



Corporate Social Responsibility 2019-20



Mission Statement



“Set new standards in good corporate citizenship, by helping to improve the livelihood of communities we are a part of and society at large, focusing on their prosperity and well-being to ensure inclusive, long-term development for all”

The Motherson global CSR strategy reflects the group’s commitment to the social element in its credo that was formulated in 1995. This is an approach that is ingrained in the culture of Motherson. Our CSR strategy aims to touch the lives and create a long-lasting impact on the people and communities where Motherson has its footprint. Projects are designed to ensure both sustainability and scalability in the way they affect change.



The principal focus areas



UN Sustainable Development Goals (SDGs)

SDGs adopted by UN in 2015 with 17 Goals comprised of 169 Targets and 230 indicators and needs to be achieved by 2030. They have been divided under four key pillars





Key activities are aligned with SDGs

Activities

Livelihood and Community Development

- Imparting special knowledge and employment enhancing vocational skills especially to youth
- Training camps and apprenticeship programs are other areas of focus
- Activities that focus on different segments of society for overall development of the community

Education

- General literacy
- Digital literacy
- Education which includes academics, arts and performing arts, sports and value education

Health and well-being

- Preventive healthcare and sanitation
- Health check-ups
- Health and nutrition of children and women
- Blood donation and plasma donation camps

Sustainable Development Goals (SDGs)





Key activities are aligned with SDGs

Activities

Environmental Sustainability

- Protection of flora and fauna
- Awareness Campaigns
- Animal welfare
- Waste management
- Renewable energy
- Water recharge and conservation
- Pollution preventive measures
- Promoting sustainable and innovative products

Sustainable Development Goals (SDGs)





Livelihood and Community Development



Livelihood and Community Development are important factors for a country's economic productivity and social progress. They are a driving force for boosting employability and fostering the overall growth of a community.

The Motherson Group employs over 135,000 people across the world with the majority of the workforce directly engaged in manufacturing and production. Skills development is therefore seen as one of the key focus areas for the social and economic development of the countries in which we are present.





Livelihood and Community Development



South Asia:

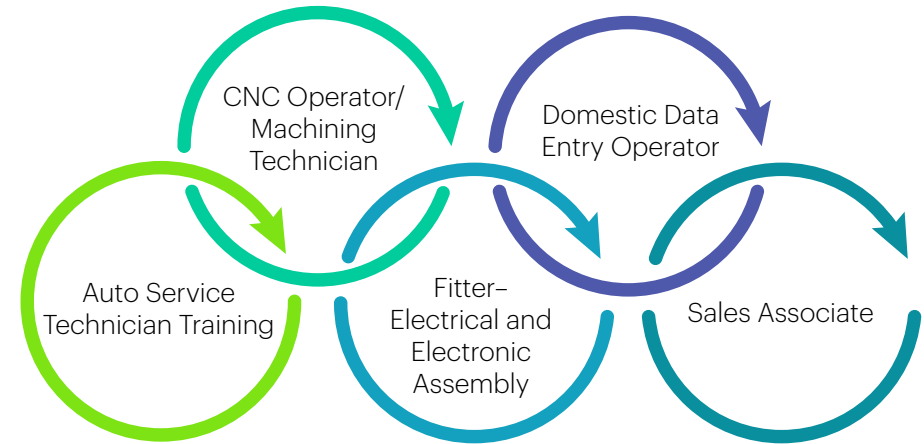
Skill development:

In India, skill development centres have been set up to train candidates for five vocational trades based in Noida where Motherson has its headquarters. The implementation partner for this project is the Sambhav Foundation who are responsible to operationalise the skill training and certification for underserved youths in trades relevant to both automobiles/auto ancillaries and other industries. The organisation aims to achieve work placements for at least 70-75% of the candidates.

Sambhav Foundation (the implementing partner) works at the grass root level to ensure and provide complete end-to-end solutions from identifying the beneficiaries till the time they start earning decent livelihoods with the help of skills imparted to them through the interventions.



