



INTRODUCTION

Over the years as an organization we have taken various steps towards addressing the sustainable related issues within the organization's premises. This year we would like to step it up by asking Mahindra employees to contribute in their personal capacity towards a Sustainable future. This will increase the circle of influence and impact for the organization. Towards this we propose to showcase simple ways in which Mahindra employees and their families can choose sustainable options in their everyday life.



This is shared and discussed with the Group Executive board members and in the Sustainability Council. Post this it was presented at the HR council meetings and has got positive feedback from across the sector.

The ASK from each one of you is:

- **Switch off:**
If you ensure that just 4 lights around your workspace are switched off every night, each year you could:
Save as much CO2 as produced by 20 car trips from Mumbai

to Surat

Reduce your carbon footprint by the same amount as cutting out 10 flights from Mumbai to Surat

- **Stop Leaks!**
A small drip from a worn faucet washer can **waste 95 liters of water per day.**
- **Install Aerators & dual flush!**
Adding an aerator to an older tap can save **9 liters of water per minute.**
The liquid mode uses **40% less water** than water used in the normal mode
- **Go LED!**
LED light bulbs uses only **1/3rd to 1/30th electricity** used by Incandescent or CFL
- **Save Paper!**
For every ton of paper used for recycling the savings are:
At least **30,000 liters. of water.**
- **Use Cloth Bags!**
The average plastic bag takes in excess of 300 years to break down.
Nearly 90% of the floating waste is plastic.
- **Plant a Tree**
A single tree will absorb **one ton of carbon dioxide** over its lifetime.

Ms. Priya Zutshi
Corporate Sustainability Cell

MSSSPL F 17



Dear Colleagues,

Wish you all a very happy new financial Year F 18.

Glad to inform that we have completed one year of monthly sustainability flyers. As you know, we covered a separate topic every month & all the 12 monthly flyers were a big success because of your participation. The idea of this flyer was initiated by our M D sir & under his guidance this effort is started to communicate stakeholders about our various sustainability activities, success stories & other national & international updates.

In the meanwhile year **F 17** is over & it had been **a very good & a dynamic year** with many varied activities.

During this year :

- We published our 3rd party assured **F 16 Sustainability Report** under GRI - G4 Guidelines
- Our Energy team won the most prestigious **CII National award on Energy Management**
- We conducted a fresh ELCA i.e. **environmental life cycle assessment** on the basis of F 16 data to validate positive results in comparison to F 13 data
- We all must be very happy & proud to note that we are the only ones to have conducted **Simulation ELCA** computing our likely Environmental Impacts of F 22 considering full capacity production, Energy Efficiencies & Renewable Energy targets
- We had a successful representation in the **International Life Cycle Management (ILCM) arranged by FICCI** & at International Eco balance conference
- **Our journey in the area of Social Life Cycle Assessments was represented at Harvard School of Business, USA**
- As a part of Product Social Impact Assessment (PSIA) working global group, the progress of Phase 3 of development of certification scheme has been significant
- Also faced the **Code of Conduct audits** by SKF, Sandvik & DNV



- As a part of **advisory board member of Alliance for Integrity (AFIN)**, there has been a successful representation in the anti corruption campaigns
- Successful Representation as an **advisory board member on Steel Stewardship Council which is developing a responsible behavioral standard for steel sector**
- Developed **policies & procedures for 5 pillars under Ethics & Governance**
- **Implementation of Internet of Things (IOT)** for Automated online monitoring
- **Recertified under Revised ISO 14001 & 18001 certification**
- Achieved **Stage 4 at The Mahindra Way TMW**
- Our efforts have resulted in significant reduction in accidents

All these initiatives confirm to **our approach towards Responsible Behavior** [i.e. taking care of people, planet, profit & governance] & also leads us towards our company vision.

Moving ahead we have lot of smart initiatives / targets on cards for F 18 :

- To aspire & to be ahead of the curve, we will be making our **F 17 Sustainability Report under GRI Standards Guidelines**
 - We are **1st Indian Steel Company to have signed for Science Based Targets** under the guidance of World Resource Institute (WRI)
 - In addition we will be developing the **carbon pricing structure** under the guidance of World Resource Institute (WRI)
 - Preliminary assessment of **WASH pledge** is completed & we target to sign off the commitment during F 18
 - Planning to face **Code of Conduct audit by BMW.**
- The flyers will continue with regular updates.
- Topic of this current flyer is Making Sustainability personal [MSP].
- Please participate maximum in these flyers & enjoy reading.

Mr. R. S. Rane
Business Excellence Cell



SUSTAINABLE WAY OF LIFE



These days, it seems that many of us are taking a keen interest in seeking out better ways, and seeing the value of extending the lessons of sustainability beyond the natural world and into our own perspectives on what the good life is all about.

