



UNO MINDA

DRIVING THE NEW



DRIVING SUSTAINABILITY AND SHAPING A BETTER TOMORROW

**Corporate Social
Responsibility
Report 2022-23**



ACROSS THE PAGES

01	About the Report	18	Integrating a Responsible and Sustainable Approach	58	Championing Responsibility in Operations
02	Driving Sustainability and Shaping a Better Tomorrow				• Building a Supportive Workplace • Customer Satisfaction: Charting Our Path Forward • Ensuring a Sustainable Future: Our Climate Change Response • Environmental Excellence: Nurturing a Greener Tomorrow • Building a Sustainable Supply Chain • Securing Financial Sustainability: Ensuring Stability for the Future
04	Chairperson's Message	28	Fostering Responsible Community Engagement	84	Upholding Responsible Governance
06	Message from the Chairman & Managing Director	• Introducing Our CSR Journey • Narrating Impactful Stories • Media Coverage • Testimonials and Letters of Appreciation • Key Prominent Customer Visit • Key Achievements - External Publication • Assessing Impact • CSR Awards and Accolades • Our Team • Our Donors for FY 2021-22			
07	Communique from the Leaders			96	GRI Index
10	Our Company				

<https://www.unominda.com/>



Scan the above QR Code to access all Uno Minda CSR Reports.



ABOUT THE REPORT



Approach of the Report

At Uno Minda Limited (also referred to as 'Uno Minda,' 'Our Company,' or 'We'), we are pleased to present our Annual Corporate Social Responsibility Report. Our Company has meticulously prepared this report, to offer stakeholders a comprehensive understanding of our sustainability practices and commitments. The primary objective is to share with our stakeholders the non-financial facets of our organisation, including our governance structure, materiality assessment, stakeholder engagement, social responsibilities, organisational culture, and environmental stewardship. This report is a testament to our dedication to creating effective and sustainable value creation, upholding transparency, and fostering trust among stakeholders. It has been prepared by following the GRI Standards 2021 and is aligned with the United Nation's Sustainable Development Goals (UNSDGs) and G20/OECD Principles. Moreover, it complements the information provided in our Integrated Uno Minda Annual Report for FY 2022-23.



Reporting Period, Scope, and Boundary

This Corporate Social Responsibility Report captures detailed information about our activities from 01 April 2022 to 31 March 2023.



Forward-Looking Statements

This report includes forward-looking statements regarding the anticipated future activities and events of Uno Minda Limited. Readers are cautioned that these statements involve assumptions and are subject to inherent risks and uncertainties. There is a substantial risk that these assumptions and predictions may not prove precise. Readers are advised to exercise caution and refrain from placing undue reliance on these forward-looking statements.



Responsibility Statement

This report has been meticulously prepared by the Corporate Social Responsibility Team with the help of different departments like EHS, Corporate Communication, Human Resources, Corporate Affairs, Finance and Legal & Secretarial Team. This process ensures utmost attention to the presented information's accuracy, completeness, and relevance. No External Assurance was carried out for this report.



Feedback Statement

We value your feedback on our report, as it helps us continue to disclose pertinent information conducive to stakeholder decision-making. For queries or suggestions, please reach out to us at infocsr@unominda.com.



Restatement of Information

There are no restatements of information in this report.

DRIVING SUSTAINABILITY AND SHAPING A BETTER TOMORROW

Beyond profit margins and market shares, we are witnessing a profound shift towards positively impacting the world. Our theme, 'Driving Sustainability and Shaping a Better Tomorrow,' acts as our guiding compass, leading us on a conscientious journey towards responsible and sustainable enterprise. It is centred around three fundamental pillars: community engagement, operational excellence, and governance.





Fostering Responsible Community Engagement

The following pages explore the transformative power of Corporate Social Responsibility (CSR) initiatives in touching lives and transforming communities. These narratives bear witness to our deep commitment to responsible community engagement, showcasing the tangible differences made when businesses prioritise people and the planet alongside profits.



Championing Responsibility in Operations

Our dedication to responsibility permeates every facet of our operations. Our comprehensive approach encompasses fostering a people-centric culture and maintaining customer focus. We also take proactive steps to address climate change and champion environmental conservation. Uno Minda's approach to a sustainable supply chain underscores our dedication to preserving the planet's resources. Lastly, financial sustainability is a key pillar that empowers us to sustain our journey and secure a lasting impact.



Upholding Responsible Governance

Our initiatives thrive on the sacred principles of transparency, integrity, and ethical conduct. We navigate the intricate complexities of corporate governance to ensure that our sustainability commitments are not just mere rhetoric but a lived reality.

Together, we shall traverse the path of responsible enterprise, shaping a future where businesses prosper and contribute significantly to the world.

CHAIRPERSON'S MESSAGE

“

Transparency and accountability are paramount to us. We are committed to openly sharing our sustainability goals, performance, and challenges.



Dear Stakeholders,

At Uno Minda, we firmly believe that in today's ever-evolving global landscape, sustainability is no longer an optional path. It is a shared responsibility and a golden opportunity to lead with a clear purpose and a far-reaching vision.

Our primary goal is to position ourselves at the vanguard of innovation, setting higher standards for sustainability throughout our value chain. We acknowledge that innovation is shaping the future, and we are committed to investing in research and development (R&D) to create products and solutions that meet market needs and promote responsible practices across the organisation.

At Uno Minda, we recognise the importance of reducing our carbon footprint. Our Company is fully embracing cutting-edge manufacturing techniques to minimise waste, conserve energy, and decrease emissions. We are equally vigilant about our water usage, strictly adhering to permissible withdrawal limits through state-of-the-art standard temperature and pressure (STP) and effluent treatment plant (ETP) water management systems. Our waste management practices align seamlessly with local regulations emphasising our dedication to responsible waste disposal. Moreover, we are actively contributing to environmental preservation by increasing the use of renewable energy in our operations and implementing energy efficiency projects and kaizen. At Uno Minda, we not only craft products but also make a profound difference.

Our employees play a pivotal role in promoting and adopting responsible

practices in their professional and personal lives. We inculcate these practices through comprehensive training programmes and cultivate an atmosphere of innovation. We are devoted to nurturing an inclusive and secure work environment that offers equal growth opportunities to all. To achieve this, we have developed a robust training and diversity strategy. We are delighted to share that our efforts have been recognised, and we have earned certification from 'Great Place to Work' as one of the

We are delighted to share that our efforts have been recognised, and we have earned certification from 'Great Place to Work' as one of the top 30 best workplaces among manufacturing companies in India.

top 30 best workplaces among manufacturing companies in India.

We are working closely with our partners and suppliers across the supply chain to promote ethical practices, fair labour standards, and ensure responsible sourcing. Together, we are shaping a more equitable and sustainable future.

At Uno Minda, our connections with the communities run deep through our work. The Suman Nirmal Minda

Foundation (SNMF) actively engages with communities in areas, such as education, vocational training, healthcare, and overall community well-being, all aimed at enhancing the quality of life. Our CSR initiative, Samarth-Jyoti, operates in 17 centres across seven states in India, offering structured programmes for individual development. Our belief in 'service to the needy is service to humanity' forms the foundation of our commitment to giving back to the communities supporting us.

Transparency and accountability are paramount to us. We are committed to openly sharing our sustainability goals, performance, and challenges. Our pledge to sustainability isn't just rhetoric but an integral part of our identity. We aspire not only to meet existing sustainability standards but also to surpass them and set new benchmarks within the industry.

To conclude, though we have made immense strides in sustainability, there's still much work ahead. We will continue striving for the betterment of the society. Together, let's champion sustainable excellence, blazing a trail towards progress today and safeguarding the treasures of tomorrow for all.

Warm regards,

Dr. Suman Minda
Chairperson

Suman Nirmal Minda Foundation

MESSAGE FROM THE CHAIRMAN & MANAGING DIRECTOR



We are transitioning towards renewable energy sources to contribute to a greener planet and reduce operational costs.

Dear Stakeholders,

Our pursuit of excellence has entered a significant new phase, as sustainability now lies at the heart of our identity. This Corporate Social Responsibility Report encompasses our initiatives, hurdles, accomplishments, and firm dedication to forging a sustainable future.

We encourage our team to embrace creative thinking and collaborate with others to address challenges. We firmly believe that these endeavours are integral to the success of our projects and our enduring dedication to making a positive global impact. Our commitment extends beyond rhetoric, and we are resolute in our aim to achieve reduction in carbon emissions within our operations. Simultaneously, we are transitioning towards renewable energy sources to contribute to a greener planet and reduce operational costs.

We believe that working together can overcome challenges, seize opportunities, and pave the way for a more sustainable world. As we move forward, we focus on positively impacting the world, empowering progress, and embracing our collective responsibility.

We take immense pride in witnessing the gradual transformation our initiatives are instigating in society, particularly in the realms of education, skill development, healthcare, and community betterment. Our endeavours encompass establishing a solid educational foundation for children, empowering youth and women through our consistent intervention.

I extend my heartfelt thanks to our dedicated teams, partners, and stakeholders who have been instrumental in making our sustainability vision a reality. Together, we are building a legacy of sustainable excellence that will endure for generations to come.

Best regards,

Mr. Nirmal Kumar Minda
Chairman & Managing Director
 Uno Minda Group

COMMUNIQUE FROM THE LEADERS

From the Deputy Managing Director



“We believe that working with our stakeholders can overcome challenges, leverage opportunities, and pave the way for a more sustainable world.”

Dear Stakeholders,

Over the past year, we have pursued sustainability, not as a mere checkbox but as a sincere testament to our commitment to the environment, social responsibility, and ethical governance.

Our collaborative journey, marked by shared values, applauds our teams for embracing sustainability as a daily guiding principle. Recognising the imperative need, we also ensure our supply chains are sustainable, sourcing is ethical and aligns with our mission and values through rigorous assessments of potential partners. We believe that working with our stakeholders can overcome challenges, leverage opportunities, and pave the way for a more sustainable world.

We adhere to organisational policies that encompass regulatory compliance, emerging workplace trends, global best practices, and a culture that embraces diversity and inclusion. Our commitment extends to principles of ethical conduct and fair business practices.

As Uno Minda's Deputy Managing Director, I am confident that our commitment to sustainability will resonate with our stakeholders and inspire others in the industry. Thank you for your continued support and partnership on this transformation journey.

Best regards,

Mr. Ravi Mehra
Deputy Managing Director
Uno Minda Group

From the Director - Corporate Affairs



In unity, we aim to drive positive change, make a lasting difference, and uphold our commitment to sustainable practices and community empowerment.

We are dedicated to making a positive difference, whether through designing eco-friendly products, promoting equal opportunities within our workforce and communities, or advancing the well-being of society. Right from our establishment, Uno Minda has cultivated a robust image as a company dedicated to the well-being of the society, we operate in.

For us, Corporate Social Responsibility represents an ongoing dedication to enhance the well-being of communities. We have numerous nationwide initiatives aimed at improving the lives of various demographics, with a particular emphasis on women, children, and youth. Under the community empowerment initiatives, we have conducted awareness programmes on menstrual hygiene, equipping young girls and women in our communities with essential knowledge and access to reproductive health and well-being. Furthermore, we have conducted tree plantations, thereby promoting biodiversity and actively contributing to the fight against climate change.

Our employees are integral to our CSR journey. Through various sustainability projects, they actively contribute to our mission, exemplifying our collective commitment to a sustainable future.

In unity, we aim to drive positive change, make a lasting difference, and uphold our commitment to sustainable practices and community empowerment. Within this report, we have narrated our sustainability and CSR stories to highlight our initiatives in this journey.

Thank you for your continued support as we strive to be at the forefront of sustainability in the industry.

Best regards,

Mr. Anadi N. Sinha
Director - Corporate Affairs
Uno Minda Group

Acknowledgment from the Head - Group CSR



“Through the Suman Nirmal Minda Foundation, we have brought impact to 2.5 Lakhs beneficiaries through education, healthcare, and skill development opportunities.

I am glad to get this opportunity to write for another year marked with progress at Uno Minda. Our organisation is firmly committed to spearheading a sustainable future in a world of pressing social challenges. This report reflects our shared dedication to creating a meaningful impact on the world, one step at a time.

At Uno Minda, our commitment to CSR extends beyond mere compliance; it embodies our dedication to creating real, enduring positive and lasting change. Through the Suman Nirmal Minda Foundation, we have brought impact to 2.5 Lakhs beneficiaries through education, healthcare, and skill development opportunities. In the past year, we have achieved a remarkable increase in the expansion of our CSR projects, reflecting our dedication to making a substantial positive difference.

As we grow, our commitment to holistic development grows even stronger. Looking ahead, Uno Minda remains firm in our commitment to continuous improvement. We are setting ambitious future goals, and with the continued support of our stakeholders, we aim to make even greater strides towards a sustainable and responsible future.

Together with our stakeholders, we aspire to make meaningful contributions towards building a sustainable society. I extend my heartfelt gratitude to our stakeholders, the Board, CSR committee, and partners for their unhindered guidance and support, and the team for their dedication and commitment in empowering future generations.

Best regards,

Mr. Gaurav Kumar
Head – Group CSR
Uno Minda Group

OUR COMPANY

Leading Global Manufacturer and Supplier of Auto Components and Systems to OEMs

Since 1958, we have been delivering on trust and quality, and we stand tall with a highly diversified product portfolio, garnering the trust of clients both globally and domestically. We've expanded into multiple segments, including four-wheelers, two-wheelers, three-wheelers, and commercial vehicles. Our product range is resilient in the face of market disruptions, including both ICE and EV products that consistently increase in value, fostering trust with our customers.

What Differentiates Us



Two-tiered
engineering
organisation



Product
engineering teams
dedicated to the
business



Global
technological
hubs focussing
on innovative and
future technology

With a focus on technology, our contributions to the automotive industry supply chain have been profound. We have cutting-edge manufacturing facilities in India, Indonesia, Vietnam, Spain, Mexico, Columbia, and Germany. In addition, our advanced design centres in Taiwan, Japan, and Spain have played a pivotal role in delivering quality. All these elements together propel us towards new heights of success.

6

Decades of Experience

19+

JJV/TLA Partners

33+

R&D and Engineering
Centres

75+

R&D Technology
Projects

394+

Patents Filed

381+

Designs Filed

73+

Plants Globally

26+

Product Lines

1,022+

Engineers

12

Electric Vehicle
Specific Products

Group Vision

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



1

Sustainable

A business model that is dynamic, responsive, self-evolving and resilient over time that 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.



2

Global

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



3

Stakeholders

- ▶ Customers
- ▶ Employees
- ▶ Suppliers
- ▶ Community
- ▶ Technical Collaborations
- ▶ Shareholders



4

Technology Leadership

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



5

Employee Care

Uno Minda would:

- ▶ Be like a family that employees can relate to and feel that they are a part of. Our Company and employees will care for each other at all times
- ▶ Grow its employees so that they are able to realise and unlock their full potential



6

Our Values

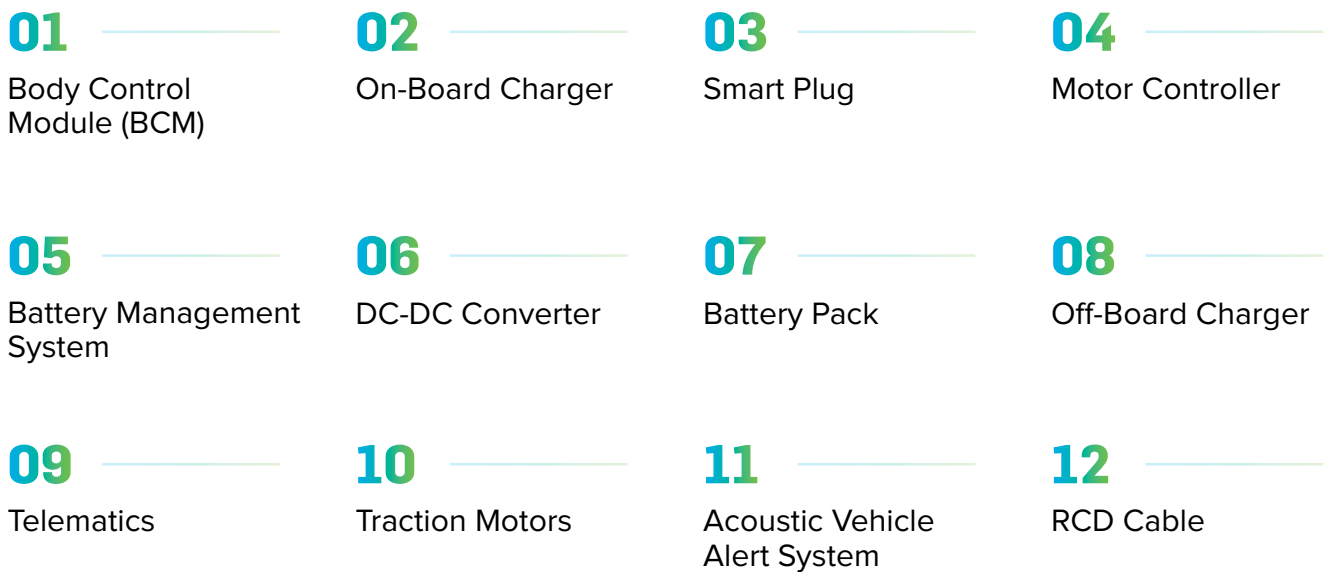
- ▶ Customer is supreme
- ▶ Life quality
- ▶ Encourage creativity and innovation to drive the 3P (people, processes and products)
- ▶ Respect for individual
- ▶ Respect for workplace ethics

Quality Product Portfolio for Every Demand

With state-of-the-art technology, we deliver quality products that help us create value and enhance the customer experience. Our products and technology are aligned with PACE (Personalisation, Autonomous, Electrification and Connectivity).



