

INTERACTION

VOL LXXIII, JUNE 2020

SHOWCASING NEXTGEN MOBILITY

AT AUTO EXPO 2020

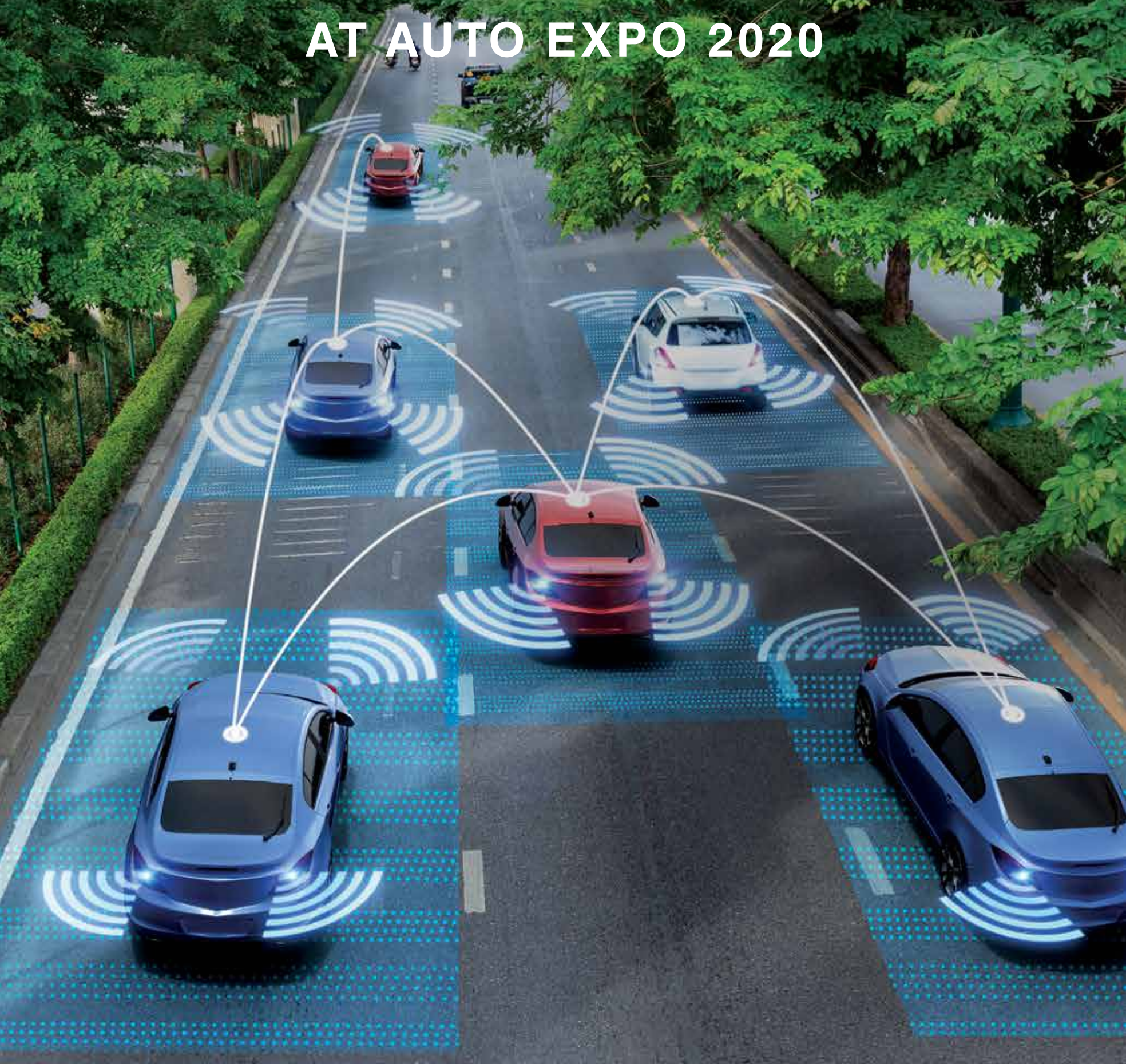


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Message from the CEO

Dear Team ANAND and friends,

First of all, I hope that you and all your family members are safe and healthy. I am communicating with you through this latest issue of INTERACTION, when we are at the most difficult and stressful phase of all our lives. The world seems to have turned upside down since the last time I connected with you. Since the beginning of 2020, the whole world has been immersed in fighting an invisible enemy, COVID-19. The suddenness and enormity with which the COVID-19 crisis has very severely affected the world, has taken us all by surprise. The impact of this unprecedented pandemic is far reaching, not only on the health of people, on their normal lives but also on the economies around the world. I believe that the impact of this crisis will last for the next 12 to 18 months at the minimum, till a vaccine against the disease is developed and can be produced in sufficient quantities. Till then, our lives and livelihoods will continue to be impacted. However, we have to face this crisis together, with courage, so that we can emerge from it stronger, safer and more resilient.

Governments across the globe have struggled to restrict the spread of this virus, to shore up their health care systems, to provide relief to the poor, the needy, the self employed, the migrant labour and generally the less privileged sections of the society. At the same time, they have tried to stop the respective economies from falling into recession, with special economic packages of fiscal incentives, grants, subsidies and easy liquidity. The Indian Government also took various measures along the same lines, starting with a nation-wide lock down of over ten weeks which is being relaxed gradually to start bringing the economic activity in the country back to normal. The virus and ensuing lockdown has been a wake-up call for each one of us, bringing the focus back on Health, Hygiene, Social distancing and the Environment. I deeply appreciate the patience exhibited by you and your families during the stressful lockdown period, the support you have shown for the community as well as your continuous efforts to maintain the business continuity of ANAND companies.

At ANAND, we undertook various urgent measures to ensure the health and safety of our employees. We constituted a very structured crisis management mechanism supervised by the core team called ANAND Crisis Management team (ACMT), comprising ANAND Executive Committee members and the Head of Group Human Resource at ANAND. Respective companies and plants had their own Company Crisis Management Team (CCMT) and Plant Crisis Management Team (PCMT). These teams met daily to address various issues. The health and well-being of employees and family members was monitored and supported on a daily basis through a special Health App created for ANAND. Employees staying in hostels or on their own but in need, were regularly provided with basic amenities like food, medical care along with counselling.

We also took various steps to help people within the communities across the country, with containment, healthcare, relief and rehabilitation measures involving a CSR spend of Rs. 50 Million. These special COVID-19 focussed CSR efforts included donations of Ventilators, face masks, food packets for migrant workers and contribution to State Authorities for COVID-19 relief efforts in 10 States where ANAND operates.

The impact of COVID-19 has been severe on the automotive industry, which was already reeling under a protracted downturn. Conserving cash, conserving costs including capital costs, flexing the fixed costs and reducing break even levels have been the main focus areas in 2020 and the Group took some tough financial decisions to safeguard long-term interests and weather the storm. Relating to the Manpower cost, a very large and key component of the fixed cost, The Group skipped annual increments due in the beginning of 2020 and collectively decided to opt for salary cuts on a graded scale with higher cuts (including variable pay) at higher levels of management like the ANAND Executive and Management Committees and the ANAND Supervisory Board. I really want to thank Team ANAND for its contribution by foregoing a part of their salary in the interest of self and the organisation in this hour of need, which is a great help in protecting ANAND companies and our Team members.

The lockdown gave us an opportunity to learn the new skill of working from home efficiently, to spend some quality time with family and reflect on our areas of self-improvement. I hope that each one of you utilised this time to further acquire skill sets and enhance knowledge, taking advantage of numerous e-learning programmes of ANAND U and external agencies made available to you during this period. The business environment is going to be very tough for the next few years and your learnings will make you more efficient and effective at work.

As I am writing to you, we are into Unlock 1.0, with many parts of India slowly opening up, barring the containment zones. Most of our plants have reopened under stringent monitoring and strict adherence to guidelines and protocols for safe reopening and working. I am happy to inform that our employees are acting responsibly and following the

guidelines diligently. We are ensuring business continuity to support our customers, who have slowly started production. Our teams are closely working with them and with our Tier 2 and 3 vendor partners to ensure a smooth supply chain. All ANAND companies have throughout the lock down period kept in touch with our vendor partners, monitoring the health of their organisation and people and ensuring timely payments to them against supplies even though many customer payments were delayed.

The feature story covers ANAND Group's response to the COVID-19 pandemic and also highlights the various employee engagement activities, along with training programmes conducted through digital platforms, during the lockdown.

The Indian economy was in its worst phase even before the corona virus outbreak, with growth in GDP falling to a 11-year low of 4.2% in FY 2019-20 with fiscal deficit increasing to 4.6%. Two key drivers of growth, private consumption and investment activity, had slowed down considerably even before the COVID-19 onslaught. With the adverse impact of COVID-19, FY 20-21 GDP growth is estimated to be a negative 5%. As mentioned earlier, the Indian Government has come up with a Self-Reliant India Economic package of Rs 20 Trillion (10% of the GDP). Unfortunately, there has been no direct assistance package for Automotive and Hospitality, the two verticals ANAND is involved with and the ones which are amongst the worst affected. The Outlook for Automotive vertical looks bleak this year with a negative growth expectation of 30% to 45%. We still hope that few key policy measures like the scrappage policy and a limited period reduction in GST rates for Automobiles and Components, if accepted by the Government, could provide the much needed impetus for this vertical.

The 15th edition of Auto Expo 2020 - components was a significant event for ANAND this time around. The event saw around 400 exhibitors from 20 countries, showcasing their products. The theme of ANAND stall was 'Driving NextGen Mobility' and it showcased products from emerging technology areas like BS VI, Fuel Efficiency, Safety, Light Weighting and products and technologies related to Electrical Vehicles. We had senior management from most of the OEMs visiting our stall and appreciating the assortment of latest product offerings. The cover story of this edition elaborates the same.