When we hear the word “sustainability,” we tend to think in terms of the environment and natural resources. But sustainability principles are equally relevant to other parts of our lives, including our health, happiness, and collective well-being. For those of us seeking a more satisfying & sustainable way of life, nature’s lessons about what works and what doesn’t can help to point the way.

The happy news is, the search for a more sustainable way of life can go hand in hand with the pursuit of a healthier, more rewarding life. And isn't that the kind of life most of us are after?

Ms. Shradha Shetty
Business Excellence Cell

Simple Ways to Live a More Sustainable Life

- Reduce, Reuse & Recycle
- Plant Trees
- Conserve resources
- Save
- Sustainable grocery shopping
- Donate
- Spend more time outside
- Use Renewable Energy
- Use bicycle take stairs & travel through public transport

We are not here to curse the darkness, but to light the candle that can guide us through that darkness to a safe and sane future.

- John F. Kennedy

MSSSPL RESIDENTIAL COLONY



Sustainability is our personal lives involves what we consume, how we consume, what we waste and how much we waste. Consumption is also directly linked income, so as incomes increase so will consumption and so will generation of waste.

All waste generated in our households and also in our community are recyclable like, food, paper, plastic, sewage, garden waste like dried leaves etc. But they can be recycled only if they are segregated. And segregation can happen only at the point of generation of waste, as waste gets mixed up it becomes more and more difficult to segregate and recycle.

The colony generates broadly four types of waste:-

- **Food waste.**
- **Plastic.**
- **Garden waste.**
- **Sewage**

All food waste is being completely recycled. This has been possible because all food waste is segregated by all households, collected by our housekeeping staff and picked up by municipality every day. This is then used in Khopoli’s biogas plant which generates power supply for street lights. So we can say, food waste is completely recycled.

Garden waste was earlier being burnt but now it is being segre-

gated and used for making compost. So far this is not very successful so we are looking for ways to mix it with sewage sludge and covert to compost. Burning however has been stopped.

Plastic is one of the major polluting agent of our times as it takes thousands of years to decay. If we continue to generate this kind of plastic, our seas and oceans may have more plastic than fish. Some of the plastic we generate in the company, i.e. milk packets are being used by our nursery. This doesn’t recycle the plastic but prevents it from becoming waste. The rest of the plastic, though picked up by the municipality, is not recycled. It is dumped in the municipal dumping ground. We all must therefore change our habits and stop using plastic. A lot of things we buy come packaged in plastic, and we may not have any control on that, but there are many areas we can reduce plastic usage.

In the end sustainability is a personal journey, a journey to reduce consumption, to reduce waste, and then when we are forced to generate waste to be sensitive enough and to be responsible enough to ensure it is disposed of properly.

It is not the planet we are saving, the planet has been around for 4.5 billion years and will continue to be around. It has nurtured life for millions of years. In this period **90% of all species that have existed on the planet are now extinct. 25 species get extinct every day,** are we to join the list of extinct species.....

The choice is ours.....

Mr. Rajib Basu
Personnel & General
Administration Department



EMPLOYEES WITH SUSTAINABLE LIFESTYLE

Sustainability is the ability to sustain something and as we live in the 21st century, sustainability for us refers to the three R's REDUCE, REUSE AND RECYCLE. The effects of not using these R's and not attaining sustainability are right in front of our eyes. Global warming, harmful diseases, and extensive amount of stress are visually seen in every city and village today. The only way of getting out from this modern day complication is by using the three R's that is reduce, reuse, and recycle at our personal level too. Attaining sustainability at an individualistic level can help to contribute to a global sustainability. As rightly said 'Charity begins at home', sustainability as well can be achieved worldwide by just making your own homes sustainable.

At our home **"Srushtee" at Nashik** we have tried to use things that can be reused and contributed bit to SUSTAINABILITY.

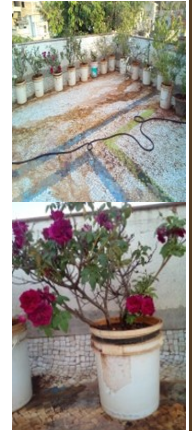


The Doors which can be seen on the left hand side is a Reused Pine wood which was used for packaging of the boxes for shipping gadgets, goods and weapons collected from scrap yard.

We REUSED old Antique windows to give our house an antique touch which have gigantic pieces of wood this can be reused again. This kind of old Antique windows are available in the old wooden market and can be REUSED efficiently.