Uno Minda's EV Portfolio (Two-Wheelers & Three-Wheelers)



Partnerships, Associations, and Memberships

1



Confederation of Indian Industry

Confederation of Indian Industry (CII)

2



FICCI (Federation of Indian Chambers of Commerce & Industry)

3



ASSOCHAM (Associated Chambers of Commerce and Industry of India)

4



PHD Chamber of Commerce

5



ACMA (Automotive Component Manufacturers Association of India)

6



SMEV (Society of Manufacturers of Electric Vehicle)

7



Electronic Industries Association of India (ELCINA)

Our Global Presence (Uno Minda Group)

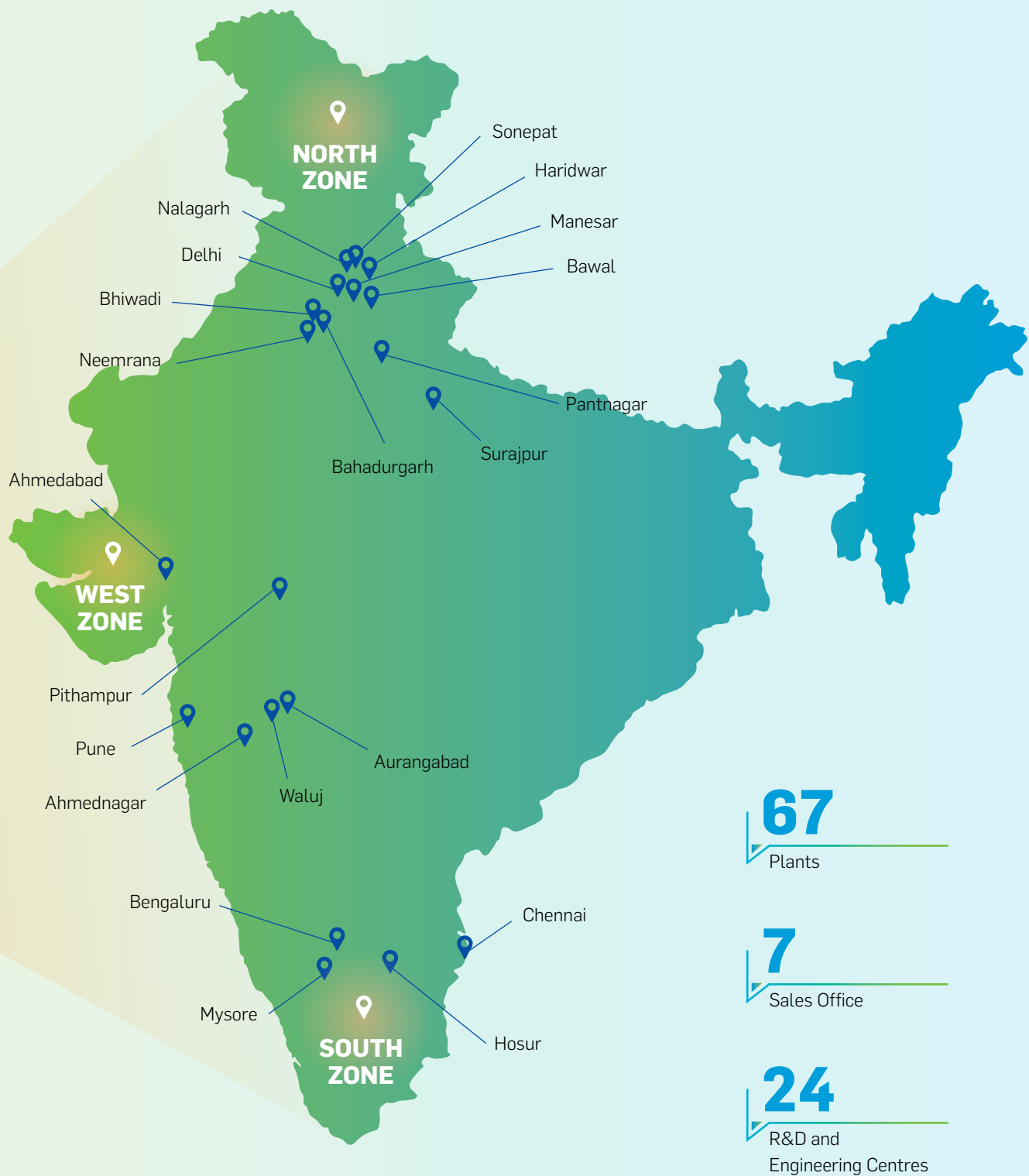
At Uno Minda, our commitment lies in building value for all stakeholders across the globe through the implementation of proactive management, rigorous risk mitigation, and meticulous control over a portfolio from automotive component original equipment manufacturing (OEM) to aftermarket.



6
Plants

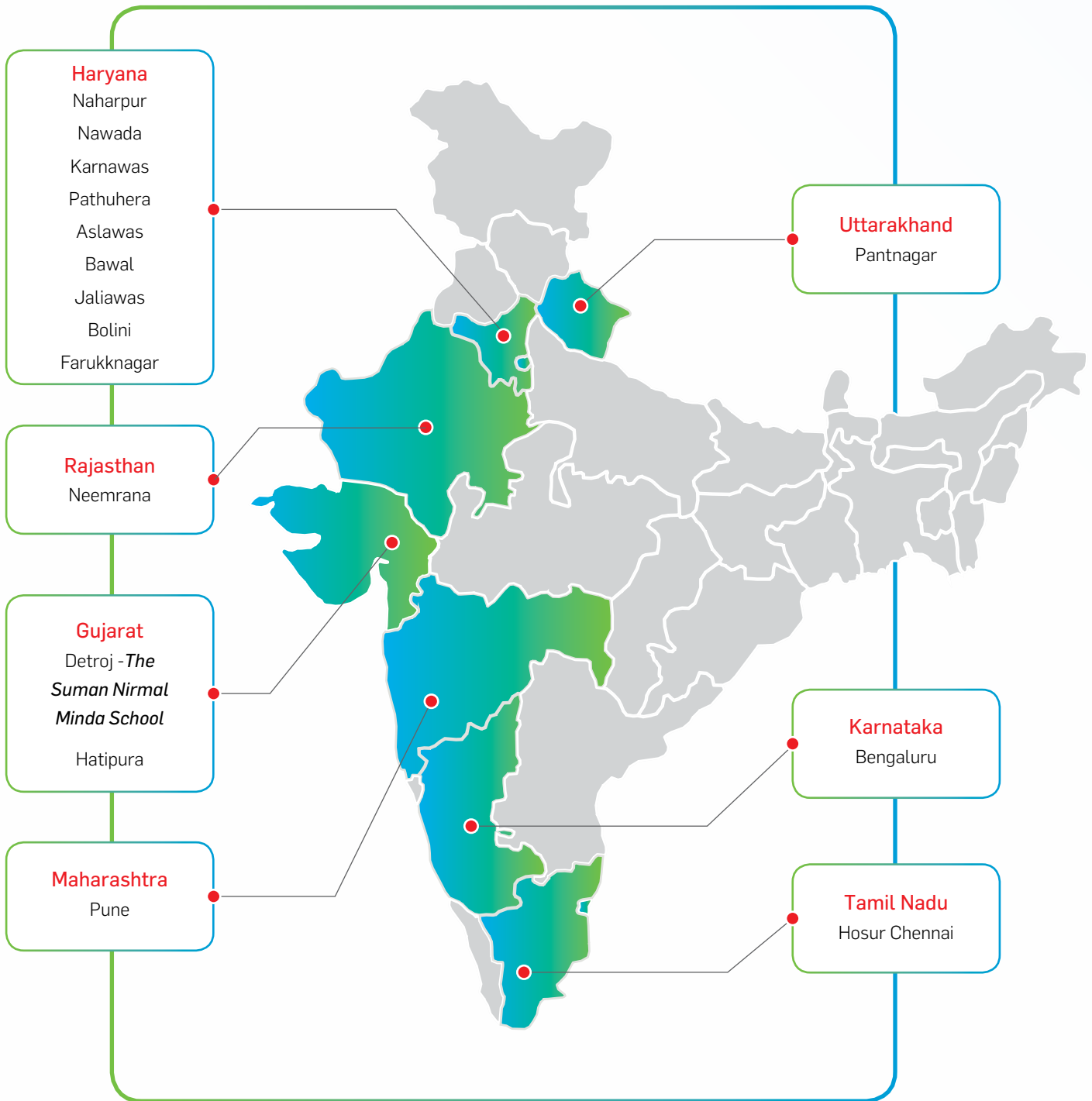
6
Sales Office

6
R&D and Engineering Centres



Disclaimer: The maps used in this document are a generalised illustration only for the ease of the reader to understand the locations and are 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 with its accuracy or completeness.

Our CSR Presence (Project running under Suman Nirmal Minda Foundation)



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 with its accuracy or completeness.

CSR Journey

Key Milestones

2023

Launched our 17th Samarth Jyoti Centre in Farrukhnagar in February 2023.

2018

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

2016

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

2014

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

2012

Started Samarth-Jyoti as a CSR initiative of Uno Minda Group. Opened first Samarth-Jyoti centre at Naharpur, Haryana, to encourage and empower the community members through an involving approach.

2007

Established vocational training centre 'Seva Kendra' at Bagla, Hisar. This centre provides training in computer basics, application, hardware, networking, desktop publishing, cutting and tailoring, beauty culture and Indian embroidery. It works with the communities in Bagla and the neighbouring villages.

2024

Upcoming: Inauguration of The Suman Nirmal Minda School, Hosur, Tamil Nadu

2022

Initiated 'Samarth Jyoti ki Rasoi' initiative at Pantnagar, Uttarakhand to develop food stalls to ensure access to nourishment for those in need, with an aim to establish food security and implement sustainable solutions to combat malnutrition.

2017

Inaugurated the seventh Samarth-Jyoti centre in Chennai, Tamil Nadu with the mission of providing education and vocational training to disadvantaged children.

2015

Launched the fifth and sixth Samarth-Jyoti centres at Karnawas, Haryana, and at Hosur, Tamil Nadu, to educate and train the underprivileged children in these areas.

2013

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

2010

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

2001

Started our journey to establish long-term institutional care in Alipur, Delhi, with a primary focus on supporting children in need of care and protection.

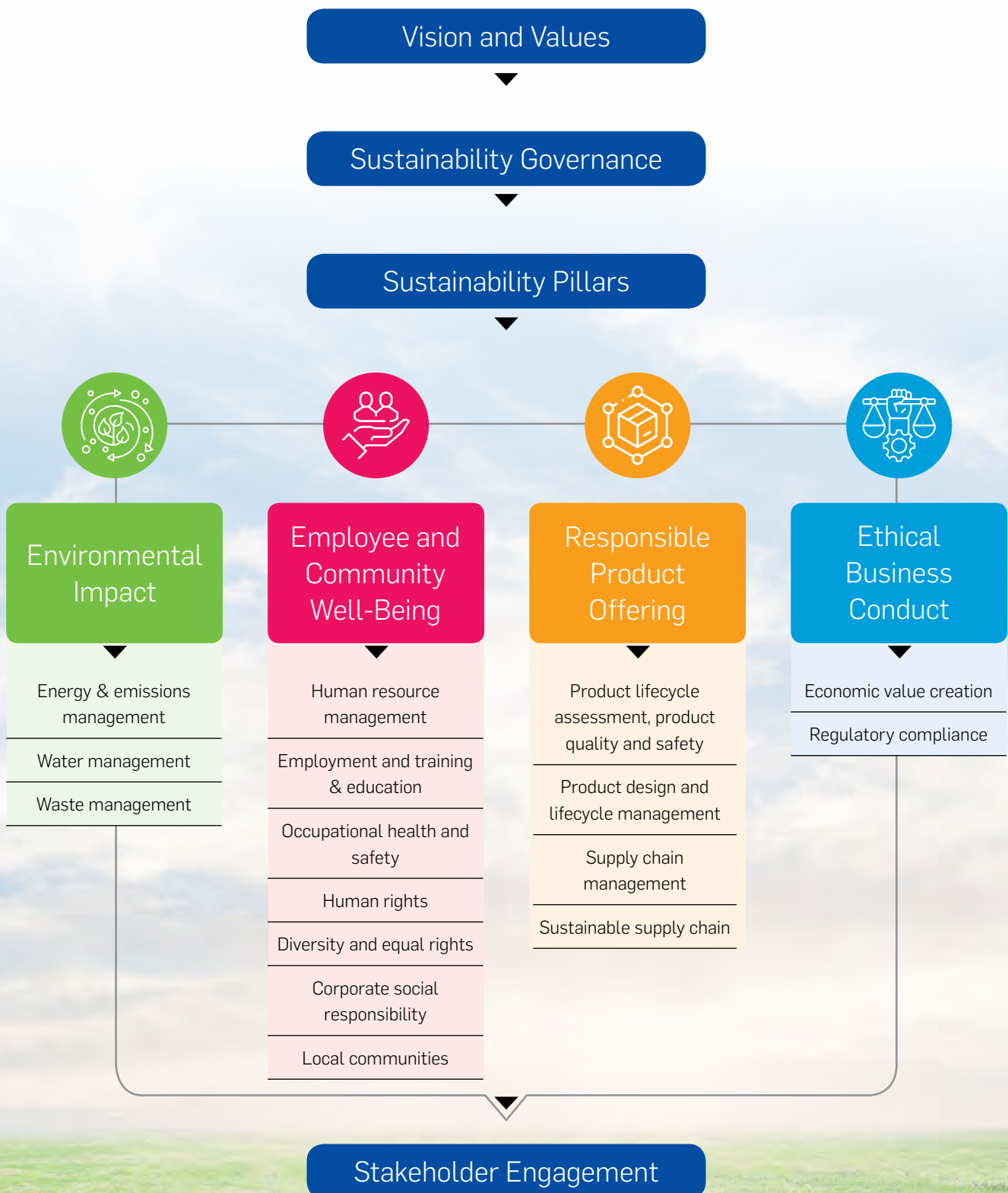
RESPONSIBLE AND SUSTAINABLE APPROACH

INTEGRATING A RESPONSIBLE AND SUSTAINABLE APPROACH

Uno Minda Group is committed to conducting business with a strong sense of responsibility, an ethos deeply ingrained in our organisation's operational ethos. Our journey is guided by a clear sustainability roadmap, which drives our strategic initiatives and progress towards environmental, social, and governance (ESG) goals for the coming decade. By integrating sustainability into our operations, we enhance resilience and promote the well-being of stakeholders, local communities, and the planet.



Our Sustainability Framework



Commitment to ESG Principles

Integrating social and environmental accountability into every aspect of business is essential for long-term economic prosperity of any organisation. By implementing efficient and environmentally conscious production processes as well as providing cutting-edge mobility solutions to our customers, we gain a distinct competitive edge. Hence sustainability is a pivotal element in our corporate strategy aptly named as the 'Green Pathway to 2030.'



2030 Sustainability Trajectories



ENVIRONMENTAL

Pioneering decarbonisation

Transitioning to renewable energy and low-carbon operations for carbon neutrality

Minimising environmental impact

Minimising our environmental footprint by optimising water use and embracing circular economy principles

Adapting to policy shifts and climate challenges

Proactively adapting to policy changes and climate risks to enhance business resilience

Advocating sustainable supply chains

Developing cleaner and sustainable supply chains for a greener future



SOCIAL

Community empowerment

Creating livelihoods in and beyond our operational regions, thereby driving economic empowerment for families

Enhancing quality of life

Collaborating with communities and employees to foster a conducive workplace, promoting growth, and improving overall well-being

Health and safety

Encouraging employee engagement to ensure workplace safety, well-being, and health

Diversity and inclusion

Cultivating a gender-balanced talent pool and fostering career development and growth opportunities for all



GOVERNANCE

Sustainability for long-term value

Embedding ESG principles in business strategies ensures sustainable practices for creating enduring value

Ethical business promotion

Upholding ethical values and governance practices and fostering a robust governance model for promoting ethical business conduct



Stakeholder Engagement

Steering Towards a Better Tomorrow



Employees

Modes of communication

Training, conferences, engagement surveys, workshops, employees participating in the organisation's CSR activities, town hall, open houses, digital bulletin board, cabinless offices, and capturing voice through surveys.

Frequency of communication

Continuous

Scope

- ▶ **Inclusive Leadership Approach**
We practice inclusive leadership by involving all members through open communication
- ▶ **Town Hall Meetings**
Regular virtual town hall meetings with the CMD and senior leadership to engage employees of all levels. Discussions cover organisational goals, achievements, and future plans. Employees actively participate, giving suggestions and feedback through Chatbox
- ▶ **Open Houses**
Plant management conducts two open houses, allowing both blue-collar and white-collar employees to express their thoughts and concerns. Issues raised in these open houses are addressed, tracked, and displayed on notice boards, ensuring transparency and accountability
- ▶ **Structured Surveys**
We conduct various structured surveys like trainee feedback, HR and PR services, and employee engagement surveys. Feedback collected from these surveys helps shape organisational strategies and ensure active involvement in decision-making



Customers

Modes of communication

Conferences, customer meetings, plant visits and surveys.

Frequency of communication

Continuous

Scope

- ▶ **Customer Focus**
We prioritise our customer satisfaction
- ▶ **Regular Feedback**
We gather feedback from customers at periodic intervals to understand their preferences
- ▶ **Ongoing Enhancement**
We consistently improve our products and services based on the feedback to effectively address customer requirements

Stakeholder Engagement



Suppliers

(Tier-2 Supplier Partner)

Modes of communication

Supplier communication meeting, supplier satisfaction survey, Annual Supplier Conference, supplier portal – Mindaconnect.com, gemba visit.

Frequency of communication

Daily, quarterly, monthly, yearly

Scope

- ▶ **Supplier Collaboration**
We proactively engage with suppliers, understanding their expectations and performance criteria
- ▶ **Feedback Surveys**
We conduct Quality, Cost, Delivery, Development, and Relationship (QCDDR) surveys to capture supplier feedback, ensuring their voices are not only heard but also valued
- ▶ **Appreciation and Improvement**
We appreciate suppliers' efforts and conduct meetings to fortify our partnership, fostering better bonding and collaboration
- ▶ **Efficient Onboarding**
We seamlessly integrate suppliers into Uno Minda Connect, facilitating daily scheduling, dispatch, payment tracking, and material monitoring, including outstanding payment
- ▶ **Regular Gemba Visits**
Our daily and monthly gemba visits allow us to review safety, improve system performance, and address bottom-up concerns, ensuring sustained improvement and resolution



Technical Collaborators

Modes of communication

Conferences, customer meetings, plant visits and surveys.

Frequency of communication

Continuous

Scope

- ▶ **Leveraging Technological Strength**
We harness our suppliers' technological expertise
- ▶ **Integration with Manufacturing**
We combine our suppliers' technology with our robust manufacturing processes
- ▶ **Customer-Centric Approach**
This approach enables us to create strong customer relationships
- ▶ **Result**
This collaboration enables us to deliver world-class products and solutions

Stakeholder Engagement



Communities

Modes of communication

CSR activities, meetings and briefings, official communication channels, including e-mails, advertisements, publications, websites, social media, and notice boards.

Frequency of communication

Continuous

Scope

- ▶ **Needs Assessment Studies**
We conduct studies to understand the requirements of the local communities
- ▶ **Tailored CSR Programmes**
Based on assessments, we design CSR initiatives to address specific community needs
- ▶ **Implementation**
We actively execute community programmes, working towards improving living standards
- ▶ **Impact**
Through these efforts, we aim to uplift communities, fostering a better quality of life for all



Investors

Modes of communication

Conferences, Annual Report, notices, e-mails, investor meetings, general meetings, corporate announcements, newspaper advertisements, press releases, investor presentations, quarterly & annual results, corporate website at: <https://www.unominda.com/investor/invites-and-announcements>

Frequency of communication

Quarterly and as per the requirement of Companies Act, 2013 and SEBI (LODR) Regulations, 2015.

Scope

- ▶ **Financial Prudence**
We manage our financial capital diligently, ensuring sustainable economic value creation
- ▶ **Long-Term Viability**
Our business model is designed for long-term viability, guaranteeing lasting success
- ▶ **Shareholder Satisfaction**
We prioritise meeting shareholders' expectations and fostering trust and confidence in our endeavours

Stakeholder Engagement



Government and Regulatory Authorities

Modes of communication

Official communication channels, regulatory audits/inspections, environmental compliance, policy, intervention, good governance, and statutory corporate filings.

Frequency of communication

As per the statutory requirements

Scope

- ▶ **Legal Compliance**
We meticulously adhere to all legal and regulatory requirements
- ▶ **Comprehensive Reporting**
We ensure detailed reporting, demonstrating our commitment to compliance standards
- ▶ **Transparency**
By upholding transparency, we fulfil all obligations outlined by legal and regulatory authorities

Material Topics

Materiality assessment evaluates vital environmental, social, and governance factors pertinent to a company and its stakeholders. This systematic process prioritises issues based on their impact on a business's long-term value, reputation, and sustainability. At Uno Minda, we conduct regular assessments, collaborating with stakeholders and experts, with a focus on responsible growth. Our last review in FY 2021-22, incorporated stakeholder and industry insights. This iterative approach allows us to address evolving ESG risks and opportunities, ensuring the development of resilient, value-driven strategies and responsible business practices. In FY 2022-23, our top management internally reviewed material issues, prioritising key topics crucial to business operations for effective strategy management and execution.

