

BHARAT FORGE



WE NURTURE
WE CARE

Corporate Sustainability 2012 - 2013

C.O.N.C.E.R.N: Care, Oblige & Nurture Children, Elderly and Reaching to the Needy entities of the society to which we belong.

Bharat Forge Limited
Innovation at heart

About the report

The sustainability concept of Bharat Forge Ltd. has evolved over decades and is based on our experiences. The report depicts our efforts initiatives and activities aimed towards the well being of the society.

This primer is a basic guide outlining social responsibility, people engagement, and environmental initiatives at Bharat Forge Ltd. It also states philosophy and thought process of Bharat Forge. It addresses issues that are important from the perspectives of stakeholders.

CONTENTS:

- [CSR Vision](#)
- [Our Philosophy](#)
- [Growth through decades](#)
- [CSR Motto and Approach](#)
- [CSR-Employee Initiative](#)
- [Pratham Pune Education Foundation](#)
- [Industrial Training Institutes \(ITI\)](#)
- [Community Development Programmes](#)
- [Sports Initiative: Lakshya](#)
- [Support to Girl Child – Nanhi Kali](#)

VISION

“At Bharat Forge, we believe that as a corporate citizen, we should reciprocate to the society that has given us so much. We are therefore; morally committed to address issues related to Women, Children & Senior Citizens in the field of Education, Environment Health & Hygiene for building healthy society.”

- B.N. Kalyani

Chairman & Managing Director

PHILOSOPHY

At Bharat Forge, we understand that success in business is deeply rooted in the progress of the society. Our corporate social responsibility begins with a safe environment for our employees and extends beyond to Educational and community development programs. Bharat Forge as a group has taken several initiatives in the fields of education, health, green energy, community development and employee welfare.



CORPORATE SOCIAL RESPONSIBILITY

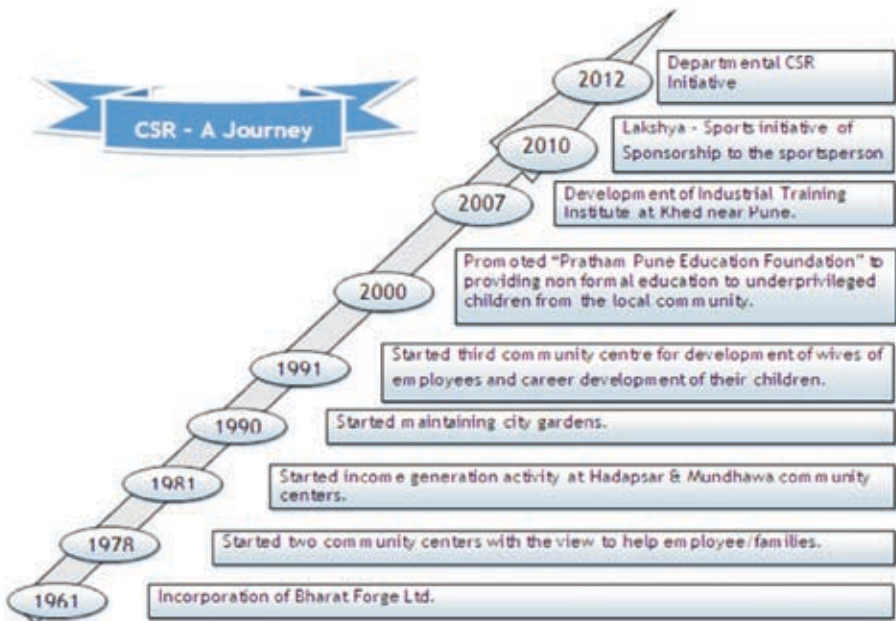


Bharat Forge has always been recognized as a responsible corporate citizen by caring for the wellbeing of society. We care for the wellbeing of our society. CSR represents an interesting evolution and culmination of philanthropy and ethics. Initially our approach towards CSR was philanthropic but now BFL has recognized a major shift from the social Responsibility concept to 'Sustainability' concept. Only healthy and robust society can support & sustain the growth of any business. Being one of the important constituents of the society, BFL has always been a responsible corporate.

CSR - A JOURNEY SINCE 1978

Corporate Social Responsibility through the decades

The first CSR in Bharat Forge is traced back to 1978 with the setting up of two community centers with the view of helping employee families and since then there has been no looking back.





Departmental
CSR
initiative

“One of a very unique kind of initiative in which great efforts were taken by all departments at all levels to serve the needy.”

MAKE A MEANINGFUL DIFFERENCE

Lakshya in Hindi means "Goal" and this initiative at Bharat Forge has changed the lives of many.

Lakshya is an departmental initiative started at Bharat Forge with the aim of giving something back to the society - a unique initiative where in efforts were taken across departments to serve the needy.

