid sneezing or coughing on other people, washing hands after touching something if you are sick, throwing away potentially infectious items like tissues, and using protection (like gloves or masks) when you might be at risk of contracting an infection.



Health Check Up and Camps Organised

- Organised health check-up camps to provide proper medical support for rural communities
- Facilitate active involvement of the Village Sarpanch, community members, specialists and trained doctors for the check-up and health camps in our activities
- Covered 230+ people under the check-up camps who availed free consultation for general health, eye, ear and dental ailments
- Educated people on various health and sanitation issues by organising awareness campaigns

Menstrual Hygiene Management Programme (MHMP)

- We have set up sanitary napkin vending machines at our five Samarth-Jyoti centres
- We are generating awareness among community/village women and girls engaging via training modules specifically created for women with less privileged background of our community
- We conducted various workshops by specialist and our in-house MHM trainer with these women to generate awareness and break the myths around menses via different activities such as quizzes, interactive videos, and movies around the topics among others
- We organised regular gynaecologist visits for women to get their health issues addressed

Government Programs

Our Healthcare initiatives are aligned with National Health Missions.



Blood Donation Camp

A blood donation camp was organised by the Uno Minda Group to create awareness among the people. Herein, we explained how blood donation helps to save lives and how important it is to donate blood to the ones in need. The initiative was very well received with participation from more than 450+ people.

Government Programs

Our healthcare initiatives are aligned with Ministry of Health and Family welfare.





COMMUNITY DEVELOPMENT

Developing and Uplifting Communities

Collective efforts accelerate holistic growth. Inequitable systems can be created by issues ranging from economic to social to environmental to cultural, leaving particular demographic populations alone, marginalised, and without access to basic living necessities. Thus, identifying community-beneficial solutions and implementing coordinated actions to enable people and organisations to support and enhance the lives of underserved communities is important.

13,614

Beneficiaries Impacted through
Our Community Development
Initiatives

UN SDGs Covered
under Our Initiatives





The Committee Speaks

I have witnessed a change in the lives of the community members by providing them with opportunities and training them through our development programs provided by Samarth-Jyoti. The success stories of women in the society motivates us to work towards their empowerment. Moreover, we are training them in skills pertaining to our plants requirement related to cutting and stitching.

Samarth-Jyoti is committed to support programs and initiatives for creating better community and environment in a society where adequate and equal opportunities for all with a focus to construct a sustainable future exists. I have witnessed that our business leaders are seeing the relationship between long-term success and sustainability, and that's very heartening. As an active member of the CSR committee, I have witnessed that Samarth-Jyoti is not just empowering youth, women and children but it is also creating the change where society as a whole is developing and walking in right direction of sustainability.



Veekaas Agarwal
CSR Functional
Committee Member



Preveen Rawat
CSR Functional
Committee Member

Importance of Community Development

The sustainability of a community is enabled through its overall development. It builds robust, diverse communities that can draw in and retain talent, launch and expand businesses, and resolve problems as they arise. Additionally, people will live longer and be happier, healthier, and wealthier. Businesses have a scope to cater the society and their well-being to promote a better livelihood opportunity for the community members.

Community development measures lead to reduction in crime rate, social inequality, unemployment, general problems. It leads to more skilled workforce. It improves opportunities for growth while tackling a wide range of other concerns. Moreover, in the absence of community development, economic and business development suffer greatly.

Measures Undertaken by the Company

Community development necessitates collaborating with stakeholders who are committed to identifying and resolving community problems as they pursue progressive opportunities. This involves participation from those not employed by the Government (also referred to as the private sector) through volunteering and taking initiative. You can contribute to the growth of your community as a stakeholder and a member of the community.

The Company Encourages...