Our Materiality Assessment Process Involves the Following Key Steps:

S1

Defining the Scope

We determine the boundaries of our assessment, covering activities, operations, and relevant ESG factors

S2

Identifying Stakeholders

Key stakeholders, which include employees, customers, investors, suppliers, communities, and regulatory bodies, are identified.

S3

Identifying ESG Factors

We compile a comprehensive list of potential ESG factors relevant to our organisation.

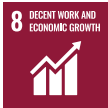
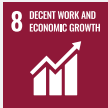
S4

Assessing Relevance

We evaluate each ESG factor's potential impact on our organisation's long-term value, reputation, and sustainability through a multi-step process like:

- a. **Internal Assessment:** Data collection, analysis, and trend identification within the Group's performance.
- b. **Relevance and Significance:** Consideration of the topics' importance to our business and stakeholders.
- c. **Expert Judgment:** Drawing on the expertise of employees, advisors, and stakeholders to judge the materiality of the topics.
- d. **Sustainability:** Assessing the environmental and societal impact, and the potential to create long-term value for the Group.

Material topics	Rationale	Boundary	Stakeholders impacted	Alignment with SDGs	Alignment with GRI
Energy management and energy transition	Enhance operational energy efficiency and shift towards renewable energy, such as solar or wind power	Uno Minda Group	Investors, regulators, and customers		GRI 302: Energy 2016
GHG emission management	Minimise GHG emissions for the net zero goal	Uno Minda Group	Investors, community, regulators, civil society, customers		GRI 305: Emissions 2016
Water management	Ensuring equitable and sustainable water management for efficient Company operations	Uno Minda Group	Community, regulators, customers		GRI 303: Water and Effluents 2018
Waste management	Shifting to a circular economy model: Prioritising community and environmental well-being	Uno Minda Group	Investors, employees, regulators, civil society		GRI 306: Waste 2020
Product lifecycle management and product quality management	Assisting our Company in understanding product's carbon footprint, energy consumption, waste generation, ecosystem risks, and optimising resources for sustainable development, regulatory compliance, and cost reduction. Implementing a robust management structure to uphold and improve quality standards	Uno Minda Group and suppliers	Regulators, customers		GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 303: Water and Effluents 2018 GRI 306: Waste 2020
Human resource management and employee engagement	Empowering our Company to prioritise human capital investments, fostering a resilient Company culture, and cultivating a motivated workforce essential for sustainable business performance	Uno Minda Group	Employees		GRI 2-7 Employees GRI 2-8 Workers who are not employee GRI 401: Employment 2016

Material topics	Rationale	Boundary	Stakeholders impacted	Alignment with SDGs	Alignment with GRI
Occupational health and safety (OHS)	Emphasises workplace health and safety for both sustainable organisational growth and employee well-being	Uno Minda Group and suppliers	Investors, employees, regulators	 	GRI 403: Occupational Health and Safety 2018
Human rights (including diversity, equality, & inclusion)	Uno Minda values and protects the rights of individuals and stakeholders across the entire value chain	Uno Minda Group and suppliers	Investors, regulators, employees, community, suppliers	  	GRI 402: Labour/ Management Relations GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non discrimination 2016 GRI 408: Child Labour 2016 GRI 409: Forced or Compulsory Labour 2016
Corporate social responsibility (CSR)	Our Company culture places a strong importance on community well-being, striving to enhance standard of living in areas surrounding our operations and across the nation through a range of initiatives	Uno Minda Group	Communities, civil society, regulators	 	GRI 413: Local Communities 2016
Responsible and sustainable supply chain	We aim to achieve lasting impact, reduce reputational risks, enhance operational efficiency, and create sustainable effects that extend beyond our immediate operational boundaries	Uno Minda Group and suppliers	Suppliers, customers, regulators	 	GRI 204: Procurement Practices GRI 205: Anti-Corruption 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016

Material topics	Rationale	Boundary	Stakeholders impacted	Alignment with SDGs	Alignment with GRI
Emerging technologies	We are committed to continuous innovation, developing new offerings that align with evolving client preferences and market demands, driving our growth	Uno Minda Group and suppliers	Investors, suppliers, customers		-
Economic value creation	We generate economic value to safeguard and enhance the financial interests of our stakeholders	Uno Minda Group, investors and shareholders	Investors and shareholders		GRI 201: Economic Performance 2016
Regulatory compliance	Upholding Uno Minda Group's reputation as a responsible corporate entity that complies with regional, national, and international laws and regulations	Uno Minda Group	Customers, investors, community and regulators		GRI 2-27: Compliance with Laws and Regulations



FOSTERING RESPONSIBLE COMMUNITY ENGAGEMENT

Uno Minda firmly believes that genuine social responsibility is a catalyst for business prosperity. Through our CSR commitment, we are deeply committed to serving the society and protecting the environment. Our Company's approach is two-fold: we give back to society through our business activities and leverage our resources to enhance community welfare. Uno Minda's strategy empowers self-help groups, supports education, engages communities, and improves infrastructure.



Vision

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.



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

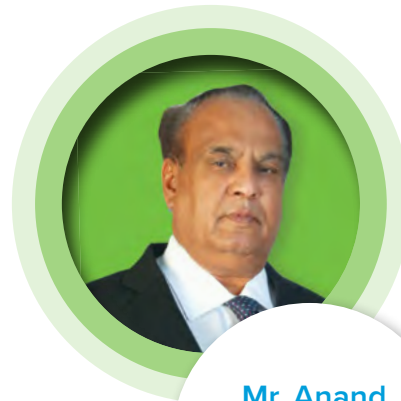
A passionate approach towards the whole programme and activities

Uno Minda Flagship Members of the CSR Committee

As nominated by the Board of Directors



Mr. Nirmal K. Minda
Chairman



Mr. Anand Kumar Minda
Member



Mr. Vivek Jindal
Member
Appointed w.e.f. 01 April 2023



Mrs. Rashmi Urdhwareshe
Member
Appointed w.e.f. 06 February 2023

CSR Committee in the Governance Structure



Suman Nirmal Minda Foundation (SNMF)

SNMF, the philanthropic arm of the Uno Minda Group, is a non-political and socially responsible organisation with a focus on humanitarian and welfare efforts. We are registered under both the Societies Registration Act, 1860, and Section 12A of the Income Tax Act.

Our organisation was established with a central mission of 'giving back to society' purposefully and meaningfully. We actively collaborate with Government entities, private partners, and international agencies to uplift marginalised and underserved communities across our nation.

We have taken proactive steps to initiate numerous CSR (Corporate Social Responsibility) activities in both urban and rural areas. The Foundation focusses on four key thematic areas: education, skill development, preventive and curative healthcare, and community development and well-being. Through these initiatives, we endeavour to promote inclusive growth and facilitate transformative changes within society.

The Suman Nirmal Minda School, Gujarat

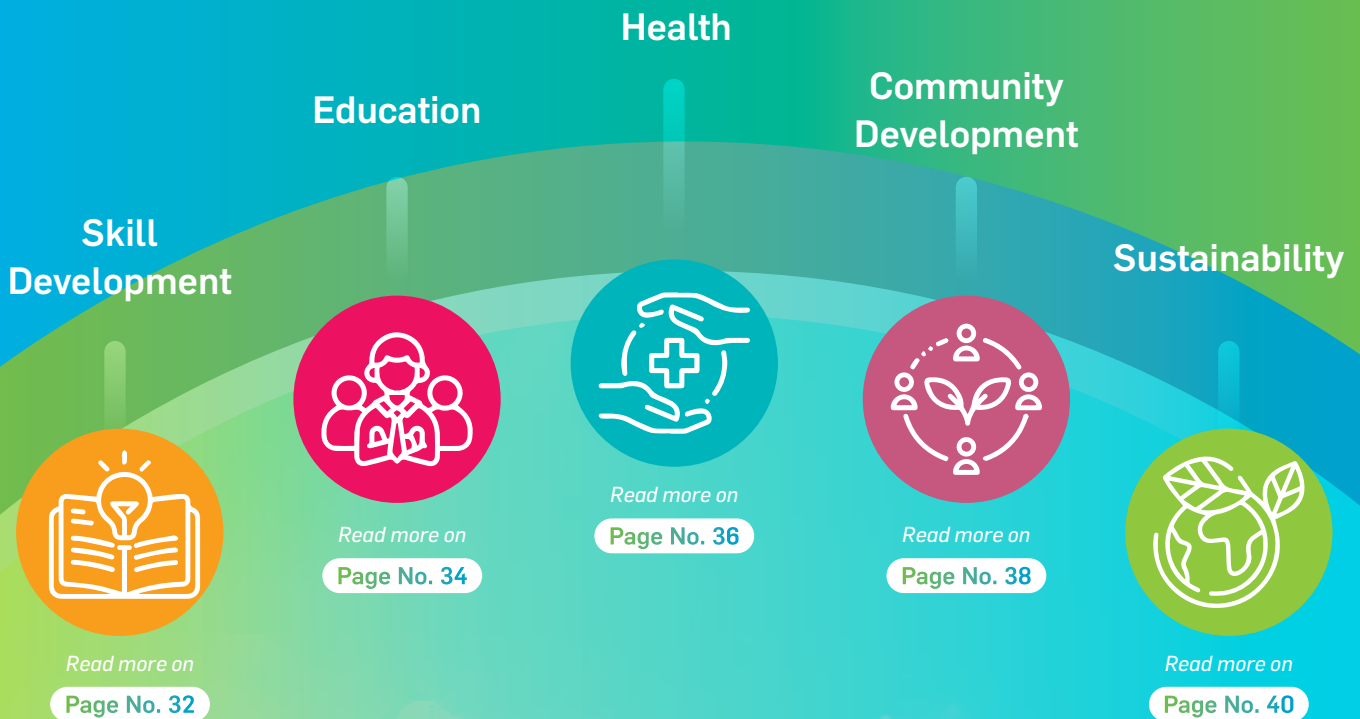
Founded in March 2019 in Detroj, Gujarat, The Suman Nirmal Minda School is committed to promoting inclusive education and offering enhanced opportunities to children from diverse backgrounds. This initiative is closely aligned with the Group's Corporate Social Responsibility (CSR) goal for FY 2026-27. The school is equipped with state-of-the-art teaching facilities, holds CBSE affiliation for senior secondary education, and has the capacity to accommodate around 1,500 children, with 700 students benefitting from the project. The school strongly emphasises quality education, fosters a collaborative learning environment, and actively encourages participation in a wide range of extracurricular activities, all aiming to prepare the next generation of children for a brighter and more promising future.



Key Facilities

- ▶ Fostering an environment where students from diverse backgrounds are welcome and supported
- ▶ Offering personalised attention to cater to the unique educational requirements of each student
- ▶ Employing well-experienced and qualified educators to ensure quality instruction
- ▶ Providing state-of-the-art infrastructure equipped with digital learning tools for a modern and effective learning environment
- ▶ Exposing students to valuable insights from innovators and iconic personalities to broaden their horizons
- ▶ Encouraging students to participate in national and international-level competitions like Olympiads
- ▶ Promoting active involvement in environmental conservation and organic farming practices
- ▶ Conducting various awareness programmes, sending SMS alerts to parents, and implementing standard safety measures
- ▶ Establishing smart classrooms to facilitate e-learning initiatives and enhance technology adoption
- ▶ Providing modern sports facilities, a composite science lab, art and craft rooms, a math lab, a music room, a library, and a computer lab for a holistic educational experience

Narrating Impactful Stories



Mr. Sudhir Jain

Board Member, Suman Nirmal Minda Foundation

Uno Minda Group's CSR initiatives, with a community-centric approach, have positively impacted deprived people and communities. Our Company's strategic interventions and deep commitment to stakeholder engagement have touched countless lives. We have full confidence that this dedication will continue to serve communities in the best possible manner in the future.



Mr. R.S. Yadav

CSR Functional Committee Member

As a proactive member of Samarth-Jyoti, I take pride in Uno Minda Group's unique CSR initiatives. Our endeavours to assist those in need, particularly during challenging times, have been immensely fulfilling. The impactful outcomes of Samarth-Jyoti's robust CSR policies are evident in broader society. Moreover, with a firm commitment to this meaningful cause, we are confident that our contributions are creating a lasting and positive difference in the lives of those we reach.

Skill Development



Fostering Comprehensive Social Growth and Advancement

Uno Minda has embarked on a wide range of initiatives to nurture skill development. Our core belief is firmly rooted in the idea that everyone possesses unique talents and is inherently endowed with specific skills. We empower individuals to achieve their goals through various skill development programmes and secure a sustainable livelihood.

618

Beneficiaries impacted through our skill development initiatives



Mr. Sachchidanand Pande

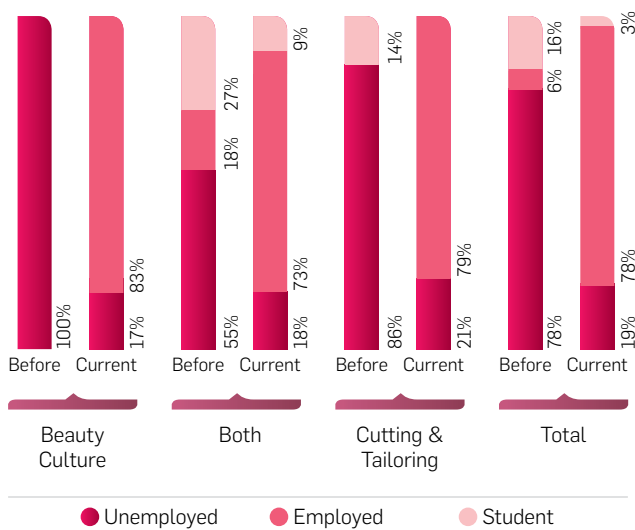
CSR Functional Committee Member

Samarth-Jyoti empowers members of self-help groups by providing a platform for the development of knowledge and skills. This enables them to actively contribute to their families, impacting the lives of many individuals. The initiative plays a crucial role in promoting and empowering women, supporting them in achieving their goals and fostering a happy and fulfilling life for themselves.



Vocational and Skill Training — Analysis

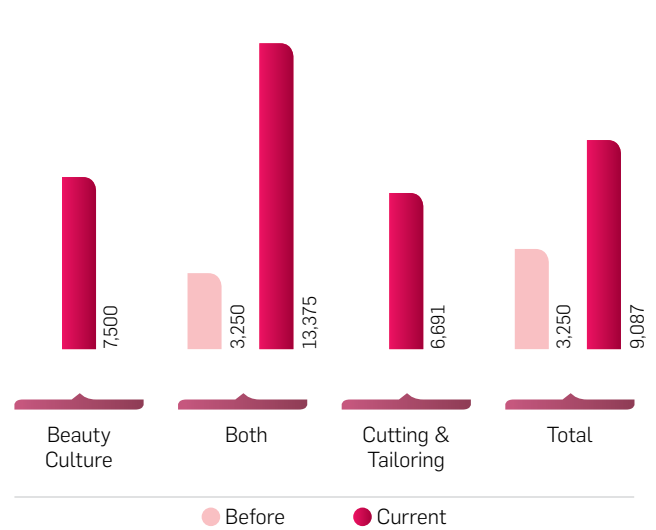
Employment Status



In total, with 78% of the respondents currently employed, there has been an increase of 72% in the rate of employment. There has also been therefore a decrease in unemployment from 78% to 19% currently.

Note: The above mentioned numbers were obtained through a programme impact assessment conducted by Grant Thornton India LLP. in April 2022

Average Monthly Income



Overall, there has been an increase in the average monthly income of approximately ₹ 5,939, from ₹ 3,250 to ₹ 9,189 for the respondents.

Building Stronger, Thriving Rural Communities

Uno Minda is actively engaged in the Government of India's 'Skill Initiatives,' partnering with underserved rural communities to provide skill development programmes. These initiatives aim to create employment opportunities for marginalised communities, fostering independence and self-confidence and enhancing their overall quality of life. Additionally, we offer a range of short-term courses in beauty and culture, computer training, and tailoring.



Samarth-Jyoti Vocational Training Centre

Uno Minda operates a nationwide network of vocational training centres committed to helping unemployed youth and women access employment opportunities. We offer courses in cutting and tailoring, beauty and culture, as well as computer basics and hardware. Furthermore, we encourage our students to explore entrepreneurship and support them in establishing their businesses. Moreover, we promote mobile IT literacy through our 'World on Wheels' initiative.



Self-Help Group (SHG) Programmes

Under the ambit of Hamari Udaan (Flagship SHG Group of Samarth-Jyoti) programme, we offer underprivileged women the opportunity to become financially independent through our skill-building and livelihood opportunity initiatives.

Government Programmes

Our vocational training programmes are in alignment with Skill India Scheme, Ministry of Skill Development and Entrepreneurship.

Education



Creating a Bridge to Opportunity



Education is a fundamental human right, empowering students to pursue their dreams and attain success in their chosen fields. Post Covid-19 pandemic,, digitalisation has become an integral part of education. This shift encompasses a spectrum of digital pedagogical methods, hands-on-labs, and many virtual tools, all connecting students and enriching school curricula.

700

Beneficiaries impacted by our education initiatives

289

Students benefitted through coaching classes under the remedial programme

264

Students benefitted through Samarth-Jyoti Community School

1,056

Beneficiaries impacted through our IT literacy initiatives



To promote education, Uno Minda has taken the following initiatives:

Samarth-Jyoti Community School (Informal Education)

Our community school provides holistic education by integrating innovative pedagogical approaches to facilitate learning. We conduct regular training programmes to enhance the skills and knowledge of our teachers, enabling them to meet the diverse needs of children.

New initiatives undertaken at Samarth-Jyoti Community School are:



Conducted sessions for parents/guardians for better parenting



Online training of community school teachers



Celebrations and events were organised to motivate students to perform well academically



Connected all students and their parents/guardians to provide support



Started coaching classes for less-privileged students at different centres to develop school readiness



Remedial Programmes

We have designed programmes to support students who require additional help with their learning needs. This programme intends to improve the students' learning outcomes and enhance their overall attitude and personality.

IT Literacy

Our tie-up with NIIT Foundation helps students improve their information technology knowledge effectively.

Key Facilities

Hiring experienced teachers to improve the quality of education

Offering quality education to children from lesser-privileged backgrounds

Encouraging students to appear for various state-level competitive exams

Interactive classroom for enhanced digital learning experience



Government Programmes

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

Health



Nurturing Health, Enriching Lives.

Uno Minda partners with underprivileged communities to provide them with access to essential resources, primarily clean water and improved sanitation. This initiative aims to reduce the prevalence of both communicable and non-communicable diseases. Furthermore, we extend our support by offering preventive and curative healthcare services to the communities we serve.

8,114

Beneficiaries impacted through our healthcare initiatives



Mr. Veekaas Agarwaal

CSR Functional Committee Member

I've seen firsthand the transformative impact of Samarth-Jyoti's development programmes on the lives of community members. Their focus is on empowering women and equipping them with skills in cutting and stitching. Moreover, the success stories of women in our society serves as an inspiration, driving our ongoing commitment to empowerment and skill enhancement.



