

DROPLET

India Sustainability



Newsletter

2024



GRUNDFOS 

Possibility in every drop

Country President Message

2024 has seen a slight increase in the awareness levels with regard to the importance of sustainability in India. The momentum is still glacial when it comes to meaningful action, though. At Grundfos, everything that we do as an organisation centres around sustainability. As the year draws to a close and we look back on our efforts and experiences, while we are glad for all the steps taken and successes accomplished, we are also reminded of the significance and opportunities that still lie ahead. The journey of pursuing sustainability ambitions is an enormously energising endeavour. The more we explore, the higher the possibilities and the greater the potential to keep making a difference. This is the sentiment that propels our continued quest to make a difference - to our customers, partners, employees and the larger society. 2024 has been a year where we have made some deliberate steps towards all these key stakeholders and made a difference, highlights of which are captured in this 'Droplet'.

Every experience has been rewarding, and providing insights and learning for the future. Crossing the 1000 crore threshold this year also puts additional responsibility on us to continue adding value to the people and planet agenda, especially in a country like India where water and energy hold the key to translating latent potential into meaningful outcomes. Our purpose continues to be the guiding star for the leadership accountability we take in the area of sustainability, and we look forward to the coming year, to further strengthen and enhance the ecosystem around us.

Do enjoy the issue, and we would love to hear your feedback and inputs.

Usha Subramaniam

Country President - Grundfos India



Table of contents

3 General

- 4 Our Story
- 5 Sustainability at Grundfos
- 6 What does sustainability mean to you?

8 Our Environment

- 9 Leading the way with LEED Zero
- 10 Enhancing comfort, reducing footprint
- 11 Creating workspaces of the future
- 12 Shaping the future with innovation and sustainability
- 13 Forging a greener path
- 14 Grundfos India pilots take-back of end-of-life pumps

15 Our Impact

- 16 Sustainable growth through sales excellence
- 17 Powering sustainability by creating energy-efficient commercial spaces
- 20 Delivering intelligent solutions for smart homes
- 22 Driving industrial growth with water innovation
- 28 Delivering more water per watt

32 Our Community

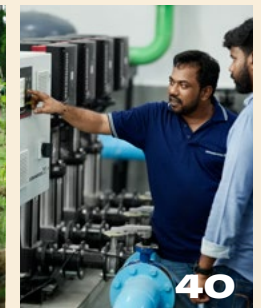
- 33 Transforming lives, one community at a time
- 34 A ripple effect
- 35 Volunteering for the community
- 37 Impacting communities through climate action and water stewardship
- 38 Instilling hope for water-stressed regions

39 Our People

- 40 Health, safety and wellbeing
- 41 Building a healthier, happier workplace
- 42 Cultivating a culture of inclusion and belonging
- 44 Building bonds and boosting morale

45 Our Partnerships

- 46 Driving sustainability through leadership and partnerships
- 47 A year of building stronger partnerships
- 48 Awards and achievements



General

- 4 Our Story
- 5 Sustainability at Grundfos
- 6 What does sustainability mean to you?

Our Story



Purpose

To pioneer solutions to the world's water and climate challenges and improve quality of life for people.



Values



Sustainable



Open and trustworthy



Focused on people



Independent



Partnership



Relentlessly ambitious



Our Belief

Water has the power to change the world.



Brand Promise

To respect, protect and advance the flow of water.

Sustainability at Grundfos

At Grundfos, sustainability is more than just a goal; it is our driving force. We are committed to a future where water and energy are used responsibly. Our ambition is to revolutionise the way we use these resources, saving both and adopting circular business practices.

Grundfos India takes a collaborative approach, engaging multiple stakeholders. Our key stakeholders include global, regional, and divisional colleagues working towards reducing water usage and GHG emissions. We are dedicated to transforming water access for those in need, ensuring a sustainable future for generations to come.

In 2024, Grundfos India made notable progress in reducing our environmental footprint and driving positive change. Our efforts focused on improving energy efficiency, reducing water usage, and embracing sustainable building practices, all while creating a safe and secure workplace for a better tomorrow. These actions directly support global goals, including clean water and

sanitation (SDG 6), climate action (SDG 13), and sustainable industry practices. With a long-term goal to cut Scope 1, 2, and 3 greenhouse gas emissions by 90% by 2050, we are dedicated to a sustainable future and are actively working towards achieving our SBTi-approved net-zero targets.

To know more about Grundfos, explore our latest *Annual Report* and *Sustainability Report*.

Our Impact Areas

Water Stewardship

Energy Efficiency

Diversity, Equity and Inclusion

Thought Leadership

Social Responsibility

Waste Management

Health, Safety and Wellbeing

What does sustainability mean to you?

Voices of employees across India



For intergenerational equity

"To me, sustainability is about fairness, – ensuring that the resources I use today do not deprive someone else tomorrow of their opportunity to thrive."

Poovannan Tamilmani

The art of enough

"Sustainability means being mindful of our choices. It is mastering the art of 'enough' – knowing how much is sufficient to live well without excess or waste."

Madhulika Returi

Invisible impact

"Living and working in a way where our influence on the planet becomes invisible – nature continues as if we were never here."

Natesh Narayanan



Circular mindset

"To me, sustainability is about seeing everything as a part of a circle. Resources are meant to be reused, not wasted, and every product has a lifecycle that ideally feeds back into nature."

Manivannan Sivashankar

A shared language

"It's a universal value that transcends borders, industries, and cultures, reminding us that despite our differences, we all rely on the same Earth."

Shrey Ajagoankar

Living within boundaries

"Sustainability means understanding the boundaries of the natural world, and choosing to work within them, rather than pushing against them. I prioritise sustainable living by choosing to walk, instead of driving, use water judiciously, and engage with the community through volunteering."

Panneer Selvam Settu



Resilience through adaptation

"Sustainability, to me, is about learning from nature's resilience – adapting our habits and systems to flourish without exhausting what supports us. It's about rethinking how we design, produce, and consume ensuring that progress today doesn't come at the expense of tomorrow."

Jitesh Parekh

Small choices, big outcomes

It's the belief that even small, mindful changes – like conserving water or rethinking materials – can ripple out to create global impact."

Ravishankar Palanivelu

Innovation without harm

"Sustainability is about innovating in ways that do not harm ecosystems or people. It's finding solutions that work in harmony with the nature, not against it."