Key Project Intervention Areas



Project Impact and Achievements.



767 students enrolled till 31st March 2020
510 students finished training till 31st March 2020
364 students placed till 31st March 2020
520 Total Project Training Target



Livelihood and Community Development



South Asia:

Community development:

KRISH Sustainable Habitat is a project of Mother'son that focuses on sustainability, especially in the basic areas like food, health, livelihood and environment in the city of Vrindavan and Mathura in Uttar Pradesh, India.

The broader vision of the project is that each KRISH Habitat will comprise of model-organic villages, interwoven with the common goal of establishing a social enterprise that will act as a growth driver of that region. Such areas will emerge as suppliers of chemical-free food and generate employment for villagers. Mother'son is supporting ISKCON in this multilevel initiative.

ISKCON (The Implementing Partner), established in 1966, is a non-profit organisation with cultural and charitable activities running across its centres globally. The organisation conducts a wide span of activities in livelihood creation, village development and women empowerment via organic food and dairy enterprises. Some of its key interventions include 10 eco-village establishments in India and farm communities engaged in rural development and livelihood transformation through farming.



Education block at the KRISH Sustainable Habitat.



Project Impact and Achievements.

- An expected increase in monthly household income by **30-50%** especially for women
- Enhanced standard of living & empowerment of women from distressed families
- Availability of free cow breeding facility for all adopted villages
- Expansion of supply of **100%** chemical-free food and milk output for both Indian and foreign markets
- Secured employment for organic growers from distressed areas
- Ensured wage employment for at least **70%** of the candidates with a self-employment rate of **25%**
- Enhanced livelihood prospects amongst children and adults for life



Livelihood and Community Development



South Asia:

Community development:

Motherson is supporting a program which targets improving road safety and security in the local community. Safety barricades along with safety jackets were provided to the local police department in Chennai, India and CCTV cameras with allied items, road rumble strips and traffic blinkers were installed on a busy highway in Chennai to improve road safety.



Motherson supports organisations in India that focus on the development and well-being of children. This includes yearly donations of essentials to Grace Care, an organization based in Ghaziabad, India. Motherson participates also in a project called Nanhi Kali by Mahindra, one of India's largest programmes that enables underprivileged girls to complete their 10 years of schooling. The project provides daily academic support as well as an annual school supplies kit to the girls.





Livelihood and Community Development



| Americas:

Apprenticeship programmes:

Apprenticeship programmes are carried out in various Motherson locations across the American continent. Our cooperation with local universities and colleges as well as apprentice programmes inspire young people to consider areas of work they may never have thought of and help them to develop their own skills and future career paths.

In Mexico, emphasis is given on imparting training that helps in livelihood enhancement of both students and professionals. College students are given the opportunity to visit a production or design process that helps them to understand the industry requirements that contribute to their development. Support is provided to teachers from local universities to obtain technical knowledge in their domain of expertise so that education imparted to students is both receptive and engaging.





Livelihood and Community Development



Americas:

Community development

Activities are also carried out across the US, Mexico and Brazil to support different segments of the society. Donations are given in both cash and kind to different institutions and organisations to help the disadvantaged sections of the community. Employees in the organisation are also involved in various activities and volunteering programs within their location to help people in their communities. Employee-volunteer programmes have proved to be very effective in driving engagement and heightening motivation levels.

Major work is done to support children. Donations were made for children in Fort Gratiot, Michigan, USA for a campaign that was run with the objective of helping drop-out children to go back to education. Donation drives for employees are organised at regular intervals to support children in orphanages, children shelters and civil associations with toys, clothing, and any other requirements that they have. The company has joined in to collaborate in the donation to children's homes and a local school in Puebla, Mexico that has helped them to reconstruct different areas and improve conditions of the facilities. Support is also extended to children at risk who are victims of violence.

Donations have been made to social institutions that search for missing people. To nurture talent in the area donations have also been made to support the Youth Soccer League in Marysville, USA.

The company supports SOS Food Pantry, and other organisations that offer free, healthy food to people who need it, whether it is the elderly or the children in society. The company also donates food to nursing homes and hospitals during festivals like Christmas.

Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

3000 approx..





Livelihood and Community Development



| South East Asia and Australia:

Community development

CSR activities in the Australian region serve the homeless, the elderly, the children and the victims of bush fire.

Employees collected nonperishable food items, blankets and clothing for a local charity that provides for the homeless. Funds raised by the employees were matched by the company to support this cause. Similarly, money was also donated to a men's shed where elderly men can visit, talk to each other and share skills.

To celebrate Christmas by instilling the community spirit, gifts were collected and distributed to the children of less fortunate families.

A charity run was organised by Mother'son in Thailand, the proceeds of which, was donated for the development of the Pluak Daeng community. Contribution was also made of food, toys, school supplies and other necessary items for children in this region. South Korea experienced one of the largest wildfires on record in April 2019. Mother'son contributed to the welfare of the residents in the Gangwon province, North-east of Seoul, who were largely impacted by the forest fire. Donations were also made to the local government of Ochang and Bupyung cities in South Korea for the welfare of people in this region.





Livelihood and Community Development



Europe:

Supporting livelihood

In Harnes, France, Mother's has taken the initiative of ordering stationery through a company which employs differently-abled people to consistently support their livelihood. Also on a yearly basis, the company employs people who are physically challenged in some form to tend to the garden and maintain it. The company emphasises on giving them employment opportunities to enable them to work with dignity. In Spain, Mother's has collaborated with Ilunion to create quality employment for people with disabilities.

Community development

Children are the focal point in this geography. Donations are given to charitable institutions to support the children from underprivileged backgrounds. The company has also adopted a kindergarten school in East Hungary. The company contributed to the development and renovation of a playground in Mosonmagyaróvár, Hungary. An interesting activity was organised for children in Hungary called the 'Lego Mentor Programme' which emphasised on technical mentoring of children. Germany also donated to its Youth Centre and other schools for children in Stuttgart. Spain contributed to the SOS Children's Village and the UK raised funds to support disadvantaged children and young adults to provide them a secure childhood and a chance to reach their full potential.

They also support 'Save the Children', an NGO that works to improve the lives of children through better education, health care and economic opportunities in several countries. Employees in the UK also donated gifts to children who have been affected by domestic abuse. Several other organisations and NGOs are supported in Europe that work towards securing the future of children in society like Red Cross, UNICEF, etc. In UK on the occasion of International Women's Day, donations were made for women health care workers – nurses, doctors and other health care professionals with the motto that "an equal world is an enabled world."





Livelihood and Community Development



| Europe:

Community development

Also, to strengthen the community spirit, the company participates in the Family Day programmes organised for the police dept., health dept., and fire dept. Different sports are encouraged through various activities like soccer balls being donated to a children’s club in Portugal, supporting youth sports by sponsoring a handball team in Hungary. Also, a Half Marathon was organised in Hungary to create health awareness in the community, and several teams in the region participate in various sport activities in their location, such as Fisherman’s Run in Poland.

In Lithuania and Estonia, employees joined their forces in kindness and baked delicacies that were sold among employees and within the office building they operate, and the money collected was donated to support elderly people and women’s and children’s crisis centres in their communities.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

40000 approx..



Education



One of the key focus areas of Mother's Union is education, under which the group promotes, aids and assists primary, secondary and/or higher education which is intended to help underprivileged children whenever required.

Many countries focus on the education of females and prepare them to be future-ready. We are also working on a wide array of projects that focus on the holistic development of children.





Education

South Asia:

Educational infrastructure

The WASHE (Water, Sanitation, Hygiene & Education) project was initiated in 2017 in India. The education-focused intervention focuses on creating and maintaining infrastructure in schools, counselling and interactions around life skills, thus ensuring holistic development of children.

Infrastructure support has been provided to 10 government-owned primary schools in Noida, Bawal and Pune in India. These schools are selected together with the local administration and Motherson provides support for sanitation and building basic infrastructure of the schools.

Project Impact and Achievements.