Focussing on Improving Health and Hygiene

Given India's considerable population, the healthcare infrastructure faces significant challenges in meeting the needs of such a vast population. However, at Uno Minda, our commitment to a healthier and more sustainable way of life has led us to start various healthcare initiatives, including health check-ups, blood donation camps, and menstrual hygiene programmes. Moreover, our Company has initiated various community health and hygiene initiatives to improve the overall sanitation levels of communities. It's worth noting that all our healthcare initiatives are in alignment with the National Health Mission, demonstrating our commitment to supporting the broader healthcare goals of the nation.



Health Camps

- ▶ Facilitated the active involvement of the village sarpanch, community members, specialists, and trained doctors in all the health check-up camps
- ▶ Conducted health check-up camps to offer medical support to rural communities
- ▶ Organised check-up camps for general health, eye, ear, and dental ailments
- ▶ Arranged awareness campaigns on various health and sanitation issues
- ▶ Organised blood donation camps to highlight the importance of blood donation in saving lives and encouraged people to donate blood

Menstrual Hygiene Management Programme (MHMP)

- ▶ Organised multiple workshops facilitated by our in-house menstrual hygiene trainer. Our workshops aim to raise awareness about the significance of menstrual health and dispel prevalent myths and misconceptions associated with menstruation
- ▶ Organised regular OB/GYN visits to address issues related to women's health



Government Programmes

Our healthcare initiatives are aligned with National Health Mission, Ministry of Health and Family Welfare.

Community Development



Changing Lives, Strengthening Communities.

With a firm commitment to narrowing the gap of societal inequality, Uno Minda has strategically designed community intervention programmes. These comprehensive initiatives tackle a broad spectrum of issues: skill development, healthcare, disease prevention, social and economic development, education, and environmental sustainability. These interventions aim to bring about sustainable and impactful change, ensuring enhanced access to essential living amenities and the upliftment of underserved communities.

2,195

Beneficiaries impacted through our community development initiatives

64,800

Beneficiaries covered under community kitchen institutions



Mr. N.S. Yadav

CSR Functional Committee Member

Samarth-Jyoti, from my perspective, has an insatiable desire to contribute to sustainable livelihood opportunities and create a positive impact within weaker sections of communities. As a CSR Committee member, I've witnessed the empowerment of youth, women, and children. Their commitment to philanthropy and societal betterment across economic, social, and environmental domains is truly commendable.



Prioritising Community Development

By prioritising community development initiatives, we pave the way for decreased crime rates, reduced unemployment, and diminished social inequality. Consequently, this concerted effort drives socio-economic prosperity throughout the nation.

Identifying and Collaborating with Stakeholders

Effective community development relies on actively engaging stakeholders who share a deep commitment to addressing community challenges and promoting positive change. Our community outreach initiatives invite individuals beyond the Government's employment sphere, welcoming them as community stakeholders and active members. We encourage participation through various avenues:

Participating in local governance and decision-making processes

Contributing time and effort to events that celebrate and strengthen the community

Joining committees dedicated to planning and executing initiatives aimed at community betterment

Expanding one's network and assisting those outside of one's immediate social circle

Encouraging others to get involved and support local community organisations, which are often at the forefront of community development efforts



Sustainability



Charting a Green Path

Ensuring a sustainable future for the well-being of future generations is now an urgent and essential goal for every industry. The planet's survival is of paramount importance to our stakeholders. Our commitment to sustainability aligns with the National Mission for Green India and the United Nations' Sustainable Development Goals, guiding our path towards a greener and more sustainable future.



Mr. Alok Kumar

CSR Functional Committee Member

Our CSR wing places a primary emphasis on empowering underprivileged women by implementing education and skill enhancement programmes at our Samarth-Jyoti Centres.

170

Saplings planted



Following Best Practices



Tree Plantation-Increasing Green Cover

We have planted 170 saplings to enrich the green canopy in our community. In conjunction with this, our environmental education programmes are designed to instil healthy habits in young children from an early age. Our mission extends beyond mere tree planting; it's about shaping a sustainable and healthier future for our community and the entire planet.



Government Programmes

Our sustainability initiatives are aligned with National Mission for Green India, Ministry of Environment, Forest and Climate Change.

Collaboration Story

Empowering through Education Uno Minda's Journey with HP's 'World on Wheels'

Uno Minda, through its CSR wing, the Moga Devi Minda Charitable Trust (MDMCT), in collaboration with HP's 'World on Wheels' (WoW), has been dedicated to promoting digital literacy since 2021.

As part of this noteworthy initiative, a 20-seat HP WoW bus has been mobilised to extend the benefits of computer technology and digital literacy to underprivileged individuals. The programme encompasses a wide range of offerings, including digital literacy training, youth entrepreneurship programmes, e-education, and access to essential digital services.

In a recent event organised by Uno Minda's CSR wing, a convocation ceremony was held in Karnawas, Rewari, Haryana to celebrate the achievements of 330 students who had successfully completed various courses under the HP's 'World on Wheels' programme. The students were recognised for their accomplishments in the basic computer and tally comprehensive course. Mr. Rajkumar Kaushik, Director of Bharat Scouts & Guides, was the esteemed chief guest at the ceremony. He commended Uno Minda's dedicated efforts and commitment to social betterment.

This collaborative endeavour between Uno Minda and HP's 'World on Wheels' exemplifies a profound commitment to digital inclusion and empowerment, providing invaluable skills and knowledge to those who may not have had access to such opportunities otherwise.





Mr. Praveen Rawat

CSR Functional Committee Member

Samarth-Jyoti is dedicated to endorsing programmes and initiatives that foster improved communities and environments, striving for a society where equal opportunities are available to all, with a specific emphasis on building a sustainable future. It is encouraging to see our business leaders recognising the connection between long-term success and sustainability. In my role as an active member of the CSR Committee, I have observed that Samarth-Jyoti goes beyond empowering youth, women, and children; it actively contributes to a broader societal transformation, guiding the community towards a sustainable and positive direction.



Mr. Rajendra Dhainje

CSR Functional Committee Member

Being a part of Samarth-Jyoti and actively contributing to social accountability efforts fills us with immense pride. Uno Minda Group's unique selling proposition lies in its firm commitment to social accountability and its core values. Under the leadership of the Uno Minda team and the impactful initiatives of Samarth-Jyoti, we have gained new perspectives and reached new heights. The experience of reaching out to those in need, especially during challenging times, has been rewarding. The positive outcomes of Samarth-Jyoti's robust CSR policies are evident in society, with many of our students now making significant financial contributions to their families and playing crucial roles in maintaining stable households. Our students are spreading this goodwill, and we remain dedicated to this meaningful cause, confident that we are making a positive impact on the lives of those we serve.



Media Coverage

पारनेर दर्शन

शाळेसाठी सुविधा उपलब्ध करून देणार

युनो मिंडा कंपनीकडून ग्वाहाटी : डॉ. बागल तसेच शिक्षकांचा सत्कार



■ युनो मिंडा कंपनीच्या वतीने डॉ. सुमनमंडा बागल तसेच शिक्षकांचा सत्कार करण्यात आला.

पुणेचे मुख्य : प्रतीतिपिठा
सामाजिक विचारधारेच्या
वर्तमान शाळेसाठी आवश्यक
अवस्थेच्या सुविधा उपलब्ध
करून देण्याची ग्वाहाटी युनो
मिंडा कंपनीचे विधान आहे.
हेड राउन्ड पडते यांनी विही.

पुणेचे मुख्य प्रतीतिपिठा
सामाजिक विचारधारेच्या
वर्तमान शाळेसाठी आवश्यक
अवस्थेच्या सुविधा उपलब्ध
करून देण्याची ग्वाहाटी युनो
मिंडा कंपनीचे विधान आहे.
हेड राउन्ड पडते यांनी विही.

ग्वाहाटी येथील शाळेसाठी
सामाजिक विचारधारेच्या
वर्तमान शाळेसाठी आवश्यक
अवस्थेच्या सुविधा उपलब्ध
करून देण्याची ग्वाहाटी युनो
मिंडा कंपनीचे विधान आहे.
हेड राउन्ड पडते यांनी विही.

ग्वाहाटी येथील शाळेसाठी
सामाजिक विचारधारेच्या
वर्तमान शाळेसाठी आवश्यक
अवस्थेच्या सुविधा उपलब्ध
करून देण्याची ग्वाहाटी युनो
मिंडा कंपनीचे विधान आहे.
हेड राउन्ड पडते यांनी विही.

MCM Commissioner, Mohd Imran Raza & Joint Commissioner, Gajendra Singh paid a visit to Samarth-Jyoti Center, Naharpur. They appreciated the efforts being put in by the centre towards supporting the community through various interventions.

MCM Commissioner, Mohd Imran Raza & Joint Commissioner, Gajendra Singh paid a visit to Samarth-Jyoti Center, Naharpur.



जरूरतमंदों को शिक्षा और प्रशिक्षण के जरिये संबल दे रही हैं सुमन मिंडा

अब तक **स्वात हज़ार** से अधिक महिलाओं को प्रशिक्षित कर सुधार चुकी हैं जीवनस्तर

स्वात (पंजाब) में सुमन मिंडा



स्वात में बहुत सी महिलाएं जीवन स्तर को बेहतर बनाने के लिए प्रशिक्षण ले रही हैं। सुमन मिंडा की टीम इन महिलाओं को प्रशिक्षण दे रही है।

स्वात में बहुत सी महिलाएं जीवन स्तर को बेहतर बनाने के लिए प्रशिक्षण ले रही हैं। सुमन मिंडा की टीम इन महिलाओं को प्रशिक्षण दे रही है।

स्वात में बहुत सी महिलाएं जीवन स्तर को बेहतर बनाने के लिए प्रशिक्षण ले रही हैं। सुमन मिंडा की टीम इन महिलाओं को प्रशिक्षण दे रही है।

'At UNO MINDA, we believe corporates are responsible socio-economic citizens'

The Chairman Social Responsibility (CSR) committee at UNO MINDA, an advisory committee headed by Suman Nirmal Minda Charitable Trust & Organisation.



SUMAN MINDA
Chairperson
Suman Nirmal Minda Charitable Trust

We are committed to driving positive and constructive impact on the communities we live, work, and do business with.

At UNO MINDA, we believe corporates are responsible socio-economic citizens. These citizens must contribute towards the development of the society in which they operate. This is not only a moral obligation but also a business imperative. We are committed to driving positive and constructive impact on the communities we live, work, and do business with.

अमर उजाला

सहजाद खान, उनका पत्नी फिरदौस केस दर्ज कराए थे। उनका कहना

सुमन निर्मल मिंडा के 323 छात्राओं को किया सम्मानित

रुद्रपुर। सुमन निर्मल मिंडा फाउंडेशन के 323 छात्राओं को विद्यार्थी के साथ ही उनको प्रशिक्षण प्रमाणपत्र देकर सम्मानित किया गया। फाउंडेशन की ओर से जरूरतमंदों को पैरो पर खड़े होने के लिए जागरूक किया जाता है। इसमें महिलाओं को सिलाई, क्यूटो पाल्टर, कंप्यूटर आदि का कोर्स कराया जाता है। इस दौरान युनो मिंडा ग्रुप फैशनगार कैंपस के एचआर हेड संदीप ठपाध्याय, बिजनेस हेड राजीव दाता व आलोक शर्मा, प्रिंसिपल मिर्जा ज्योति पकाश आदि थे। संवाद



As of today, the Suman Nirmal Minda Foundation has impacted more than 15 lakh beneficiaries. Through these programs Uno Minda plans to positively impact and bring a change to the lives of the community members in its vicinity. Across the country the group

Testimonials and Letters of Appreciation



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: B.Sc. After graduation, I was searching for a job. My family condition was not good enough; only my father was working. I have one younger brother, who is studying at Govt School Manesar. From my neighbourhood, I heard about Samarth Jyoti. I have taken admission in beauty culture. While doing my course, I saw the NIIT banner near the computer lab. I asked about the NIIT course and checked out the syllabus, and after getting all the details, I took admission in NIIT. Now, after completing the course, I got placed in Uno Minda, and I am thankful to Samarth Jyoti.

Thank you,
Beauty Singh



Suman

[illegible]

Uma

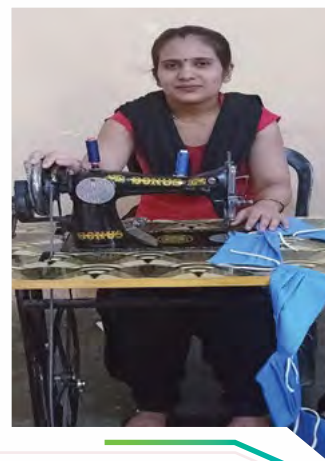


उमा

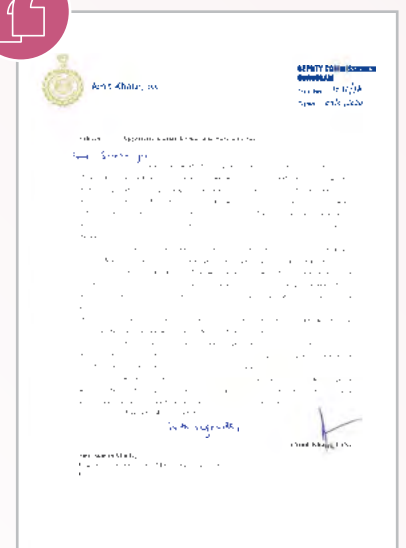
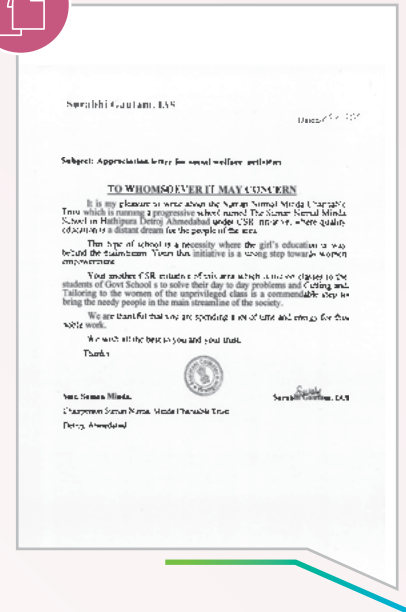
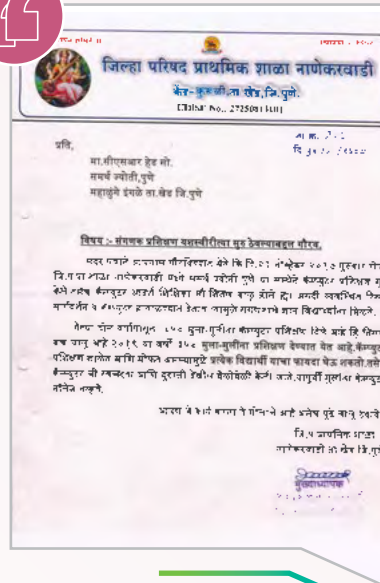
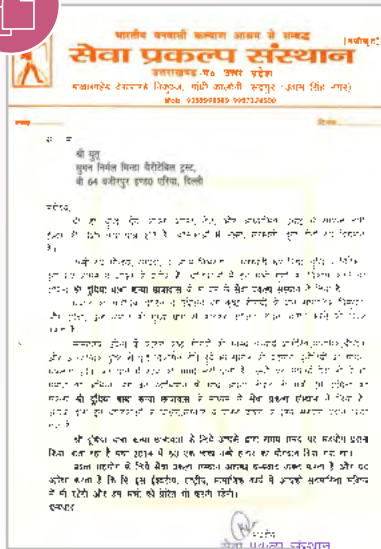
मेरा नाम उमा है। मैं अष्टनरौपरी की रहने वाली हूँ। मेरे पिताजी का नाम श्री व्यर्थे राय जी रोज़ बाराह मीन राय। जिसकी व्यवसाय के इनकी काम उमा में भीत हो गई। मेरे घर में कोई काम के काम नहीं था। जिसकी व्यवसाय के हमारी अचिकी बिपरीत बाराह हो गई। मैं बहुत बरसात था। एक दिन मेरी दोस्त ने मुझे ब्रम्हर्षी गोपील सेक्टर के तारे में बताया मुझे बताया की सिविली का कोर्स बन रहा। जाता है। मैंने हमारी का कोर्स किया। जिसकी बाद में SHG GROUP में काम करती हूँ। उमा में भीत के हमारे कपड़े बाराह मेरी हूँ। जिसके लिए मैं ब्रम्हर्षी गोपील का व्यवसाय करती हूँ।



Shanti Shukla



मैंने नाम शक्ति गुलाम है । मैं मध्य प्रदेश की रहने वाली हूँ । अग्रे पिछला मैं माहपुर में रहती हूँ । मेरे पिता पण्डित जीकी सेवा में हैं । मेरे दो बच्चे हैं । हममें ज्योतिश मैंने से पहले मैं ही रहती थी और पांच साल काम करने के बाद मेरे अमी की शास्त्र नामी पढ़ती थी । मैं माधव चण्डा का पता है । हूँ अपनी मही छोटी बड़ी बरकर के लिए अपने पति पर जिम्मे थी जो मुझे अच्छा नहीं लगता था और भी हम बात हो कि मैं कुछ काम कर और मैं कामाजि सिंह का दिल मेरी पड़ोश की महिला मेरे पास आती और सभ्य ज्योतिश होने के बारे में बातया कि वह सिताई पालेर आदि का कपड़े बनाया जाता है और महिलाओं की रोजगार ठेकर आदिपिन्ना बनाया जाता है । मैं बता मैं ही सिताई का 6 महीने का काम करे किच्य । मैं SMG GROUP में काम करती हूँ हर महीने 6 से 7 हजार कमती है । मैं बहुत खुश हूँ और सभ्य ज्योतिश को धन्यवाद करती हूँ ।



Key Prominent Customer Visit



Harley-Davidson



Honda Motorcycle & Scooter India Private Limited



John Deere



Mercedes-Benz



Tokairika Minda India Private Limited



YAMAHA Motor India

Key Achievements - External Publication



THE ASSOCIATED CHAMBERS OF COMMERCE AND INDUSTRY OF INDIA



As UNO MINDA GROUP, we believe business that serves society better and which is morally right will be the one that thrives in the future. Our vision, social goals, gained through hard work and efforts, allow us to create a better world and a more substantial business. With a clear goal to create a better world, we have been working towards it. We believe that this is the best way to achieve long-term growth while reducing our environmental footprint and increasing positive social impact.

Making its mark in the industrial world of automobile components manufacturing, UNO MINDA GROUP came about as a leading Tier 1 supplier of Proprietary Automotive Solutions to Original Equipment Manufacturers (OEMs). Incorporated in India with major global and now reaching up to a group turnover of around USD 1 billion, it serves customers of the conglomerate that it belongs to.

As Responsible Industry members and Corporate citizens, we always believe in giving back to society. We are committed to creating community engagement and environmental initiatives to be achieved through well-defined goals related to sustainability, against which all results are measured. These objectives encompass a wide framework for consistent business growth, taking into consideration all the interests of our stakeholders.

The Corporate Social Responsibility (CSR) activities of UNO MINDA Group of companies are implemented through Suman Nirmal Minda Foundation. For more than two decades, the group has been formative and strategically involved in social initiatives and partner with community service projects. With this, in the year 2022, the Group inaugurated Samarth - a CSR initiative of UNO Minda Group, with a vision to engage and empower underprivileged youth and women with required skills and education.

For over a decade our programs have emphasized on building their basic skills to create a self-sustaining ecosystem for youth, women and need communities. All the initiatives are conceptualized and executed through a well-defined framework, which includes, training, education and skill development, to offer various skills, methods, training, education and skill development.