Kailash Chaturvedi



A compass for decision making

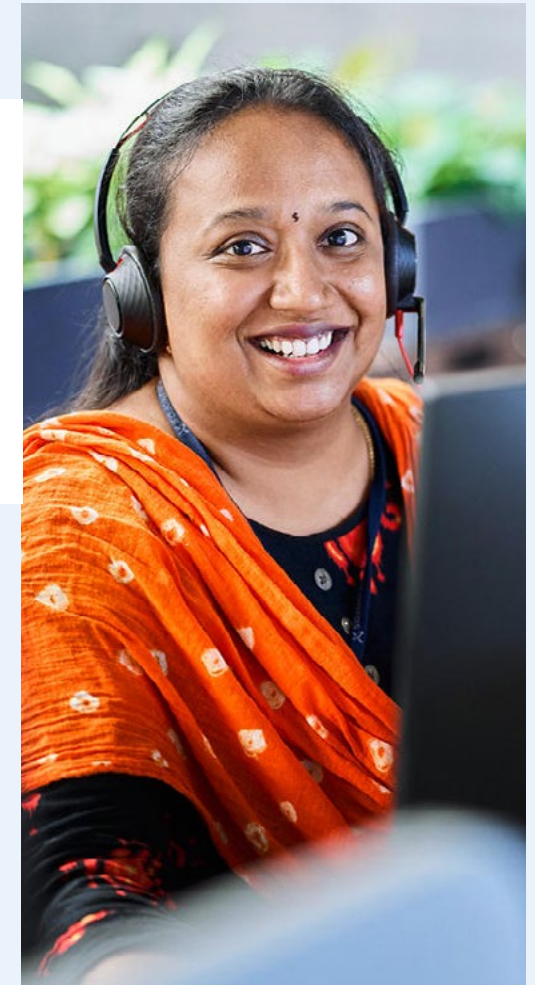
"It is a core principle that shapes all my decisions, ensuring it supports the long-term well being of both my people and the planet."

James Antony Sylvester

The power of silence

"Sustainability is quiet. It's about recognising that often the most impactful solutions are the one that do not make noise – the choice to live simply, reduce waste and conserve energy."

Ramesh Sivasubramanian



Our Environment

- 9 Leading the way with LEED Zero
- 10 Enhancing comfort, reducing footprint
- 11 Creating workspaces of the future
- 12 Shaping the future with innovation and sustainability
- 13 Forging a greener path
- 14 Grundfos India pilots take-back of end-of-life pumps

Leading the way with LEED Zero

Commitment to sustainability has been our cornerstone for decades. In a world where water scarcity is a growing concern, further amplified in a country like India, we are committed to leading the way with innovative approaches that ensure water is managed responsibly, efficiently, and sustainably. Through these efforts, Grundfos India in Chennai has been awarded with the prestigious LEED Zero Water.

The LEED Zero Water is an extension of the LEED certification system focusing on achieving net-zero water usage in buildings. It recognises projects that demonstrate a balance between the amount of water used and the amount of water reclaimed or replenished, aiming for sustainability in water management.

Here are a few initiatives that contributed to the certification:



01

Integrated rainwater harvesting system featuring six tanks with a total capacity of seven hundred thousand litres, meeting the building's water requirements.



02

Installation of advanced, energy-efficient, Johkasou technology based Sewage Treatment Plant, maximising the water recycled.



03

Through these efficient water and wastewater management practices, we are not only being water resilient but also contributing to create water security for the local ecosystem.

The reuse of reclaimed water for cultivating green space, enhancing urban cooling, and improving employee wellness.



Enhancing comfort, reducing footprint

In 2024, we delved deeper into sustainability, focusing on improving our building's energy and water performance, enhancing safety and security features, and creating a comfortable workplace for everyone.

As part of our commitment to a safe and sustainable environment, we undertook a major roof replacement project in our Chennai facility to improve workplace safety while minimising environmental impact.

Our commitment to creating a safe and sustainable environment



2°C of ambient temperature reduced



2 tons of hazardous waste to landfill avoided



15 tons of sheet metal recycled



Enhanced safety practices for easy Operations & Maintenance (O&M)

Other initiatives



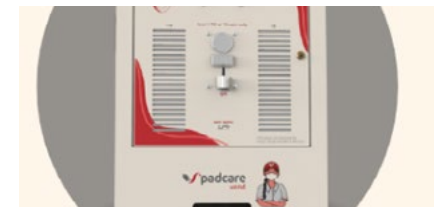
Installation of energy-efficient air conditioning systems in production office and GTI areas



Automation and digitisation of energy and water data in the existing Building Management System (BMS), with advanced features for data monitoring



Supply chain decarbonisation efforts through targeted train-based freight shipments



Eco-friendly menstrual hygiene products in Chennai and Ahmedabad offices



Intrusion alarm to increase physical security in critical product development areas



Installation of drinking water kiosk for clean and safe drinking water for community