It is evident that there is a paradigm shift in the thought process on social responsibility. Today is the time when we realized that it is not one man's effort but each of us should realize that social commitment is very much part of our lives. The central theme of taking up this initiative LAKSHYA -- is that it is the people who matter and that each one of us should contribute, which makes our actions more effective. Abouteleven departments' participated with different developmental goals. Lakshya was incorporated by briefing all departmental heads and HR co-coordinators. Departmental CSR teams selected areas of their interest and target group. Accordingly with the involvement & guidance of respective departmental heads, the teams started working towards the same. A plan of action was devised and the activities commenced.

CSR-Employee Initiative

The various departments who participated in Lakshya CSR activity are as follows:



- | DIE SHOP
- | PROCESSING (A2-LINE)
- | HR DEPARTMENT
- | COMMUNITY CENTRE
- | DEFENCE DEPARTMENT
- | HEAVY FORGE DIVISION
- | HEAT TREATMENT
- | HUMAN RESOURCE BARAMATI
- | FMD-III
- | MCD-1
- | FORGE SHOP

As a responsible corporate citizen, Die - shop took the initiative of cleaning the environment.

- They took up cleaning activity of KANIFNATH MANDIR WAY. The activity started early morning on 26th Jan' 2013 and the members of the team collected 523 plastic bottles and three bags of plastic paper were collected.
- They plan to have this as an ongoing activity and hence will take up such cleaning activities in future and also plan to provide drinking water to the people in near vicinity. to take up such cleaning activities in future and also plan to provide drinking water to the people in near vicinity.



Waste Collected In Bags

PROCESSING (A2-Line) Department

सामाजिक बांधिलकीतून उत्कर्षाकडे ! यातूनच राष्ट्रची संपूर्ण प्रगती घडे !!

- Processing Team at Bharat Forge took up Dental & General Health check-up the needy students at Z.P. Pre-primary school.
- By Creating health awareness among students and their parents by providing them appropriate medical assistance.
- Since 2009 the team is continuously working on Tobacco de-addiction. The team has already conducted 15 sessions covering 350 employees. As a result of the sessions many people have reduced the tobacco habit and 5 of them have completely left it.



Z.P. Pre-Primary School , Bhoi vasti



Health check-up by expert Doctors



गुटखा-तंबाखू मुक्त
भारत फ़ेर्ज अभियान



CSR Mission: To contribute towards building the younger generation by inculcating values, skill enhancement, providing guidance and medical help which will be helpful for society/ national development.

Samrasta Punarutthan Gurukulam:
Personality development by Mr. A B Shah

- HR department focused on Health Education.
- It organized ayurveda sessions for children from age 12 to 16 years and Recreation through teaching of fine arts from 5 to 12 years.
- They carried out all these activities in Samrasta Punarutthan Gurukulam run by famous social worker and Marathi writer Girish Prabhune who works for the development of nomadic tribes, especially the Pardhi tribe.
- Two pre- visits were conducted by team to explore the opportunity of conducting the session.
- Sessions on Ayurveda , Personality Development , Drawing and Greeting card workshops were done.
- The botanical garden within the Gurukul premises was used to explain the importance of Ayurveda Medicines. Books, games and snacks were collected from HR team & distributed among hundred children present there.
- Students found the Ayurveda session highly informative & they mentioned that they would be using the information while making medicines.

COMMUNITY CENTRE

Community CENTRE CREATED Awareness in the society about social issues through skits.

- Community center was established in 1978. Centre is a place for the family members of BFL worker, to learn, earn & get information.
- They performed various skits in the public so as to make public aware about the social issues.

Some statistics about the CSR Programme

Sr. No.	Name of the centre	No. of centre member in act	Place of activity	No. of viewers
1	Vadgaon Sheri	10 + 6	Chandan Hagar Market.	80-100
2	Mundhwa	8 + 8	Kodre Primary School.	120
3	Hadapsar	10 + 6	Pragati High School.	250

With the help of the skits they covered social issues like:

- Fight against Harassment of women.
- Spitting should not be done in public places.
- Creating awareness in schools especially for adolescent students to fight against sexual harassment.



'Lek Wachava' skit (Vadgaon Sheri)

DEFENCE DEPARTMENT

**DEFENCE DEPT,
initiated steps to
enhance value creation
in the society and
community in which it
operates, through its
services, conduct
& initiatives.**

The objective of the defence department is to take up programs and initiatives that enhance the quality of life & economic well-being of the differently abled children.

