

Our Visionary

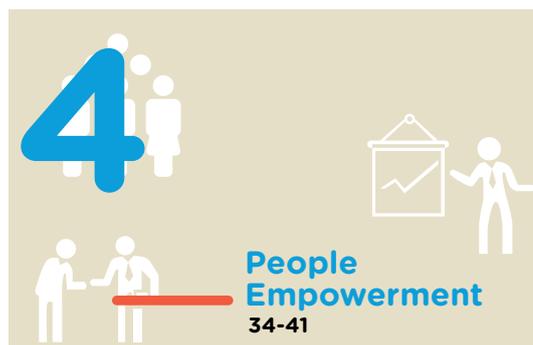
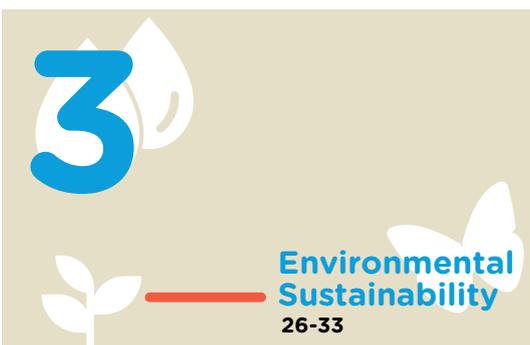
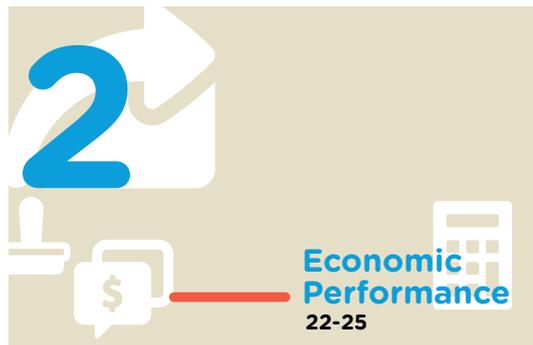
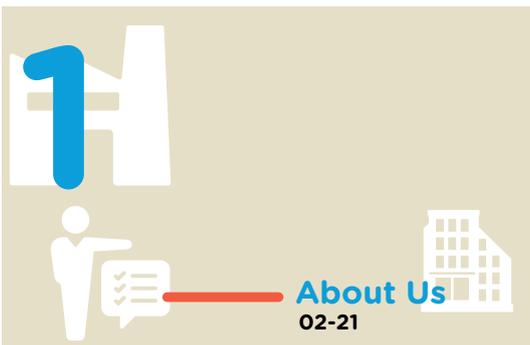


SHADI LAL MINDA JI (1930 - 2010)

His commitment towards empowering the needy and uplifting their lives was unwavering. At UNO MINDA group, we progressively march towards upholding his values, and help make the world a better place.



Contents



We believe



in the kind of expertise that never stops improving

in staying within the lines of conduct and pushing the limit of convention

in ensuring a meteoric rise while never losing touch with our roots

and, in being a future forward organization, by dedicatedly championing the cause of sustainability



- across every aspect of our organization!







About Us

02-21





Chairman & Managing Director Overview



As a leading automotive components manufacturing company, we have been extra careful in complying with the rules of enhancing eco-efficiency in all our work.



At the core of our consistently growing organization has been a dedicated approach towards achieving sustainability. It is indeed an inherent part of our growth philosophy and we intend to enhance and preserve the quality of our environment, people and processes by adhering to the best sustainability approaches.

Our intent behind sustainability campaign has been to bring to light our efforts in maintaining, preserving and enriching an environment to augur well-being of the community. As a leading automotive components manufacturing company, we have been extra careful in complying with the rules of enhancing eco-efficiency in all our work. Over the years, the initiatives we have taken, have been centred around raising the competitive edge of our organization while remaining rooted for environmental concerns.

The sustainability approach covers both, financial and environmental sides of running an organization. We have always taken into account the interests of our stakeholders by opting for strategies, partnerships and actions that have ensured highly positive long term results, thereby helping to strike a great relationship with our stakeholders, environment and economy as a whole.

By growing sustainably and adopting pro-environment techniques, we have not only substantially reduced waste and toxic emissions in manufacturing processes, but have also set up efficient water and effluent treatment plants which help us further prevent pollution and thereby do our bit for the environment. Apart from this, by adhering to proper code of conduct, ensuring product responsibility, employee welfare, compliance with regulations and periodic reviews of our strategy and actions by the senior management and the Board, we have further contributed to a meteoric, yet sustainable growth over the past decades.

In conclusion, I would assert that sustainability will remain a core value for us and will always be the beacon we intend to live and work by in decades to come!

Warm Regards,

Nirmal K Minda
Chairman & Managing Director
UNO MINDA Group



We have always taken into account the interests of our stakeholders by opting for strategies, partnerships and actions that have ensured highly positive long term results





Message by the President and Chairperson



Over the years we have been involved in various social, welfare and humanitarian efforts.



At UNO MINDA group, we have always believed that service to the needy is service to humanity. Today, India is an emerging economy, with the largest young population in the world. On the flipside, a large portion of this population is deprived of quality education, particularly elementary and employable skills which can potentially assist them to be absorbed in a growing economy.

To share our largesse in altering the ground situation in several rural areas, we decided to take the plunge into the social sector to participate in an active manner by directly supervising the efforts and activities of Samarth-Jyoti. Over the years we have been involved in various social, welfare and humanitarian efforts. In this journey, it became evident that

the need of the hour was to exert focus on quality education and skill enhancement programmes for the youth, in order to help them engage better and improve their social standing, thereby ensuring a better present and future for our nation.

In a modest way, we have already opened vocational centres in Haryana, Tamil Nadu, Uttarakhand and Maharashtra. These centres have already transformed skill set of nearly 662 trainees. I wish to congratulate all our team members and beneficiaries for their active participation in achieving this feat in a short span of time.

Suman Minda
President and Chairperson
Samarth-Jyoti



Message by the Group CFO



Our corporate governance philosophy is maximising stakeholder value on sustainable basis.



DEAR FRIENDS,

Corporate governance is the set of processes, policies, customs and laws that directly have an impact on the administration and functioning of our group.

At UNO MINDA group, we endeavour towards creating a framework with values that drives our group ahead and defines the wealth generating capacity of the entities within the group. This in turn leads to taking business decisions that are ethical, while meeting stakeholder expectations.

As a part of our commitment to follow best practices, we comply with a broad section of key governance principles and regulations. At UNO MINDA, the Board of Directors

form the core of our corporate governance practice, overseeing how the management serves and protects the medium to long-term interests of our stakeholders.

Our corporate governance philosophy is maximising stakeholder value on sustainable basis. A continuous commitment towards creating an ideal framework, backed by integrity and transparency, help us strengthen the trust among our stakeholders.

Best Wishes

Sudhir Jain

Executive Director & Group CFO
UNO MINDA Group



Message by the President- Group Human Resource Management



The group has undertaken different CSR activities in rural areas for driving inclusive growth and transformation in society.



DEAR FRIENDS,

For UNO MINDA, CSR activities are an integral part of Group philosophy. The focus continues towards making lives better for everyone –children, youth, women, families and society as whole. The Group has undertaken different CSR activities in rural areas for driving inclusive growth and transformation in society. With an increasing need for development in fields of health and education, the group is focused

to explore and identify activities in these areas to expand the area of influence to a larger community base. Looking ahead, the group intends to continue contributing towards building a sustainable society in the best possible ways.

Anadi Sinha
President - Group HRM
UNO MINDA Group



Scope of Reporting

Report Boundary and Scope

The reporting period for UNO MINDA's first sustainability report is till November 2016. The report is prepared to help communicate sustainability performance while encouraging transparency and accountability.

The scope of reporting covers plants and sales office marked on the map of India on alongside page. The Group operates 40 plants in India at 17 different locations.

Report Scope Limitations

The scope of reporting is limited to India excludes the international presence of the Group.

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



40

PLANTS IN INDIA

17

LOCATIONS

Location of Organisation Headquarters

Registered Office

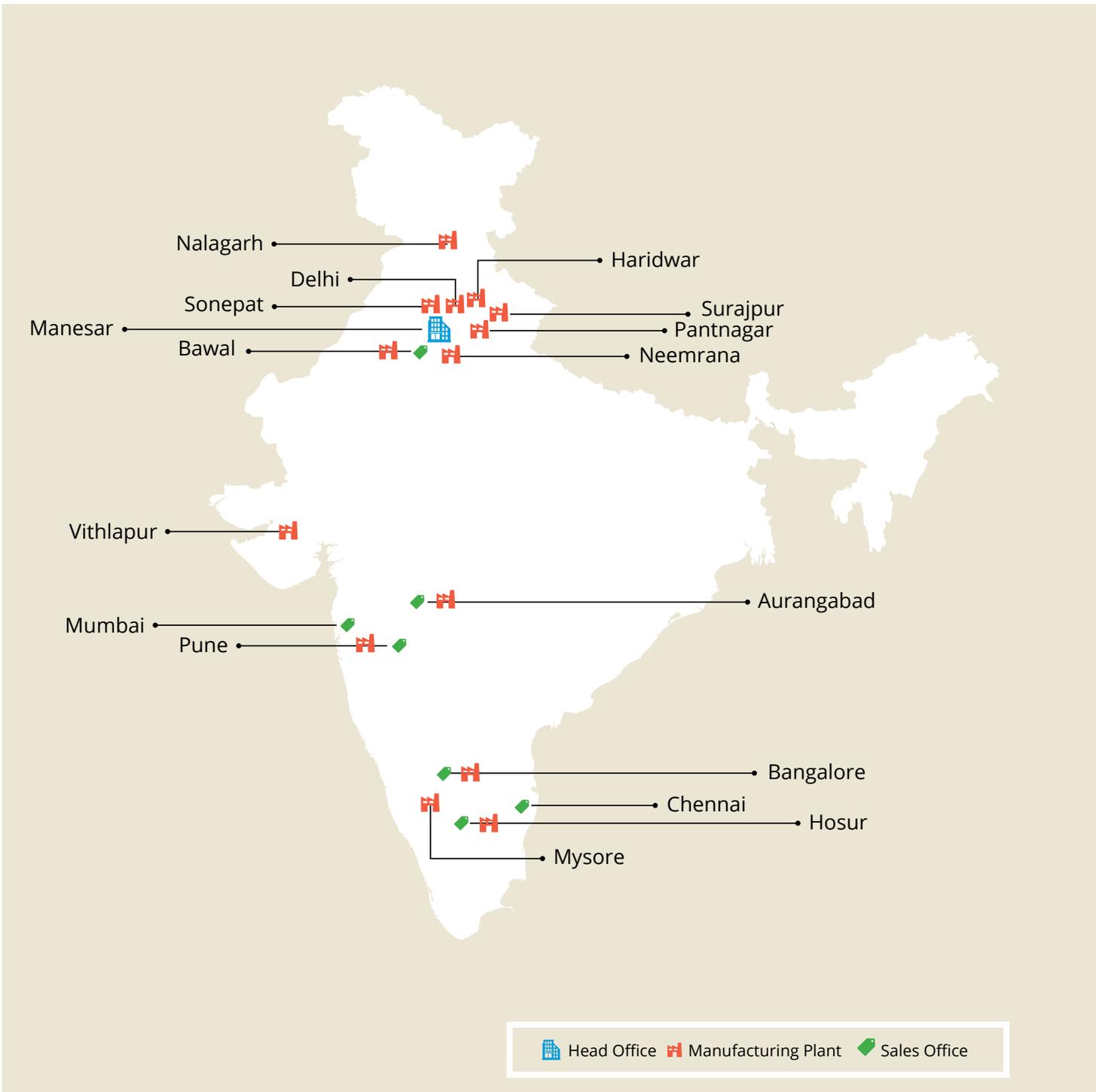
B-64/1, Wazirpur Industrial Area,
Delhi - 110052