Creating workspaces of the future

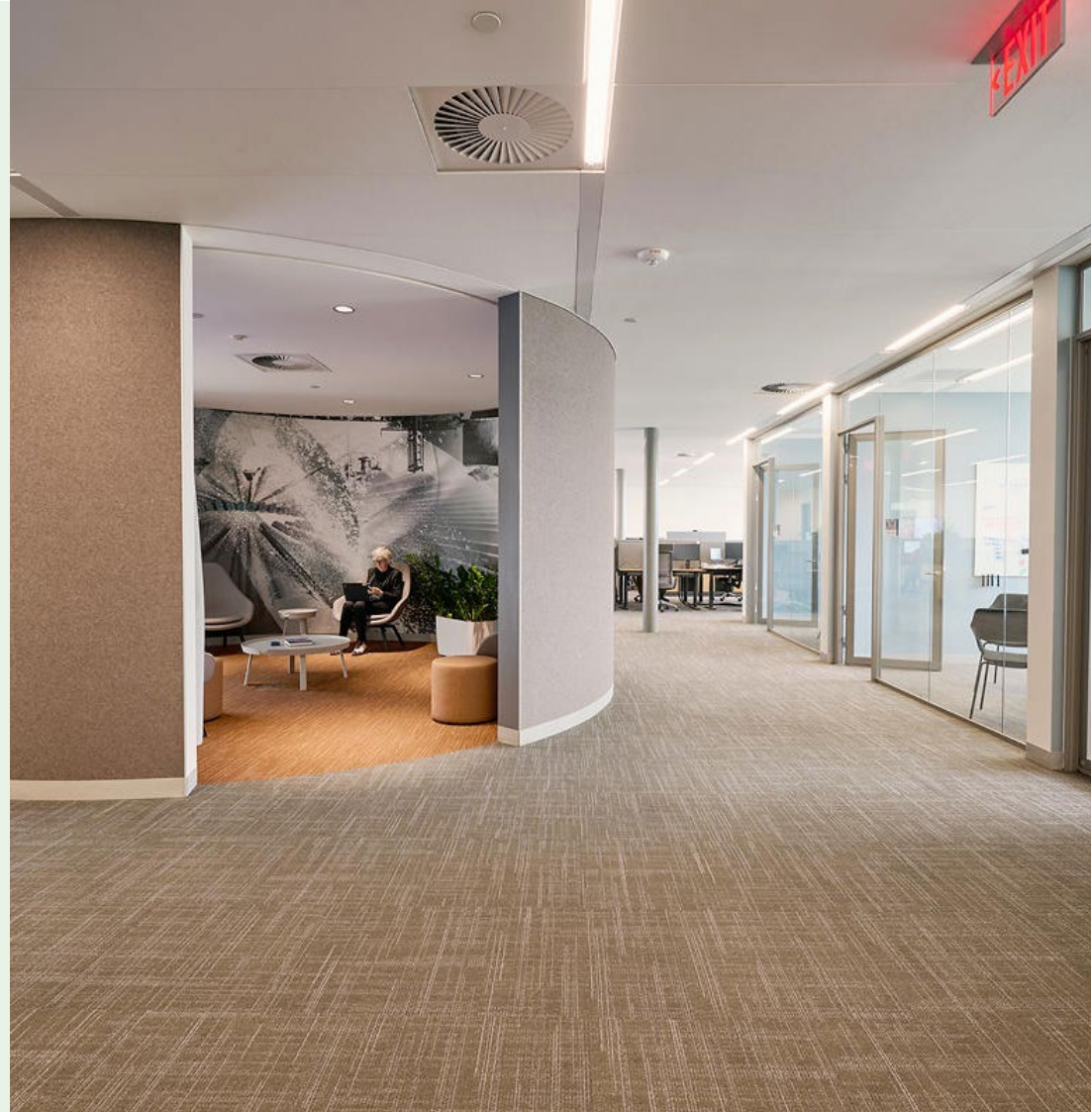
Transition to Activity-Based Work Center

Grundfos India is entering a new phase of growth, with an expanding workforce to support both domestic and global needs. To accommodate this growth sustainably and effectively, while maintaining comfortable work area, we are transitioning to Activity-Based Work Centers (ABW).

Activity-Based Work Centers are thoughtfully designed office environments that provide employees with various work center suited to different tasks. Rather than traditional assigned desks, ABWs allow employees to choose the area that best fits their current needs - whether it's a quiet zone for focused tasks, a collaborative

space for team meetings, or a casual area for informal discussions.

The ABW model will be introduced gradually, starting with a pilot phase. In 2024, the focus is on making our buildings ready by setting up the interiors for ABW adoption. The full transition, including commissioning and migration to these new spaces, is scheduled for 2025. This phased approach will help ensure a smooth transition, setting the stage for a dynamic and adaptable work environment that aligns with our commitment to sustainability and productivity.



Shaping the future with innovation and sustainability

Transforming manufacturing: Grundfos India's path to smart factory and beyond

Grundfos India has embarked on an ambitious journey to transform manufacturing capabilities through the adoption of smart factory principles. This transformation is aimed at driving efficiency, innovation, and sustainability, as well as meeting the dynamic demands from our customers, leveraging on advanced technologies.

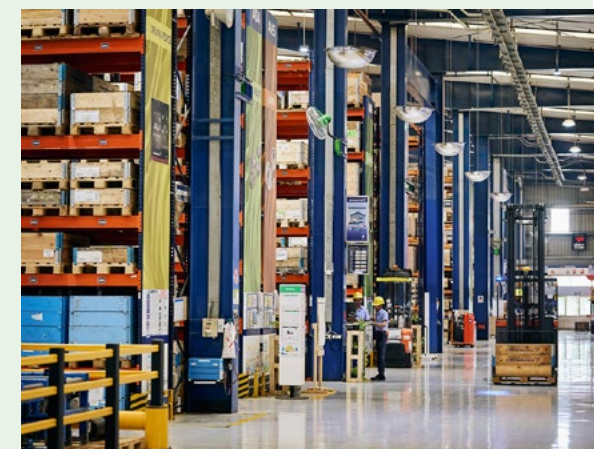
Our recent achievement of securing a 3-star in Grundfos Production System (GPS) is a testament of our speedy progress in that direction, signalling a high level of operational excellence. Initiatives such as value stream optimisation of production line, digital production line monitoring and introduction of Autonomous Mobile Robots (AMR) demonstrate a keen focus to transition to a smarter, leaner and agile manufacturing process.

The smart factory evolution also means empowering our workforce to be adept in highly automated, interconnected, and responsive factory-setup. We make constant efforts to equip our employees with digital tools and training enabling them to work more efficiently and embrace the technology that reshapes the factory.

As we look to the future, Grundfos India aspires to become a Lighthouse Factory, excelling in areas such as connected devices and big data management. We aim to set a benchmark of excellence in Industry 4.0, grounded in our commitment to continuous improvement, environmental stewardship, and customer centricity.



Debasish Roy
Regional Head of Operations,
Commercial Building
Services IMEA



Forging a greener path



Supply partners volunteer for the community in a pond restoration project in Coimbatore, supported by Grundfos India.



Knowledge sharing forum on sustainable best practices among our business partners



Workshop on *Understanding ESG and the ESG landscape in India*



Volunteering for *World Environment Day*

Uniting and driving a change

At Grundfos, we are unwavering in our commitment to upholding the highest standards of sustainability, both within our operations and across our entire supply chain. We believe that collaborating with our suppliers is not just an integral part of our mission but a crucial driver in achieving supply chain sustainability.

In 2024, Grundfos India made significant efforts to enhance supply chain sustainability by supporting our suppliers in advancing their ESG (Environmental, Social, and Governance) journeys. We introduced initiatives such as digital scorecard monitoring, knowledge-sharing sessions, workshops, and community volunteering activities to exchange best practices and reinforce our commitment to sustainability across the value chain.

