



India Sustainability
Newsletter 2022

GRUNDFOS 

Possibility in every drop

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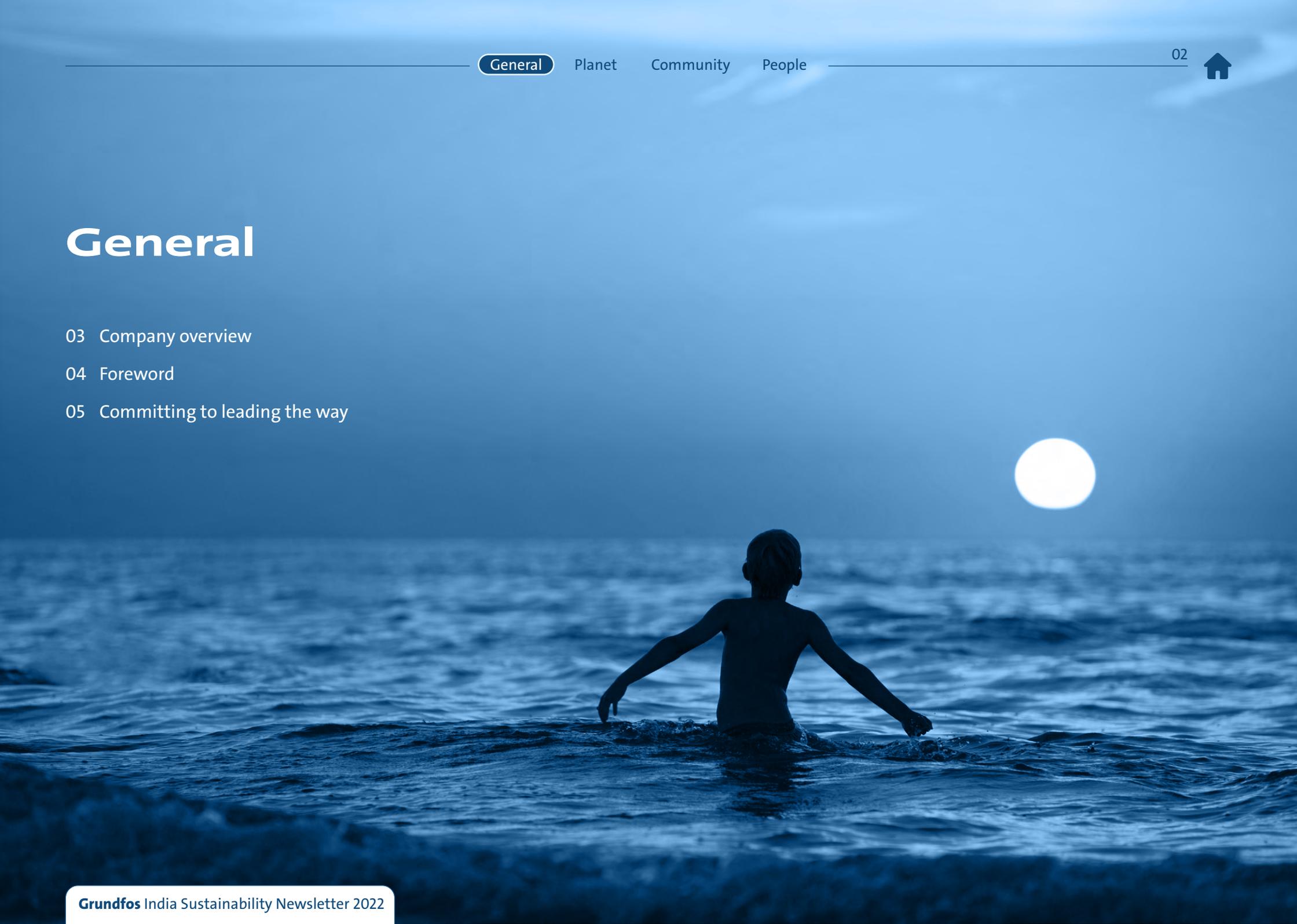


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Company Overview

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



Value Behaviours



Sustainable



Focused on people



Partnerships



Open and Trustworthy



Independent



Relentlessly Ambitious



Foreword

Dear Readers,

Happy New Year! May 2023 be the year where the awareness and actions to integrate sustainability in all walks of life continue to gain considerable momentum.

At Grundfos, sustainability has always been at the core of everything we do. In keeping with our own relentless ambition to make tangible and quantifiable contributions towards SDG 6 and SDG 13, at the beginning of 2021, Grundfos India initiated the measurement of the **Sustainability Index**, which is one of Grundfos' strategic KPIs.

We also devoted efforts to framing the **Sustainability Agenda for Grundfos India** in alignment with the global sustainability framework. The possibilities of impacting all facets of the organization and society at large through the sustainability lens are limitless! Through 2022, we took some

meaningful steps within the areas of people, planet and community. A delivery of 67 on the Sustainability Index, which is 5 indexes higher than the target of 62 in the second year is gratifying. We also touched over 3 million people through our CSR engagements, where the focus is on water, climate, education and livelihood. While we are proud of our achievements in 2022 they also serve as reminders to continue to take all the necessary actions we can, in order to move closer to achieving our 2025 ambitions.

This year is indeed a special milestone for Grundfos India - we step into our 25th year of being incorporated as a company within the Grundfos group. With strengthened zeal and determination, we aspire to be agents of change within and beyond the organisation by "**Reimagining the Future**".

Our goals, which include reducing carbon emissions, improving energy efficiency, reducing water withdrawal, and creating a safe and inclusive workplace, enthuse us: we are excited by all the possible avenues of impact and how we can move the needle!

