
WE BELIEVE...

In delivering smiles
In nurturing inclusive growth



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WE BELIEVE...

In delivering smiles
In nurturing inclusive growth



Amid the challenges and uncertainty of 2020, we have transformed the ways we work with one another, our clients, and our communities — resourcefully, collaboratively and prudently.

At UNO MINDA, responsibility is about earning and sustaining our stakeholders' trust. We endeavour to empower the communities we live and work within. The progress achieved thereafter, is what we thrive for.

Our business practices and policies reflect our commitment to making a positive impact around workplaces. We work to nurture inclusive growth by means of earning and sustaining the trust of the customers and partners we empower and by delivering smiles to the communities we live and work within. This focus extends to our work to build a sustainable future where everyone has access to the benefits and opportunities that our business can bring. It's central to our mission to empower every person and society as a whole.

As the world of work is changing, we believe in a future where every person has the skills, knowledge, and opportunity to thrive. That's why as part of our commitment to ensure advances in technology leave no one behind, we are engaged in imparting and developing individual to be ahead in the race through our skill development programme, school educational programs.

Scope of Reporting

Report Boundary and Scope

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

CSR activities of UNO MINDA Group and other operating companies are covered in this Report. Details of our CSR

activities for 2019-20 and related information are disclosed on our website. We also provide an update of CSR activities in our Annual Report.

Report Scope Limitations

This Report covers fiscal year results for the period ended March 31, 2020. Data includes all our operations around the world, but mainly focuses on Indian operations, unless otherwise stated.

Message from the Chairperson



At UNO MINDA, we believe corporates are responsible socio-economic citizens. Their objectives must integrate sustainable strategies, congruent with the society's goals. We not only offer excellent products and services to our clients but also strive to make the world a better place. Using the medium of our thoughtful initiatives, we focus on nurturing a spirit of inclusive growth for our surrounding communities.

“

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

”

Our target is to spread smiles amongst the society's underserved sections while supporting it with greater equality, opportunity, and sustainability. We are committed to driving positive and constructive impact on the communities we live, work, and do business with. We closely work with these community members, addressing their social challenges while helping them thrive.

Today, due to COVID-19, we are experiencing extraordinary and unprecedented times. The pandemic has globally impacted lives and livelihoods. Ever since the onset of this public health crisis, UNO Minda Group has taken adequate steps towards protecting the health and well-being of its employees while supporting communities in need. Our actions reflect the values and vision guiding our organisation.

The Corporate Social Responsibility (CSR) activities at UNO MINDA are primarily conducted through Suman Nirmal Minda Charitable Trust Programmes. These programmes aim at uplifting the lives of the underprivileged segment in the semiurban and rural areas. With the help of our need assessments, we identify issues for action and build

them into our community initiatives. Through our well-planned CSR programmes, we have always been at the forefront of efforts to bring out the better in the society. This particularly holds true in the fields of education, skill development, healthcare and community development. Every year, we expand our reach, deepening our impact and ensuring greater focus on key areas of development.

Access to quality education is a fundamental right, connecting communities to better opportunities. With our unique learning initiatives, we support every stage of children's education, helping them secure a brighter future. The Group's school, established in Gujarat, equipped with state-of-the-art teaching facilities, was opened to the public in March 2019.

With a focus on empowering women, girls, and the marginalised population, our skill development programs aim to drive livelihood opportunities and financial growth of the communities. Through our vocational training initiatives at Samarth-Jyoti Centres, spread across the country, we enhance learning skills of people, helping them live a dignified life. We also work towards improving preventive and primary healthcare

in the rural areas by conducting awareness initiatives and health check-up campaigns.

At UNO MINDA, our objective behind the community outreach programmes is making a meaningful and long-term impact on the lives of the society's socio-economically deprived sections. It is our profound responsibility to serve more individuals each year by transforming the way they learn, live and work. Through our CSR initiatives, we will continue ensuring that people, employees, and communities, that support our entire value chain, are treated with fundamental dignity and respect.

Suman Minda

Chairperson

**Suman Nirmal Minda
Charitable Trust**

Message from the Chairman & Managing Director



We contribute towards building an abundant future society by innovation and developing talented and responsible people, through pursuing the unlimited potential of engineering world.

“

We want to be a player on the world stage so our innovations can continue adding value to the society in the future as well.

”

For achieving this corporate philosophy, UNO MINDA approaches CSR from two perspectives: contributing to society through our business activities; and offering opportunities to improve society by using corporate resources.

By contributing to the society through our business activities, we don't just mean meeting our customers' needs through our daily duties. We mean providing solutions to social issues and contributing to society as our customers' trusted solution partner in automotive world.

Also, from the perspective of offering opportunities to improve society by using corporate resources, we intend to support national and regional government initiatives and to carry out our social responsibility in a unique way that only UNO MINDA can.

In order to proactively carry out our responsibility as a corporate citizen, we not only ensure compliance and live up to our promises, but also take pride in being a leading company in the automotive components industry, continuing to consider what new values should we offer the society

and our customers while constantly striving to stay on the right path.

We will make a society that optimally uses resources and for the long term. I hope our employees around the world take this on as a common practice, contributing towards the creation of a more abundant future society.

We want to be a player on the world stage so our innovations can continue adding value to the society in the future as well. For achieving this, all divisions of the UNO MINDA Group around the world must work together in a cooperative network while exchanging technology, information, and human resources, and generate a driving force to take on new challenges. We are working to create a more sophisticated management organisation from a global viewpoint, including people of all cultures, wherein every employee can take pride in being a member of the team.

Nirmal Kumar Minda

Chairman & Managing Director

UNO MINDA Group



We endeavor to make a society that optimally uses resources for a long term. I hope our employees around the world enrich this dialogue and share the best practices. Thereby contributing towards the creation of a more abundant future society.



Message from the Head Group HRM



At UNO MINDA, our role in social transformation is driven by a combination of our core values and a sense of responsible citizenship. We understand that our commitment to the community is as important to us as our commitment to achieve business growth.

“

We have taken innumerable steps to improve the lives of people, especially women, children, and youth across the nation.

”

While we take great pride in our efforts to foster an ethical and diverse work environment, we actively contribute to empower the communities around us, through our thoughtful CSR initiatives. We work in the areas of education, healthcare, and skill development for the underprivileged segment. Over the years, the scale and impact of our work has increased significantly. We have taken innumerable steps to improve the lives of people, especially women, children, and youth across the nation.

Today, the world has undergone a massive shift with the emergence of COVID-19 pandemic and its devastating socio-economic impact. In these challenging times, we undertook relevant measures to support our employees and the marginalised section of the society.

Our sustained investments in research and innovation, have resulted in innovative solutions to business-critical problems, and a large portfolio of intellectual property which differentiate and position us as an innovation partner to our customers.

We are fostering talent and enhancing related systems to enable employees to demonstrate their abilities and skills over the long term. By fostering talent who have a broad vision, high expertise, and the ability to respond to global business challenges we are working to maximize the performance of our organisation.

We are advancing initiatives to respect the rights of all stakeholders in the areas of diversity and inclusion, quality, supply chain, employees, and community engagement.

Governance is the foundation of our corporate activities and a vital part of being a company that is trusted by the society. By clearly separating management functions from supervision and auditing, we are making rapid progress toward the reconstruction of our governance.

Against this background, to achieve our sustainability goals, we have established a Group Functional Committee to discuss the progress of sustainability initiatives & new issues of the company.

It is a matter of immense satisfaction that our initiatives have benefitted thousands of people in the rural areas by making them self-sufficient, confident, and joyful. Through its initiatives, the Group will continue to address specifically identified needs of the stakeholders and contribute to their well-being.

Rajiv Kapoor

Executive Director – Group HRM

UNO MINDA Group

Message from the Head Group CSR



How does UNO MINDA define sustainability and what role does the Company play in creating a more sustainable world?

“Sustainability, social equality and the environment, are now business problems. And corporate leaders can’t depend on governments to solve them”



In Fiscal year 2019-20, we identified issues for promoting CSR. Our focus in this process was to simultaneously achieve solutions to social issues and the sustained growth of UNO MINDA CSR.



Our annual Corporate Social Responsibility Report feels like the right place to definitively answer these questions. We define sustainability as meeting today's needs without compromising future's. This applies to all facets of our business — from engineering environmentally responsible products to creating equal opportunities for our employees and for those in our communities.

Real and long-lasting change can only be ushered in when all of us come together to make it possible. Inclination towards social responsibility and contribution to sustainable development is fast becoming the mark of distinction for leaders like us. Corporate Social Responsibility for us, is the continuous commitment to improve community well-being. It is the way we manage our business processes to produce an overall positive impact on the society. Integrating social, environmental, and ethical responsibilities into the governance of businesses ensures long term success, competitiveness, and sustainability. CSR initiatives facilitate corporate to build a dominant brand that reverberates with our key stakeholders — customers, employees, Government, and general public.

UNO MINDA Group has, from the beginning, pledged to have a positive impact on society through

its business. It has made corporate social responsibility one of its highest management priorities, as an integral part of its management philosophy. The Group has set targets based on its CSR guidelines in its CSR road map, designed to systematically drive group-wide initiatives in the areas of corporate ethics, legal compliance, environmental preservation, human rights, human resource development, and social contribution. Social issues have been diversifying in recent years. In response, the Group aims to play an important role in securing sustainable growth and solving global challenges through its businesses, and it is fully committed to being an enterprise of high value to all stakeholders.

In fiscal year 2019-20, we identified issues for promoting CSR. Our focus in this process was to simultaneously achieve solutions to social issues and the sustained growth of UNO MINDA CSR. To identify the priority issues, we first drew up a list of issues comprehensively, based on factors like social trends and stakeholder demands. Then, viewing these considering the UNO MINDA Group Corporate Policy, our business strategy, and the like, we asked what kind of social issues we could help to solve if we used the Group's strengths. On the other hand, we identified impacts that our business activities have on society by convening a series of discussions that brought in our

management team, managers from divisions concerned, and outside experts.

-  **Offer solutions to increase society's prosperity**
-  **Establish a truly strong organisation**
-  **Contribute to development of local communities**
-  **Strengthen the environmental management system**

The Group has grown to conduct business in many countries employing diverse people around the world today, thanks to the support of our stakeholders. As the scale of our business expands, so does our impact on society and stakeholders, as well as our social responsibility and the role we need to play. With the Group Corporate Policy as our foundation, we will continue to join hands with the international community and our stakeholders, to actively contribute to the realisation of a sustainable society and the achievement of our goals.

Gaurav Kumar
Head – Group CSR
UNO MINDA Group

About UNO MINDA Group



We are the technology leaders in the auto components industry, and a leading tier-1 supplier of proprietary automotive solutions to OEMs. We manufacture automobile components for Original Equipment Manufacturers (OEMs).



Group Vision

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



The Vision Decoded



Sustainable

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



Global

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



Stakeholders

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





Technology Leadership

UNO MINDA would attain leadership in technology of its products and processes through JV partners, Own R&D, Contract Research, and M&A.



Employee Care

UNO MINDA would

- Be like a family that employees can relate to and feel like a part of it. The Company and employees will care for each other at all times.
- Help employees grow by aiding them to realise and unlock their full potential.



Values

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



₹7,200

CRORES GROUP
TURNOVER



17

JOINT
VENTURES /
ASSOCIATIONS



250+

DESIGN
REGISTRATIONS



62

PLANTS
GLOBALLY



260+

PRODUCT
PATENTS



10+

R&D CENTRES



20+

PRODUCT
LINES



5

ACQUISITIONS



40

GROUP
COMPANIES

Corporate Governance

Through fair and efficient corporate activities, the Group always intends to be trusted by all stakeholders including shareholders, customers, partner companies, local communities and employees.

The Group also endeavours to be a continuously growing company, while further contributing to the community. For realising this intention, the Group considers enhancement of Corporate Governance as key aspect. It is crucial for proper corporate management and hence the Group aggressively takes various kinds of measures in the same direction. Also, in order to be trusted further by society and stakeholders, the Group discloses information quickly in fair and accurate manner, as prescribed by the law and regulation. It actively discloses information that it considers beneficial to deepen their understanding. Thus, further enhancing the transparency of the UNO MINDA Group.

Corporate Governance System

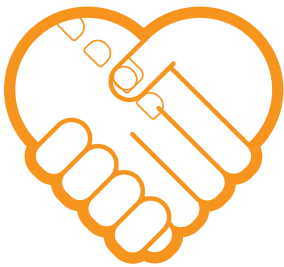
The corporate governance practices adopted by the company involves transparency, empowerment, accountability, equity and integrity with a view to enhance stakeholder's value in order to achieve its mission as stated below:

To continually enhance the stakeholders value through global competitiveness while contributing to the society

The Board of Directors comprises 7 members including four independent directors having rich experience in diverse field. As a general rule, the meeting of the Board of Directors are held to discuss important management issues in addition to the matters stipulated in laws, regulations and the Articles of Association once every three months, and as required. The Board has adopted policies and procedures for governance of orderly and efficient conduct of business in interest of all stakeholders. Further annually Board evaluate Corporate Governance practices and takes steps to strengthen the same.