- After visiting various NGO's ,they selected Apang kalyankari Shikshan Sanstha, Wanawadi.
- They carried four visits to the NGO to know and get familiarized with the same. They discussed about the functional activity and also had a discussion with the Society members to arrive at the solutions of how things can be done and their contribution towards the NGO.
- They are planning to donate Toys, Book, Electronics goods, wooden Furniture to children.
- They are also planning to give scholarships and they have started collecting funds for the same.
- Planning to provide health camps and medical facilities to children.



Visit to NGO



The Helping Hands

HEAVY FORGE DIVISION DEPARTMENT

HFD OBJECTIVE: TO BE A PART OF SOCIAL AND WELFARE SERVICES FOR THE ORPHANS

- They believe to work with heart, head and hand, to safeguard, strengthen and support.
- They choose to work and visit Bharatiya Samaj Seva Kendra (BSSK), a home for orphans. The aim was to provide welfare services to families and children in need, irrespective of caste, creed, community or religion. This non-political, non-profit making organization is licensed as a "Fit Institution" by the Commissionerate of Women and Child Welfare, Maharashtra.
- The HFD team had some visits to this institute and they mingled up children. They also donated Milk cartons and Johnson baby products.
- In addition to this, they also donated some cash which would help children in some way or the other.
- They have also planned to give milk bottles to the children every month.



Glimpses of Visit to Bharatiya Samaj Seva Kendra



Glimpses of
Visit to historical places



On the day of final Presentation

- HT Team choose Shree Gagangad Academy Talegaon for their CSR activity. To enable children to receive support and guidance from outside their community and provide them with exposure to a new set of experiences and perspectives
- HT Team is taking care of their social and educational requirements to build self confidence in those children whose are unable to learn due to economic problems.
- By taking Yoga classes they are trying that children should remain fit and lead a healthy life.
- By arranging short trips ,HT Team gives them knowledge of some historical places which makes them and make them aware of great leaders of our country such as Shivaji Maharaj , Mahatma Gandhi , Lokmanya Tilak etc. and also gives them some happy moments.

CSR AT BARAMATI

- HR Baramati took the initiative of visiting Sawali Orphanage.
- Plant heads along with the departmental heads participated in the event.
- Tree plantation was carried out around the premises of observation home and tree guards were made from scraped drums with BFL logo for branding.
- Educational guidance was given to the children at orphanage.
- Apart from this, they also visited Jestha Nagrik Niwas (OLD age home) in Baramati. A programme “Ayushyawar Bolu Kahi” was organized by BFL-CAM Baramati division.
- It was an interactive session where experience sharing was done by old people. It was a good session as there was a two way dialogue between employees & old people.
- They also encouraged women & Women rehabilitation Center for financial self-dependence and thereby worked on women empowerment.
- Promoted for supply of food articles like papad to industrial canteens & local market in & around Baramati.
- To overcome the mandatory requirement of Adhaar card registration, BFL Cam Baramati division had organized Adhaar Card Registration camp for the employees & their dependents on 27th Jan 2013.



Visit to Old Age Home

ऋणानुबंध



- Dr. Chikale from BFL occupational Health Center and Dr. Anagha Pawar (wife of Mr. J. V. Pawar from FMD-III) performed free health checkup for 182 students.
- Stethoscope, torch, weighing machine, measuring tape, colour vision chart, near vision chart and distant vision chart were used from BFL occupational health center.

FMD-III DEPARTMENT

CSR activities by FMD-III included Blood donation camp and activities for orphan kids namely education programs, health check-up, republic day and birthday celebration at the school.



Executive Director B. P. Kalyani inaugurated the camp FMD-III on 30th Nov 2012. Director Technical Mr. M. V. Mavalankar, was the First donor in Blood Donation camp. It was his 86th blood donation till date.

The response of 312 donors has further motivated & encouraged Lakshya team



Since 2008, FMD-III has started working for an orphanage school as part of its CSR activity. In this year the CSR team has worked in the domains of education, health, nutrition and psychosocial support.



Counseling session conducted by Mrs. Jyoti Bendale for the students of 9th & 10th standard about how to prepare for the board examination. Study material distribution among the students

MCD-1 DEPARTMENT (SNEHABANDH TEAM)

आबालवृद्धा सेवाभावे । स्नेहबंधने सुखी करावे ॥




Pathanaty for inmates & children



Visit to Old Age Home

एकमेकां साहय करु, अवघे धरु सुपंथ.