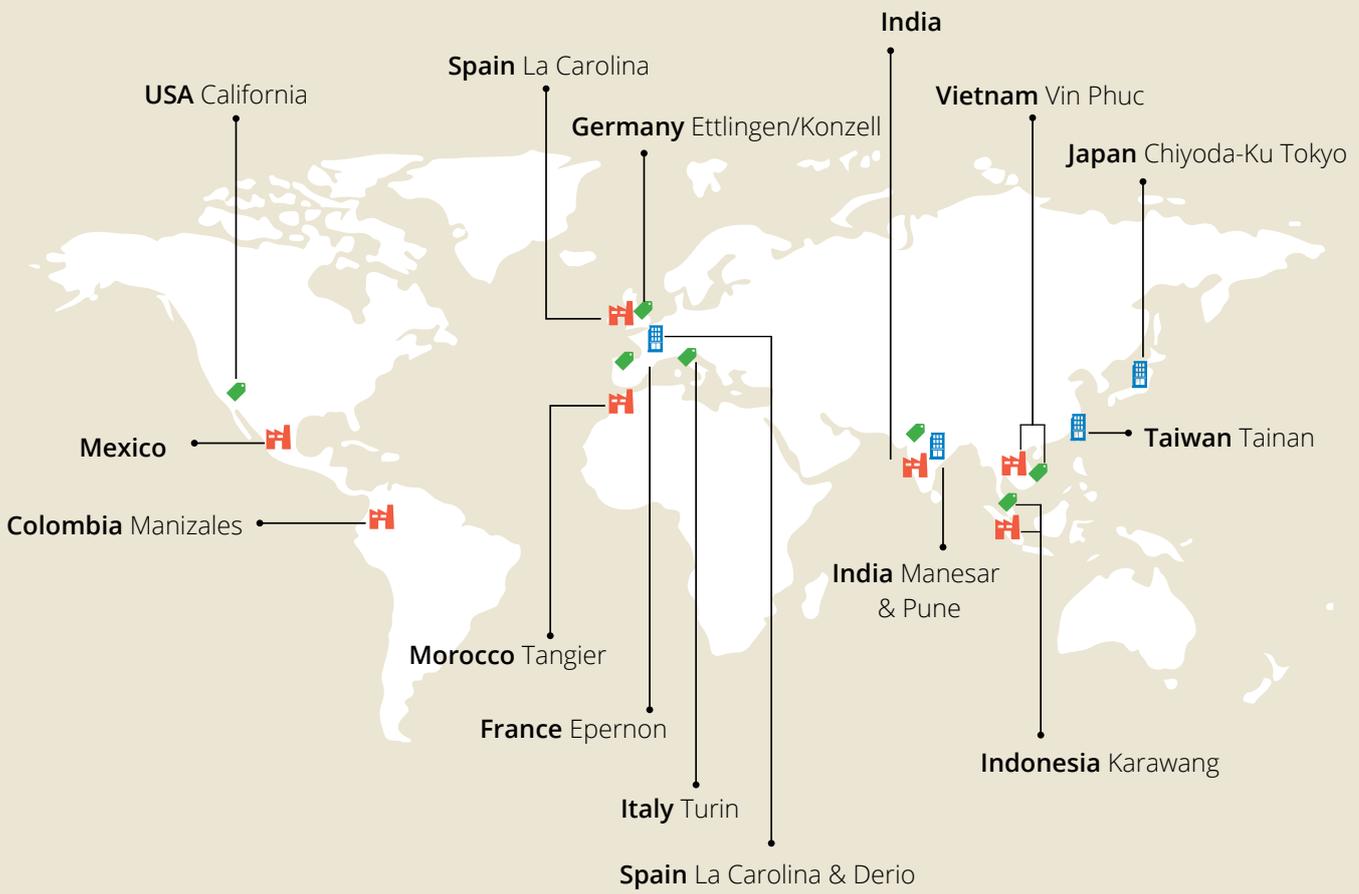
Corporate Office

Village - Nawada, Fatehpur
P.O. - Sikanderpur Badda
Distt. - Gurgaon
IMT Manesar,
Haryana - 122004
India



Snapshot of Our Presence





 Design Office  Manufacturing Plant  Sales Office



UNO MINDA Group

UNO MINDA is a leading supplier of Proprietary Automotive Solutions, to Original Equipment Manufacturers (OEMs). For over five decades, UNO MINDA has made a significant contribution to the automotive industry with innovative products, designed and engineered to enhance customer comfort levels, meet OEM expectation and foster better designing.

The Group has 40 plants which manufacture more than 25 product lines supplied to all major OEMs across India and abroad.



Our Vision

- ☞ Group to be Global Benchmark in QPCDSM and Pioneer in Technology
- ☞ Group Turnover- ₹10k crore by FY 2020 ensuring Global Financial Norms
- ☞ International Business to be 25% of turnover.



Our Core Values

- ☞ Customer is Supreme
- ☞ Live Quality
- ☞ Encourage Creativity & Innovation to Drive 3P (People, Processes & People)
- ☞ Respect for Individuals
- ☞ Respect for Workplace Ethics.



Our Ethos

- ☞ Be the leading manufacturer of auto components in India
- ☞ Manufacture efficient, quality and innovative products
- ☞ Create unsurpassed value for the customers, employees and the society.



Group Companies

UNO MINDA Group is a conglomerate comprising several companies. Each company operates in all functions as an independent profit head which is responsible for turnover, backed by efficient business development and operations.



YEARS OF RICH EXPERIENCE IN AUTOMOTIVE INDUSTRY



NUMBER OF PLANTS



GLOBAL PRESENCE ACROSS CONTINENTS



R&D LOCATIONS GLOBALLY



JOINT VENTURE PARTNERS



YEARS OF RELATIONSHIP WITH OEMs



PRODUCT PATENTS REGISTERED/FILED



DESIGNS REGISTRATION



DIFFERENT PRODUCTS MANUFACTURED



BUSINESS PARTNERS



TOUCH POINTS IN AFTERMARKET

Customer Portfolio

Domestic Client Base



International Client Base



Domestic Facilities

MIL Lighting Division

- ☛ Sonepat
- ☛ Manesar
- ☛ Pune
- ☛ Chennai

Rinder India Private Limited

- ☛ Bahadurgarh
- ☛ Chakan, Pune
- ☛ Pimpri, Pune

METL/MAGL

- ☛ Manesar

MIL Battery Division

- ☛ Pantnagar

M J Casting Limited

- ☛ Bawal
- ☛ Hosur

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

- ☛ Manesar
- ☛ Pune
- ☛ Pantnagar
- ☛ Aurangabad
- ☛ Hosur

Mindarika Private Limited

- ☛ Manesar
- ☛ Pune
- ☛ Chennai

MIL - SAC

- ☛ Pune

Kosei Minda Aluminum Company Limited

- ☛ Chennai

Minda Kosei Aluminum Wheel Private Limited

- ☛ Bawal

MIL Acoustic Division

- ☛ Manesar
- ☛ Pantnagar

Roki Minda Company Private Limited

- ☛ Bawal
- ☛ Bengaluru
- ☛ Vithlapur, Gujarat

TG Minda India Private Limited

- ☛ Neemrana

Minda TG Rubber Private Limited

- ☛ Bawal

MIL - Fuel Cap Division

- ☛ Manesar

Fujitsu Ten Minda India Private Limited

- ☛ Minda F-Ten Private Limited
- ☛ Bawal

Minda Nabtesco Private Limited

- ☛ Manesar

Minda Kyoraku Limited

- ☛ Bengaluru
- ☛ Bawal

Minda Auto Component Limited

- ☛ Mysore
- ☛ Nalagarh
- ☛ Surajpur
- ☛ Vithlapur, Gujarat

Tokairika Minda India Limited

- ☛ Bengaluru

Minda iConnect Private Limited

- ☛ Manesar

MI Torica Private Limited (A Trading Company)

- ☛ Manesar

Minda Distribution & Seviles Ltd. (Aftermarket Business)

- ☛ New Delhi

International Facilities

Light Systems And Technical Centre S.I.

- ☛ Spain

Rinder Riduco S.A.

- ☛ Columbia

Clarton Horns

- ☛ Spain
- ☛ Mexico
- ☛ Morocco

PT. Minda Asean Automotive

- ☛ Indonesia

Minda Industries Vietnam Company Limited

- ☛ Vietnam

Domain Overview

The group companies are further consolidated into 5 different domains, to ensure cohesive and efficient coordination in production of automotive components. This has facilitated in creating a dynamic business environment, with a segregated and proactive approach metamorphosing a more productive business module.

Body & Structure

- ☛ Automotive Lighting
- ☛ Alloy Wheels
- ☛ Automotive Batteries

Engine & Exhaust

- ☛ Alternate Fuel Systems
- ☛ Air Filtration Systems & Canisters.

Interior Control & Safety

- ☛ Four Wheeler Switch, HVAC, Wheel Covers and Cigar Lighters
- ☛ Seat Belts, Automatic Gear Shifters & Steering Roll Connector
- ☛ Steering Wheels with Airbags, Body Sealing, Fuel Caps, Brake & Fuel Hoses
- ☛ Car Infotainment Systems
- ☛ Blow Molding Components.

Electrical & Electronics

- ☛ Two/Three Wheeler and Off Highway Switches Handle Bar Assembly
- ☛ General Casting
- ☛ HLLM, Relay & Actuators
- ☛ Body Electronics, Sensors & other Electrical Components
- ☛ Telematics & Connected Car Solutions.

