

DR PLET

India Sustainability



Newsletter

2023





Grundfos celebrates 25 years of growth in the Indian market. Today, the company has established itself as a great institution, with 500+ employees across 8 locations, working together with a strong network of over 350 partners to respect, protect, and advance the flow of water!

We might have changed the course of water, and we aspire to change the course of the nation. Like water, we will not rest. Grundfos India will continue to reimagine the future by staying true to our brand promise. We see possibility in every drop, as we flow ahead.





As the awareness and imperativeness of sustainability increases, albeit with varying frequency, at Grundfos we continue to be steadfast in our ambitions. This year at Grundfos India, as we celebrated and reflected upon our growth journey of 25 years, we reaffirmed our commitment to live our purpose. In 2023, we have embarked on transformative sustainability projects, deepening our commitment to environmental stewardship, and inching closer to our net zero GHG emission goal by 2050. Our dedicated team of employees and partners has been instrumental in creating momentum on this journey.

Through our social responsibility initiatives that are focused on water conservation, education, and uplifting underprivileged communities, we have positively impacted over 2.7 lakh individuals. Our employees' active participation in community volunteering activities echoes our ethos of creating a sustainable future.

Innovation in water management and solar powered solutions has further solidified our role as a leader in sustainable development. As we gear up for 2024, we're more committed than ever to pioneering solutions that respect and protect our planet's most vital resources. Together, let's continue to harness every opportunity for a sustainable and prosperous future.

We are thrilled to present the third edition of the India Sustainability Newsletter, now titled 'Droplet.' It symbolizes evolution, distinction, and rejuvenation, reminding us of endless possibilities along its flow. This annual edition serves as a compendium of our efforts and showcases our unwavering commitment towards sustainability.

As you surf through the sides of Droplet, we hope you find inspiration to live sustainably and act responsibly.



Usha Subramaniam,
Country President, India

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Company Overview

We believe water has the power to change the world

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

Brand Promise > To respect, protect and advance the flow of water

Values >

- Sustainable
- Focused on people
- Partnerships
- Open and Trustworthy
- Independent
- Relentlessly Ambitious



Sustainability at Grundfos

Advancing Towards a Better Future



At Grundfos, water is more than just business. We intend to make a lasting difference to the challenges related to water and climate change. The company's business strategy is to accelerate the energy and water efficiency of its products and solutions, having a significant impact on the world. The ambitions revolve around: saving energy, saving water, embedding circular business practices, and providing water access for people in need.

It is also committed to creating a safe and inclusive environment where employees are respected for who they are while they thrive and grow. Grundfos stands tall as a beacon, pioneering the way towards a more sustainable future.

Some excerpts from what the Company's leaders in India have to say about sustainability.

#LeaderSpeak

The imperative for energy efficiency and sustainability is more relevant than ever in today's rapidly changing world. Leading the charge for positive change, Grundfos India spearheads green building initiatives, promotes energy conservation, and advocates for a future defined by sustainability. The commitment to these principles reflects our dedication to shaping a more sustainable tomorrow for all.

The call to live sustainably is more pertinent now as we confront the challenges of climate change. The words of our visionary founder's statement, urging us to hand over a better world to the next generation, resonate deeply. Grundfos has taken this vision to heart, incorporating it into every facet of our business. We are proud to embark on this journey towards sustainability and extend an invitation to all our stakeholders to join us in making it an integral part of our lives.

Ajit Jainath Singh
Head of Sales, CBS
Grundfos India



Shankar Rajaram
Head of Sales, Industry
Grundfos India



Venkataraman Viswanathan
Head of Sales, DBS
Grundfos India



Debasish Roy
Head of Operations
Grundfos India



Grundfos strides towards a seamless integration of sustainability and digitalization for homeowners. Our commitment to eco-friendly solutions is harmonised with cutting-edge digital technologies, ensuring that our domestic pumps not only optimise energy consumption but also empower users with intelligent and sustainable water management solutions for a more connected and environmentally conscious living.

With climate and water challenges disrupting the equilibrium of our lives, it becomes our collective accountability to mitigate these issues and restore earth's natural habitats. At Grundfos India, we take every effort to reduce our GHG emissions, both within the plant and across the value chain. We aim to create just, lean, and sustainable operations, contributing to Grundfos' overarching goal of achieving net zero emissions by 2050.

National Connect

Dear readers,

This year, we are excited to unveil a new column exclusively focused on the National Connect. Whether you are a member of the Grundfos team, a valued supplier or a trusted business partner, seeking insights into the potential for a sustainable business landscape in India, this segment is designed to be a valuable resource for you. The information is cited from authentic government sources, and we hope you find this article insightful.

India Sustainability Team

Progress Update on the UN SDG Index

According to the United Nations Sustainable Development Goal (SDG) Index and Dashboards Report 2023, which assesses countries' progress towards the Sustainable Development Goals (SDGs), the SDG Index Rank of India is 112 out of 166 countries, with an overall index score of 63.5 percent and spill-over score of 99.4 percent.

India has made significant progress towards achieving several Sustainable Development Goals (SDGs).

While India has made notable progress across various SDGs, the journey towards achieving the 2030 targets is not without its challenges. Despite many accomplishments, persistent obstacles such as insufficient resources, restricted capacity, socio-economic disparities, and systemic barriers remain.

These challenges demand comprehensive and cooperative strategies that involve the concerted efforts of governments, non-governmental organizations (NGOs), corporations, and the general public.

