

The background of the slide is a photograph of a modern building with a stone wall and large glass windows, set against a backdrop of trees. A blue horizontal bar is overlaid on the image, containing the title text.

# ANAND Group overview

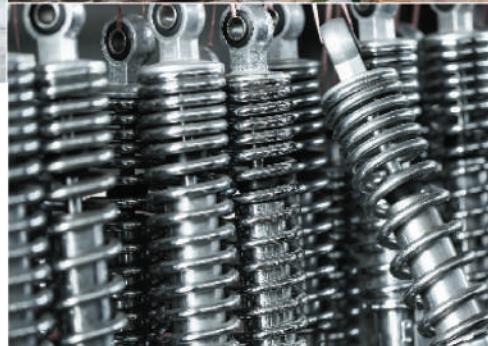
2023



# LEADING PLAYER ACROSS TWO VERTICALS

**ANAND** >>

## AUTOMOTIVE



## HOSPITALITY



# FACTS AT A GLANCE



**18,000**  
EMPLOYEES

**60**  
LOCATIONS

**21**  
COMPANIES

**1.9** BILLION  
US DOLLAR  
REVENUE

**13** JOINT  
VENTURE  
COMPANIES

**5** TECHNICAL  
COLLABORATIONS



# SIX DECADES OF BUILDING TRUST



## GROUP COMPANIES

**1961**  
Gabriel India

**1962**  
VGIL<sup>1</sup>/ PCIL<sup>2</sup>

**1966**  
Purolator<sup>3</sup>

**1992/ 1993**  
· Chang Yun India  
· Dana/Spicer

**1995/ 1997**  
· Ansysco  
· Henkel  
· Faurecia  
· Behr (now MAHLE)  
· Mando (Brakes)  
· Valeo Friction

**1998**  
Haldex

**2005**  
MAHLE Filter

**2006**  
Mando (Suspension)

**2007**  
Takata<sup>4</sup>

**2008/2010**  
· Chang Yun Myutec  
· Anchemco

**2012**  
Valeo Service

**2013**  
Mando (Steering)

**2019**  
Joyson Safety Systems

**2007**  
Diversification into luxury hospitality  
SUJÁN Sher Bagh

**2009**  
SUJÁN The Serai

**2013**  
SUJÁN JAWAI

**1961 - 1994**

**1995 - 2005**

**2006 - 2021**

## OTHER MILESTONES

**1976**  
SNS Foundation,  
the CSR arm

**2003**  
ANAND Group  
Supervisory Board

**2019**  
ANAND Group companies are recognised amongst 100 Best Companies in India. Also, featured in Best Workplaces for Women by Great Place to Work®

**2021**  
ANAND Group and Mando Corporation announce the set-up of a new joint venture company called ANAND Mando eMobility

<sup>1</sup>VGIL: Victor Gasket India Ltd. <sup>2</sup>PCIL: Perfect Circle India Limited now ANAND I-Power Pvt. Ltd.

<sup>3</sup>Purolator now MAHLE ANAND Filter Systems <sup>4</sup>Now part of Ningbo Joyson



## Deep C Anand Foundation



**Deep C. Anand**

Chairman &  
Chief Mentor,  
DCA Foundation



**Kiran D. Anand**

Trustee



**Anjali Singh**

Trustee



**Jaisal Singh**

Trustee



**Lorenzo Piaget**

Trustee



**Rohit Arora**

Trustee



**Deepak Chopra**

Trustee

## Group Supervisory Board



**Anjali Singh**

Executive Chairperson, Group Supervisory Board  
Executive Chairperson, ANAND & Gabriel India  
Chairperson, Dana Anand India  
Member PC & OC  
Chief Human Resource Officer



**Jaisal Singh**

Co - Chairman,  
HL Mando Anand India  
Chairman, GSGC  
Chairman, SUJAN  
Member PC & FARC