Through these initiatives, we are equipping our suppliers with the tools and knowledge needed to navigate the evolving ESG landscape in India while demonstrating our shared commitment to social responsibility.

Grundfos India pilots take-back of end-of-life pumps



Reclaim. Recycle. Redefine Sustainability

Grundfos continues to set benchmarks in sustainable practices. While we have made significant strides in various areas, there remains untapped potential in formalised take-back programs. To address this, Grundfos India launches a pilot initiative to reclaim and recycle end-of-life pumps-paving the way for responsible handling of used pumps.

This initiative combines energy optimisation offering with an active take-back program, supporting our commitment to circular business practices.

The Idea

This pilot program introduces a systematic model for the take-back and recycling of end-of-life pumps, starting with end-suction pumps as the initial focus. By implementing a structured collection and recycling approach, Grundfos aims to create additional value for customers while notably reducing the environmental impact.

Key Highlights of the Pilot

- Accelerating the shift from standard pumps to energy-efficient pumps
- Responding to customers' requests for responsible take-back of end-of-life pumps.
- Establishing an organised recycling process.
- Evaluating the efficiency and feasibility of reverse logistics.
- Readiness towards EPR compliance pertaining to metal components.

The Approach

To execute this initiative, Grundfos India is partnering with BI Marketing and Services and Elxion Pvt. Ltd. (E-Waste Recycler). Launched in mid-December 2024, the program will run for nine months, targeting the collection and recycling of approximately 5,000 kg of end-of-life pumps.

This initiative is a testament to cross-functional collaboration, with contributions from key functions such as Industry Sales, Energy Optimisation, Pricing, Purchasing, and Finance. It also involves the Sustainability and Environment, Health, and Safety teams at both country and global levels.

Through ongoing evaluation, key learning from the pilot will shape an optimised blueprint for scaling the program across Grundfos operations.

Looking Ahead

This take-back pilot reflects our proactive approach to fostering sustainability in the pump industry. By engaging stakeholders, testing reverse logistics, and aligning with customer expectations, we are setting a new standard for energy optimisation and responsible resource management.

As the program evolves, Grundfos India remains committed to scaling its impact-reinforcing our leadership in sustainable solutions and advancing our journey toward a truly circular economy.



Commercial Building Services



Domestic Building Services



Industry



Water Utility



Our Impact

- 16 Sustainable growth through sales excellence
- 17 Powering sustainability by creating energy-efficient commercial spaces
- 20 Delivering intelligent solutions for smart homes
- 22 Driving industrial growth with water innovation
- 28 Delivering more water per watt

Sustainable growth through sales excellence

At Grundfos, every sale is more than a business transaction - it's a step towards building a sustainable future. With our innovative water and energy solutions, we don't just meet market demands; we drive change for a greener planet. Achieving our sales goals means enabling customers and communities with clean water, reducing energy consumption, and making meaningful contributions to global sustainability.

Through initiatives like iTruck campaign and Jal se Jeevan Yatra, we bring our energy-efficient water and pumping solutions to last-mile customers even in the remotest regions and deliver solutions directly where they're needed the most.

These efforts reflect our mission to make sustainability accessible and meaningful. Together, we continue to grow responsibly and lead the way in shaping a more sustainable tomorrow.



Powering sustainability by creating energy-efficient commercial spaces

At Grundfos, sustainability is a core value that drives our innovation and operations. In our CBS division, we believe buildings provide opportunities for saving energy and mitigating CO₂ emissions. The demand for increased comfort and cost efficiency allows us to embrace smarter, and more sustainable practices.

As digital technology is revolutionising, there is a need to manage the footprint carefully. With our energy-efficient solutions, such as IE5 motor powered solutions and Distributed Pumping, we help customers to decarbonise their footprint. Our District Energy, especially District Cooling is taking shape in India

to optimise the cooling load in huge commercial complexes and Special Economic Zones.

Through our efforts, we continue to increase the share of energy-efficient pumps sold, thereby increasing the REEP2 (Rate of Energy Efficient Products) score. As we look to the future, we will continue to focus on offering advanced solutions to our customers and further accelerate the journey towards sustainability.

Ajit Singh

Head of Sales,
Commercial Building
Services, India



Chennai's luxury hotel saves 13 MWh energy through Grundfos iSolutions

A synergy for sustainable commercial spaces

A renowned chain of luxury hotels committed to sustainability and decarbonising their own foot print, invited Grundfos India to study their existing hydro booster system. This was aimed at optimising the energy consumption and automating the monitoring and control of the system.

With the cloud based “Grundfos Connect” application, customers have full control of their sustainability performance as integrated into their Building Management System (BMS).

Grundfos conducted a thorough energy audit and identified significant potential for energy savings, thereby replacing the existing IE3 system with IE5 system, and contributed to an annual energy savings of 13 MWh.

Data centre at Pune saves 460 tons of carbon using Grundfos solutions

Saving energy, one byte at a time

The data centre industry is experiencing rapid growth, driven by increasing digital activities and cloud adoption. However, these facilities are energy-intensive, consuming about 2% of the nation's total power, and they also have significant water consumption needs for cooling.

This Pune facility, operational since 2009, is one of India's largest data centres with a 40MW IT load capacity was looking at ways to improve their overall energy efficiency, as a part of their commitment to climate goals.

After a thorough energy audit, Grundfos identified excessive energy use in the existing chilled water pumps of 160 kW and replaced them with 132kW LFE pumps, equipped with IE3 motors and customised data centre specific control panels. This upgrade led to an annual energy savings of around 640 MWh, and reduction of 460 tons in carbon emissions. In this retrofit order, Grundfos provided end to end solution, which includes the removal of existing pumps, laying of power cables, installation of new pumps, insulation and cladding, and commissioning of the system.

Saving potential

640
MWh/year

Delivering intelligent solutions for smart homes

Home is where the heart is. Energy and water are vital to our homes, and without them, comfort is impossible. DBS believes in offering the most energy-efficient products for our homeowners, while reducing the environmental impact. Whether it is a serene villa or a residential complex, Grundfos provides reliable and efficient water solutions, while saving cost and enhancing luxury.

As we continue to push the boundaries of innovation, products like SCALA, energy-efficient CM Booster pumps and hot water recirculators seamlessly integrate with smart homes to create truly sustainable living spaces.



