

REF:NS:SEC:

19th March, 2019

National Stock Exchange of India Limited
"Exchange Plaza", 5th Floor,
Plot No.C/1, G Block
Bandra-Kurla Complex
Bandra (East), Mumbai 400051.

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai 400001.

Bourse de Luxembourg
Societe de la Bourse de Luxembourg
Societe Anonyme/R.C.B. 6222,
B.P. 165, L-2011 Luxembourg.

London Stock Exchange Plc
10 Paternoster Square
London EC4M 7LS.

Sub: SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Presentation made to the Analyst/Institutional Investor

This is further to our letter bearing REF:NS:SEC dated 8th March, 2019 wherein we had given you an advance intimation of the upcoming Analyst or Institutional Investor Interactions in terms of Regulation 30(6) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

We wish to inform that the Company today held an Environmental, Social & Governance (ESG) Con-call with Several Funds/Investors/Analysts in Mumbai and the Presentation made during the Con-call is attached herewith for your records.

Kindly take the same on record and acknowledge receipt.

Yours faithfully,
For MAHINDRA & MAHINDRA LIMITED



NARAYAN SHANKAR
COMPANY SECRETARY

C:\Users\ahirsu<ont\Desktop\Stock Exchange\SE - Environmental, Social & Governance (ESG) Con-call - 19.03.2019.docx

Mahindra

Rise.