- Lives impacted: **2000** approx.
- Repair and reconstruction of toilets for children
- Renovation of the existing building where required
- Construction of classrooms
- Donation of furniture such as table, chairs and blackboards





Education

South Asia:

Child education

Motherson has also collaborated with 'Vidya & Child' to support its existing schools and learning centres. Vidya & Child will also intervene in Motherson's adopted Government Primary schools in Noida - Greater Noida, to introduce academic learning and life skills programs with effective techniques, which will be aimed at driving the overall development of children.

Vidya & Child (Implementing Partner) is a foundation that works at the grassroots with the mission to provide a learning environment which can lead to a strong educational foundation and help a child in identifying the uniqueness within and be open to unconventional learning. The work is focused through the complete education life cycle of a child; for as long as it takes for the child to be independent. This approach also helps in sustaining the confidence the parents have in the organisation.



Project Impact and Achievements.

Access to education for **230** underprivileged children on the above intervention areas which is monitored based on a comprehensive need assessment study conducted over a period of 45 days and solutions tailored as per the needs of the particular child/school/community



Education



South Asia:

Digital learning

Motherson has partnered with Hewlett Packard (HP) & NIIT Foundation for this project to provide Digital Literacy support to empower the unreached and underserved youth of the country. This will be translated on the ground via a Digital Transformation Van (DTV) which is an innovative and best-suited solution for the shortlisted Government Primary schools, considering they do not have the necessary infrastructure or the financial resources in place to set up a permanent computer lab inside the school campus. The DTV would be available to students once a week where students will receive training in digital skills for a planned project duration of 3 years, subject to its success.

The DTV is to have a full-time dedicated faculty who will be responsible for conducting classes for students on a day to day basis. With this intervention, the project trainers will be able to encourage students and school teachers about the use and need of technology. The trainer deployed in DTV will also have an opportunity to better customise the need for the training as per the learning level of students. Apart from serving students at the schools, the DTV will also serve the community on digital literacy. The community around these schools is mostly uneducated and are employed as daily wage labourers or farmers.





Education



| South Asia:

Digital learning

HOLE IN THE WALL: Hole in the Wall intervention with NIIT Foundation, is aimed at complementing the learning process with the Digital Bus in the Government Schools in Noida. These are child-friendly learning machines, having a rugged build, aided with interactive games and quizzes, aimed at helping Government schools children.

NIIT FOUNDATION (NF) (Implementing Partner) is an independent, non-governmental organisation, engaged in imparting education and skills to the underprivileged population of the country. NF is providing affordable and accessible training to the underserved children and youth living in the urban slums and villages of India through its centres offering various skill development programs and has an established track record in the area of providing digital training. Motherson is working closely with NIIT, exploring various prototypes with an intent to build scalable and sustainable models.

Project Impact and Achievements.

- Better relation with the community and school for asset safety and cooperation in project
- Number of students registered - **450**
- Increase in the digital literacy level of students as well as of the adults
- Increase in the learning level of students by approx. **20%**
- Hands-on experience in handling digital tools in their day to day lives
- Increase in the employment opportunities for community
- Better entry-level employment opportunities for girls
- Scope for learning advance digital skills after completion of the course



Education



Americas:

Child education

Education across various age groups is given prime importance in this continent. In USA this includes donations to high schools, supporting local youth cadet programmes, funding the robotics team in schools and also providing financial assistance to schools for stocking their supplies. In Mexico the organisation supports both high schools and kindergarden schools with donations and providing supplies.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

800 approx..



Education

| Europe:

General literacy

Motherson is supporting different schools across countries in Europe to strengthen and prioritise the education of children. Activities like donating a U3 climbing scaffold, organising a riding tournament for children and building a garden shed for kindergarden schools are a few activities that were organised in Germany. Financial support is provided to schools which impart education to children from underprivileged backgrounds. Support is in the form of uniforms, computers, books, stationery etc.