Roll over the image to know more about the progress in the SDG index

Balancing Growth and Sustainability in its Net Zero Journey

India's remarkable economic growth, rising from the 13th to the 5th largest economy globally, has mandated sustainable development. With climate change becoming the center of the sustainability debate, it becomes imperative for nations like India

to chart the path for a sustainable business environment. India has committed to achieve net zero carbon emissions target by 2070.

Here are some of the key initiatives India is taking towards sustainability, especially around UN SDG Goal 6 and Goal 13.

Key initiatives driven by NITI Aayog



Shoonya



E-Amrit



Women Entrepreneurship Platform



Methanol Economy

Other initiatives under various ministries include



Climate



National Solar Mission



National Mission for Enhanced Energy Efficiency



National Mission for a Green India



National Mission on Strategic Knowledge for Climate Change



Water



National Water Mission



Jal Jeevan Mission



Ground Water Management and Regulation



Pradhan Mantri Krishi Sinchayee Yojana



Namami Gange

Sustainable Economic Framework - 2024 and Beyond

According to S&P Global Ratings, India is poised to become the world's third-largest economy by 2030, maintaining its status as one of the fastest-growing major economies. The government as well as the Indian industry has increasingly identified the need for India's participation in global value chains as a top priority. This goal has spurred various policy initiatives aimed at enhancing the business environment, simplifying compliance, and fostering local competencies.

In addition to economic growth, India is actively pursuing decarbonization initiatives in response to the global shift towards

renewable energy. The country has set an ambitious target of achieving 500 gigawatts of renewable energy capacity by 2030, and also reducing carbon footprint across various industrial segments.

As part of its growth strategy, India is keen on forging stronger global collaborations in technology, resource management, and green skilling. By aligning itself with international partners, India aims to leverage knowledge exchange and innovation to drive sustainable development and position itself as a key player in the global green economy.

- Sources:
- Sustainable Development Report 2023 (sdgindex.org)
 - Press Information Bureau (pib.gov.in)
 - India .. Sustainable Development Knowledge Platform (un.org)
 - Home | NITI Aayog

Planet

Touching Lives, Transforming Communities

Social Responsibility at Grundfos India

Over the years, Grundfos India has made a positive impact on the planet and people through a diverse range of socially responsible initiatives. Notable interventions include revitalising water bodies, enabling water access for people, conserving biodiversity, educating children from marginalised communities, empowering underprivileged youth, women, and individuals with special needs to secure improved livelihoods.

As Grundfos India continues to evolve, so does its dedication to giving back to society. In 2023, the company developed and implemented a structured approach to social

responsibility by creating essential policies and procedures, directing the organization to execute meaningful and impactful interventions within the community.

Looking forward to 2024 and beyond, Grundfos India is dedicated to enhancing the climate, water, and livelihoods of people. This commitment extends beyond the areas where Grundfos has its business operations to include communities connected to its value chain. By taking this comprehensive approach, Grundfos aims to reduce the impact on the triple bottom line of sustainability.



18 projects



7 states



2.7 lakh individuals*



Employees Lead Social Change

Grundfos India's Community Volunteering

Grundfos offers a unique opportunity for its employees to play an active role in contributing to social and environmental initiatives beyond merely providing financial support for projects. With the introduction of the Grundfos Volunteering Policy, every employee now has the chance to volunteer with three days paid time off.

Employees at Grundfos India, spanning all eight locations, participated in various community engagement activities throughout the year. Discover how our employees have volunteered in projects dedicated to improving livelihood, addressing climate concerns, and providing water access.





Transforming Lives *One Initiative at a Time*

In areas where Grundfos is actively involved in enhancing livelihoods, employees volunteered and conducted career development sessions for children from resettlement colonies, empowering them to pursue their aspirations. Underprivileged farmers have benefited from learning sessions covering critical topics such as financial literacy, equipping them to build a more secure future. Grundfos employees also volunteered in engaging workshops and job fairs for individuals with special needs (Persons with Disabilities).



By inspiring a better and more inclusive future for communities throughout India, these significant engagements underscore Grundfos' efforts towards social responsibility.

Creating Ripples of Change Across India

Grundfos demonstrates its commitment to Sustainable Development Goal (SDG) 6, Clean Water and Sanitation, and SDG 13, Climate Action, through various social responsibility interventions. Employees across India have had the unique opportunity to witness and actively engage with communities dedicated to improving the climate-water nexus. They participated in insightful visits to project sites, closely interacting to understand aspects such as beekeeping, water management, and indigenous species. Additionally, they actively contributed to plantation activities.

Impact
2,003
Individuals

Disability Inclusion Beyond the Organisation

Grundfos India is actively enhancing equity and inclusion within communities and instilling its values in broader societies. Collaborating with organisations focused on advancing disability inclusion, Grundfos supports initiatives spanning age groups, and supports skill training and vocational programmes towards speech therapy, livelihood enhancement, and the creation of job fairs.



The overarching goal is to empower individuals with special needs through comprehensive training, therapeutic interventions, and income-generating activities, thus making them employable. In doing so, Grundfos not only contributes to creating a more inclusive society but also actively cultivates a pool of talented individuals ready to enter the workforce across industries.

Educational Empowerment for the Youth

Recognising education as the cornerstone for societal progress, Grundfos India directs its support towards projects aimed at enhancing educational opportunities for underprivileged children in marginalised communities. In the vicinity of the Grundfos facility at Chennai, Tamil Nadu, specifically in Kannagi Nagar, the company facilitates interventions designed to provide life-skills-based education and psychological counselling through remedial centres. These efforts contribute to improving literacy rates and mitigating school dropouts.