The unveiling of UPSTREAM, the Autobiography of Mr. Deep C. Anand, Founder and Chairman Emeritus of ANAND and Chairman of the Deep C ANAND Foundation, happened at the ANAND stall and was a landmark event. It was not only an honour but also an emotional moment for me to be part of it. In my 44 years of association with the Group, I have handled multiple roles under Mr. Anand's stewardship and have always looked up to him for guidance and learning. It was a nostalgic experience to hear him narrate some key moments of his adventurous business and life journey. I was privileged to receive a signed copy of the book from him too.

ANAND signed MOUs during the Expo with FAR - UK, in Light Weighting, and Mazaro, Belgium, for enhancing efficiency of Transmissions/ Powertrains. This is in line with the ANAND Group philosophy to partner with the best in the world and bring in cutting-edge technology to serve the Indian OEMs. I am hopeful that these associations will be successful, as there is an urgent need within our industry to improve the overall efficiency of vehicles by developing innovative solutions and reducing the carbon footprint.

Henkel ANAND India Private Ltd., our JV Company with Henkel AG & Co. KGaA Germany, unveiled a new production facility in Kurkumbh, near Pune. This state-of-the-art manufacturing facility is housed in an integrated mega site which also has manufacturing and R & D facilities of Henkel, Germany for several other product lines.

It was a delight to watch the final match of the SUJÁN Northern India Open Polo Championship 2020, at the Jaipur Polo Ground, New Delhi. The Championship was sponsored by SUJÁN, ANAND and Gabriel India. It attracted an enthusiastic crowd of more than 1,500 people including members of the former Royal families, the business fraternity, the army, diplomatic corp and other dignitaries along with the employees and family members of ANAND and SUJÁN.

After five extremely successful seasons, SUJÁN announced that Rajmahal Palace, Jaipur, would cease to be a part of its collection of experiential hotels in Rajasthan, a decision arrived at amicably with the former Royal family of Jaipur, the owners of the Palace. In the five years under SUJÁN's management, the Palace featured in every respectable travel and luxury magazine, both in print and online winning numerous awards, and was listed among the best hotels in the world, frequently among the top 10, and featured in the extremely coveted Condé Nast Traveller Gold List multiple times, including in 2020. The Palace was admitted as a member of Relais & Châteaux, the world's most prestigious association of hotels and restaurants; leaders in the art of refined hospitality, gastronomy and art de vivre, in its first season – a clear mark of excellence.

Finally, I would like to thank each one of you for being strong, following the guidelines and helping the country in fighting this pandemic. The world for all of us is not going to be the same for a long period, both in our personal and work lives. We have to act responsibly and contribute towards bringing the country back to normalcy at the earliest. I sincerely hope that by the next time I interact with you, we will be in much better control of the situation and well on the road to normalcy. My best wishes to all of you. Stay Safe and Stay Healthy.

Warm Regards,

Deepak Chopra

Group Chief Executive Officer
ANAND

ACYM

ANAND

ANCHEMCO

ANSYSO



faurecia
inspiring mobility

GABRIEL

Haldex



POWER

JOYSON
SAFETY SYSTEMS

MAHLE

Mando

SNS Foundation

DANA
SPICER
DRIVE SHAFTS

S U J Á N

Valeo

ANAND in the Spotlight



Maruti Suzuki Supplier Welfare Association (MSSWA) hosts golf tournament

Maruti Suzuki Supplier Welfare Association (MSSWA) organised the 7th Invitational Golf Tournament for the suppliers of Maruti Suzuki India at Karma Golf Course in Gurugram on 2nd February 2020. The event saw participation from the associated supplier companies, senior dignitaries from Maruti Suzuki India along with senior representatives from the ANAND Group.



MAHLE completes 100 successful years

MAHLE, one of the important joint venture partners of ANAND Group, completed 100 successful years of existence as a company in December 2019. It was officially founded on 1st December 1920 by 26-year-old Hermann Mahle, when he started working in Hellmuth Hirth's workshop in Stuttgart, Germany. The worldwide celebrations marked the company's journey from a small experimental workshop into a large global corporation. The occasion gave MAHLE ANAND Thermal Systems (MATS) and MAHLE ANAND Filter Systems (MAFS) a great opportunity to appreciate the performance and commitment of their respective employees, and to reaffirm the company's focus on innovative strength and sustainability.



Inauguration of Valeo Line, Spicer India (SIPL), Chakan plant

The inauguration of the Electric Vehicle Drive Head manufacturing line was held on 11th February 2020 at SIPL's Chakan plant. The line was formally launched by Mr. Kevin Lanet, Engineer Special Vehicle application from Valeo France, in the presence of Mr. Mahendra Goyal, MD, SIPL and ANAND Executive Committee Member, Mr. Naresh Moily, COO, SIPL, and Mr. Vasanth Saravanan, Sr. Manager, Methods/Process Engineering Valeo India.



Spicer India (SIPL) conducts Aftermarket Annual Distributors Conference, 2020

Customers from all over India attended Spicer India's Aftermarket Annual Distributors Conference for 2020, held in Goa on 3rd February 2020. Mr. Mahendra Goyal, MD, SIPL and ANAND Executive Committee Member, inaugurated the conference. Mr. Naresh Moily, COO, and Mr. D. Prabakaran, GM Aftermarket, as well as other members of the Aftermarket team were also present at the event. The agenda focused on the Aftermarket business, the approach and actions to be taken in the future. Key channel partners received awards and were much appreciated for their support during 2019.



ANAND Group companies participate in #IndiaAgainstRoadCrash 2020

A national campaign on road safety was organised by the Ministry of Road Transport & Highway's Road Safety division from 11th to 17th January 2020, to create awareness as well as to instill the necessity of observing the Road Safety Code of Conduct. Corporate houses and institutions were recognised for contributions to the cause.



CY Myutec ANAND (CYMA) celebrates the 98th foundation day of a school

The 98th foundation day celebrations of the government school supported by Sant Nischal Singhji Foundation (SNSF) was held on 26th February 2020. Mr. Mun Jae Lee, Managing Director, CYMA, attended the event and distributed sweets to all the students. It is noteworthy to mention that he is also funding the education of an underprivileged boy at the school.



ANAND CY Myutec (ACYM) celebrates AHQC annual project review

ACYM recently organised an event to review its ANAND House of Quality Culture (AHQC) annual projects. Around 21 projects along with their progress reports were showcased during the event. Mr. Sunil Kaul, Group President, Excellence in Manufacturing and Service, Innovation & Technology; Mr. Himadri Shekhar Mukherjee, Vice President, Quality; and Mr. R.K. Jain, COO & Senior Vice President, ACYM, attended the event, and also presented awards and recognitions to the project holders.



MAHLE

MAHLE ANAND Filter Systems (MAFS) launches 'IMPACT' programme

MAFS has made a positive start in its journey on operational and quality excellence by launching the 'IMPACT' programme. The initiative will bring product quality at the centre stage of daily activities across functions. The goal is to obtain zero defect by improving skills, sustaining the improved actions, stabilising of new models and improving process adherence. This initiative will foster a culture in which all employees take ownership of quality in their areas of work and look for encouraging results across internal and customer processes. The initiative was initially kicked off in the Khandsa plant and has been planned for other locations in the coming months.



POWER

ANAND I-Power organises mechanics meet

ANAND I-Power, Nashik plant, organised a mechanics meet for 2 and 4 Wheeler operators. Over 50 mechanics from the neighbouring areas attended the event. They were informed about the company's products, quality and cost competitiveness.



Mando

Mando Automotive India (MAIL) conducts communication meeting

MAIL conducted a communication meet with all its employees to present the 2020 management goals and focus areas. Mr. Se Joon Oh, Managing Director, MAIL, chaired the meeting along with Mr. S. Sarathi, Joint Managing Director, MAIL and Mr. Ki Moon Lee, Chief Financial Officer, MAIL. Global trends, the economic situation and changes in the organisation were some of the topics discussed during the meet.



CYMA

Mock Fire Drill at CYMA

A mock fire drill was held at CYMA, Chennai plant, to create awareness among the employees about fire hazards in the workplace and also to instill the safety procedures required to be taken for their respective jobs. The drill was organised by the Tamil Nadu Fire and Rescue Department.



MAHLE

MAHLE ANAND Thermal Systems (MATS) launches TPM manufacturing tool

The MATS, Chennai plant, successfully launched TPM (Total Productive Maintenance), a lean manufacturing tool that seeks to improve the reliability and efficiencies of the equipment and machines, to tackle losses such as breakdowns, set-ups and adjustment losses. This will not only enhance the quality of products but also inculcate the culture of lean manufacturing among the employees.

Operating Engineers (OE) Pulse Survey

A mobile based survey called Pulse Survey for Operating Engineers (OE) was conducted by ANAND Group Human Resources to connect and hear the voices of every OE across ANAND Group.

Objective:

- Capture feedback on their experience of the pioneering ANAND Operating Engineer model
- Collect information to help management in bringing uniformity and standardisation of guidelines
- Help in standardising work experience to OEs and retain them

It was administered to OEs from nine Group companies. They were happy for connecting with them and seeking their views on various shop floor related aspects. The survey got response from 3517 out of the 4318 OEs.

Next Steps:

The analysis of inputs was shared with respective top management and action plans have been initiated. HR review will be done monthly to monitor the progress. The survey will be conducted once a year.



MAHLE



MEDICAL CAMP ORGANISED AT CYMA and MAFS

A free medical camp was organised at both CY Myutec ANAND and MAHLE ANAND Filter Systems, Chennai plants, to instil awareness among the employees about the available healthcare benefits as well as to inform them on how to tackle medical problems as and when they arise.



Safety is always given utmost importance across ANAND Group companies. 4th March 2020 was National Safety Day and many Group companies conducted events to promote the prevention of occupational accidents and highlight the importance of safety in all spheres of life.