CSR at UNO MINDA



Businesses that serve the society today will thrive in the future. This, in turn, will create a better world and a stronger business environment. Hence, delivering long-term sustainable growth, and impacting the society positively while also reducing environmental footprint.



CSR Committee Members

As nominated by the Board of Directors



Mr. Nirmal K. Minda
Chairman



Mr. Satish Sekhri
Member



Mr. K. K. Jalan
Member



Mr. Anand Kumar Minda
Member



Vision

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



Our Values

Discipline: Right time and right place in an organised manner

Determination: A well-planned learning process developed with earnestness

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

Dedication: Resolve and commitment towards our vision

Devotion: A passionate approach towards the whole programme and activities



CSR Goals

One School (1,500 seats) to be established in geographies exceeding 3,000 employees for the underprivileged by 2024-25

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



Our Milestones



Opened fifth Samarth-Jyoti centre at Karnawas, Haryana, to impart quality education and training to the needy children and people of the society.

Opened sixth Samarth-Jyoti centre at Hosur, Haryana, to educate and train the underprivileged children of the society.



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

2015

2014

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

2001

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

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

2007

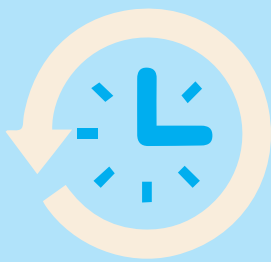
Established Moga Devi Minda Memorial School (MDMMS) (Affiliated to CBSE) at Bagla, Hisar, Haryana, to provide quality education in the rural area with modern facilities.

2010

Started Samarth-Jyoti as a CSR initiative of UNO MINDA Group.

Opened first Samarth-Jyoti centre at Naharpur, Manesar, Haryana, to encourage and empower the members of the community through an involving approach.

2012



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

● **Opened seventh Samarth-Jyoti centre** at Vadakkaepattu, Tamil Nadu, to support underprivileged children through means of education and vocational trainings.

● **Opened eight Samarth-Jyoti centre** for skill development of the underprivileged children of the community at Nidvanda, Karnataka.

2016

2017

2018

2019

● **Opened second Samarth-Jyoti centre** at Rudrapur, Uttarakhand, to provide skill-based training to the people for sustainable employment.

Opened third Samarth-Jyoti centre at Mahalunge, Maharashtra, to impart knowledge and education to the underprivileged children of the society.

2013

Established 'The Suman Nirmal Minda School' in Hathipura, Gujarat, for imparting knowledge to children of the local community at subsidised rates.

Opened ninth centre of Samarth-Jyoti in Shahjahanpur, Neemrana, Rajasthan, for providing remedial and vocational trainings to the local communities of the society.

Opened 10th Centre of Samarth-Jyoti in Bawal, Rewari, Haryana, with highly equipped machinery to provide training in cutting and tailoring and IT literacy.

Opened 11th Centre of Samarth-Jyoti in Bolni, Rewari, Haryana, with highly equipped machinery to provide training in cutting and tailoring.

Opened 12th Centre of Samarth-Jyoti in Patuhera, Rewari, Haryana, with highly equipped machinery to provide training in cutting and tailoring.

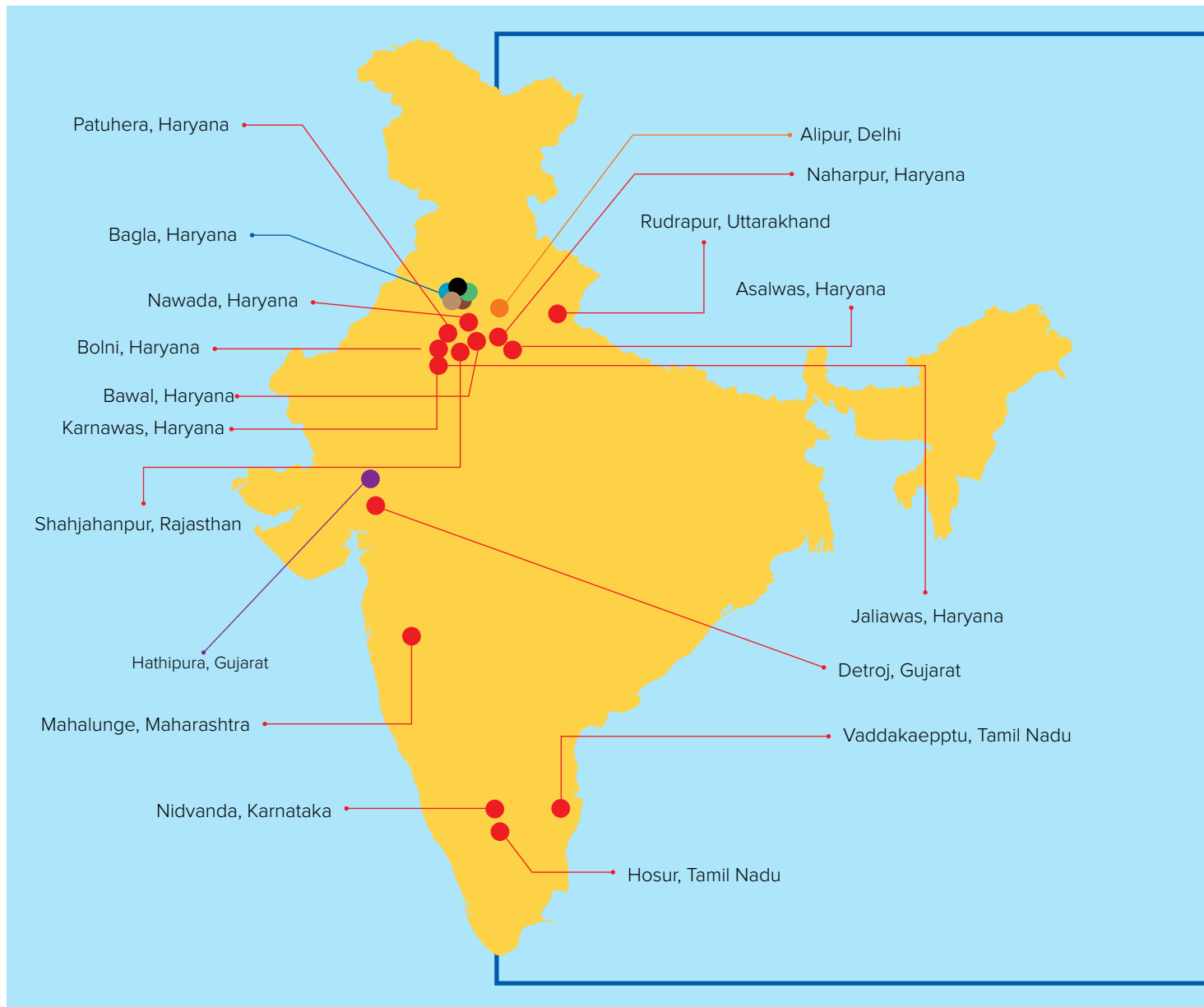
Opened 13th Centre of Samarth-Jyoti in Jaliawas, Rewari, Haryana, with highly equipped machinery to provide training in cutting and tailoring.

Opened 14th Centre of Samarth-Jyoti in Detroj, Ahmedabad, Gujarat, with highly equipped machinery to provide training in cutting and tailoring and remedial program.

● **Opened 15th Centre of Samarth-Jyoti** in Asalwas, Rewari, Haryana, with highly equipped machinery to provide training in cutting and tailoring.



Group CSR Presence



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

● SAMARTH-JYOTI CENTRES

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



● THE SUMAN NIRMAL MINDA SCHOOL

Hathipura, Gujarat

● MINDA BAL GRAM

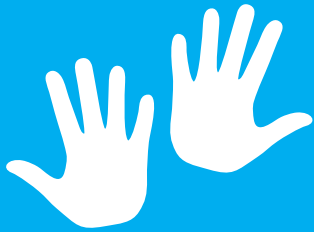
Alipur, Delhi

● PROJECTS RUNNING AT BAGLA, HARYANA

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



Our two pillars of CSR



1

Suman Nirmal Minda Charitable Trust (SNMCT)

SNMCT is registered under the Societies Registration Act, 1860. The trust runs multiple activities in the field of education, skill development, healthcare, environment, nutrition and community-development for semi urban and rural communities. So as to help people live their life with respect and dignity.

2

Moga Devi Minda Charitable Trust (MDMCT)

MDMCT a joint Corporate Social Responsibility (CSR) initiatives supported by UNO MINDA Group to conduct CSR activities in a structured manner in compliance with the CSR provisions of the Companies Act, 2013.



CSR Model



Education:

Providing quality education to underprivileged children

Skill Development:

Skill development through different vocational programs



Preventive Healthcare:

Capacity building through preventive healthcare programs and curative need-based support

Environment Sustainability :

Promoting sustainable practices towards environment conservation



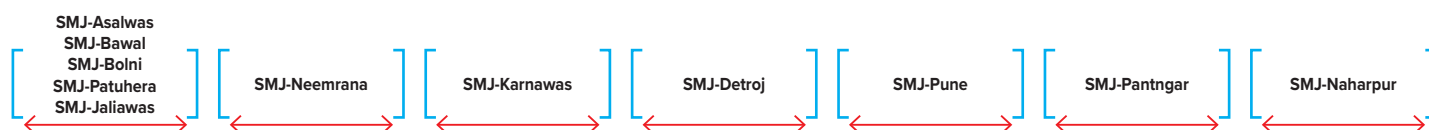
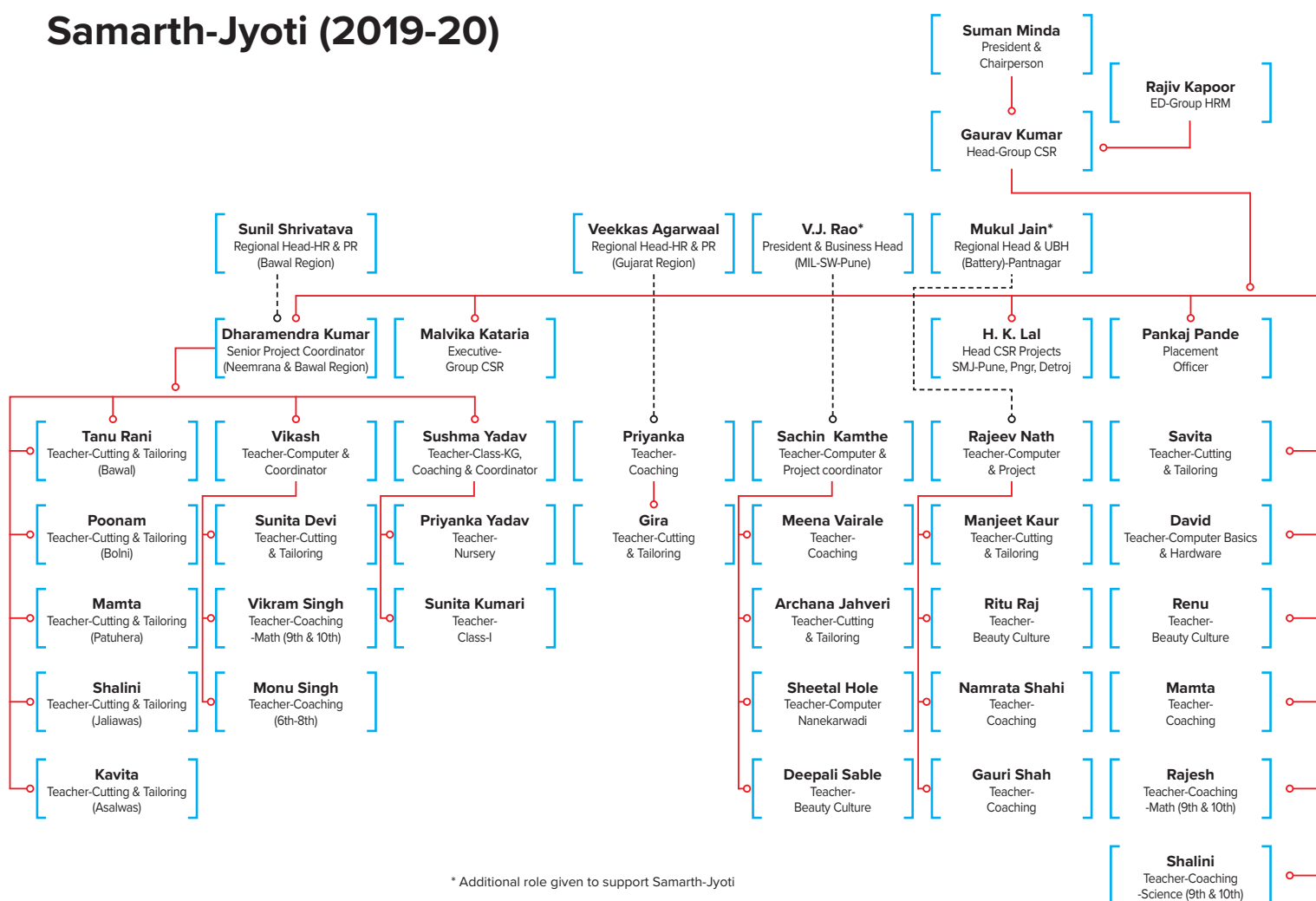
Community Well-being:

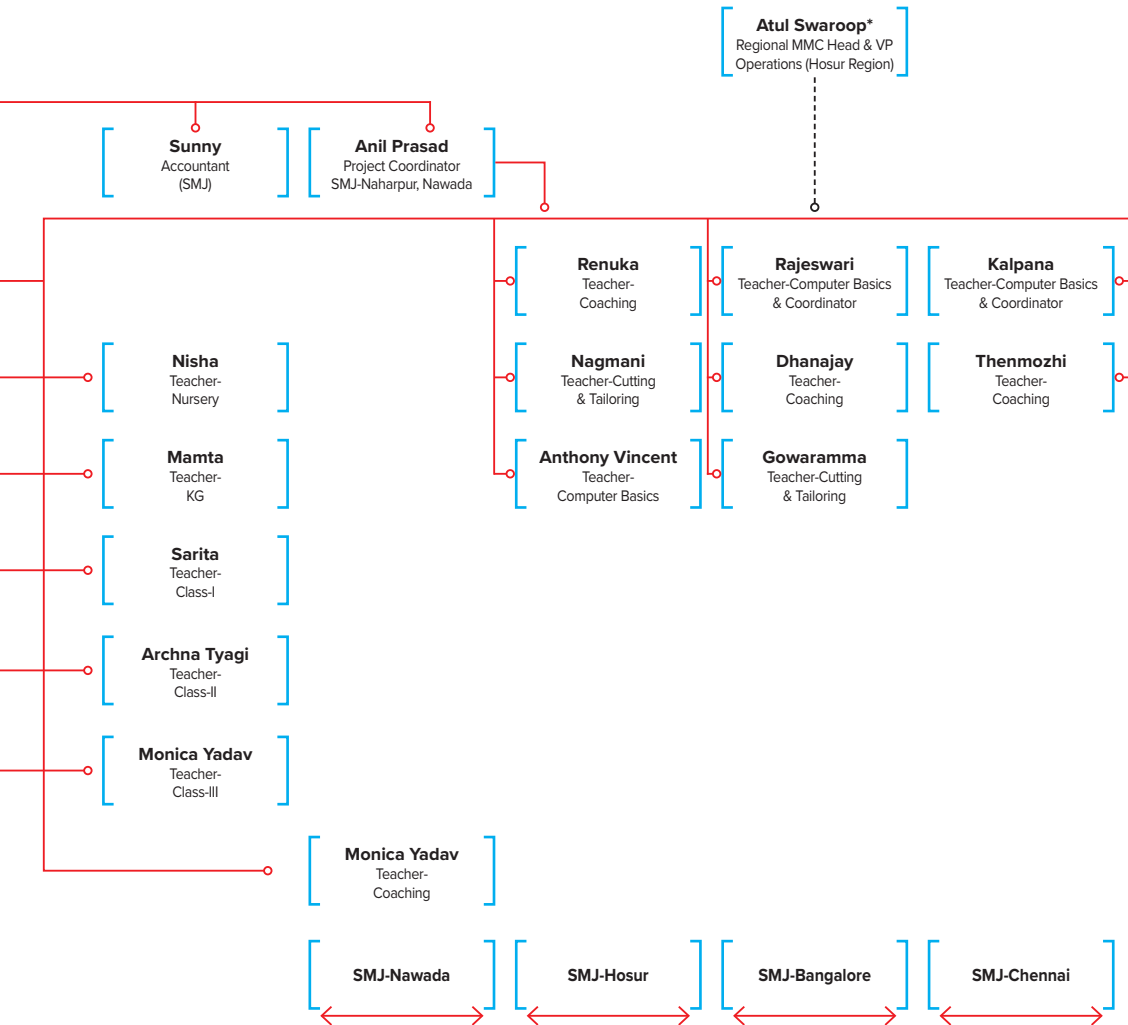
Provide support for social, and cultural well-being



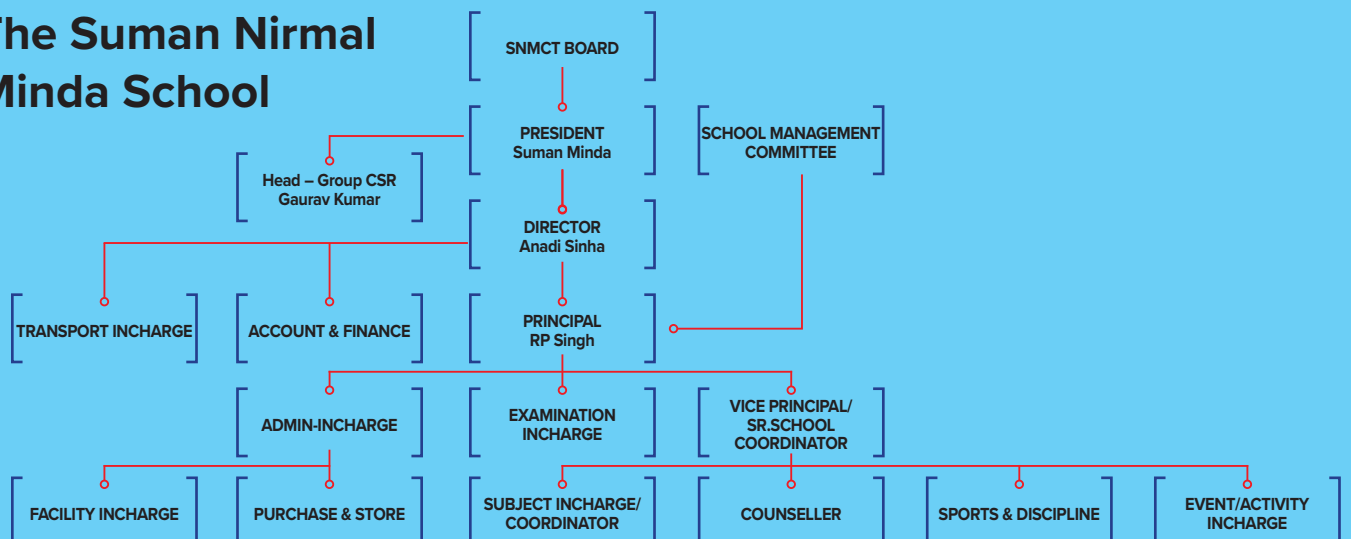
Organisation Structure

Samarth-Jyoti (2019-20)





The Suman Nirmal Minda School



Awards & Accolades

Rashtra Vibhushan Award 2017 for
“Best Innovative CSR Project”
 by fame.



Manufacturing Today for
**“Excellence in CSR 2017
 in Large Category”**
 by Manufacturing Today



National Award for Excellence in
 CSR & Sustainability for
“Best Community Development”



CSR Times Award 2018 for
**“Best Corporate Foundation
 in Women Empowerment”**



National CSR Awards 2018 for
**“Excellent Value Added
 to the Local Community”**
 by Social Footprint



Indywood CSR Excellence Award
“Community Development Programme”
 by Indywood and Govt. of Telangana.



ET Now star of the Industry Awards 2018
 for Excellence in CSR in
**“Outstanding Contribution to the
 cause of Education”**



3rd Social Imprint Award and
 Summit 2019 in Category of
**“Excellent Education provided
 to weaker Section”**



Prestigious
“Mahatma Awards”
 for Leadership in Corporate Social Responsibility, 2019

SNMCT (Uno Minda Group) also bagged
“Mahatma Awards”
 for Social Good, 2019 for Welfare Initiatives.





Impact Assessment Report CSR Committee

Introduction



About the Study

UNO Minda appointed Grant Thornton India LLP to conduct Impact and SROI assessment of SNMCT flagship project “Samarth-Jyoti” for Naharpur, Manesar (Haryana). The aim of the assessment was to measure the effect of the program on the lives the beneficiaries.

To conduct the study, an impact assessment evaluation framework was designed which focused on the conceptualization, designing, data collection of the study along with analysis and reporting of the findings. The execution of the study was through interactions with the stakeholders, learning level assessment and interviews in order to gather an informed understanding and feedback of the programs.

The Scope of work includes

- ✎ Assess the impact of Samarth-Jyoti’s Vocational and Skill Training and Primary Education.
- ✎ Calculate social return on investment for the Vocational and Skill Training.
- ✎ Location: Naharpur center in Manesar.
- ✎ Time Period: 2012 to March 2019

About the Programs

Vocational and Skill Training

This program focuses on economic and social development of women and adolescent girls. The aim of

this intervention is to provide target beneficiaries with the platform to acquire new skills and provide them access to adequate employment opportunities to gain socio-economic independence.

Two courses i.e. Beauty Culture and Cutting & Tailoring were offered in the center for a duration of six months. Interviews were conducted with women trained in these two courses over the period of 2012-2019, during this study.

Samarth-Jyoti Community School Education

This program focuses on delivering informal primary education to children from Nursery to Class III. Access to quality education is limited amongst migrants’ families and other disadvantaged sections of the society, due to limitations in disposable income and developing sustained interest in education among the children. This centre provides basic facilities in addition to assistance for mainstreaming children into formal education, and around 600 students have passed/ studied at the centre since 2012.

Students were assessed as part of this study based on the grade appropriate competency; develop along the lines of NCERT learning outcome guidelines. The current batch (2019) of students were randomly selected to be part of the study and the project team arranged for interaction with passout students.

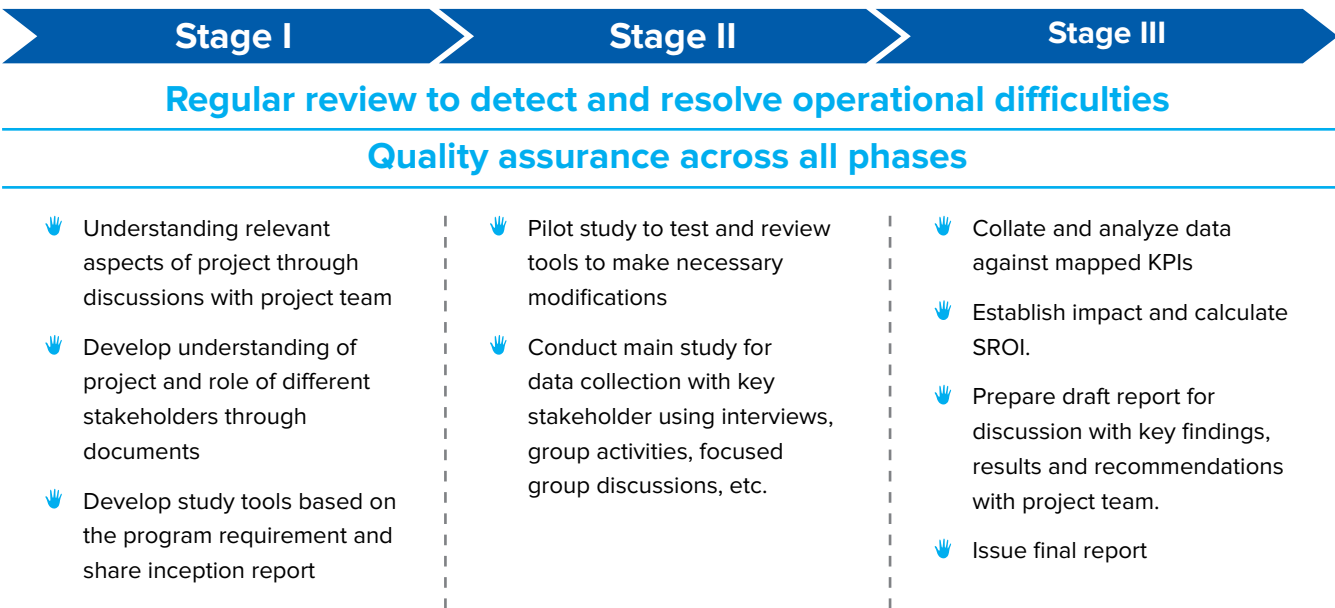
Approach and Methodology

Our Approach

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

Our Methodology

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



Understanding the Impact

Vocational and Skill Training

The evaluation looked at a mix of economic and social parameters for understanding the multifaceted impact of the program interventions. The following sections present key analysis on the following aspects:

- 👉 Demographic indicators such as age, gender, educational qualifications to help analyze the programs' reach and target population.
- 👉 Economic parameters capture the changes in employment levels, average monthly income and household income, etc.
- 👉 Perception mapping on social indicators to understand changes in confidence level, decision-making, social status etc.
- 👉 Training enablement section captures support provided by the center such as counselling, facilities, and overall feedback.

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.
- 👉 Average Monthly Income: There has been an increase in the average monthly income of approximately INR 5837, from INR 3250 to INR 9189 for the respondents.
- 👉 Around 97% of the respondents mentioned that they would recommend this training to others since the course was highly beneficial for them.
- 👉 The training program was found to be very good by 48% of the respondents, 42% mentioned it good and 10% as Average.

Social Return on Investment:

The SROI ratio gives a ratio of social returns obtained from the program versus the program investment. It enables a ratio analysis of benefits to costs incurred, making it easier for an organization to communicate the overall value of their projects to external stakeholders.