Headquarter support to educate, mobilize and empower the marginalized people of the community and to development needs of the women, but programs mobilize, organize and strengthen the capacity of the target group by adopting participatory approach.

Every year we expand our reach, depending on impact and ensuring gender focus in key areas of development. Through our well-planned CSR programs, we have always been at the forefront of efforts to bring out the best in society. The paradigm's public face is the focus of education, skill development, preventive healthcare and community development.



We added COVID-19 relief as a special thematic area to help people suffering during pandemic.

How would you define corporate social responsibility (CSR)?

I am very passionate about community service and consider it as an opportunity for corporates. For me, CSR is a sincere responsibility for corporates/industries for the welfare of overall community wherever they operate. Everyone should participate actively and use this opportunity for development to bring substantial change in the society. At UNO Minda Group, one of our group

addition to this, we have also reached and benefited approx. 88k people last year through our special COVID-19 project. We are planning to start few more projects in the field of education to expand our reach in next few years.

How do you educate your people about the work on CSR after all, it needs a big behavioural change, isn't it?

Yes, behaviour change is very important when it comes to 'sewa'. Talking about our group, we have various opportunities and avenues to educate our people about CSR. We try to involve all our stakeholders from the beginning of the

and started their projects which would increase in the future as well. All organizations need to work together and share their best practices to witness improvement in this journey of development.

Thank all the organisations, bodies including CSR times team for organising various workshops, seminars and trainings to educate and sensitize people. This will certainly bring a paradigm shift by developing ownership amongst professionals, implementing agencies and corporates.

Anything worth mentioning or

of Gender Diversity: How it will be benefited to organization Challenges and solutions, etc.

Going beyond our business and workplace, we also create an impact in the community through our corporate social responsibility initiatives. We operate through Samarth - a project across various locations in India to encourage women force to help them to live with dignity and happiness. We provide skills-based training to equip them with required skill sets to perform their job in more efficient manner. We facilitate with Self Help Group (SHG) formation and its functioning for women by creating livelihood opportunities. We conduct multiple programs like Women's day celebrations, POSH awareness.

Mensuration Hygiene management, Gender Biasness, self-awareness, and many more to empower our rural community adolescent girls and women.

We believe that the company attributes its success only by promoting inclusive behaviour, inculcating a "speak up" culture and encouraging employees to "lead from where they stand," thereby giving everyone a voice and a platform to endorse change. Diverse and inclusive environment establishes a sense of belonging among people and make them feel more connected at work which results in huge gains in the form of business, innovation, and decision-making.



Encouraging Diversity, Equity and Inclusion

Mrs. Suman Minda
Chairperson,
Suman Nirmal Minda Foundation



We at UNO Minda Group believe in supporting people and promoting inclusion across our work to make the world a better place for all. We are committed to creating a diverse and inclusive culture that helps employees know they are valued, respected & empowered to bring their best ideas forward. We celebrate diversity because we believe that the rich, varied perspectives generate the best ideas, which in turn brings positive impact to communities & workspaces.

Our organization believes in gender diversity and equal opportunity to its employees without any gender discrimination. We endeavour to provide a safe, positive, secure, healthy and healthy work environment in which both the employee as well as the employer can realize their maximum potential and enhance their growth. We celebrate differences and ensure that people can succeed regardless of their personal identity. Our organization is an Equal Employment Opportunity Company (EEOC) and is committed to creating a healthy working environment that enables employees to work without fear or prejudice, gender bias, and harassment. We extend this to all employees without regard to race, caste, religion, colour, age, sex, marital

We believe that the company attributes its success only by promoting inclusive behaviour, inculcating a "speak up" culture and encouraging employees to "lead from where they stand," thereby giving everyone a voice and a platform to endorse change.

status, gender, sexual orientation, age, ethnicity, ethnic origin or disability. As an organization, we have a target to achieve a 50% female workforce by 2024. We conduct a gender diversity workshop every year to create awareness among employees about the various aspects like experience

© All Rights Reserved. Suman Nirmal Minda Foundation. All Rights Reserved.



A Compendium of Sustainable and Socially Responsible Brands, Corporations, Public Sector Enterprises and Foundations



Mrs. Suman Minda

President & chairperson, Suman Nirmal Minda Foundation (SNMF)

She is the spouse of well-known industrialist, Mr. Nirmal Kumar Minda, CMD of UNO Minda Ltd. (UNO Minda Group). She redesigned the CSR policy of UNO Minda Ltd. and repositioned its work into four key areas - Education, Vocational training, Preventive and curative health and community wellbeing and development.

COVID-19 pandemic:
Confederation of Indian Industries (CII), in its blog, sums up the emerging trend in CSR. "While CSR today has become a business imperative in the community engagement aspect of CSR, the focus overwhelmingly lies on communities and their betterment. This, in turn, brings enormous benefits to businesses and results in happier employees and loyal customers. Thus, community engagement has become important to achieving business growth and excellence."

It further highlights that giving back as a part of the business plan can take several forms, from investing in the local community to supporting local charities to organizing and volunteering in community projects. Businesses, by way of greater community engagement, can support and contribute across diverse sectors, including education, healthcare, job creation, skill training, and women empowerment, to name a few.

The same Indian business leaders

CSR Spent: Development Sector-wise



0 to 100 Cr.
100 to 500 Cr.
500 to 1000 Cr.
Above 1000 Cr.

UNIDO based its CSR programme on the Triple Bottom Line (TBL) Approach, which

of achieving social outcomes. It recognises that mandatory CSR requirements have no precedence anywhere else in the world, and there

Assessing Impact

CSR Impact

Measuring Impact across Key Areas

To comprehensively evaluate our CSR initiatives' impact, we partnered with Grant Thornton Bharat LLP (GT), a renowned consulting firm. This study evaluates the effectiveness of our programmes encompassing diverse regions, including Haryana, Uttarakhand, Maharashtra, Tamil Nadu, Rajasthan, and Karnataka.

This engagement aims to understand the impact of CSR projects on the beneficiaries, including their increased income and employability, improved skills, and enhanced access to primary education. Additionally, the study sought to assess stakeholders' perception towards these projects and measure the level of awareness of beneficiaries regarding Uno Minda's initiatives.

Social Return on Investment (SROI)

Social Return on Investment (SROI) analysis was used to evaluate the broader value of our CSR efforts. SROI helps in measuring and communicating the social, economic, and environmental outcomes relevant to stakeholders. By calculating the ratio of benefits to costs, the value of our projects can be relayed to our external stakeholders.

Our Methodology

The impact assessment followed a structured methodology spread across three stages:

STAGE

1

The initial stage involved an inception meeting to establish the study's objectives and gather background information, followed by the design of data collection tools.

STAGE

2

The second stage focussed on developing a sampling plan and conducting data collection, including engaging in discussions with key stakeholders.

STAGE

3

In the final stage, data was thoroughly analysed to identify trends and key statistics, ultimately resulting in the submission of a comprehensive report.



CSR Scorecard

17

Samarth-Jyoti centres

2.5+ Lakhs

People impacted till date

20,700+

Direct beneficiaries impacted

8,100+

Indirect beneficiaries impacted

1.24

SROI ratio

94%

Beneficiaries from vulnerable and marginalised groups



CSR Awards and Accolades



'9th Annual Greentech CSR India Awards 2022' for their extraordinary accomplishments in the category of **'Promotion of Education'**



GOLD AWARD for the Project **'Samarth-Jyoti'** in the **'Women's Empowerment'** category from CSR Times 2022 by Km. Pratima Bhoumik, Hon. Minister of State for Social Justice and Empowerment, Government of India, in the presence of Mr. Arun Sao and Mr. Vijay Bhagel, Member of Parliament



India CSR Leadership Award 2021 under the Category of Education



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



The 5th ICSI CSR Excellence Award, 2020



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

'Mahatma Award' for Social Good, 2019 for Welfare Initiatives

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



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



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



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



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

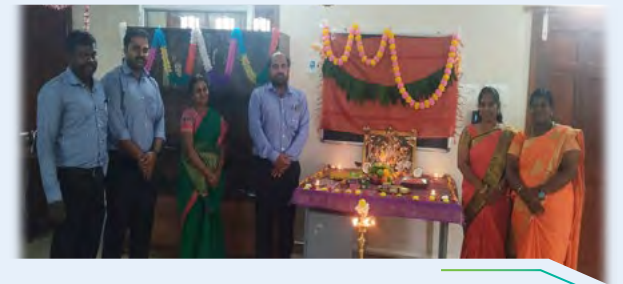
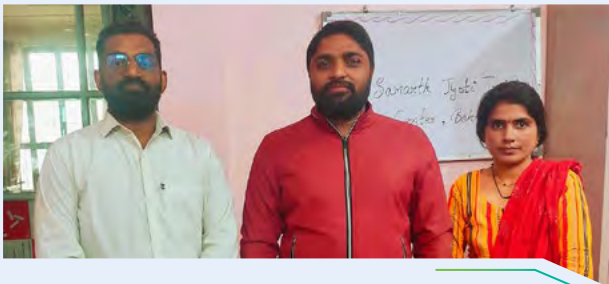
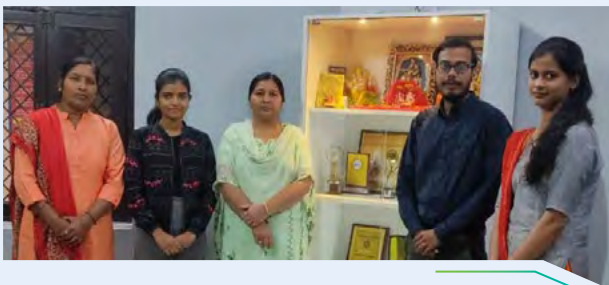


Rashtra Vibhushan Award 2017 for '**Best Innovative CSR Project**' by Fame



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

Our Team



Our Donors for FY 2021-22



Uno Minda Limited



Uno Mindarika Private Limited



Harita Fehrer Limited



Denso Ten India Private Limited
Minda D-Ten India Private Limited



Kosei Minda Aluminium Wheel
Private Limited



Roki Uno Minda Co.
Private Limited



Minda Westport
Technologies Limited



Toyoda Gosei Minda India
Private Limited



Uno Minda Kyorako Limited



Tokairika Minda India
Private Limited

CHAMPIONING RESPONSIBILITY IN OPERATIONS

In navigating the intricate landscape of operational responsibility, we aim to improve and harmonise in three pivotal dimensions: financial, environmental, and social sustainability.



On the economic forefront, we focus on transparent reporting, and robust financial governance, strategically aligning business risk management with sustained growth. Environmental sustainability is intricately woven into Uno Minda's operational fabric, showcasing conscientious decisions that minimise ecological impact, optimise resource use, and champion sustainable practices. Simultaneously, Uno Minda's dedication to social responsibility transcends mere compliance, delving into community engagement initiatives, fair labour practices, and robust diversity and inclusion efforts.



Building a
Supportive
Workplace



Customer Satisfaction:
Charting Our Path
Forward



Ensuring a
Sustainable Future:
Our Climate
Change Response



Environmental
Excellence:
Nurturing a Greener
Tomorrow



Building a
Sustainable Supply
Chain



Securing Financial
Sustainability:
Ensuring Stability
for the Future

Building a Supportive Workplace

At Uno Minda, our employees are our most vital assets. They are at the core of our Company's business. Our aim is to prioritise their safety and well-being, enhancing their overall work experience, while ensuring their growth. By investing in our employees, our goal is to foster a workplace where personal and professional development is encouraged.



Diversity & Inclusion

Fostering an inclusive workforce is a pivotal step towards cultivating an environment of creativity and empowerment. At Uno Minda, we place a high premium on the significance of creating a workplace that is not only fair but also equitable for all employees, irrespective of factors, such as gender, race, ethnicity, sexual orientation, age, or physical abilities. To this end, we are resolute in our commitment to provide equal opportunities to every person in our workforce.



Particulars	Male Workforce	Male Workforce (in %)	Female Workforce	Female Workforce (in %)	Total
Permanent Employees	2,506	93.51	174	6.49	2,680
Permanent Workers	3,889	88.13	524	11.87	4,413
Contractual Workers	6,930	79.89	1,744	20.11	8,674
Total	13,325	84.51	2,442	15.49	15,767

We have implemented several programmes and initiatives designed to support this goal, emphasising elevating female employees' representation in leadership roles. We firmly believe that a gender-diverse leadership is not only a moral imperative but also a strategic advantage. Diverse leadership teams often make more balanced decisions and bring fresh perspectives to the table, ultimately enhancing our overall business performance.

To encourage female employees, we have taken some important steps including:



Career navigation sessions



Management continuity programme



4x4 strategy for increasing the female workforce



Reserving positions for hiring female candidates against female attrition



Hiring females for leadership roles



Our Company's objective is to establish a safe and respectful environment where every individual can achieve their full potential. We uphold a zero-tolerance policy for any form of harassment, child labour, or forced labour. Our human resource policies adhere to local labour laws and promote the adoption of global best practices. We are committed to proactively managing human resources, and continually enhancing our policies to ensure that our employees are treated with utmost respect and dignity.

Prevention of Sexual Harassment

Our comprehensive Prevention of Sexual Harassment (POSH) policy is applicable to all our employees and is readily available to the public. This policy is explicitly designed to prevent, prohibit, and establish mechanisms for addressing cases of misconduct with sexual intent, as defined within the framework of sexual harassment at the workplace. To address complaints related to sexual

harassment, we have set up an Internal Committee that diligently follows the guidelines outlined in our policy.

During this year, our Internal Complaints Committee received two complaints under the Act, and we conducted thorough inquiries to ensure that appropriate actions were taken in response to these complaints.



Talent Acquisition & Retention

At Uno Minda, we value top-notch talent and prioritise creating an environment that fosters development and long-term commitment among our most valuable employees. We attract exceptional individuals through our unique Company culture, growth opportunities, and competitive compensation packages. Our Company aims to create an inclusive, diverse work environment, where individuals can thrive, contribute their skills, and receive recognition for their accomplishments.

We offer ongoing Learning and development programmes, mentorship opportunities, and a supportive work environment encouraging collaboration and innovation. This strategy is designed to cultivate loyalty and job satisfaction among our employees. In addition, our Company is actively developing a structured Performance Improvement Plan (PIP) policy to nurture a performance-driven culture.



Turnover Rate for Permanent Employees And Workers	Male (in %)	Female (in %)	Total (in %)
Permanent Employees	17.7	20.1	17.9
Permanent Workers	2.7	12.8	3.9

Uno Minda's HR team has forged partnerships with prominent Big 4 consulting firms to enhance our human resources practices. Together, we are re-evaluating our HR strategy and reimagining our HR roadmap, envisioning a forward-thinking people function. Within the framework of HR Roadmap 2.0, we are preparing to introduce revamped initiatives to influence the employee journey at our Company positively. These initiatives focus on appreciating employees and promoting their health and wellness, fostering learning and development, providing mentoring and coaching opportunities, cultivating a culture of appreciation, and offering flexible work hour arrangements. The ultimate objective is to redefine the Uno Minda employee value proposition. While some of these initiatives have already been put into practice, others will be gradually introduced over the next two years, spanning the entirety of the HR lifecycle.



Furthermore, we have introduced the 'Uno Minda Bravo Spot Recognition' programme at Uno Minda to express gratitude for our employees' hard work. This programme aims to provide prompt rewards and recognition and to instil a culture of appreciation within our organisation.

Employee Training Initiatives

Our firm dedication to the growth and maximisation of our employees' potential remains resolute. We deeply believe in providing them with the requisite resources and opportunities to excel. By investing in training and development, we augment their capabilities and steer our organisation towards success.

Our in-house platform, 'The Learning Hub,' is a cornerstone of our comprehensive learning and development framework. Our employees' training needs are identified through performance appraisals and skill mapping. Every new addition to our team embarks on an extensive induction programme at our dedicated centralised training centre known as 'Pathshala.' This programme is designed precisely to instil our organisation's values, culture, systems, and practices, with employees earning certification upon successful completion.



	Total number of workforce	Number of workforce trained	% of workforce trained
Employees			
Male	2,506	2,080	83.00
Female	174	136	78.16
Total	2,680	2,216	82.69
Workers			
Male	10,819	8,114	75.00
Female	2,268	1,928	85.01
Total	13,087	10,042	76.73

Additionally, we have introduced 'Uno Minda Way,' a mandatory culture training programme for all employees. Moreover, our talent pool partakes in periodic job rotation programmes to enhance their skill set's versatility.

Our learning system stands on three pillars:

- ▶ High-potential leadership development
- ▶ Training and learning for strong citizens
- ▶ Functional training

We curate personalised learning calendars for each employee, which feature training sessions from these categories, guided by supervisor feedback and performance reviews. Employees who meet performance criteria and are selected for these programmes receive specialised training structured according to our organisational hierarchy.

Employee Development and Recognition

At Uno Minda, we ardently believe in recognising and rewarding the diligent efforts and valuable contributions of our employees. To facilitate this, we have implemented an equitable Performance Management System (PMS) to ensure that employees receive rightful acknowledgment for their endeavours. In the quest to inspire our employees, we encourage intra-functional and inter-functional job rotations, offering diverse experiences and insights into different functions and businesses. Our Company's goal is to regularly provide opportunities for employees to acquire new skills and stay at the forefront of relevance.



100%

Employees reviewed for their performance in FY 2022-23

We are cognizant of the fact that there are alternative methods to motivate our employees beyond mere financial incentives. We boost employee morale by recognising their achievements, acknowledging their outstanding performance, and granting employees fresh opportunities within the organisation. Moreover, we've instituted a structured associate development programme, pinpointing high-potential associates and encouraging their progression into staff positions, thus reducing the emphasis on lateral hiring.