MCD-1 CSR MILE STONE

2012	<ol style="list-style-type: none"> 1. Interaction with outside willing group for CSR activity 2. provision of Water purifier , Cleaning trolley, 3. Gifting of Bed sheet, Blankets Sweater & sweets. 4. Active participation by ex-employees. 5. Tree plantation programme. 6. Snehabandha (Triveni) programme 7. Health checkup programme 8. Initiation Individual Social activity . 9. Involvement in Blood donation Camp 	 <p>Involvement @ 150 Employee</p>
2010	<p>Participation started at all levels (Operator – Executives)</p> <ol style="list-style-type: none"> 1. Support various activity conducted by Sevadham vridhasharm as and when required 	
2011	<p>Group Size Increase by active participation of other member by there own</p> <ol style="list-style-type: none"> 1. Visit vridhasharam for conducting various programme like Yoga, laughing exersize, Bhajan & Kirtan, Satyanarayan Pooja etc. 	
2009	<p>Selection of an orphanage for CSR activity</p> <ol style="list-style-type: none"> 1. Fulfill need base requirement. 2. Moral support to Inmates. 	
2008	<p>Initiation of CSR (4-5 Persons from MCD-1)</p>	

FORGE SHOP DEPARTMENT (RUNANUBANDH)



BFL Branding



Distributing the daily use items



Briefing everyone about the activity



Entertainment Session



Medical Check up



Distribution of Medicines

- Runanubandh which means bond of strong relationship. Forge Shop Team are maintaining a strong relationship with society we live in .
- They are helping school SumtiBalvan by providing their daily items required.
- Tree plantation was done in the school premises.
- Songs & stories for kids entertainment.
- Health Check up for students.



“Every **child** in
school and
learning
well”

“Pratham is
non-governmental organization
working to provide quality
education to the underprivileged
children of India.”

PRATHAM PUNE EDUCATION FOUNDATION

About Pratham:

Pratham is non-governmental organization working to provide quality education to the underprivileged children of India. Pratham India started in the slum area of Mumbai in 1994 to provide pre-school education to children in slums; it now has activities in 21 states of India and has supporting chapters in the United States, UK, Germany and UAE. Pratham's founder and current CEO, Dr. Madhav Chavan, was the 2011 recipient of the Skoll Award for Social Entrepreneurship.

Pratham Pune Education Foundation (PPEF) was launched in 1999. Mr. B. N. Kalyani (CMD Bharat Forge Ltd.) is the Chairman of the Pratham Pune. The goal is to keep every child in school and ensure that he or she is learning well. Pratham Pune is engaged in providing non formal education to the children in the age group of 3 to 14 years. These children belong to the most underprivileged sections of the community.



How Bharat Forge is involved:

As a CSR philosophy and mission BFL has decided 3 target groups and 3 target areas.

Target Groups:

- Children
- Women
- Senior citizen

Target Areas:

- Education
- Health
- Environment

From the establishment of Pratham Pune Bharat Forge is providing over all support to the Pratham Pune. As part of Corporate Social Responsibility [CSR], Bharat Forge is helping Pratham Pune in monitory terms as well as it ensures the quality of the education imparted. BFL is involved and participates in all the activities of Pratham Pune. For the overall development, BFL provides financial as well as technical support to the administration of Pratham. For program improvement BFL is conducting yearly pre and post test evaluation. In this activity BFL took the help of employee, GETs, DETs & other volunteers. With the help of this evaluation BFL gives the suggestion for next year program and monitors this activity whole year.

Mission of Pratham: "Every Child goes to school & is learning well".

Objectives:

- 1 To increase enrollment in schools.
- 2 To develop the educational skills of the children belonging to the most underprivileged section of the community.
- 3 To clear basic concept of Math's, English & Marathi language.
- 4 To help children learn with fun.
- 5 To motivate them for further education.



PRATHAM PUNE EDUCATION FOUNDATION

Programs of Pratham Pune (PPEF):

Goal of different projects:

- 1. English classes:** To evaluate the children by making them comfortable and English friendly. To clear basic concepts of English language, through an interactive and tailor made approach. it is tailor made. Teach English (3rd to 5th Std.) language with emphasis on speaking first, reading and writing.
- 2. Library:** To inculcate reading habits and increase knowledge by providing qualitative books for the needy children.
- 3. Shishuwachan:** This programme targets children who cannot read by providing remedial education for children enrolled in Municipal schools (1st & 2nd std.). it is aimed at improving their level of attainment..
- 4. E4E (10th external student class):** To the women and youth who have not completed their 10th due to some problem, this programme supports them to appear the exam and they are running the Library in adjoined area of their homes.
- 5. Learning camp:** - This programme teaches basic maths to children who are not upto the mark. The programme supports students studying in class 3 to 5 of municipal schools.

Communities that are covered:

- | | | |
|----------------|-------------------|------------------|
| 1. Hadapsar | 5. Tadiwala Road | 9. Mangalwarpeth |
| 2. Kashewadi | 6. Wadarwadi | 10. Yerwada |
| 3. Lohiyanager | 7. Janata Vasahat | 11. Karvey Nagar |
| 4. Mundhwa | 8. Warje Malwadi | |



Independence Day program
National anthem in Mundhwa, Pune.