**Venkataramanan
Vishwanathan**

Head of Sales,
Domestic Building
Services, India



Grundfos pumps save 50% of energy in weekend homes

Recognising the unique needs of a business tycoon in Jamnagar for their opulent villas and weekend homes, Grundfos embarked on a phased approach to install a comprehensive range of pumps. Being able to cater to all the water movement needs of home applications like water treatment, pressure boosting, hot water recirculation, waste management, and dewatering, Grundfos provided end-to-end solutions tailored to each villa's specific requirements.

Our CMBE pumps led to 40% annual energy savings, thereby reducing the life cycle cost, minimising operational footprint, lowering carbon emissions and noise levels, without compromising on the luxury and user experience. It also increases the hygiene element around each home.

Grundfos is not only meeting the needs of homeowners but is also known for the reliability and durability, ensuing optimal performance, and minimal maintenance.



Driving industrial growth with water innovation

Industry division is driven by innovation and takes every stride to cater to the end users' demands and satisfaction. We depend on the power of water. From refrigerating food and beverages to moving cars from assembly lines to roads, and even advancing cutting-edge pharmaceutical solutions - water does it all, and we put water to work.

Our journey towards advancing intelligent and energy-efficient solution to meet climate goals is a collaborative effort with customers across sectors. Initiatives like iTruck, which brings our pumps directly to customers in the last mile, and product innovations such as Distributed Pumping Systems (DPS) and the Smart Filtration Suite (SFS), set global benchmarks and promote sustainable practices across industries.

In 2024, we prioritised driving the Rate of Energy Efficient Pumps (REEP2) sold, and accelerated our Energy Optimisation and Audit solutions by deploying dedicated teams, to work closely with the customers, and provide tailored energy-efficient solutions.

Looking ahead, we remain committed to creating value for our customers by helping decarbonise their operations and advancing net-zero climate goals.

Shankar Rajaram

Head of Sales,
Industry, India



Textile industry cuts 25% energy consumption with Grundfos pumps

A commitment to clean water and a cleaner future


Jeyavishnu Clothing, a part of the K.M. Knitwear group of companies, Tirupur, Tamil Nadu processing over 50 tons of knitted fabrics and printing capacity of 15 tons/day, was on the lookout for upgrading their reverse osmosis process of their zero liquid discharge treatment to cater to their growing production demands.

Grundfos provided technical expertise and full-line pumping solutions for their end-to-end process, from raw effluent to reject water treatment. The comprehensive solutions from Grundfos were tailored to their needs and provided a wide range of pumping solutions, from standard to high-pressure pumps.

Also, smart solutions like MPC controller and CUE drives were used for better control and monitoring of their RO processes, saving energy by 25% and enhancing their process efficiency.

Through this, over 310 MWh of annual energy consumption was reduced, saving 220 tons of carbon, while reducing the operation and maintenance cost.





Grundfos' energy-efficient pumping solutions save 50 MT carbon emission for a glass manufacturer

Transforming industrial cooling for a greener future

A Turkish pioneer in the glass industry, manufactures products that reach millions of people in over 150 countries.

Grundfos India delivered a turnkey engineered solution for uninterrupted process cold water supply in the critical furnace cooling application at their Halol, Gujarat unit. The project involved replacing existing pumps with energy-efficient surface horizontal split-case pumps from the Grundfos LS & LF series diesel engine & Electrical driven pumps-set along with entire control and automation responsibility of Grundfos.

Grundfos proposed overhauling the existing pumping station, optimising it for higher flow and energy efficiency.

It included installing five pumps, weighing 12 tons on six pillars within an area less than 150 square meters. The collaboration between Grundfos Sales, CSU, Engineering & Soffee teams ensured comprehensive engineering services from material arrival to project handover.

The new system reduced power consumption by 58 MW per year, saving over 50 MT carbon emissions. The project enhanced the reliability and efficiency of the cooling water supply and supported their sustainability goals. The successful implementation has paved the way for future collaborations, including an Annual Maintenance Contract (AMC) to oversee routine maintenance and operations.

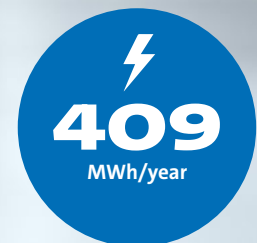
Healthcare industry achieves 20% energy savings through Grundfos tailored solutions and temperature control

A global leader in healthcare innovation, renowned for creating breakthrough products across diagnostics, medical devices, nutrition, and branded generic pharmaceuticals, faced issues with chiller performance, and temperature regulation in their Air Handling Units (AHUs), leading to high energy consumption and operational costs.

To address this, Grundfos conducted an energy audit and recommended new LS pumps to improve water balancing and

eliminate low flow deficiencies across the AHUs. This solution enhanced the efficiency of chillers and ensured reliable temperature control.

By implementing our tailored solution, the company achieved a more energy-efficient HVAC system and reduced temperature discrepancies, resulting in significant energy savings.



An automotive industry leader saves 10.2 MWh by using Grundfos iSolutions

Enhancing soft water distribution in a car manufacturing plant

A global automotive leader, renowned for its quality and efficiency, faced a challenge: a growing demand for soft water that strained its existing distribution system. Grundfos stepped in to address this, providing a cutting-edge solution that not only met the increased demand but also significantly reduced energy consumption.

A system expansion led to an increase in water demand. The pumps were running at full speed and load, which resulted in higher power consumption.

After an energy audit, a turnkey solution along with the energy-efficient hydro MPC CRE system was installed on the site, and the flow was increased, resulting in an annual carbon emission reduction equivalent to 7.2 tons.

Grundfos seamlessly executed the project, from supply to commissioning, meeting high standards of reliability and performance.

The new system achieved energy savings of 10.2 MWh per year against the previous setup, significantly reducing power costs and supporting their sustainability goals.




Saving
10.2
MWh/year

Advancing semiconductor innovation with Grundfos India's tailored pumping solutions

Driving efficiency, together

A Photovoltaic module manufacturer and a leader in providing solar solutions, with a manufacturing capacity of 12 GW, and stands as the largest manufacturer outside of China, was in the lookout for advanced pumping systems to equip their new production facility.

Grundfos India's collaboration equipped them with suitable pumping systems for critical applications, including Ultra-Pure Water (UPW) treatment for semiconductor manufacturing and ETP RO treatment for water reclamation.

It is important to maintain stable pressure and constant water supply for generating Ultra-Pure Water, and a precise dosing

system along with continuous monitoring of system data for water reclamation.

Grundfos provided design support and collaborated closely with the customer's WTP technology partner and installed 117 pumps over various stages of the project.