71 associates

Successfully ascended to staff-level positions

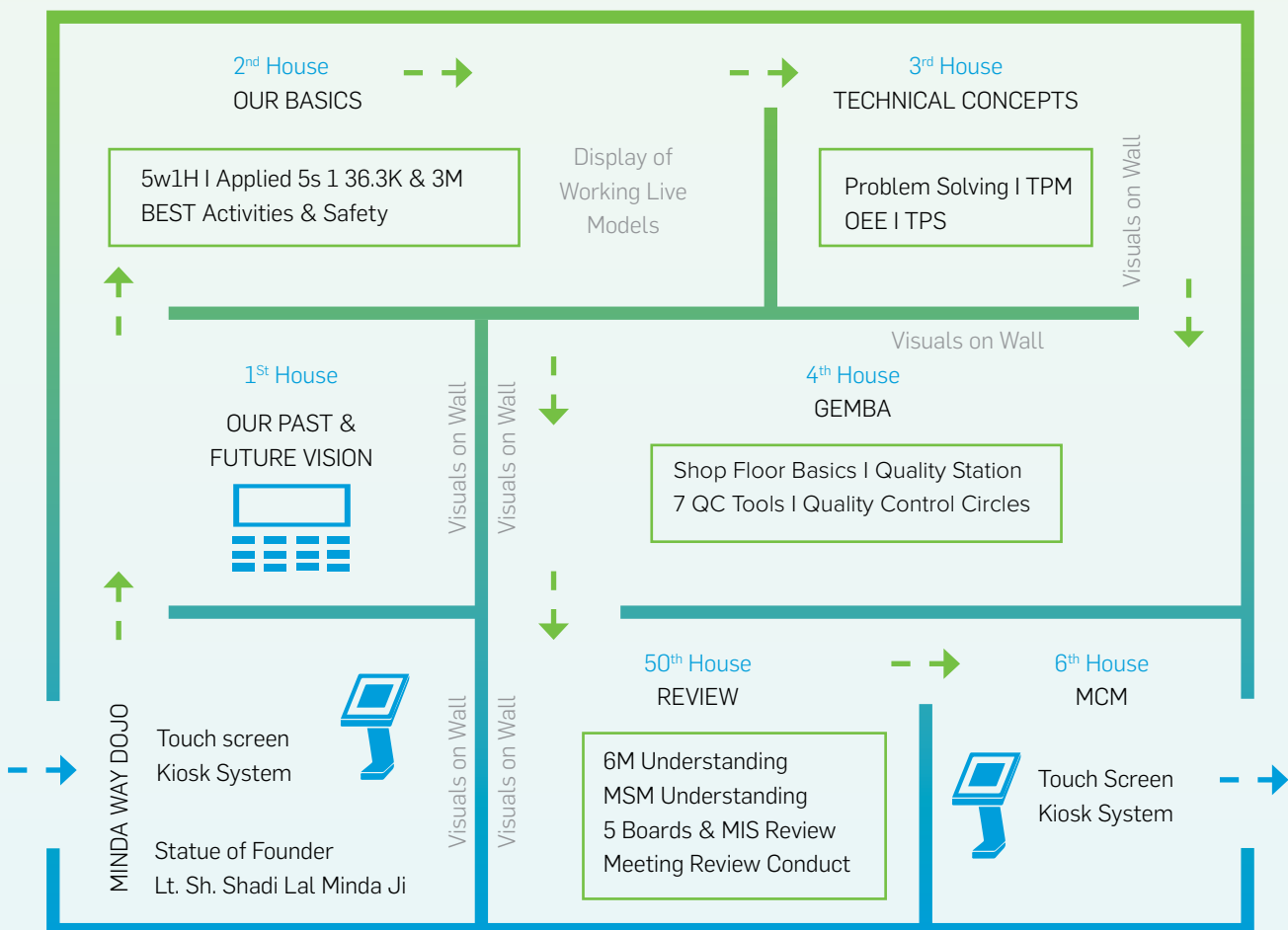
For our 'Solid Citizens' employees, training and development programmes are identified through the bi-annual performance appraisal process. Reporting managers evaluate their training requirements and recommend two programmes from competency frameworks tailored to our organisational hierarchy, while involving employees in decision-making.

To streamline this process, each department or function has a designated Single Point of Contact (SPOC) responsible for skill analysis and engaging subject matter experts to provide department-specific skill training. Additionally, we have developed 50 e-learning modules that align with the stated competency frameworks.



The Uno Minda WAY DOJO

The Uno Minda WAY DOJO, where DOJO signifies 'a place of the way' in Japanese, is a facility that traditionally serves as a training ground for martial arts like kendo, judo, and aikido, among others. In the context of our manufacturing operations, it is a dedicated space that provides opportunities for self-directed learning and training regarding our Company's policies and procedures. The learning components within this DOJO encompass all three learning styles - visual, auditory, and kinaesthetic - to cater to the diverse ways in which individuals process and absorb new information. This facility plays a crucial role in helping new hires adapt swiftly to their new work environment, fostering a sense of belonging and competence. Right from the outset of their journey with us, workers receive comprehensive training, including induction training and specific environmental, health and safety (EHS) training. General EHS awareness training, firefighting, and emergency evacuation training are essential components of this onboarding process. Additionally, our Company provides job-specific EHS training, such as Lockout-Tagout (LOTO), height work safety, and chemical handling training, tailored to the worker's specific role and responsibilities.



Our training and development initiatives focussed on providing learnings and sound knowledge are:



Technical



Functional



Behavioural



Future-ready

As a forward-thinking organisation, we strongly emphasise the holistic development of our employees. Our Company prioritises the growth and development of all employees, whether they are blue-collar or white-collar workers. Our robust learning ecosystem encompasses a wide array of resources, including a library, e-learning courses, virtual instructor-led training (VILT), classroom training sessions, cross-functional teams (CFT), improvement projects, KAIZEN initiatives, benchmarking activities, and on-the-job training. Furthermore, at Uno Minda, we have a well-established 'Reward and Recognition' programme that specifically acknowledges achievements in learning and development. This programme recognises learning participants, learning facilitators, and individuals who spearhead organisational learning initiatives.



Technical

Regarding functional training requirements, 66 pertain to technical training. To address these needs, we rely on a combination of internal trainers and strategic training partnerships with esteemed entities like the 'Maruti Centre of Excellence' and ACMA-COE



Functional

We have identified core technical skills with discernible gaps in all six of our key functions - money, material, workforce, marketing, manufacturing, and IT & E&T (education and training). We have conducted over 200 training sessions to address these gaps, facilitated by a dedicated team of more than 100 Subject Matter Experts (SMEs).



Behavioural

Our Company's comprehensive level-wise competency framework focusses on behavioural competencies. To meet the demands for behavioural training, we offer an extensive e-learning library. These resources cater to the behavioural training requirements identified at the beginning of each year. Annually, we impact the lives of over 20,000 individuals through our behavioural and culture-building training initiatives.



Future Preparedness

In response to the evolving external business landscape and anticipated technological advancements, we prioritise training for our shopfloor personnel. Our training programmes are designed to align with the future skill sets that Uno Minda will require in the coming three to five years.

Engaging with Employees

Our commitment centres on nurturing our organisation's 'listen and act' culture. In harmony with this principle, our Company employs a range of tactics to foster employee engagement, including routine town hall meetings and other dedicated engagement platforms.

At the heart of Uno Minda's employee engagement strategy lies the annual survey, affording employees the opportunity to articulate their thoughts and viewpoints on various aspects, such as job satisfaction, prospects for growth, and general concerns. The principal objective of this survey is to discern areas requiring enhancement and to address employee needs with precision. To gauge and evaluate the survey results, our Company employs a Culture and Trust index, which conducts a quantitative analysis of the feedback we receive. This index equips us with a comprehensive perspective on the collective sentiment of employees and allows us to identify trends or patterns warranting our attention. By harnessing this data-driven methodology, at Uno Minda, we can craft tailored strategies to amplify employee contentment and well-being.



88%

Employees feel satisfied to work at Uno Minda

87%

Employees feel that UM group offers work life balance

4.19/5

Employee engagement score

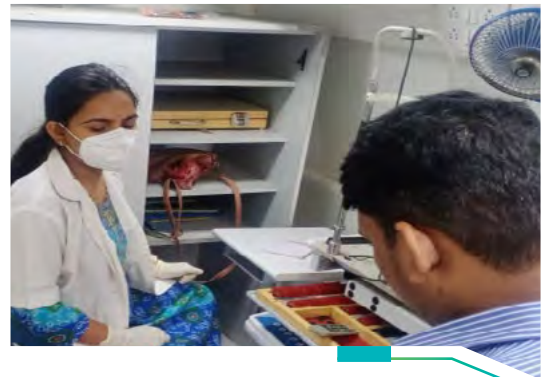
Additionally, we extend our commitment to transparent communication by providing employees with access to an ethics helpline. This confidential platform empowers employees to raise concerns, navigate ethical dilemmas, or redress grievances they may encounter. Our Company's overarching strategy revolves around promoting enduring employee engagement, actively heeding employee feedback, and executing necessary measures to cater to their unique needs. Through these concerted efforts, we aspire to create an environment where employees have their voices acknowledged and are genuinely recognised and empowered to contribute to their fullest potential.

Ensuring Employee Safety & Well-Being

Our Company prioritises our workforce's physical, mental, and emotional health. We believe their well-being is fundamental to our collective success. Through a nurturing environment and a wealth of resources, we actively foster contentment, engagement, and productivity among our employees at Uno Minda.

To ensure workplace security, we've implemented a rigorous occupational health and safety programme in line with ISO 45001 standards. Regular training sessions instil a strong culture of safety, empowering our team members to take charge of their well-being. Open communication channels are encouraged for the prompt reporting of hazards and incidents. Personal protective equipment (PPE) is provided comprehensively, ensuring our employees can carry out their tasks safely.

Our Environment, Occupational Health & Safety (EHS) Policy reflects our commitment to legal compliance, stakeholder participation, pollution prevention, and continuous advancement. We see our workplace not only as a professional arena but also as a supportive community. Our initiatives for employee well-being underline our dedication to sustainable growth, innovation, and the holistic prosperity of our Company. In nurturing our employees, we fortify the very foundation on which we thrive.



Mr. Srivallaban D

CSR Functional Committee Member

At Uno Minda Group, our primary focus is on supporting individuals, groups, and communities for sustainable development, with a special emphasis on the younger generation as the key to the future. The Suman Nirmal Minda Foundation collaborates in projects that provide educational support to rural children, empower rural women through vocational skills, and contribute to community development and healthcare. The Group views corporate social responsibility as more than compliance, emphasising a genuine commitment to actions that benefit the community and stakeholders, leading to sustainable and inclusive development.



Mr. Amit Yadav

CSR Functional Committee Member
(w.e.f. 21 August, 2023)

Uno Minda Group's compassionate CSR initiatives, driven by a community-centric approach, have improved the lives of underprivileged individuals and communities. Our thoughtfully designed endeavours and sincere commitment to uplift the society have touched numerous lives. Additionally, we hold a strong belief that our firm dedication will persist, effectively serving communities optimally in the future and leaving a significant and promising impact on them.

Employee Wellness Programme

Employee health and well-being have consistently been Uno Minda's highest priority. Our Company is dedicated to cultivating a culture of holistic well-being that encompasses physical, emotional, financial, social, and professional aspects.

100% Employees
covered under PF and gratuity benefits

Uno Minda Energise

Within our Uno Minda Energise programme, we actively organise webinars covering a spectrum of topics. These topics include mindfulness, yoga, emotional intelligence, mental health, eye health, and financial planning. Uno Minda Energise is tailored to provide employees with a well-balanced offering that aids in sustaining, enhancing, and effectively managing their health and overall life harmony.

Uno Minda Tele OPD

This plan aims to give healthcare services to employees over the age of 45. A specialised helpline number, available 24/7, addresses all medical questions and refers patients to specialists as needed. Moreover, it includes a one-year healthcare plan for chronic diseases and regular reminders for follow-up appointments.

Uno Minda FIT

Our Company has introduced an online programme that provides employees with exclusive discounts on the procurement of medicines, laboratory tests, over-the-counter drugs, and dietary supplements. Furthermore, this programme includes monthly wellness webinar sessions led by experts in the field.

At Uno Minda, we prioritise employee health and well-being through health talks in partnership with the Round Glass Living App. Our Company has secured special discounts for our employees and families at local hospitals. Our commitment to a stellar workplace culture has earned us the **'Great Place to Work'** certification for 2023, ranking us among India's Top 30 Best Workplaces in manufacturing. Additionally, we have been honoured with the Economic Times Human Capital Award for HR Digital Transformation Excellence.



Customer Satisfaction: Charting Our Path Forward

We are dedicated to delivering exceptional value to our clients through precision engineering, reliability, and unparalleled quality, significantly impacting their lives. Our Company's commitment to uncompromised excellence in data privacy, advertising, cybersecurity, essential service delivery, and trade practices enforcement has led to remarkable results: zero complaints for two consecutive years.





Customer Engagement and Support

Exemplary Satisfaction

In FY 2022-23, we proudly achieved a spotless record with zero customer complaints, demonstrating our persistent dedication to customer satisfaction.

OEM-Compliant Product Information

Since our products are made specifically for OEMs and adhere to their specifications, the packaging features essential product details that comply with regulations. This includes manufacturer details, process, dispatch, and part numbers to ensure compliance and clarity.

Continuous Enhancement

We are committed to refining our products and services by actively seeking and acting upon customer feedback at regular intervals.

Swift, Transparent Solutions

Customer concerns are our utmost priority. We respond swiftly, with transparency, and a strong focus on delivering efficient and satisfactory solutions.

Key Account Management Excellence

Our Key Account Managers (KAMs) maintain daily contact with our OEM customers, ensuring seamless coordination and providing personalised support.

Quality Management Systems (QMS)

Quality Management and Enhancement

- Uno Minda prioritises quality management and continuous improvement
- ISO 9001-guided QMS framework enhances product quality, manufacturing processes, and customer services
- Employee skill development and data-driven analysis identify areas for quality enhancement
- Internal quality audits ensure rapid issue resolution in manufacturing and services

Customer Management and Market Reach

- Uno Minda focusses on understanding customer needs and expanding market reach
- Dedicated customer representatives engage with clients, address grievances, and collect feedback
- Participation in trade shows, product showcases, and customer visits fosters client interactions
- Customer-driven product reviews provide insights into real-world requirements
- Market research and competitor analysis offer valuable market insights

0

Consumer complaints received

Ensuring a Sustainable Future: Our Climate Change Response

In the contemporary automotive landscape, our industry stands as a key contributor to global emissions, bearing witness to the effects of climate change, ranging from extreme weather events to environmental turbulence. Our Company realises that embracing a low-carbon economy is not only a matter of our ethical responsibilities but also crucial for ensuring the long-term sustainability of our industry.



Energy and Carbon Management

Our business activities contribute to our environmental footprint, emphasising the dual implications of energy consumption – environmental effects and financial costs. We have launched proactive initiatives to curtail our carbon footprint and transition towards renewable energy sources. We are taking actions to reduce our reliance on non-renewable sources, such as liquefied petroleum gas (LPG), natural gas (LNG), diesel, and conventional grid electricity. Clean energy alternatives, including biodiesel and electricity from renewable energy plants are steadily replacing these sources.

We have strategically installed solar power systems in various facilities, substantially reducing our reliance on non-renewable sources. During the transition from conventional grid electricity to renewable grids, a reduction in Scope 2 emissions was driven by intensified post-Covid-19 pandemic business activities.

Energy Efficiency

Over the past two financial years, our focussed efforts have led to a notable 5% reduction in energy consumption from non-renewable sources. Embracing a holistic approach to energy efficiency, we recognise its pivotal role in sustainable business practices amid increasing global energy demands. By actively investing in innovative technologies, our Company has optimised energy usage. From chiller loading hours to energy-efficient LED lighting, and motion sensors for lights and fans, our energy infrastructure has undergone a systematic transformation. Key investments in Variable Frequency Drive (VFD) motor controllers and intelligent air flow systems ensure precise control, reducing our Company's carbon footprint, while enhancing operational efficiency. These initiatives exemplify our commitment to a greener, energy-efficient future.



Shift to Renewable Energy

There has been an 5%-6% increase in the use of renewable energy from FY 2021-22, constituting a significant portion of our total electricity consumption for business and related activities. In the reporting period, at Uno Minda, we have reached the milestone of using 14%-15% of our electricity consumption from renewable sources. Our Company has actively diversified our renewable energy sources by:

1. Rooftop solar systems

Leveraging rooftop solar installations to harness renewable energy efficiently.

2. Open access renewable energy

Engaging with third-party rooftop solar panels to enhance our sustainable energy generation capacity through open-access renewable sources.

3. Strategic technology investments

Demonstrating our commitment to energy efficient solutions through strategic investments in advanced technologies. This includes electrically-heated aluminium melting and holding furnaces and FANUC all-electric moulding machine.



Climate Risk Management

Our primary goal is to achieve carbon neutrality by promoting low-carbon operations and facilitating the transition to renewable energy sources. We proactively navigate policy transitions and climate risks to ensure our resilience by anticipating and adapting to changing landscapes. In line with our environmental responsibility, focussing on renewable energy and sustainable waste management.

In FY 2023-24, our strategic action areas to manage climate risks encompass:

1. Energy audits

We are conducting thorough energy audits to pinpoint energy-saving opportunities within our manufacturing plants.

2. Renewable energy expansion

We are committed to increasing our reliance on renewable energy sources by implementing solar rooftop facilities and integrating wind and solar energy sources through open access channels.

3. Energy efficiency enhancement

We are persistently expanding energy efficiency measures and utilising advanced technologies, such as LED lights, VRV (Variant Refrigerant Volume) systems, and energy-efficient chillers to improve our energy efficiency efforts proactively.



Environmental Excellence Nurturing a Greener Tomorrow

As we strive to be leaders in the auto component manufacturing industry, we prioritise waste management, energy efficiency, clean surroundings, and water stewardship. To achieve this, we have reduced pollution, focussed on recycling, minimised waste, and made optimal use of treatment plants. Embracing an integrated eco-efficient model, we incorporate environmental considerations into our decisions and remain dedicated to continuous improvement.



Water and Effluents

Water is an indispensable resource, and its judicious use is imperative. At Uno Minda, we have ensured continuous and reliable water supply vital for uninterrupted operations.

Aligned with our EHS Policy, we are dedicated to reducing water usage across all our facilities, continually enhancing our operational efficiencies. Our Company has implemented measures to alleviate strain on water bodies throughout our supply chain.

Our efforts to reduce our water footprint include recycling and reusing treated water, while ensuring compliance with regional regulations. We are planning to intensify our water monitoring mechanisms to track usage across the manufacturing cycle, facilitating innovative water conservation strategies and reuse initiatives.

Water conservation measures undertaken:

- ▶ Waterless urinals installed in toilets
- ▶ BIN washing machine
- ▶ Cooling tower fins replacement
- ▶ Float valve setting
- ▶ Float arrangement at powder coating spray tank
- ▶ Regular water consumption monitoring through analogue meters

Waste Management

We have embraced the principles of economy principles, focussing on efficient waste management, optimising processes, and promoting recycling, resulting in a notable reduction in costs. Additionally, we consider environmental impact, social implications, and commercial viability, ensuring a holistic and responsible approach to disposal.

We adhere to the 3R approach principle to support circularity:

- ▶ Reduce waste at source
- ▶ Reuse waste through recovery
- ▶ Recycle waste for utilisation



Building a Sustainable Supply Chain

Collaborating with suppliers and dealers on technology, education, sustainable product development, localisation, and eco-friendly supply chains is pivotal to our business. We prioritise sustainability across our extensive supplier network, focussing on empowering our local suppliers and leveraging their strengths for a competitive edge in the market.





Selecting Our Supply Chain Partners

At Uno Minda, our supplier selection process is underpinned by robust procedures. We prioritise sustainability and ethical standards while selecting new suppliers. Our Company's process is impartial and insulated from external influences. Rigorous risk assessment tools are employed to mitigate potential issues across the supply chain. Additionally, we annually evaluate supplier quality management systems, focussing on safety aspects outlined in our supplier quality assurance manual.



Assessments and Audits

We conduct rigorous supplier audits, evaluating adherence to norms through detailed checklists and assessing hazardous waste management and safety protocols. Any issues detected are promptly reported for corrective action. Through mock drills, our DOJO centre educates Tier 2 suppliers on safety practices and PPE usage. Close to 95% of our value chain partners have been assessed for various critical factors, such as child labour, forced labour, workplace discrimination, and environmental impacts. Moreover, these assessments reflect our dedication to responsible and conscientious business operations.



Trainings

We invest in the growth and safety of our valued supplier partners, fostering a solid and capable collaborative network. By meticulously designing training initiatives, we aim to enhance technical proficiency, safety awareness, and overall well-being among our partners.

Skill training programmes related to technical and safety topics are conducted for supplier partners as per supplier training calendar on human rights and employee well-being. The EHS team conducts quarterly training sessions focussing on basic hygiene and safety, following the Supplier Quality Assurance Manual (SQAM) guidelines.