The SROI calculated considering the Net Present Value (NPV) on the annual input cost is INR. 1.23

Qualitative Findings:

- 👉 Women mentioned that the training helped them to gain employment, providing them with economic independence.
- 👉 Increased ownership of disposable income, due to employment, provided women with the opportunity to contribute to their household expenses, leading to increased decision making within the family.
- 👉 Women found themselves as more confident about the acquired skill and were motivated to develop it further to improve the living conditions of self and their family.
- 👉 Interest of women towards education of their children was also enhanced due to the exposure they gained during the course of the training.

Samarth- Jyoti Community School Education

This centre provides basic facilities in addition to assistance for mainstreaming children into formal education, and around 600 students have passed/ studied at the centre since 2012. The study is based on outcome-based approach, executed through defined methodology covering key stakeholders (direct and indirect).

Students were assessed as part of this study based on the grade appropriate competency developed in line with NCERT learning outcome guidelines. The current batch (2019) of students were selected randomly to be part of the study and the project team arranged for interaction with pass-out students.

It aimed at understanding their basic proficiency in English and Hindi language, ability to interpret instructions and respond in writing. Post completion of the written test, students were also assessed on their reading skills in English and Hindi.

Analysis

The assessment for classes Nursery to I, included verbal test which had questions focusing on basic proficiency in English, Hindi language and Mathematics. Students were engaged on a one-on-one basis and the interaction was timed at 5-10 minutes.

The results are:

- 👉 Nursery: 95% of students had grade appropriate learning levels in English, Hindi and Math. Only 5% of the students had difficulty in identifying alphabets and numbers correctly.
- 👉 KG: All the students had grade appropriate learning levels in Hindi and English, and about 95% had grade appropriate competencies in Math.
- 👉 Class I: 63%, 90%, and 83% of students had grade appropriate learning levels in English, Hindi and Math, respectively. Students performed comparatively better in Hindi and Mathematics compared to English.

Students of classes II, III and pass-out were assessed basis written and reading tests in English, Hindi and Mathematics.

In written skills the assessment results are

- 👉 English: 95% of students had grade appropriate learning levels in class II and 100% pass out students had appropriate leaning level. Outcomes for English were the lowest for Class III students at 80%.
- 👉 Hindi: students of class II and pass-out students had 100% grade appropriate learning levels in Hindi and 75% of Class III students had grade appropriate learning level
- 👉 In Mathematics, 100% students of Class II, III and pass-out students had grade appropriate competency

In verbal assessment the assessment results are

- 👉 Class II: 100% of students had grade appropriate reading level of alphabets in both Hindi and English.
- 👉 Class III: 100% of students had grade appropriate reading level of alphabets in both Hindi and English. 90% students were able to read short sentences
- 👉 Pass-out: 100% of students had grade appropriate reading level of alphabets, words, short and long sentences in both Hindi and English

Qualitative Findings

- 👉 It was observed that the students were highly enthusiastic, responsive and eager to be a part of the assessment displaying their interest towards education.
- 👉 Children were participative during ice-breaking sessions, portraying that the environment in the school was child-friendly.
- 👉 Parents mentioned observing positive change in their children's confidence levels. In addition, the focus on extra-curricular activities helped in development of the students' overall personality.
- 👉 Students were taught through alternative medium to develop keenness, curiosity, and enhancing an attitude of inquisitiveness towards knowledge development through comprehensive understanding of topics.





Our education initiative
emphasises on two critical issues –
access to education
and **improved quality**
of education



“Knowledge is power. Information is liberating. Education is the premise of progress in every society and family.”

At **UNO MINDA**, we firmly believe that an investment in knowledge pays the best interest. We encourage quality education for young children ensuring that they are confident and skillful to secure a better future. Our education initiatives are aligned with the United Nation’s Sustainable Development Goal 4 of ‘Quality Education’.

Our extensive education initiatives through Samarth-Jyoti Community School, remedial programmes and Suman Nirmal Minda School, have been designed especially for the underprivileged children belonging to the communities around us.

Samarth-Jyoti Community School (Informal Education)

We aim to provide access to holistic education to the underprivileged backgrounds through innovative learning methods at Samarth-Jyoti Community School. Going beyond just schooling, we try to integrate factors like quality knowledge, community support, specially trained teachers and several other activities to run the school smoothly.

Key Initiatives

- 👉 Community school with interactive smart classroom for digital learning experience
- 👉 Proficient teachers for imparting quality education to the children
- 👉 Teachers Training Program to upgrade skills and knowledge of teachers so that they are well prepared to address the evolving learning needs
- 👉 Parent-teacher meetings to share the progress of children
- 👉 Encouraging students to participate in academic as well as extra-curricular activities for their overall development



1. Birthday celebration of students at Samarth-Jyoti, Naharpur
2. Students involved in activities at Samarth-Jyoti, Naharpur
3. Moral education class for students at Samarth-Jyoti, Naharpur
4. Interaction during teachers training session
5. Students during prayer at Samarth-Jyoti, Naharpur

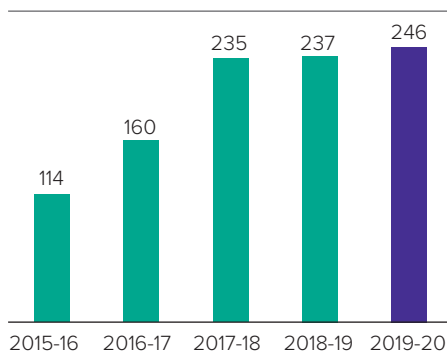


“At its core, responsibility is about earning and sustaining the trust of the customers and partners we empower and the communities in which we live and work. Without trust, none of our progress is possible. We aim to give back to society by working towards the socio-economic development of the marginalised communities around us. Our dedicated endeavours support access to quality education in rural areas and make children self-reliant and confident.”

Sudhir Jain

CSR Functional Committee Member

Number of students benefited through Samarth-Jyoti Community School



6



7



8



9



10



6. Computer Lab-Students learning computer at Samarth-Jyoti, Naharpur
7. Books & Uniform distribution to students at Samarth-Jyoti, Naharpur
8. Teachers Training (Smart-class) at Samarth-Jyoti, Naharpur
9. Coaching class at Samarth-Jyoti, Pune
10. Learning by doing activity done by students at Samarth-Jyoti, Naharpur

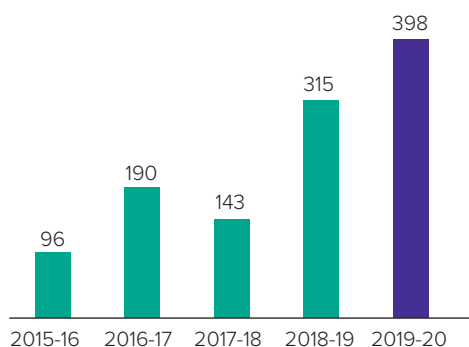
Remedial Programs

Our remedial programs improve the learning skills and critical thinking ability of children by engaging them in activities based on their needs and learning level. These tailored programs empower children with knowledge, skills and attitude that enhance their overall development.

Key Initiatives

- Started coaching classes for underprivileged students at different centres to develop school readiness
- Conducted a special course for cursive writing and computer basics
- Provided support to students for various state level and competitive exams

Number of students benefited through coaching classes under Remedial Program



1. Students ready for performance at Independence day at Samarth-Jyoti, Naharpur
2. Learning by doing activity by coaching students of Samarth-Jyoti, Pantnagar
3. Coaching Students performing on Independence day at Samarth-Jyoti, Naharpur
4. Learning by doing- activity by coaching students of Samarth-Jyoti, Pune
5. Coaching class at Samarth-Jyoti, Pune

The Suman Nirmal Minda School

As a part of the Group CSR goal 2024-25, we established our first Senior Secondary School, affiliated to CBSE Board, in village Hathipura, Ahmedabad. It focuses on inclusive access to teaching tools and materials that promote quality education and better opportunities for the underprivileged children. The school also offers programs that encourage collaborative learning environment and various extracurricular activities to prepare the younger generation for a brighter future.



1. Students attending class at TSNM School, Gujarat
2. Learning by doing - students with traffic lights & other road safety symbols at TSNM School, Gujarat
3. Students enjoying outdoor activities at TSNM School, Gujarat
4. The Suman Nirmal Minda School, Gujarat
5. Students engaged in activities at TSNM School, Gujarat

Key Facilities at the Suman Nirmal Minda School

- 👉 Personalised attention to address diverse educational needs of the children
- 👉 Enthusiastic and well-informed teachers with rich teaching experience
- 👉 Interactive lessons with increasing classroom participation to promote inclusive education
- 👉 Quality infrastructure with digital learning tools
- 👉 Life-shaping opportunities in the form of valuable lessons from innovators and iconic personalities
- 👉 Greater participation in Olympiads and other national and international level competitions
- 👉 Active participation to protect environment and promote organic farming
- 👉 Various awareness programs, SMS alerts for parents and standard safety measures
- 👉 Smart classrooms to enable e-learning initiatives and higher technology adoption
- 👉 Modern sports facilities, composite science lab, art and craft room, math lab, music room, library, and computer lab



“It was heartening to see the great work done by our CSR team and selflessly working to uplift the lives of hundreds of people living around our operations; by imparting various trainings to help them get better opportunities and making them self-dependent.”

Sunil Bohra

CSR Functional Committee Member



1. Brainstorming on TLM among staff, TSNM School
2. Creativity at work, artwork being done by student of TSNM School
3. Dance Class at TSNM School, Gujarat
4. Knowledge updating-Students in the library-TSNM School, Gujarat
5. Students enjoying indoor games at TSNM School, Gujarat



6



9



7



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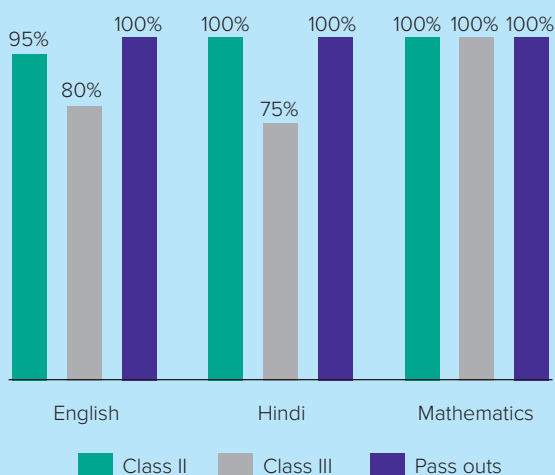


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6. Computer Lab-Students learning computer at TSNM School, Gujarat
7. Rakhi-making activity by the students at TSNM School, Gujarat
8. Music class at TSNM School, Gujarat
9. Modeling Clay activity at TSNM School, Gujarat
10. Mask-making activity at TSNM School, Gujarat

Primary education: Analysis (Class II, III and Pass outs)

Written Assessment Results (scoring $\geq 33\%$)



Reading Assessment Results

Subject	Class II		Class III		Pass outs	
	English	Hindi	English	Hindi	English	Hindi
Alphabet	100%	100%	100%	100%	100%	100%
Word	95%	100%	100%	100%	100%	100%
Short Sentence	—	—	90%	90%	100%	100%
Long Sentence	—	—	80%	85%	100%	100%

Source: Grant Thornton Report of Samarth-Jyoti School



SKILL DEVELOPMENT

Empowering
Rural Communities
through **Skill**
Development
Initiatives



At UNO MINDA, we undertake talent and skill building activities to economically empower communities. We have been contributing to the Government's initiatives of 'Skilling India' to empower disadvantaged communities through various skill development interventions.

“The more we give importance to skill development, the more competent will be our youth”

Samarth-Jyoti Vocational Training Centre

Through our vocational training centres, spread across various locations, we run skill development programmes to train unemployed youths and women for employment generation. The initiative has helped in increasing skills and enhancing the household income. This has led to improved living conditions for people with a secured future.

We primarily offer vocational training program in Cutting & Tailoring, Beauty & Culture, and IT literacy programmes in Computer Basics & Hardware.

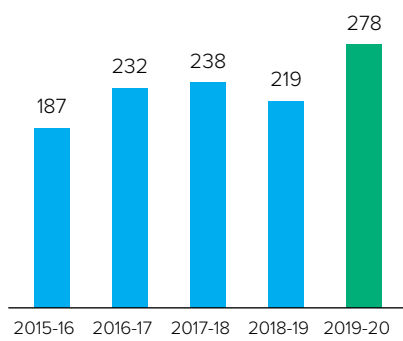
Key facilities provided

- ✎ The courses are well-designed with relevant curriculum; assessments are taken upon completion of the courses
- ✎ Experienced and dedicated teachers impart practical training to enhance employability of the students
- ✎ Centres are equipped with the latest technology machines like sewing machine, interlock machine, embroidery machine, high speed industrial sewing machine and learning material for teaching
- ✎ We motivate students to learn new knowledge by participating in various academic and cultural programmes
- ✎ We make students digital-ready through our IT literacy programs in collaboration with Government schools at Nigoje, Nanekarwadi, Maharashtra and Hosur, Tamil Nadu

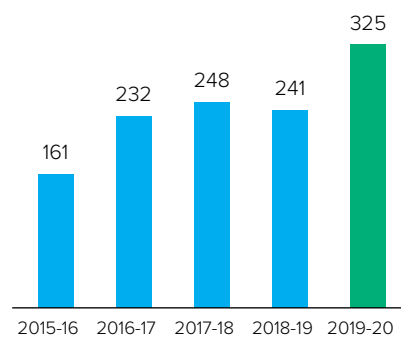


1. Management interaction with Beauty Culture students at Samarth-Jyoti, Pune
2. Student receiving Certificate from Chairperson at Samarth-Jyoti, Pune
3. Beauty Culture Training at Samarth-Jyoti, Pune
4. Interaction of Chairperson with Beauty Culture Students at Samarth-Jyoti, Pune.