China mosaic is a common phenomenon in today's world. It is good for water proofing, aesthetically beautiful and cost effective as well but the tiles used for this

type of flooring have high carbon footprint so **we have used old tiles which have a less manufacturing defects and have used them on the terrace very efficiently in the form of small pieces .**



Trees and plants are the most efficient ways of attaining sustainability and hence we have done a **terrace gardening** at our house but in spite of using the conventional pots we have used old buckets and boxes for planting shrubs and plants. These plants need manure hence we have created **in-house composting pit** and produce fertiliser for our trees at our very own home. The fertiliser is prepared from the daily biodegradable waste that is generated at our place.

We have done quite a bit of our part to attain sustainability, we have **installed auto cut of motor for filling overhead tank to avoid water overflow.**

We have more in our future plans like we have thought of using the solar energy for water heater also planning to make inverter to be charged from solar energy which will be used to run at least our fans and lights.

This is how we have contributed towards sustainability.

Mr. Milind Bhavsar & Family
Quality Department

EMPLOYEES WITH SUSTAINABLE LIFESTYLE



Sustainable living is a lifestyle that attempts to reduce an individual's or society's use of the Earth's natural resources and personal resources. Practitioners of sustainable living often attempt to reduce their carbon footprint by altering methods of transportation, energy consumption, and diet. Proponents of sustainable living aim to conduct their lives in ways that are consistent with sustainability, in natural balance and respectful of humanity's symbiotic relationship with the Earth's natural ecology and cycles. The practice and general philosophy of ecological living is highly interrelated with the overall principles of sustainable development."

In this concrete world, we are destroying the forest cover by cutting trees and building jungle of concrete.

Everybody wants to be a part of sustainability but efforts taken are really very less . I am also a part of this concreted world But to take care of nature and as a part of sustainability, I **have grown a small terrace garden with 70-80 plants.**

On other hand my wife is also taking care of few birds like pigeon and Sparrow by feedings them jawar, bajari & water She is feeding daily at least 15 to 25 birds .



This is just a small thing we can do. But I think it becomes a big thing if everybody becomes a part of it and this is one of the way to strike a balance & harmony in our lives.

We all know that climate change, global warming, depletion of ozone layer and resource depletion are real and their impact on human and animal lives can be devastating. It is an opportunity for people to adopt actions for sustainable living that can help them to reduce their carbon footprint or environmental impact by altering their lifestyle

Mr. Kishor Khedkar & Family
Quality Department



GROUP INITIATIVE

On Earth Day, The Mahindra Group asked all the Mahindra colleagues to switch off electricity between 8:30-9:30 p.m. and do an activity instead, part of ***Making Sustainability Personal***.

There were also goodies to be won for those who send in the write ups about what they did to mark the day.

It was such an interesting & out of the box kind of thing to be followed...

One hour Energy saving definitely means a lot to our Mother Earth...



MSSSPL INITIATIVE

MSSSPL have always linked its sustainability efforts towards Business, it has not only made contribution environment in the company but also have driven activities in ***Making Sustainability Personal***.

As a company we have taken various efforts to make our Employees go sustainable at home as well it starts from making them aware about the various Sustainability issues in & around the globe like saving water, Saving Energy, Recycling & etc..

During energy month celebration there was stalls on LED lights(cheaper rates than market) and during W2W month celebration colony ladies exhibited various waste which were converted into beautiful things.

There are many more things which MSSSPL did to make their Employees follow Sustainability Personal.



BEST JINGLE AWARD

MSSSPL ITS team had won the **"BEST JINGLE Award"** in IT Connect 2017, held on 7th & 8th April 2017 in Renaissance Hotel Mumbai. It was the time to celebrate the reunion of Mahindra IT fraternity having digitalization invigorate us for the upcoming year!!

Award was presented by Honorable Dr. Pawan Goenka (MD - MAHINDRA & MAHINDRA) and Mr. V. S. Parthasarathy (GRP.CFO & GRP.CIO)

- ITS Team



FIRE SERVICE WEEK

We celebrated Fire Safety Week from 14th April to 20th April 2017.

We conducted programs like Fire hydrant foam practical drill demonstration, Internal fire safety audit & also training on fire type & control of fire/fire emergency handling were given to security Guards.

- Safety Team



Quiz time :

Where does most of your household waste go to?

1. Incineration with energy recovery
2. Recycled
3. Landfill
4. Compost

(Be the first one to SMS the answer @ 7720091891 & get a prize for the same.)



INDIA STEEL EXPO



The International Exhibition and Conference "INDIA STEEL 2017" was held at Mumbai, from April 19-21, 2017 at Mumbai Exhibition Centre, Mumbai.

It was indeed a successful three day Expo which gave us the opportunity to publicise about Mahindra Sanyo, starting from its journey towards Excellence in its products, customers, collaboration & etc...