**Rohit Arora**

Founder & Chairman,  
SILVERSKILLS  
Member PC & FARC



**Lorenzo Piaget**

Partner,  
PIAGET & ASSOCIÉS  
Member FARC



**Tejpreet  
Chopra**

President &  
CEO,  
Bharat Light  
Power  
Member OC  
& FARC



**Deepak  
Chopra**

Co-Chairman,  
Joyson ANAND  
Abhishek Safety  
Systems  
Member PC  
& OC



**Jean-Louis  
Chaussade**

Chairman of  
JLCH Conseil,  
Paris

## ANAND Executive Board



**Anjali Singh**

Chairperson



**Jaisal Singh**

Vice Chairman



**Mahendra K. Goyal**

Group President &  
Co-Chief Operating  
Officer



**Manoj Kolhatkar**

Group President &  
Co-Chief Operating  
Officer



**Jagdish Kumar**

Group President &  
Chief Financial  
Officer



**Sunil Kaul**

Group President &  
Chief Technology  
Officer



**S. Sarathi**

Group President  
& Chief Assurance  
Officer



**Sumit Bhatnagar**

Group President,  
Future Mobility

## Vision

To Create Value Sustainably Through Pursuit of Excellence and Good Governance



BE THE FIRST CHOICE  
FOR CUSTOMERS



BUILD &  
SUSTAIN STRATEGIC  
PARTNERSHIPS



STRENGTHEN  
CORPORATE  
GOVERNANCE &  
CITIZENSHIP



DEVELOP,  
EMPOWER &  
GROW PEOPLE



ASPIRE  
AND DARE TO BE  
INNOVATIVE



ATTAIN  
LEADERSHIP  
IN TECHNOLOGY



CREATE INSPIRED  
LEADERSHIP & PROMOTE  
ENTREPRENEURIAL  
SPIRIT

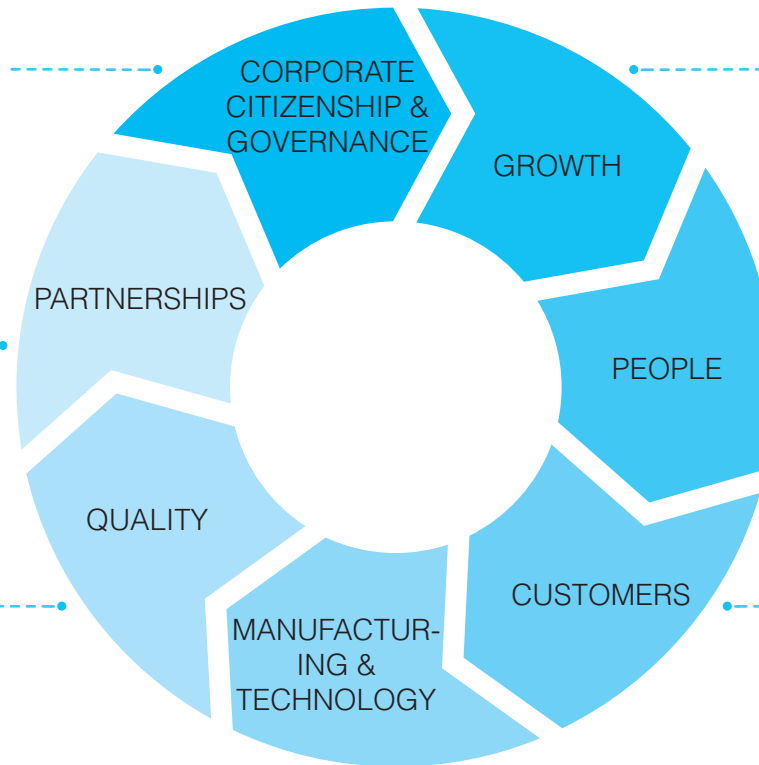


ACHIEVE SUPERIOR  
BUSINESS  
PERFORMANCE &  
GROWTH

- Be always ethical
- Enhance fairness and transparency
- Strengthen CSR activities under SNS Foundation
- Ensure robust strategic planning and execution
- Strengthen governance through Group Supervisory Board

- Build and sustain strategic partnerships
- Exchange best-in-class management practices between partners
- Strengthen “Unified corporate entity”







- Foster a culture of quality
- Deploy world-class quality standards, tools and systems

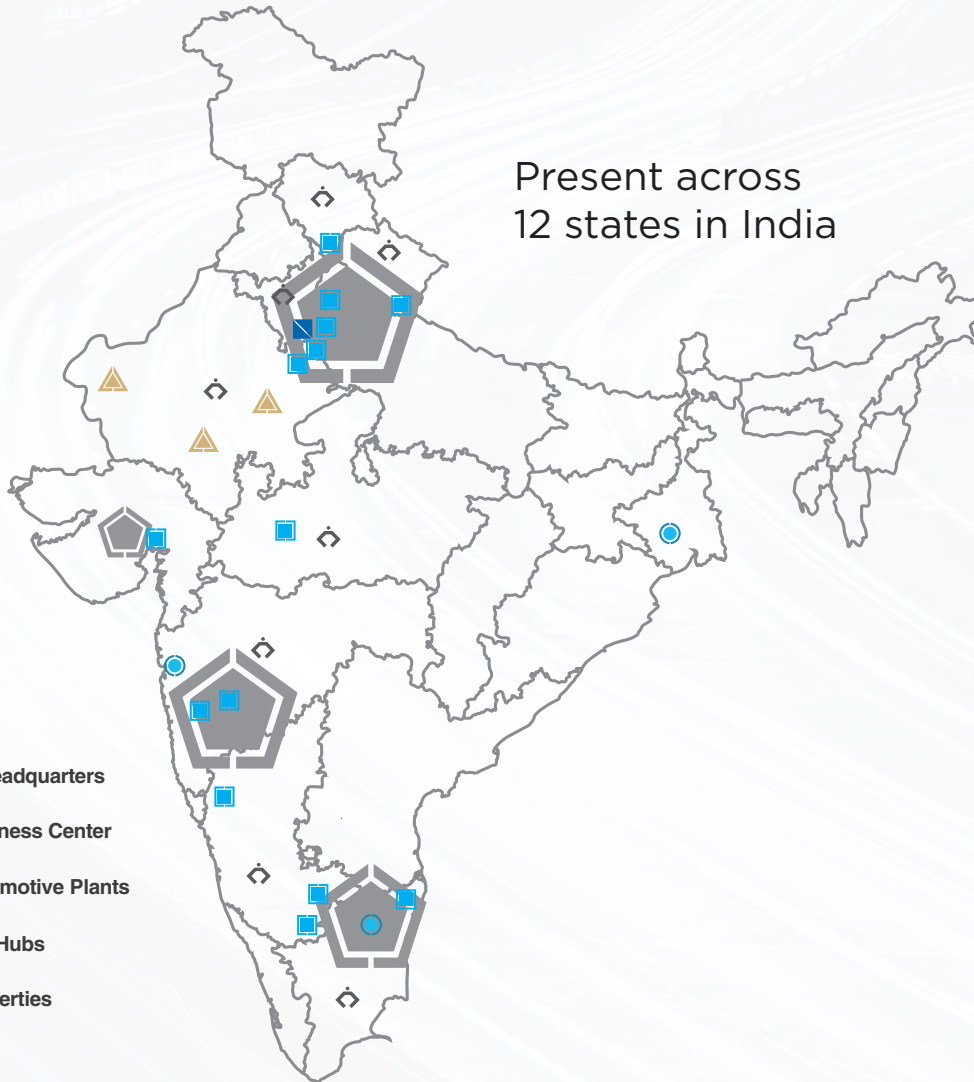


- Achieve operational excellence through lean production systems
- Develop supplier base through VSME\* programme
- Aim to spend 2% of sales in R&D
- Develop innovative processes and products to stay competitive