The implementation of Grundfos solutions ensured no downtime, maintaining constant pressure and optimised application performance.

This high-value successful collaboration has paved the way for future projects, reinforcing our commitment to providing end-to-end solutions with robust after-sales support and SCADA integration.

Delivering more water per watt

India is home to approximately 5,000 cities and 650,000 villages. While cities rely heavily on energy to transport water from sources to user points, collect wastewater, treat it, recycle it, and return it to the source, many villages struggle with access to grid power. In Water Utility, we address these challenges by offering solar-powered pumps for moving water in rural communities and energy-efficient, smart pumping solutions for municipal clean water and wastewater systems.

Grundfos SP Solar and SQF pumps provide drinking water powered by solar energy. With the power adapt solution, which seamlessly switches between renewable energy sources like solar or wind and grid power, we are able to provide uninterrupted water supply to rural communities.

Our solutions like HSC, Hydro MPC Boosters, and submersible pumps equipped with Unique features - “SmartTrim” and “SmartSeal”, deliver high efficiency, operational flexibility and lasting performance for municipalities and water utilities in wastewater applications. Our unique solutions such as prefabricated unit

sewage station cater to intermediate pumping needs, including rapid stormwater removal from water-logged locations in monsoon-prone areas.

With over 60% of energy consumption in municipalities and utilities attributed to water and wastewater pumping, Grundfos products are designed to deliver more water per watt and are becoming the preferred choice for cities across the country.



Raveendra Bhat
Head of Sales,
Water Utility, India



Revolutionising wastewater treatment for a cleaner, healthier Mumbai

The Brihanmumbai Municipal Corporation's ambitious Mumbai Sewage Disposal Project (MSDP-II) aims to transform wastewater treatment in the city. As part of this initiative, Grundfos contributes to the Bandra STP project, a state-of-the-art 360 MLD MBR-based treatment and recycling plant.

By providing cutting-edge water treatment pumps such as EPS and RAS, Grundfos plays a pivotal role in reducing the toxicity of Mumbai's water bodies. This landmark project will treat a staggering 365 million litres of wastewater per day, to be reused by the industries.

With an impressive efficiency of 85%, our pumps feature a unique particle size handling mechanism capable of managing diverse flocs and large live

microorganisms, operating at lower velocities, thereby significantly reducing the operational footprint.

This innovative approach, designed for a coastal environment, sets a new standard for sustainable water management even in small urban spaces. Upon its successful commissioning in 2026, it is expected to serve as a model for replication in other major cities across India, contributing to cleaner and healthier ecosystems.



Reimagining wastewater solutions, rebuilding communities



Navi Mumbai, a planned city, and a part of Mumbai Metropolitan Area is a rapidly growing urban centre and business hub. The city faced challenges in managing the wastewater from unorganised settlements, leading to environmental consequences and damage to biodiversity.

To address this issue, Grundfos provided a compact and efficient pumping solution. The Grundfos PUST (prefabricated unit sewage station) offered a space-saving, cost-effective solution for pumping wastewater to the nearest Sewage Treatment Plant (STP). The compact design of the PUST minimised the need for land acquisition and reduced installation costs.

Diverting the wastewater to STP improved the quality of local water bodies, leading to better public health and hygiene conditions. Also, migratory birds, such as flamingos, have started visiting the waterbody, preserving the natural ecosystem.

Through our innovative and efficient pumping solutions, we have contributed to the city's sustainable development and improved the quality of life for its residents.



Offering sustainable solutions and savings to Arakere village

Arakere village, located in the southern state of Karnataka within the Srirangapatna taluk of Mandya district, has a population of approximately 1,700 people. The Rural Drinking Water and Sanitation Department (RDWS) of Karnataka aims to provide drinking water access to over 5,000 villages in the state by 2028 as part of the Jal Jeevan Mission.

The villages have faced significant challenges in securing a regular water supply due to interrupted power availability and frequent pump failures caused by voltage fluctuations in the grid-powered electricity system.

To address this issue, Grundfos proposed a holistic and sustainable solution by installing energy-efficient SP pumps, PowerAdapt technology, and a 23 kW solar panel system. With the integration of PowerAdapt, the pumps can operate seamlessly on both solar energy and grid power, ensuring reliability even during periods of low solar irradiance.

This solution has enabled the gram panchayat to save ₹300,000 annually, demonstrating its reliability, economic viability, and efficiency, thereby paving way for more projects to improve drinking water access in the state.



Our Community

- 33 Transforming lives, one community at a time
- 34 A ripple effect
- 35 Volunteering for the community
- 37 Impacting communities through climate action and water stewardship
- 38 Instilling hope for water-stressed regions

Transforming lives, one community at a time

Grundfos is deeply committed to creating a positive impact in the communities we serve, with a strong focus on water, climate, and people. We actively work to build thriving communities and improve lives-benefiting everyone from rural farmers to urban residents. Our efforts are guided by a systematic approach to community interventions, assessing specific needs and delivering sustainable solutions.

In 2024, we strengthened our focus on sustainable water management and conservation by rejuvenating

water bodies, reducing surface run-off, recharging aquifers, and providing safe drinking water to those in need.

Our employees are actively engaged in our social responsibility initiatives, contributing to every phase of our projects-from evaluation to volunteering. Through our volunteering policy, they have played a vital role in restoring biodiversity, mentoring young students, and empowering individuals with disabilities. Their efforts help enhance opportunities and livelihoods for marginalised groups, making a meaningful difference in society.



A ripple effect

Community Engagement Grant

In 2024, the Poul Due Jensen Community Engagement Grant supported three impactful initiatives, totaling Euro 89,900. These grants enable us to go the extra mile in supporting vulnerable community groups.

The beneficiaries of this year's grant are:

- **Under The Mango Tree Society (Q1 and Q3)**
Supported the mission to empower tribal farmers in Maharashtra and Gujarat through sustainable beekeeping practices.
- **Watershed Organisation Trust (Q2)**
Worked to address water-related challenges in rural areas of Maharashtra by implementing water and soil conservation measures.

Through these partnerships, we aim to make a lasting positive impact on the communities we serve.

Looking ahead

Looking ahead, we will continue to scale-up water and climate focused projects in the areas we have that business presence, while proactively engaging with our employees, partners, suppliers, and other key stakeholders, and forging new partnerships for creating a better tomorrow.