19th Mar, 2019

ESG Con-Call

Mahindra & Mahindra Limited

Ulhas N. Yargop

Group President (IT Sector)
& Group CTO

V.S. Parthasarathy

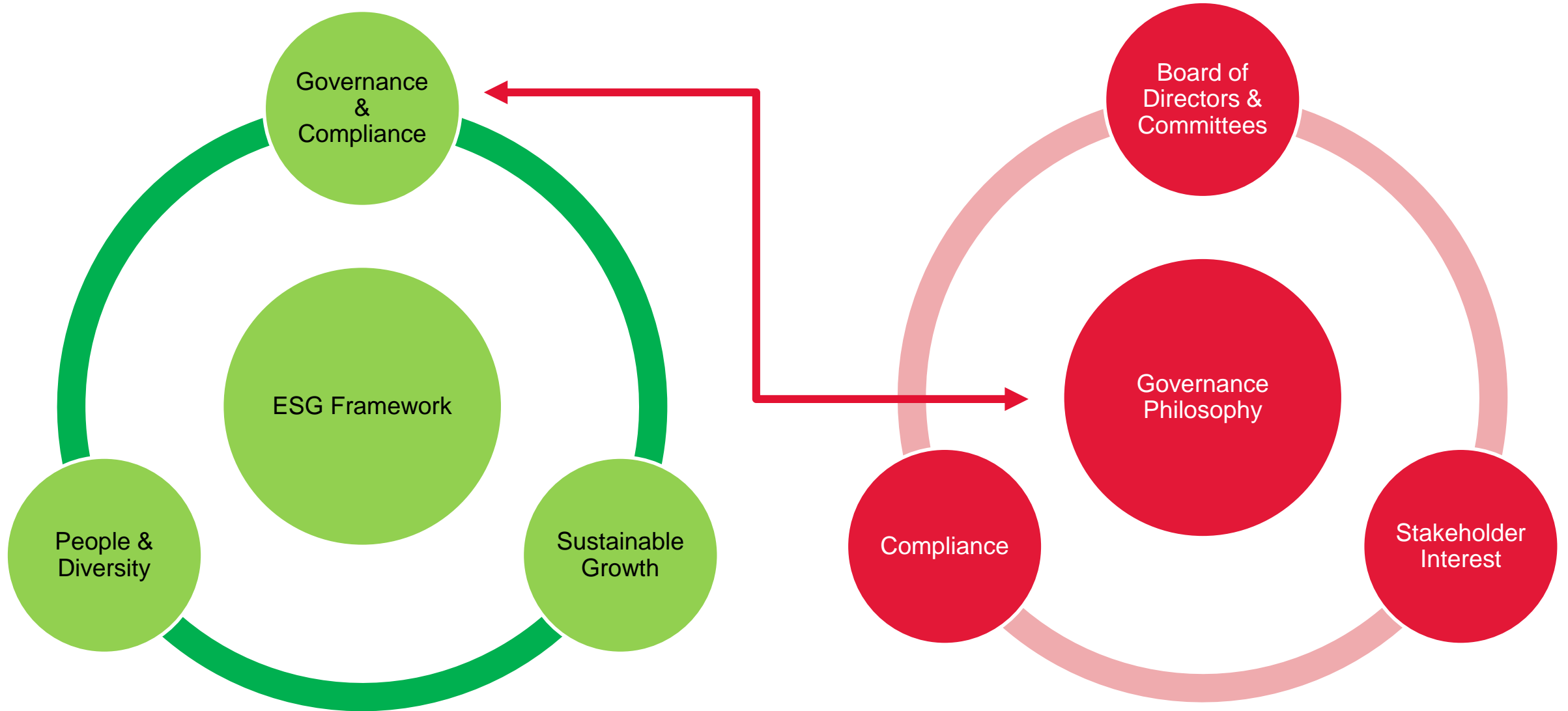
Group CFO, Group CIO

Dr. Prince Augustin

Executive Vice President –
Group Human Capital &
Leadership Development

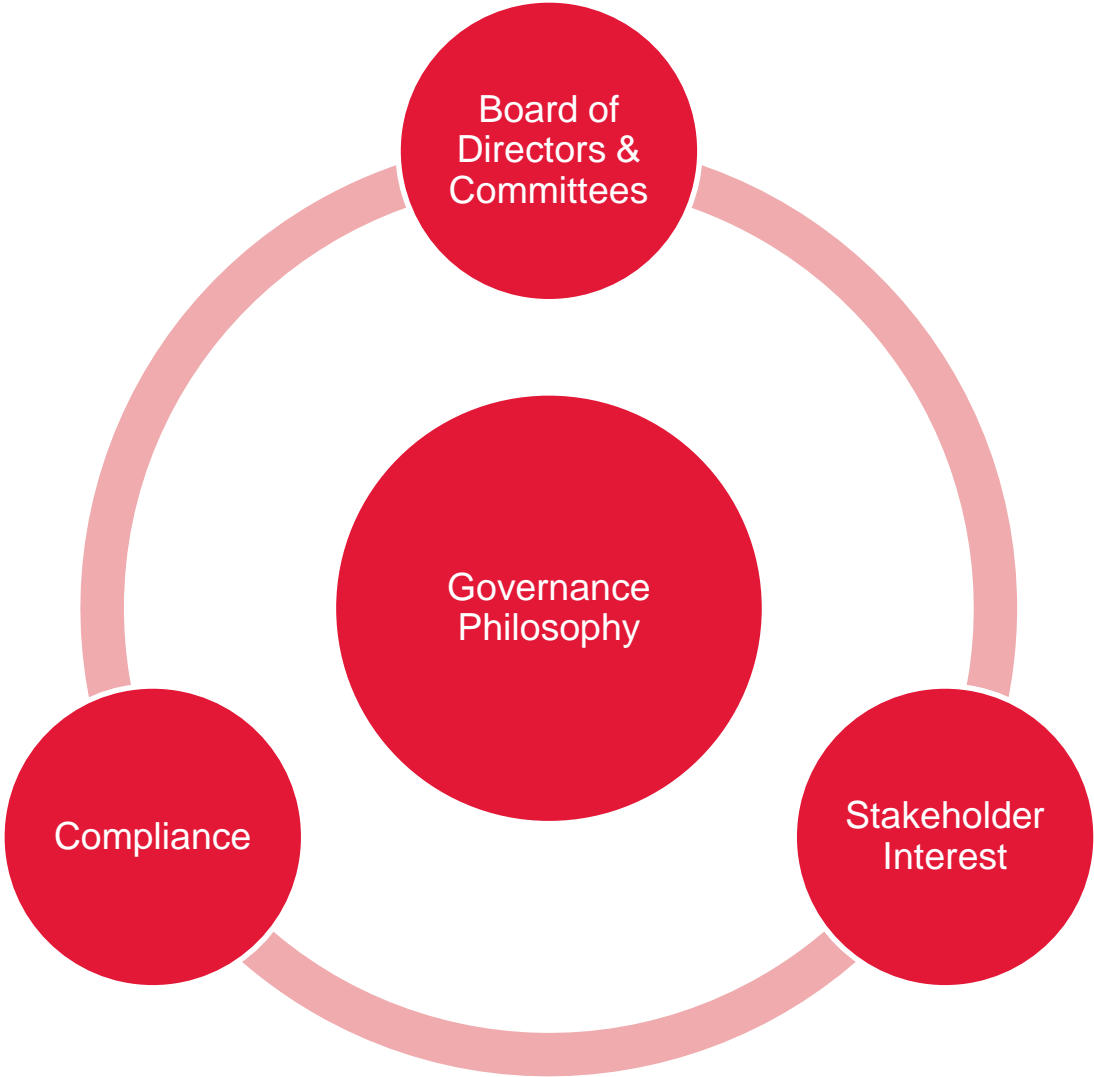
Growth, Governance & Social Focus

The Mahindra Way



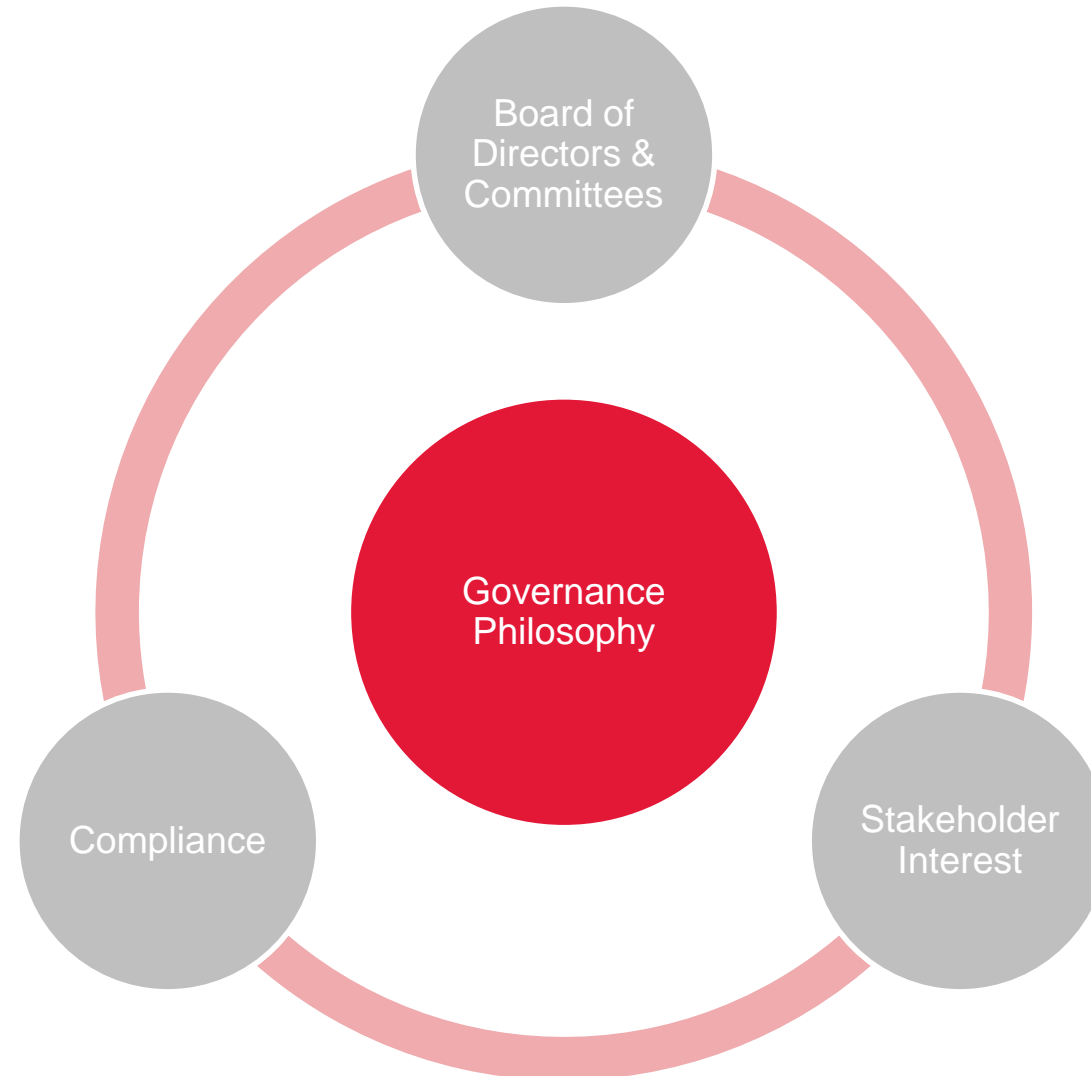
Corporate Governance & Compliance

The Mahindra Way

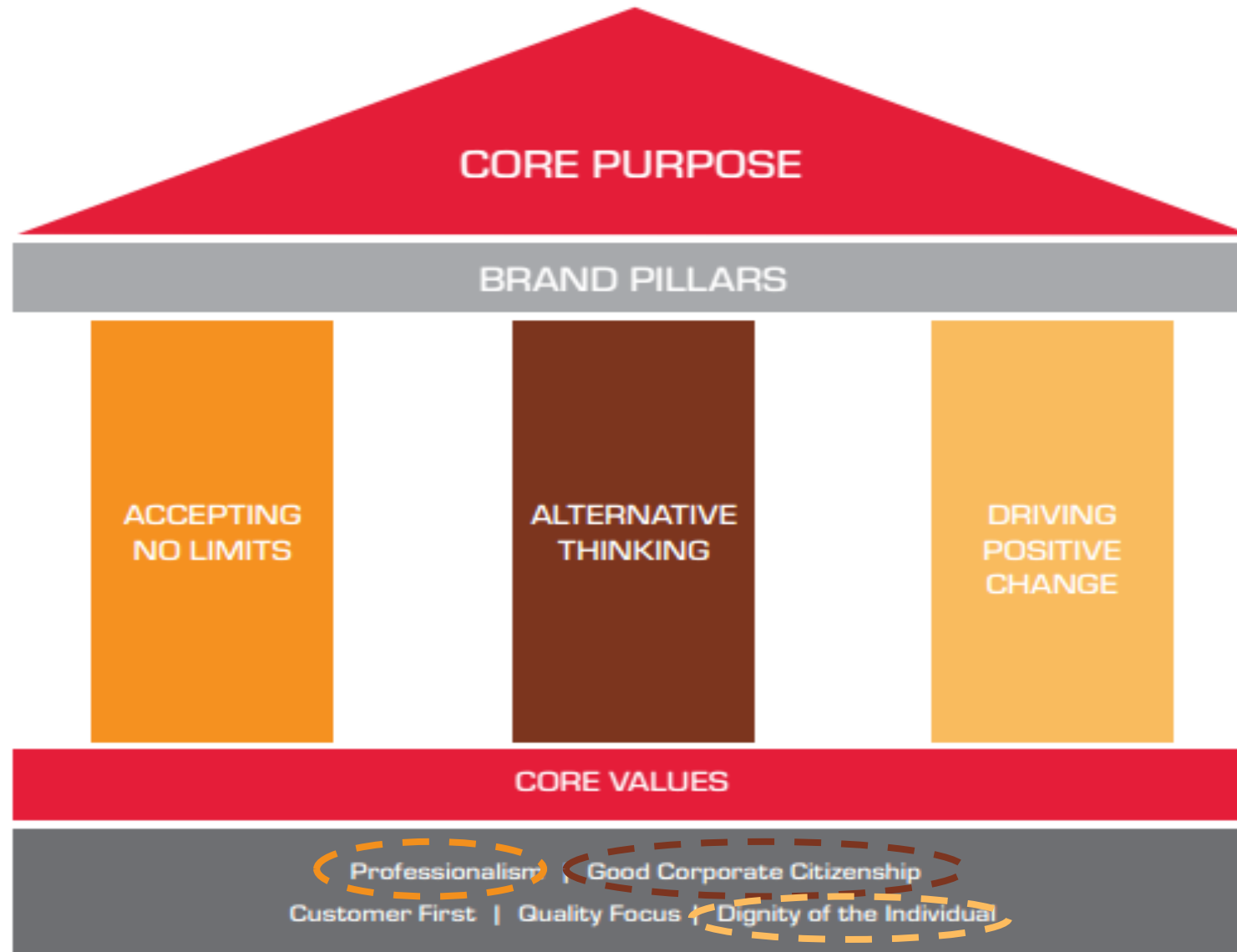


Corporate Governance & Compliance

The Mahindra Way



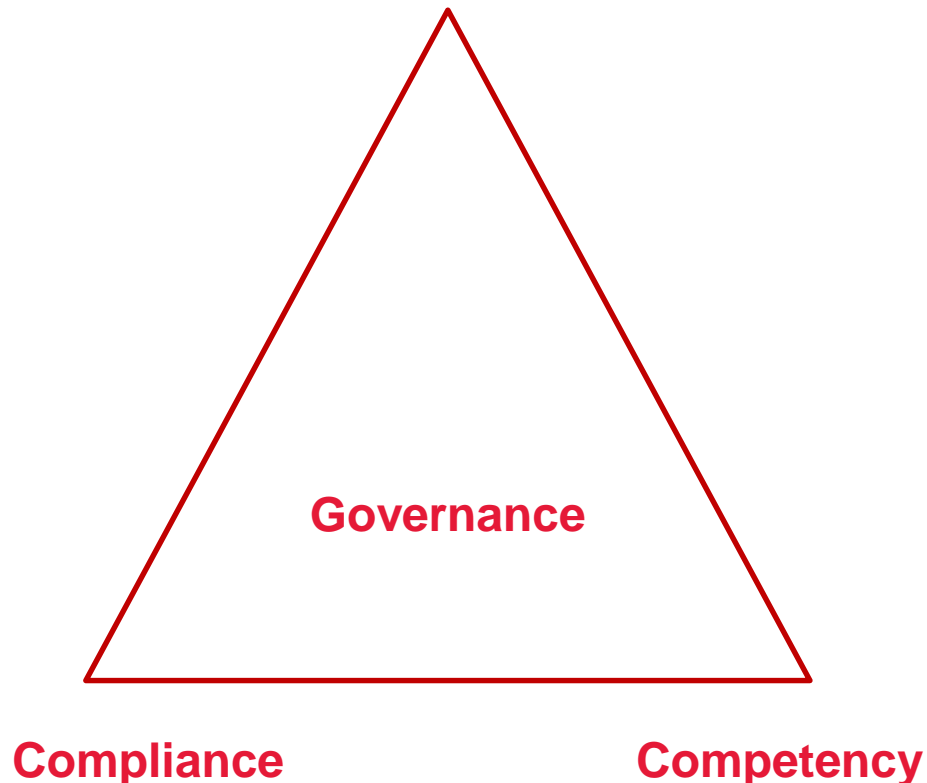
Governance is in the Mahindra DNA



The three “C”s at the root of Governance

Roots of Governance

Conflict of Interest Eradication



To institutionalize Governance as a process, every point of decision making needs to be tested for the following 3 “C”s:

- ❖ **Competence** – Competency is the cornerstone of every managerial action and the process of Governance is no different. Training is a useful tool In this regard.
- ❖ **Compliance** – Without the attitude to follow the law the process of Governance will fail.
- ❖ **Conflict of Interest Eradication** – Conflict removal is the “soul” of Governance and is at the very core of Governance process.

Conflict of Interest Eradication

The “5 Who” Analysis

- ❖ Conflicts need to be excavated and eradicated, using a rigorous querying process, much like the “Five Why Analysis” of the Toyota lean manufacturing system. Similarly, for a robust Governance process we need a **“5 Who” analysis** to be done at every critical decision making point in the organization, asking:

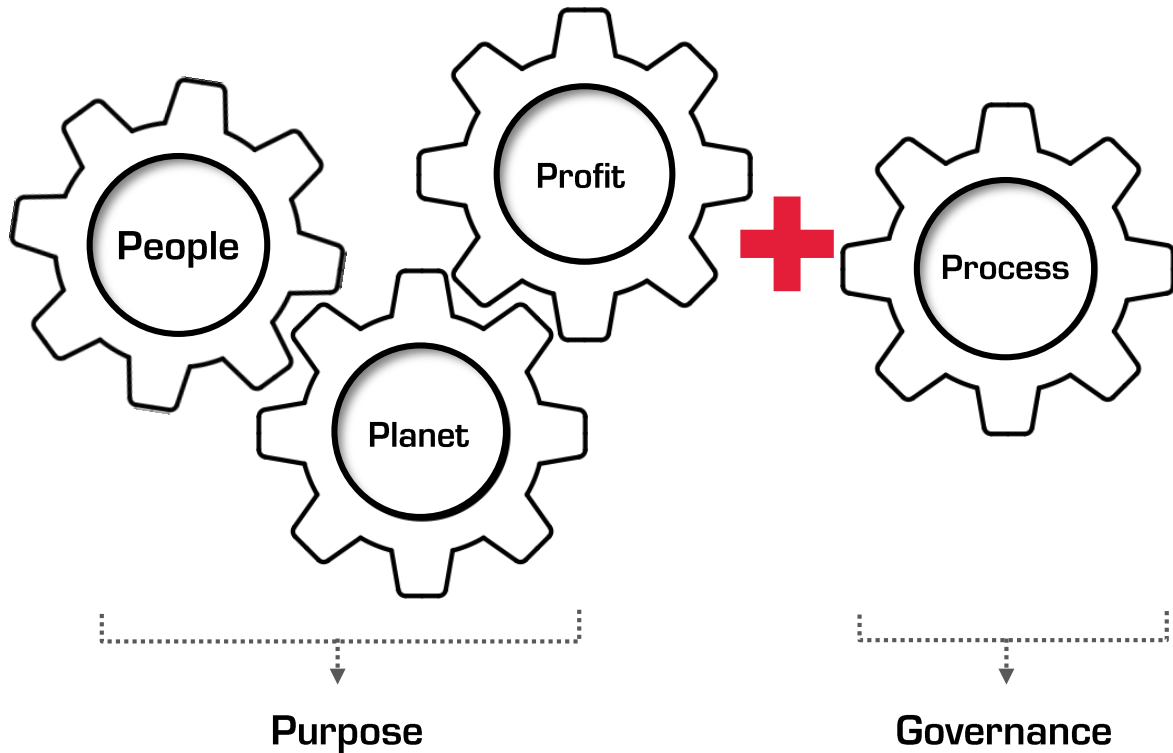
- i. Who all benefit or may benefit?*
- ii. Who all lose or may lose?*
- iii. Who all decide? and*
- iv. Who all influence or may influence?*
- v. Who executes the decision?*