# BEING CLOSE TO CUSTOMERS

Present across  
12 states in India

-  Corporate Headquarters
-  ANAND Business Center
-  ANAND Automotive Plants
-  India's Auto Hubs
-  SUJÁN Properties
-  SNSF



## Himachal Pradesh (Parwanoo)

ANCHEMCO ANSYSYSO GABRIEL MAHLE SNS Foundation

## New Delhi (Corporate Headquarters)

ANAND SUJÁN

## Haryana (Gurugram, Manesar)

ACYM ANAND GABRIEL Henkel JOYSON MAHLE SNS Foundation

## Uttar Pradesh (Greater Noida)

MAHLE

## Uttarakhand (Pantnagar)

ANAND SNS Foundation

## Rajasthan (Bhiwadi, Neemrana, Ranthambhore, Jaisalmer, Jawai Bandh)

AM-EM JOYSON SNS Foundation SUJÁN

## Madhya Pradesh (Dewas)

GABRIEL SNS Foundation

## Gujarat (Ahmedabad, Sanand)

GABRIEL MAHLE

## Maharashtra (Aurangabad, Mumbai, Pune, Nashik, Pirangut, Satara)

ANAND ANCHEMCO GABRIEL FORVIA Haldex JOYSON POWER MAHLE SNS Foundation

## Karnataka (Bangalore, Jodhalli, Malur)

ANAND FORVIA GABRIEL SNS Foundation

## Tamil Nadu (Chennai, Hosur)

ANAND ANCHEMCO FORVIA GABRIEL Henkel JOYSON MAHLE M. Mando SNS Foundation Valeo

## West Bengal (Kolkata)

ANAND



# PARTNERSHIP BASED MODEL



## JOINT VENTURE PARTNERS

CY Myutec, Korea  
 Dana Incorporated, USA  
 Elewana Collection, Kenya  
 Faurecia Clean Mobility, France  
 Haldex AB, Sweden  
 Henkel KGaA, Germany  
 Joyson Safety Systems, USA/China  
 MAHLE GmbH, Germany  
 HL Mando Corporation, Korea  
 Valeo, France

## TECHNICAL COLLABORATIONS

KONI BV, The Netherlands  
 KYB Corporation, Japan  
 Seiken Chemical Industry Company, Japan  
 Sunrise MSI Corporation, Japan  
 Yamaha Motor Hydraulic Systems, Japan

# AUTOMOTIVE PARTNERING WITH GLOBAL LEADERS



JV PARTNERS	HEADQUARTERS	REVENUE*	EMPLOYEES*	BUSINESSES
CY Myutec	Korea	KRW 108 Billion	301	Synchronizer rings for transmission
DANA	USA	\$ 8.9 Billion	40,200	Drivetrain and E-propulsion systems
Faurecia	France	Eur 15.6 Billion	1,11,140	Seating, Interiors, Clean Mobility & Clarion Electronics
Haldex	Sweden	SEK 4.01 Billion	1,990	Brake and air suspension systems for heavy vehicles
Henkel	Germany	Eur 20.1 Billion	52,700	Adhesive Technologies, Beauty Care and Laundry & Home Care
Ningbo Joyson	China	CNY 47.9 Billion	50,000	Auto Electronics, Auto Safety, E-Mobility, Auto component
MAHLE	Germany	Eur 9.8 Billion	72,184	Engine Systems & Components, Filtration & Engine Peripherals, Thermal Management and Electronics & Mechatronics
HL Mando	Korea	KRW 6,147 Billion	13,197	Brake System, Steering System, Suspension System, Driver Assistance System & Electronics
Valeo	France	Eur 17.3 Billion	1,03,300	Driving Assistance Systems, Powertrain Systems, Thermal Systems and Visibility Systems

\*Source: From available sources on respective company websites as of 2022

# AUTOMOTIVE CUSTOMER PRESENCE

50+ OEM Customers across Two Wheelers, Three Wheelers, Passenger Cars, Commercial Vehicles  
Railway Segments and Engine Components





# AUTOMOTIVE PRODUCT PORTFOLIO



CHASSIS

EMISSION  
CONTROL

POWERTRAIN

SAFETY

THERMAL  
MANAGEMENT

e-DRIVE

# AUTOMOTIVE PRODUCT PORTFOLIO

- Chassis
- Safety

## **GABRIEL**

### **GABRIEL INDIA**

TC: KYB CORPORATION, JAPAN;  
YAMAHA MOTOR HYDRAULIC  
SYSTEMS, JAPAN; KONI BV, THE  
NETHERLANDS

SHOCK ABSORBERS,  
STRUTS, FRONT FORKS,  
GAS SPRINGS,  
COOLANTS & BUSHKITS



### **JOYSON ANAND ABHISHEK SAFETY SYSTEMS (JAAI)**

JV: JOYSON SAFETY SYSTEMS, USA

SEAT BELTS, AIRBAGS  
& STEERING WHEELS



### **HENKEL ANAND INDIA**

JV: HENKEL KGaA, GERMANY  
TC: SUNRISE MSI CORPORATION,  
JAPAN

SEALANTS, ADHESIVES,  
COATINGS, SEALING TAPES,  
STIFFNER PADS & NVH PRODUCTS



### **MULTI-MATERIAL COMPOSITES IN PARTNERSHIP WITH FAR COMPOSITES, UK**

LIGHT WEIGHT SOLUTIONS IN  
MULTI MATERIAL COMPOSITES  
WITH CARBON/GLASS FIBER  
FOR STRUCTURAL/ FUNCTIONAL  
PARTS IN CHASSIS/ POWERTRAIN/  
DRIVETRAIN