We are thrilled to bring to you the **2nd edition of Grundfos India's Sustainability Newsletter**.

This serves as a record and testament to every action we have taken in furthering our sustainability goals. It can also be a source of encouragement to you and us to do a lot more in creating a sustainable world for tomorrow.

We hope that as you read, you will be inspired in one way or another, to live your life in a more sustainable way.

To know more about any of our initiatives at Grundfos or to have your individual or organisational stories on sustainability practices featured in our next newsletter, do connect, and write to us.

Thank you!

Usha Subramaniam

**Country President, Grundfos India, and
Senior Director, Head of Business HR, CBS**



Committing to leading the way

Sustainability at Grundfos

In this ever-evolving world, there is a possibility in every drop, every hand we shake, every room we walk into and every action we take. Be it at home or in the workplace or just about anywhere, we are all answering to one purpose, one call – creating a world that is sustainable. And at Grundfos, sustainability is really who we are.

When it comes to our ambitions on sustainability, it revolves around areas where we want to lead and have the greatest impact. To know more about Grundfos' sustainability agenda, check out toolbox.



Milestones in the making

Numerous initiatives are taken to ensure we align with our global ambitions in commitment to SDG 6 and 13. 2022 saw us become the world's first water solutions company with approved net-zero science-based targets. Our target is to reach net-zero greenhouse gas emissions (GHG) across the value chain by 2050. We have also set two near-term targets to be achieved by 2030 – one, reduce absolute scope 1 and scope 2 GHG emissions by 50% and two, reduce absolute scope 3 GHG emissions by 25%.



Our long-term target is to reduce absolute scope 1, scope 2 and scope 3 GHG emissions by **90%** by 2050



Taking charge

At Grundfos India, we make it our mission to align with the global sustainability agenda. We go every length possible to ensure we bring value to the world we live in, our clients, our business and our colleagues in the most sustainable way. At every turn, we have taken efforts to lead by example. 2022 was yet another year of fortifying our sustainability agenda with initiatives focused on reducing energy and water consumption. From conversion of IE3 to IE5 motors to E-Vehicle charging stations in Chennai to going paperless in certain operational processes to water conserving measures such as drip irrigation to additional rainwater harvesting tanks to energy efficient 'Johkasou Technology' for wastewater treatment and much more... We strive to push the envelope even further with each passing year and yet we have measures of deep waters to venture into and impact change.





Planet

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At the forefront of change and progress

2022 saw us take a deeper dive into ensuring the world we live in was more sustainable than it was the day before. We have been relentless in our sustainability journey and continue to make significant contributions to the global ambition – in terms of improving our energy and water stewardship and enabling a sustainable supply chain.



Sustainability

initiatives taken in 2022

Every action counts – we made strides in the right direction with some significant steps and some smaller ones too. Here are the top initiatives from 2022





Going the distance on sustainable wheels

E-Vehicle policy and charging stations

It is Grundfos' interest and strategic alignment to mitigate the climate change. It requires greater and bolder initiatives to trigger the global change. A strong push towards sustainable mobility is required, to bring climate consciousness among our colleagues.



Making sustainable choices

In 2022, we introduced an E-Vehicle policy to promote switching to a more sustainable commute. It governs car benefits in India and is in compliance with the Global Vehicle Policy, setting safety and vehicle emission standards in Grundfos. It offers attractive benefits in comparison to the conventional vehicle policy.

With the goal to encourage E-Vehicle travel, our second step was to enable ease of charging for those wishing to adapt and capitalise on the benefits.

Installed two **7.5 kW** charging stations at the Chennai site

Office commutes are one of the contributors to scope 3 GHG emissions. Through this initiative, we can reduce carbon emissions, improve green building performance and also be proud ambassadors of a sustainable lifestyle.



Being catalysts of development

Enabling access to water through pivotal national partnership

Transforming water access for people in need is an ambition that drives us in doing business inclusively and sustainably. India is a growing economy and requires a lot of public-private partnerships, where the objective is to enable socio-economic development and transform rural communities to improve the quality of life for people. The Jal Jeevan Mission is one of the flagship initiatives of the Government of India to provide piped drinking water access to 193 million rural households.

By relentlessly supporting this agenda, we are not only providing sustainable water solutions but also touching the lives and livelihoods of people at the grassroots. Partnering with Jal Jeevan Mission has created significant opportunities to supply state-of-the-art drinking water application solutions like the SQflex, SP Solar, SPE with RSI, etc., which are energy efficient and powered by solar energy.

Making headway

Our teams have been working closely with various government departments mapped to the Jal Jeevan Mission by highlighting the benefits of Grundfos' solar pumps that can contribute to the program's success. We have also been training State officials and other representatives on our solutions. Documentaries and case studies on our multiple SQF installations have been a hit during these sessions and said to have been 'inspirational'.