- Attending a village council meeting
- Volunteering to help at a local event hosted by the community
- Volunteering time for a committee that helps with community development
- Volunteering to help people outside usual circle of friends and influence
- Encouraging others to be involved with local organisations





1,42,680 kgs

Of dry ration distributed to migrant daily wage workers

88,845

Of beneficiaries covered under community kitchen institutions

47,345

Of cooked meals provided through community kitchen



SUSTAINABILITY

Conserving Resources for Future Generations Sustainability

The Earth, which sustains us all, must be healthy in order for our business operations to be successful. We understand protecting the environment is a crucial management concern for us. In all of our business endeavours, we try to coexist with the environment by using less energy, producing less waste, and reducing emissions.

UN SDGs Covered under Our Initiatives





The Committee Speaks

Being a part of Samarth-Jyoti and contributing to the social accountability effort fills us with a tremendous sense of pride. Uno Minda Group's USP is its commitment to social accountability and its core values. We have gained new perspective, thanks to the Uno Minda team's leadership, and Samarth-Jyoti that has reached new heights. Reaching out to those in need during trying times and aiding the needy, was rewarding experience. The outcomes of Samarth-Jyoti's aggressive and successful CSR policies are readily apparent in society, and many of our students are now making significant financial contribution to their families and performing important roles in driving a stable household/living. Our students are disseminating this goodwill. We are dedicated to this worthwhile cause, and we will undoubtedly change things for better!

Empowering underprivileged women is one of the prime focuses for our CSR wing, providing education and skill enhancement programmes at our Samarth-Jyoti Centres



Rajendra Dhainje
CSR Functional
Committee Member



Alok Kumar
CSR Functional
Committee Member



Importance

We recognise our responsibility in driving the transformation of the industry towards creating sustainable future. It's no longer solely a CSR concern but a business imperative now. Given how critical this is for the future of our planet and how significant it is to our stakeholders, we proactively take measures to counter issues hampering sustenance on earth and attempt to contribute towards healthy living.

We work to address global issues like poverty eradication, environmental protection, and ensure that every person lives in harmony and moves towards prosperity. Our path towards adopting sustainability is paved by both the National Mission for Green India and the UN's Sustainable Development Goals (SDGs). We remain committed to having a positive impact, and so we are motivated by the SDG objectives. We believe that this is the area where our efforts will have the greatest effect on the world and the community.

Material Stewardship

At Uno Minda, material stewardship is embodied within our functioning. Thus, we strive to responsibly manage our resources throughout all stages of operations. In practice, material stewardship is about:

Our Best Practices include:

- Understanding the social, environmental and economic impacts of your material as it moves through its lifecycle
- Acting on appropriate stewardship activities for the part of the lifecycle under our direct control

- Promoting the benefits and proper use of materials and minimising risks to human health and the environment

Sustainable Communities

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

Following Best Practices

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



Tree Plantation Drive

We plant saplings with an objective to increase the amount of green cover in the areas around our vicinity. Alongside this, we also promote awareness on subjects regarding environmental conservation and preservation among citizens. Our environmental education initiatives also seek to encourage young kids to develop healthy habits early on. We have planted 15,000 saplings till date and made sure they have a high survival rate.

Government Programs

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

Employee Programmes

Sustainability is a broad subject with numerous sections that involves preserving resources for generations to come. It is among the parameters of ensuring a successful living wherein we map out careful utilisation of resources without exhausting it for tomorrow.

At Uno Minda, we stress upon environmental conservation and sustainability. Emissions reduction continues to be a top priority for all of our plans, both present and future. In this direction, we provide bus shuttles for our employees at various intervals during peak hours to help us achieve our goal. We reduced carbon emissions significantly through this initiative, which would have otherwise increased with the use of personal vehicles.

Water Treatment

We have an agreement with the Gujarat Environment Protection Infrastructure Limited (GEPIL) and Bharat Petroleum to dispose hazardous waste. We have collaborated with the reputable environmental protection organization, Haryana Environmental Management Society (HEMS). Also, we've partnered with Green Vortex to properly dispose of electronic waste. Additionally, we

work with approved vendors for the Tamil Nadu State Pollution Control Board and the Karnataka State Pollution Control Board (TNSPCB).