### **HALDEX INDIA**

JV: HALDEX, SWEDEN

SELF-SETTING AUTOMATIC BRAKE  
ADJUSTERS, MANUAL SLACK  
ADJUSTERS, CONDENSOR-CUM-  
SEPARATOR, ABS, EBS,  
DISC BRAKES & OTHER  
AIR BRAKE PRODUCTS



## **HL Mando**

### **HL MANDO ANAND INDIA**

JV: HL MANDO CORPORATION, KOREA

ELECTRIC PARKING BRAKE, ELECTONIC STABILITY  
CONTROL, INTEGRATED DYNAMIC  
BRAKE, BRAKE CALIPER, MASTER  
BOOSTER, DRUM BRAKES, COLOMN  
ELECTRIC POWER STREERING,  
RACK ELECTRIC POWER STREERING,  
SHOCK ABSORBERS AND STRUTS



# AUTOMOTIVE PRODUCT PORTFOLIO



- Emission Control
- Thermal Management

**FORVIA**  
faurecia

## FAURECIA CLEAN MOBILITY

JV: FAURECIA CLEAN MOBILITY,  
FRANCE

EXHAUST MUFFLER ASSEMBLIES,  
CATALYTIC CONVERTERS,  
INSTRUMENT PANEL  
REINFORCEMENT  
ASSEMBLIES (IPRT)  
& DOOR SIDE  
IMPACT BEAMS (SIB)



**MAHLE**

## MAHLE ANAND THERMAL SYSTEMS

JV: MAHLE GmbH, GERMANY

AIR CONDITIONING, ENGINE COOLING  
SYSTEMS, VISCO FANS & EXHAUST  
GAS RECIRCULATION COOLERS

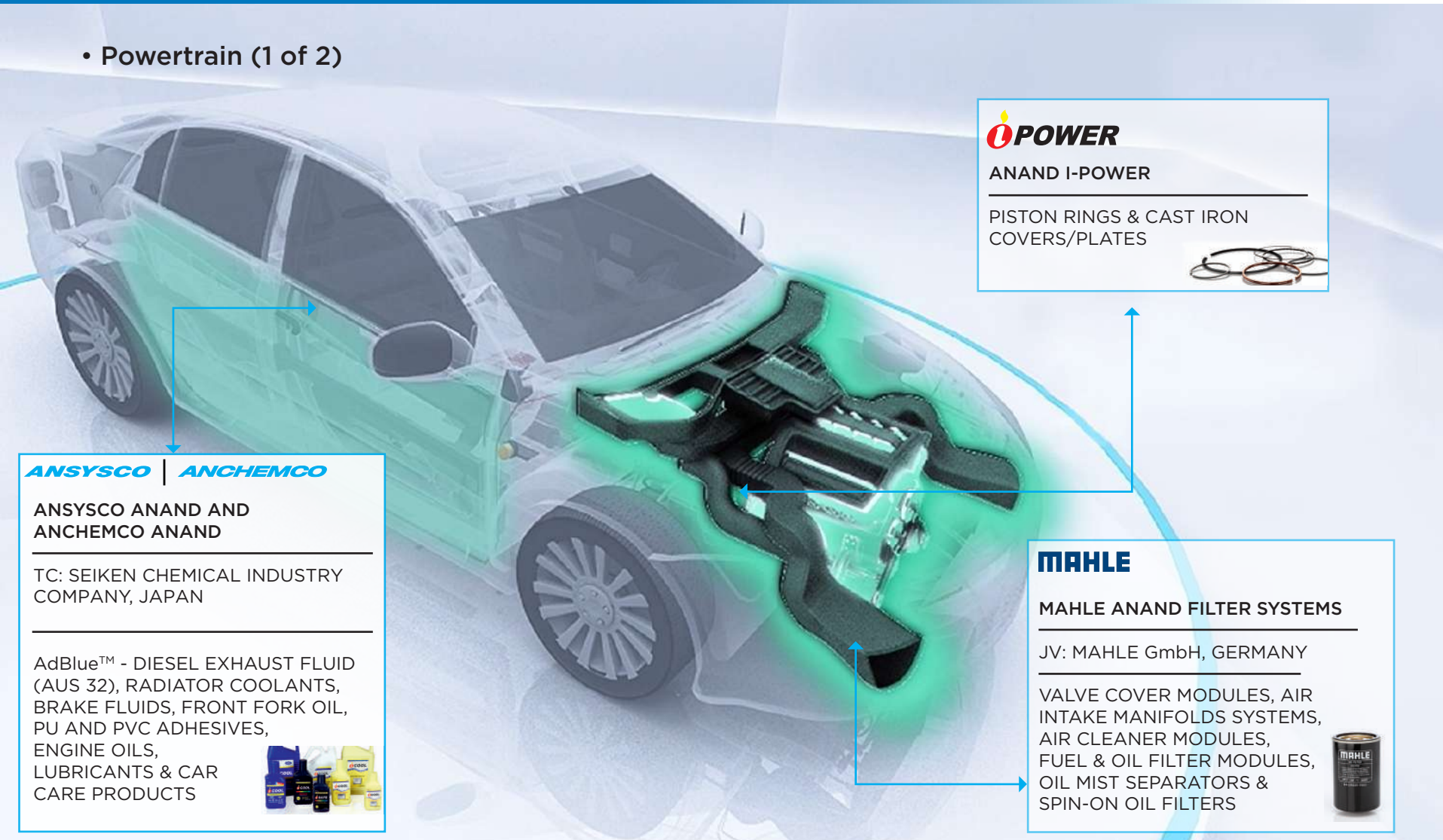




# AUTOMOTIVE PRODUCT PORTFOLIO



## • Powertrain (1 of 2)



### **ANSYS** | **ANCHEMCO**

#### **ANSYS ANAND AND ANCHEMCO ANAND**

TC: SEIKEN CHEMICAL INDUSTRY  
COMPANY, JAPAN

AdBlue™ - DIESEL EXHAUST FLUID  
(AUS 32), RADIATOR COOLANTS,  
BRAKE FLUIDS, FRONT FORK OIL,  
PU AND PVC ADHESIVES,  
ENGINE OILS,  
LUBRICANTS & CAR  
CARE PRODUCTS