CYMA celebrated Safety Day with employees taking the safety pledge, followed by hoisting of the safety flag by Mr. Mun Jae Lee, Managing Director, CYMA. Subsequently, events like a walkathon, safety quiz etc. were conducted.

Haldex India celebrated Safety Week with employees across plants taking the Safety Oath. Safety poster competitions and quiz competitions were held.

Spicer India celebrated Safety Week across plants through programmes like quizzes, posters, slogans, safety awareness sessions, training and blood donations.

Anchemco ANAND celebrated Safety Week at its premises in Parwanoo.

MATS celebrated Safety Month by conducting various competitions and training for employees.



Haldex



ANACHEMCO



CYMA



DANA SPICER

SPICER INDIA PVT. LTD.



MAHLE

SUJÁN The Serai hosts ANAND Retreat



ANAND Leadership Development Programme (ALDP) Retreat, conducted at SUJÁN The Serai, was an orientation for the next ALDP Batch. ANAND Leaders and ANAND Talent participated in the Retreat.

SOS is the objective of the ALDP Retreat:

- Self-understanding enhancement
- Orientation about Programme, Participants, Leaders
- Service excellence experience in a desert terrain.

Structured learning sessions on Understanding Self, Diversity and Inclusion, Dining Etiquette, Yoga exercises were planned to experience the Self, Mind, and Soul. Local sightseeing and evenings listening to tribal music further enhanced appreciation of local culture and heritage. The ALDP Retreat is rejuvenating, physically, emotionally and spiritually, before embarking on an arduous 18-month-long journey of Leadership Development.



Women's Day Celebrations

ANAND Group companies celebrated International Women's Day on 8th March 2020, in a splendid way. CY Myutec ANAND organised several fun events, including cooking, singing and dance competitions at the hostel.

Faurecia Clean Mobility, Chakan team, celebrated the day by spreading the message 'Each for Equal'.

Haldex India, Nashik, celebrated the day by creating awareness about women's safety and by cutting a cake. Plant head and HR head distributed gifts to all the girls and women within the plant.

MAFS invited Ms. Arti Chaudhary, certified facilitator and coach for Development Dimension International, to speak to the female employees and motivate them to 'Lead like a Girl'.

Anchemco ANAND and Ansysco ANAND celebrated Women's Day by giving surprise gifts to all women in the plant.

Joyson ANAND Abhishek Safety System (JAAI) celebrated across all the four locations. JAAI has approximately 32% women employees working at different locations and in various departments. JAAI marked the day by organising cake cutting by female employees and they were presented with goodies by top management.



SNS Foundation Highlights



SNS FOUNDATION HIGHLIGHTS



SNSF Trustees visit Rohile, an upcoming model village

SNSF Trustees Mr. C.S. Patel and Mr. P. Arul Kumar were joyously welcomed by the students and village elders, when they visited the upcoming model village of Rohile, near Nashik. The trustees interacted with the residents, including women entrepreneurs, on the benefits of the developmental tasks undertaken by SNSF and how they would take them forward under their own supervision.



Annual Prize Distribution Ceremony at SNS Foundation, Ramnagar

The Annual Prize Distribution ceremony was conducted at SNSF partner school, Government School, Ramnagar, Uttarakhand. Students excelling in academics, personal hygiene, conduct and discipline were felicitated by the chief guest Mr. Matadeen Gautam, Block Education Officer, Ramnagar. SNSF Rudrapur is supported by Spicer India Pvt. Limited (SIPL) under its CSR mandate. Ms. Rubi Borah, Head, HR, SIPL (North), was also present on this occasion. The students showcased various talents through an exhibition and many cultural presentations. The chief guest addressed the students and appreciated the ongoing infrastructure development work in the school undertaken by SIPL and SNSF.



SNSF opens a retail outlet for women trained under LEDP programme

SNS Foundation's partnership with NABARD on the Livelihood Entrepreneurship Development Programme (LEDP) took a strong step forward with the inauguration of a retail outlet in the main market of Dewas, Madhya Pradesh. This is an opportunity for women trained under LEDP to increase the visibility of their products, mainly handicrafts and soft furnishings, and thus enhance their income.



SNSF organises workshop for ABE team

The SNSF team involved in Program ABE (Ability Based Livelihood Empowerment), an initiative of the American India Foundation (AIF), conducted workshops at Hotel Oberoi, New Delhi, and SRS Logicare (manpower provider to Reliance warehouses), to sensitise the teams there on how to integrate persons with disabilities (PwDs) into the workplace. SNSF ABE alumni are already working in these two organisations.



SNSF organises a two-day training programme for women in Rohile village

To promote income generation opportunities for women in Rohile village, a two-day training programme was organised through BOSCH Foundation in which 20 women were taught how to stitch Godharis (lightweight quilts) and sell them under the brand name 'Dwijia'. This is part of SNSF's initiative to develop Rohile, near Nashik, as a model village.

UPSTREAM

- An Autobiography -
DEEP C. ANAND

Aptly named UPSTREAM, this book is the story of a remarkable journey that led to the creation of the unique entrepreneurial vision that is the ANAND Group. UPSTREAM, the autobiography of Mr. Deep C. Anand, Founder of ANAND Group and Chairman of the Deep C ANAND Foundation, was unveiled at a star studded event on 6th February 2020, organised at the ANAND stall during Auto Expo 2020.

The book was launched by Mr. Hemant Sikka, President, Farm Equipment Sector and Member of the Group Executive Board, Mahindra & Mahindra, in the presence of Mr. Thomas Flack, Chief Purchasing Officer, Tata Motors; Mr. R. S. Sachdeva, COO, Eicher Trucks and Buses; Mrs. Anjali Singh, Executive Chairperson, ANAND; Mrs. Kiran Anand and all senior ANAND Group representatives. The presence of industry senior representatives from the Original Equipment Manufacturers and ANAND Group was a declaration of their respect for this doyen of the automotive industry.

The event was also graced by family members and close friends of Mr. Anand, along with senior dignitaries from ANAND Group.

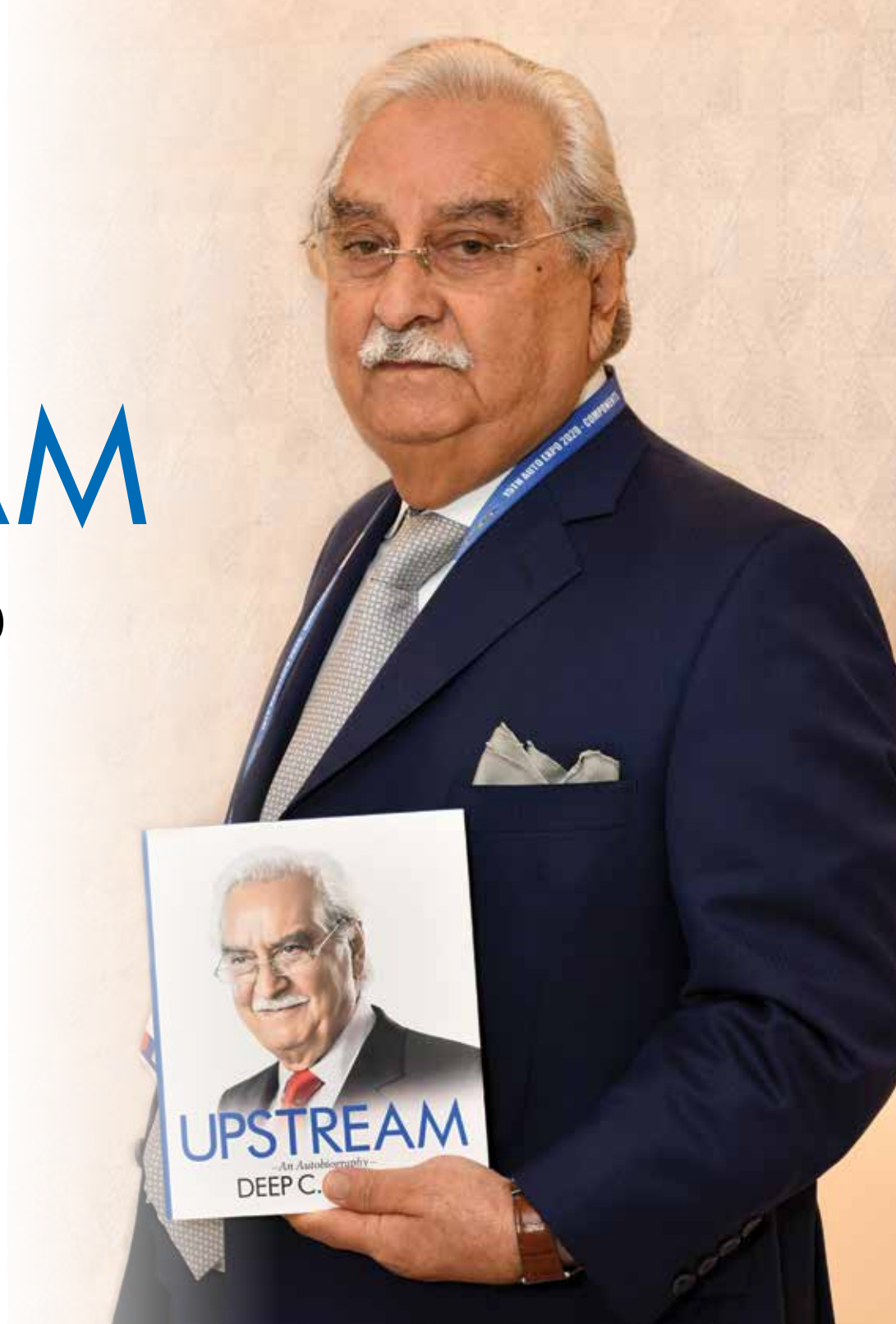
Mr. Anand thanked all the people for attending the unveiling ceremony. He spoke at length about his experiences and recollected some key moments of his adventurous life journey. He also shared details about his illustrious business career spanning six decades that started with Mahindra & Mahindra in 1954, further progressing to his foray into launching the first business venture – Gabriel India – and ultimately culminating in the

establishment of the ANAND Group through successful partnerships with leading global automotive companies.