Grundfos also supports the education of marginalised tribal children in Maharashtra and plays a pivotal role supporting the operation of one of the twelve Balwadi schools—pre-primary educational institutions situated in Delhi's resettlement colonies. These schools serve as foundational platforms, equipping children with the skills needed for mainstream education.

Grundfos India stands at the forefront of showcasing how businesses can have a profound social impact and help with the much-needed support to children and young adults who may otherwise be deprived of skilling support at the right time.

Impact
256,300
Individuals



Climate-Water Nexus for a Better Future

Guided by Grundfos' dedication to pioneering solutions for global water and climate challenges, it is imperative to enhance water access for local communities, thereby improving their overall quality of life. In partnership with NGOs, Grundfos India is driving initiatives promoting water sustainability, contributing to the climate-water nexus for a resilient future. Explore the notable projects undertaken in 2023 across India towards this cause.

Harvesting Hopes and Revitalising Rural Landscapes in Maharashtra

Land degradation, local climate variations, and recurring droughts, coupled with unsustainable resource exploitation, have severely depleted water and biomass resources in rural Maharashtra, impacting agriculture and diminishing vital resources. Gadakwadi village in Pune's Khed Block is particularly vulnerable to these challenges.

Grundfos and the Watershed Organisation Trust (WOTR) partnered to address these issues through an integrated watershed management project. This initiative employs Soil and Water Conservation (SWC) measures



to combat soil erosion and efficiently harvest rainwater, adopting a ridge-to-valley approach for maximum conservation and impoundment.

A distinctive aspect of the project is its emphasis on involving farmers in land husbandry and civil planning, blending traditional wisdom with modern scientific knowledge. This way, the project not only mitigates immediate climate change impacts but also establishes a resilient model to evolving environmental challenges.

 Impact **836** Individuals

Improving Water Access, One Village at a Time

In the village of Thazhambedu in the Chengalpattu District of Tamil Nadu, there exists a pressing need to ensure access to clean drinking water for the local residents.

Addressing this critical issue, Grundfos has collaborated with Hand in Hand India to initiate a project aimed at conserving water resources for drinking, domestic, and livelihood purposes. The joint efforts focus on the restoration of traditional water harvesting structure and carbon sequestration through the plantation of Miwayaki Forest.

Commenced in October 2023, this project is set to conclude in 2024, providing the community with sustainable solutions for their water needs. The project is estimated to impact 1,220 individuals.



Bee-ing the Solution Supporting Small Farmers for a Climate-Resilient Future

Pollinators play a crucial role in maintaining the balance of our ecosystems, impacting 70% of the plants integral to our diets. A recent report from the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) highlights the alarming decline of pollinators worldwide, posing a significant threat to food security, especially affecting smallholder farmers.

In a proactive response to this challenge, Grundfos has partnered with Under the Mango Tree (UTMT) Society to promote sustainable livelihoods among tribal smallholders in the Tapi district of Gujarat and the Palghar district of Maharashtra. The primary goal is to enhance climate resilience, mitigate food security risks, and boost the income of small-scale farmers by encouraging the cultivation of indigenous bee species, utilising proven processes centred around beekeeping.

The project adopts a holistic approach, focusing on developing a skilled cadre of beekeepers capable of expanding pollination coverage across own and



neighbouring villages. By enhancing seasonal bee flora cover, the initiative contributes to a healthier environment and increased green cover. Farmers undergo training in techniques such as colony spotting and natural colony transfer, empowering them with essential skills for sustainable beekeeping practices.

This initiative stands out not only for its positive environmental impact but also for its commitment to uplifting marginalised communities from the intricate challenges of climate change in rural India.

 Impact **1,950** Individuals
 Biodiversity improvement **2,160** Acres



Solar Solutions Towards Sustainable Water Excellence

As part of the Solar India project, Grundfos India is involved in the development of new products that align with the company's primary focus on sustainability, energy efficiency, and innovation, following the guidelines set by the Ministry of New and Renewable Energy (MNRE). These strategic initiatives play a pivotal role in advancing Grundfos India's long-term business objectives while also contributing to the broader vision of the Government of India's National Solar Mission. The mission aims to offer cost-effective, efficient solar products and digital solutions, with a specific focus on addressing the needs of remote villages.

The product SP Solar holds the promise of significantly improving the lives of farmers by ensuring a consistent water supply for both agricultural and domestic needs. Recognising the integral role of feedback, Grundfos India actively collects and analyses customer insights, engaging with stakeholders to comprehend their challenges and refine solutions.

Recently the company has launched a new series of products, with more in the pipeline. Through continuous innovation and customer-centric approaches, Grundfos India is poised to make a lasting impact on water solutions in communities and beyond.



Solar Pumping Solutions Unveiling the Path to Prosperity

Grundfos India is actively engaged in the advancement of solar pumping solutions, conducting various trials and field testing for development projects across multiple locations in India. These initiatives are directly targeted at benefiting end-users. One notable success story exemplifies the positive impact of Grundfos' development product on the life of Mr. Ajit Singh, a small yet progressive farmer in the hilly regions of picturesque Himachal Pradesh.

Mr. Singh, like many other farmers from that region, encountered significant challenges stemming from an unreliable and inconsistent power supply, adversely affecting his agricultural pursuits. In collaboration with its channel partner, Grundfos installed a solar pumping system to assess the real-time impact through field testing. Over the span of 1.5 -years, the farmer experienced a multitude of benefits. These include increased crop yield, expanded income opportunities through cash crops, the elimination of operating

costs due to the absence of electricity bills, and the assurance of a reliable and uninterrupted power supply.