CONSCIOUS CAPITALISM

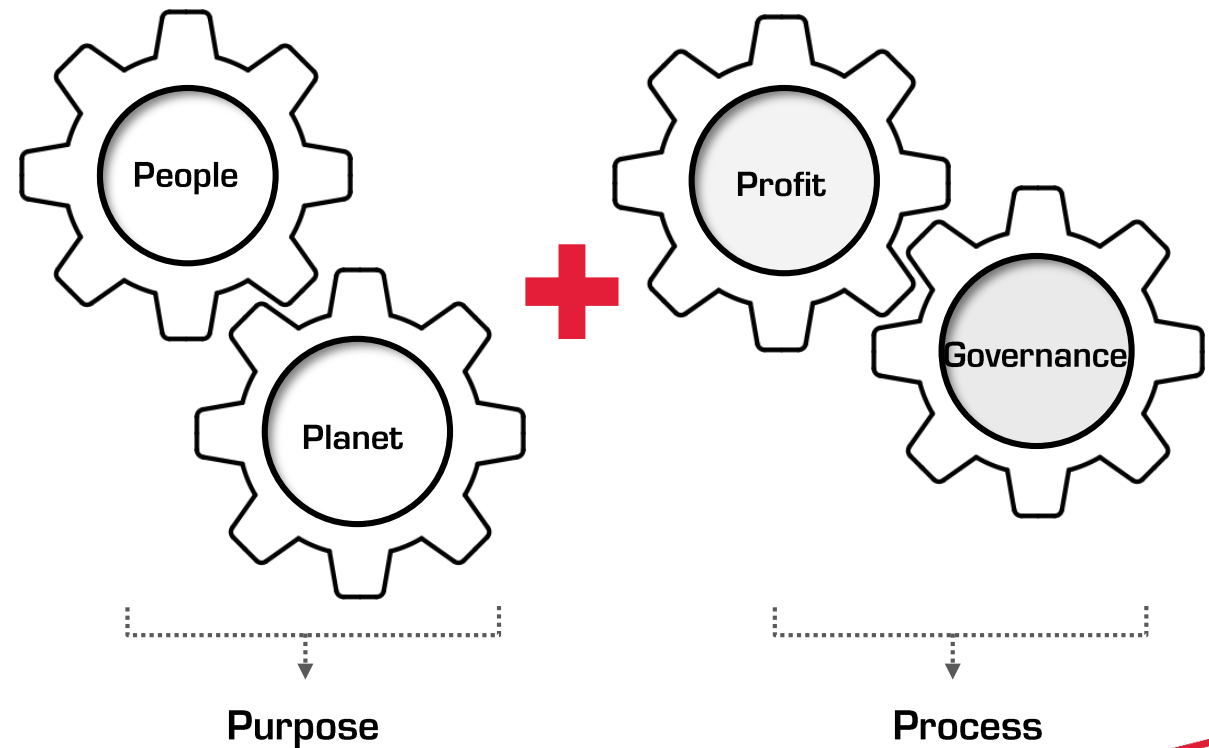
Profit with Purpose - The Mahindra Rise Way

Adding the 4th "P" to People, Planet, Profit + Process

Current



The Mahindra Rise Way



Mahindra Governance e-Cockpit

Portals

Policies

Board Portal



CEO/CFO Certification Portal



Compliance Portal



Directors Information Portal



Business Related



Code of Conduct



Employee Governance



Investor Related



Tax Tracker



Disclosure Portal

- Annual Reports
- Stock Exchange Disclosures

Data Archives



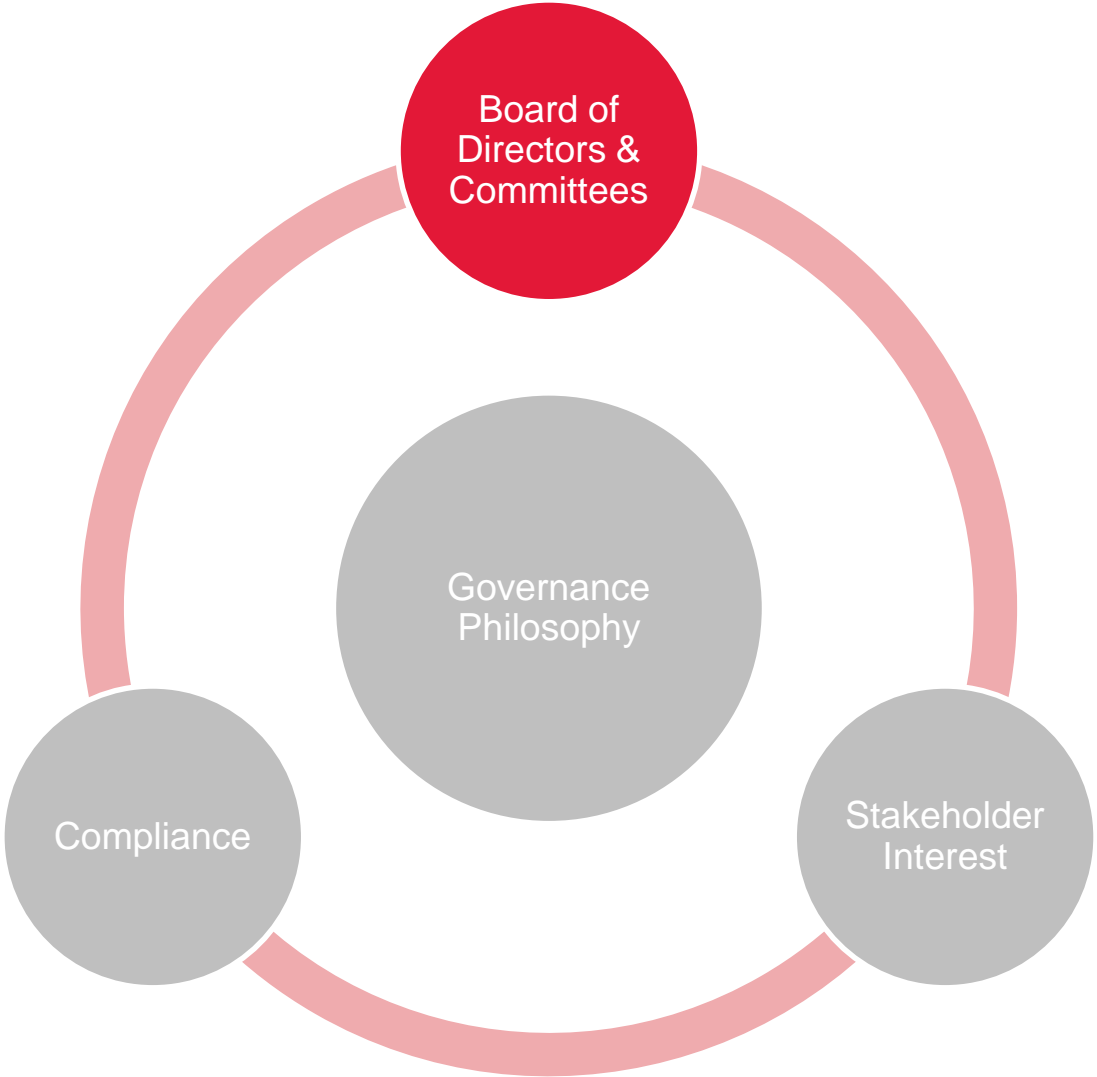
Investment through PMS Scheme is also treated as trade. For more information, connect on 022-24917029 or email at INSIDER@mahindra.com

NSE ▶ | Mahindra Lifespace Developers Ltd - 487 (▼ 4.45) | Tech Mahindra Ltd - 680.9 (▲ 12.25) | Mahindra Logistics Ltd - 559 (▼ 1.75) | Mahindra Holidays & Resorts India

BSE ▶ Mahindra Lifespace Developers Ltd - 486.5 (▼ 5.35) | Tech Mahindra Ltd - 680.3 (▲ 13.20) | Mahindra Logistics Ltd - 555.55 (▼ 6.60) | Mahindra Holidays & Resorts India

Corporate Governance & Compliance

The Mahindra Way



Board over the period..

Continuity with change

	As on Date*	Designation	FY2011	Designation
Mr. Keshub Mahindra		Chairman Emeritus	Y	Chairman
Mr. Anand G. Mahindra	Y	Exec. Chairman	Y	VC & MD
Mr. Nadir B. Godrej	Y	Independent	Y	Independent
Mr. M. M. Murugappan	Y	Independent	Y	Independent
Mr. R. K. Kulkarni	Y	Independent	Y	Independent
Mr. Anupam Puri	Y	Independent	Y	Independent
Dr. Vishakha N. Desai	Y	Independent	X	-
Mr. Vikram Singh Mehta	Y	Independent	X	-
Mr. T. N. Manoharan	Y	Independent	X	-
Mr. Vijay Kumar Sharma (LIC)	Y	Non-Executive	X	-
Dr. Pawan Goenka	Y	MD	X	-
Mr. Bharat Doshi	X	-	Y	ED
Mr. Deepak Parekh	X	-	Y	Independent
Mr. A.K. Nanda	X	-	Y	Non-Independent
Mr. Narayanan Vaghul	X	-	Y	Independent
Dr. A.S. Ganguly	X	-	Y	Independent
Mr. Arun Kanti Dasgupta (LIC)	X	-	Y	Non-Executive
No of Independent Directors		7/10		7/12

- Out of the 12 Directors on Board in FY11, only 5 directors remain on Board in FY18
- Mr. M. M. Murugappan and Mr. Nadir B. Godrej re-appointed for a period of 2 year only.