The dignitaries acknowledged Mr. Anand's immense contribution to the Indian automotive industry and the society. They appreciated his unique entrepreneurial spirit and business acumen. They expressed their gratitude for being part of the remarkable ceremony and gave their best wishes to him.

Mrs. Anjali Singh recollected the wonderful times that she shared with her loving father and also the valuable lessons learnt from Mr. Anand, the astute businessman.

The books were autographed by Mr. Anand and gifted to all the dignitaries and guests.



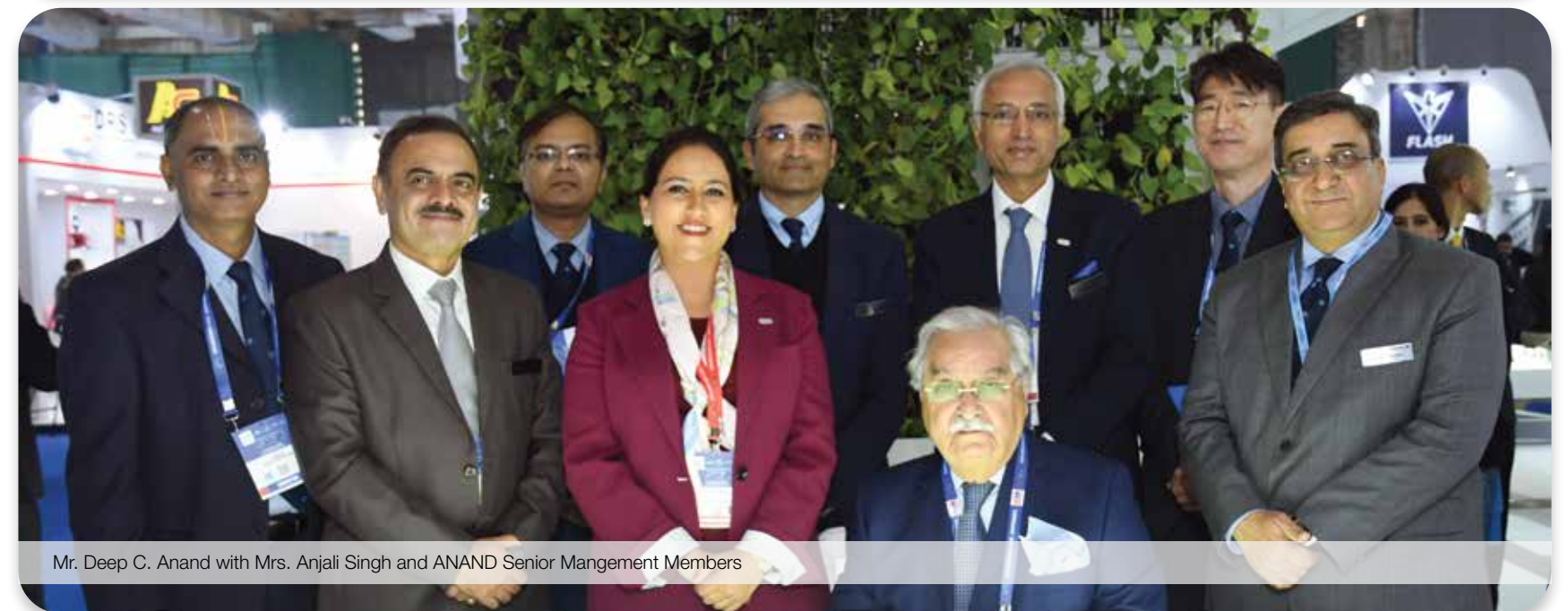
Mr. Deep C. Anand signing his autobiography for Mr. Hemant Sikka



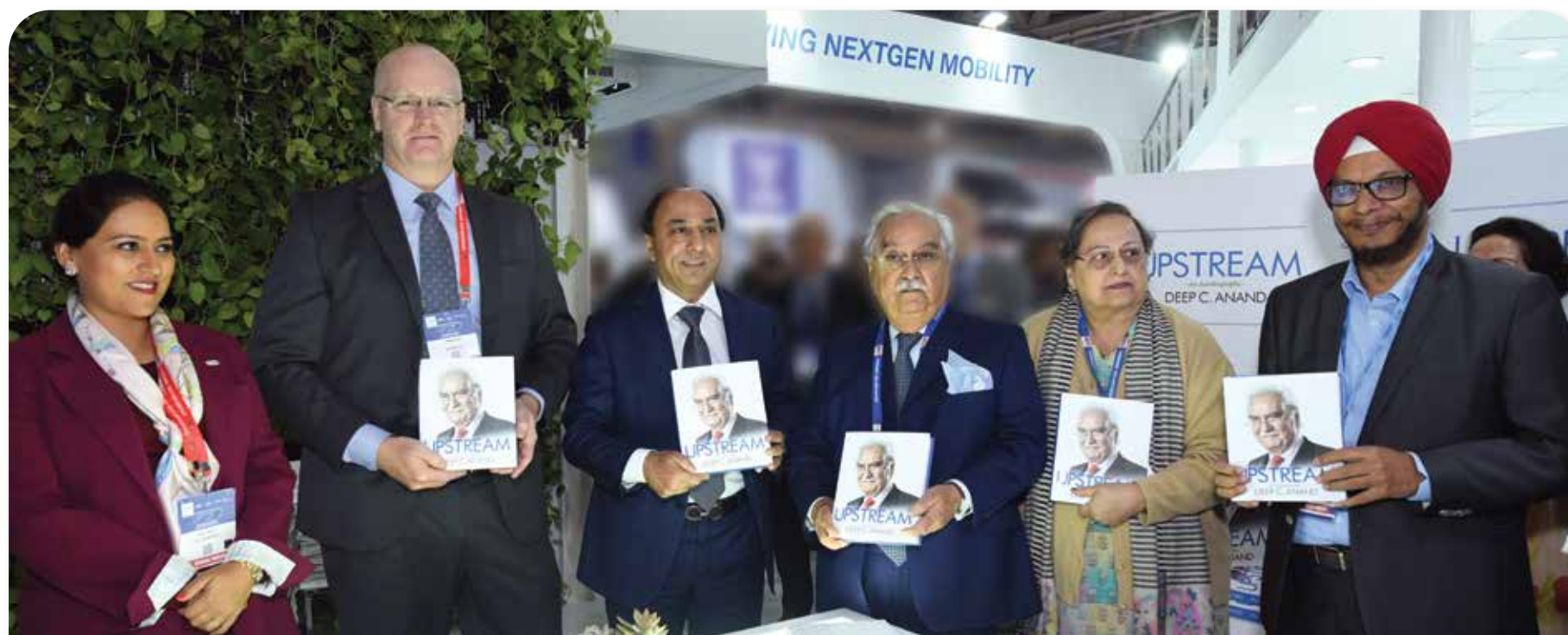
Mr. Deep C. Anand addressing the audience



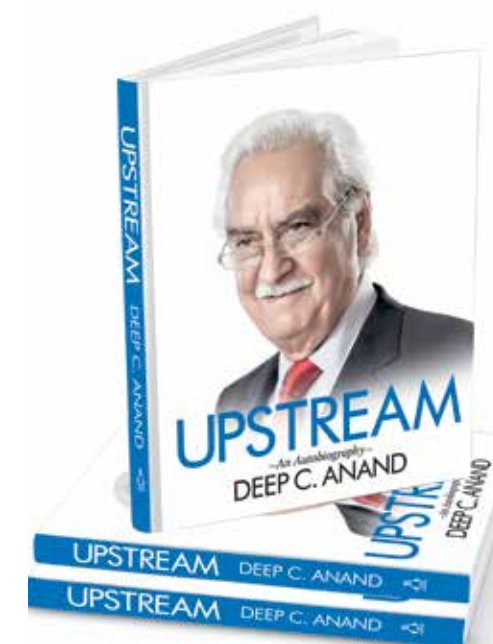
Mr. Deep C. Anand with family and friends at the launch of his autobiography



Mr. Deep C. Anand with Mrs. Anjali Singh and ANAND Senior Mangement Members



Mrs. Anjali Singh, Mr. Thomas Flack, Mr. Hemant Sikka, Mrs. Kiran Anand and Mr. R. S. Sachdeva with Mr. Deep C. Anand at the inauguration of his Autobiography



Paperback with Flaps: ₹ 999
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- 1) Please draw the cheque in favour of "Deep C ANAND Foundation". Kindly courier your cheque to ANAND Automotive Pvt. Ltd., 1, Sri Aurobindo Marg, Hauz Khas, New Delhi 110 016, India. Do mention your name and contact number on the reverse of the cheque.
- 2) Please find below the details for online transfer:
Name of the payee: Deep C ANAND Foundation | Account Number: 000705005859
Bank/Branch Name: ICICI Bank, New Delhi | IFSC Code: ICIC0000007
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SHOWCASING NEXTGEN MOBILITY AT AUTO EXPO 2020

15th AUTO EXPO 2020
COMPONENTS
6-9 FEBRUARY 2020
Pragati Maidan, New Delhi, India

The 15th edition of Asia's largest auto component show, Auto Expo 2020 Components, was held from 6th February to 9th February 2020. The theme was 'Technovation – Discover Innovations for Future', and the Expo provided a platform for companies to showcase the latest technology and innovations in BS VI & Emissions, EVs, Safety, and e-mobility.

56K
AREA

1500
EXHIBITORS

1.15L
VISITORS

10EV
START-UPS

400
INTERNATIONAL EXHIBITORS

ANAND Group Presence at the Expo

The ANAND Group has always looked at the Auto Expo as a platform to showcase its new technological advancements along with displaying the traditional components.