Chassis & Motor Systems

- ☛ Automotive Horns
- ☛ Air Brakes & Clutch Actuation Systems.

Our Journey

1958

- ☛ Foundation of UNO MINDA Group
- ☛ Started with Ammeter manufacturing.

1960

Started manufacturing of Automotive Switches (2 Wheeler / 3 Wheeler & Off Road)

1980

Started manufacturing of Automotive Lighting products

1993

Commenced manufacturing of horns

2008

Started Blow Molding manufacturing in Bangalore

2007

Commenced manufacturing of batteries

2005

Established manufacturing facility in Indonesia

1995

Started manufacturing of 4 Wheeler Switches and Heater Control Panels

2009

- ☛ Commenced manufacturing of seat belts
- ☛ Design and development of Alternate Fuel Kits
- ☛ Established manufacturing facility in Vietnam.

2010

Started manufacturing of Air Filters, Alloy Wheels and Die Casting components

2011

- ☛ Started manufacturing of Blow Molding in Bawal
- ☛ Started manufacturing of Steering Wheels with Airbags, Fuel Caps & Body Sealing.

2012

- ☛ Started manufacturing of Car Infotainment Systems
- ☛ Started development of Air Brakes.

2016

Acquired of Europe based Rinder Group (Lighting Business)

2015

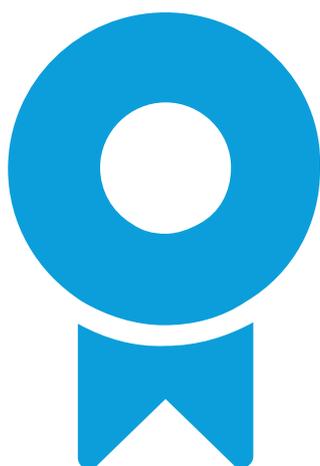
- ☛ Started manufacturing of Brake and Fuel Hoses
- ☛ Started manufacturing of Alloy Wheels in Northern Region.

2014

- ☛ Started development of Canisters
- ☛ Incorporation of Minda iConnect in UNO MINDA portfolio.

2013

Acquired Clarton Horns in Spain



Awards and Recognitions

Certifications

- ☛ All Group companies possess ISO/TS16949:2009 certification
- ☛ Additional certifications include FORD Q1, ISO 14001:2004, OHSAS 18001:2005, ISO 17025:2005.

Recent Awards

- ☛ MIL – Switch Division received Excellence in Quality Award from Yamaha Motor India Pvt. Ltd.
- ☛ MIL – Switch Division recognised for Customised Business Support and Excellent Contribution by HMSI
- ☛ MIL – Acoustic Division, recognised amongst top four in the industry for Best Quality and TPM Practices by Bajaj Auto Ltd.
- ☛ MRPL felicitated with ACMA Gold Award in Excellence in Technology in Large Scale Category
- ☛ MRPL felicitated with 4th 'FICCI Quality Systems Excellence Award in manufacturing
- ☛ MIL received a valued recognition of Long Association from Tata Motors
- ☛ MIL – Switch Division, received 'Innovation Award' from JCB UK
- ☛ CLARTON HORN recognised as one of the fifteen companies to obtain recognition for good practices in safety
- ☛ Minda Kosei Aluminium Wheels Pvt. Ltd. recognised for Special Support by Maruti Suzuki India Ltd.
- ☛ Roki Minda Co. Pvt. Ltd. received award for Cost Innovation through VAVE by Honda Motorcycle and Scooter India Pvt. Ltd.
- ☛ PT Minda Asean Automotive recognised for Best Vendor Performance by PT Suzuki Indomobil Motors.

Corporate Governance

At UNO MINDA, the group mission statement is 'to continually enhance the stakeholders' value through global competitiveness while contributing to the society.'

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

Our Company's code of conduct is an all-encompassing. It applies to every employee, director, independent director as well as the senior management

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

As a company, we have adopted best business practices, rooted in our core values, which serve in complying with statutory regulations, whereby we can maintain highest standards. Our fiduciary responsibilities are well handled by an active Board, whereby we have been successful in winning the goodwill of all communities we have been working with.

Code of Conduct

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

Governance

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

As on 31st March, 2016, Board of Directors of the Flagship Company - MIL comprise:

☛ Mr. Nirmal K Minda

Promoter & Executive Managing Director

Mr. Nirmal K Minda, an industrialist with rich business experience of over three decades in Auto Components Sector is the Chairman and Managing Director of the Company. Under his dynamic leadership, the Group has grown manifold (UNO MINDA reported revenue of \$662 million in 2015-16) and has received numerous awards and recognitions. He has been instrumental in forging new alliances and joint venture partnerships with globally renowned names. "Haryana Ratna Award" has been conferred upon him for his professional and social achievements. He has also served as the Chairman of ACMA Northern region for three consecutive years. He is currently designated as Vice President of ACMA.

☛ Mr. Anand Kumar Minda

Non-Executive Director

Mr. Anand Kumar Minda, Non-Executive Director of the Company has been appointed as the member of the Board since 2011. He has over 35 years of experience in financial controls, reviews, manufacturing processes, and project management. He plays a pivotal role in new projects and strategy formulation. He also oversees functioning of committees of Internal Audits, stakeholder relationship and CSR in the Group.

☛ Mr. Alok Dutta

Non-Executive & Independent Director

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

☛ Mr. Satish Sekhri

Non-Executive & Independent Director

Mr. Satish Sekhri, an Engineering Graduate in Mechanical stream from Delhi College of Engineering and an MBA, possesses more than 40 years of experience in the automotive industry. He has held various senior positions, including Managing Director of Bosch Chassis Systems India Ltd. (from 1995 to March 2010). He has been a member of the Executive Committee of professional bodies like Automotive Components Manufacturers

Association, Maharashtra Chamber of Commerce Industries and Agriculture and CII Pune Zone Council. After his retirement in 2010, he has been serving on the boards of Auto Components Companies and Management Institutes.

☛ Mrs. Renu Challu

Non-Executive & Independent Director

Mrs. Renu Challu is a Gold Medallist in MA (Economics) and an Associate of the Indian Institute of Bankers, with nearly four decades of experience in banking and financial markets. She has held various senior positions in State Bank of India and its Subsidiaries, as President and COO of SBI Capital Markets., MD & CEO of SBIDFHI, Dy. Managing Director (Corporate Strategy and New Businesses) at SBI Corporate Centre and MD of State Bank of Hyderabad. She serves as an Independent Director on the Boards of Fullerton Credit Co. Ltd., FAG Bearings India Ltd., Reliance Life Insurance Co. Ltd., SMS Infrastructure Ltd. NCC Ltd, Netafirm Agricultural Financial Agency Private Limited., Fullerton India Home Finance Co. Ltd. and Torrent Pharmaceuticals Ltd. She is the Chairperson of the Audit and Stakeholders Committees in FAG Bearings India Ltd. and is a member of various Committees of the Board of Directors (Audit, CSR, Nomination and Remuneration) in other companies.

The Group has four board-level Committees, namely:

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

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

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

Compliance

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

Board of Directors of Minda Industries Ltd.

(The flagship company of UNO MINDA Group)



FROM LEFT TO RIGHT

Mr. Alok Dutta, Mr. Satish Sekhri, Mr. Anand K Minda, Mr. Nirmal K Minda, Ms. Renu Challu

Sustainability Road Map

At UNO MINDA, commitment to enable community engagement and environmental initiatives is achieved through well-outlined goals related to sustainability, against which all results are measured. These objectives encompass a wide framework for consistent business growth, taking into consideration all interest of our stakeholders.

We have come a long way, from being an auto component player to auto systems supplier for two wheelers and four wheelers across the globe.

Initiatives Undertaken

- ☛ We have consolidated some of our group companies and acquired stake in joint ventures, as a part of restructuring the group companies under one umbrella not only gives us a better financial strength, but also helps us create an investor friendly holding structure, with this process we have been able to maximise profits and ensures optimal revenue mix in two-wheeler and four-wheeler business
- ☛ We continuously invest in new technology to ensure that products remain competitive in the long term.

Targets Achieved

- ☛ UNO MINDA prides itself on building long lasting, value-based partnerships with customers, suppliers, business partners, employees and the communities in which it operates. The company has evolved its focus from mere sale of auto products to providing a complete auto components solution for its customers. As a result, more than 80% of its total revenues are derived from its OEM partners
- ☛ In our journey towards excellence, we expanded the product profile from a single product-single site company to multi-product and multi-location Company. As a result, the group is

today not just an auto components manufacturer, but a company that offers solutions/systems to OEMs – which is unique in the industry

- ☛ We have emerged as the world's second largest player in the car horns segment and third largest automotive lighting solutions player in India.

Way Ahead

- ☛ Macroeconomic factors like a vibrant middleclass with buying power, increasing capacity of OEMs, entry and expansion of global automobile players are expected to drive up demand leading to sustainable growth in automotive components industry in the forthcoming years
- ☛ Specific initiatives like automotive mission plan (AMP) 2016-26 are expected to give a boost to automotive and automotive components industries
- ☛ The Group will continue to consolidate our structure to add more value to the organisation
- ☛ Persistent initiatives to promote our international business will enable a global presence.

We have consolidated some of our group companies and acquired stake in joint ventures, as a part of restructuring of the group.





Economic Performance

22-25





Economic Performance

- Minda Industries Limited

WE CLOCKED PROFITABLE GROWTH FOR THE THIRD SUCCESSIVE YEAR AND FOR THE FIRST TIME ACHIEVED PAT OF MORE THAN ₹ 100 CRORE.

THE CASH PROFIT INCREASED 34.52% FROM ₹ 151.46 CRORE IN 2014-15 TO ₹ 203.75 CRORE IN 2015-16 WITH A CAGR OF 75.37% IN LAST THREE YEARS.

The Group vision is to double revenues by 2020, cementing our identity as a technology leader among auto components manufacturers in the world. The focus will remain on leveraging organic and inorganic growth opportunities whenever available while being financially prudent. This is based on optimism that a strong Balance Sheet on the one hand and stronger bottomline on the other, will enhance shareholders value.