*Based on the impact assessment by NGO partners



Volunteering for the community

Shaping minds, transforming future

In our commitment to improving the quality of lives, Grundfos India supports projects aimed at enhancing educational opportunities for children from low-income families in local communities. In Kannagi Nagar, near Grundfos Chennai, we launched an after-school mentoring program in partnership with our NGO partner, Turning Point. The program focuses on Mathematics, spoken English, and career development.

Dedicated employees volunteered to guide and inspire students. Through a series of interactive sessions, mentors helped students understand complex concepts, develop problem-solving skills, and cultivate a love for learning.

This initiative has improved academic performance and boosted the students' confidence, encouraging them to dream big. By investing in education, we are empowering the next generation to shape a brighter future.



Connecting young minds through art

In observance of World Water Day, with a focus on SDG 6: Clean Water and Sanitation, Grundfos employees across India volunteered to raise awareness about Water, Sanitation, and Hygiene (WASH) among primary and middle school children from government and government-aided schools. The sensitization efforts aimed to teach the importance of water conservation and sanitation while fostering a sense of responsibility toward the environment.

To inspire young minds about the significance of water and promote harmony and well-being, we organized an art competition themed “Water for Peace.” Through this competition, students were encouraged to express their unique perspectives on clean water and sanitation.

This engaging activity helped nurture a generation of environmentally conscious citizens who will work toward a sustainable future for all.



Building resilient communities

In a concerted effort to improve the livelihoods of small farmers from the tribal communities of Gujarat and Maharashtra while preserving biodiversity, Grundfos, in partnership with Under The Mango Tree Society, launched a beekeeping initiative. Active since 2022, this project has focused on enhancing climate resilience by promoting pollination, increasing crop yields, and boosting biodiversity.

As part of our community volunteering efforts, Grundfos employees visited remote villages such as Pathakwadi, where they shared valuable knowledge and skills with local farmers.

We also distributed native saplings to farmers in Talasari village to encourage agroforestry practices and sustainable farming methods.

In addition, Grundfos employees conducted virtual financial literacy sessions in regional languages, equipping farmers with the knowledge to make informed financial decisions and manage their income more effectively.

Through these initiatives, we are working to uplift rural communities, protect the environment, and pave the way for a sustainable future for generations to come.



Impacting communities through climate action and water stewardship

Thazhambedu, an agricultural village on the outskirts of Chennai, has long depended on a single pond as its primary source of drinking water. Over time, however, the pond's capacity had significantly diminished due to siltation and inadequate conservation practices.

To provide clean and safe drinking water to the community, Grundfos India, in collaboration with Hand in Hand India, rejuvenated the pond. A solar-powered pump was installed to move water from the pond to a central location, where it is purified through a rapid filtration system with tertiary treatment, ensuring the highest quality of drinking water.

The purified water is then stored in a 6,000-litre tank, supplying the village with reliable access to safe drinking water.

In addition, a recharge structure was constructed within the pond to replenish the groundwater aquifer, promoting sustainable water management. To further enhance the environmental impact, a one-acre Miyawaki forest was developed, planting over 4,000 native saplings, irrigated by a drip system to support biodiversity.

This initiative has profoundly transformed the Thazhambedu community, inspiring hope and ensuring long-term sustainability.



1,715+
Individuals

Instilling hope for water-stressed regions

At Grundfos India, we are dedicated to creating sustainable solutions that address immediate challenges and contribute to long-term environmental well-being. In our commitment to water conservation, we have taken a significant step forward with a CSR project aimed at rejuvenating the 2.45-acre percolation pond at Bharathiar University, Coimbatore, in collaboration with Siruthuli. Nestled at the foothills of the Western Ghats, the university has long struggled with a severe water crisis due to its plateaued region and changing climate.

The project focuses on desilting the pond, strengthening the bund to reduce soil erosion, and building gabion structures upstream to prevent future silting. This initiative will increase the storage capacity from 4,000 to 12,000 cubic meters, thereby recharging over 5,000 borewells within a 15-20 km radius.

By enhancing water availability, the project alleviates water scarcity and support local wildlife, reducing their incursions into human settlements.

35 volunteers from five supply partners' firms, employees of Bharathiar University, Siruthuli, and Grundfos planted over 450 palm seeds along the pond's bunds. Palm trees, Tamil Nadu's state tree, help store water and reduce soil erosion.

30,000+
Individuals



“It was a very enjoyable and rewarding experience for us. Through this, we have started training and trying to grow trees in our company. Thank you for this opportunity.”

A. Shanmuganathan,
Managing Partner, Ideal Automation

Our People

- 40 Health, safety and wellbeing
- 41 Building a healthier, happier workplace
- 42 Cultivating a culture of inclusion and belonging
- 44 Building bonds and boosting morale

Health, safety and wellbeing

Safety First

At Grundfos, the health, safety, and wellbeing of our employees is paramount. We are actively committed to creating a safe environment. We do this by living our three key behaviours - *be present, take action, and don't compromise*, thereby nurturing a culture of interdependency where employees take care of themselves and others.

Our journey towards safety excellence in the workplace is fueled by demonstrating safety leadership across the organisation, supported by state-of-art engineering controls.

In 2024, the key focus was on workplace ergonomics, improve machine guarding, and enhancing safety while working at heights. The initiatives were aimed at reducing the risk levels and driving the vision of a zero-accident workplace.

Looking ahead, we will continue to focus on advancing these efforts by introducing digital tools, enhanced safety awareness programs, and empowering our teams with the knowledge they need to demonstrate high level of safety leadership in all tasks.



Building a healthier, happier workplace

Our wellbeing matters

Grundfos is its people, and we are committed to fostering a safe, inclusive, and supportive workplace that prioritises employee wellbeing. Staying true to this ethos, Grundfos India implemented various efforts, including country-wide health checkups and commemoration of the Health, Safety and Well-being Week, to promote healthy living and holistic wellness.

This year, safety week focused on deepening employees' understanding of safety risks and inculcating positive safety behaviours. Activities such as hand scavenger hunt, video contests, and interactive quiz made learning about safety both insightful and fun.

To enhance the physical wellbeing, we also introduced a tailored weight loss challenge, where employees received personalised coaching on healthy eating and fitness workouts as guided by external experts. This initiative encouraged participants to embrace lifestyle changes in a sustainable manner, extending beyond the event.