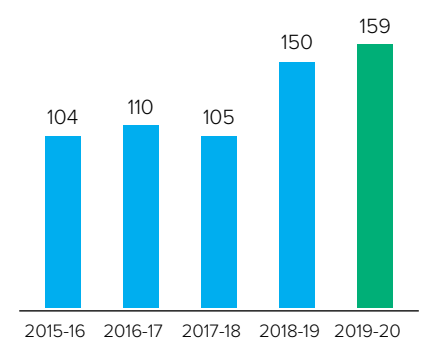
Number of Students Certified through IT Literacy



Number of Students Certified in Cutting & Tailoring



Number of Students Certified in Beauty & Culture



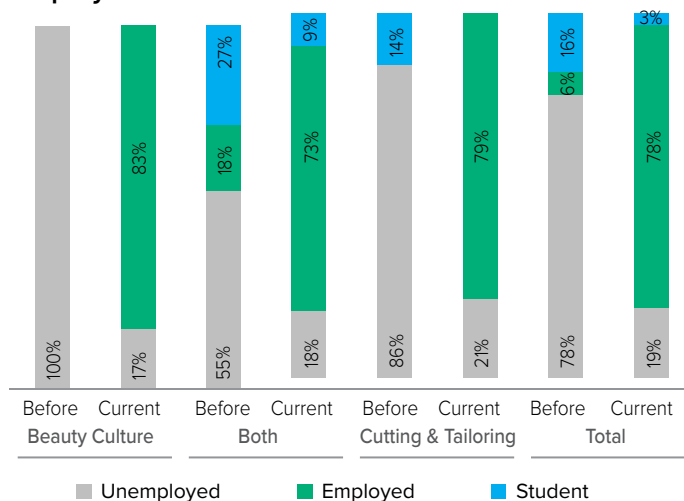
“As the world of work is changing, we believe in a future where every person has the skills, knowledge, and opportunity to thrive. That’s why as part of our commitment, we continue

to operate with great responsibility, paving our way towards an inclusive and equitable society. We’re working to provide access to learning resources to help create pathways for underprivileged strata and scalable solutions that can be replicated globally.”

Anadi N. Sinha
CSR Functional Committee Member



Vocational and Skill Training – Analysis Employment Status



Source: Grant Thornton Report

- Computer Training at Samarth-Jyoti
- Students of Cutting & Tailoring wearing Nawari Sari made by them at Samarth-Jyoti, Pune.
- Embroidery & PICO machine training at Samarth-Jyoti, Pune
- Hair dressing practice by students of Beauty Culture at Samarth-Jyoti

Beneficiaries of the IT literacy Program (Government School Initiative)

872

Students benefited since inception at Nigoje, Pune, Maharashtra

759

Students benefited since inception at Nanekarwadi, Pune, Maharashtra

602

Students benefited since inception at Hosur, Tamil Nadu

Self-Help Group (SHG) Program

- With a focus on empowerment, our SHG initiatives aim to promote self-reliance and make women financially independent.
- Our SHGs UMANG and Samarth provide skill building and livelihood opportunities to disadvantaged women
- Women are trained on different skills such as Rakhi making, Diwali decoration products like stick candles, floating candles, and gel glasses, diyas, organic gulal and handmade quilling greeting cards, handmade paper bags, jute bags, and envelopes, among others
- Women participate in exhibitions to showcase their products and sell the items that they make; leading to income generation for them
- Our programs are customised and continuously upgraded to meet the demand of the community



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Vocational and Skill Training – Analysis

Average Monthly Income



Source: Grant Thornton Report

- Gulal Making by SHG team at Samarth-Jyoti, Naharpur
- Review of SHG work by Head -Group CSR at Samarth-Jyoti, Pune
- Candle & Diya Stall by Self Help Group Samarth-Jyoti, Naharpur
- Chairperson Interaction with SHG during Candle training at Samarth-Jyoti, Naharpur



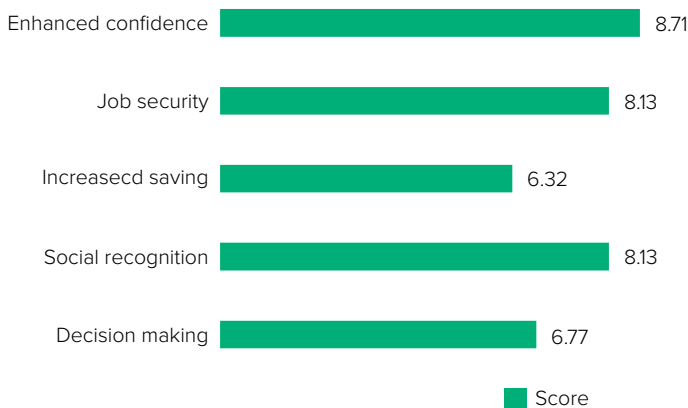


The need to create social good has always been ingrained within the organisation's culture. In order to pass on to the next generation a clean environment and a bountiful society, we realize that the actions of each and every one of us have a great effect on our earth's future, so we must make every effort to preserve our environment as such UNO Minda is committed to. The need to create social good has always been ingrained within the organisation's culture."

R. S. Yadav
CSR Functional Committee Member

Vocational and Skill Training – Analysis

Perception mapping of trainees



Source: Grant Thornton Report

5. Greeting Cards with Quilling Art made by Cutting & Tailoring students of Samarth-Jyoti, Pune
6. Rakhi made by Self Help Group- Samarth-Jyoti Naharpur
7. Gel Candles made by Self Help Group of Samarth-Jyoti, Naharpur
8. Pouch made by Cutting & Tailoring students of Samarth-Jyoti, Pune
9. Greeting Cards made by Cutting & Tailoring students of Samarth-Jyoti, Pune





**PREVENTIVE
HEALTHCARE**

Ensuring Better Health and Hygiene



“Good health is a state of complete harmony of the body, mind and spirit. Health awareness is core to our CSR goals and our commitment to those who need it the most.”

A large section of our population lacks access to quality healthcare facilities. At UNO MINDA, our core objective is to bridge the gap between basic healthcare and the underprivileged section of the society. As a part of our CSR initiatives, we constantly strive to deliver reliable medical facilities and bring health awareness in communities around us. These health programs are in line with the Sustainable Development Goal 3 of ‘Good Health and Well-being’.



“The way parents teach lessons of life to their children, the same way Samarth-Jyoti teachers teach their students to make them more knowledgeable and empowered. The happiness of the team is realized when the students of Samarth-Jyoti set the benchmark in the external world. I feel proud to be a part of such a highly motivated team and wish great success in all future endeavours. Best Wishes !

H. K. Lal

CSR Functional Committee Member

Medical Health Camp

- 👉 Localised health check-up camps and medical support for rural communities
- 👉 Active involvement of the village Sarpanch, community members, specialists and trained doctors for check-ups and health camps
- 👉 More than 530 people participated in the check-up camps to avail free consultation for general health, eye, ear and dental ailments
- 👉 Awareness campaigns to educate people on various health and sanitation issues

Support to Underprivileged

We are contributing to help the financially distressed patients of a charitable hospital at Gurugram for their dialysis needs.



1



2



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1. Patient undergoing dialysis in Gurgaon hospital, sponsored by SNMCT
2. Health Check-up camp at Samarth-Jyoti, Naharpur

- 3 & 4. Health Check-up Camp at Samarth-Jyoti, Naharpur

Menstrual Hygiene Management Program (MHMP)

Menstrual Hygiene is vital to the empowerment and well-being of women and adolescent girls. Women and girls, especially in rural areas, lack proper access to menstrual hygiene facilities. We conduct workshops dedicated to creating awareness around the vital role of good menstrual hygiene management. The workshop covers nearly 278 adolescent girls and women.

The experts also clarify existing myths and misconceptions around menstruation hygiene. We distribute eco-friendly sanitary napkins for free and educate them on the likelihood of infections resulting from poor hygiene habits. Through our awareness programs, we support the Government of India's scheme 'SABLA' program of Ministry of Women and Child Development and United Nation Sustainable Development Goals (SDGs) to 'Ensure Availability and Sustainability of Water and Sanitation for All'.



Blood Donation Camp

We organised a Blood Donation Camp to create awareness among the people about its importance in saving lives. The initiative was well received with participation from more than 450 people.



5-09. MHM Program at Samarth-Jyoti, (Naharpur, Manesar), (Shahjahanpur, Neemrana), (Karnawas, Bawal)

10. World Blood Donors Day at Bawal, MKAL.



**ENVIRONMENTAL
SUSTAINABILITY**

We strive to **co-exist with**
the **environment** in
all our corporate activities by
conserving energy,
reducing emissions
and **waste,** and promoting
recycling, among many others.



Our corporate activities are only possible if the Earth, which sustains life, is healthy.

We recognise that playing an active role in preserving the global environment is an important management issue. We strive to co-exist with the environment in all our corporate activities by conserving energy, reducing emissions and waste, and promoting recycling, among many others.

Our endeavour is to undertake global issues and work towards ending poverty, protect our planet and to ensure peace

and prosperity for everyone. Today, both the National Mission for Green India and the UN's Sustainable Development Goals (SDGs), pave our path towards the adoption of sustainability. We remain focused on making a positive impact and are therefore inspired by SDG's goals. This is an area where we see our contributions making the greatest impact on the community and the planet.

Material Stewardship

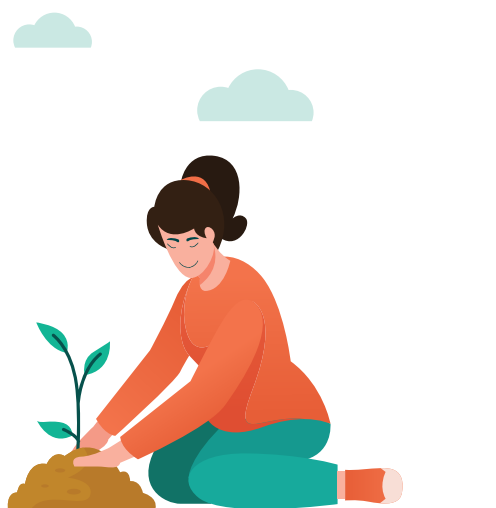
Material stewardship is an ethic that is embodied within us for responsibly managing our resources. In practice, materials stewardship is about:

- ✎ Understanding the social, environmental, and economic impacts of your material as it moves through its life cycle
- ✎ Acting on appropriate stewardship activities for the part of the life cycle you directly control
- ✎ Promote the benefits and appropriate use of your material and minimise risks to human health and the environment



Sustainable Communities

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



1. UNO Minda Employee and School Principal Planting Tree at School Premises, Panthagar.

Some of our best practices include:

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

Tree Plantation Drives

We are making concentrated efforts to increase the green cover through sapling plantation on one hand and enhancing the environmental awareness levels in the community on the other. We have planted more than 12000 trees and saplings in and around industry, to make the environment green. Our environmental awareness programmes aim to sensitize young children to inculcate a healthy practice at young age.

Employee Commuting Programs

Our efforts are directed towards reducing emissions. To meet our goal, we have bus shuttles for our employees at various time intervals during peak hours. Through this initiative we have been effective in reducing carbon emissions which would have otherwise risen due to personal vehicles.



2. Samarth-Jyoti, UNO Minda Employee and School Principal and Students, Pantnagar

3. Tree Sapling by Students of Samarth-Jyoti, Pune

4. Celebration of World Environment Day through Nukkad Natak at Chakan S. T. Stand, Pune by Samarth-Jyoti

5. Celebration of World Environment Day through Nukkad Natak at village Nigoje, Pune by Samarth-Jyoti

6. Celebration of World Environment Day through Nukkad Natak at Chakan S. T. Stand, Pune by Samarth-Jyoti

Sustainability is a word that we increasingly come across in all aspects of life. It is a broad subject and can be broken down into many different sections. We can positively contribute to all these areas to help sustain the world for future generations.