Business Highlights

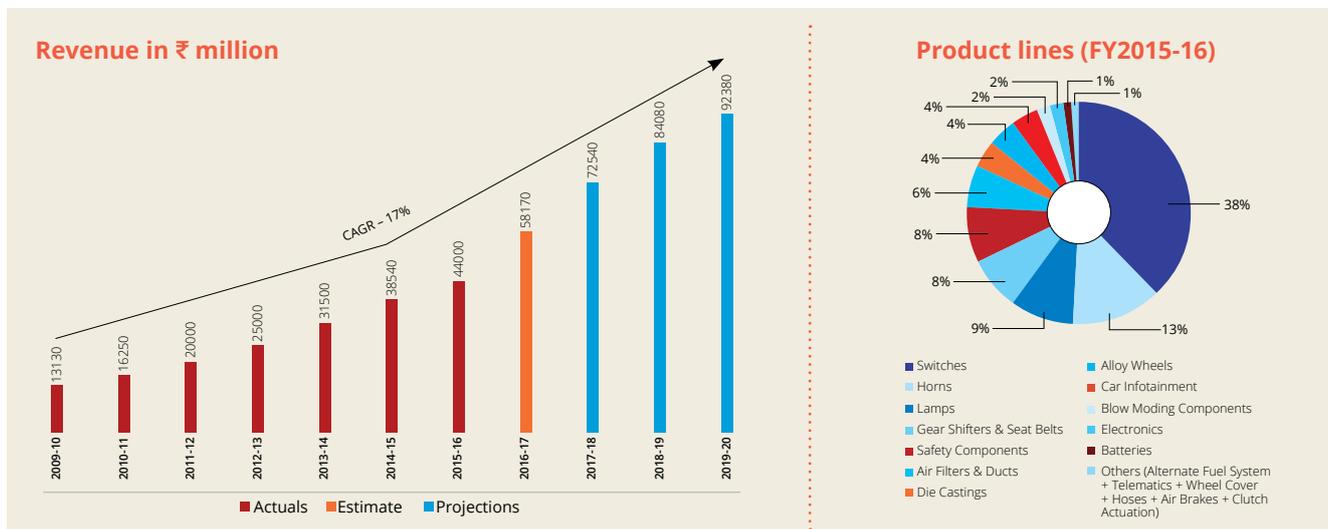
MIL clocked profitable growth for the third successive year the group clocked in 2015-16 and for the first time achieved PAT of over ₹ 100 crore. This marked 63% increase in PAT from ₹ 68 crore in 2014-15 to ₹ 111 crore in 2015-16.

MIL consolidated revenues grew by nearly 13% from ₹2,232 crore in 2014-15 to ₹2,527 crore in 2015-16 whereas EBIDTA grew by 54% from ₹154 crore in 2014-15 to ₹238 crore in 2015-16. This validates that the long-term potency of our brand and products far outweighs short-term implications of economic slowdown.

The cash profit increased 34.52% from ₹151.46 crore in 2014-15 to ₹203.75 crore in 2015-16.

Market capitalisation marked a significant growth of 80% from ₹ 905 crore in 2014-15 to ₹ 2500 crore in. During the same period, the EPS increased 63% from ₹ 42.76 to ₹ 69.97 with a considerable, thereby creating value for all shareholders.

UNO MINDA GROUP- Robust Sales Structure



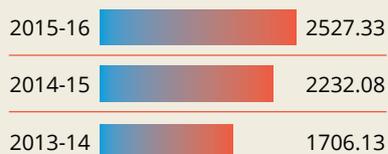
Management Approach

At UNO MINDA, we believe in enhancing shareholder wealth as a top priority, who have shown faith in our ability and products. Strategic joint ventures, acquisitions and consolidation of group companies under one umbrella will lead to a sustainable balance sheet. These initiatives positively impacted our financial status thereby have measured into an accruing value for the shareholders. Herein we highlight the economic performance of our flagship company - Minda Industries Limited, creating sustainable value for our stakeholders.

Growth story over the past three years

Revenues

(₹ in crores)



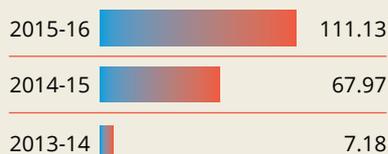
EBIDTA

(₹ in crores)



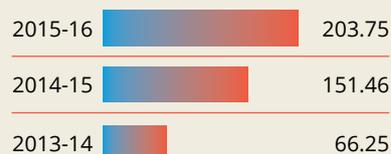
PAT

(₹ in crores)



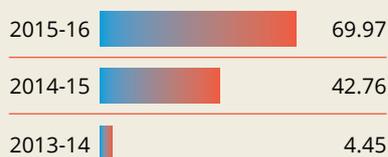
Cash Profit

(₹ in crores)



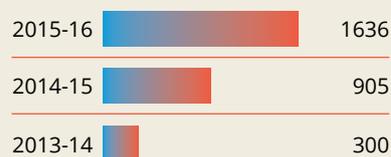
EPS

(₹)



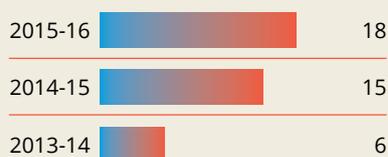
Market Capitalisation

(₹ in crores)



ROCE

(%)



MIL Consolidated figures





Environmental Sustainability

26-33



Environmental Sustainability



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



1. Celebration of environment day at MTP, Manesar
2. Oath taking ceremony at Hosur
3. Synopsis of Environment Policy

Management Approach

At UNO MINDA, sustainability roadmap includes not only integration of pro-environmental factors in decision making, but also consistent improvement of eco-efficiency in all operations. Owing to our commitment to create a greener, cleaner and a well conserved ecosystem, the group willingly invested in waste and effluent treatment plants, which helped to reduce toxic discharges and emissions, minimise waste and prevent pollution. Through these steps, we aim to fulfil our resolve as a responsible industry leader to implement international standards of environment conservation.

In view of the above, certain best practices we undertake are:

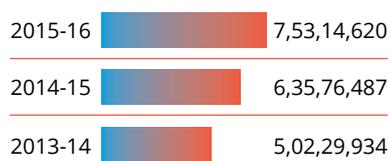
- ☞ Obtaining 'Grant of Authorisation' from regulatory authorities for handling, disposing and treatment of hazardous wastes, maintaining records and submit returns thereof
- ☞ Ensure compliance of regulations for water usage and discharge under Water Act, 1974
- ☞ Observe, monitor and control the emission of air at all plants

- ☞ Ensure non-emission and discharge of ozone depleting substances, while also obtain license incase of any such disposal.

The management has also framed an environmental policy communicated to all employees and interested parties salient features are :-

- ☞ To improve environmental performance of processes and products continuously to minimise pollution at each stage
- ☞ To comply with the applicable environmental legislations and standards
- ☞ To ensure effective use of resources in areas including energy, fuels, oils, paints, chemical and water among others
- ☞ To reduce and recycle industrial waste and packaging materials
- ☞ To encourage usage of eco-friendly technologies to aid elimination of hazardous emissions
- ☞ To promote the cause of environmental preservation amongst employees and other stakeholders by inculcating sensitivity about environmental concerns.

Total Energy Consumption (KWH)





Re-cycling 1 Ton (1000kg) saves:

- ☞ 17 Trees
- ☞ 264 kilograms of air pollution
- ☞ 26,281 litres of water
- ☞ 1752 litres of oil
- ☞ 4077KW hours of Electricity
- ☞ 82.62 cubic feet of landfill space

(Source: As per charts and statistics of "JAAGRUTI")



RS Yadav
CSR functional committee member



UNO MINDA and Samarth – Jyoti team is passionately working for the cause of bringing substantial change in the lives of nearby community where it is present. Community engagement though cultural aspect and values are its integral strength. It is an opportunity and the need of the hour to support and empower people at large.



Waste Paper Management – An initiative at Group level

Paper wastage leads to depletion of natural resources, besides accumulating garbage, reducing green cover and increasing air pollution. Paper waste generated in the group companies was not recycled.

During 2015-16, 3456 reams of paper were used (costing ₹ 5,18,400 approximately). Of that 128 reams resulted in waste on a monthly basis. Therefore waste reduction initiative by maintaining 'zero paper wastage' was commenced to create an eco-friendly environment, reduce the depletion of natural resources and create financial savings. The Group intends to achieve 100% reuse of waste paper.

Causes of problem

1. Related to people: There was lack of awareness regarding recycling paper, locally.

Action taken:

Appropriate training was provided to all the employees for proper utilization of paper. Following steps were taken to reduce usage of paper:

- ☞ Minimise printouts
- ☞ Rely on soft copy as much as possible
- ☞ Reuse blank side of paper, if possible
- ☞ Try and use maximum area for printing.

2. Machine related: Enhance the technology awareness on printers, properties and usage among the employees.

Action taken:

Enabling printers and photocopy machines with passwords

3. Method related: It was found that no particular method was implemented for used paper. It was always torn off and turned into waste.

Action taken:

- ☞ Paper storage mechanism was initiated
- ☞ Users were advised not to tear used sheets of paper
- ☞ Recycle boxes were prepared and kept in a specified location in each department to collect the waste papers
- ☞ Thereafter the sacks are dispatched to 'JAAGRUTI' for recycling. To



2



3

☛ 41 SACKS WEIGHING 1089.06 KILOGRAMS OF WASTE PAPERS WERE DISPATCHED FOR RE-CYCLING

☛ 85 REAMS OF FRESH PAPERS WAS RECEIVED IN EXCHANGE OF USED PAPERS

prevent any misuse of printed information, the shedding operation was undertaken in presence of MINDA representative.

Benefits to the Group

By re-cycling 1089.06 kilograms of waste papers, the clear benefits accrued were:

- ☛ Improvement in 5S
- ☛ Employee engagement
- ☛ It was an eco-friendly initiative to strengthen team work.

Environment Day: We celebrated 'World Environment Day' on 5th June at different locations to promote a clean, healthy and green environment. People were sensitised on this issue and trees were planted in and around the companies.

Way Ahead

☛ Our other group companies will also take initiatives whereby wastage of paper will be minimised promoting environmental sustainability

1. Chain of activities
2. Waste paper box ready for recycle
3. Waste paper box ready for recycle



1. Zero water discharge plant
2. Green Belt maintained in group
3. Effluent treatment plant

We (Minda Kosei) are committed towards efforts to preserve the environment we operate in. The paint shop operation requires the usage of water in large volume which results in waste (in form of sludge) being generated.

Zero Water Discharge

We setup a facility of STP and ETP for treating polluted water. The machinery allows us to treat polluted water, recycling it into fresh water, enabling reuse for gardening and other general purposes.

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

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

Agreement with Government Agencies

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



4. Sapling plantation on Environment day
 5. Sapling plantation on Environment day
 6. Sapling plantation on Environment day

We align our ethos with GEPIL, who believe in the 3R policy- Reduce, Reuse and Recycle.

- ☞ **Reduce** - We encourage minimization of waste produced by our operational processes (especially those which produce harmful by-products). We believe this to be first step in being environment friendly
- ☞ **Reuse** - Reusing available resources is also a positive step towards creating a better environment
- ☞ **Recycle** - Being able to recycle forms a big part of being capable of environmental assurance, resulting in energy saving and conservation of the environment.