Activities and No. of beneficiaries:

In the year 2012-13 Pratham has conducted English classes, Shishuwachan classes (Marathi & Math's), learning camp, Education for Education (E4E), 10th External classes & Libraries in 11 areas all over Pune.

Sr. No	Area	English classes	Library	Shishuwachan classes	Learning camp
1	Hadapsar –Ramtekadi, Malwadi	14	21	26	3
2	Kashewadi & Kondhwa	10	13	13	1
3	Lohiya Nagar	14	22	23	2
4	Mundhwa	-	15	13	2
5	Tadiwalaroad	6	10	10	1
6	Wadarwadi, Janwadi & Patil Estate.	2	19	9	2
7	Janatavasahat, Panmala, Dattanagar.	23	26	30	2
8	Warje Malwadi	16	23	35	2
9	Education for Education (E4E) Programme (10th External)				
	Yerwada	-	34	-	-
	Mangalwarpeth	-	6	-	-
	Karvenagar	-	5	-	-
	Total	85	194	159	15

Sr. No.	Program	No. of children
1	English classes	1397
2	Library	18560
3	Shishuwachan classes	2509
4	Learning camp	1086
5	Education for Education (E4E)	45
6	E4E Library	2539
	Total	26136

Program wise number of beneficiaries/ stakeholder covered:

'प्रथम'ने जागविली 'त्यांच्या' जीवनात शिक्षणाची 'सुप्रभात'!

पुणे, दि. २१ (संविनेची) - संविनेद्वारे आणि सर्वोपयोगी 'संविने' शिक्षण अर्थव्यवस्था घेणे, याच शिक्षणाचे विद्यार्थ्यांना असा वेळी 'त्यांच्या' संविनेची सेवा मिळाली आणि 'त्यांच्या' जीवनात शिक्षणाची 'सुप्रभात' झाली. शासनाच्या संविनेच्या यत्नांमध्ये शासनाच्या १८ वर्षांचे अर्थव्यवस्था घेण्यात आले. याच शिक्षण वेळापत्रकाने शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले.

शिक्षणापासून वंचित महिलांना मिळाली शिकण्याची संधी

शिक्षण अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले.

शिक्षण अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले.

शिक्षण अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले.

शिक्षण अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले. शासनाच्या १५० वर्षांचे शासनाच्या अर्थव्यवस्था घेण्यात आले.

10th External students' felicitation program news in Daily News paper Samna, Dated- 29th Dec. 2012.



Mr. B.N.Kalyani- Chairman & Ms. Pratima Kirloskar- Trustee of Pratham Pune. Visited to 'Bal Mela' at Chiranjani Vatika, Pune.





**“Bharat Forge
has started this
unique initiative
with an objective of
providing free
technical
and
vocational
training.”**

INDUSTRIAL TRAINING INSTITUTES (ITI)

To strengthen the vocational training system in the country and bring it closer to the need of the industry, BFL has decided to adopt the ITIs for up-gradation under the Public Private Participation scheme.

I] Adoption of Industrial Training Institute (ITI)

A] Industrial Training Institute (ITI) Khed

What began as an empowerment initiative for rural youth at a Taluka in Pune district has now become a pioneering role model being replicated in other parts of the country.

Bharat Forge Ltd. has signed Memorandum of Understanding (MOU) with Govt. of Maharashtra on 25th May, 2007. Under this MOU, Bharat Forge has adopted ITI at Chandoli Village, (Rajgurunagar), Khed in the year 2007.



With this unique initiative the company is providing free technical and vocational training at a government Industrial Training Institute [ITI] that is being run as a Public-Private partnership.

So far the company has taken up a number of activities and initiatives on its way to becoming a role model.

- Total Investment done by Bharat Forge Ltd. for the Institute is nearly 10 Crores.
- Constructed 1,200 sq.mt. workshop & 1000 sq.mt admin block.
- Started 5 machine group trades(10 units) in two shifts.
- Contribution to bear recurring expenses every month for the last 6 years.
- Landscaping & beautification of campus.
- Solved water supply problem.
- Two days workshop for 25 I.T.I. principals on Leadership, Motivation (Basic & Advance Levels).
- Soft Skills & on Job Trainings arranged for students.
- Created Facilities like a conference hall and 2 Computer Labs.