With the success of many field trials, these solar pumping solutions are poised to enter the market, offering widespread benefits to farmers.

“ In my land, water now flows as freely as hope. Thanks to Grundfos, I've not only found a solution but also a path to prosperity. No more worries about water supply. ”

- Ajit Singh, Farmer

This success story serves as a testament to the positive impact of Grundfos' sustainable solutions in transforming the lives of farmers and fostering agricultural prosperity.



Better Water, Bigger Impact

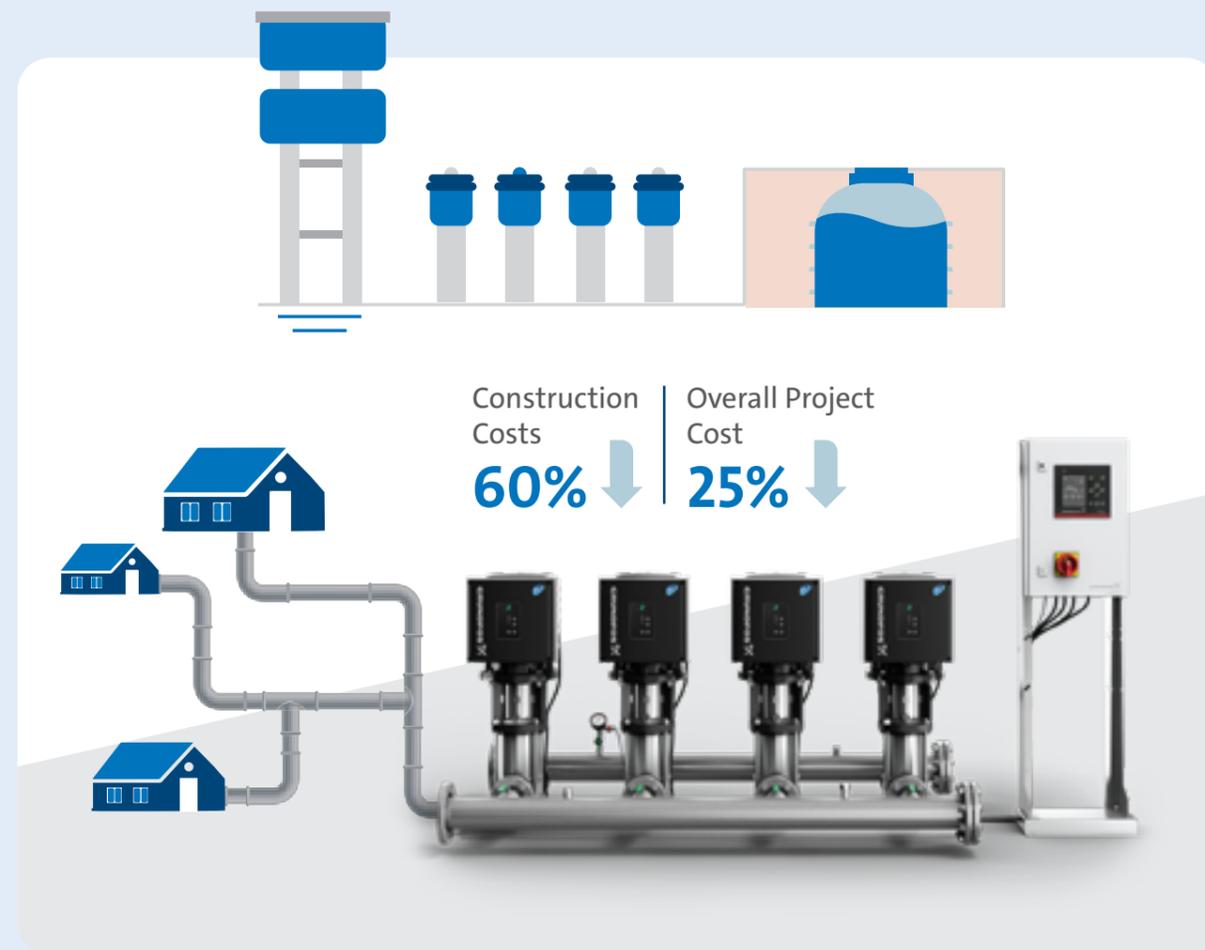
Solving Water Challenges in Karaikal

Karaikal is a coastal town with a rich history and cultural heritage, but it has long grappled with a pressing issue: access to clean and reliable drinking water for its residents. Rural villages like Nedungadu, Akkampet, and Mudalimedu faced the daunting challenge of water scarcity, relying on water tankers and saline groundwater despite having pipes installed. The root of the problem lay in the distant source—a massive 2,000,000-litre overhead tank situated 10 kilometres away.

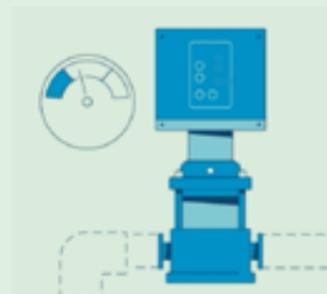
Initially, the Public Works Department planned to construct three expensive intermediate water tanks. However, Grundfos' Demand Driven Distribution (DDD) solution eliminated the need for these tanks, while ensuring continuous

water supply. The Installation is set for December 2023 in collaboration with regional partners.