We are also having an agreement with recognised vendors of KSPCB (Karnataka State Pollution Control Board) and TNSPCB (Tamil Nadu State Pollution Control Board).

Green Belt plantation

Our group companies have made conscious efforts to develop green belt in the plants. This drive of green belt has helped create a cleaner and greener environment.

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





People Empowerment

34-41



People Empowerment

UNO MINDA is a people oriented and people driven organization. Our workforce is our biggest strength and asset.



Awareness and accessibility to the central database of HR policies including welfare, benefits and administration are shared with all employees.

Management Approach

The management firmly believes that employees' motivation, development and engagement are the keys to good human resource management. Our thrust is on empowering talent, and recognising, rejuvenating and rewarding each employee's determined effort, resulting in motivated employees.

Quality of the products is very important for us, which is achieved through activities like Kaizen and Quality Circle. 5S is performed at every level to enhance the productivity and efficiency of the employees. Awareness and accessibility to the central database of HR policies including welfare, benefits and administration are shared with all employees.

We believe that the true potential of a Company can be achieved through maximum employee participation. Contributions from employees act as the key enabler for organisation's success and growth. We provide several forums and communication channels to our employees to put forth their views and give valuable feedback.

Human Rights and Labour Practices

The Group offers a very conducive working climate and employee friendly policies.

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



HK Lal
CSR functional committee member



Samarth-Jyoti is a Plethora of knowledge, spreading its light across different parts of the country. Its quality training with devotion & dedication makes it unique in its own way. Close monitoring of the learning level and a feeling of competition helps students to improve, excel and enhance their skill sets. Our mission is to enrol more people to get benefitted through this program.



1. Team with One Goal and One Voice
2. POSH awareness session
3. Employees training program



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

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

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



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

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

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



1

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

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

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

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

Employee Relations

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

Recruitment: Recruitment and employee selection forms an integral part of an organisation's overall resourcing strategies. We value the diversity of markets in which we operate, and our hiring is based on a similar principle that aims to bring out the best of latent talents from across varied background to our Company. We recruit young talent from campuses of Engineering colleges, Polytechnics, ICAI, ICSI, and reputed business schools and train them to keep pace with our business needs.

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

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

Alignment, Reward and Performance: We follow a robust Performance Management System (PMS) to motivate all the employees to achieve their targets and fulfil their responsibilities.



2



3



4

Our efforts towards developing future leaders is backed by the leadership development programme which is preparing our team to accept higher level of responsibilities and also ensuring that succession is almost seamless.

We provide incentives to our recruits for their contribution in achieving organisational goals and their own performance. Career planning, promotions, job rotation are an integral part of PMS. Alignment of PMS with all HRM initiatives is visible and correlated.

Skill Development: Skill development is a constant and focused endeavour at our organisation. Functional skills are defined, based on which each employee is assessed. The skills are upgraded by providing necessary training and guidance.

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

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

1. Inhouse Training program
2. Class room session
3. Class room session
4. Activity based training



1

We endeavour to work towards the community health program, a multi-faceted project that focuses on establishing sustainable practices and spreading awareness regarding preventive health.

1. Eye Chek-up camp
2. Eye testing with modern equipment
3. Fire Safety and Mock Drill training
4. Fire Safety and Mock Drill training

Health Initiatives

We endeavor to work towards the community health program, a multi-faceted project that focuses on establishing sustainable practices and spreading awareness regarding preventive health.

Activities for a better and healthy world

- ☞ Comprehensive Health Check-up of employees
- ☞ Provide PPE's as per requirement of process
- ☞ OHSAS Certified plant
- ☞ Culture of exercise by shop floor employees before beginning the work
- ☞ Accident Monitoring / Root cause analysis and prevention
- ☞ Management review of accident and part of MPCP of concerned senior employees

- ☞ Near miss capturing and recognise employees, who capture maximum near miss
- ☞ First Aid training to employees (First Aid trained employees)
- ☞ Provide safe drinking water and hygienic food facilities to all employees
- ☞ Enrolment of employees under ESI or mediclaim to provide proper medical facilities
- ☞ Cardio check-up camps
- ☞ Dental check-up camps
- ☞ Ear check-up camps
- ☞ Special support to employee, in case of any causality
- ☞ Tie-up with various hospitals to provide medical facilities at discounted prices.



2



3



4

We are poised to seize the opportunities by investing in technology, processes and people to achieve the goal of becoming a leading auto component player in the world.

During the year 2015-16

- ☛ Initiated Minda leadership programme with the support of Hay Group to groom the next-generation of business leaders who will take the organisation to a different level. 35 candidates were shortlisted across different verticals who would work with key managerial personnel to hone their skills
- ☛ The number of employees in the group today stands at 15964.

Safety First

We conducted regular safety induction programmes for workers and operators before they hit the operations floor. The safety training module included practical fire fighting training and class room training. In addition, there are regular safety

patrolling / rounds to cross-check any abnormalities in operations in regard to safety. Regular risk assessment and mitigation procedures thereof are conducted at all our operations plant sites. With all our plants certified with OHSAS and ISO standards, we ensure compliance of all safety guidelines at all times.

Way Ahead

- ☛ We would seize the opportunities by investing in technology, processes and people to achieve the goal of becoming a leading auto component player in the world





Social Sustainability

42-64



Social Sustainability

**Making a difference beyond business.
Encourage. Educate. Empower.**



1

Management Approach

At UNO MINDA, we continuously strive to improve the lives of the people around us and the community at large. We believe Corporate Social Responsibility (CSR) is an integral part of our larger business strategy, and being a responsible corporate citizen it is fundamental to our vision. We have been contributing 2% of the average Net Profit for the last 3 years towards

Corporate Social Responsibility (CSR) initiatives.

Our CSR policy is guided by the 3E's – Encourage. Educate. Empower.

UNO MINDA is committed to support various social causes and is actively involved in running a number of charitable and social organisations under the support of S.L.Minda

Charitable Trust (SLMCT) and Moga Devi Minda Charitable Trust (MDMCT). The Group started Minda Bal Gram and Minda Schools with a vision to provide food, shelter, medical facilities, education and vocational training to underprivileged children. The trust runs several large-scale projects to help and support orphaned and socially underprivileged children.

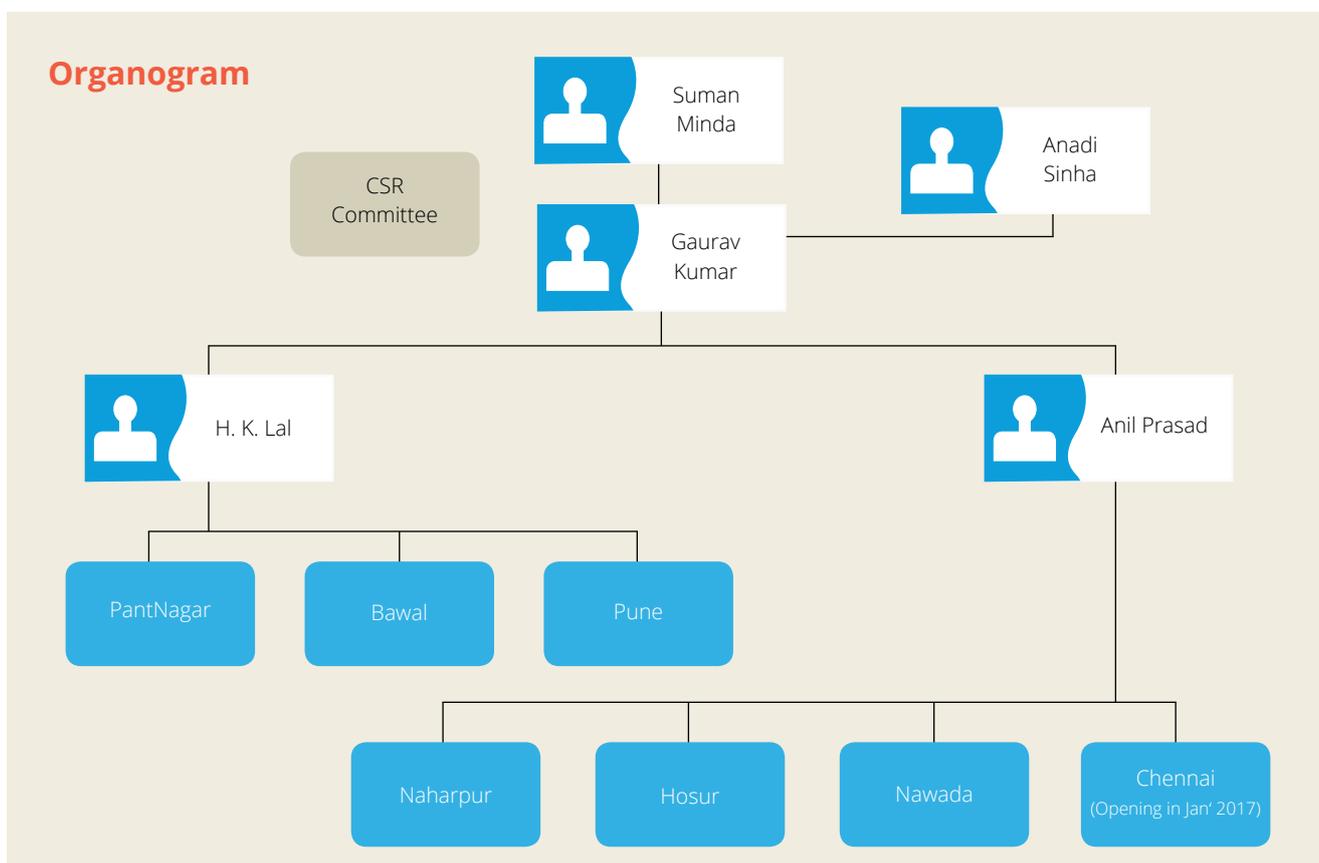


CSR Committee

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

- ☞ Mr. Nirmal K Minda, Chairman
- ☞ Mr. Anand Kumar Minda (Member)
- ☞ Mr. Satish Sekhri (Member)
- ☞ Mr. Alok Dutta (Member)

1. Samarth-Jyoti school students



SAMARTH-JYOTI



Vision

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



Mission

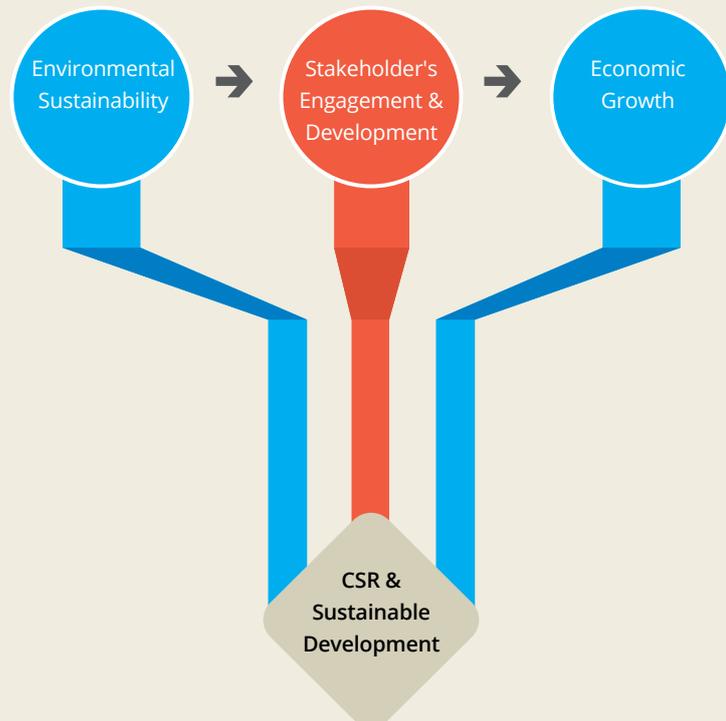
To offer skills, methods, training and education to all especially rural youth and women and help them to become empowered and self-reliant.