1. Food waste composter
2. Waste Water Treatment Plant
3. Zero liquid discharge - Ultra filtration (UF) plant

Waste Management

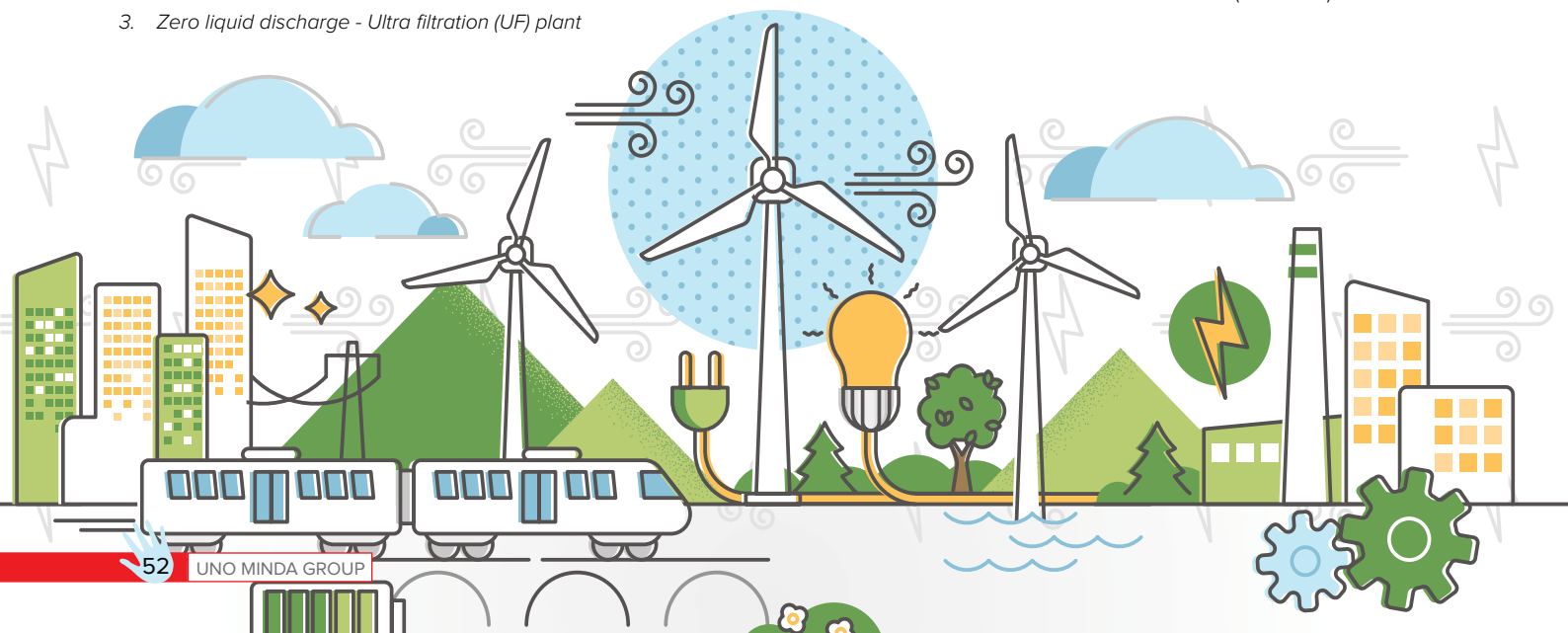
To improve our sustainable waste management performance, we alternatively concentrate on significantly cutting waste and encouraging reuse. This minimises the use of virgin resources to create unnecessary items such as single-use products. Efforts are also focused on reducing food waste and ('avoidable') single-use packaging such as straws, cups, carrier bags, among many others, as these offer the biggest opportunity for change.

Water Treatment

ETP and STP facilities are installed for treating polluted water at our facility. It turns polluted water into fresh water, which is later used for gardening and other uses.

Hazardous Waste Management

We have an agreement with Gujarat Environment Protection Infrastructure Limited (GEPIL) and Bharat Petroleum for disposal of hazardous waste. We are a member of Haryana Environmental Management Society (HEMS), a reputed environmental conserving society. Additionally, we have also tied up with Green Vortex for proper discarding of electronic waste. Furthermore, we are associated with recognised vendors of Karnataka State Pollution Control Board (KSPCB) and Tamil Nadu State Pollution Control Board (TNSPCB).





“UNO MINDA CSR is committed to deliver best to the society since beginning. It will certainly bring substantial change and impact on the society.”

Alok Kumar
DGM - HR



An army of lions headed by sheep can be easily defeated by army of sheep headed by lion because leader matters. The leadership

demonstrated by Uno Minda team has given us new insights and taken Samarth-Jyoti to new horizons. The support extended during this tough time, by reaching to the needy people, was a satisfying experience. Thanks to the entire Samarth-Jyoti team for their dedicated and selfless work.

Rajendra Dhainje
CSR Functional Committee Member

The **3R** Policy

Reduce

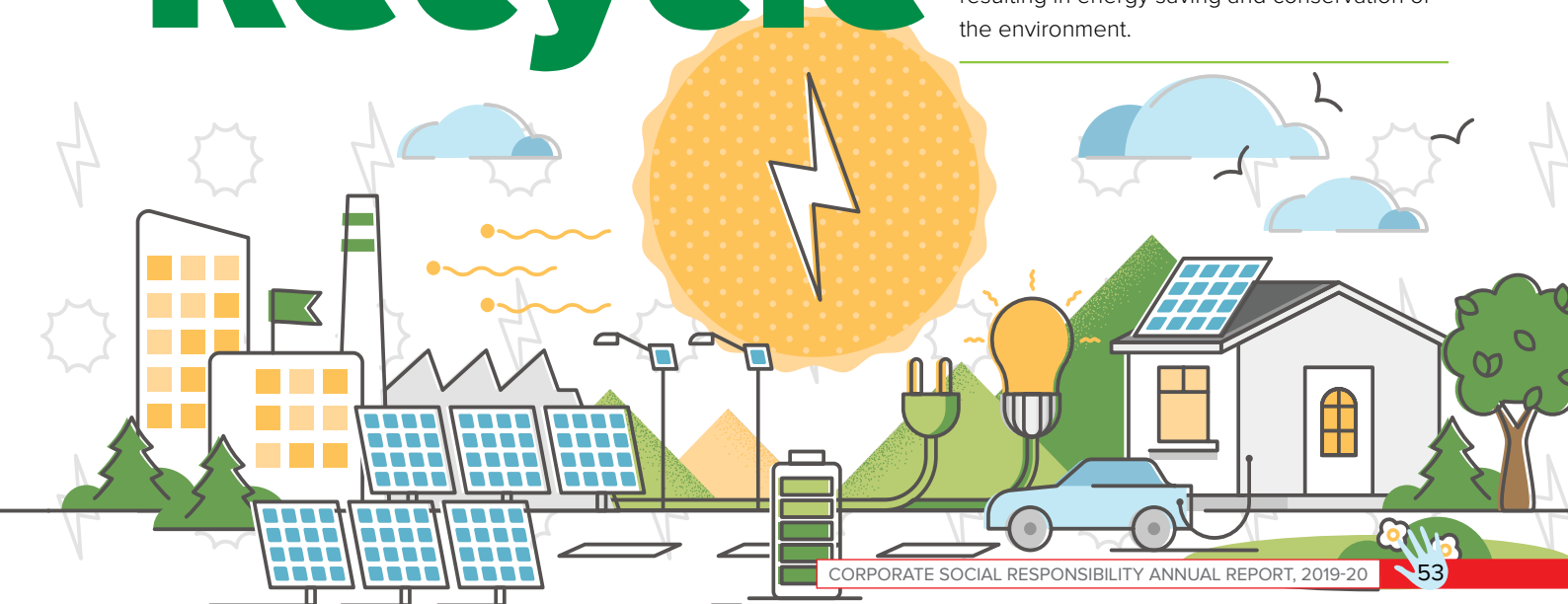
Reduction implies choosing to use things with an intent to reduce the amount of waste generated. Also, to use resources efficiently that will lead to better sustainability.

Reuse

Reusing involves the repeated use of items which still have usable aspects. It is a progressive step on the road to create a better environment.

Recycle

Being competent to recycle plays a major role of being capable of environmental assurance, resulting in energy saving and conservation of the environment.

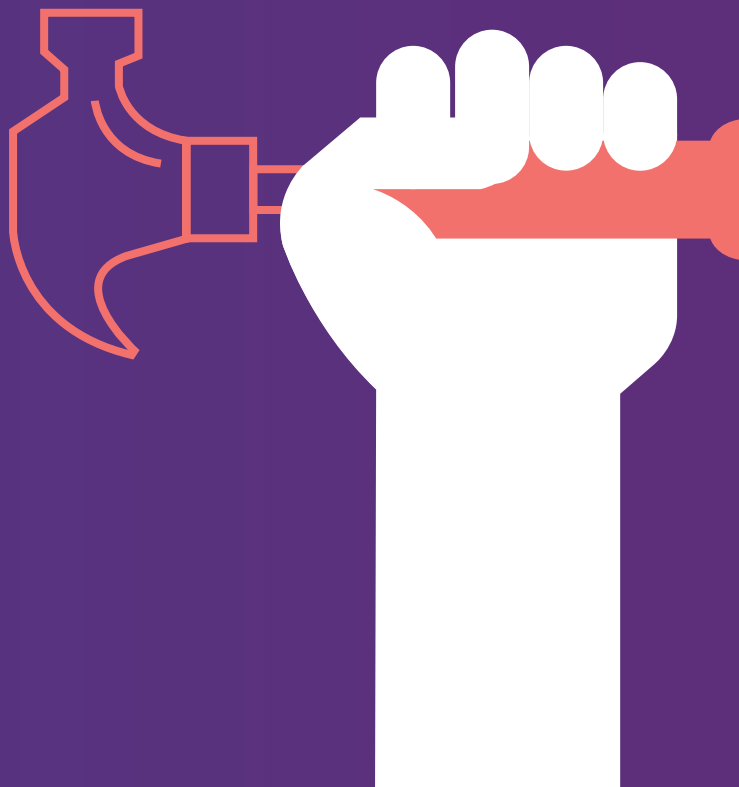




COMMUNITY DEVELOPMENT

our **Infrastructure
Development**

Program encourages
**building proper
facilities** while
responsibly working
towards **community
development.**



Our collective CSR efforts over the last few years have made a positive difference to many lives across India. Our role has progressively grown from being just a resource provider to a facilitator and now an enabler driving positive change. We will continue our endeavours towards uplifting the lesser privileged communities and improve their quality of life by making them aware and self-reliant.

Infrastructure Development Programme

Aligned with UN's SDG '09' of Industry, Innovation, and Infrastructure, our Infrastructure Development Programme encourages building proper facilities while responsibly working towards community development. This includes construction of:

- 👉 Garbage dump yard
- 👉 School shed
- 👉 Bus queue shelter
- 👉 School boundary wall



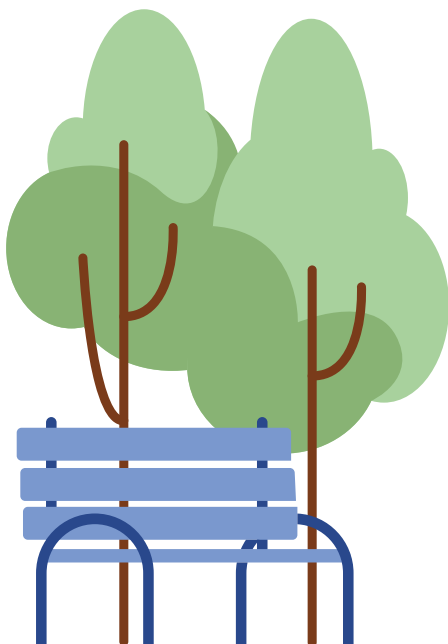
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Need-based Activity

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



3



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1. Dump yard (before)
2. Dump yard (after)

3. Newly constructed bus queue shelter, Karnawas
4. School boundary wall, Chennai

Awareness Workshop and Campaigns

We live by our motto of bringing prosperity and welfare for bettering the lives of masses through means of workshops and campaigns. By these events, we aim at spreading awareness and sensitizing masses towards curtailment of different global issues of the society. During the year, we continued to host and celebrate an array of various days. To name a few, we celebrated days like World Heart Day, No Tobacco Day, National Sports Day, International Literacy Day and organised Aadhar Card Camp, among others.

COVID-19 Initiatives

UNO MINDA Group, as a responsible corporate, undertook various efforts during these tough times to support the people in need at all locations. UNO MINDA Group, along its CSR and HR teams/departments, collaborated and coordinated hand in hand to carry out all the Covid support activities throughout the country. Our focus was to reach maximum people in need to provide cooked meals, dry ration, sanitizers, masks and PPE kits as per the requirements. Every support activity was carried out in collaboration with the local government including from *Sarpanch*, municipal body and the district administration department. Each COVID related activity carried out at different locations were implemented through our Suman Nirmal Minda Charitable Trust.



“With deep rooted tradition, constant participation and belief, UNO MINDA through its community outreach programs and initiatives

continues to contribute and focus on education, environment, empowerment and community development thereby fostering the philosophy of taking care of the community for a sustainable tomorrow.”

N. S. Yadav
CSR Functional Committee Member



5. Adhar card Campaign, Naharpur
6. National Sports Day

- 7 & 8. Food distribution by Samarth-Jyoti team in Gurgaon during COVID-19

International CSR

UNO MINDA Group believes in giving back to the society where it operates. Operating in world's different nations gives us the privilege to serve different people globally.

Our aim is to contribute for a global cause by going beyond the corporate philanthropy. Our international CSR program works in collaboration with Karawang International Industrial City (KIIC) and Manpower Department at Karawang, Jakarta. The need-based programs meet immediate need of the rural and deprived children and families.

Scholarship Program

Provided scholarship to 19 school children for continuing their education.

Medical and Health Care Services

Provided medical aid to differently-abled people of the villages, residing in the industry's vicinity. Nineteen people benefited through medical and healthcare services by providing them wheelchair.