Beyond Karaikal, the success of this project holds the promise of wider applications. The nearby provincial capital, Puducherry, is dealing with similar water pressure and distribution issues, including difficulties in securing land for holding tanks. Grundfos' DDD systems, a sustainable and affordable solution, can improve water distribution efficiency and mitigate water scarcity in a number of different situations. This way, Grundfos' DDD not only reshapes the region's water landscape but also paves the way to change the overall framework of water management in the area.



Daikin Airconditioning Cuts Energy Usage by 34% With Grundfos' Solutions and Technologies



Daikin's manufacturing facility in Neemrana, Rajasthan, is a hub for producing a diverse range of air conditioning units, including high-wall AC units, ductable units, chiller units, VRV units, RA compressor units, and cassette units.

In response to the growing demand for efficient testing procedures, the plant recently upgraded its testing unit for chillers. The existing manual testing process, involving frequent adjustments to pumps based on chiller capacity, proved to be a cumbersome and inefficient task.

To streamline and enhance the testing process, a single high-flow pump was replaced with an energy-efficient, fully automatic, variable-speed 5-pump hydropneumatic system. This installation enabled the testing unit to cover a broad testing range, spanning from 5 cmh to 300 cmh, resulting in substantial savings on electricity consumption and operational costs along with integration into the operation management system, providing them with accurate control and data monitoring round the clock.

“Installing Grundfos' energy-efficient Multi VFD system helped us save significantly on our operational expenses and reduced process time. The system ensures a seamless changeover without any fluctuations.”

- Naveen Kumar, Manager, Applied Engineering Chiller Production at Daikin Airconditioning

With a notable reduction in carbon emissions by 52 tonnes per year, the company will now adopt similar Grundfos systems for all their chiller units.



Customer Connect

In 2023, Grundfos' divisions seized the opportunity to connect with customers and spotlight the advanced, sustainable solutions that the company could provide offered by Grundfos. Explore the diverse campaigns that unfolded throughout the year.

Grundfos iTruck

On the Road, For a Better Tomorrow

The Grundfos iTruck campaign represents a ground-breaking initiative for connecting with customers nationwide. The campaign has a three-fold objective: firstly, to showcase Grundfos' revolutionary and energy-efficient products; secondly, to demonstrate how these products can significantly reduce energy costs for customers; and most importantly, to assist customers in minimising their environmental footprint.

Aligned with the company's science-based targets aimed at achieving net-zero emissions by 2050, the Grundfos iTruck campaign harmonises technological advancement with environmental responsibility. Within the mobile unit, visitors have the opportunity to experience a range of applications, including

temperature control featuring Smart CRNE, underwater treatment solutions, and more. The immersive experience allows individuals to explore pumps and solutions through the extended reality of augmented reality (AR).



Energy Check Campaign

Energising the Future

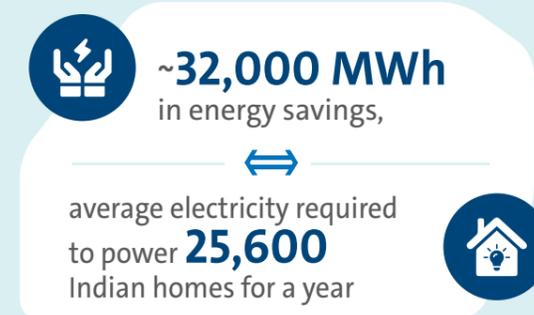


The Industry division executed an Energy Check Campaign seamlessly transformed routine energy checks into audits, highlighting its effectiveness in enhancing energy consumption.

Diverse lead generation strategies, including the iTruck campaign, social media initiatives, email outreach, and physical marketing, played a pivotal role in achieving this success. The primary focus of these efforts was to promote energy-efficient pumps and iSolution products, aligning seamlessly with market needs.



Beyond the financial gains achieved, the impact of this energy check campaign extended to contributing enhancing business sustainability, and setting new industry standards for energy efficiency.



*Source: India energy outlook 2021 (World energy outlook special report)

Innovation Express 2.0 Pumps on Wheels

Showcasing Cutting-Edge Pump Technology for Indian Homes

India DBS has launched the Innovation Express 2.0 (IE2.0) campaign, aiming to bring the latest advancements in pump technology directly to homeowners' doorsteps. This initiative showcased a comprehensive range of DBS products designed for homes, featuring live demonstrations of cutting-edge pumps such as the SCALA2, CMBE, Sololift2, and UPS.

The mobile showrooms of Innovation Express 2.0 embarked on an extensive journey, covering over 140 cities across India in just 90 days. This unique campaign engaged with diverse audiences, including dealers, sub-dealers, retail stores, installers, and architects.



Innovation Express served as a platform to deepen the understanding of DBS products and their applications, delivering advanced solutions that cater to the evolving needs of homeowners and industry professionals alike.

140 cities



Jal Se Jeevan Yatra

Unfolding the Story of Life Through Water

The 'Jal Se Jeevan Yatra' is a vital step towards instilling confidence in communities and authorities regarding sustainable water solutions, echoing the belief that "Jal hai to Jeevan hai - There is life when there is water."

Flagged-off in September 2023, the campaign seamlessly aligns with the theme of 'delivering more for less,' highlighting the distinctive nature of our solutions such as SQ Flex and SP Solar with controllers. The campaign highlights some of the key benefits



of our solutions which include increased water availability, enhanced crop yields, and expanded service to communities, all achieved with fewer solar panels, reduced maintenance, and minimal environmental impact. The six-month expedition, spanning 24 states in two phases, anticipates attracting over 3,000 participants as it traverses the remote districts of India.