Core Values

- ☞ **Discipline:** A well behaved manner that follows sincerity
- ☞ **Dedication:** A complete commitment towards our work
- ☞ **Determination:** Well planned learning process with deep earnestness
- ☞ **Devotion:** A deep love towards the whole programme & its activities
- ☞ **Desire:** A cavernous wish with surety to meet the goal & being triumphant.

UNO MINDA CSR Model



SAMARTH-JYOTI

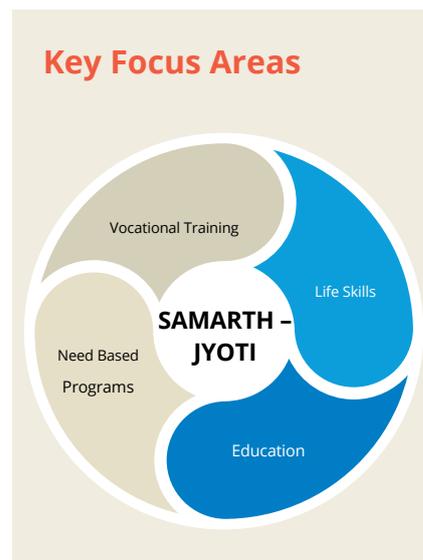
SAMARTH-JYOTI, a social, humanitarian and welfare organisation established in 2012, under the aegis of S.L.Minda Charitable Trust, drives the community initiatives for UNO MINDA Group. It is spearheaded by the renowned industrialist, philanthropist and social worker Mr. Nirmal Kumar Minda and Mrs. Suman Minda.

Samarth-Jyoti pledges to encourage and empower the members of the community through a

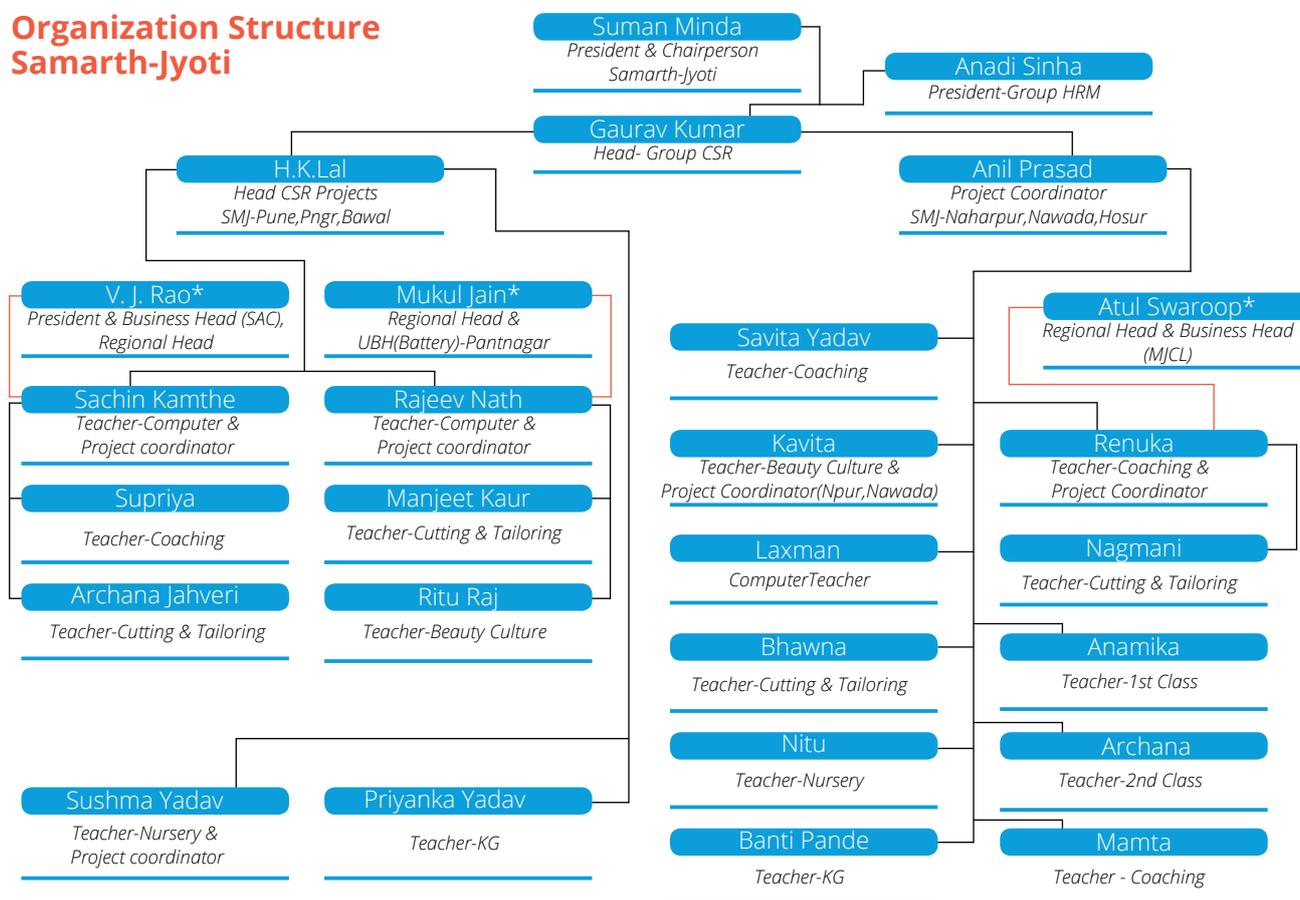
strategic approach to involve and engage people. Here, the aim is to demonstrate care for the community by focusing on enhancing education and skill development. These initiatives are embedded to support the marginalised section of society by providing skill and job opportunities to enhance their quality of life.

CSR Activities

At Samarth-Jyoti, we educate and enable underprivileged sections of the society to live with dignity and happiness. The approach strives to develop competency in the underprivileged through capacity building, education and other community volunteering programmes. This leads towards sustainable development and protection of the democratic values thereby helping in general welfare of the society. Our key focus areas include Vocational Training, Education, Life Skills and Need Based Programs.



Organization Structure Samarth-Jyoti



* Additional Role given to Support Samarth-Jyoti



No. of students (certified) (Vocational Training)

2015-16	266
2014-15	202
2013-14	163
2012-13	31

No. of students (certified) (IT Literacy programme)

2015-16	187
2014-15	162
2013-14	158
2012-13	58

Vocational Training

One of the key aspects in today's evolving world is communication. At Samarth-Jyoti we interact, educate and encourage rural people to acquire new skills. The programme revolves around the adolescents and the women in need, with a view to empower them to lead a better life.

Activities that made a difference:

- ☛ We opened vocational training centres at different locations to ensure easy access to such facility
- ☛ These centres offer vocational courses for the duration of 6 months in cutting and tailoring, beauty culture. Certificates are awarded to those students who successfully complete the training
- ☛ The centres are accredited with the National Institute of Open Schooling (NIOS) and Jan Shiksha Sansthan (JSS) under Ministry of Human Resource Development, thereby giving them requisite legitimacy
- ☛ Highly qualified teachers, with relevant expertise in specific skills to

impart training to adolescent girls, ladies, school going students and working people, have been recruited

- ☛ Our focus has been primarily on the youth, in order to increase their scope of income by acquiring new skills
- ☛ Till March 2016, 1115 people have been associated with different vocational training programmes held by us and out of them 662 have been certified. Many beneficiaries used these skills to increase their earnings and savings. Some of them even started their own business thereby setting example to others
- ☛ In the year 2015-16, 266 students got certified in vocational courses.

IT Literacy Programme (Basic)

This is a unique computer programme for community people to build IT skills supporting digital India campaign. This programme provides learning opportunities for students through practical training. Till March 2016, 1097 students have been associated with us and out of them 565 have been certified.



Subramanyam Degala
CSR functional committee member



Samarth Jyoti, the CSR initiative of UNO MINDA is doing yeomen service in the areas of child development, women empowerment, education and health. The untiring efforts of team has made difference in all places where Samarth - Jyoti has its centres. Samarth Jyoti is moving cautiously and steadily forward to bring in transformation in communities by acting as catalyst in their development



1. Cutting and tailoring program
2. Students engaged in activities
3. Kids enjoying facilities
4. Students during classroom session

Primary Education

Education is the most important foundation in a child's life. At Samarth-Jyoti, we focus on providing quality primary education to the underprivileged children who do not have access to good schools. The programme is designed to deliver knowledge with value-based education.

Activities that made a difference:

- ☞ We started the programme with nursery classes for kids by hiring experienced teachers to create and provide conducive learning environment
- ☞ School books & other stationery items are provided
- ☞ The curriculum has been designed to ensure holistic development of the child - from learning the basics to enhancing life skills

- ☞ Regular assessment of children is being done to evaluate the learning level
- ☞ Parents are invited on regular basis for sharing their kid's improvement.
- ☞ Organise regular co-scholastic activities and events like Republic Day, Independence Day, Sports Day programmes, etc. to promote overall development
- ☞ During 2015-16, primary education (Nursery,KG and class-I) have been imparted to 142 students.

No. of students - Primary Schools

2015-16	142
2014-15	91
2013-14	32
2012-13	30



It is a tailored program of Samarth-Jyoti to support the children who are deprived of quality education

Remedial Classes

It is a tailored program of Samarth-Jyoti to support the children who are deprived of quality education. Our endeavour is to ensure a remarkable improvement in their lives, so that the students can sustain on the path of growth and self-learning. It is a need based programme to bridge the academic gap of government school students. It focuses on Minimum Learning Level through a child centric approach.