Waste Management

We focus on drastically reducing waste and promoting reuse materials in order to improve our performance in sustainable waste management. By doing this, the resources are utilised for making things that are unnecessary, like single-use products. These present the greatest opportunity for change, and therefore, we lay emphasis on reducing food waste and avoidable single-use packaging like straws, cups, carrier bags, and others.

Zero-Water Discharge Plant

At our facility, we have installed sewage treatment plants (STP) and effluent treatment plants (ETP) for the treatment of contaminated water. It transforms contaminated water into freshwater that can then be used for gardening and other things.



ACHIEVING GOALS AND RECOGNITION



Achieved Rashtra Vibhushan Award 2017 for **'Best Innovative CSR Project'** by Fame



Achieved **'Excellence in CSR 2017 in Large Category'** Award by Manufacturing Today

Bagged National Award for Excellence in CSR & Sustainability for **'Best Community Development'**



Bagged National CSR Award 2018 for **'Excellent Value Added to the Local Community'** by Social Footprint



Achieved CSR Times Award 2018 for **'Best Corporate Foundation in Women Empowerment'**



Achieved ET Now Star of the Industry Awards 2018 for Excellence in CSR in **'Outstanding Contribution to the Cause of Education'**

Achieved Indycord CSR Excellence Award **'Community Development Program'** by Indycord and Govt. of Telangana



Achieved Prestigious **'Mahatma Award'** for Leadership in Corporate Social Responsibility, 2019



SNMCT (Uno Minda Group) also bagged **'Mahatma Award'** for Social Good, 2019 for Welfare Initiatives

Bagged third Social Imprint Award and Summit 2019 in Category of **'Excellent Education Provided to Weaker Section'**



Mahatma Award for Life Time Achievement For Leadership in CSR & Sustainability
And Philanthropic Work & 12th India CSR Leadership - Long Service Award



India CSR Leadership Award 2021 under
the Category of Education





The 5th ICSI CSR Excellence Award, 2020


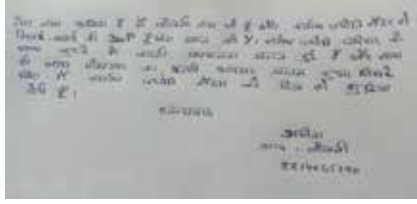


TESTIMONIAL


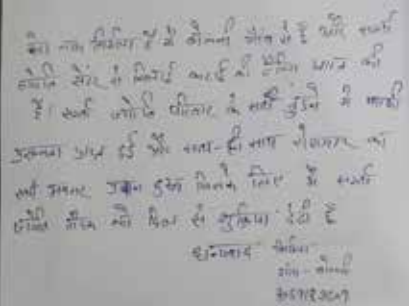
“ Mayuri Sachin Jadhav


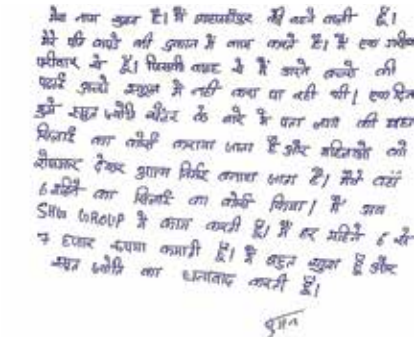
“ Anita


“ Anita

“ Suman


“ Beauty Singh



I am Beauty Singh, my father's name is Shatrudhan Singh and my native place is Gonhiya Chhapra P/s Bairia Dist Ballia UP. My qualification is B. Sc.. After my graduation, I was searching for a job to support my family as my father was the only working member supporting us. I also have a younger brother studying in a Government School in Manesar. It was then that I learned about Samarth-Jyoti from my neighborhood. So I took admission in Beauty course and while doing it I saw the NIIT banner near the computer Lab. That caught my attention so I inquired about the NIIT Course and checked out the syllabus in detail. After getting all the details, I took admission in NIIT. After completing the course, I got placed in Uno Minda. Today, I am extremely thankful to Samarth-Jyoti for giving me this opportunity to support my family and grow in my career.