Our stall also had corners for World Resource Institute, Alliance for Integrity & Girdharilal Agrawal & Co

INDIA STEEL – 3rd International Exhibition and Conference was a joint initiative taken by the Ministry of Steel, Government of India and Federation of Indian Chambers of Commerce and Industry (FICCI) to provide a platform to all the Participants, Delegates, Business Visitors and other key decision maker from the Steel and other related industry to interact with, and explore new business avenues.

Shri Chaudhary Birender Singh, Hon'ble Union Minister for Steel, Government of India, inaugurated the conference along with other dignitaries like Shri Vishnu Deo Sai, Hon'ble Minister of State for Steel, Government of India and Dr Aruna Sharma, Secretary, Ministry of Steel, Government of India.

It was a honour for us as Mr. Chaudhary Birender Singh along with his team visited our stall.

In this event there were many business visitors including steel producers, infrastructure, power, petrochemicals, ship manufacturers, EPC contractors, builders and developers, construction and engineering companies from across the globe.

Renowned speakers across the globe made their presence for the programme.



Mr. Amit Varshney

Rings Marketing

JCMM SCHOOL SAYS NO TO PLASTICS

OUR INITIATIVE

- Prevented the use of plastic.
- Bring your own (thermos flasks, plastic free bags).
- Single use is abuse (minimize use of disposable plastics).
- The art of 'leave it out' (don't buy pre-packed fruit & vegetables and food).
- Aim for prevention, then re-use and then recycle.
- Organizing awareness workshops and rallies for Neighborhood.
- Put trash where it belongs (throw nothing on the road or in the water)

The contamination of the nature by plastics is an added problem to global warming. A large part of the world's population is dependent on food from the nature. The plastic contamination of the water can do serious harm to our health. Against this background, the

"ECO CLUB of JCMM SCHOOL"

wants to call a halt to the increasing plastic contamination of our neighborhood environment. JCMM wants to strongly advocate for that no more plastic enters in the neighborhood in the future.

JCMM is developing consistent approach among the students and staff. The current system of production and consumption of plastics is not sustainable. JCMM School wants to contribute by the promotion of projects by and with leading experts, dissemination of *good practices* for sustainable solutions.

Your Individual Actions make a Difference.....

OUR OBJECTIVES

- We promote & supports measures that Prevent the break down and proliferation of plastic waste.
- We support actions that aim to remove plastic from the neighborhood.
- We seek mass cooperation with parents, students and neighborhood that have a similar vision and objectives.
- We wants to see a ban on plastic products and plastic waste products which are small or contain small plastic particles and which are produced, distributed, used and spread on a large scale, or are expected to be.
- JCMM School strongly supports to assist all in tackling pollution problems. Alternatives have to be developed that align with respective culture and context. This is pursued in a collaborative process of sustainable and interactive development.



Mr. Prashant Kitkule
Principal JCMM School



SAFETY MONTH (4TH MARCH TO 5TH APRIL)

Safety has always been the highest priority in the company. Every year we carry out theme based month with a key objective of sensitizing the people towards safety.

This month began on 4th March 2017 with an oath taking ceremony which infused a sense of responsibility to all the employees towards safety. *The month witnessed lots of activities like competitions on Slogan, Drawing, Quiz, Chalta Bolta, Fire drill, Safety short film, Essay, Speech, Inter department fire drill & housekeeping etc. were carried out during the month. Suggestions from individuals were also welcomed during this month. Interdepartmental audits and competitions were conducted which helped to identify the gaps and provided the area for improvement.*

Various training programs were conducted for the Executives & employees as well as for contract work-men. Some of the important training imparted were, Technical trainings like Forklift Safety, Grinders Safety, Welding & Cutting Safety, Electrical Safety & Height work Safety conducted for contractors Employees. Behavior Based Safety trainings conducted for officers and contractual supervisors. First Aid Training to officers & workmen by Dr. Ravindra Jain.

Safety Musical drama “*Safety che Tin Tera*” was played by various artists which was from various departments.

On the closing Ceremony which was held on 5th Apr 2017, **Mr. D. E. Sonwane**, Deputy Director Industrial Health & Safety-Raigad, & **Mr. Ashok Thakur** Police Sub Inspector, Khopoli Police Station were invited as the Chief Guest for the function. **Mr. Krishna Mandke** - CEO, **Mr. Dilipkumar Pachpande** - COO. & **Mr. Sudhir Yagnik** CFO graced the function. Prizes were distributed to winners of different competitions.

The Safety month was celebrated under the guidance of **Mr. Uday Gupta M.D.** & **Mr. Avinash Somvanshi, V.P.** (HR.PIR/ADMIN/EHS).

The motive of the Safety Month was to spread more & more safety awareness amongst all, so that they take Safety as the top most priority.

- Safety Team