Making plans to succeed

At Grundfos India, we have set goals to contribute to the success of Jal Jeevan Mission by,

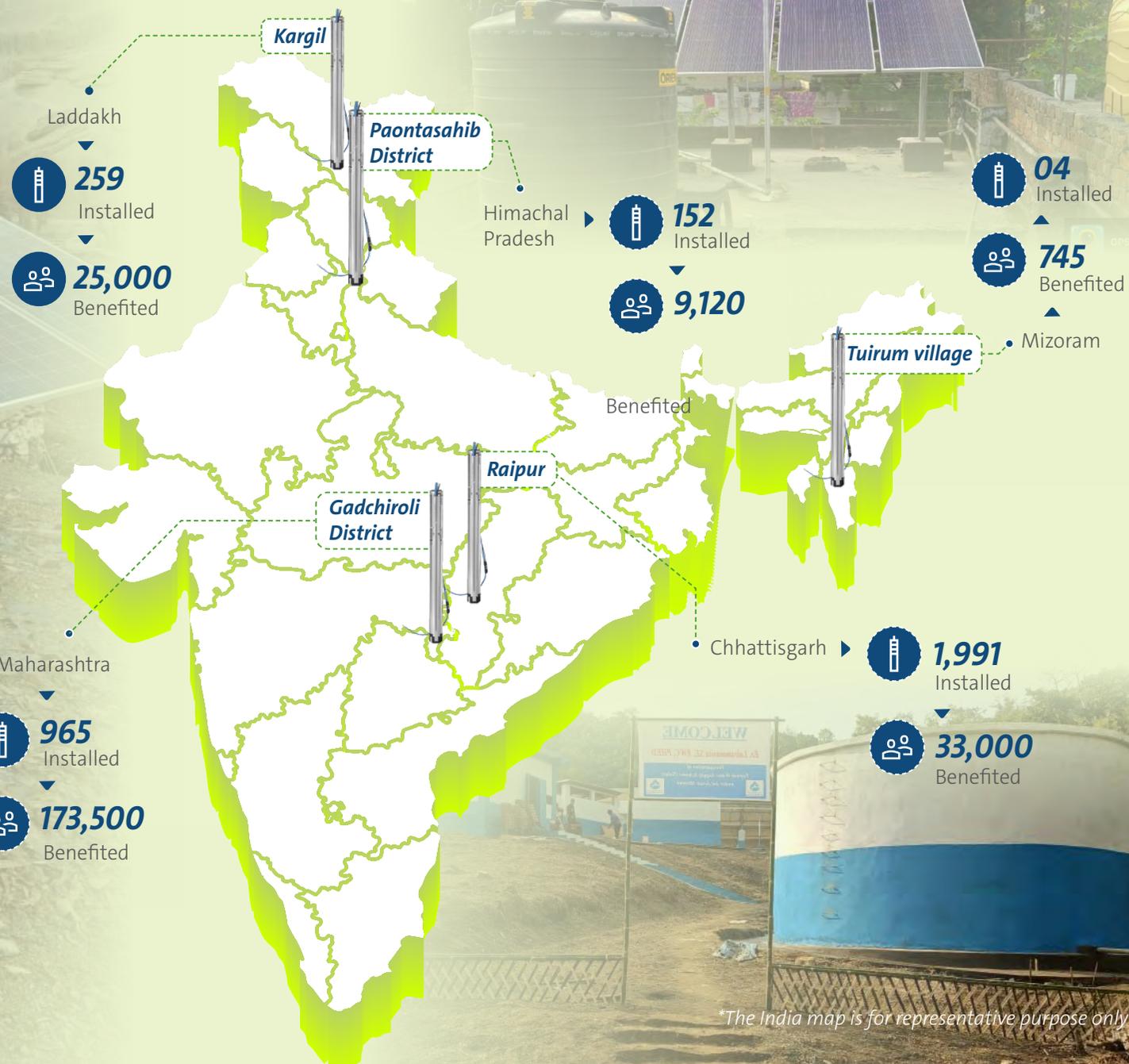
- ◆ Working with all State government agencies involved
- ◆ Increasing partner strength to 60 by 2025 to enable achieving above target
- ◆ Contributing to at least 25% of the market share
- ◆ Increasing footprint by 35,000 solar pumps by 2025
- ◆ Contributing to an avoided power generation of 35 MW

Our deep participation in Jal Jeevan Mission is a sterling testimony to our commitments of providing access to water, reducing energy consumption and carbon footprint, facilitating socio-economic development in communities and contributing to our SDG 6 and SDG 13 ambitions.





Our impact on Jal Jeevan Mission



*The India map is for representative purpose only



A badge of honour

2 National awards
for sustainability
initiatives



It was a moment of great cheer and recognition when Grundfos India bagged two coveted national awards for

 **“Excellence in Water Management**
Beyond the Fence”



 **“Water Efficient Unit**
Within the Fence”

amongst 120 participants at the 16th edition of CII – National Awards for Excellence in Water Management 2022.

We won **“Beyond the Fence”** award for our social impact efforts in the village of Pattikadu in South India that focused on water, sanitation and agriculture. The initiative aimed to improve access to safe drinking water, rejuvenate water harvesting systems and improve livelihood and safe sanitation for the community. Entirely funded through Grundfos India’s Water2Life program, it has impacted around 1270 individuals in the community.

“Within the Fence” award was for our noteworthy improvement in the reduction of water usage through efficient management in both process & utilities and the implementation of Zero Liquid Discharge approach, across the Chennai site.





Renault Nissan cuts energy by 50% using Grundfos pumps and saves cost and carbon footprint

Serving customers with sustainable solutions

Situated in Oragadam, Chennai is Renault Nissan Automotive India's manufacturing plant with an annual production capacity of around 450,000 vehicles. Their paint shop is a key energy intensive operation with chilled water requirements for the process and comfort cooling application. This is made possible using water-cooled chillers that are run by six chilled water circulation pumps and six condenser cooling water pumps.

After thorough energy audit and analysis by Grundfos engineers, despite operating at variable speed, the pumps used were oversized. The oversized application resulted in an estimated annual energy consumption of 1.2 GWh and energy cost as much as 10.86 Mn INR.