INDUSTRIAL TRAINING INSTITUTES (ITI)

- Maintenance of Machineries is ensured & totally supported by Bharat Forge Ltd.
- Job work is provided by Bharat Forge Ltd, to generate the revenue.
- A Special Course of Forger & Heat Treater started for school dropout students (8th Pass) & also Syllabus of following modules prepared in Production & Manufacturing sector under MES schemes. The same is approved by DGET & courses implemented
 1. Basic of Forging Technology & Process.
 2. Die Manufacturing, Inspection of die & Handling
 3. Advancement of Forging Technology & Heat Treatment.

*Employability for the pass out candidates is ensured in Bharat Forge Ltd.
- Safety Training is imparted to all the Instructors.

ADVANCE MACHINES PROVIDED



COMPUTER LAB ESTABLISHED



The company's efforts have been recently acknowledged with the Educational Excellence Award.

LAWN & TREE PLANTATION



The Bharat Forge ITI was recommended by KRDWG's (Knowledge Resource Development &

Welfare Group) expert panel for Educational Excellence Awards- 2012.

KRDWG's Chief Guest, Ms. Chandni Bedi, Head, Navjyoti Foundation presented the Educational Excellence Award to Principal Mr. C. L. Wankhede at a seminar and award ceremony on 21st January, 2012 at IIT Delhi. Schools/ITIs from 5 countries & 17 Indian States participated in the competition.

We have got MOU - further extension of 5 years.

INDUSTRIAL TRAINING INSTITUTES (ITI)

BJ Industrial Training Institute (ITI) Bhor:

We have adopted ITI Bhor with the objective :

- Upgrading ITI education as to cover emerging technologies & to bridge up the gap between academics and industry.
- On the job training to the students in the Industries so they can be absorbed immediately.
- Providing skilled manpower to the industry as per the changing needs of the industry.



Front View Admin Building of ITI Bhor



CoE Building of ITI Bhor

BFL will intervene in following areas

- Expert advice regarding development of various models & facilities in each trade of CoE
- Behavioral & Technical training to both staff & students on advance technology in each trade of CoE
- Providing On the Job training (OJT) & industrial visits
- Arrangement of drinking water facilities
- Development of landscape & beautification of campus.

So far the company has taken up a number of activities and initiatives :

- Landscaping and beautification of campus completed
- Drinking water facility arrangement is done.
- Expert advice regarding development of various modules & facilities in each trade of CoE.
- Industrial visit of the students has been done.

INDUSTRIAL TRAINING INSTITUTES (ITI)

- CNC & PLC of Centre of excellence candidates are provided apprentice training and the good performance candidates are absorbed as Trainees.
- IMC Committee has been formed & they visit at ITI Bhor every month. They have conducted the below initiatives.
- Guidance related to the layout of machineries and equipment's at ITI Bhor workshop is given regularly.
- Training on 5S, Team Building & Communication Skills for Principal & instructors.
- Helped in the Safety and Energy Audit .
- Fire Safety session for students & Instructors.
- Visit of Instructors of ITI Bhor at BFL for understanding various displays of educational material, 5S system, Tool & job displays and general shop layout.
- Tree Plantation on World Environment Day.
- Equipment maintenance help has began wherever required.
- Set of Carbide tips provided by BFL to ITI found useful and their further requirements in same line will be taken care.

C] Industrial Training Institute (ITI) Malegaon, Taluka – Baramati, District – Pune: -

Considering the demand of required skilled manpower for Baramati plant, we have adopted ITI Malegaon, Taluka – Baramati, District – Pune.

In order to develop the ITI and also to get skilled manpower, BFL will intervene in different areas like :

- Expert advice regarding development of various models & facilities for the different trades
- Technical training to both staff & students on advance technology for the above mentioned trade
- Behavioral training to both staff & students
- Providing on the job training (OJT) & industrial visits
- Upgradation of e-class room.
- Drip irrigation facility and
- Landscaping & beautification of campus

INDUSTRIAL TRAINING INSTITUTES (ITI)



Candidates undergoing practical's at ITI Malegaon, Tal: - Baramati



E-classroom Provision



Session on Mentoring

The benefit to BFL will be

- To get skilled manpower initially in the form of trainee & if found suitable as our employees.
- We may impart additional training along with the regular syllabus as per our needs.

Recent Developments:

- An Institute Management Committee (IMC) is formed from Baramati plant. Mr. Sushant Pustake is the chairman of IMC of ITI-Malegaon, Tal-Baramati.
- Upgradation of e-class room.
- Drip irrigation facility and
- Landscaping & beautification of campus.

Bharat Forge has taken several initiatives in the fields of education to bridge the gap between academics and industry.

1) Forger & Heat Treater Course:

To fulfill the requirement of skilled manpower in forging, BFL has started a vocational course "Forger & Heat Treater" at ITI, Khed. The course comprises of 3 modules of three & half months duration. The eligibility of the candidate for the course is minimum 8th pass.