CSI and L&I Committee – Voluntary initiative of the company

Strategic Investments Committee

- Evaluate and scrutinise investments/ funding in/of business acquisitions beyond the threshold limit of Rs.100 crores and make necessary recommendations to the Board from time to time
- Monitor/review such of the above investments where there is a continuous shortfall vis-à-vis budget and review action taken by management in this regard
- Evaluate, scrutinise and approve disinvestments (other than investments that are considered to be non-core) in respect of subsidiaries/businesses above such threshold limit as may be determined by the Board from time to time
- Overseeing and reviewing performance of various subsidiaries.

Loans and Investment Committee

- L&I Committee be authorized for making loans and investments, giving guarantees, borrowing monies and such other related aspects of fund management as may be delegated to the Committee by the Board.
- The committee be additionally authorized to evaluate and scrutinize all proposed strategic investments/funding upto a limit of Rs.100 crores, including but not limited to investments, business acquisitions, reviewing existing investments in subsidiary companies, Joint Ventures, other Group companies, etc.

Succession Planning

- The successors for the **Independent Directors** shall be identified by the GNRC (Governance, Nomination and Remuneration Committee) **at least one quarter before expiry of the scheduled term**. In case of separation of Independent Directors due to resignation or otherwise, successor will be appointed at the earliest but not later than the immediate next Board meeting or three months from the date of such vacancy, whichever is later.
- The successors for the Executive Director(s) shall be identified by the GNRC from among the Senior Management or through external source as the Board may deem fit.

Policy Statement

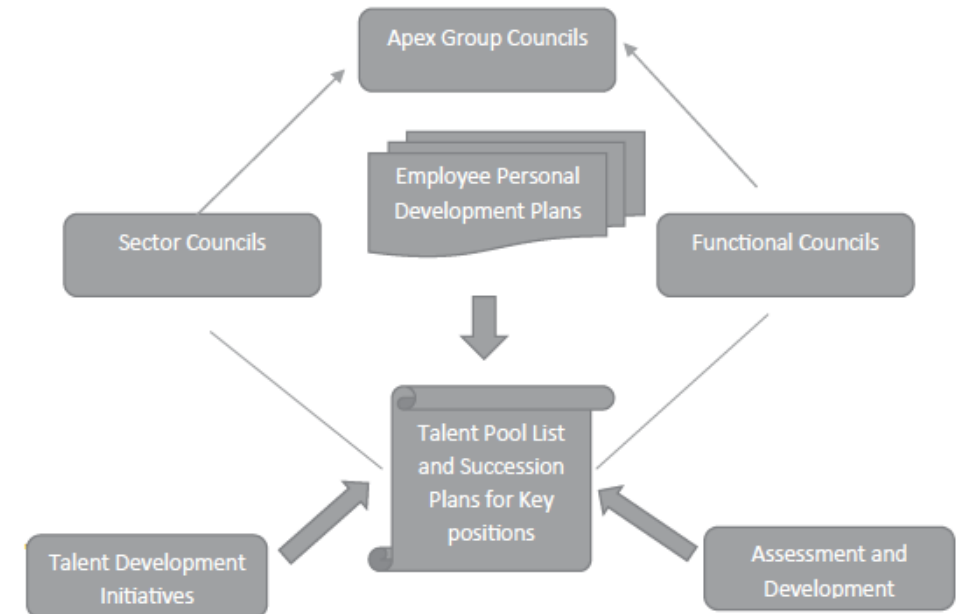
The Talent Management framework of the Mahindra Group has been created to address three basic issues:

1. Given the strategic business plans, do we have the skills & competencies required to implement them? If not, how do we create them – by developing them internally or externally?
2. For critical positions, what is the succession pipeline?
3. What are the individual development plans for individuals both in the succession pipeline as well as others?.

The framework lays down an architecture to address these questions using the 3E approach:

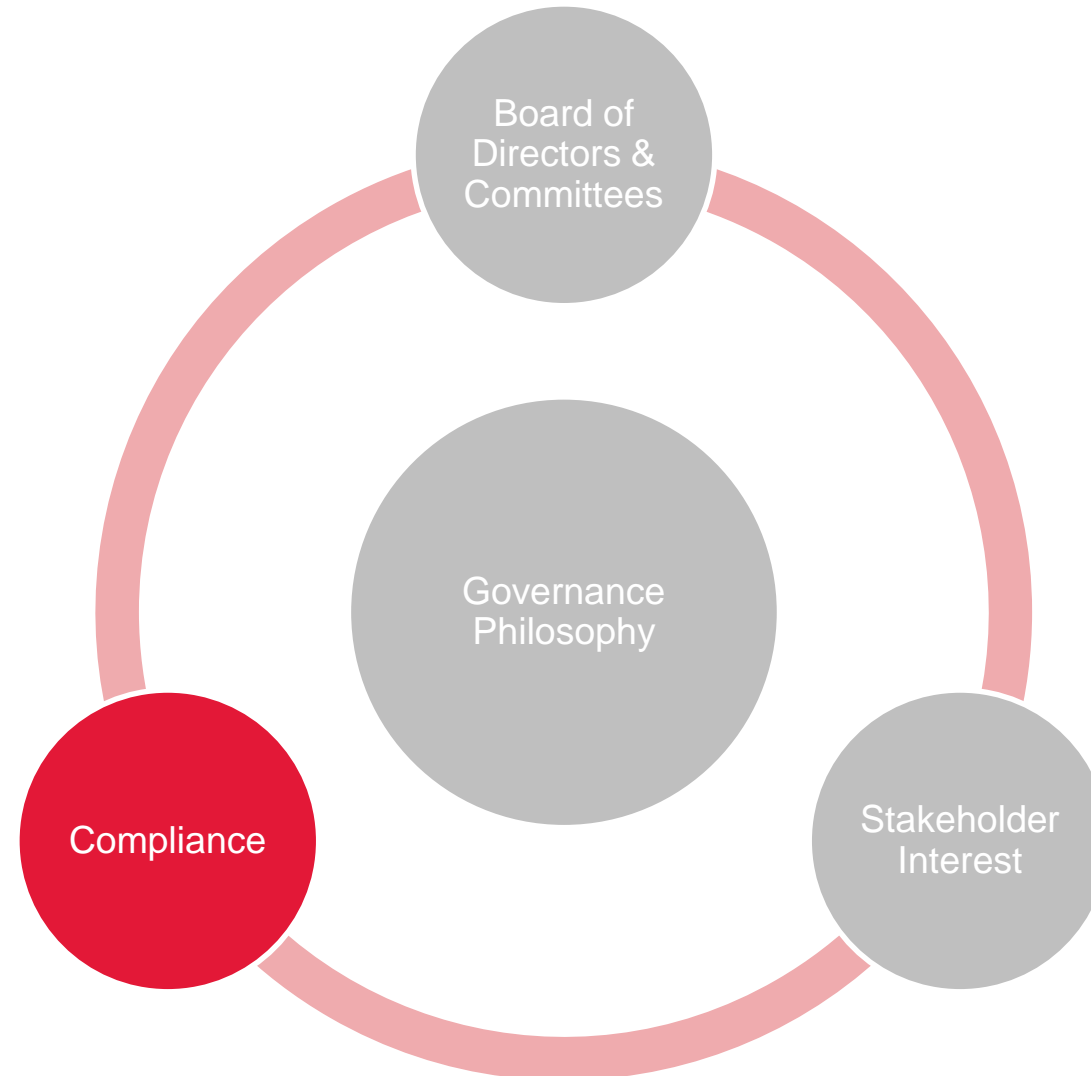
- a) **Experience** - 70% weightage.
- b) **Exposure** - 20% weightage.
- c) **Education** - 10% weightage.