Creating a lasting impact

We provided an optimised solution by reducing the design head of the new pumps resulting in lower motor rating. 5 out of the 12 pumps were replaced in phase one of project implementation, resulting in reducing annual energy consumption to 0.64 GWh, saving around 50% and bringing down the annual cost to around 5.98 Mn INR. After the success of phase one implementation, the remaining 7 pumps will be replaced by 2023.

Every action we take – big or small, eventually add up to making a difference. Our energy efficient pump solutions contribute to reducing Scope 1 and Scope 2 GHG emissions for our customers and contribute in the making of a greener environment.





Sustainability at every level of supply chain



Responsible partnerships and reduced carbon footprint

Building robust solutions to the world's water and climate challenges require an army of like-minded stakeholders who are equally driven by sustainability ambitions. Through our combined efforts, we not only tackle the environmental issues, but could also address the social ones.

It is imperative to reduce our global footprint by enabling a sustainable supply chain. One of the key elements is to have a green manufacturing footprint at the supply end. Multiple initiatives are taken when it comes to supply chain, from reducing GHG and scope 3 upstream and downstream emissions to suppliers' social audits – we leave no stone unturned. We expect our supply partners to demonstrate environmental accountability and peer leadership towards sustainable end to product development.

Making the right choices

Situated in Coimbatore, Tamil Nadu is one such sustainability champion who we have carefully chosen to be our supply partner – Vasanthi Foundry, an intensive industry that requires

significant amounts of energy, water and sand to produce quality casting supplies. With over 20+ years of expertise and a 750 strong workforce, they have made noteworthy strides towards environmental and socio-economic improvements to reduce their manufacturing footprint.

- ◆ Around 50% of current energy consumption is powered by solar and wind
- ◆ Around 30% of their total workforce are women, from process operators to leaders
- ◆ Utilises grey water recycling for agricultural applications which is a part of effective wastewater management
- ◆ Aspires to be fully powered by renewable energy by 2027 and develop an in-house sand reclamation process to reclaim used sand, prevent landfill and land pollution

We encourage all our supply partners to be more environmentally and socially conscious and make a positive difference to our planet.



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Building communities that thrive

Social Responsibility at Grundfos India

Lending a helping hand and doing some good in the communities that we live in can create a lasting impact. We make it our mission to give back to our society by doing our part to the world's water and climate challenges and improve quality of life for people.

The journey so far...

2021 saw the launch of a renewed CSR purpose statement that gave the team in India an invigorated agenda and new opportunities. CSR committees were formed in Tamil Nadu and Gujarat, and projects were identified and executed in both locations.

Taking this forward, in 2022, we further expanded our presence across locations where we have regional offices. We have formed CSR committees in Karnataka, Maharashtra (Mumbai and Pune), and Delhi, and executed projects in both Karnataka and Maharashtra.

Today, we have a total of 44 colleagues who have volunteered to be a part of the local CSR committees and supported in identifying projects (Water, Climate, Education, and Livelihood focused), as well as planning and

executing employee engagement activities with the beneficiaries of the projects.

On top of the India CSR efforts, we have supported 2 Water2Life projects that provide access to clean drinking water for underprivileged communities in rural areas of Gujarat and Karnataka. Also, through our Quarterly Community Grants from the Poul Due Jensen Foundation, we have funded a livelihood related project for specially-abled graduates, by Ability Foundation.

The future unfurls

We aspire to have projects up and running in all eight Grundfos India locations, with many more colleagues involved in the local CSR committees and in volunteering for community engagement activities.



19

CSR projects

7

States

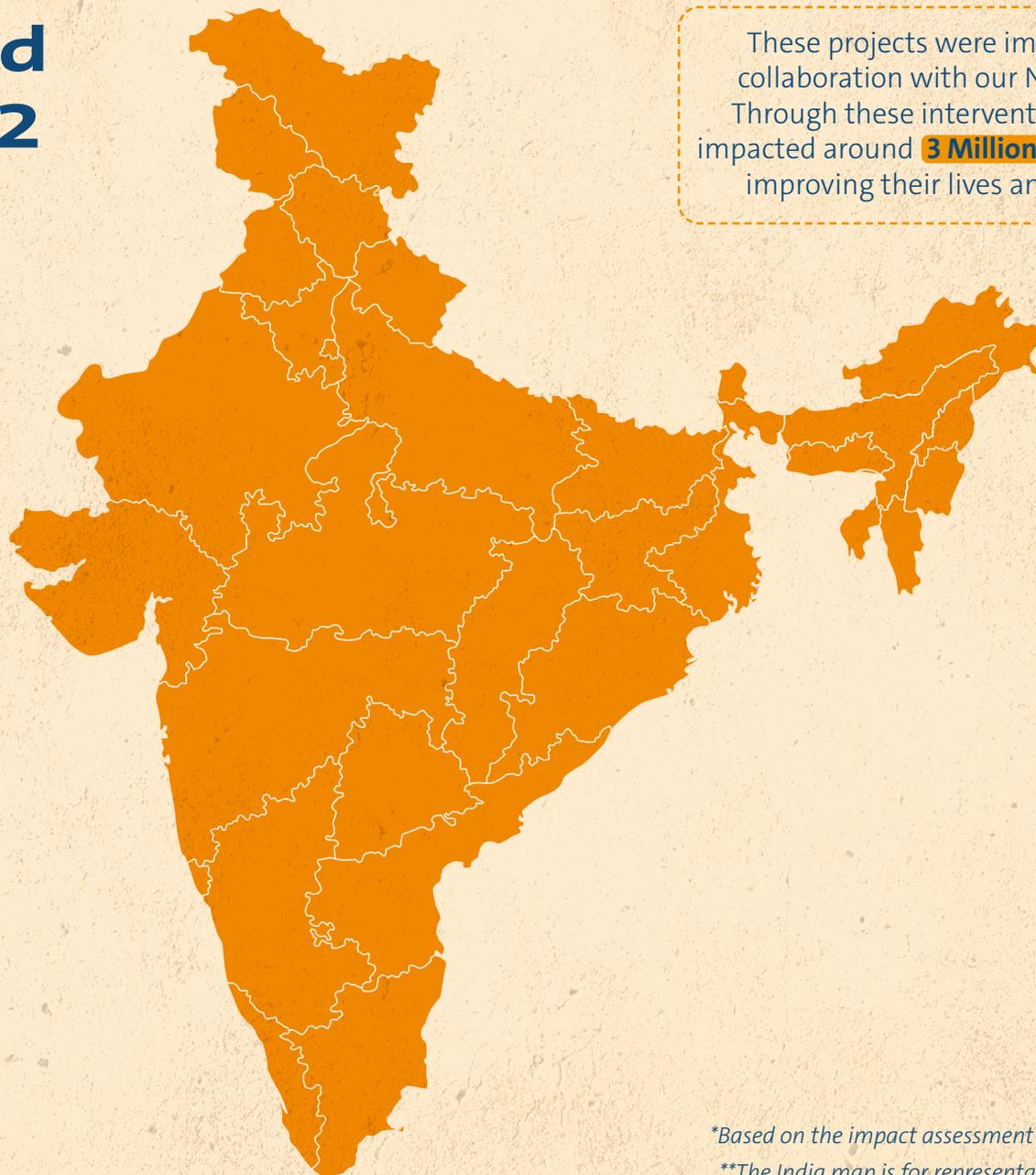
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Focus areas