The global and Indian automotive industries are going through a tectonic shift with environment consciousness and passenger safety at the core of all innovative practices. The ANAND Group strongly supports this vision and is committed to investing in innovative cutting-edge technology solutions and new manufacturing processes, which will ultimately help in increased passenger safety and reduced greenhouse gas emissions.

The Auto Expo 2020 gave the Group an opportunity to highlight its preparedness for future mobility. The theme for the ANAND stall was aptly named 'Driving NextGen Mobility', and its exhibits focused on future technology products and preparedness to support customers for their future models. The display featured products from emerging new areas like BS VI, Fuel Efficiency, Safety, Light Weighting and some EV related products and technologies. In addition, the companies showcased regular products through digital displays.

During the Expo, the Group also signed MOUs with FAR-UK, in Light Weighting, and Mazaro, Belgium, for enhancing efficiency of Transmissions/Powertrains, which will provide innovative solutions towards the above mentioned vision, both for Internal Combustion Engine (ICE) and Electric Vehicles.

The stall, on the whole, was much appreciated and was visited by key customers as well.

COVER STORY
AUTO EXPO 2020

**GREEN
TECHNOLOGY**

5 of ANAND Group companies – Anchemco ANAND, Faurecia Clean Mobility, MAHLE ANAND Filter Systems (MAFS), MAHLE ANAND Thermal Systems (MATS) and Mando Automotive India (MAIL) – showcased their latest product portfolios catering to Green Technology.

Our New Technical Alliance Partner – Mazaro from Belgium – also displayed its revolutionary cutting-edge technology solutions in the area of Transmissions/Powertrains.

All these products adhere to various Government regulations and help directly or indirectly in lesser fuel consumption, hence reducing the Greenhouse Gas emissions, which in turn protects the environment.

Environment friendly products from companies like ANAND CY Myutec Automotive, CY Myutec ANAND, ANAND I-Power and Valeo Friction Materials India were also displayed; these help in achieving efficiency in transmission thus reducing fuel consumption.



Products displayed by Ansysco ANAND/Anchemco ANAND: AdBlue, Anchem Dot 3 Brake & Clutch Fluid



Products displayed by MAHLE ANAND Filter Systems: Air Intake Manifold, Cylinder Head Cover, Carbon Canister, Fuel Filter, Spin-On Oil Filter
Products displayed by MAHLE ANAND Thermal Systems: EGR Cooler Technology - Gasoline Application, Battery Cooling Plate, Chiller Unit, Indirect Charge Air Cooler



Products displayed by Faurecia: Diesel BS VI LVE, Gasoline BS VI LVE and Off Highway Hot End



Products displayed by Mando Automotive India: On Board Charger (OBC)

ANAND

"I would like to compliment the entire ANAND team for putting up a great show at the Auto Expo 2020. We were able to exhibit our capabilities and technology prowess through the display of a wide range of future ready products, which garnered appreciation and interest from senior representatives of many OEMs."

Mr. Manoj Kolhatkar
Group President
Business Development and
Corporate Materials



Products displayed by Mazaro: Planetary Wheels of SVT, Sun Wheel / Ring Wheel of SVT and SVT230 – Electric Truck – Light Commercial Vehicle

ANAND

DRIVING NEXTGEN MOBILITY

**GREEN
TECHNOLOGY**

**LIGHT
WEIGHTING**

**SAFETY
SYSTEMS**

4 of ANAND Group Companies – Gabriel India, Henkel ANAND India, Mando Automotive India and Spicer India – showcased their latest product portfolios that cater to Light Weighting.

Our New Alliance Partner – FAR-UK – also exhibited its innovative cutting-edge technology solutions in the area of Light Weighting.

All these products adhere to various Government regulations and help directly or indirectly in reducing the weight of the overall vehicle, resulting in increased fuel efficiency and also lesser emissions, hence producing environmentally friendly vehicles.

LIGHT WEIGHTING



Products displayed by Mando Automotive India: Steer by Wire and Integrated Dynamic Brake (IDB)



Products displayed by FAR-UK: CFRP - Concept Chassis 3W, CFRP - Part of Aluminum Hybrid Chassis, Aluminum - Part of Aluminum Chassis, CFRP - Lower Suspension Arm and CFRP - Structural Tube



Products displayed by Gabriel India: Hollow Piston rod for Shock Absorbers and Spring seat made of Engineering Plastic



Products displayed by Henkel ANAND India: Baffles and Reinforcement



Products displayed by Spicer India: Aluminium Propeller Shaft

HONDA

“Many Congratulations to ANAND Group for an Excellent showcase of the Prowess of Knowledge & Technology in Auto expo 2020. We wish all the Good Luck to a very competitive and strong Team. Look forward to your continued cooperation and strong association in the future.”

Mr. Ashok Sharma
Operating Head-Purchasing

5 of ANAND Group Companies – Gabriel India, Mando Automotive India, Haldex India, Henkel ANAND India and Joyson ANAND Abhishek Safety Systems (JAAI) – showcased their latest product portfolios that caters to Safety Systems.

All these products adhere to various Government regulations and help directly in providing occupant safety through various safety (active and passive) devices and comfort systems.

JAAI and Mando Automotive India occupied the maximum space within the stall and exhibited a wide range of their latest state-of-the-art technology products that help in maintaining overall vehicle safety.

SAFETY SYSTEMS



Products displayed by Gabriel India: e-assisted Adjustable Damping Shock Absorber, Gas filled Precision Canister Shock absorber and Inverted Front Fork



Products displayed by Haldex India: Manual Brake Adjuster, Consep, Trailer ABS- UABS, Brake Chamber, Double Diaphragm Spring Brake Actuator, Relay Valve, Relay Emergency Valve, QRV, Fast Actuating Brake Valve, Disc Brake and Leveling Valve



Products displayed by Mando Automotive India: Caliper Brakes (2 pot), Motor on Caliper (Front), Motor on Caliper (Rear), ESC (MGH-100), Integrated Dynamic Brake (IDB), M/CYL & Booster (Tie-Rod Type) - Single and D/Brake (Front MoC compatible)



Products displayed by Joyson ANAND Abhishek Safety Systems: Seat Belt, Steering Wheel and Airbag

Key Customer Visits

The ANAND Group stall at the Auto Expo has always been an attraction for all the major OEMs over the years and this year too it was no different. The stall had the privilege of hosting most of the senior dignitaries from major customers like:

- Ashok Leyland
- Fiat India
- Force Motors
- Honda Cars
- Mahindra & Mahindra
- Maruti Suzuki India Ltd
- Skoda Volkswagen
- TATA Motors
- Yamaha India
- VECV
- Volkswagen

The customers appreciated the overall display and showed key interest in the wide range of products displayed by the 16 Group companies. They acknowledged the capabilities of the ANAND Group companies in producing innovative and advanced technology products that are future ready and cater to their growing needs.

ANAND

“With BSVI and EV coming in, at 2020 Expo, we displayed more than a hundred Future-ready advanced technology products. These products captured huge attention from not only existing customers and fellow suppliers, but new customers as well, who showed keen interest in our product range.”

Mr. Rajeev Gera
Sr. Vice President
and Head, Group
Business Development

”

Customer Visit Highlights

264 Sq m
AREA

130
PRODUCT
DISPLAY

16
GROUP
COMPANIES

100+ **KEY**
CUSTOMERS
VISITORS

120+
BUSINESS
ENQUIRY
GENERATED

10K+
FOOTFALL



i Mahindra & Mahindra: Dr. Pawan Goenka, Mr. Hemant Sikka, Mr. Veeraraghavan R., Mr. Lalit Verma and Mr. Pankaj Shah

Mahindra
Rise.

“The wide range of new generation latest technology products, displayed by ANAND Group at the Auto Expo 2020, reiterates their capabilities to serve the growing needs of changing markets, for the latest technology automotive components.”

This gives us confidence that ANAND Group can be one of the key partners supporting our growth in the future.

Mr. Praveen Karnavat
President - Corporate Material

”



i Maruti Suzuki India Ltd.: Mr. Kenichi Ayukawa, Mr. C. V. Raman, Mr. Sunil Kakkar and Dr. Tapan Sahu

MARUTI SUZUKI



i Ola: Mr. Tilak Ahuja and Mr. Puneet Bhirani

OLA



i Skoda Auto Volkswagen India: Mr. Gurupratap Boparai and Mr. Sachin Kulkarni

SKODA | VOLKSWAGEN
SKODA AUTO VEHICLES INDIA PRIVATE LIMITED



i Ashok Leyland: Mr. Nitin Seth

ASHOK LEYLAND



i Honda Cars: Mr. Ashok Sharma

HONDA



i Fiat India: Mr. Ravi Gogia and Mr. Kalpesh Pathak

FIAT

ANAND GROUP ESTABLISHES ALLIANCES WITH FAR-UK FOR COMPOSITE MATERIALS AND MAZARO BELGIUM FOR TRANSMISSION SYSTEMS



From Left: Mr. Filip De Maziere, Promoter Director, Mazaro, Belgium; Mr. Deepak Chopra, Group CEO, ANAND; Mr. Sunil Kaul, Group President, Excellence in Manufacturing and Services, Innovation and Technology, ANAND Group; Mr. Lyndon Sanders, Co-Founder & Director, FAR-UK

Greenhouse Gas emissions and regulations in India

With increasing sensitivity towards protecting the environment, stringent norms on Greenhouse Gas (GHG) emissions are in effect across the globe. 196 nations are signatories to the 'Paris Agreement on Climate Change' for adaptation of ways to reduce GHG emissions. Around 23% of the overall emissions are contributed by automobiles. Hence across the globe, the automobile industry is investing heavily in both Internal Combustion Engines (ICE) and Electric propulsion technologies for creating automobiles that help in reducing release of GHG emissions.