#### **ANAND I-POWER**

PISTON RINGS & CAST IRON  
COVERS/PLATES



### **MAHLE**

#### **MAHLE ANAND FILTER SYSTEMS**

JV: MAHLE GmbH, GERMANY

VALVE COVER MODULES, AIR  
INTAKE MANIFOLDS SYSTEMS,  
AIR CLEANER MODULES,  
FUEL & OIL FILTER MODULES,  
OIL MIST SEPARATORS &  
SPIN-ON OIL FILTERS



# AUTOMOTIVE PRODUCT PORTFOLIO



## • Powertrain (2 of 2)



### VALEO FRICTION MATERIALS INDIA

JV: VALEO, FRANCE

NON-ASBESTOS, SOLVENT  
& LEAD-FREE  
CLUTCH FACINGS



### DANA ANAND INDIA

JV: DANA INCORPORATED, USA

AXLES, DRIVE SHAFTS,  
DRIVETRAIN COMPONENTS



### ANAND CY MYUTEC AUTOMOTIVE CY MYUTEC ANAND

JV: CY MYUTEC, KOREA

HIGH PRECISION SINGLE CONE,  
MULTI-CONE SYNCHRONIZER RINGS  
OF BRASS & STEEL



# AUTOMOTIVE PRODUCT PORTFOLIO



## • e-Drive (1 of 2)

### **HL Mando**

#### HL MANDO ANAND INDIA

JV: HL MANDO CORPORATION, KOREA

BEST DRIVEN STRATER  
GENERATOR, ON BOARD  
CHARGER (OBC),  
DC-DC CONVERTER  
V2L CONVERTER



**Haldex**

#### HALDEX INDIA

JV: HALDEX, SWEDEN

EMB (ELECTRO MECHANICAL  
BRAKING)