CSR footprint and key projects 2022



These projects were implemented in collaboration with our NGO partners. Through these interventions, we have impacted around **3 Million*** individuals, improving their lives and livelihoods.

  Click the icons to know more about the project

**Based on the impact assessment by NGO partners*

***The India map is for representative purpose only*



Recharging dreams and dry wells

A social impact initiative to increase water conservation

In 2022,



11

Recharge wells dug



1,980

Agricultural workers benefitted



55

Individuals benefitted

Madhugiri Taluk, Tumkur District, Karnataka, is an agrarian community with high dependency on the area's ground water for its cultivation of groundnut, ragi and a variety of vegetables and pulses. This had led to the ground water table having gone down 1300 to 1500 feet in depth.

The locality records a startling number of 2500+ borewells most of which have dried up and others are almost there. This has resulted in the depletion of the water table and caused damages to the underground aquifers. Despite receiving heavy rainfalls, summers remain a cause for concern over the availability of water. All of which has led to the people here losing their livelihood by decreased crop productivity. They also lack access to drinking water and are prone to water borne diseases.

Answered prayers

What Madhugiri needed was have its groundwater recharged, effective rainwater harvesting system to tackle their demands during the summers, access to the latest technology that enhanced productivity and profitability for the farmers and education and preparedness in the community for climate variability and resultant vulnerability. All of which are being carried out by Grundfos India and our NGO partner Sankalpa Rural Development Society, in a phased manner.

Additionally, Grundfos India has incorporated recharge wells as an element into all water access related projects since 2022, resulting in 14 more recharge wells being erected to benefit underprivileged and marginalised communities across the country.





Protecting biodiversity and bees

A social impact initiative to mitigate climate change

We've heard it said so often

“Save the bees so they can save the world.”

It's true that pollination plays an important role in ensuring the mitigation of low crop productivity, risk and uncertainty, degradation of natural resources and other characteristics present in 65% of arable land in India.

So, Grundfos India partnered with Under The Mango Tree (UTMT) and developed an initiative that brings about awareness, protects the bees and creates sustainable livelihoods for the tribal community in Palghar district, Maharashtra.

Destined to thrive

The objective of the initiative was to curate an approach that also has the quality to be replicated and scaled across other locations to promote sustainable livelihoods. This was achieved by integration and blending of tested processes that revolve around beekeeping with indigenous bees. In 2022, UTMT has executed a thorough assessment of the village, increased awareness on the role that bees play in keeping the balance of the ecosystem and taken measures to eliminate unsustainable practises like honey hunting that was prevalent in the community. Through these initiatives we have impacted over 450 people.

Phase two scheduled for 2023, will focus on training 30 indetified farmers to be beekeepers out of which two will be equipped to become Master Trainers. They will be instrumental in the increased pollination cover for two to three villages of Palghar.

We will also be working on improving the seasonal bee flora cover in the village. The initiative will benefit over 450 people.





Strengthening education and opportunity

A social impact initiative to provide quality education

The need of the hour is “to build education systems that refuse to let children down”, according to Leadership for Equity (LFE). Along with LFE, Grundfos India has been focusing on the tribal schools in Maharashtra run by the Tribal Development Department (TDD). These schools face numerous problems with vacant places of students and teachers being at the top of the list. This has led to a consistent stress in maintaining the ideal student-teacher ratio.

Pathway to change

Grundfos India has been supporting LFE in their work with TDD in mitigating these problems. The ambition is to enable TDD in improving the learning and well-being of both teachers and students in a systematic and sustainable approach. This is being achieved through the creation of school level teacher mentors, an Education Research Cell at the regional office of TDD, that would provide necessary inputs to improve the quality of education, training of teachers and officers and exercising a robust monitoring and evaluation mechanism.