Vocational Training Program

A collaborative vocational training program with the Manpower Department of Karawang was organised to train young people in garment operation and other need-based courses.





1.-7. International CSR Programs at Jakarta (Indonesia)

Social Initiative Reinforce to National and Global Goals

Creating Sustainable Value through our CSR activities

We intend to stimulate action in areas of critical importance for humanity and the Earth. We believe that it is critical to create a life of dignity and opportunity for all. We support many Government programmes and UN SDGs through our corporate social responsibility. We use the below-mentioned goals to inform the ongoing development of our strategies and initiatives:

Our Programs	Government Programs	Sustainable Development Goals
<ol style="list-style-type: none"> 1. Samarth-Jyoti Community School (Informal education) 2. The Suman Nirmal Minda School 	Sarva Siksha Abhiyan, Ministry of Human Resource Development	Goal (4) Quality Education 
<ol style="list-style-type: none"> 1. Samarth-Jyoti - Vocational Training Program <ul style="list-style-type: none"> ○ Cutting and Tailoring Training Program ○ Beauty Culture Training Program 2. Samarth-Jyoti IT Literacy Program <ul style="list-style-type: none"> ○ Computer Basic and Hardware Training 3. Samarth Jyoti – Self Help Group 	Skill India Scheme, Ministry of Skill Development and Entrepreneurship	Goal (10) Reduced Inequalities Goal (5) Gender Equality  
<ol style="list-style-type: none"> 1. Medical Health Program <ul style="list-style-type: none"> ○ Health Check-up camp 2. Menstrual Hygiene Management Program 3. Curative Need-Based Program 	National Health Mission	Goal (3) Good Health and Well being 
Tree Plantation Drive <ul style="list-style-type: none"> ○ Social Plantation around 100 trees ○ Celebration of World Environment Day 	National Mission for Green India, Ministry of Environment, Forest and Climate Change	Goal (13) Climate Action 
Blood Donation Drive	Voluntary Blood Donation Program, NACO	Goal (3) Good Health and Well being 
Disaster Relief work <ul style="list-style-type: none"> ○ Gujarat Flood ○ Kerala Flood ○ Chennai Flood ○ Tamil Nadu Flood ○ Jammu & Kashmir Flood 	National Disaster Management	Goal (13) Climate Action 
Infrastructure Development Program <ul style="list-style-type: none"> ○ Bus Que Shelter ○ School Boundary Wall ○ Garbage Dump Yard 	-	Goal No (6) Clean Water and Sanitation 
Nutrition Program	-	Goal No (2) Hunger, Food Security, Nutrition and Sustainable Agriculture 

Joint CSR

Our Second Pillar of Corporate Social Responsibility

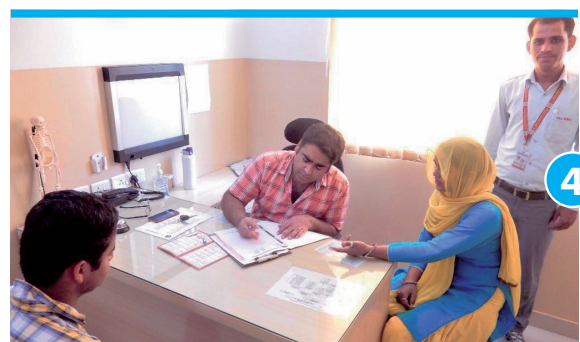
Empowering associations and collaborations through Joint CSR Programs

UNO MINDA has invested in collaborations which aid us to reach and take our CSR to another level.



S. L. Minda Memorial Hospital

A multi-speciality hospital is constructed in Bagla, Hisar, to provide the best healthcare facilities to rural people. S. L. Minda Memorial Hospital was inaugurated by Honourable Chief Minister of Haryana, Mr. Manohar Lal. It has the capacity of 100 beds for providing affordable healthcare services to the underprivileged people from the society. The hospital provides quality service with modern medical technology and standardises the healthcare services through experienced doctors from each department.



1. S. L. Minda Memorial Hospital
2. OPD area at S. L. Minda Memorial Hospital
3. Office area at S. L. Minda Memorial Hospital
4. Consultation with doctor at S. L. Minda Memorial Hospital



1

Moga Devi Minda Memorial School

Moga Devi Minda Memorial School (MDMMS) was established in April 2010. It is a co-educational English medium senior secondary school affiliated to CBSE. It is situated on Hisar Bagla road at village Bagla, Tehsil Adampur in Hisar district. The school has a strength of approximately 1,400 students with 108 staff members.

S. L. Minda Memorial Sports Academy

A sports academy is set up with a purpose to promote sports activities especially in the rural area. It also nurtures sportsperson and sportsmanship among young talents at rural as well as urban level. It aims at achieving excellence in sports and helping sportspersons reach the highest level of sportsmanship.



2



3



4

Minda Seva Sadan

Minda Seva Sadan, a project aimed at providing community space, was initiated in 2007 at Bagla. It is a spacious property built to provide community space for common cause. The property is mainly used for the benefit of village folks to hold village meetings, workshops and other social functions like marriages and get-togethers.



5

1. Moga Devi Minda School, Bagla, Hisar
2. Students availing the library facilities at MDMMS
3. Winners with their certificates at MDMMS
4. Students doing an experiment in the test lab of MDMMS
5. Minda Seva Sadan

S. L. Minda Skill Centre

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

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



1



2



4



3

Minda Bal Gram

Minda Bal Gram (MBG) is a children's home, licensed with the Department of Women and Child Development, Government of India. MBG is an expanse of love and care for children who need care and protection. The aim of the organisation is to provide long term quality institutional care along with elementary development facilities to disadvantaged children.



5



6

1. S. L. Minda Skill Centre, Bagla, Hisar
2. Cutting and tailoring training at S. L. Minda Skill Centre
3. Students attending coaching class at Minda Bal Gram, Delhi
4. Aerial view of Minda Bal Gram, Delhi
5. Students enjoying play ground activities at Minda Bal Gram, Delhi
6. Student Homes at Minda Bal Gram

Core team





Samarth-Jyoti Centres

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



नुककड़ नाटक से नशा मुक्त संसार बनाने की अपील

मानेसर (ब्यूरो)। विश्व तंबाकू निषेध दिवस पर गांव नहारपुर में मिंडा कंपनी की समर्थ ज्योति सामाजिक संस्था ने तंबाकू दिवस पर नाटक कर ग्रामीणों को जागरूक किया। लोगों से नशा मुक्त संसार बनाने की अपील की।

समर्थ ज्योति केंद्र की अध्यक्ष सुमन मिंडा व नहारपुर गांव के सरपंच विजयपाल यादव व ऊनो मिंडा अनादी सिंहा की उपस्थिति में नाटक कर ग्रामीणों को जागरूक किया। ग्रामवासियों खासकर युवाओं को नशे व नशीले पदार्थों से दूर रहने की अपील की। युवाओं को नशा

करनावास में समर्थ ज्योति का शुभारंभ

● नारी एवं कला के माध्यम से मिलने वाला
● अन्य माध्यम से समाज को बदलने का प्रयास

करनावास में समर्थ ज्योति का शुभारंभ हुआ। इस अवसर पर समर्थ ज्योति के कार्यकर्ताओं ने ग्रामीणों को जागरूक किया। लोगों से नशा मुक्त संसार बनाने की अपील की।

सामाजिक दायित्व भी निभाएं औद्योगिक इकाइयां: संगीता

● बस क्यूं रौंदत का दायित्व उद्योगों ने निभाया
● उद्योगों को समाज के प्रति दायित्व का बोध देना

संगीता ने कहा कि औद्योगिक इकाइयों को सामाजिक दायित्व निभाना चाहिए। उन्होंने कहा कि औद्योगिक इकाइयां समाज के प्रति दायित्व का बोध देनी चाहिए।

साक्षरता दिवस मनाया

मानेसर (संदीप यादव)। उनी साक्षरता दिवस का शुभारंभ किया। लोगों से साक्षरता का बोध देना।

मानेसर (संदीप यादव)। उनी साक्षरता दिवस का शुभारंभ किया। लोगों से साक्षरता का बोध देना।

मानेसर (संदीप यादव)। उनी साक्षरता दिवस का शुभारंभ किया। लोगों से साक्षरता का बोध देना।

मानेसर (संदीप यादव)। उनी साक्षरता दिवस का शुभारंभ किया। लोगों से साक्षरता का बोध देना।



तंबाकू के बुरे प्रभाव के बारे में किया जागरूक

मानेसर, संदीप यादव (पंजाब केसरी)। विश्व तंबाकू निषेध दिवस पर गांव नवादा में लोगों को जागरूक किया गया। समर्थ ज्योति संस्था की अध्यक्ष सुमन मिंडा और पार्षद संगीता यादव ने बताया कि कार्यक्रम में बच्चों को नशे से होने वाले बुरे परिणाम के बारे में जागरूक किया गया। इस मौके पर युवाओं को नशे से दूर रहने के लिए राशप दिया। समर्थ ज्योति संस्था द्वारा हर साल तंबाकू निषेध दिवस पर लोगों को जागरूक किया जाता है। इस कार्यक्रम का संचालन समर्थ ज्योति के समन्वयक अनिल प्रसाद के किया। मिंडा के सौंपसभार हेड गौरव कुमार ने तंबाकू के सेवन से होने वाले नुकसान के बारे में बताया। इस मौके पर मिंडा से एस पांडे, शेखर अरोड़ा, एच के लाल, सरपंच अतिना, सतीश यादव, प्रधानाचार्य नीलम कालरा, नीलमणि गोडू, रामकुमार आदि मौजूद रहे।

स्वच्छ अभियान के लिए ग्राम पंचायत को ट्रेक्टर ट्रौली वितरित

गुडगांव। ग्राम पंचायत नवादा में सफाई व्यवस्था को और दुरुस्त कराने तथा स्वच्छ भारत अभियान को आगे बढ़ाने के लिए क्षेत्र में स्थित मिंडा कंपनी द्वारा ग्राम पंचायत नवादा को 1 ट्रेक्टर व 2 ट्रौली समर्पित की गई। इन ट्रेक्टर ट्रौली के माध्यम गांव में स्वच्छता अभियान के तहत सफाई अभियान को और तेज गति देने का कार्य किया जाएगा।

नवादा सहित आस-पास में गंदगी के बढ़ते देखे को देख अब स्थानीय कम्पनियों ने भी अपनी जिम्मेदारी समझते हुए सफाई अभियान को आगे बढ़ाने के लिए एक कदम और बढ़ा दिया है। जिसके तहत ट्रेक्टर ट्रौली से ग्रामीण क्षेत्र में सफाई कराने का बीड़ा उठाया गया है। क्षेत्र में आयोजित कार्यक्रम के दौरान मिंडा कंपनी की तरफ से सुमन मिंडा ने सरपंच अनीता देवी व जिला पार्षद संगीता देवी को ट्रेक्टर ट्रौली समर्पित करते हुए सभी ग्रामवासियों से क्षेत्र में सफाई व्यवस्था को बनाये रखने के लिए अपील की गई। इस अवसर पर समाज सेवी सतीश कुमार, योगेन्द्र, राजेश ब्लॉक



Our Success Stories



Solochna Mane

My name is Solochna Mane, I belong to Village Latur (Maharashtra). After my marriage I shifted to Village

Mahakungay. My husband used to work in MIDC JBM. I worked in Loreal company for 3 years but had to leave it later as my children were young.

In 2018, I got to know about Samarth-Jyoti through a pamphlet. So I joined Samarth-Jyoti's Cutting & Tailoring classes and started my machine work after the completion of the course.

I also joined Beauty Culture Course at Samarth-Jyoti

in 2019 and started my beauty parlour upon course completion. I mainly work by visiting my clients at their homes for makeup.

My husband lost his job while I was studying the Beauty Culture Course, leaving all the household responsibility on me.

Studying at Samarth Jyoti made me confident and helped me stand on my feet. Amidst such crisis, I was able to earn Rs. 15000 per month and could also support my family. Today, I am a member of the SHG as well.

I am extremely grateful to the entire Samarth Jyoti Team.



SEEMA Kumar

My name is Seema and my husband's name is Manoj Kumar. He works at an Aurangabad Company in Sidcul,

Pantnagar. After completing my Cutting & Tailoring Course from Samarth-Jyoti, Pantnagar, I opened my boutique in Jagatpura. It feels good to say that my business is running fine and I am able to make a profit of Rs. 5000 per month. Its like my dream coming true about lending a hand to my husband in family income so as to afford education for our children. I would like to thank Samarth-Jyoti from the bottom of my heart. It has given me such a good platform to learn and develop skills that makes me feel independent.

My special thanks to the entire team of Samarth-Jyoti.

Ashwini Ramdas Varpe

My name is Ashwini Varpe and I live in sangamner, a village situated 150 km from Pune. My husband works as

an accountant in Mahalunge and so I shifted here with him post our marriage. Initially, I stayed home for a year before learning about Samarth-Jyoti Sanstha which conducts Cutting & Tailoring and Beauty Parlor courses.

I visited their centre with my friend to find out more about the courses offered. Together, we enrolled for the basic blouse and designer blouse stitching course. We learnt under Archana maam and Sachin sir used to look after everything. At first, we just knew about working on machines but after our course, we could stitch a blouse properly and also learnt stitching Navari sarees.