Talent Management process



Corporate Governance & Compliance

The Mahindra Way



Governance policies for employees

Bribery & Corruption

- Zero Tolerance

Whistleblower

- Proactively communicated through posters, emailers, short film (in English & Hindi); Policy regularly reviewed by Board
- Independent hotline manned by KPMG
- Structures for administration of investigation and other administrative structures set up as per recommendation of KPMG

Annual Compliance Module

- Affirmation each year by ALL Employees and on joining for new employees

Computer Based Training Module

- Introduced - Bi-Annual training on the Code of Conduct

Ethics & Governance Portal for

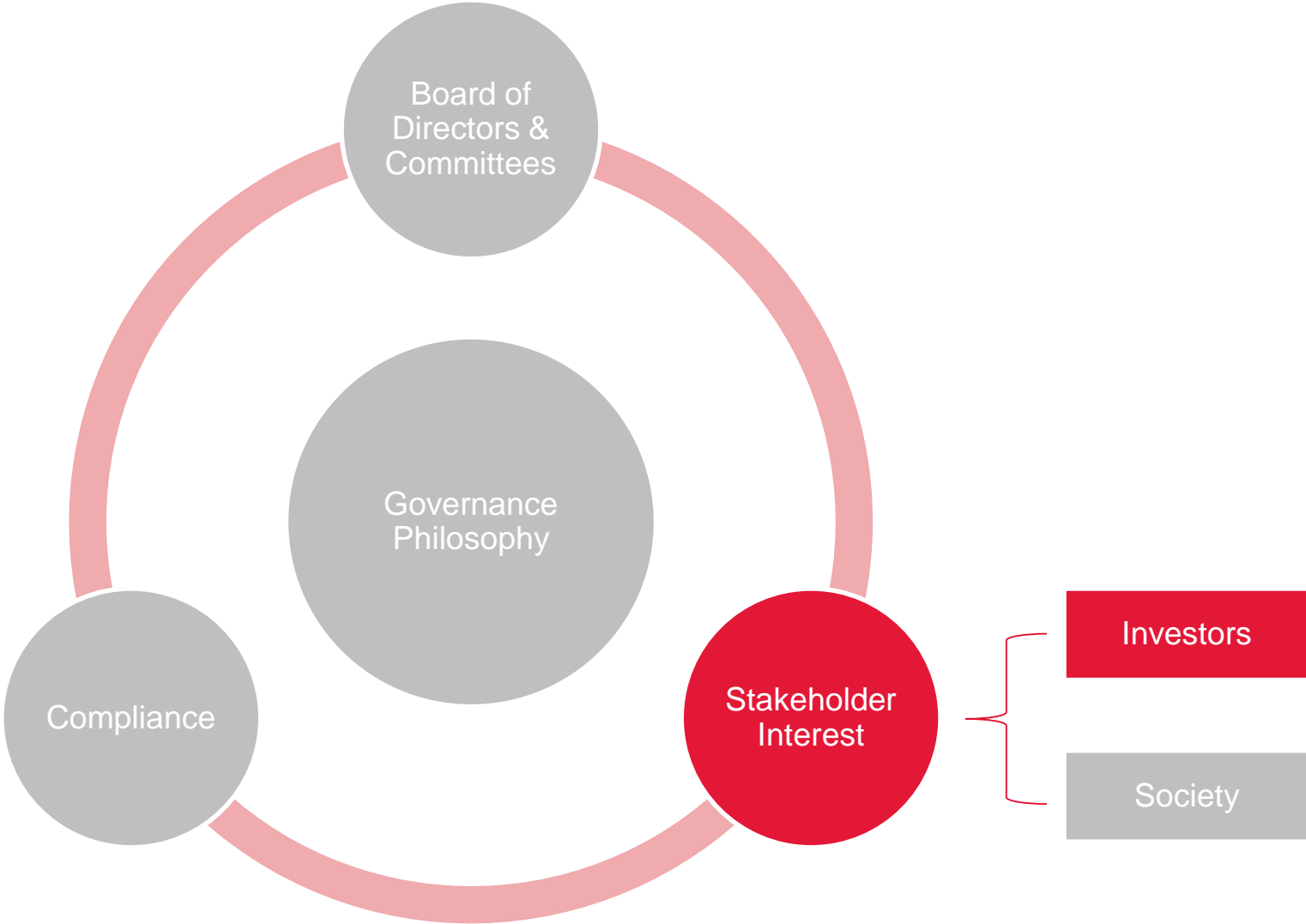
- Code of Conduct Violations
- Gift declarations; Lecture declaration
- 24 Governance Policies covering all aspects of the Code of Conduct

POSH

- Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment.
- All employees (permanent, contractual, temporary, trainees) are covered under this Policy

Corporate Governance & Compliance

The Mahindra Way



The Banyan Tree Approach



Mahindra
FINANCE

Mahindra
INSURANCE BROKERS

Mahindra
HOME FINANCE

Mahindra
MUTUAL FUND

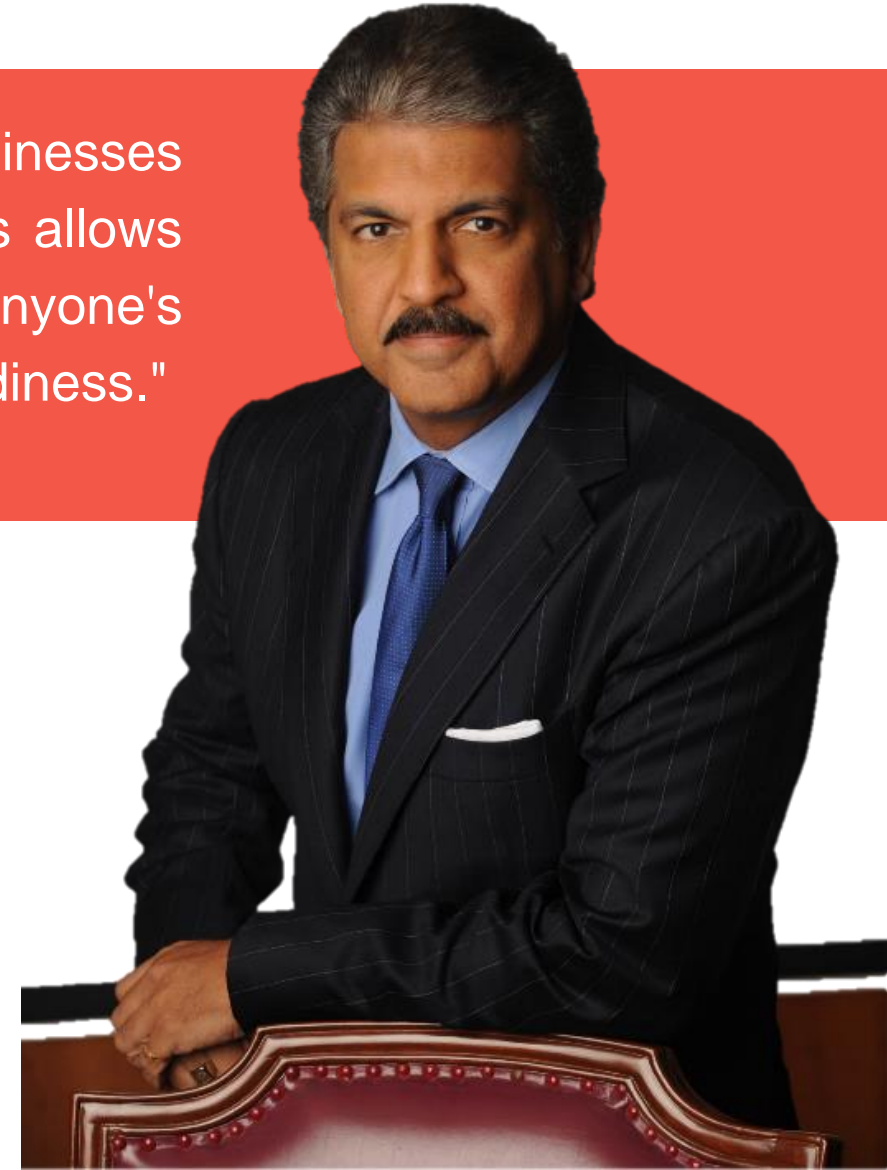


Investment Philosophy

“We have an internal guideline: we will fund our investment businesses largely from income generated from our investment portfolio. This allows us to create new sources of value, without a shadow of doubt in anyone's mind that those investments affect our competitive readiness.”