This initiative has impacted 3.5 lakh+ individuals across Maharashtra's tribal schools in 2022.





Promoting empowerment and equality

A social impact initiative to build a livelihood

Change takes time, especially when it is deeply rooted and embedded in a society's way of life – however unequal and unfair. To get the ripples of change in motion, it is imperative to organise and begin at the grass roots. Grundfos India partnered with Humankind, and NGO that works with one such marginalised community – women and girls in the urban slums of Sabarmati, Ahmedabad. The goal has been to enhance their quality of life through vocational training and imparting knowledge.

Making progress

These women and girls receive three months of training in stitching and embroidery and a certificate post completion. They are also taken on 'Exposure Trips' to enhance their selling and negotiation skills.

Through outreach and mobilisation, NGO have supported 55 individuals and started 2 centres in Sabarmati. Along with the training, awareness sessions were also conducted on social issues and their rights to help them have a voice in times of need. Humankind continues to ensure the beneficiaries are self-reliant and self-employed after their training. Assistance in terms of resources and time is provided to ensure the same.



275

Individuals have been impacted through this initiative in 2022

ते माटे खुमनकायस सरथा लनाचा प्रयत्न
घोरण १ थी ५ मां मइत शिक्षण पूरुं पाडशे.
तथा महीलाओ माटे रं...थमां सिलाई क्लास याबु थशे.





Promising possibility in every drop

Water2Life – Grundfos India chapter

Water2Life is a program that was initiated by Grundfos employees in 2010; it continues to be driven and funded by the workforce with the aim to improve water and sanitation facilities in communities that need it the most.

Providing help where needed

Pattikadu in Chengalpattu district of Tamil Nadu, is one of the low-income communities impacted by Water2Life in India, since 2021. Around 1050 individuals were enabled access to clean drinking water. In 2022, we extended support to the village by building five toilets for Below Poverty Line families

with women and girls, three recharge wells that replenish groundwater aquifers and a horticulture plantation in an acre of land for a farmer residing in the community. All of this was done by funds collected through different engagements and initiatives amongst colleagues across offices through the year. At Grundfos India, through employee contributions, we raised a significant amount to power the second phase of Water2Life at Pattikadu. Watch the stories of change in Pattikadu and know more from the community.



2022 also witnessed two more Water2Life programs – two villages in the rural outskirts of Karnataka and Gujarat received access to drinking water. This brought about life-changing impact to ~ 2,420 underprivileged individuals.



Water2Life at Vanaliya

Stories of woe

Vanaliya became our focus for multiple reasons such as long hours of walk in the scorching sun to fetch drinking water especially by women and girls, high TDS in the available water, making it unfit and unhealthy to drink and most importantly, limited availability of government supplied water during the summer months of February to July.



A New Beginning

 **956** water-stressed individuals have breathed a sigh of relief ever since we stepped in with our Water2Life project.

It has addressed the lack of clean water and improved access to the resource. We have tackled the problems with well-thought, systematic solutions that work for a community living in one of the hottest States of the country through borewells for drinking water, solar-powered pumps, kitchen gardens with fences, water storage tanks with a system for controlled use and ground water recharge structures.



Gujarat

The village of Vanaliya was chosen to benefit through Grundfos' Water2Life program. Situated in the Sanand taluk, Vanaliya is 21 km away from Ahmedabad, the capital of Gujarat. The community here faces multiple issues surrounding regular access to clean water and their lives deprived of the basic need.





Water2Life at Machanahalli

Karnataka

Imagine living in a place with limited to no access to clean water for your daily chores. Let us take it one step further, imagine struggling to find clean water to drink. We did. That is why; we at Grundfos India took Water2Life to the village of Machanahalli. The entire community in this village comprises low-income families. ~1,420 members strong, they face difficulties with access to clean drinking water, sanitation and drainage.

water. They have endured the ordeals of dried borewells depending on only one open well to provide for the entire village which is predominantly used for irrigation and constant conflicts when crowds gather to obtain water over its limited availability. They have also witnessed ground water depletion and depend on private wells owned by farmers which have them walking a kilometre long when water is needed. Though the Gram Panchayat has facilitated water supply for four hours/day from the farmers' wells to the tanks in the village, it does not suffice the entire community. Here as well, women and girls are responsible for the availability of water in their households.

The many challenges

Situated in Karnataka, despite its proximity to a nearby city, Machanahalli does not get sufficient access to drinking



Karnataka

A promising future

Similar steps as the village of Vanaliya were taken at Machanahalli. From borewells to solar-powered pumps, kitchen garden with fences to storage tanks for controlled use and ground water recharge structures, 1420 individuals have been able to access drinking water round the clock.





People

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Raising the bar, striking a balance...

Our health, safety and well-being ambition



We are an ambitious people and our health, safety and well-being agenda is on par with our global vision. Like we always say, Grundfos is its people and health, safety and well-being of our workforce are of paramount importance. With every passing year, we sharpen our focus on strengthening it and 2022 was no different.



A way of living

Our efforts were primarily focused on improving the safety culture and safety ownership of our colleagues by living the three key safety behaviours of our health, safety and well-being ambition – ‘Be Present, Take Action and Don’t Compromise’.

The defined safety behaviours in many ways can be viewed as a mantra as well. As a result of the ever-chanted mantra in our shop floors and through continuous and focused process improvements, plants in Chennai and Ahmedabad have completed 1,000 and 2,000 days without a Lost Time Injury respectively.