### **MAHLE**

#### MAHLE ANAND THERMAL SYSTEMS

JV: MAHLE GmbH, GERMANY

PTC HEATER, CHILLER,  
E-COMPRESSOR  
BATTERY COOLING PLATE

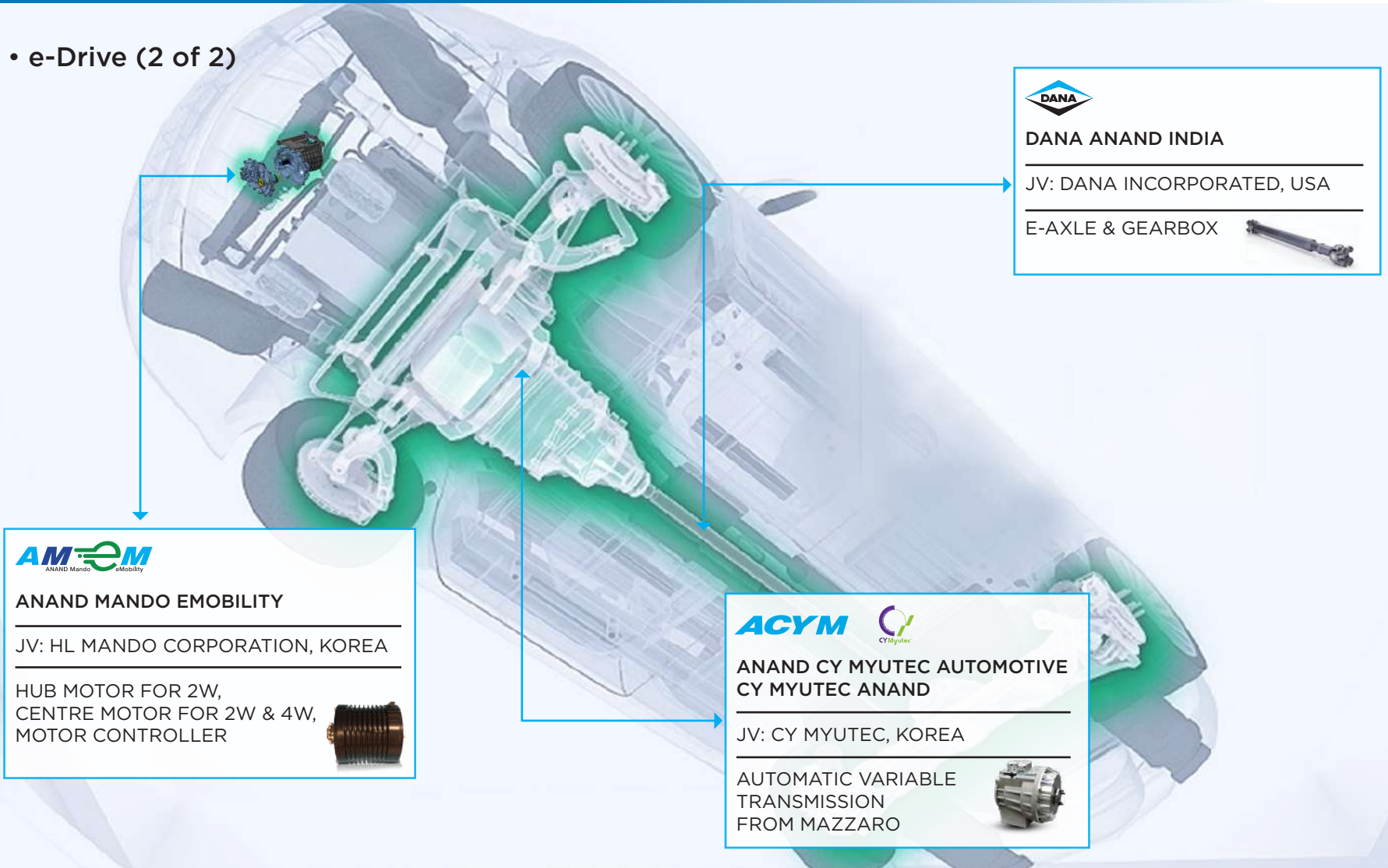




# AUTOMOTIVE PRODUCT PORTFOLIO



## • e-Drive (2 of 2)



# AUTOMOTIVE GABRIEL INDIA, THE FLAGSHIP COMPANY



- » Established in 1961, it is a publicly listed company
- » Total Revenue of INR 23320 Million & Profit Before Tax at INR 1265 Million during 2021-22
- » Market leader for pioneering Ride Control Products in India
- » 7 manufacturing plants and 3 satellite facilities with products ranging from Shock Absorbers, Struts, Front Forks, Seat Dampers, Cabin Dampers
- » Amongst the Top 10 suspension players globally
- » Strong R&D with over 75 patents filed till date in products and processes
- » Gabriel India, made it to the top of **Fortune India - The Next 500** companies list for the year 2021 in the mid-size category



# SUJÁN CAMPS PROPERTIES & EXPERIENCES



## TRANSFORMATIVE AND EXPERIENTIAL TRAVEL

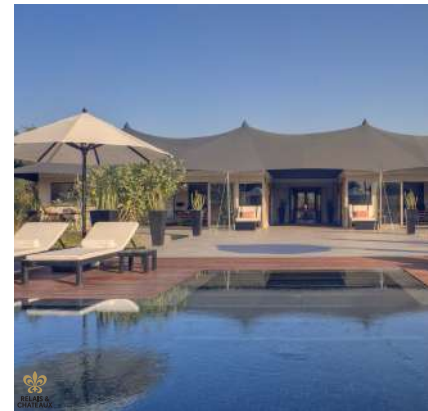
S U J Á N



SUJÁN  
SHER BAGH  
RANTHAMBHORE



SUJÁN  
THE SERAI  
JAISALMER



SUJÁN  
JAWAI  
JAWAI BANDH



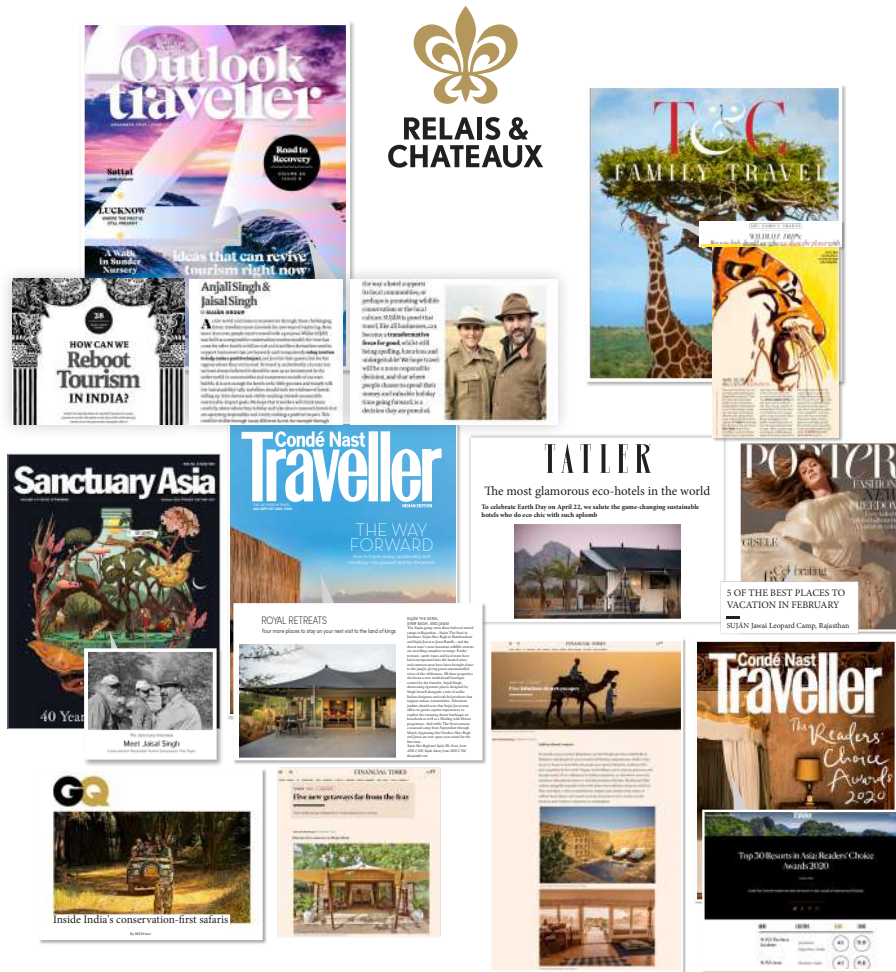
SUJÁN  
Elephant  
Pepper Camp  
MASAI MARA  
KENYA



# SUJÁN GLOBAL RECOGNITIONS



SUJÁN has established itself on the global high-end luxury tourism scene and has won prestigious accolades.