The Government of India is committed to control GHG emissions through regulations for ICE with Bharat Stage (BS) VI norms and Electric Vehicles (EVs) with Faster Adoption and Manufacturing of Electric Vehicles in the India Phase II (FAME II) scheme.

BS VI norms in India mandate significantly limiting various constituents, mainly ozone depleting carbon monoxide, nitrous oxide and particulate matter. The Government is enforcing driving standards through Corporate Average Fuel Efficiency/Economy (CAFE) regulations, with an ambitious goal of reducing emissions to 95 gm of CO₂/km in the coming years.

EVs require innovative transmission technologies to provide efficient use of batteries and electric motors in unique Indian driving conditions. The FAME II scheme enables adoption for Full Battery Electric Vehicles. EVs do not have any tailpipe emissions, however they have about 20% higher carbon footprint in manufacturing as compared to ICE propelled vehicles. Hence considering the entire chain of emissions from 'Well at Wheel', ICE and EVs will continue to coexist.

ANAND Group is sensitive to the current environmental challenges and is committed towards making the world a greener place to live. It is also our continuous endeavour to partner with the best in the world and bring in cutting-edge technology to cater to the Indian OEMs. The collaborations with FAR-UK on Light Weighting solutions and MAZARO on transmission systems are in line with the key ethos of ANAND Group's vision, to create value sustainably through the pursuit of excellence. I am confident that these associations will successfully evolve to create innovative and efficient solutions for the Indian automotive industry.

Mrs. Anjali Singh
Executive Chairperson
ANAND

ANAND Group partners with FAR-UK for Carbon Fiber Composites

In order to make BS VI and Electric Vehicles economically viable, while reducing emissions, every aspect of the vehicle has to be looked at. Light Weighting is one clear way to help achieve targeted emission norms. As the world moves rapidly towards environmentally friendly vehicles, the ANAND Group has committed strategic investments in India, to bring innovative cutting-edge technology solutions to OEMs. It has signed an MOU with FAR-UK in the area of Light Weighting. FAR-UK is based in Nottingham, United Kingdom, and is a pioneer in the design and manufacture of lightweight structural composite solutions.

The objective is to use Carbon Fiber judiciously and efficiently in the composite, which would be engineered for structural strength, deploying innovative manufacturing methods to cater to low and medium volume requirements, in the Indian context. The product has the potential for Light Weighting in vehicles by 50%, matching the strength of alloy steel at the weight of aluminium. The collaboration will impact vehicles used in last mile connectivity, intracity transportation of people and goods, across segments of two-, three- and four-wheelers for a variety of applications.

FAR COMPOSITES

FAR-UK has been looking for some time for the right partner to work with in India. We know that making vehicles lighter will help reduce emissions and we see great opportunities for these types of improvements in the vibrant Indian market. We are delighted to have found ANAND. Their experience and wisdom will help us work together to make India's vehicles lighter and cleaner.

Mr. Lyndon Sanders
Co-Founder & Director, FAR-UK

ANAND Group partners with MAZARO Belgium for Revolutionary Transmissions Technology

Enhancing Efficiency of Transmissions/Powertrains is one clear way to help achieve targeted emission norms. As the world moves rapidly towards environmentally friendly vehicles, the ANAND Group has committed strategic investments in India, to bring revolutionary cutting-edge technology solutions to OEMs. It has signed an MOU with MAZARO Belgium in the area of Transmissions/Powertrains. MAZARO is a pioneer in Europe for the design of innovative transmissions that combine an exceptionally high internal efficiency to keep the engine or electric motor on its optimum efficiency curve at all times.

The objective is to focus on bringing out innovative solutions suited for reducing emissions. The technology has the potential to reduce consumption of energy in ICE and EVs by up to 18%. The product with almost zero slip and negligible wear, would be customised to vehicle platforms in India that have frequent gear changes and require high start-up torque.

The collaboration would positively impact four-wheelers used for last mile connectivity, intracity transportation of people and goods, across segments, in off-highway applications like forklifts and generating sets.

MAZARO driving innovations

ANAND's relationships with various Technology Partners are all long-term and gives Mazaro confidence of a fruitful co-operation. I believe that the combination of ANAND's capabilities with Mazaro's innovative technology is the right way to provide revolutionary solutions to the Indian Transportation sector to meet requirements of a wide variety of potential applications, both in Electric and ICE vehicles.

Mr. Filip de Maziere
Promoter Director, Mazaro, Belgium

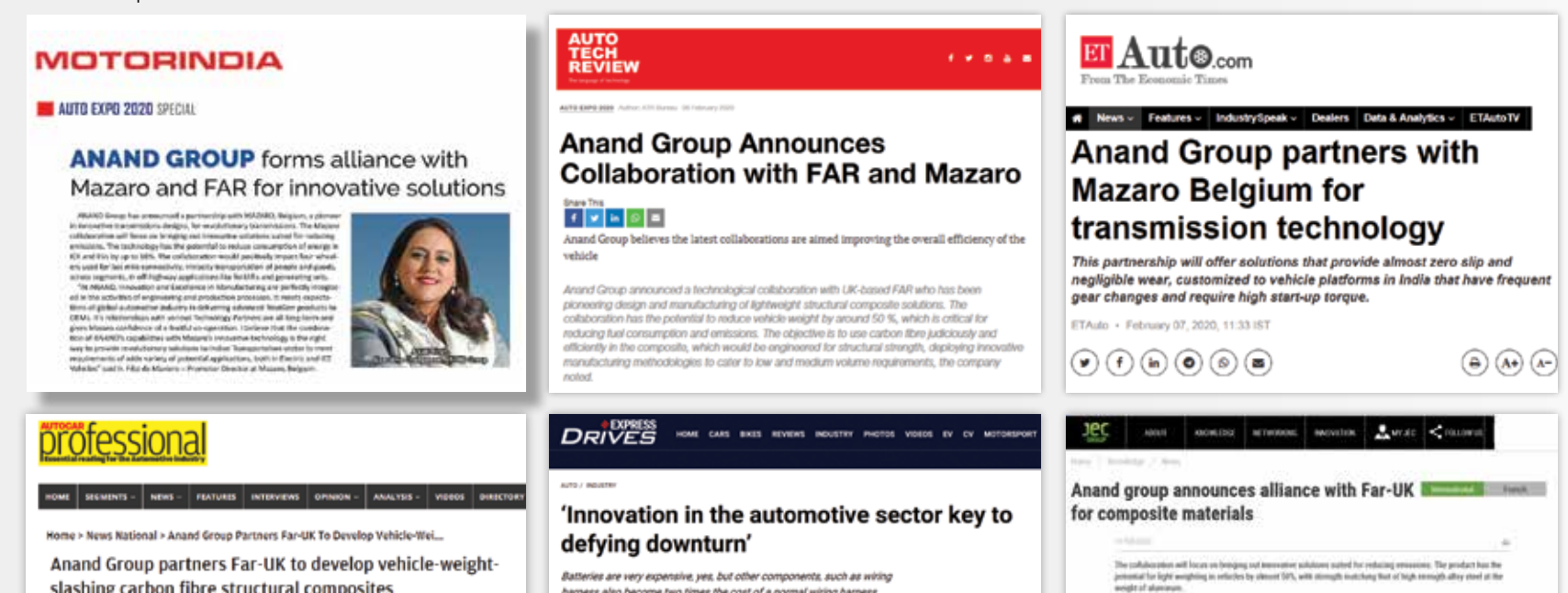
ANAND

There is an urgent need within the automotive industry to improve the overall efficiency of the vehicle. ANAND Group's approach is to look at all aspects in a vehicle that can impact fuel efficiency/reduce emissions through lightweight and transmission losses. The Group intends to develop innovative solutions that ultimately help in reducing the carbon footprint.

Mr. Sunil Kaul
Group President
Excellence in Manufacturing
and Services, Innovation
and Technology
ANAND Group

PRESS COVERAGE

A press conference and interview with the media was held at the ANAND stall during Auto Expo 2020. The announcement of partnership has been covered in print and online media.



HENKEL OPENS NEW STATE-OF-THE-ART MANUFACTURING FACILITY NEAR PUNE

Henkel Adhesive Technologies India Private Limited, a wholly owned subsidiary of Henkel AG & Co. KGaA, Germany, unveiled a new production facility in Kurkumbh, near Pune. The manufacturing facility was formally inaugurated on 5th February 2020 in the presence of several dignitaries, including Dr. Jürgen Morhard, Consul General of the Federal Republic of Germany in Mumbai, and Dr. P. Anbalagan, CEO, Maharashtra Industrial Development Corporation (MIDC).

Kurkumbh Manufacturing Facility

The state-of-the-art manufacturing facility site measures 100,000 SQM with a built-up area of 51,000 SQM. The site is also India's largest adhesive manufacturing facility. It will further increase Henkel's capabilities to serve customers across markets, including flexible packaging, automotive, agriculture and construction equipment, general industry and metals.

The facility is equipped with advanced technologies to ensure traceability and transparency by ensuring built-in quality. End-to-end digitalisation of the plant operations has enabled digitised workflows, thus making manufacturing more efficient. The site is fully automated with availability of multiple technologies.

It deploys closed material handling systems and high levels of process automation. For the first time, as a global pilot in Henkel, the facility has implemented deep integration of process automation with Smart Factory (Industry 4.0). This site will not only cater to the Indian market but also to markets in geographic proximity such as the Middle East, Africa and South Asia.

Sustainability

The Kurkumbh facility meets the highest standards of sustainability. It is among the very few chemical manufacturing sites to be awarded the LEED Gold Certificate by the US Green Building Council based on a holistic energy efficiency concept. About 10% of the total power consumption of the site comes from captive solar energy and further use of renewable energy is planned. Almost 16% of the site's annual water requirement comes from rainwater harvesting. Air as well as wastewater discharge are monitored online at the site.