Additionally, World Mental Health Day was commemorated with employees expressing gratitude to one another on a gratitude board and showing their support for mental health awareness by wearing green ribbons. This initiative highlighted the importance of self-care and caring for each other.



Vacuum lifts in CM Booster line to improve workplace ergonomics



Safety poka yoke by machine guard with interlock systems



Boom Lift to improve work at heights



Digital permits to improve contractor safety management

Cultivating a culture of inclusion and belonging

Together we thrive

At Grundfos, our commitment to Diversity, Equity, and Inclusion (DEI) is unwavering. We believe in creating a workplace where every individual feels valued and empowered, irrespective of their gender, age, abilities, and culture. Throughout the year, various initiatives and engagements were taken to strengthen the DEI quotient and eliminate unconscious bias.

Pride and progress at Grundfos India

Grundfos reaffirms its commitment to advocating for and supporting the LGBTQIA+ community. This year, with the support of the DEI Council Grant, various sensitisation sessions, activities and awareness programs were conducted for employees across India to highlight the challenges faced by the pride community and importance of allyship in creating a conducive environment.

The initiatives were designed to foster an inclusive environment supporting the growth and well-being of all employees.

Looking ahead, we will continue our focus on developing a gender-balanced workplace, having a systemic approach to disability inclusion for office and shop floor, and establish a focus for the Future@Grundfos ERG.

As we look forward to the coming year, we remain steadfast in creating safe spaces and a supportive culture for our employees.





Gender balance - breaking barriers together

Grundfos India's Gender Balance ERG, launched in March 2024, has been instrumental in empowering women colleagues and fostering a gender balanced workplace. By focusing on personal and professional growth, the ERG has made significant strides in enhancing women's representation and breaking down barriers.

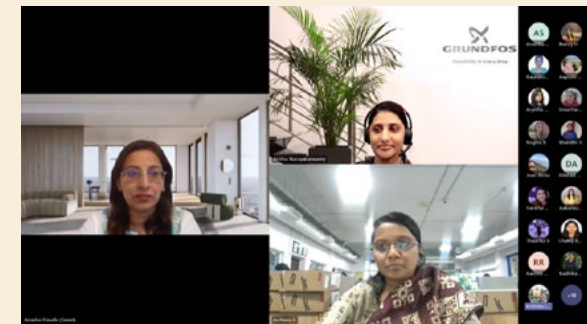
Some of the key highlights from the chapter include sessions on networking, women's health, improving financial literacy, and volunteering for community, highlighting women's role in sustainable development.

In 2025, the focus is to make the chapter truly inclusive, with a representation of both men and women employees who can be agents of change in eliminating unconscious biases.

Abilities at Grundfos

Grundfos India has long history of including people with disabilities, and ensuring they are integrated into the workforce. In 2024 we established process-oriented approaches to include neurodivergent trainees, as well as launched the Abilities@Grundfos ERG country chapter, and the Disability Hub for India.

In 2025, we will continue optimising our process of disability inclusion, increase the representation of individuals with special needs, and expand the Abilities at Grundfos ERG country chapter. We will conduct sensitisation and awareness programs on disability inclusion and encourage self-identification of hidden disabilities. We will remain focused on advancing our initiatives, creating a workplace where diversity thrives, and inclusion fosters growth for the organisation and its people.





Building bonds and boosting morale

Living the spirit of One Grundfos to the Power of Four

Grundfos is dedicated to cultivating a positive and productive work environment. This year has been unforgettable, exceptionally vibrant and engaging for our employees. From celebrating important occasions like annual day, women's day, family day etc., to marking festivities together we have fostered a profound sense of unity and cultural appreciation.

By engaging our employees for celebrations, events, and community volunteering, we create a workplace where everyone feels valued and inspired.



Poovannan Tamilmani
Head of Country and Plant HR, India





Our Partnerships

- 46 Driving sustainability through leadership and partnerships
- 47 A year of building stronger partnerships
- 48 Awards and achievements

Driving sustainability through leadership and partnerships

Addressing complex climate and water challenges requires collective action. By sharing vital insights and expertise on overcoming these challenges, like-minded organisations can drive meaningful change.

At Grundfos India, we actively engage with both public and private stakeholders to promote social and environmental sustainability, acknowledging our leadership role in driving progress. We collaborate with industry bodies and experts to co-create innovative solutions, advocating for energy efficiency and effective water management.

Through initiatives like the Danish Delegation to Indian Water Week and the Indo-Nordic Sustainability Summit, we facilitate dialogue with government officials and industry leaders. Our participation in national, state, and municipal level engagements allows us to engage with policy formulation and promote sustainable practices.

In 2025, we will further strengthen our collaborations with public and diplomatic bodies, adopting a systematic approach to advocacy. Our goal is to champion industrial energy efficiency and water management across all levels, from municipal to national.



A year of building stronger partnerships



Round table discussion on *future water technology with energy-efficient solutions*



The Hindu - Tamil Nadu Women's Summit



Accelerating the journey towards a sustainable future



Indo-French Sustainability Conclave



India Water Week



CII ITC 19th Sustainability Awards



CII - SR Aqua South Summit



Redefining water reuse for a sustainable circular economy



CSR Good Books



RNK Scholarship recipients



Gopinath S



Joan Anita F A



Ratnesh S



Ragavendra L



Palanivel R



Haresh C



Brijesh S



Hardik N



Ravikumar K

Palanivel R

Awards and achievements

★ People Awards

Palanivel Rajamani, Production Operator, Grundfos India, won the Grundfos scholarship to pursue a degree in Electrical and Electronics Engineering.

"I am proud and happy. Education is vital, and learning is a continuous process. This opportunity will help me improve my skills for career advancement and job rotation. I believe this will motivate others to learn and grow."

- Palanivel Rajamani

★ RNK Scholarship

Grundfos believes that continuous upskilling helps add value to the organisation and impact society. This year nine employees have been awarded the RNK Scholarship to pursue their education.

★ Best CBS Plant – Chennai

★ Best CBS Assembly Plant – Ahmedabad

★ Group GPS 3-star award

The Chennai and Ahmedabad plants secured three-star rating (55%) in Grundfos Production System version 2.1. This is the highest rating among all Grundfos plants.

★ AVTAR BCWI

The Best Companies for Women in India (BCWI) award introduced the "Emerging Icons" category this year. Grundfos has been honoured with the "Emerging Icons" award for 2024, acknowledging our dedication to creating an inclusive workplace where women thrive.



GRUNDFOS 
Possibility in every drop