"The Jal Se Jeevan Yatra stands as a substantial endeavour, complimenting Grundfos's ambition to provide water access to 300 million people globally. It also seeks to contribute to the Indian Government's flagship Jal Jeevan Mission programme, aiming to provide piped water supply with a functional tap to 192 million rural and tribal households in India.

Throughout its journey, the campaign is dedicated to raising awareness among authorities, agencies, and NGOs responsible for water supply.



Advancing the Sustainability Agenda

Forging Partnerships Towards Creating a Sustainable Supply Chain



Decarbonising the value chain is a collective endeavour that requires collaboration not only within the company but also with suppliers and various stakeholders. A significant proportion of Grundfos India's key suppliers are Small, and Medium Enterprises (SMEs), contributing essential pump components made out of casting, sheet metal, electronics, and more.

Suppliers such as Amma Alloys, Vasanthi Foundry, Sriram Industries, Metal Forger and Fabricators, and many others are forerunners in undertaking commendable sustainability initiatives. Their initiatives include decarbonisation, waste management, human resource management, biodiversity improvement, and watershed management.

They have taken a noteworthy stride in transitioning from fossil fuel-based grid power to cleaner alternatives such as solar and wind energy. This shift not only underscores their commitment to environmental responsibility but also aligns with global efforts to mitigate climate change.

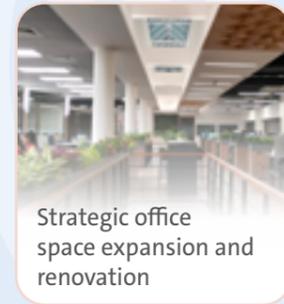
Furthermore, they also exhibit excellence in areas beyond environmental impact, by demonstrating strong commitment to social responsibility, prioritising employees' health and safety, engaging in carbon sequestration initiatives, and actively promoting diversity, including the meaningful inclusion of women in the workforce. This maturity and commitment among suppliers lay a strong foundation for Grundfos India to engage in collaborative initiatives aimed at amplifying the sustainability quotient of its entire value chain.

Looking ahead to 2024, Grundfos India is proactively seeking to collaborate with key suppliers to enhance their sustainability initiatives. This involves establishing a dedicated forum for sharing best practices, implementing quarterly reporting mechanisms for key sustainability metrics, fostering the exchange of knowledge and ideas, and strengthening digitalization capabilities within the supplier group.

Leading Towards Environmental Consciousness

Grundfos India has taken various initiatives ranging from sustainable practices like meticulously reducing carbon and water footprint to employee well-being.

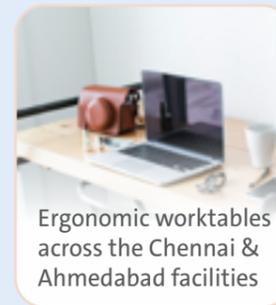
#ownfootprint



Strategic office space expansion and renovation



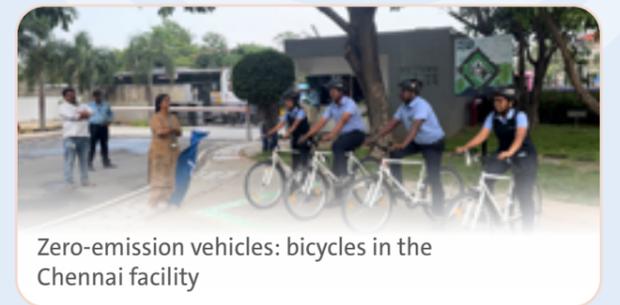
Creche facility for Chennai employees



Ergonomic worktables across the Chennai & Ahmedabad facilities



Celebrating people: DEI & Children's Day film



Zero-emission vehicles: bicycles in the Chennai facility



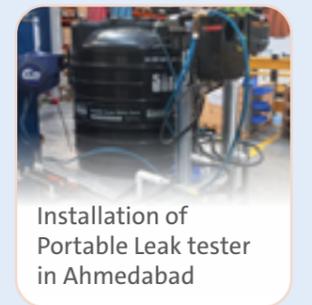
CNG Vehicles for local shipments in Ahmedabad & Chennai



Efficient Direct Port Delivery System



Decarbonizing the supply chain: consolidated FTL



Installation of Portable Leak tester in Ahmedabad



Digitization of process working documents



Installation of lone working device in the CED plant



Green Building Recertification



Improved food choices in the Chennai facility



New local policy for social responsibility



Revamping of green cover in Chennai facility, with native and less water consuming plants

Awards and Achievements

Leading With Vision, Winning With Passion

In 2023, Grundfos India won an impressive four out of the six globally recognized Grundfos People Awards. Additionally, the company received accolades from the Confederation of Indian Industry (CII) for its outstanding achievements in health and safety, as well as energy efficiency. These accolades not only symbolise

the commitment to excellence but also highlight the company's dedication to pioneering transformative solutions that have a profound impact on industries and contribute to the upliftment of communities. Take a closer look at the diverse range of awards garnered during this exceptional year.

Excellence in Decarbonising and Energy-Efficient Solutions

Grundfos India's Industry Division has been recognised as a runner-up in the Green Technology Category by CII during the National Energy Efficiency Circle Competition held in Chandigarh. The team showcased success stories of energy savings through process optimisation with



the help of IE5 Motors to the customers, cutting across various segments to help reduce their Scope 1 and Scope 2 GHG emissions. The unique feature of IE5 motors is that they are 90% to 93% efficient, operating at around 10% higher efficiency than normal IE3 motors. With an estimated carbon savings of 20,000 tonnes per year, energy-efficient IE5 motors are paving the way for a greener future.