Henkel Adhesive Technologies

Globally, Henkel AG & Co. KGaA operates in three business areas: Adhesive Technologies, Beauty Care and Laundry & Home Care, however in India it operates in two business areas: Adhesive Technologies and Beauty Care.

Henkel Adhesive Technologies is a global leader in adhesives, sealants and functional coatings. It serves around 130,000 customers in over 800 industrial areas with tailor-made products and technologies used in a wide array of consumer goods and industrial products.

ANAND Group and Henkel AG & Co. KGaA, Germany

Henkel AG & Co. KGaA has been a joint venture partner of the ANAND Group in India for the last 23 years, with a JV company called Henkel ANAND India Private Ltd. It is a leading manufacturer of Body In White (BIW) products and solutions for automotive industry like structural and glazing adhesives, sealants and NVH pillar components. These products help in improving vehicle stability and fuel efficiency. It provides a unique advantage of avant-garde technologies and stringent quality processes to all its customers in India.

“The state-of-the-art sustainable manufacturing facility will definitely help Henkel ANAND India to serve its valued customers with quality products and solutions. This facility further reiterates the ANAND Group philosophy and commitment to partner with global automotive leaders, who not only develop products using latest technological advancements but also adhere to the highest standards of sustainability.”

Mr. Deepak Chopra
Group Chief Executive Officer
ANAND

“With the setting up of this facility, we now have created capacities to meet the growing demand of automotive customers within India and neighbouring geographies. The unique advantage of this plant is the complete integration of process automation through Smart Factory. This ensures traceability, transparency and repeatability through a digitised workflow, enhancing the manufacturing efficiency and giving the customer a highly reliable, consistent product every time.”

Mr. Abhijeet Kulkarni
Chief Operating Officer
Henkel ANAND India





THE

S U J Á N

NORTHERN INDIA OPEN POLO CHAMPIONSHIP 2020

The final match of the SUJÁN Northern India Open Polo Championship 2020 was held on 23rd February 2020 at the Jaipur Polo Ground, New Delhi. The Championship was sponsored by SUJÁN, ANAND and Gabriel India. One of India's most historic and premier tournaments, it was instituted way back in 1922, to commemorate the visit of the Prince of Wales (later King Edward VIII) to India.

The extravagant event was witnessed by an enthusiastic crowd of more than 1,500 people. The audience included dignitaries from royalty, the business fraternity, army, diplomats and celebrities, along with employees and the families of sponsor companies.

In keeping with the spirit of the finals, teams from Garcha Hotels and Golden Globe Hotels entered the field with shining spirit. It was an enthralling and closely contested final, but ultimately the extravagance of Golden Globe Hotels was on another height and they lifted the trophy with the score of 12 goals to 11.

Mr. Jaisai Singh, Chief Executive, SUJÁN, felicitated His Highness Maharaja Sawai Padmanabh Singh of Jaipur, representing Golden Globe Hotels, and Mr. Satinder Garcha, representing Garcha Hotels, as the 'Most Valuable Players' of the Championship.

Mrs. Anjali Singh, Executive Chairperson, ANAND and Gabriel India, gave away the prize for the 'Best Playing Pony' of the Championship to the pony ridden by Mr. Manuel F. Llorente of Garcha Hotels.



Mr. Jaisai Singh with Ms. Maria Shollenbarger watching the SUJÁN Northern India Open Polo Championship 2020



Garcha Hotels and Golden Globe Hotels in an intense match



Mr. Jaisai Singh felicitated His Highness Maharaja Sawai Padmanabh Singh of Jaipur, representing Golden Globe Hotels



Mrs. Anjali Singh gave away the prize for the 'Best Playing Pony'



Mrs. Anjali Singh and Mr. Jaisai Singh with the winning team, Golden Globe Hotels

COVID-19 PANDEMIC AND ANAND GROUP RESPONSE

The COVID-19 pandemic wreaked havoc globally affecting more than 5 million people worldwide and close to 1.5 lakh in India. It had a far-reaching socio-economic impact on the Indian economy, further aggravating its impact on the automotive, tourism and aviation sectors, which were already witnessing an unprecedented downturn.

01 Crisis Management and Business Continuity

The ANAND Group carefully monitored the rapidly evolving COVID-19 pandemic and took all appropriate actions to ensure the protection of its employees and also supported its tier 2/ tier 3 suppliers. Many employees staying back in hostels or on their own were provided food, access to dry rations and medical care along with regular counselling.

In its endeavour to fight the threat, the ANAND Group constituted a very structured crisis management mechanism with clearly defined roles and responsibilities. The overall crisis management was supervised by the core team, ANAND Crisis Management Team (ACMT), supported by support CMT with individual companies and plants overseen by respective Company Crisis Management Teams (CCMT) and Plant Crisis Management Teams (PCMT). An ANAND Guest Houses & Hostels Crisis Management Team (AGHCMT) was also constituted.

The entire ANAND family acted responsibly and supported the concerted efforts of the Government, medical staff and essential service workers for their dedication and efforts. Along with being healthy and safe, ensuring business continuity was also very important. ANAND Team members worked closely with customers and vendor partners to ensure a smooth value chain, while staying close to the automotive community through ACMA and SIAM.



02 Pre and Post Lockdown Guidelines

Comprehensive standards were established on sick leave policy, hygiene, personal protective equipment, social distancing, travel, critical business functions, communication mechanism and training that had to be strictly followed during the lockdown.

Guidelines were also released to ensure the smooth start-up of the plant operations post lockdown by ensuring the safety and health of people, safety of equipment, quick streamlining of the supply chain from suppliers to customers, ensuring zero defect parts to customers and managing finances effectively.

03 Employee Update

The Group undertook some tough financial decisions to safeguard long-term interests and weather the storm. In this regard, employees across levels contributed by foregoing a part of their salary in the interest of self and the organisation in this hour of need.

At ANAND, the health and travel records of employees and family members is monitored daily through an online google form. Employees are encouraged to fill the form daily. With this information, the crisis management team is able to extend assistance in case of any issues and also plan the employees return to work. This helped in covering more than 11,000 employees pan india.

04 Humanitarian Support for Relief work

The ANAND Group routed corporate donations through SNSF to support initiatives on relief and containment efforts across India like funding procurement of ventilators to hospitals, food/ dry rations to daily wage/migrant workers, and disinfectant sprays to few villages along with distributing facemasks to various agencies. It contributed to the 'Chief Minister COVID-19 Relief/Disaster Fund' in the various states: Tamil Nadu, Haryana, Karnataka, Rajasthan, Maharashtra, Madhya Pradesh, Himachal Pradesh, Uttarakhand and Gujarat.

05 Post Lockdown preparedness and opening

Various ANAND Group plants across India have resumed operations post the COVID-19 lockdown. The respective managements have undertaken all precautions and preventive measures for the opening. Employees adhered to all the guidelines like social distancing, thermal screening, PPEs and sanitisation. Disposable bins have been placed at multiple locations, disinfection of common areas are being done regularly and pre-plated service is being followed at canteens. The crisis management team is monitoring the health and travel of every employee on a daily basis. Training and awareness sessions are also being conducted continuously.

COVID-19 Pandemic and Employee Development

Employees across Group companies exhibited solidarity by strictly adhering to guidelines and advisories released by the Group as well as Government authorities. They also utilised the lockdown period efficiently both to enhance their skills and also to reveal their creative abilities.

They were actively involved in various engagement activities during the COVID-19 lockdown. Different training, knowledge sharing and interaction sessions were conducted. Employees demonstrated diverse skill sets from painting and crafts to cooking and gardening. Yoga sessions and kids' engagement also saw active participation. These engagements were a true reflection of the ANAND Group ethos: 'The

Power of Partnership' and 'The Power of People'.

The ANAND U, the Corporate University at ANAND, and Group Quality Departments were actively involved in identifying programmes to help in Up-skilling Operating Engineers, Management Staff and Senior Leadership, by utilising the digital learning landscape optimally. They were able to introduce various types of learning programmes for staff across levels, through Webinars, Percipio, Inhouse online virtual classes and other online training sessions. These initiatives helped in enhancing their knowledge and skill set and keeping the employees intellectually engaged.

Few Statistics Employee Development During Lockdown Period

Webinars

Open Webinars
(Virtual Meets): Participation in open Webinars by various functions/roles

80+ 1000+

Horse Leadership, Employeeeeship (Karmacharita); Creative Problem Solving Technical: AIAG VDA FMEA, IoT, Problem Solving

Talent
Webinars organised for Human Capital employees and of Leadership Development programme

7 250+

Sessions on Planning & Organising Skills, Email Writing, Delegation Virtual teams, Virtual Presentation Skills, Leading & Managing in Times of Crisis

Quality
Problem Solving Approach Selection & Daily work Management

2 150

• Problem Solving Approach Selection
• Key Points on Daily Management
• 2x2 Matrix

Quality
How to Bring a Culture of Adherence to SOPs

1 170

• How to write best -in-class SOP
• How to bring a Culture of Adherence to SOP
• Weekly Six Sigma reviews