- Anand Mahindra

- In general circumstances, the company does not have to resort to cash flow generated by operating businesses to fund investment portfolio. The underlying principle as regards investment is to create valuable enterprises.
- In case of control vs growth trade-offs in these businesses, the company has always exercised option of growth. Except for strategic reasons, the focus would be to maximize value rather than prioritize control



Focus on Value Creation over Control



MCIE



Mahindra Retail



Sanyo Steel



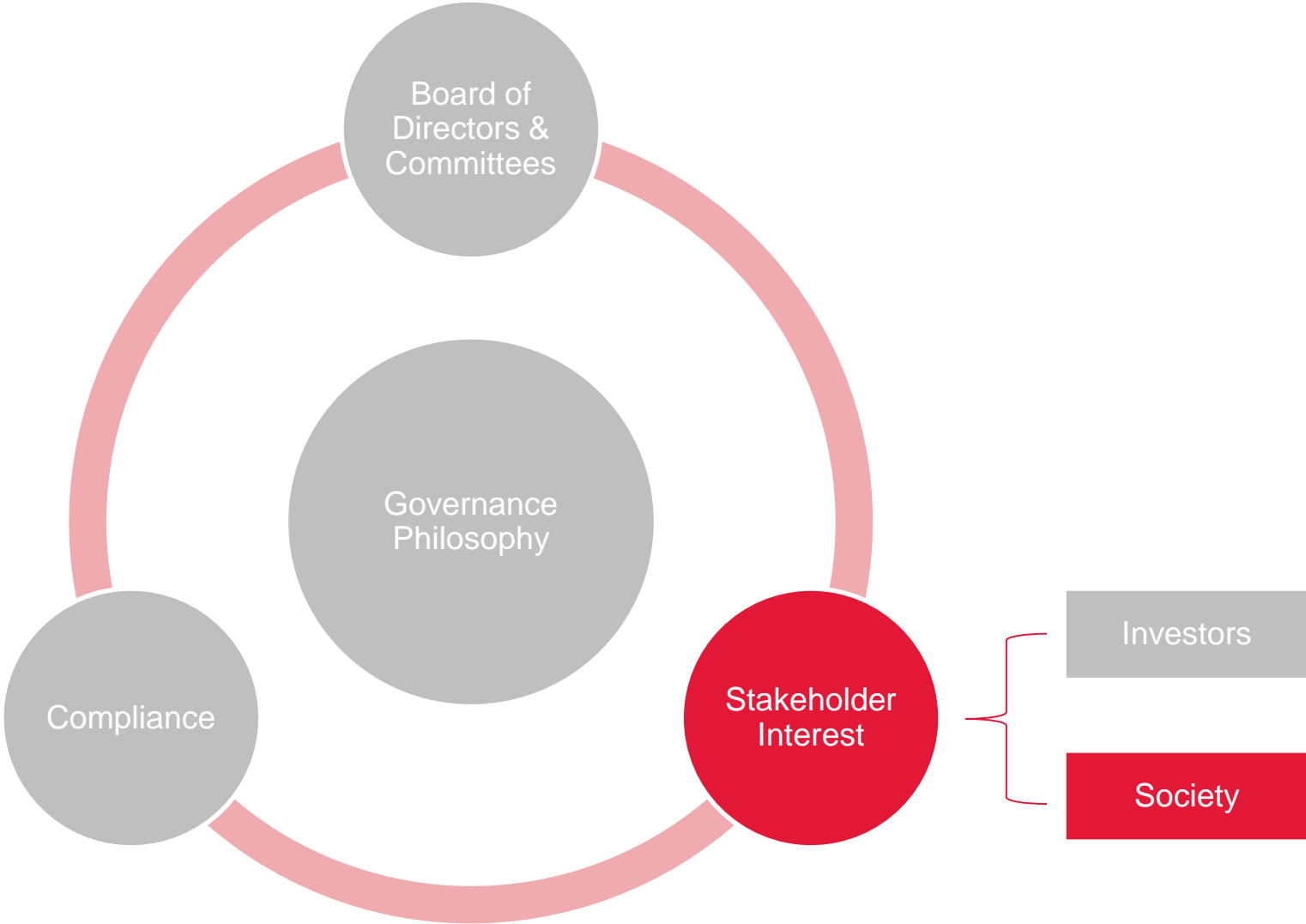
Mahindra China



Two Wheelers

Corporate Governance & Compliance

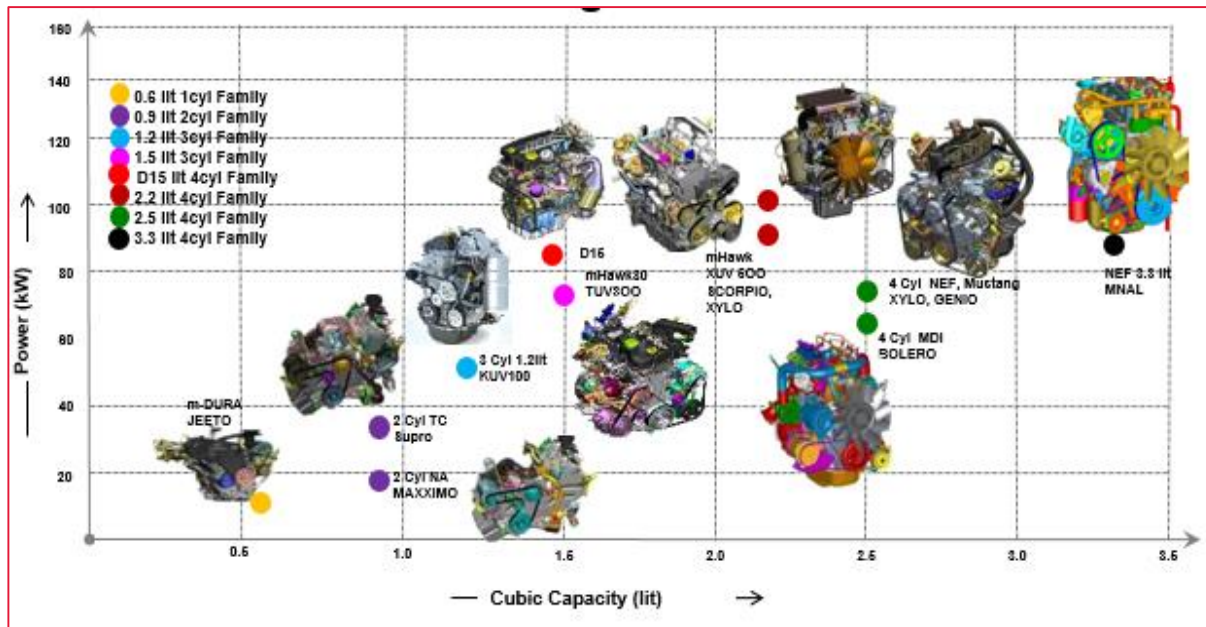
The Mahindra Way



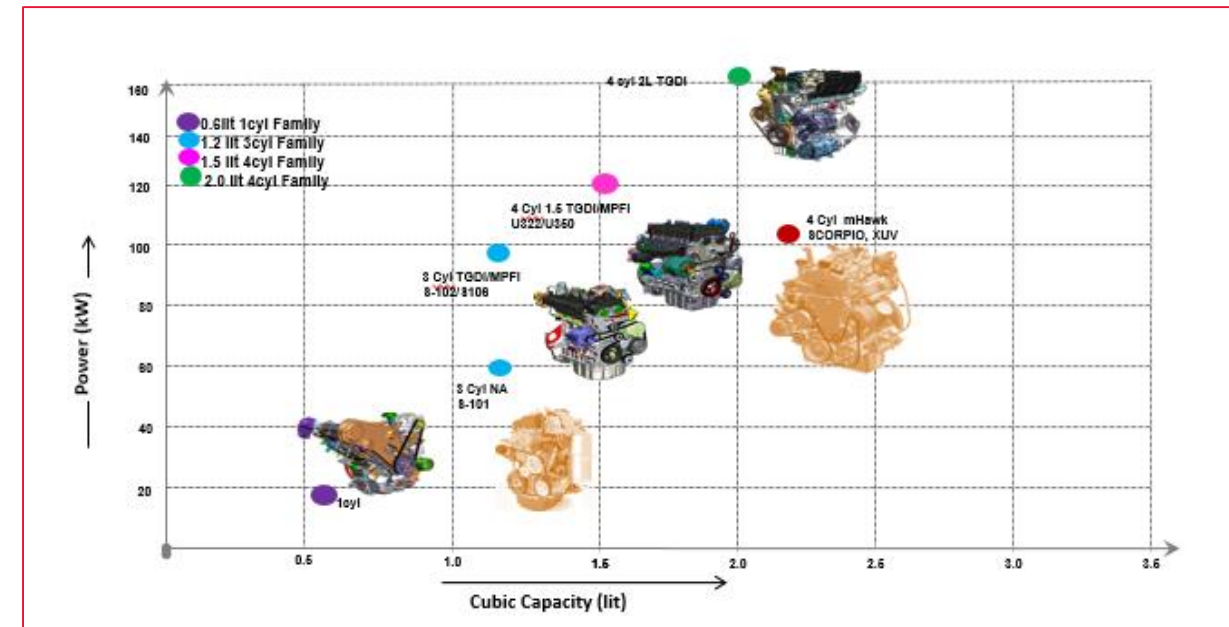
A move towards cleaner and greener future...

BSVI Preparedness

Diesel Engine Platforms



Gasoline Engine Platforms



- Exhaustive range of diesel engines
- Company well poised to meet BSVI deadline

- M&M currently has 2 gasoline engines. Intends to add 4 more options.
- Engine capacities fungible between diesel & gasoline engines

Electric Vehicles

Vision 2030

Tomorrow's Movement, Today

A first: Electric vans in most towns soon

Electric vans will be available in most towns soon, says Mahindra Electric. The company has already started supplying electric vans to various government departments and private organisations. The vans are being used for transport of goods and passengers. Mahindra Electric is also planning to launch electric vans for hire in major cities.

Auto Cos Step on Gas to Hit the Road

Look to bring out e-variants soon as the govt is pushing for an all-electric car

Ketan Thakkar @kethakkar
Mahindra, Tata, Maruti, Hyundai, Honda, Nissan, and others are all working on electric vehicles. The government is pushing for an all-electric car by 2030. This is a significant goal for the industry. Mahindra is leading the way with its e2o and e20. Tata is also working on electric vehicles. Maruti is planning to launch electric cars in the near future. Hyundai and Honda are also working on electric vehicles. Nissan is planning to launch electric cars in the near future.

'India can be a market leader in electric vehicles'

Electric vehicles can help India meet its energy goals and reduce its dependence on fossil fuels

Amitabh
India has the potential to become a market leader in electric vehicles. The country has a large population and a growing economy. Electric vehicles can help India reduce its carbon footprint and improve its air quality. The government is providing incentives for electric vehicles. This is encouraging more people to buy electric vehicles. India is also investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. India is on the right track to becoming a market leader in electric vehicles.

Govt. amends rules to bring in battery-driven vehicles

Incentives offered to taxi operators, especially Ola, Uber

Anand
The government has amended its rules to allow battery-driven vehicles. This will allow taxi operators to use electric vehicles. The government is offering incentives to taxi operators who use electric vehicles. This is to encourage more people to use electric vehicles. The government is also providing incentives for electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The government is committed to promoting electric vehicles in India.

EESL set to issue tender for 10,000 additional EVs

With a view to other states, an order for 10,000 electric vehicles is being issued

Anand
EESL is set to issue a tender for 10,000 additional electric vehicles. This is to meet the demand for electric vehicles in various states. EESL is also planning to issue tenders for electric vehicle infrastructure. This will make it easier for people to use electric vehicles. EESL is committed to promoting electric vehicles in India.

E-buses may ply early next year; BMTD to lease vehicles

Cost-Shared Utility Jans Earlier Plan Of Buying Buses

Wipro