Championing Health, Safety, and Wellbeing

At the 15th CII-South Region EHS Excellence Awards 2022, Grundfos India secured a bronze reward in the manufacturing category. This accolade, achieved after rigorous assessments conducted early this year, solidifies Grundfos India's commitment to excellence in environmental, health, and safety standards.



The Grundfos People Awards

Environment Impact Award

Decarbonising Industries Through Smarter Applications

Passionate colleagues from the Industry Division have been recognised for their seminal work in decarbonising a pharmaceutical company. The project is a one-stop turnkey solution for the customer, where instead of following a product approach, the team adopted a consultative and system-specific approach.

condenser pumps, chillers, cooling tower fans, a differential pressure transmitter, and bypass and isolation valves into the SMO, which stands as a milestone in reducing over 200 kWh of energy consumption and 170 tonnes CO₂ emissions, exemplifying innovation and sustainability. The project is not only a testament to Grundfos India's commitment to environmental excellence but also an inspiration to the pharmaceutical industry and beyond.

The uniqueness of this project is that the exact amount of power required is efficiently utilised by connecting their HVAC System Manager and Optimizer (SMO) and conducting load pattern analysis. The project integrated the operation of primary pumps,

Community Engagement Award

Inspiring Change for a Better Life

Grundfos India secured its third Community Engagement Award in 2023, winning consecutively for the second time in a row. The impactful initiative, "A Springboard for a Better Life of Underprivileged Children in Urban Slums," developed in collaboration with Turning Point Educational Trust, was aimed at empowering 45 underprivileged government school students in grades 9 to 12 affected by pandemic related disruptions.



In 2022, over the course of seven sessions spread across nine months, 40 dedicated Grundfos India colleagues invested more than 120 hours and volunteered by imparting life skills and mentoring these

students so they could flourish in their educational journey. The award grant will further support expanding and stabilising the NGO's operations across four learning centres, benefiting over 500 more students.

Recognition for Operational Excellence

In a remarkable display of dedication and excellence, CBS Operations in India won the "Most Improved Plant" for 2022 at the CBS Annual Operations Awards for their commitment to enhancing the plant's operations. This prestigious recognition acknowledges the teams' relentless

pursuit of efficiency, customer centricity, and continuous improvement, setting a benchmark for excellence across Grundfos Operations.





DR**PLET**
India Sustainability
 Newsletter
2023

People

Health, Safety & Wellbeing

Enabling Health, Safety, and Wellbeing Together

Grundfos, a global leader in industrial solutions, is on a significant safety journey, embracing three key behaviours:

- ✓ **Be Present,**
- ✓ **Take Action,**
- ✓ **Don't Compromise**

In India, Grundfos is actively taking steps to create a healthy and safe environment, aligned with the company's goal of being a zero-accident workplace, and fostering a caring culture for everyone.

These efforts are propelled by safety champions—individuals who passionately drive health, safety, and well-being in their respective areas. Their dedicated efforts, combined with engineering and administrative controls, play a vital role in strengthening the safety culture at Grundfos India.

During the Health, Safety, and Wellbeing Week, employees participated in events focusing on various aspects of workplace safety. This included discussions on safety standards, workplace ergonomics, quiz programmes, and recognising the Safety Champions, who went above and beyond to achieve our safety goals.

The ambition for 2024 is to embrace digitalisation for enhancing safety measures, - leveraging digital technology to improve workplace ergonomics. This journey not only establishes a robust safety culture at Grundfos India but also sets a higher standard for promoting overall employee well-being.



Diversity, Equity, and Inclusion

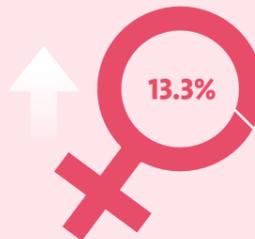
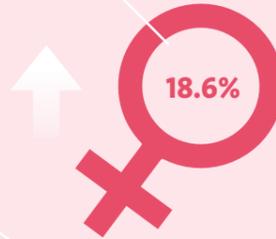
Bridging Gaps, Building Bonds

- Diversity**
- Equity**
- Inclusion**



Diversity, Equity and Inclusion form the keystone of an organisation's success, and at Grundfos, these principles pulsate through the company culture, empowering individuals to reach their fullest potential. Addressing diverse challenges requires a diverse mindset, and Grundfos' framework is adept at doing just that. The DEI framework encompasses five key themes: leadership commitment, inclusive and equitable culture, recruitment and advancement of women, early career development, and inclusion of people with disabilities.

Representation of Women in Workforce



Women in Leadership

In tandem with global commitments, Grundfos India actively fosters an inclusive culture. Ongoing initiatives are intended to enhance gender balance, welcome neurodivergent candidates, and create an accommodating workspace. This year, Grundfos India goes beyond gender diversity, extending support to the LGBTQIA+ community. By building a robust network of allies, Grundfos strives to become a world-class inclusive organisation.

The focus for the upcoming year is to strengthen diversity and inclusion practices through comprehensive policies and reinforce Grundfos' allyship to the LGBTQIA+ community. By actively promoting a workplace where every voice is heard and celebrated, Grundfos India takes the lead in guiding employees towards an equitable future.



Assisted Employment Model

1 Support NGO's to create talent pool as a part of social responsibility



2 Identify suitable candidates



5 Monitor the performance

3 Assign a mentor/ job coach



4 Train candidates on technical, behavioural and soft skills



6 Continue to upskill, perform independently without job coach or mentor

7 Transition

"I feel happy to work in Grundfos for over a decade now. I have strong bonds with my colleagues, who treat me with respect and compassion. I can individually contribute to the production, and support customer demands. I feel financially empowered, and able to lead my life with pride and dignity."