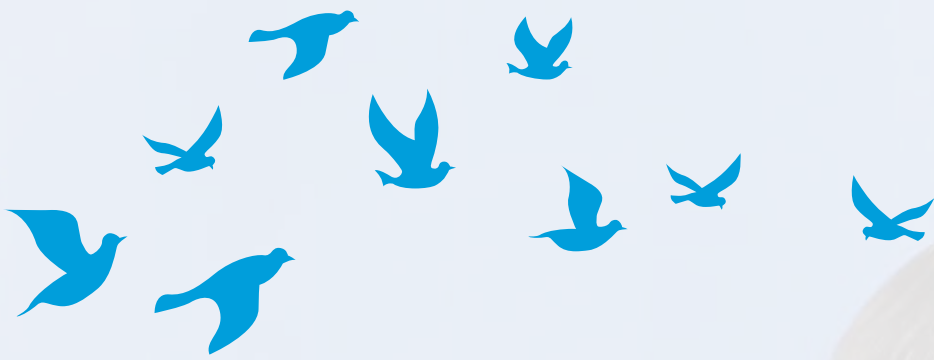
Thank you
Beauty Singh

“ Kripal Singh



I am Kripal Singh, my father's name is Ram Singh and my native place is Dehradun, Uttarakhand. I have studied till class 12 in Nawada Fathepur Gurugram. Being from a poor family, I was searching for a job after passing my class 12. It was then that I learned about Samarth-Jyoti in Naharpur from my school mates. I joined the 3 months course of NIIT and after completing it I got placed in Uno Minda. I am so thankful to Samarth-Jyoti for my career. Today, I am happy that I am able to support my family.

Thank you
Kripal Singh



66 Sulochana Chandrkant Maane



66 Shanti Shukla



मेरा नाम शान्ति सुक्ला है। मैं मध्य प्रदेश की रहने वाली हूँ। अभी दिल्ली में नएरपुर में रहती हूँ। मैं प्रति कम्पेट नौकरी करते हैं। मैं दो बच्चे हैं। सबसे ज्योति अमे के पहले मैं घर पर ही रहती थी और घर का काम करने के बाद भी जमी की करते मुझसे पहले थी। मैं सधराम ज्योति परिवार से हूँ अपनी सभी छोटी बड़ी जन्म के लिए अपने प्रति पर निर्भर थी जो मुझे अपना गरीब जन्म का मेरा ही जन्म होता था कि मैं भी कुछ काम करके और पैसा कमाकर फिर एक दिन मेरी पहल की अगिया मेरे पास आई और सबसे ज्योति सेक्टर के बारे में बताया कि क्या मिलाने पारने अदि का कोसे बताया जाता है और मेरीजम की देखभार देकर अधिभारित बनना जता है। मैं बात लई और मिलने का 5 महीने का कोसे किया। मैं SHG GROUP में काम करती हूँ हर महीने 6 से 7 हजार कमाती हूँ। मैं बहुत खुश हूँ और सारे ज्योति को धन्यवाद करती हूँ।

66 Shital Shirbhate



66 Ashwani Nagesh Kulkarni



66 Uma



मेरा नाम उमा है। मैं अजयपुर की रहने वाली हूँ। मेरे सिकरी काम नहीं करते थे। छे दोन बच्चा पीने थे। जिसकी वजह से उनकी काम उम्र में और दो गई। मेरे घर में कोई कामने काम नहीं था। जिसकी वजह से हमारी अर्थिक स्थिति खराब हो गई। मैं बहुत बोरसम थी। एक दिन मेरी दोस्त ने मुझे कम्पै ज्योति सेक्टर के बारे में बताया इतने मुझे बताया की सिवार्थ का कोसै बताया जाता है। मैंने 6 महीने का कोसै किया। जिसके बाद मैं SHG GROUP में काम करती हूँ। मुझ में अतीने के द्वारा कामने काम लेती हूँ। जिसके लिए मैं कम्पै ज्योति का धन्यवाद करती हूँ।

उमा



LETTERS OF APPRECIATION

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Group CSR Team who are the actual change makers of the society from **7 States**





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Pune

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Minda Westport Technologies Ltd



Corporate Office:

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