Child education

Locations in Poland organised visits to the plants for kindergarten groups, and several locations across the region also collaborated with local universities and colleges to give students exposure to the Motherson plants. Serbia is also providing graduation presents for children who are without parental care.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

10000 approx..



Health and Well-being

Most of the countries have taken major initiatives in the health and well-being segment across the globe. From empowering women and children by providing them nutritious meals to raising awareness about several diseases, the group remains focused to uplift the weaker sections of society and providing them with assistance wherever required.





Health and Well-being



South Asia:

Remedial education and necessary nutrition

In India, in coordination with Samarpan Foundation, a charitable not-for-profit entity in New Delhi, Mother'son is working in the areas of providing nutritious meals to women and children, improving school attendance by delivery of remedial coaching assistance and providing shelters for homeless women in Delhi.

Children from economically weaker section of society who have never attended school, face challenges in coping with the curriculum when enrolled at a government school without any remedial support. This is because they are often directly enrolled in age-appropriate classes without having studied the prior concepts. Samarpan Schools provides a platform for the students to create a 'point of contact' and bridge this gap so that they can eventually cope with mainstream school demands. Mother'son supports Samarpan Foundation with their work in maintaining the women's shelter at Regarpura and for operating the Samarpan School in Aya Nagar in Delhi. The company provides funds for support staff as well as food for Regarpura women's shelter that ensure the nutritional needs and medical aids of both women and children. It also provides stationery for the children and works towards the eradication of malnutrition and the overall mental and physical development of children.

Project Impact and Achievements.

- Empowered approximately **50** women and **50** children through provision of remedial education and necessary nutrition
- Reduction in malnutrition and improved health due to provision of nutritious meals to women and children
- Ensured overall health by providing medical care
- Ensured maintenance of school by providing school consumables and maintaining the premises



Health and Well-being



| South Asia:

Healthcare for underprivileged

Motherson supports The Earth Saviour Foundation which is an internationally recognised NGO, located in Gurgaon, Haryana, India. Their focus area includes providing old age home for abandoned senior citizens, rescue centres for mentally challenged people and providing shelters for homeless men & women.

Project Impact and Achievements.

- Provided better comfort and healthcare for malnourished individuals
- Fostered better environment to help people rejoin the society
- Ensured better health of the individuals who are facing malnourishment as a result of poor living conditions
- Removal of garbage on a daily basis to control the spread of diseases
- Ensured dignified life for **520** underprivileged and disabled people



Health and Well-being

Americas:

Preventive healthcare

In the Americas, immense focus is paid towards causes that support Children and Children Institutes, along with various types of Cancer centric activities. In Mexico, various activities have been organised around spreading awareness about cancer and its cause, the types, the effects and its extent on the patients. Crowdfunding was initiated for working in the direction of children's education, their well-being and their livelihood. Whereas, in Brazil, several crowdfunding events took place where the money was donated towards chemotherapy for kids along with the blood donation drives.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region : **2000** approx..



Health and Well-being



| Australia:

Preventive healthcare

Australia in particular has been focusing on unconventional yet important causes like Men's Health and Safety Utilities in a school for children. A bake sale was organized to raise money for Breast Cancer.



Health and Well-being



Europe:

Preventive healthcare

In European countries, several campaigns like 'Cycle to Work Day', 'Discussion over High Tea' were executed to promote cultural diversity, educate and engage people. In UK, the campaigns were focused on women equality and empowerment along with spreading awareness about Cancer and its various forms. In Hungary, various Blood Donation drives and Food Donation Drives were carried out. In Germany, the heart of their campaigns were children and their concerns. A good amount of time was spent to cater to the local communities. In Spain, Blood Donation drives were carried out while also focusing on Women's causes.

Poland reports of many activities that support people with physical challenges in the region and also encourage sports activities like sponsoring children as well adults football cup in the communities for developing the over all health and well- being of people. Serbia also organised many sports workshops in their community event.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

40000 approx..



Environmental Sustainability



Motherson is focused on achieving Environmental Sustainability for the survival of the future generation. Areas of intervention include working towards environment conservation and climate protection. Saving the rich diversity of our flora and fauna and pushing for a thoughtful and sustainable development remains one of our major objectives in this segment.