Activities that made a difference

- ☛ We hired well-qualified teachers for the students to improve their learning level. This program is being organised in batches to reach and meet expectations of students from 1st to 8th standards
- ☛ The students are assisted in completing homework, subject wise revision of their courses and preparing for scholarship programmes

☛ 164 students were impacted by these classes held at different centres during the year 2015-16.

No. of students - Remedial classes

2015-16	164
2014-15	261
2013-14	17
2012-13	15



At Samarth-Jyoti, we organise awareness programmes on different topics to benefit the students as well as the society

1. Students during remedial class program
2. Felicitation ceremony on National Sports Day
3. Corporate team celebrates National Literacy Day
4. Employees at Blood Donation Camp

Awareness Programmes

We organise awareness programmes on different topics to benefit the students as well as the society. The programmes are specific to the national and international causes leading to strengthen a particular area of improvement.

Activities that made a difference

- ☞ Programmes were arranged covering various moral values like discipline, truthfulness, determination, bravery, empathy, teamwork and punctuality, among others. Video illustrations and examples of great leaders who have demonstrated these values in their real life, like Mahatma Gandhi, Chander Shekhar Azad, Subhas Chander Bose and Lal Bahadur Shastri have been used. The purpose has been to build a society with strong moral values and ethics, thereby enabling each and every individual to live in harmony, peace and prosperity
- ☞ We also organised programmes on traffic rules and signals, to encourage



people to follow such rules. The importance of lane driving, light signals and overtaking rules, were some of the topics touched upon. Video illustrations were used to demonstrate how accidents occur and how it could be avoided by taking certain precautionary measures. Various safety instructions, were disseminated like:

- ☞ wearing helmets and seat belts while driving
- ☞ avoid driving after intoxication
- ☞ discouraging use of cellphones while driving
- ☞ avoid rash overtaking
- ☞ maintain speed limit to protect themselves and others.

No Tobacco Day: On 5th May, 2016, we celebrated 'World No Tobacco Day' at our Naharpur centre to create awareness about abstinence from all forms of tobacco. Bad impacts of usage of Tobacco are highlighted through charts, videos and role play. Village and community members heartily appreciated this initiative.



1

We conduct different workshops to spread knowledge and enhance various skills amongst the people of the community so as to improve their quality of life.

Training and Workshops

We conduct different workshops to spread knowledge and enhance various skills amongst the people of the community so as to improve their quality of life.

Activities that made a difference:

☞ **Waste Management:** To ensure healthy practices, a workshop was organised on waste management. Topics like types of waste, methods of handling waste and their disposal through AV clips were covered. Session was interactive, the village Panchayat and the youth members were asked to contribute their ideas for improvement in the village and strategies for implementation of the plans

☞ **Cooking:** Cooking workshops by professional teachers and trainers were conducted with a view to impart cookery skills. All the requisite preparations were done by the Samarth-Jyoti team. The students were given recipes and

practically instructed through it. Post preparation of the food, the students were allowed to taste the items

☞ **Corporate culture:** We also arranged a workshop on the 5S and corporate culture. The idea was to bring to light the importance of sorting, assigning place, cleaning, standardization and discipline through practical life examples. This was done to help ensure an easy adjustment for the attendees, in case they get a job in a corporate organisation.

1. Cooking workshop



1



3



2



4

Events and Celebrations

We believe celebrations enhance bonds among people and community. Hence, we strive to inculcate feelings of love, affection, brotherhood, patriotism and bring to light the best talents by celebrating Republic Day, Holi, Valedictory function, Independence Day, Diwali and birthdays of primary students.

Activities on the Special Days

☞ **Teachers Day:** Pay a visit to nearby government schools and present gifts to teachers

☞ **Janamastmi:** Children were dressed as Radha-Krishna to celebrate Janamastmi at Naharpur centre. Mrs. Suman Minda narrated the birth story of Lord Shri Krishna and distributed sweets to all students. Special prasad was prepared at the centre and distributed to all

☞ **Republic Day and Independence Day:** This day was celebrated at all centres of Samarth-Jyoti, wherein people of the village participated in

the occasion through flag hoisting and reciting the National Anthem. A cultural programme was performed by the students of Samarth-Jyoti, followed by quiz, drawing competition and other games with prizes for participation

☞ **Holi:** The festival of colors was celebrated with gual and sweet distribution across all centres

☞ **Valedictory function:** The closure ceremony of the vocational training programme wherein we provide certificates to all students who successfully completed their training

☞ **Diwali:** Celebrations began by worshiping Lord Ganesha and Maa Laxmi, decorating centres with flowers and lights, lighting candles, distributing sweets and gifts to all the staff members

☞ **Birthday:** Celebrating birthdays of primary students on the last day of the month with birthday cakes, candles, caps and toffees.

1. Flag hoisting ceremony
2. Cultural event
3. Janamashtmi celebration
4. Valedictory function

Other activities of UNO MINDA Group

☞ A bus queue shelter constructed by the Group was inaugurated at Bhadwas Chowk, Rewari on 8th June, 2016

Infrastructure facilities and other requisite support to the community

☞ **Rain Water Harvesting Project:** Maharashtra was badly hit with an extreme draught. UNO MINDA, Pune team received a request from the Khed Panchayat Samiti, Pune to support this social cause. Under this project, an 800 meter Nala was cleared and its depth was increased using JCB to store the rain water. As a result, the water level in all the five wells was maintained throughout the year and the farmers were able to reap a good harvest. The work was done at village-Jaulke, Tal-Khed (approx. 35 km from MIDC, Chakan) at a cost of ₹ 3.5 lakhs

☞ **Sanitation Support:** In line with the government vision for creating healthy sanitation culture, we constructed toilets to provide sanitation facilities for the devotee's convenience at Sheetla Mata Mandir, Gurgaon. Approx ₹ 7 lakhs were spent on this project

☞ **Road & Drainage Support:** A road construction and drain repair project was undertaken by Samarth-Jyoti, Naharpur. Approximately 10,000 square feet area was covered with cemented lock tiles. Earlier the road used to remain wet due to the overflow of drains and people had great difficulty in moving from one place to another. At present, there is no stoppage of water on the lock-tile road, even on rainy days. Community people were happy with the facility and appreciated UNO MINDA Group for their effort



1. Bus Queue Shelter Inauguration

☞ **The Group Jammu & Kashmir flood relief:** The group distributed 400 solar lanterns (worth ₹ 5 lakhs) among flood victims in the rural valley areas of Jammu and Kashmir

☞ **Support to Kanya Chhatrawas:** 25 Beds and a Cow worth ₹ 1.9 lakhs were provided to Dudhiya Baba Kanya Chhatrawas, Pantnagar, Uttarakhand, to support the students with an upgraded facility

☞ **Health Check-Up Camp:** We organised a health check-up at Naharpur in collaboration with SGT Medical College & Research Centre, Budhera, Gurgaon. The check-up was done by two specialist doctors - (Gynaecologist and Paediatrician). Health tips and medical advices were provided to 104 women and children.



Raj G Dhainje

CSR functional committee member



UNO MINDA group is recognised for its exemplary social accountability. After the formal launch of Samarth Jyoti we have been able to reach villagers far and wide. It has helped us to understand the need of society in much better way. We feel proud when Samarth - Jyoti and UNO MINDA Group is quoted as an example in forum by local authorities. The smiling faces of the students of our program are the real certificates and achievement for us



Know Our Centres

Samarth-Jyoti operates in four states with six centres and headquarters at Naharpur, Manesar, Haryana. Each centre has a competent team guiding it, with proper monitoring and evaluation mechanism to ensure programme effectiveness.



1. Student at Samarth-Jyoti school



1. Samarth-Jyoti, Naharpur.

Samarth-Jyoti's headquarter is located in the heart of the Naharpur village, in Manesar, Haryana. This centre monitors the overall functioning of the programme across India and offers different community based programmes to engage and empower people. Key programmes include vocational training, primary school and remedial classes.

This centre also provides IT Literacy Programme (Basics), which is a unique computer programme for the community people to build their IT skills. This programme provides a good learning opportunity for the students through a hands-on experience recognised by the Ministry of HRD.

This centre is facilitated with 10 big rooms, 11 computers, 10 sewing machines, 1 interlock machine, 1 embroidery machine, teaching aids & other equipments needed for smooth running of the programmes.

The Beneficiaries:

- ☞ Since October 2012, 579 students have been enrolled in the different streams of vocational training and out of which 336 have been certified while 614 students have been enrolled in IT Literacy programme and out of which 284 have been certified
- ☞ We have groomed 107 students of Nursery, KG & Class-I and have provided remedial classes to 22 government school children during the year 2015-16.

2. Samarth-Jyoti, Pantnagar

This centre is located at Awas Vikas, Pantnagar, Uttrakhand. It offers vocational training courses in cutting, tailoring and beauty culture. It also provides an IT Literacy Programme for adolescents and the youth. This centre has received tremendous response and appreciation from the stakeholders for its effectiveness.

The centre is facilitated with 12 computers, 15 sewing machines along with trained teachers to impart good training in computer basics, cutting & tailoring.

The Beneficiaries:

- ☞ Since April 2013, 474 students have been enrolled in the different streams of vocational training and out of which 311 have been certified while 320 students have been enrolled in IT Literacy programme and out of which 210 have been certified

3. Samarth-Jyoti, Pune

This centre is situated at the Mahalunge village, in Chakan Industrial Area, Pune. It offers vocational training courses in cutting & tailoring and remedial classes for government school children. This centre provides support with specific school based IT Literacy Programme wherein school students are trained. The IT literacy programme is also conducted for community people.

The Beneficiaries:

- ☞ Since December 2013, 163 students have been enrolled in IT Literacy programme and out of which 71 have been certified while 32 students have been enrolled in the Cutting & Tailoring and out of which 15 have been certified. Remedial classes have been conducted for 39 students of standard IV & V during the year 2015-16
- ☞ Under school based IT Literacy programme 162 students have been educated during the year 2015-16.

1. Naharpur Centre Inauguration
2. Pantnagar Inauguration
3. Pune Centre Inauguration



4. Samarth-Jyoti, Nawada

This centre is located in the Nawada village in Fatehpur and near the MRPL & Switch Division at Manesar. It runs an exclusive need based remedial class for government school students. There are two different batches for primary and upper primary students. The centre is facilitated with 2 rooms, benches, green board & other necessary infrastructure, along with a qualified teacher to teach the children.