## ACCOLADES

- Condé Nast Traveller The Best Family Hotels In The World 2022
- Travel & Leisure SEA Editors Choice 2020
- Condé Nast Traveller Readers' Choice Awards for 2020
- The Vanity Fair, Travel Award 2020
- Condé Nast Traveller Gold list 2020
- Runner-up, Favourite Safari Lodge & Favourite Boutique Hotel in India by Condé Nast Traveller Readers' Travel Awards 2019
- Travel + Leisure India & South Asia India's Best Awards, 2018



**BUSINESS  
DEVELOPMENT**



**AFTERMARKET**



**HUMAN RESOURCES**



**TECHNOLOGY &  
INNOVATION**



**GROUP  
COMMUNICATIONS**



**CORPORATE SOCIAL  
RESPONSIBILITY**



**MANAGEMENT &  
GOVERNANCE**



**GROUP  
STRATEGY**



**INTERNAL AUDIT,  
FINANCE, TAX & LEGAL**



**INFORMATION  
TECHNOLOGY**



**ANAND U (EXCELLENCE IN  
MANUFACTURING), CORPORATE MATERIALS**



## » Customer Relationships

- Leveraging automotive industry network built across five decades
- Holding Customer Technology Days
- Conducting customer satisfaction surveys

## » Business Intelligence

- Market intelligence & analysis – Market, Regulatory, Customers, Competitors
- Identifying new business opportunities

## » Voice in the Industry

- Membership and representation in industry associations (ACMA, CII, SIAM, etc.)\*
- Visibility in industry publications and presence in trade shows and exhibitions

 **ASHOK LEYLAND**



**Mahindra**  
Rise.

 **MARUTI SUZUKI**

**TATA MOTORS**

**TVS** 

**ACMA**  
Automotive Component Manufacturers Association of India

  
**Confederation of Indian Industry**

**SIAM**  
Society of Indian Automobile Manufacturers



AUTO EXPO 2016



AUTO EXPO 2018

\*ACMA: Automotive Component Manufacturers Association of India  
CII: Confederation of Indian Industry  
SIAM: Society of Indian Automobile Manufacturers



# BUSINESS DEVELOPMENT CONNECTING WITH KEY CUSTOMERS



Technology Days and Auto Expo are an integral part of customer connect and branding for ANAND Group companies.



Auto Expo 2020



EV EXPO 2022



Ashok Leyland Tech Day 2022



Ampere Tech Day 2022



EV EXPO 2021



Auto Expo 2018



# BUSINESS DEVELOPMENT STRONG RELATIONSHIPS

## » Mrs. Anjali Singh

**Executive Chairperson, ANAND & Gabriel India**

**Chairperson, Dana Anand India**

- Executive Committee Member, ACMA
- Chairperson, Pillar 4 - Strategic Partnerships, ACMA
- Member, Western Region Committee, ACMA
- Vice Chairperson, CII Haryana State Council
- Member, Confederation of Indian Industry (CII) International Council
- Member, Governing Body of CII - Champions for Societal Manufacturing (CSM) Initiative
- Member, CII Northern Regional Council
- Member, India-Japan Business Leaders Forum (IJBLF)
- Member, Tata Motors Supplier Council

## » Mr. Jaisal Singh

**Director, Group Supervisory Board**

**Vice Chairman, ANAND Executive Board**

**Co-Chairman, HL Mando Anand India**

**Chairman, SUJÁN**

- Vice-President and Member of the Executive Committee & Board of Directors, Relais and Châteaux
- Chairman, CII Northern Region Committee on Tourism & Hospitality
- Member, CII National Committee on Tourism & Hospitality

## » Mr. Manoj Kolhatkar

**Managing Director, Gabriel India**

**Group Co-Chief Operating Officer, ANAND**

**Group President, Business development & Corporate Materials, ANAND**

- Executive Committee Member, Western Region Committee, ACMA
- Member, Pillar -1, Sub Pillar-OEM Business Development Executive Committee, ACMA
- Chairman, Pillar-3, Sub Pillar- HR & IR, ACMA
- Member, Governing Council, Automotive Skills Development Council
- Member, Japan Country Committee, CII
- Executive Committee Member, Maruti Suzuki Suppliers Welfare Association (MSSWA)

## » Mr. Rajeev Gera

**Member, ANAND Management Forum and**

**President & Head Business Development and Corporate Materials, ANAND**

- Member, Northern Region Committee, ACMA
- Member, Pillar 1 - Business Development, ACMA
- Executive Committee Member, Honda Cars India Suppliers Club



# BUSINESS DEVELOPMENT GARNERING CUSTOMER APPRECIATION



ANAND Group was conferred with the prestigious 'Business Partner of the Year-Automotive Division' award by Mahindra

HL Mando Anand India received 'Mahindra Supplier Excellence Award' in 2 categories from Mahindra at their Supplier Meet



ANAND Group, received the prestigious Going Extra Mile Award at the Tata Motors 2022

Gabriel India was honoured by Honda Motorcycle & Scooter India at their Annual Supplier conference 2021

HL Mando Anand India received the Best Performance Award in the Occupational, Health, and Safety (OSH) and Sustainability (ESG)



Anchemco ANAND LLP received the Long-Term Association Award at the BOSCH Supplier Conference

MAHLE ANAND Thermal Systems received the Best Performance in Business Alignment - Gold Award from Ashok Leyland

Gabriel India received the Periodic Cost Reduction Award from Suzuki Motor India Pvt Ltd

Dana Anand India receives 'Silver Award' from Ashok Leyland



# HUMAN RESOURCES

## NURTURING AND GROOMING OF TALENT



**OE Model - Pioneered the “Operating Engineer” Model, which has enabled ANAND locations being manned by educated work force and being union-free**

- » **OE Model** - Pioneered the “Operating Engineer” Model, which has enabled ANAND locations being union free and also managed by educated workforce
- » **Developing Leadership from within** - Most of ANAND’s senior management today has grown within the Group
  - **At ANAND, every leader** is provided with the right platform to exhibit their true capabilities. Potential leaders across levels are groomed through the ANAND Leadership Development Programmes (ALDP) to become effective business leaders
  - **Talent management programmes** are supported through mandatory mentoring and coaching programmes