To further drive these key behaviours amongst our colleagues– ‘Don’t Compromise’ was chosen as the theme of last year’s Safety Week and it focused on addressing safety dilemmas in crunch situations and the importance of prioritising safety at any cost. Usually conducted only in April 2022 saw one more added to the calendar of events in November as well. The goal behind Safety Week is to improve safety leadership and have it embedded in our culture and mindset.



The art of being well

We firmly believe physical and mental well-being must be nurtured and nourished at the workplace as much as when away. 2022 saw initiatives that were the right mix for physical and mental well-being. We commemorated the International Day of Yoga in Ahmedabad, by practising the art at work with help from an external expert. We also organised a blood donation drive in Chennai and Ahmedabad, where 77 people donated 77 pints of blood collectively, which will support children affected by Thalassemia. Activities such as walkathons were conducted, which brought about some healthy competition across the country. Overall, these initiatives turned out to be great food for the body, mind and soul.



The way forward

In 2023, we will continue our focus in creating an interdependent safety culture and spreading the visible felt leadership by continuing the toolbox talks, safety interactions of the leaders, driving positive reinforcement by behaviour observation walks that improve safety competencies across all levels and improving workplace ergonomics. More safety champions will be identified and groomed, to envisage the vision of creating a safe workplace where every colleague cares for the well-being of each other.



**“BE PRESENT,
TAKE ACTION
AND
DON’T
COMPROMISE”**





Building future-centric workspaces

Interior design upgrades at the Chennai facility

Spanning across 4,000 sq. ft., the admin block at our Chennai facility received a fresh look last year after almost 18 years. Environment-friendly interior design upgrades were made to the overall physical space and individual workstations. All of which have contributed to the floor's ergonomic layout, energy efficient solutions, improved waste management methods, increased savings and much more.

Here are some of the top highlights from the recently redefined workspace:

- ◆ Recycled PET bottles were used to make acoustic boards in the meeting room and cabin area
- ◆ Workstations were upgraded to ergonomic, height adjustable (sit/stand) worktables to encourage and enable healthy posture
- ◆ The existing chilled duct air conditioning system was replaced with a variable refrigerant flow air conditioning system. This saves energy by 22% and subsequently decreases carbon footprint
- ◆ Grid lighting system was installed to make the workplace better with ambient light and at the same time maximise energy in savings



There is room for everyone

Our Diversity, Equity and Inclusion ambition

It takes every one of us at Grundfos India to keep the momentum going for our Diversity, Equity and Inclusion (DE&I) ambition – be it conversation or action. And we are proud to witness an ‘all aboard’ situation at every turn.

Our aim is to promote diversity and inclusivity, where employees feel empowered and unbiased.



Diversity

Diversity on all fronts

At Grundfos India, we strive to create a diverse workplace in all spheres and aspects.

Our gender diversity quotient is progressing. We now have



of women representation in the workforce



at the leadership level

India's ambition for female representation is to reach



in the overall workforce



in leadership roles by 2025



SPECIAL NEEDS REPRESENTATION

3.1% | 5%
2022 | 2025 Target



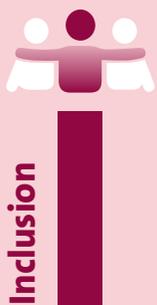
GETHiringHER was launched to strengthen diversity and create a diverse talent pool within the organisation. Through our ‘Women Graduate Engineering Trainee Program’ which is an 18-month talent development initiative, Grundfos India offers a platform for young female professionals to work across the organisation and engage with all aspects of our operations. Also, this is a conscious effort towards taking a step, slowly yet steadily, in closing the gender gap within the industry.



Equity

Inclusivity at every turn

Being inclusive dates to our very inception, it was Poul Due Jensen, our founder who first brought in the unique strength of the differently abled. Having been built on the very foundation, we have not only embraced the ambition but we have also made strides in creating an inclusive environment. Our objective is to make inclusion a natural process and we aspire to have at least one special needs representation in every function pan India. In 2022, our inclusion was at 3.1%, against a target of 2%.



Inclusion

Sensitisation of all

In 2023, we will continue our emphasis on Diversity, Equity and Inclusion by walking the talk. The key focus for the year will be on educating our colleagues in adopting a gender-neutral language, being an ally, addressing unconscious bias and an introduction to LGBTQIA+, among others



Embracing the 'pride' way of life

With strengthening the inclusivity quotient at Grundfos India by adding to our workforce, we know it is imperative to foster DE&I sentiments within the organisation as well. Welcoming and working alongside special needs colleagues will be much easier and effective, when everyone understands this better and comes together. Continuous sensitisation programs in English and regional languages were conducted to equip other colleagues to work harmoniously with our special needs colleagues.



Together, we can do better

Our approach to special needs inclusion

01 Support NGOs to create job fairs.



02 Identify candidates through job fairs.



03 Sensitise employees to be accommodative and inclusive.



04 Create a budget and onboard candidates.



05 Identify, match and assign individual strengths to functions/divisions.



06 Assign a mentor and continuously support to upscale.



I feel happy working at Grundfos India. People are so friendly and I have made so many friends here. My strength is to work efficiently in any environment and I like to operate the computer and print nameplates. If given a chance to come to work or stay at home – I prefer to come to office daily to create more and more name plates. When I feel overloaded, I spend my leisure time in the sustainability area with my friends where we create art and play games.

-Joshua Solomom d'Moore



Investing today, for a better tomorrow

Learning & Development

At Grundfos India, our Learning and Development efforts are customer- focused. We believe a customer-centric approach is a dominant trait to position ourselves as a market leader. How do we achieve this? By a learning process that has been perfected over the years and yet has the scope to be updated when needed.