Environmental Sustainability



| South Asia:

Waste management

Solid Waste Management Segregation of Organic waste for Recycling & Treatment (S.O.R.T) Motherson's key focus areas include, 'Environment Conservation', a project with the end goal of sensitising communities, building capacities and reducing improper waste management practices at the source. The principal objectives of the project are to motivate community participation in qualitative segregation of waste, to increase the recycling rate of waste material and enable operation of composters for effectively managing organic household waste.

IPCA (The Implementing Partner) is a not-for-profit, Non-Government Organization (NGO), established in the year 2001 with the support of the Indian Institute of Technology, Delhi; IPCA is enlisted with Central Pollution Control Board at the national level. The organisation was formed by a group of environmentally conscious individuals who firmly believed in promoting waste management practices at the individual, group and national levels.

Project Impact and Achievements.

- Lives impacted: **3000** approx
- **65** composters installed in housing societies and schools
- **43.251** tons of organic waste transformed into manure
- **18** residential societies trained in waste management



Environmental Sustainability



Americas:

Protection of flora and fauna

The region catered to causes that impact our environment directly or indirectly. In USA, Highway clean-up activities were carried out to address the pollution issues pertaining to those zones.

Whereas in Brazil, reforestation and finding foster homes for abandoned animals were the main focus areas and charity events were carried out to support these causes. Tree plantation activities are also organised in this region throughout the year.

In Mexico, National Parks and Natural Resources were the points of concern, so rallies were organised to raise awareness and funds for the same. Also included in the activities were recycling of old books and notebooks along with electronic waste recycling.

Many facilities in Europe are focused on energy and water conservation. Consciousness is also generated on Waste management. Awareness campaigns targeting various aspects of environmental sustainability were organised to reduce the environmental impact of our operations.

World Environment Day was celebrated in our facilities across the continent by generating awareness on the environment, health and safety of employees and the communities that they belong to. Tree plantation drives were carried out across several locations. Eco-Challenges were organised which encouraged people for car pooling.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region :

400 approx..



Environmental Sustainability



Australia:

Animal welfare

This region worked towards saving wildlife. Australia ran a "Save Animals" campaign, and funds were raised in order to help out the species on the verge of extinction.

Tree plantation was another activity that was encouraged.

China:

Waste management

China focused on air pollution along with hazardous waste management as industries are booming in this geography and with development comes the waste that these huge manufacturers generate. Resolving the problem of Waste Management is a priority across geographies.





Environmental Sustainability



Europe and Russia:

Environment awareness

In various countries of the European continent, working on Environment Sustainability is prioritised. Several locations are actively monitoring their energy and water usage as well as the amount of wastes generated and have set processes and awareness campaigns targeting to reduce the environmental impact on our people and operations.

In Germany, "Say No To Plastic" campaign was executed, where small efforts and initiatives like replacing plastic water bottles with reusable bottles were taken up by the company. In France, Water Conservation campaigns were carried out in the plants, where water usage was monitored, and eventually reduced by opting for sustainable utilisation of water and spreading awareness. "We Care" campaign for recycling plastics and cans in ongoing in Serbia.

Majority of the European and Russian locations took part in the Environment Day celebrations by organising tree plantation activities, awareness campaigns and Eco-Challenges which encouraged using bicycles and walking for transportation instead of using private cars. In Spain, Environment Day was celebrated to spread awareness against plastic usage.

Hungary carried out a Fire Safety Day and raised awareness about Fire Safety and quick thinking in times like these.

In Russia, plastic caps were recycled and money raised to help out the orphanages in the vicinity by donating new wheelchairs and supplies. In Serbia too this activity was carried out and the money was donated to a local union supporting disabled people. Gardening activities in Russia were undertaken for children to increase their environment awareness. The company helped in buying tools and materials for primary schools and kindergardens.



Project Impact and Achievements.

Total beneficiaries from various activities carried out in the region: **400** approx..



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