- » **World of Opportunities** – ANAND people are sent overseas for training to JV partner locations and renowned universities like Oxford University
- » **Career Mobility** – Cross-fertilisation of skills and growth opportunities across ANAND companies and JV Partners
- » **Hiring Talent** – We hire talent from premium institutes



# HUMAN RESOURCES

## EMPOWERING A DIVERSE WORKFORCE



### Employing women on the shop floor

- » ANAND strongly believes in the empowerment of women
- » We are an equal opportunity employer
- » Some locations have up to 95% women on the shop floor
- » Accommodation facilities and amenities provided to encourage women to seek employment

### Widespread reach and diverse workforce

- » With presence in 60 locations across India, ANAND employs talent from diverse backgrounds and geographies
- » It is this diversity that supports our basic ethos of inclusive growth, reflected across management levels



# HUMAN RESOURCES

## DEVELOPING RESOURCES THROUGH ANAND U



- » 'ANAND U' is the ANAND Corporate University that meets the HR development needs of group companies
- » ANAND U has been contributing towards people development since 1991
- » ANAND U offers training support and guidance through three academies
  - Leadership Academy
  - Operational Excellence Academy
  - Development Academy
- » It is focused on four major areas of people development: Operational Excellence, Talent Development, Technical Interventions and Development of Operating Engineers
- » Training modules
  - Classroom for face to face learning
  - E-learning
  - Engaging with internal and external faculty

**“BUSINESS IS 90% PEOPLE”**

MR. DEEP C. ANAND



# PURSuing EXCELLENCE IN MANUFACTURING AND SERVICES

- » **Visionary Leaders For Manufacturing (VLFM)** - VLFM programme was started by CII in partnership with Japan International Co-operation Agency (JICA). Through VLFM, ANAND Senior Managers are given unique leadership perspectives. (Around 100 managers trained in VLFM since 2007)
- » **Visionary Small And Medium Enterprises (VSME)** - VSME is a programme under the VLFM umbrella, focused on Tier 1 and Tier 2 suppliers. It aims to achieve a win-win relationship between customers and suppliers and also to improve manufacturing (quality, cost, delivery) of suppliers. (Dedicated teams of ANAND engineers has helped around 500 suppliers since 2009)
- » **ANAND House of Quality (AHQ)** - Groupwide initiative to improve quality in all that we do
- » **ANAND Heijunka Production System (AHPS)** - Moving plants from traditional manufacturing to world class practices
- » **Specialised Training for Operating Engineers (STOE)** - 15 % OEs trained through various technical training programmes to specialize in areas of interest e.g. maintenance
- » **Safety** of all employees is of paramount importance across all group companies





# CORPORATE SOCIAL RESPONSIBILITY HAVING AN IMPACT IN COMMUNITIES NEAR-BY



**SNS Foundation (SNSF), the CSR arm of the ANAND Group** was founded in April 1976.



## EDUCATION

- Engaged with 100+ partner schools in eight states
- Impacted 2.00 lakh school students with inputs of better teaching and infrastructure
- 300+ scholarships awarded to females for 3 year diploma engineering
- 150+ government school students secured state scholarships through SNSF organised coaching



## SKILL DEVELOPMENT

- Trainings on offer aligned with 11 Sector Skill Councils of NSDC
- 40000+ trained youth (70% females)
- Employability of persons with speech and hearing impairment a key focus
- 70% placement success rate
- 600+ individuals groomed as entrepreneurs



## HEALTH & HYGIENE

- Implementation partner for National Health Mission initiatives
- Key areas - HIV/AIDS, Reproductive & Child Health and Industrial Health
- Mobile medical services a key approach for reaching the unreached since 2000s
- Addressed health needs of 7.5 lakh underserved rural population

## COMMUNITY CONSERVATION

- Key areas - Promotion of: Micro-credit and Micro-Enterprises, Public green spaces, Conservation of Water and Wildlife
- Facilitated ₹140 MINR micro credit for 1000+ self-help groups
- At Rajasthan:
  - › 100 sq.km. of wilderness protected
  - › 3261 households benefit from sanitation services
  - › Healthcare for 98K+ livestock
  - › 60 individual leopards identified between 2013-20



# MANAGEMENT & GOVERNANCE

## PURSuing ORGANISATIONAL TRANSPARENCY

- » **Ethics** - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices
  - Group Ethics Committee
  - Anonymous hot line facility through Integrity Matters
- » **Inclusive work environment** - Ensuring a safe, diverse, and supportive workplace for all employees. Any inappropriate behaviour is taken very seriously by a group-level internal committee, which is responsible for educating employees and evaluating any complaints fairly, comprehensively and in a timebound manner
- » **360 Degree Feedback** - ANAND is well known for its practice of transparency and formal feedback. It was one of the first companies to establish 360-degree feedback across all levels
- » **Open Discussions** - We encourage open discussions and dialogue as the main means to sort out differences and improve functioning

### ANAND CODE OF CONDUCT





We Drive ANAND as a UNIFIED CORPORATE ENTITY

We ASPIRE to be a WORLD-CLASS organisation

We ENCOURAGE organisational transparency

We Value INTEGRITY

We Encourage INNOVATION

We Nurture TALENT

We Support continuous EDUCATION

We Build TRUST and EMPOWER PEOPLE

We PRACTICE open and HONEST COMMUNICATION

We RECOGNISE and reward ACHIEVEMENT

We Are an EQUAL opportunity employer

We Are committed to SOCIAL RESPONSIBILITY





DRIVING WITH YOU SINCE 1961