Theory sessions are conducted at ITI - Khed & Practical's are conducted at BFL. The trained candidates are absorbed at BFL.

II] Center of Excellence (CoE):

Govt. of Maharashtra is running Centre of Excellence (C.O.E.) scheme in various



Fire Fighting Session for students & Instructors

INDUSTRIAL TRAINING INSTITUTES (ITI)

Industrial Training Institutes all over Maharashtra State. The scheme contains various courses containing advance and specialize modules as per the Industry needs.

The objectives of the scheme are:

- Upgrading ITI education as to cover emerging technologies.
- On the job training to the students in the Industries so they can be absorbed immediately.
- Providing skilled manpower to the industry as per the changing needs of the industry.



We have been allotted quota of apprentices of 45 boys distribution as follows; 30 CNC, 10 PLC and 5 Jigs & Fixture. After completion of their 6 months apprenticeship, candidates are absorbed as a "Trainee" depending on the candidate's performance & BFL needs.

Intervention from BFL: -

- We have conducted input sessions at ITI Manikdoh & ITI Ghodegaon for all the students.
- We have also conducted industrial visits of ITI Bhor & ITI Manikdoh to BFL.
- Since there was no availability of instructor for CNC trade at ITI Manikdoh, we have appointed CNC instructor as a visiting faculty.
- Under the CoE, we take 45 candidates from ITI Bhor, ITI Manikdoh & Ghodegaon
- We conduct input sessions at ITI Manikdoh & ITI Ghodegaon for all the students
- We also conduct industrial visits of ITI Bhor & ITI Manikdoh at BFL.
- These candidates are given special classroom training before on the job training with the help of internal trainers.
- The candidates are treated as an apprentice for the six months, then by considering the requirement of the organization & candidates performance, they are absorbed as trainees.

III] Learn & Earn Scheme:

Unique Learn & Earn Scheme is introduced by BFL leading to Diploma in "Mechanical Engineering". Under this scheme, 50 ITI / MCVC passed or failed candidates

INDUSTRIAL TRAINING INSTITUTES (ITI)

between the age group 18 to 26 years are selected for Baramati & MCD I Division. Candidates are allowed to appear for Diploma in Mechanical Engineering Course through Yashwantrao Chavan Maharashtra Open University, Nasik.

The selected candidates are on the job training & classroom training for the period of 4 years. During the learning period, candidates are given stipend to meet their livelihood & expenses.

The benefits of the scheme are

- Availability of Trained Manpower – These trainees will be trained – Technically & With BFL Culture.
- Government Approved Scheme – Students will be awarded DME from YCMOU.
- Candidates will get opportunity of On the Job Training while earning.
- Longer time availability for candidate's evaluation.

The selected candidates are given Technical training at ITI Malegaon; they have also been given Safety training before their deployment. Mentors have been appointed for the group of candidates. For the effective mentoring, the mentoring programme has also been conducted at Baramati Plant.

IV] Diploma in Mechanical Engineering for ITI Permanent Employees:

To give a vertical mobility & to enhance knowledge and educational qualifications of our ITI permanent employees, we are providing them diploma in "Mechanical Engineering". The diploma will be awarded by Maharashtra State Board of Technical Education (M.S.B.T.E.) through Govt. Polytechnic Distance Learning (G.P.D.L.).

After the announcement of the initiative, 200 employees have applied for the diploma & out of that 140 employees have appeared for the entrance exam which was conducted on 20th March 2011 at Yashaswi Institute of Technology. 54 employees were shortlisted. Now considering the criteria like employee's entrance exam performance and personal interviews, batch of 26 students is started from June 2011.

V] MINIMUM COMPETENCY VOCATIONAL COURSE (MCVC):

MCVC Candidates with Engineering trades are taken at BFL with proper selection process & are given technical training before their deployment to the respective departments.

Technical inputs are given at ITI Aundh, Pune for one month & than are deployed in the respective departments.



Bharat Forge runs three Community Development Centers in three different communities which are centers for the family members of BFL with an objective to learn, earn and get information.

COMMUNITY DEVELOPMENT PROGRAMMES



Some Glimpses

Objectives of Community centers are:

- To give the common platform for the family member of the worker of BFL.
- To empower the skills of the community center member for sustainability.
- To create empathy about social issues.

Community Development

We run three Community Development Centers in three different communities namely Mundhwa (Keshav Nagar), Hadapsar (Sasane Nagar) and Vadagon Sheri (Sainath Nagar). The beneficiaries are employees' wives & children. Community center was established in 1978. Centre is a place for the family member of BFL worker, to learn, earn & get information. Women have been taking part in social activities since establishment of centers. Vocational Training & Income generating activities for women i.e. providing stitched uniforms & hand gloves to BFL and Personality Development Programmes for women & children are the important features.