Samartha-Jyoti Sanstha is very good. It is a motivation for every lady. Today, I earn and am independent.

I am glad that this Sanstha supported me.



SHEETAL GANGWAR

My name is Sheetal and my husband's name is Virender who works at a Company in Sidcul, Pantnagar. I completed my Beauty Culture Course from Samarth-Jyoti, Pantnagar and later started my own beauty parlor by the name of Kushi Beauty Parlor.

I am able to make profit of Rs5000 per month. This like my dream come true to lend a hand to my husband in family income so that we can afford education to our children.

I would like to thank Samarth Jyoti from the bottom of my heart that it gave me such a good platform to learn and develop skill. That's why I felt self reliant.

My special thanks to all team of Samarth Jyoti.





KUSHALAYA

My name is Kushalaya and my husband's name is Harender. After

completing my training in Cutting & Tailoring from

Samarth-Jyoti, Pantnagar, I started my boutique named Divyanshi. I earn around Rs. 6000 per month from my boutique and my savings from the income help me cover the expenses of my household along with my children's education expenditure.

I would like to thank Samarth-Jyoti from the bottom of my heart for giving me a good platform to learn and develop my skill.

It has made me independent and confident.

My heartfelt thanks to team Samarth-Jyoti.

Shobha Guptedar Bhandari

My name is Sobha Guptedar Bhandari and I live in a village in Karnataka. My father shifted to the village Mahagone for work, where I was born and studied till 8th standard.

After this, I had to discontinue my studies due to financial crisis.

I came to know about Samarth-Jyoti through my brother who works at their coaching classes and learnt about their beauty parlor course thereafter. Due to my low education, I faced challenges in theory classes. But with the help of our teacher, I could successfully complete my course and even started attending customers at home. I got married in 2019 and wanted to be self reliant. So I started my beauty parlor and later also started ladies shop and cloth shop alongside.

I feel settled now. Despite my young age and low education, I am yet fully confident and capable of earning more than Rs. 20000 per month.

I am truly grateful to the Samarth-Jyoti Team.



PURNIMA SARKAR

My name is Purnima Sarkar and my husband's name is Ramesh Sarkar. He is a vegetable street vendor and we have three daughters.

I started my beauty parlor named Purnima Beauty Parlor after completing the Beauty Culture Course from Samarth-Jyoti, Pantnagar, in 2019.

Being able to make a profit of Rs. 5000 per month is like a dream come true. It enables me to help my husband in family income, which in turn makes it easier to afford education for our children.

I would like to thank Samarth-Jyoti sincerely for making me self reliant.

My deepest thanks to Samarth-Jyoti for all their assistance and help.



Dipali Harshal Tupe

My name is Dipali Tupe and I am from the village of Mahalung. My husband works in a company, we have two

daughters and we live in a joint family. I used to stitch blouses at home initially. When the company that my husband worked for, closed down, he started his Transport business. My elder daughter studies in English medium and only one salary was not sufficient to meet our expenditures.

So, I took up the advance blouse stitching course at Samarth-Jyoti under Archana maam because

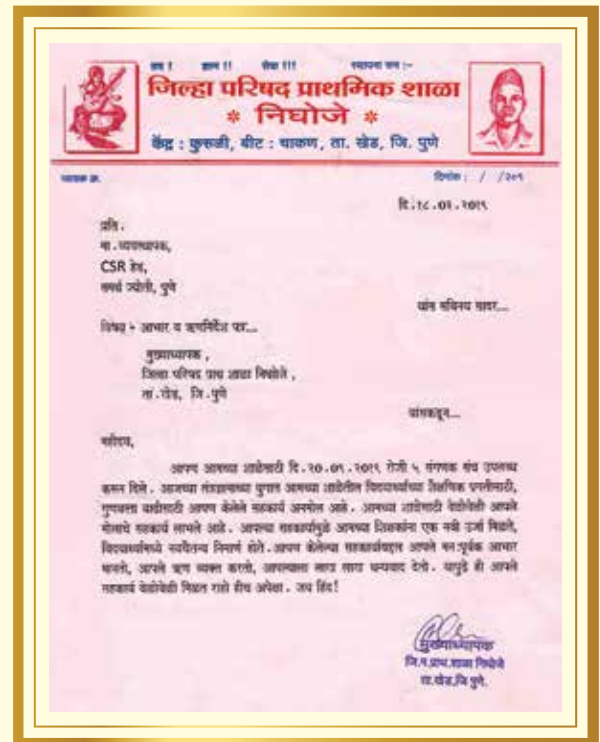
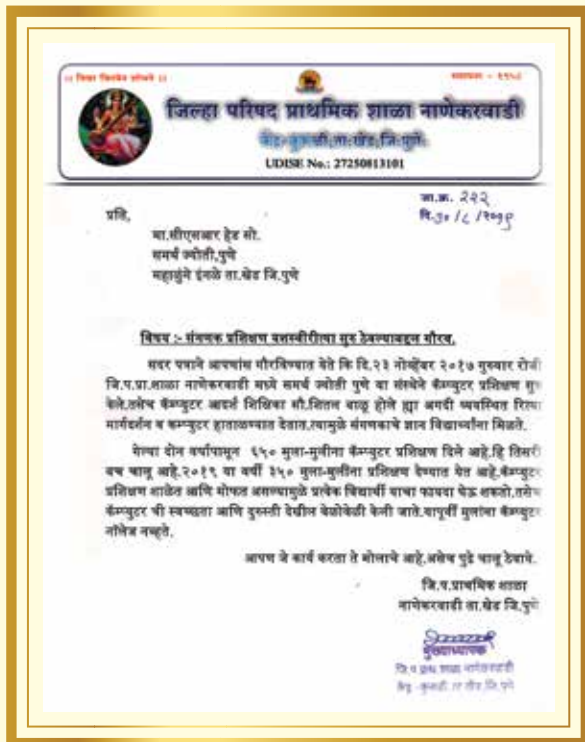
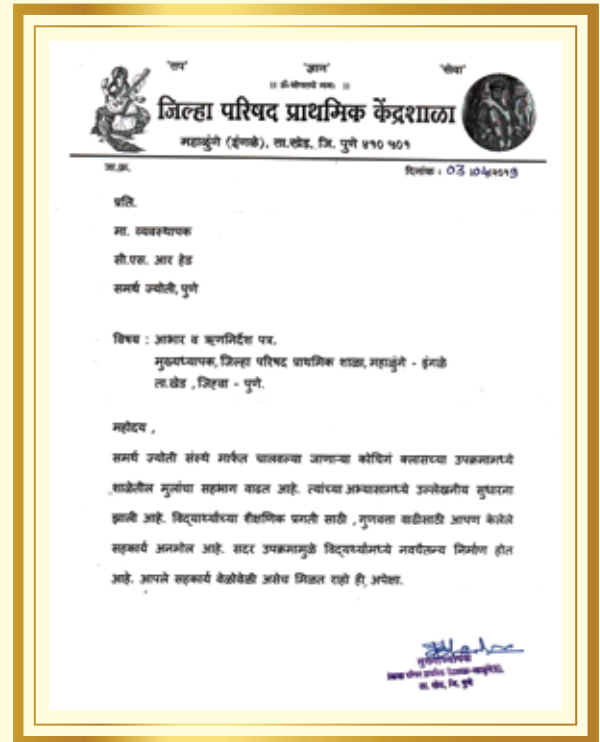
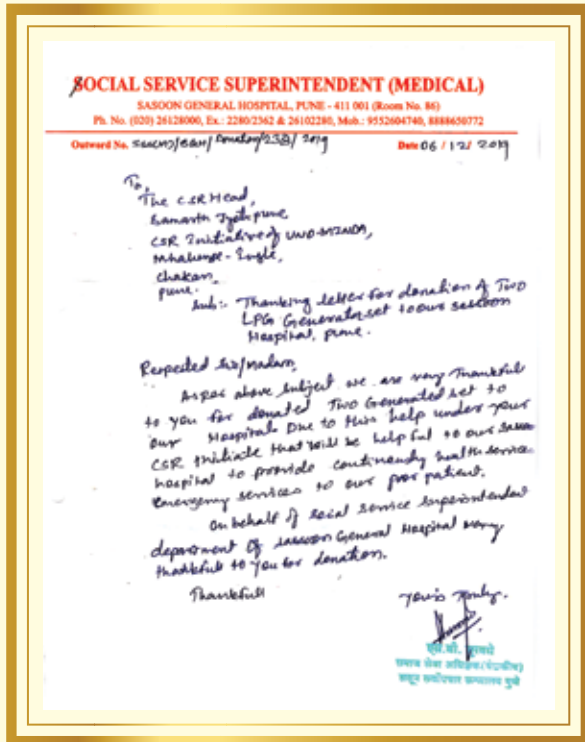
I just knew stitching simple blouses. Before the course, I could earn around Rs. 3000-4000. But now, I earn anything between Rs. 8000-10000 per month.

The Sanstha also organised a personality development session which helped me immensely. Together, these courses have brought about great changes in my life.

I also learnt Navari saree stitching wherein they also taught us Culing Art and Pouch making. The class had to be halted due to the pandemic but sir and maam took orders for masks.

I am glad that Archana maam and sir helped us.

Key Letters of Appreciation



Our Group Companies

DOMESTIC FACILITIES

MIL – 4W Lamp Division

- Manesar
- Pune
- Chennai

MIL – 2W & Offroad Lamp

Division

Bahadurgarh, Pune, Hosur, Sonipat

METL /MAGL

- Manesar

Minda Storage Batteries Pvt. Ltd.

- Pantnagar

MIL – Casting Division

- Bawal Hosur

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

- Manesar
- Pune
- Pantnagar
- Aurangabad
- Hosur

MIL – Sensor Division

- Pune

MIL – Controller Division

- Pune

Mindarika Pvt. Ltd.

- Manesar
- Pune
- Chennai
- Ahmedabad

Kosei Minda Aluminum Co. Pvt. Ltd.

- Chennai

Minda Kosei Aluminum Wheel

Pvt. Ltd.

- Bawal
- Dekavada

MIL– 2W Alloy Division

- Ahmednagar(Supa)

MIL – Wheel & Tyre Assembly

- Dekavada

Kosei Minda Mould Pvt. Ltd.

- Bawal

Roki Minda Co. Pvt. Ltd.

- Bawal
- Ahmedabad
- Chennai

TG Minda India Pvt. Ltd.

- Neemrana
- Bawal
- Dekavada

Minda TG Rubber Pvt. Ltd.

- Bawal

Minda D - Ten India Pvt. Ltd.

- Bawal

MIL Acoustic Division

- Manesar
- Pantnagar

MIL – Fuel Cap Division

- Manesar

Minda Kyoraku Ltd.

- Bangalore
- Bawal
- Dekavada

MIL - Auto Components

- Mysore
- Nalagarh
- Surajpur
- Ahmedabad
- Chennai
- Narsapur

Minda iConnect Pvt. Ltd.

- Gurugram

Minda Onkyo India Pvt. Ltd.

- Bawal

Minda Katolec Electronic Services Pvt. Ltd.

- Pune

Minda TTE DAPS Pvt. Ltd.

- Manesar

MI TORICA India Pvt. Ltd. (Trading Company)

- Manesar

Minda Distribution & Services Ltd.

- New Delhi

YA Auto

- Rudrapur

Auto Component

- Haridwar

CREAT(Technical Centre)

- Pune

INTERNATIONAL FACILITIES

Light Systems And Technical Centre S.I.

- Spain

Rinder Riduco SA

- Colombia

Clarton Horns

- Spain
- Mexico
- Morocco

PT. Minda Asean Automotive

- Indonesia

Minda Industries Vietnam Co. Ltd.

- Vietnam

iSYS RTS GmbH

- Germany

MIL

- Japan

Minda Germany (Delvis GmbH)

- Germany

Minda Korea Co.

- Korea



Our Donors for the Year 2019-20



Minda Industries Ltd.
M J Casting Ltd.*
Minda Distribution & Services Ltd.*
Minda Auto Components Ltd.*
Minda Rinder Pvt. Ltd.*



Mindarika Pvt. Ltd.



**Minda Kosei Aluminium
Wheel Pvt. Ltd.**



ROKI Minda Co. Pvt. Ltd.



**TOYODA GOSEI
TG Minda India Pvt. Ltd.**



**Denso Ten Minda India Pvt. Ltd.
Minda D-Ten India Pvt. Ltd.**



Minda Kyoraku Ltd.



Tokai Rika Minda India Pvt. Ltd.



MITIL Polymers Pvt. Ltd.



Minda TG Rubber Pvt. Ltd.

*Merged with Minda Industries Limited vide Hon'ble NCLT order dated June 01,2020.

Inauguration of new Samarth-Jyoti Centres



Samarth-Jyoti Centre, Bawal



Samarth-Jyoti Centre, Bolni



Samarth-Jyoti Centre, Patuhera



Samarth-Jyoti Centre, Jaliawas



Samarth-Jyoti Centre, Detroj



Samarth-Jyoti Centre, Asalwas



Corporate Office:

Village Nawada Fatehpur, P. O. Sikanderpur
Badda, Dist. Gurugram (Haryana)
Website: www.unominda.com | www.snmct.org

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