We do this by training and teaching our external stakeholders, from our channel partners to end-users.

The objective is simple with three facets:

- 1 Instil a basic knowledge of pumps
- 2 Facilitate better pump handling
- 3 Enhance system knowledge

Recently, we trained engineers and professionals from various manufacturing units, hotel sectors and other service partners through multiple sessions. The result of such efforts is dual in nature – we are positioning our brand and further improving the sustainability quotient of our stakeholders.

Key customer benefits

- 1

✓

Right product, right application
- 2

⚙️

Improvements in customer process efficiency
- 3

⚡

Energy saving potential through sales of EEP
- 4

⚙️

Optimised life cycle cost

Learning and mastering the fundamentals in our respective fields is key to sustained career growth





India Learning Academy

"It is all dependent on the right questions and calculations to unearth a customer's requirement and offer customised products and solutions. Thank you for the learning through this well conducted session, Grundfos India!"

"The engaging discussions and group activities gave me new insights on the latest innovative products and digital solutions in the industry."

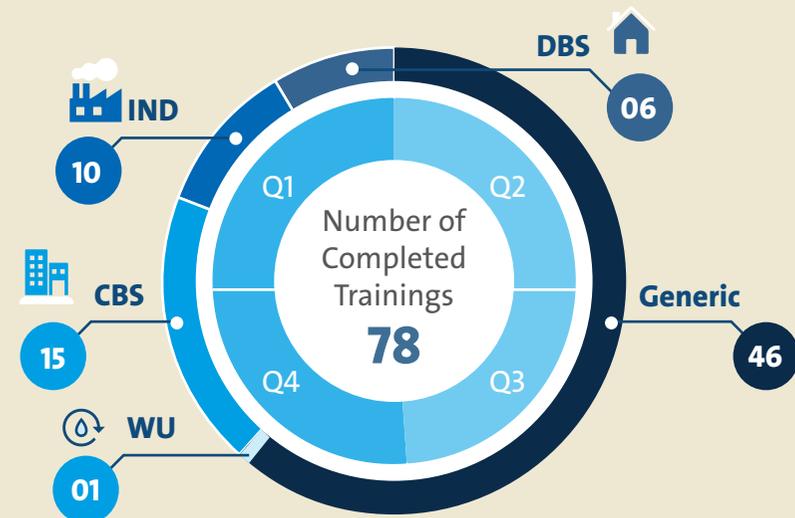
TESTIMONIALS

"This training was a refreshing experience and helped me gain deeper knowledge and insight into selecting the right pump."

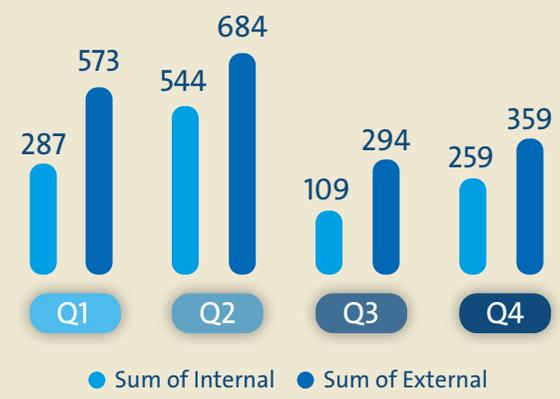
"This was a much-needed session! I learnt more about pumps and was also able to understand why certain failures and technical challenges occurred in the past."

"I am now thorough on system fundamentals. Implementing the knowledge gained through these sessions would definitely help me be more confident in diagnosing and resolving issues as a service engineer."

"This training has given me a clear understanding on the various aspects of how Grundfos' pumps function and what could cause issues at site. As a service technician, this has greatly helped me in educating our customers on how to use the products properly."



Total Number of Participants 3,109





Of camaraderie and fun

Engagements and experiences at work

2022 saw a plethora of events spread across the year. It also had numerous celebrations of festivals, team building activities of sports and game, leisure outings and more bonding through engagements.



The joy of coming together

After two long years, we came together to celebrate 'Family Day' with Grundfos India's extended family, across all our offices. It was a pan India gala that had equal parts fun and bonding through games, activities, talent showcase and more.



25 to 25 – a celebration indeed

25 weeks of activities have been underway to celebrate Grundfos India turning 25. So far, there have been 17 engagements, bringing together 300+ people, all believing in the power of camaraderie not just for the big moments but even the small ones.



In the spirit of giving

'Smiles – Share and Care' was a unique engagement drive which garnered participation from across the country with all 8 offices playing a huge role. The plan was to share clothes (new and old), footwear and toys with the underprivileged. Within just two weeks, 900+ items were collected and this drive benefitted over 750 individuals.





What a wonderful world



Festivals and festivities



2022 witnessed two interesting programs that brought together the nature enthusiasts – an interactive session on bees and beekeeping for World Bees Day and a virtual bird watching session facilitated by experts from WWF India for World Wildlife Day. Both events had colleagues participate along with some family too.

We also celebrated multiple occasions throughout the year. From Holi to Independence Day, Navaratri to Diwali, we never missed an opportunity to have some fun.

At Grundfos India, we pride ourselves in our differences, celebrate and value them just the same. We believe it is how we can thrive and grow in a work environment with various backgrounds, experiences and perspectives, fuelled and living by the spirit of ONE to the Power of Four.





www.grundfos.com/in

GRUNDFOS 

Possibility in every drop