70%

of value chain partners trained

40

Awareness programmes
conducted for value chain partners

86%

of total sourcing from local
vendors

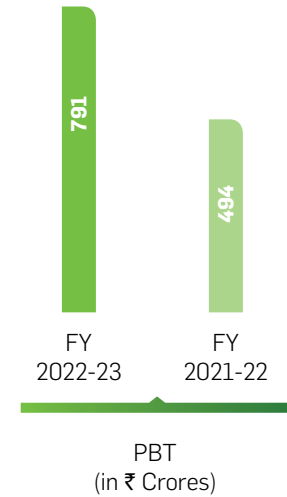
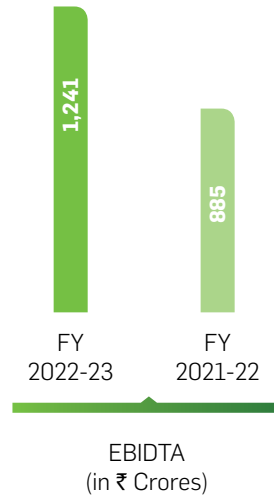
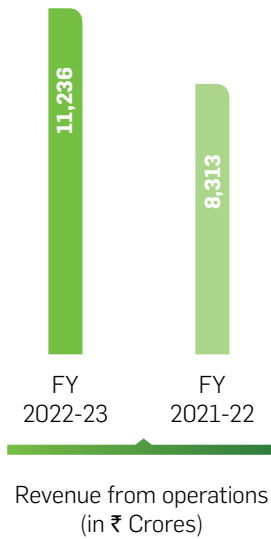
Securing Financial Sustainability: Ensuring Stability for the Future

Economic performance stands as a pivotal indicator of an organisation's success. In terms of managing our financial resources, outputs, and their impacts, we have established a comprehensive set of policies and procedures that are applicable to our business operations. Our Company's emphasis on operational effectiveness, strategic investments, and careful financial planning bolstered our financial standing.

In FY 2022-23, we showcased impressive financial results with substantial revenue expansion and upheld a strong profit margin.



Economic Growth



Business Continuity and Risk Management

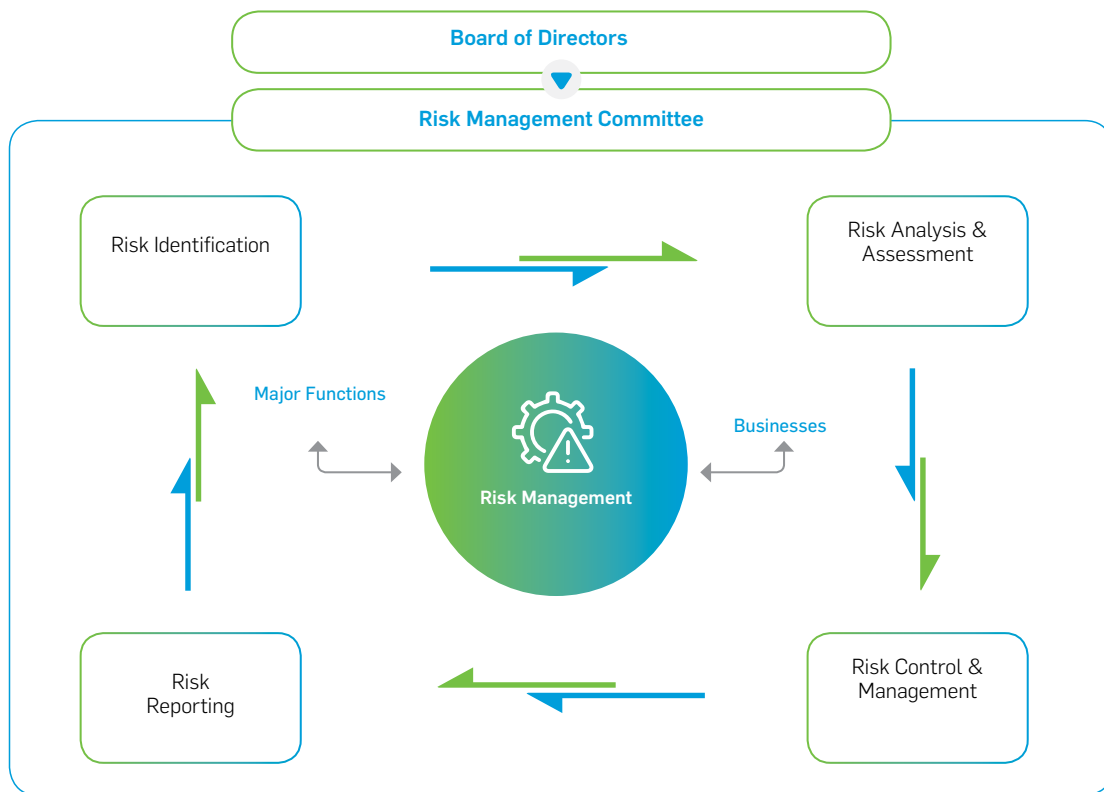
At Uno Minda, we are focussed on creating enduring value for all stakeholders through the integration of sustainability factors into our business practices and risk management. As a leading global automotive component manufacturer, integrating responsible practices into our business are imperative for our long-term viability and prosperity. Consequently, we have devised a robust business risk assessment strategy to promote transparency and accountability.

Our Risk Management Committee (RMC) oversees this process, involving each department in our organisation. We categorise risks, based on sensitivity and anticipated identification timeframes. This systematic approach allows us to evaluate the effectiveness of our mitigation measures regularly. Through this diligent risk management framework, we navigate existing challenges and leverage emerging opportunities, ensuring sustainable growth and resilience in the ever-evolving business landscape.

As per our Risk Management Policy, we acknowledge the critical importance of Business Continuity Planning (BCP) in ensuring the smooth operation of our business, especially in challenging times. Our Company is dedicated to maintaining business continuity for both the sustainability of our operations and the well-being of all our stakeholders. Our risk mitigation plan includes measures safeguarding business continuity, underscoring our commitment to stability and reliability in adverse circumstances.



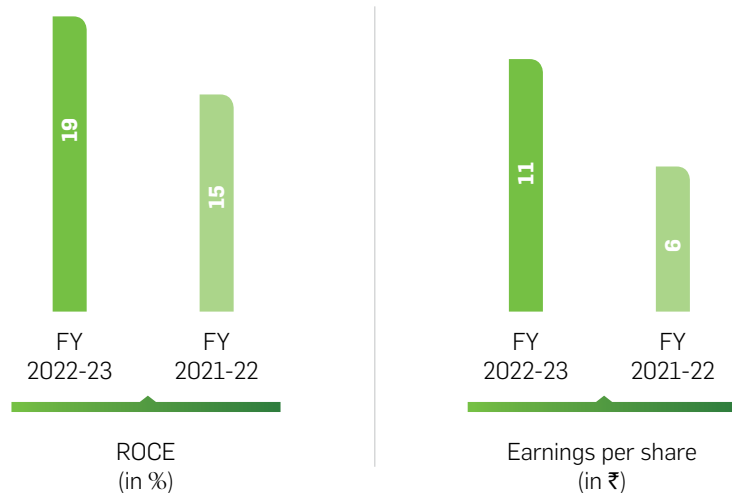
Risk Management Process



- ▶ Pandemic/calamities
- ▶ Market and Technology Shifts
- ▶ Geopolitical
- ▶ Sustainable Procurement Practices
- ▶ Information Management and Security
- ▶ Production Processes
- ▶ Competition
- ▶ Product Quality Management
- ▶ Compliance Management

Investor Relationship Management

Our commitment to investor relationship management centres on delivering strong financial growth. We prioritise key areas to establish ourselves as a leading mobility service provider and a preferred supplier to major OEMs, resulting in impressive revenue and profits, creating shareholder value. Our Company's investor relations team ensures transparent, timely, and accurate communication, fostering trust and mutual growth in long-term relationships with our investors.



UPHOLDING RESPONSIBLE GOVERNANCE

At Uno Minda, we firmly embrace the principles of transparency, empowerment, accountability, equity, and integrity. These elements are pivotal in enhancing stakeholder value and advancing our overarching mission – ‘To continually enhance stakeholder value through global competitiveness, while contributing to society.’ Our strong corporate governance framework ensures dynamic stakeholder engagement, ensuring effective adaptation to changing times.



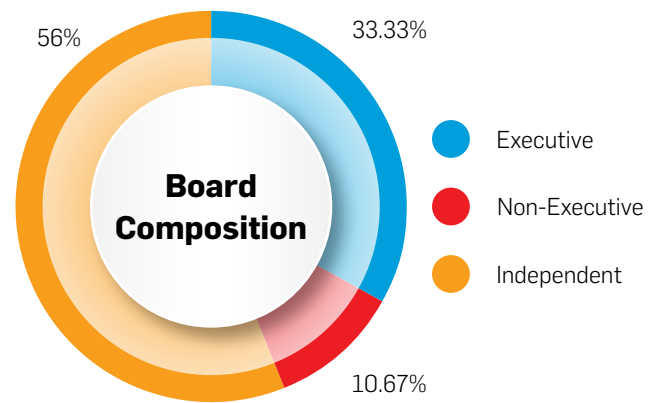
Transparent Governance

The Uno Minda Board plays a crucial role in promoting good governance by setting ethical standards for the organisation and its employees. The Code of Conduct guides our experienced senior management team and employees. The Board is responsible for setting the strategic direction, overseeing management, and safeguarding stakeholder interests in alignment with our Company's mission in a changing landscape. Regular induction of skilled Independent Directors enhances the collective knowledge and adaptability of the Board. Uno Minda's commitment to diversity is operationalised through its Board Diversity Policy, enriching perspectives to meet dynamic business needs.

Board Size, Structure and Composition

The Company's Board is a perfect mix of Executive, Non-Executive and Independent Directors to maintain its independence and separate its governance and management functions. SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) mandate that for a company with an Executive Chairman, at least one-half of the Board should be Independent Directors.

On 31 March 2023, our Board consisted of nine members, of which three were Executive, one was Non-Executive, and the remaining five were Independent Directors. The above composition comprises two women Directors, one of which is an Independent Director. There is no nominee director on the Board.



Name of Director	Category
Mr. Nirmal Kumar Minda	Executive Directors
Mr. Ravi Mehra	
Ms. Paridhi Minda*	
Mr. Anand Kumar Minda	Non-Executive Director
Mr. Krishan Kumar Jalan**	Independent Directors
Mrs. Rashmi Hemant Urdhwarshie	
Dr. Rakesh Batra	
Dr. Rajiv Batra	
Mr. Satish Borwankar	
Mr. Krishna Kumar Khandelwal***	

*Ms. Paridhi Minda, Whole-Time Director of our Company, stepped down from the position of Whole-Time Director and Board w.e.f. 01 April 2023

**Mr. Krishan Kumar Jalan completed his tenure as Independent Director of our Company and, accordingly, ceased to be a Director w.e.f. 16 May 2023

***Mr. Krishna Kumar Khandelwal was appointed as the Independent Director of the Company w.e.f. 15 June 2023

Skills & Competence of Board members

Nature of Skill/ Competence/ Experience	Mr. Nirmal K. Minda	Mr. Anand Minda	Mr. Ravi Mehra	Mr. Vivek Jindal	Mr. Krishan Kumar Jalan	Ms. Rakesh Batra	Mr. Rajiv Batra	Mr. Satish Balkrishna Borwankar	Ms. Rashmi Hemant Urdhwarshie	Mr. Krishana Kumar Khandelwal
Industry Knowledge and Experience	✓	✓	✓	✓	-	✓	-	✓	✓	-
Finance & Risk	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Governance & Regulatory	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Engineering & Technology	✓	✓	✓	✓	-	✓	-	✓	✓	✓
Leadership & Strategy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Profile of the Board of Directors



Nirmal K. Minda, Chairman & Managing Director

- ▶ An industrialist with around five decades of rich business experience in the Auto Components & Ancillary sector
- ▶ Instrumental in forming new alliances and joint ventures with reputable global players
- ▶ Helped the Group grow manifold under his dynamic leadership. Established footprints globally and received numerous awards and recognitions



Mr. Ravi Mehra, Dy. Managing Director

- ▶ With around 33 year in the industry, Mr. Mehra has a rich management experience and has handled roles in strategy, finance, marketing, manufacturing, materials, HR, and product/technology development
- ▶ Mr. Mehra's association with Uno Minda dates to 1995, when he joined the Group as General Manager (Finance). He has held various leadership positions at Uno Minda
- ▶ Under his leadership, the Group's 2-wheeler/3-wheeler switch business has expanded globally, catering to ASEAN countries, Europe, and Japan, besides being No. 1 in India



Mr. Anand K. Minda, Non-Executive Director

- ▶ Over 42 years of hands-on experience in financial control, reviews, manufacturing, and project management
- ▶ Appointed Board Member since 2011. Plays a pivotal role in new projects and strategy formulation.



Mr. Rakesh Batra, Independent Director

- ▶ Mr. Rakesh Batra, as an industry expert, brings significant management and consulting experience of over 40 years in India, the US and Australia in the Automotive, Industrial Equipment and Manufacturing industries with deep corporate strategy and business transformation experience
- ▶ He did his B-Tech in Agricultural Engineering from IIT Kharagpur. He did his Master of Business and Technology at the University of New South Wales, Sydney, Australia. He did a Post Graduate Diploma in Management (SPA) Indian Institute of Management, Ahmedabad
- ▶ Until recently, he served as Partner and Automotive Sector Leader with EY India. Currently he is also a Strategic Advisor to two start-ups in the Indian EV ecosystem



Mr. Rajiv Batra, Independent Director

- ▶ Mr. Rajiv Batra is a Chartered Accountant from ICAI and Economics Honours Graduate from Shriram College of Commerce Delhi. He is a seasoned professional with over four decades of experience in Finance and Accounting across India and the US
- ▶ He is a passionate business leader helping businesses with their plans to scale up, guiding them with strategic business inputs, as well as providing them with timely interventions and support, including cost effective sources of funding
- ▶ He was one of first founding employees of the finance function at Xerox in India and rose to being the Chief Financial Officer. He later joined Xerox Inc., based in Stamford, Connecticut, USA, as Head of Controls for Developing Markets, and was promoted to CFO for Developing Markets in less than 18 months



Mrs. Rashmi Urdhwareshe - Independent Director

- ▶ Retired as Director ARAI (Automotive Research Association of India, Pune) in June 2020. Having started her career as Trainee Engineer, Mrs. Urdhwareshe rose through the ranks to take the coveted position as Director of ARAI in year 2014
- ▶ She holds master's degree in E&TC and several other professional qualifications such as Diploma in Corporate Directorship (from WCCG), Six Sigma Black Belt (from ASQ), etc. Her 40+ years of industrial experience and expertise includes wide range of subjects in automotive domain
- ▶ Mrs. Urdhwareshe has served as the Chair / Vice Chair of various national/ international bodies and contributed greatly to developing automotive safety, emission and fuel efficiency standards under CMVR



Mr. Satish Balkrishna Borwankar, Independent Director

- ▶ Mr. Satish Balkrishna Borwankar is a B-Tech (Hons.) Mechanical Engineer, of 1974 batch of IIT Kanpur. He started his career with Tata Motors from 1974 as a Graduate Engineer Trainee. He acquired wide experience of working in the automobile industry, particularly in manufacturing and quality functions of commercial vehicles & passenger vehicles at Tata Motors
- ▶ Mr. Borwankar worked in various executive positions, for overseeing and implementing product development, manufacturing operations and quality assurance of commercial & passenger vehicle business at Tata Motors
- ▶ He played a significant role in setting up some of the green field projects at Tata Motors. He superannuated as Executive Director & Chief Operating Officer after serving the organisation for 45 years. He has also served as a Board member for various companies such as Jaguar Land Rover India Private Limited, and Tata Cummins Private Limited.



Mr. Vivek Jindal - Independent Director (Appointed w.e.f. 01 April 2023)

- ▶ Mr. Vivek Jindal is a Non-Executive Director of Uno Minda Limited, Managing Director of Minda Westport Technologies Limited and Minda Onkyo India (P) Limited
- ▶ He is also Director of Clarton Horns Spain and Mexico and successfully led the merger and acquisition of Spanish entity into Uno Minda folds. He is also leading EV/HV initiatives for Uno Minda Group
- ▶ An experienced professional with 18 years in the automotive Industry, Mr. Jindal completed his engineering from IIT Delhi, MBA from Katz Graduate School of Business (University of Pittsburgh - USA) and Executive MBA programme from Harvard Business School
- ▶ He is also a member of Entrepreneurs Organisation (EO)- Delhi Chapter, Executive Committee Member of ACMA and CII Haryana State Council Member. Before joining family business, he has worked at Infosys Technologies and India Bulls. Mr Jindal is an avid reader, health enthusiast and passionate singer



Dr. K. K. Khandelwal (Retd. IAS) - Independent Director
(Appointed w.e.f. 15 June 2023)

- ▶ Dr. K.K. Khandelwal has an excellent academic record and constant quest for knowledge to study new subjects. He has been a merit holder at the school, college and university levels. He relentlessly pursued studies for nearly forty years after graduation, having three PhDs and twenty-eight other degrees
- ▶ Ex-Additional Principal Secretary to Chief Minister and Principal Secretary to Chief Minister Haryana, Ex- Chairman of Haryana Real Estate Regulatory Authority, Gurugram
- ▶ He has authored more than a dozen books on various subjects such as engineering, management, literature, culture, economics, computers, law, environment
- ▶ Dr. Khandelwal has been constantly serving the social cause by assuming responsibilities in Bharat Scouts and Guides in different capacities. He has served this social organisation as Chief National Commissioner, Bharat Scouts and Guides, India and also State Chief Commissioner, Bharat Scouts and Guides Haryana



Familiarisation Programme for Board Members

Uno Minda offers a thorough induction programme for all Directors, including Independent Directors. They receive updates on business matters, participate in management-level reviews, and visit our Company's plants to understand manufacturing processes. Additionally, they are well-versed in essential policies like the 'Code of Conduct for Directors and Senior Management Personnel' and the 'Code of Conduct for Prevention of Insider Trading,' enabling their active and informed engagement.

The details of Directors' familiarisation programme conducted can be accessed at: <https://www.unominda.com/investor/policies>.

Appointment And Remuneration

The selection of the Board members (including diversity needs) is done as per the Board Diversity Policy, read with Nomination and Remuneration Policy. The copy of NRC Policy and Board Diversity Policy can be accessed at: <https://www.unominda.com/investor/policies>. The aforesaid policies of our Company on Directors' appointment and remuneration, including criteria for determining qualifications, positive attributes, independence of a Director and other matters, as required under sub-section (3) of Section 178 of the Companies Act, 2013.

The remuneration package, including salary, benefits, bonuses, stock options, and pensions, among others, is per our Company's Nomination and Remuneration Policy.

Board Evaluation

Our Company conducts Board & Directors' Performance Evaluation as per regulatory mandate i.e. in accordance with the provisions of Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Guidance note issued by SEBI in this regard.

Further, the Independent Directors, at their separate meeting, review the performance of Non-Independent Directors, Chairperson of our Company, taking into account the views of Executive Directors and Non-Executive Directors and the Board as a whole.



Roles of the Board

1

Strategic development

Develop and approve Uno Minda's purpose, values, sustainability strategies, policies, and goals.

4

Review and assessment

Periodically review our Company's sustainability processes to ensure effectiveness and drive continuous improvement in alignment with organisation's goals.

2

Setting direction

Align the organisation's direction with the mission and long-term objectives through meticulous planning and continuous reviewing

5

Delegation of responsibility

Delegate management of sustainability impacts through structured goal setting to leaders and teams across the organisation.