- Hariharan M



SPECIAL NEEDS REPRESENTATION

3.3% 2023 | 5% 2025 Target

Pride Month Celebration

Allyship in Action

The inaugural Pride Month celebration at Grundfos India went beyond being just a milestone; it was a transformative occasion marked by a series of activities that not only engaged but also inspired employees, fostering a workplace culture rooted in inclusion, understanding, and allyship.

The purpose was to address the unspoken, dispel myths, and delve into the world of the Pride community. A myriad of engagements permeated across various layers of the organisation, reaching from leaders to service providers.

In a commitment to embody leadership principles and turn words into action, the company took a significant step by recruiting its first employee from the Pride community. This move signalled a belief that integrating individuals from diverse backgrounds and identities can cultivate a more enriching and dynamic work environment for all employees.





Human Rights *From Policy to Practice*

Grundfos launched its revised Human Rights Policy in December 2022 as part of a global initiative, emphasising its commitment to cultivating a culture that prioritises and upholds human rights. Grundfos India collaborated with Group Sustainability and has taken an essential step by introducing workshops designed to raise awareness among both internal and external stakeholders. These workshops serve a dual purpose.

The primary objective was to educate employees on the intrinsic value of human rights and how these fundamental aspects contribute to the sustainability of businesses in their day-to-day operations, aligning with stakeholders' expectations.

Beyond the internal workforce, the workshops extended their reach to suppliers and service providers,



emphasising the importance of human rights throughout the value chain. By doing so, participants were equipped with practical insights that empower them to integrate due diligence into their daily responsibilities while remaining attuned to the nuances of the local context. The focus on the on human rights will continue to unfold in a systematic manner across the entirety of Grundfos in the coming months.

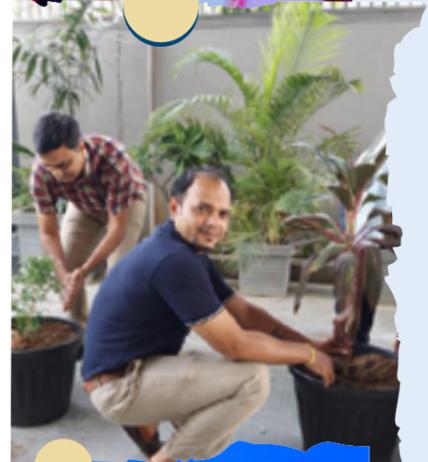
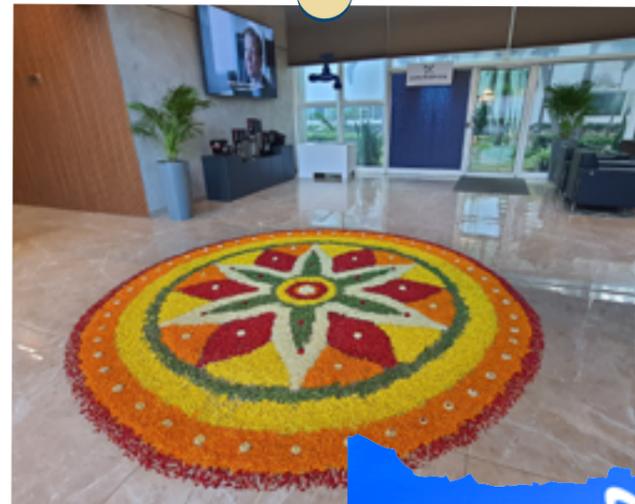
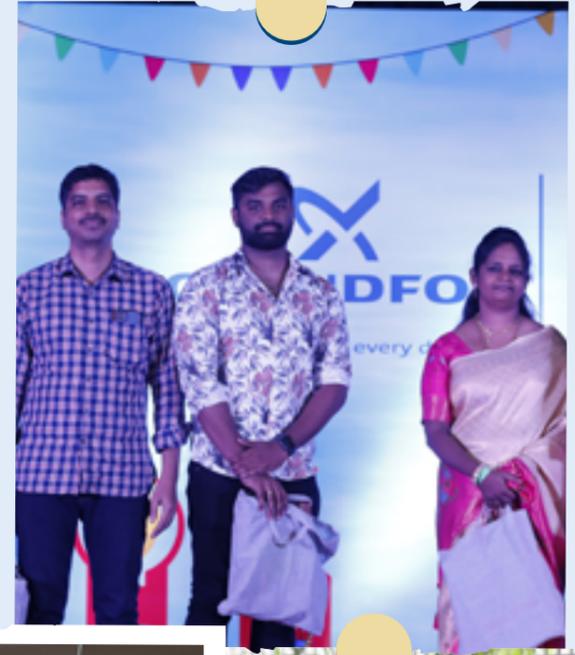


Employee Engagements *Engagement Euphoria Beyond Boundaries*

'Focused on people' is one of Grundfos' values, and keeping with our ethos, a multitude of events unfolded throughout the year. From vibrant festivals to engaging team-building exercises in sports, games and leisurely outings, the year was characterised by a rich tapestry of experiences that nurtured stronger connections among individuals.

Engagements like Family Day, Smiles - Share and Care Drive, and the Grundfos Olympics united colleagues from across India towards shared celebratory moments. The camaraderie built during these occasions contributed to improved collaboration and cohesion among team members, serving as a catalyst for building lasting relationships and leaving a positive imprint on the overall work culture.







GRUNDFOS 

Possibility in every drop