COMMUNITY DEVELOPMENT PROGRAMMES



Community Centre helps women achieve empowerment by increasing literacy for women, improving health status, making them independent and learn various activities like knitting, cooking etc. Our multi-faceted development approach is community driven and sustainable in the long run. It is targeted specifically to the local community's women needs and guided every step of the way by the community that we serve.



HALDI – KUMKUM RASAM FUNCTION

When we speak of empowerment of women, we are referring to the provision of accessible tools or resources that enable the people we serve to gain more choices in improving the quality of their lives, making important decisions about their health and that of their families, and creating new possibilities for their futures. Here we are not empowering women we serve. Rather, we are providing new tools and resources that women can use in empowering themselves.



**“Bharat Forge supports
LAKSHYA, a Non Profit
Sports Organization which
identifies and nurture
talented Sports person.”**

Bharat Forge supports LAKSHYA, a Non Profit Sports Organization which identifies and nurtures the talented sportspersons since its inception in 2010. Bharat Forge is committed to support the Tennis endeavor, where we are sponsoring 5 Tennis players. The sponsorship has helped the players to train abroad, and take part in events within the country and abroad. It is sponsorships such as these, that Bharat Forge believes go a long way in contributing to the development of these young sports talent and also encourage them on the demanding path to the top.

This will probably be for the first time in the history of city sports that five young and country's top junior tennis players Ankita Raina, Arjun Kadhe, Pratharna Thombare, Rutuja Bhosale and Sahil Deshmukh have been sponsored by a corporate



Thank you Bharat Forge for supporting us at Lakshya
From Left to Right : Prarthana Thombare, Arjun Kadhe, Sahil Deshmukh, Ankita Raina and Rutuja Bhosale

SUPPORT TO GIRL CHILD NANHI KALI



**Bharat Forge
extends
Nanhi Kalli
its selfless and
concerted support
in the form of
quality education
and material
support.**

SUPPORT TO GIRL CHILD NANHI KALI

Bharat Forge has given selfless and concerted support to all little Nanhi Kalis with the aim that the girl child, more often than not is sidelined to an extent that she always has a disadvantaged access to quality education and material support. Bharat Forge is overcoming this social evil and has ventured out and extended its support for the same.

Project Nanhi Kali was initiated in 1996 by the K. C. Mahindra Education Trust (KCMET) with the aim of providing primary education to underprivileged girl children in India. Anand Mahindra, the current chairman of Mahindra & Mahindra Ltd., founded Project Nanhi Kali. with a strong belief that educated women would not only contribute to the economy but also issues of population and social evils like the dowry system and child marriage would reduce as more women are educated.

Apart from the objective of impacting the nation's development through education of the girl child, Anand Mahindra also wanted to encourage Indians to 'give back' in a focused manner. Hence Project Nanhi Kali was designed as a sponsorship support programme which allows individuals to participate and support the education of a girl child in India.



फॉर्ज शॉप विभाग द्वारा अनाथ बच्चों को दी गई नित्य उपयोगी वस्तुएं



फॉर्ज शॉप विभाग द्वारा अनाथ बच्चों को दी गई नित्य उपयोगी वस्तुओं के साथ अनाथ बच्चों और विभाग के सदस्यों की।
फॉर्ज शॉप, जयपुर (जर्मिनिधि) - फॉर्ज शॉप बच्चों के लिए विभाग द्वारा कागज मिटर राखवाडी इलीक्ट्रॉनिक मशीन से अनाथ बच्चों को सूखे और नित्य उपयोगी वस्तुओं को तैयार करता है। इस अनाथ बच्चों का पोषण केन्द्र और अन्य कार्यक्रम भी जर्मिनिधि किया गया। साथ ही संघ के लोग भी किया गया। इस अनाथ बच्चों को विभाग के अनाथ के पर्यवेक्षण व बर्बादी बर्बादी संघ में इतिहास में



Involvement of employees in the sustainability area provided a significant impetus to the process. Bharat Forge Ltd. will always be committed to undertake the efforts for wellbeing of Society and continue to look after the matters of C.O.N.C.E.R.N.

We wish to thank everyone who has given us this opportunity to publish this souvenir. We greatly appreciate the endeavour put by all in various activities mentioned in this booklet and last but not least we recognize and appreciate the enthusiasm shown by all who have contributed in getting this souvenir published.

Leena Deshpande

AVP HR & CSR Head,

Bharat Forge



BHARAT FORGE



Bharat Forge Limited

Pune Cantonment

Mundhwa

Pune- 411036

INDIA

Tel : +91-20-26702777

Fax: +91-20-26822387

Email: info@bharatforge.com