3

Policy formulation

Formulate key policies, including environment, CSR, occupational health and safety, and prevention of sexual harassment in the workplace.

6

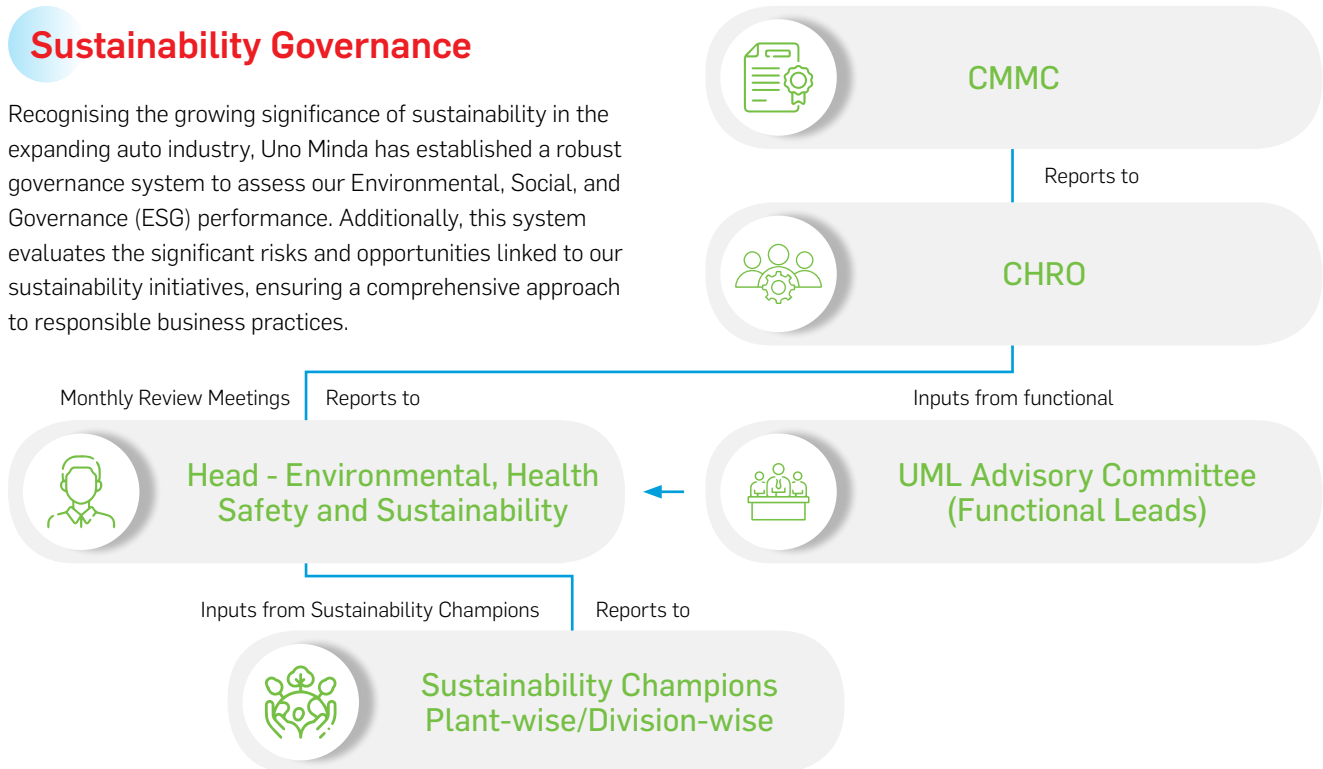
Monitoring and reporting

Appointed a dedicated EHS (environment health and safety) officer to provide real-time updates on environmental, health, safety, and sustainability directly to the Board.



Sustainability Governance

Recognising the growing significance of sustainability in the expanding auto industry, Uno Minda has established a robust governance system to assess our Environmental, Social, and Governance (ESG) performance. Additionally, this system evaluates the significant risks and opportunities linked to our sustainability initiatives, ensuring a comprehensive approach to responsible business practices.



Ethical Business Conduct

Uno Minda's robust governance model is characterised by a comprehensive set of policies, procedures, and systematic processes woven into the fabric of our Company. These policies cover a wide spectrum, including legal, ethical, and operational standards, ensuring transparency, timely disclosures, and strict adherence to regulations. We regularly update these policies based on valuable stakeholder feedback, emerging workplace trends, and global best practices. This thorough approach fosters ethical behaviour and consistency and nurtures trust among our stakeholders. Our Company's policies are readily accessible to everyone involved, guiding employees through comprehensive training, and creating a unified framework.

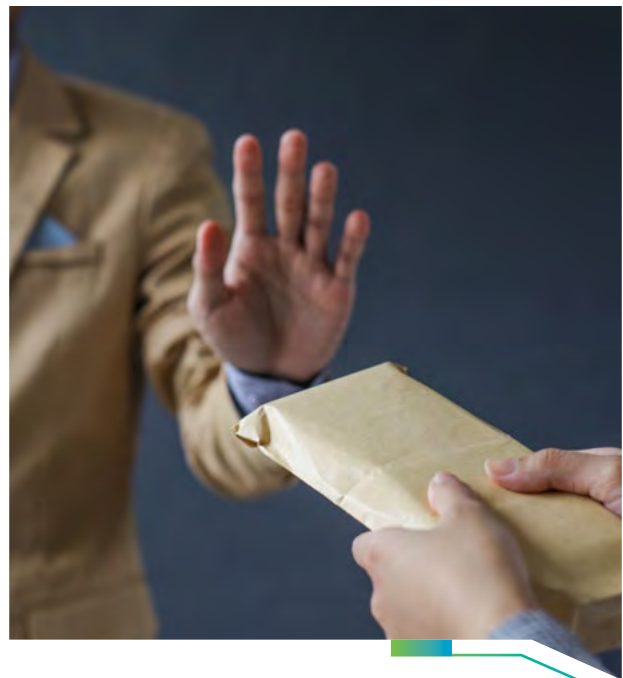
Our Policy Framework

- ▶ Nomination and Remuneration Policy
- ▶ Policy on Determining Materiality
- ▶ Risk Management Policy
- ▶ Occupation Health & Safety Policy
- ▶ Environmental Policy
- ▶ Supplier Code of Conduct
- ▶ Policy for POSH
- ▶ Policy for Legitimate Purpose
- ▶ MIL Insider Trading Code
- ▶ Documents Retention Policy
- ▶ Directors Diversity Policy
- ▶ Risk Management Charter
- ▶ Related Party Transaction Policy
- ▶ Code of Conduct
- ▶ CSR Policy
- ▶ Whistle-Blower Policy
- ▶ Code of Fair Practice
- ▶ Privacy Policy

Anti-Corruption

Our comprehensive Code of Conduct applies to everyone within the organisation, from Directors and Independent Directors to senior management and all employees. This code unequivocally prohibits any involvement in bribery or corruption during our Company's business operations. We are strictly prohibited from offering or providing any

undue monetary or otherwise advantages to gain any business advantage for our Company. This Code of Conduct is a testament to our persistent dedication to conducting our business with the utmost honesty and responsibility, underscoring our commitment to ethical practices and integrity in all our endeavours. During FY 2022-23, no corruption or bribery was reported.



Vigil Mechanism

We are steady in our commitment to ethical conduct, exemplified through our robust vigil mechanism. Our Ethics Helpline, whistleblower@unominda.com, stands as a confidential channel empowering all stakeholders, including employees, Directors, vendors, and suppliers, to report unethical or fraudulent activities. Actively promoting a culture of transparency, we initiate campaigns, awareness sessions, and prominently display posters to encourage employees to speak up.

Under the vigilant eye of a dedicated ethics officer, reported matters undergo detailed investigations by the Ethics Committee, occasionally with the involvement of external professionals. We prioritise the confidentiality of whistleblowers maintaining anonymity unless legally mandated, and provide confidential avenues for those facing adversity. All reportable matters are promptly disclosed to the Audit Committee. We guarantee that every person has the opportunity to reach the Audit Committee, demonstrating our dedication to a transparent and responsible reporting system that prioritises integrity in all aspects of our operations.

Cybersecurity

Our privacy statement outlines how we collect and utilise information through our services, emphasising our dedication to safeguarding your privacy. Beyond legal requirements, we focus on robust data protection governance and adherence to evolving regulatory standards. This policy applies when we act as data controllers for personal data from our website visitors and service users. It encompasses all our Company-owned websites and services, ensuring consistency in data privacy practices. Offline data processing, including information related to customers, employees, and business partners, similarly adheres to the principles mentioned in the Privacy Policy Statement unless specific contract requirements necessitate otherwise.

0

Complaints received on data privacy

Alignment of the Governance Practices with G20/OECD Principles of Corporate Governance

Our corporate governance practices at Uno Minda align with the G20/OECD Principles of Corporate Governance. This alignment aids policymakers in enhancing legal, regulatory, and institutional frameworks, promoting economic efficiency, sustainable growth, and financial stability. Moreover, this demonstrates our commitment to global standards and best practices.

Principle 1

Ensuring the Basis for an Effective Corporate Governance Framework

We have implemented IT-based tools globally, ensuring adherence to applicable laws. Regular updates are integrated into our activities and reported at all management levels, including the Audit Committee and Board meetings. Internal and Secretarial Auditors validate our compliance efforts. Additionally, our Company invests in educating teams about regulatory changes and seeks advice from experts to ensure thorough compliance with regulations.

Principle 2

The Rights and Equitable Treatment of Shareholders and Key Ownership Functions

At Uno Minda, we are committed to providing fair treatment to our shareholders, which includes offering electronic voting, opportunities for interaction during the Annual General Meeting (AGM), and transparent disclosure of information. In our recent AGM, 14 shareholders engaged directly, while others used a chat box in the virtual setup. Our Company maintains a single class of equity shares, emphasising our commitment to transparent practices. This commitment to transparency and equity is evident through our Investor Grievance Redressal and Escalation Mechanism and our arm's length-related party transactions.

Principle 3

Institutional Investors, Stock Markets, and Other Intermediaries

At Uno Minda, we prioritise transparent disclosure and strict compliance with listing regulations. Our officials engage with institutional investors, addressing queries responsibly without sharing sensitive information. Additionally, our Company promptly responds to proxy advisory reports upon request from institutional investors, ensuring accountability and trust.

Principle 5

Disclosure and Transparency

We ensure timely updates on material events via stock exchanges and our website. Additionally, quarterly investor meetings foster interactive communication, and our integrated annual reports provide comprehensive information.

Principle 4

The Role of Stakeholders in Corporate Governance

Our focus has always been on considering the interests of all stakeholders. We actively engage with our business partners, customers, vendors, and channel partners through various means, including annual meetings and surveys. Our Company's employees are engaged through communication channels and internal online systems, ensuring their satisfaction. We prioritise societal interests through community visits, CSR activities, and impact assessments. Moreover, our vigilant mechanism allows stakeholders to report unethical practices monitored by a dedicated committee and reported to the Audit Committee, ensuring transparency and accountability.

Principle 6

The Responsibilities of the Board

Crucial details like budgets, project reports, and strategic transactions are presented to the Board and Audit Committee. Our Risk Management Committee reviews corporate strategy and risk initiatives, while the Nomination and Remuneration Committee oversees Board diversity and Executive pay. Moreover, our vigilance mechanism allows stakeholders to report unethical practices which are monitored by a dedicated committee and reported to the Audit Committee.

GRI INDEX

GRI Standards	Disclosure	Report Section/Content	Page No.
GRI 2: General Disclosures 2021	2-1 Organisational details	Our Company	10
	2-2 Entities included in the organisation's sustainability reporting	About the Report	1
	2-3 Reporting period, frequency and contact point	About the Report	1
	2-4 Restatements of information	About the Report	1
	2-5 External assurance	Uno Minda has not conducted any external assurance of the ESG report	-
	2-6 Activities, value chain and other business relationships	Our Company	12
	2-7 Employees	Building a Supportive Workplace	59
	2-8 Workers who are not employees	Building a Supportive Workplace	59
	2-9 Governance structure and composition	Upholding Responsible Governance	85
	2-10 Nomination and selection of the highest governance body	Upholding Responsible Governance	90
	2-11 Chair of the highest governance body	Upholding Responsible Governance	85
	2-12 Role of the highest governance body in overseeing the management of impacts	Upholding Responsible Governance	91
	2-13 Delegation of responsibility for managing impacts	Upholding Responsible Governance	91
	2-14 Role of the highest governance body in sustainability reporting	About the Report, Upholding Responsible Governance	1, 91
	2-15 Conflict of interest	Upholding Responsible Governance	94
	2-16 Communication of critical concerns	Upholding Responsible Governance	94
	2-17 Collective knowledge of the highest governance body	Upholding Responsible Governance	90
	2-18 Evaluation of the performance of the highest governance body	Upholding Responsible Governance	90
	2-19 Remuneration policies	Upholding Responsible Governance	90
	2-20 Process to determine remuneration	Upholding Responsible Governance	90
	2-21 Annual total compensation ratio	N.A.	-
	2-22 Statement on sustainable development strategy	Chairperson's Message, Message from Chairman and Managing Director	4, 6
	2-23 Policy commitments	N.A.	-
	2-24 Embedding policy commitments	N.A.	-

GRI Standards	Disclosure	Report Section/Content	Page No.
	2-25 Processes to remediate negative impacts	Upholding Responsible Governance	93
	2-26 Mechanisms for seeking advice and raising concerns	Upholding Responsible Governance	93
	2-27 Compliance with laws and regulations	Upholding Responsible Governance	94
	2-28 Membership associations	Our Company	13
	2-29 Approach to stakeholder engagement	Integrating a Responsible and Sustainable Approach	21
	2-30 Collective bargaining agreements	N.A.	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Integrating a Responsible and Sustainable Approach	24
	3-2 List of material topics	Integrating a Responsible and Sustainable Approach	25
	3-3 Management of material topics	Integrating a Responsible and Sustainable Approach	25
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Upholding Responsible Governance	93
	205-2 Communication and training about anti-corruption policies and procedures	Upholding Responsible Governance	93
	205-3 Confirmed incidents of corruption and actions taken	Upholding Responsible Governance	93
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	N.A.	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Building a Supportive Workplace	67
	403-2 Hazard identification, risk assessment, and incident investigation	Building a Supportive Workplace	67
	403-3 Occupational health services	Building a Supportive Workplace	67
	403-4 Worker participation, consultation, and communication on occupational health and safety	Building a Supportive Workplace	67
	403-5 Worker training on occupational health and safety	Building a Supportive Workplace	67
	403-6 Promotion of worker health	Building a Supportive Workplace	67
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building a Supportive Workplace	67

GRI Standards	Disclosure	Report Section/Content	Page No.
	403-8 Workers covered by an occupational health and safety management system	Building a Supportive Workplace	67
	403-9 Work-related injuries	N.A.	-
	403-10 Work-related ill health	N.A.	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Building a Supportive Workplace	62
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Building a Supportive Workplace	62
	404-3 Percentage of employees receiving regular performance and career development reviews	Building a Supportive Workplace	63
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Building a Supportive Workplace	59
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Building a Supportive Workplace	60
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Building a Supportive Workplace	60
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Building a Supportive Workplace	65
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Fostering Responsible Community Engagement	28
	413-2 Operations with significant actual and potential negative impacts on local communities	Fostering Responsible Community Engagement	28
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Satisfaction: Leading Us Towards the Next	71
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Satisfaction: Leading Us Towards the Next	71
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Upholding Responsible Governance	94

Note: The latest GRI standards have been considered for mapping the contents.



ANNEXURE 1

Names of Holding/Subsidiary/Associate Companies/Joint Ventures

Sr. No.	Name of the Holding/Subsidiary/ Associate Companies/Joint Ventures	Category	% of shareholding
1	Uno Minda Kyoraku Limited	Subsidiary	67.67
2	Minda Kosei Aluminum Wheel Private Limited	Subsidiary	100.00
3	SAM Global Private Limited	Subsidiary	100.00
4	PT Minda Asean Automotive (Indonesia)	Subsidiary	100.00
5	Global Mazinkert, S.L.	Subsidiary	100.00
6	Minda Storage Batteries Private Limited	Subsidiary	100.00
7	Uno Minda Katolec Electronics Services Private Limited	Subsidiary	51.00
8	Mindarika Private Limited	Subsidiary	51.00
9	MI Torica India Private Limited	Subsidiary	60.00
10	Harita Fehrer Limited	Subsidiary	100.00
11	UnoMinda EV Systems Private Limited	Subsidiary	50.10
12	Uno Minda Auto systems Private Limited	Subsidiary	100.00
13	Uno Minda Tachi-S Seating Private Limited	Subsidiary	51.00
14	Uno Minda Buehler Motor Private Limited	Subsidiary	100.00
15	Uno Minda Auto Technologies Private Limited	Subsidiary	100.00
16	Minda D-Ten India Private Limited	Subsidiary	51.00
17	Minda Industries Vietnam Co Limited	Step Down Subsidiary	100.00
18	Uno Minda Europe GMBH	Step Down Subsidiary	96.19
19	Uno Minda Systems GMBH	Step Down Subsidiary	100.00
20	Creat GMBH	Step Down Subsidiary	100.00
21	Minda Korea Co.	Step Down Subsidiary	100.00
22	PT Minda Trading	Step Down Subsidiary	100.00
23	Clarton Horn, Spain	Step Down Subsidiary	100.00

Sr. No.	Name of the Holding/Subsidiary/ Associate Companies/Joint Ventures	Category	% of shareholding
24	Clarton Horn Maroco SRL, Morocco	Step Down Subsidiary	100.00
25	Clarton Horn Signalkoustic GmbH	Step Down Subsidiary	100.00
26	Clarton Horn, Mexico S. De R.L. De. C. V., Mexico	Step Down Subsidiary	100.00
27	Light & System Technical Centre S.L., Parque	Step Down Subsidiary	100.00
28	MITIL Polymer Private Limited	Step Down Subsidiary	100.00
29	Strongsun Renewables Private Limited	Associate	28.10
30	CSE Dakshina Solar Private Limited	Associate	27.71
31	Minda NexGenTech Limited	Associate	26.00
32	Minda Westport Technologies Limited	Joint Venture	49.99
33	Minda TG Rubber Private Limited	Joint Venture	49.90
34	Roki Minda Co. Private Limited	Joint Venture	49.00
35	Minda TTE Daps Private Limited	Joint Venture	50.00
36	Minda Onkyo India Private Limited	Joint Venture	50.00
37	Denso Ten Minda India Private Limited	Joint Venture	49.00
38	Kosei Minda Mould Private Limited	Subsidiary	49.90
39	Tokai Rika Minda India Private Limited	Joint Venture	30.00
40	Toyoda Gosei Minda India Private Limited	Joint Venture	47.80
41	Rinder Riduco (Step down JV of Light & & System)	Joint venture	50.00
42	Kosei Minda Aluminum Co Private Limited	Subsidiary	18.31
43	Samaira Engineering (Partnership Firm)	Subsidiary	87.50
44	S.M. Auto Industries (Partnership Firm)	Subsidiary	87.50
45	YA Auto Industries (Partnership Firm)	Subsidiary	87.50
46	Auto Component (Partnership Firm)	Subsidiary	95.00
47	Yogendra Engineering (Partnership Firm)	Associate	48.90



Corporate Office

Village Nawada Fatehpur,
P.O. Sikanderpur, Badda, Dist.
Gurugram - 122 004, Haryana

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



Scan the QR code to
download the online version
of our CSR Report.