The Beneficiaries:

☛ 50 students have been enrolled in coaching classes during the year 2014-2015, while 60 students enrolled during the year 2015-16

5. Samarth-Jyoti, Bawal, Rewari

This is our recent initiative in the state of Haryana wherein pre primary school education is being provided to rural kids upto the age of 3 years. It is a child centric, value based programme for holistic grooming of the students. It focuses on participative method to foster better and quicker learning. The centre provides exclusive remedial classes as well, for government school students of upto primary level.

The centre is facilitated with 3 big rooms, necessary furniture & teaching aids. Books, notebooks & diary are provided to all students at concessional price.

The Beneficiaries:

☛ Since April 2015 primary education was imparted to 35 students & remedial classes were conducted for 21 government school students of 1st -5th standard

6. Samarth-Jyoti, Hosur

Samarth-Jyoti has extended its arm for the first time down south in Hosur. This centre aims to create a stronger educational base for the children by coaching children of 1st to 5th standard. Cutting & Tailoring classes are also conducted to impart skills required to make the women self sufficient and help them improve their quality of life. Necessary infrastructure for both the programmes have been provided in this centre.

The Beneficiaries:

☛ Since November 2015, 22 students have been enrolled in remedial classes while 30 students have been enrolled in Cutting & Tailoring programme

Current Status of the Program:

Programs	Haryana	Maharashtra	Tamil Nadu	Uttrakhand
Vocational Training	Y	Y	Y	Y
School Education	Y	N	N	N
Remedial Classes	Y	Y	Y	N

- 4. Nawada centre Inauguration
- 5. Karnawas, Bawal centre Inauguration
- 6. Hosur Samarth - Jyoti Centre

Key Activities

Under the aegis of Moga Devi Minda Charitable Trust supported by UNO MINDA Group



1



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4



2

Minda Bal Gram (MBG): MBG is a Children Home, licensed with the Department of Women and Child Development, Government of NCT of Delhi. It is a haven of love and care for the children who need it. The aim is to provide a long-term, quality institutional care along with elementary developmental facilities to disadvantaged children. Shelter, education, recreation, medical, nutrition, vocational training and other facilities are provided to all the children to raise them as responsible citizens.

1. Students during their performance
2. Interaction with children
3. Group HR team visit to Bal Gram
4. MINDA Bal Gram



1



3



4



2

Moga Devi Minda Memorial School:

Established in 2010, it is spread over 6 acres of safe, peaceful, eco-friendly and picturesque expanse. The school is affiliated with the CBSE. MDMMS has well-designed classrooms and has set high standards in quality and value based education. The school encourages co-existence instead of cut-throat competition; it provides a holistic learning environment and encourages creative thinking instead of being monotonous at all times. The school is a Senior Secondary Co-education school and has more than 1200 students. MDMMS caters to provide high quality education in the rural area with excellent facilities like library, laboratories for Physics, Chemistry, Biology, Mathematics and Environment Science; and play grounds. The school is well-equipped with an Art and Craft Room, Music Room and a Medical Infirmary.

1. Moga Devi Minda Memorial School
2. CM, Haryana presence motivates Students

3. House captain with teachers
4. School Management felicitate students



SN Pande
CSR functional committee member



UNO Minda Group CSR Activities have attained a milestone in the field of skill development and vocational training in a short span of four years. We are confident that with the empowerment and passion bestowed by the senior management, we will be a soon a very distinguished player in field.



1. Students during vocational program
2. Students attend computer class
3. Seva Sadan
4. Seva Sadan



1



2

Minda Seva Sadan: Seva Sadan was one of the initial projects taken up at Bagla in 2007. It was built to provide community space for a common cause. It is today a spacious and well maintained premise where the village folks can hold village meetings, workshops and other social functions including marriages, religious functions and get-togethers.

Seva Kendra: Established in 2007, the S. L. Minda Seva Kendra (SLMSK), accredited with National Institute of Open Schoolery (NIOS) provides vocational training to rural youth, including women. Vocational training is provided in Computer (Basic Course), Computer Application, Computer Hardware and Networking, Desktop Publishing, Cutting and Tailoring, Beauty Culture and Indian Embroidery. Currently, the vocational training centres are located at Bagla (head office), Siswal, Jakhod, Dobhi, Muhabbatpur Dhani and Telanwali villages of the Adampur Block, District Hisar, Haryana.



3



4



Anil Prasad

CSR functional committee member



There is a need to grow socially along with financial growth. UNO MINDA group marches along with this philosophy to contribute in social development with Samarth - Jyoti. It always focuses on quality education for children and women empowerment, being flag bearers of positive change



1



3



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4

A multi-speciality hospital at Bagla:

In line with the dream of our founder, Late Shri S. L. Mindaji to make best of medical facilities, S.L. Minda Memorial Hospital was inaugurated on 8th November 2016 at Bagla, Hisar by Honourable Chief Minister Manohar Lal ji. It's a 100 bedded, multispecialty hospital with all modern amenities, facilities and specialised doctors to support rural people.

Key facilities involve:

- ☞ 24 hour Emergency services
- ☞ Modular Operation Theatre
- ☞ ICU and PICU facility
- ☞ Diagnostic facilities like X - Ray, Ultrasonography, pathology, etc.
- ☞ Physiotherapy facility.

1. SL Minda Memorial Hospital
2. CM, Haryana inaugurates hospital
3. CM unveils the memorialia
4. CM paying tribute to SL Minda ji

Success Stories



Mrs. Suman Upadhyay w/o Mr. Brijesh Upadhyay is a wise lady from Uttar Pradesh. She is 27 year old & lives in Naharpur along with her husband & two children. Her husband works at one of the factories in Manesar. His salary is not enough to meet the family needs. She already had the skill cutting & tailoring, was earning thru this ,but it was not much. She wanted to increase the earnings. She came to know about the Samarth-Jyoti, a vocational training Centre of UNOMinda. She visited the Centre & met the coordinator, who guided her to learn the new skill of "Beauty Culture" earn more & have a better life.

She enrolled herself with Samarth-Jyoti for Beauty Culture course in Oct'13-Mar'14 session. After completion of the course she increased her business by adding facilities for Beauty parlour in her existing business. Now she is running a shop named "Suman Beauty Parlour & earning around ₹ 15000/pm. This has given the family a great moral boast & has improved the quality of life.



Mrs. Beenam's life changed after she got trained in the Beauty Culture course from Samarth-Jyoti. As a 32 year old woman from UP, with 3 children, she was looking for an alternative source of income to supplement her husband's income.

She came to know about Samarth Jyoti and contacted the project coordinator. After the completion of her course in September 2013, she opened her own shop named "Teena Beauty Parlor" in the village of Naharpur Kasan, Manesar Gurgaon. From that day on there was no looking back. Presently she is supporting her family with a net profit of ₹ 8000/- pm and is known for her quality work.

1. Suman Beauty Parlour
2. Teena Beauty Parlour
3. Priya Silai Centre & Beauty Parlour
4. Khushi Beauty Parlour
5. Jai Ballaji stitching



Mrs. Geeta Devi, a 24 year old calm & hardworking lady from Bihar decided to join Samarth-Jyoti for 'Cutting & Tailoring' & 'Beauty Culture' training programmes. It was becoming difficult to run her household with only her husband's salary and hence she wanted another income source. She passed the theory & practical examination for both the courses by September, 2014. As per the guidance provided to her, she procured equipment & material required for running a shop & started her work under the name of "Priya Silai Centre & Beauty Parlor". She happily narrates that because of Samarth-Jyoti, she was able to change her life. At present, she is earning approx. ₹ 8000~ 10000/- pm and leading a happier life.



Ms. Pushpa Bhatt, enrolled for the 6 month beauty culture course from Samarth-Jyoti Centre and became the owner of 'Khushi Beauty Parlor.' She started her own Beauty Parlor at home with an initial investment of ₹ 20,000. Presently, she is earning ₹ 200/- per day. She got her own house in Jagatpura, and is residing with her in-laws, husband and two kids.

"I received very good training in a good learning environment. I am thankful to Samarth Jyoti for its initiative." – Pushpa Bhatt (Alumni)



Ms. Neelam Kandpal, started her boutique shop after passing her course in Samarth Jyoti Cutting and Tailoring Program, under the guidance of Mrs. Manjeet Kaur (Trainer at Samarth Jyoti, Pantnagar). She availed a financial Loan from the Bank of Baroda on the basis of our certificate for self-employment and installed 5 machines.

In addition to above success stories, there have also been other people who have used their skill to make their way into the export garment factories. They have bagged good jobs & are earning around ₹ 6000~ 9000/- per month. To name a few Kamla w/o Dev Narain Mishra, Tumpa w/o Shiv Bachhan Chaudhary, Vandana Sharma w/o Shailender Sharma.



Acknowledgement by the Head - Group CSR



Our commitment to safety, environment and communities plays a crucial role in how we plan, design and operate projects.



Dear Friends,

Sustainability at UNO MINDA means doing business in a responsible way, in a manner that respects people and communities, keeping in mind their safety and preserving the environment.

Our approach to sustainability stems from our mission to manage and grow a safe, efficient and profitable business enterprise. UNO MINDA's core values of integrity and respect for people, define everything we do.

Our commitment to contribute to the sustainable development was adopted years back, now being taken ahead with precision and passion. The principles apply to the way we

do business and our conduct with the communities where we operate.

When we invest in our projects, we seek to balance the short and long term interests of our business. For investment decisions, we consider the economic, social and environmental risks and opportunities.

Our commitment to safety, environment and communities plays a crucial role in how we plan, design and operate projects. UNO MINDA's long-term success relies on our ability to provide the automotive components, in a way that is both competitive and socially & environmentally responsible.

I take this opportunity to express my heartfelt thanks to the board of UNO MINDA Group and Group functional committee for their consistent guidance and support.

I sincerely acknowledge the help and cooperation received from my seniors and colleagues. I thank my team for showing their persistence, hard work and dedication towards all activities.

I thank every member of the group who participated and supported the cause.

Gaurav Kumar
Head - Group CSR
UNO MINDA Group

Annual Meet: Samarth-Jyoti



FROM LEFT TO RIGHT SITTING

Mr. Gaurav Kumar, Mr. Anadi Sinha, Mr. Nirmal K Minda, Ms. Suman Minda, Mr. S Degala, Mr. HK Lal, Mr. Anil Prasad.

FROM LEFT TO RIGHT STANDING

Mr. Sachin Kamthe, Ms. R Renuka, Ms. Banti Pande, Ms. M Nagmani, Ms. Nisha Pandey, Ms. Nitu Kumari, Ms. Archana Tyagi, Ms. Manjeet Kaur, Ms. Kavita Rani, Ms. Archana S Javheri, Ms. Priyanka Yadav, Ms. Bhawana Pandey, Ms. Mamta Devi, Ms. Sushma Yadav, Mr. Rajeev Nath, Mr. Laxman Prasad Sharma.



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