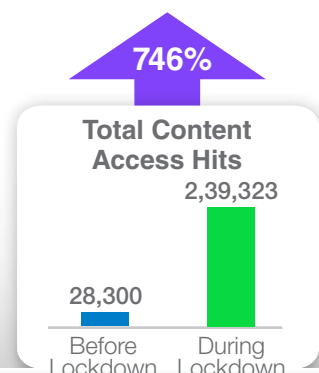
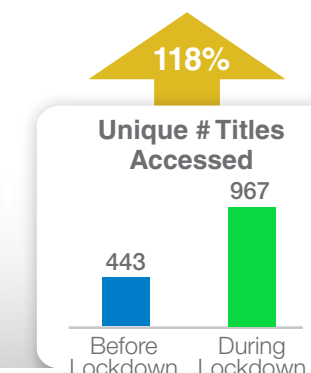
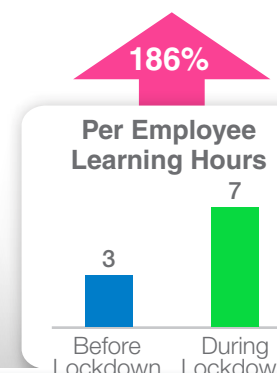
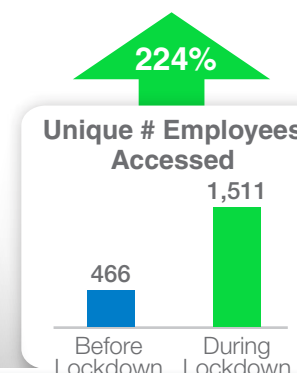
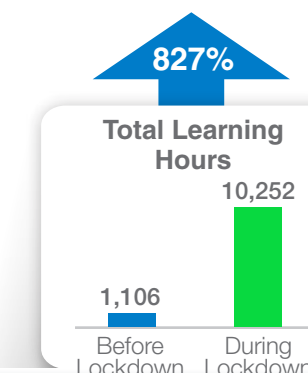
Quality
Emerging from the Crisis - DOUBLE your Profits with Industry 4.0: (BY MARSHALL)

3 105

• Low Hanging Fruits of Industry 4.0
• Use the Competitiveness Equation C-QP2 to DOUBLE your Profits
• 'I AM Manufacturing 4.0'

Percipio - eLearning Modules

Percipio - E-learning platform to access plethora of courses w.r.t. APQP, Functional Skillling, and learning needs of Appraisal



AHQC Modules

Promoting Quality Culture at ANAND - AHQC Modules

AHQC - E-learning modules of ANAND House of Quality Culture for all ANAND Group employees

Modules 3 Employees 2200+

Online Virtual Learning - Operating Engineer Development

OE Development - Online classes organized for Operating Engineers by Internal and External Faculty

64 2700

Comments - Redesigned OE Development Programs - ASTER, DISHA, CST via online virtual classes

E-learning Modules for Operating Engineers

300+ 2150

Comments - Kaizen Approach, Problem Solving, Ergonomics, Positive Attitude, Goal Setting, Presentation and Communication Skills etc.

Online - Training Sessions

Quality: 5 cross learning sessions

- Change Management
- DFMEA
- Product Safe Launch
- PFMEA
- QMS and Internal Audits

5 200

Halder India, GIL, MAFS

AHPS: Flow Sessions

- Flow Concept & V-Map 1
- Design of Delivery Flow
- Home-work Review Session
- Design of Production Flow
- Design of Procurement Flow

5 14

Ansycos ANAND and Anchemco ANAND: Plant Head, Department Heads, Production Supervisors, Team Leaders

AHPS: Flow Sessions

- VMap3 - Design of Line/Cell
- Standardized Work (Deployment)
- Refresher - Design of three Flows

3 122

Gabriel India Chakan Plant: Process Engg, OEs, Production Supervisors, SCM, PPC & HODs

AHPS: Flow Sessions

- Observation Skill
- 3S Map / VMapQ

2 125

Cell Leaders of Group Companies

Greenco

Refresher training sessions by CIL on Energy Efficiency, Waste Management and Water Conservation

3 87

GIL, MAFS, MATS and SIPL

AWARDS AT ANAND

CUSTOMER AWARDS

GABRIEL



Gabriel India received the Delivery Management award from Honda Motorcycle and Scooter India (HMSI), at their 21st Supplier Convention 2020. The award was presented by Mr. Harbhajan Singh, Director, General and Corporate Affairs, HMSI.

JOYSON
SAFETY SYSTEMS



Isuzu organised its Annual Supplier Meet 2020: 'Beyond Horizons' in Chennai, India, to celebrate the achievements of its top suppliers. JAAI was awarded Best Quality Performance by Isuzu Motors India for excellent quality and performance.

INDUSTRY AWARDS

GABRIEL



Gabriel India's Chakan HR Team won the first rank at the 6th National Case Study Competition organised by ACMA.

GABRIEL



Gabriel India's Dewas Team won the Special Jury Award at Quality Circle Competition Regionals organised by CII and held at Aurangabad.

GABRIEL



Gabriel India, Chakan Team, Spartans, has won the 'Par Excellence Award' at National Convention on Quality Circle Competition hosted by Quality Circle Forum of India (QCFI) in Varanasi, Uttar Pradesh. Their project was to reduce binder rework in Bajaj export ReaR application in the Bajaj line from 55% to 5%. More than 2,700 teams across India participated in the event. Spartans have now qualified for participation in the International Convention on Quality Circles.

GABRIEL



Gabriel India, Chakan Team, 'Spartans', emerged as the winners at the National Level Toyota Kirloskar Suppliers Association Quality Circle Competition.

MAHLE



MAHLE ANAND Filter Systems received an award for 'Significant Achievement in HR Excellence' during the 10th CII National HR Excellence Award Confluence, 2019-20.

MAHLE



MATS, Chennai plant, wins two gold and two silver awards at the Poka Yoke Competition organised by QCFI, Chennai Chapter.

SPECIAL AWARDS

ACYM GABRIEL MAHLE SPICER



ANAND Group companies have been recognised as 'India's Best Workplaces in Manufacturing 2020' by Great Place To Work Institute - India. This recognition upholds the Group's commitment to creating a High-Trust, High-Performance Culture for their employees. ANAND CY Myutec Automotive, Gabriel India, MAHLE ANAND Filter Systems and Spicer India have been recognised amongst India's 30 best workplaces.

Mando



Mando Automotive India recognised its suppliers for their hard work and dedication at a function organised at the MAIL Steering plant in March 2020. Awards under various categories like localisation, cost reduction, new product development and 'supplier of the year', were presented to the deserving suppliers.

Visitors On Campus



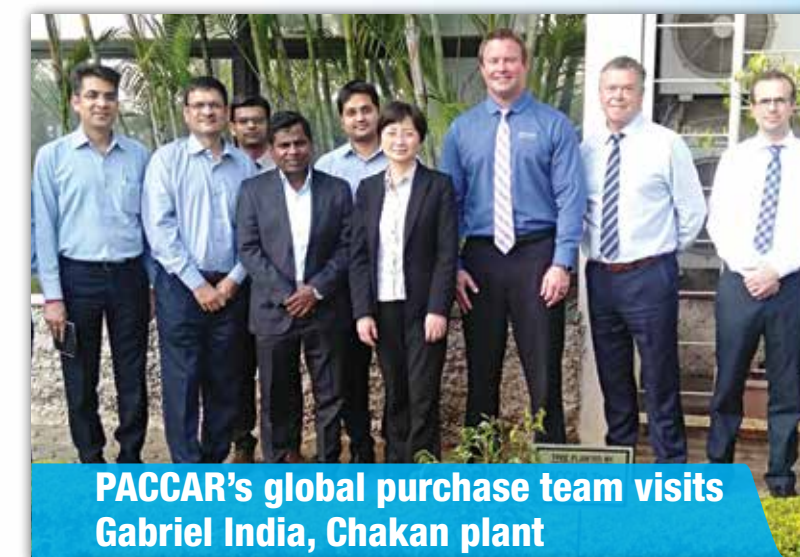
Senior representatives from Mahindra & Mahindra Visit ANAND Corporate Headquarters

Mr. Hemant Sikka, President, Farm Equipment Sector and Member of the Group Executive Board, Mahindra & Mahindra, along with senior officials from M&M visited ANAND Corporate Headquarters, New Delhi. Mrs Anjali Singh, Executive Chairperson, and senior representatives from ANAND Group met the M&M team and discussed ways to strengthen the relationship and explore new business opportunities.



Delegates from MSIL visit Mando Automotive India, Chennai plant

Top management from the Quality Assurance department of MSIL visited Mando Automotive India, Chennai plant. They conducted a review of the 'new brakes product' project. They also took a tour of the brakes plant facility and R&D centre. They appreciated the overall setup.



PACCAR's global purchase team visits Gabriel India, Chakan plant

Senior members from PACCAR's global purchase and Engineering team visited Gabriel India, Chakan plant, and Head Office in Pune. They discussed development plans and possible opportunities for future business. The six-member team was hosted by senior management members of Gabriel India.



Visit of Mr. Jerome Mortal from Valeo Powertrain Systems to Spicer India, Chakan plant

Jerome Mortal, Special Vehicle Application Director at Valeo Powertrain Systems, Business Group, visited Spicer India, Chakan plant, to discuss business opportunities in the Low Speed Electrical Vehicle (LSEV) business and also the scope of collaboration for future projects.



Bosch team visit to ANCHEMCO, Parwanoo plant for Audit Purposes

Mr. Dusane Madhav, Finance Head, Bosch, Mr. Gujrathi and Mr. Rajashekhar, from the Purchase Division of Bosch, visited Anchemco ANAND, Parwanoo plant, and successfully conducted the plant audit.

ANAND CODE OF CONDUCT

Ensure confidentiality
of information and data /
No insider trading



Be equal
opportunities
employer



Obey anti-
harassment
policies



Join community
service



Consistent use
of the ANAND
brand



Encourage
reporting
of concerns



No concurrent
employment



Avoid conflict
of interest



Respect law of the
land



Maintain
financial
reporting
and records



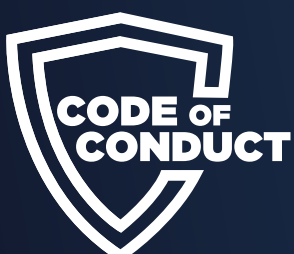
Always protect
company assets



Deny gifts
and donations



Follow ethical
conduct



#followthecodeofconduct
GROUP ETHICS HELPLINE
1-800-102-2100
anandgroup@ethicshelpline.in