E-buses may start plying in major cities early next year. BMTD is planning to lease electric buses. This is to reduce the cost of electric buses. BMTD is also planning to issue tenders for electric bus infrastructure. This will make it easier for people to use electric buses. BMTD is committed to promoting electric buses in India.

Maha Policy on E-vehicles Soon

Measures include refunding SGST to the manufacturers and offering a subsidy to those buying vehicles

Wipro
The Maharashtra government is planning to launch a Maha Policy on electric vehicles. This policy will include refunding SGST to the manufacturers and offering a subsidy to those buying electric vehicles. This is to encourage more people to buy electric vehicles. The government is also investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The government is committed to promoting electric vehicles in India.

CLEAN ENERGY DRIVE

2-Wheelers may 'Electrify' Roads Sooner Than Cars

All major two-wheeler cos in India have scheduled launches of electric vehicles from next year

Wipro
All major two-wheeler companies in India have scheduled the launch of electric vehicles from next year. This is a significant step towards the electrification of two-wheelers. The companies are investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The companies are committed to promoting electric vehicles in India.

Boost Solar Power

Use of solar power for charging electric vehicles is being encouraged

Wipro
The use of solar power for charging electric vehicles is being encouraged. This is to reduce the cost of charging electric vehicles. The government is providing incentives for solar power charging stations. This is to encourage more people to use electric vehicles. The government is committed to promoting electric vehicles in India.

E-PAYMENTS TO BE PERMITTED FOR CHARGING ELECTRIC VEHICLES

This will allow users to pay for charging services through mobile apps

Wipro
E-payments will be permitted for charging electric vehicles. This will allow users to pay for charging services through mobile apps. This is to make it easier for people to use electric vehicles. The government is providing incentives for electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The government is committed to promoting electric vehicles in India.

ALL CHARGED UP

How e-car owners - and the nation - are getting up for the massive demand that's set up for the electric vehicles space in wake of the govt's 2030 vision of only electric cars on the road

Wipro
The electric vehicle market is growing rapidly in India. This is due to the government's vision of 100% electric vehicles by 2030. The market is attracting investment from both domestic and foreign companies. The government is providing incentives for electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The government is committed to promoting electric vehicles in India.

For electric cars, 2 new charging stations in Lower Parel and Kurla

EESL and Wipro are setting up charging stations in these areas

Wipro
EESL and Wipro are setting up two new charging stations in Lower Parel and Kurla. This is to meet the demand for electric vehicles in these areas. EESL and Wipro are also investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. EESL and Wipro are committed to promoting electric vehicles in India.

M&M to Invest up to ₹4,000 crore to Boost EV Business

to aims to localise battery-making entirely, says MD Pawan Goenka

Wipro
Mahindra & Mahindra is investing up to ₹4,000 crore to boost its electric vehicle business. The company aims to localise battery-making entirely. This is to reduce the cost of electric vehicles. The company is also investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. Mahindra & Mahindra is committed to promoting electric vehicles in India.

Mahindra Electric, Zoomcar to deploy e-vehicles for shared mobility

The two companies are planning to launch e-vehicles for hire in major cities

Wipro
Mahindra Electric and Zoomcar are planning to launch electric vehicles for hire in major cities. This is to provide a convenient and eco-friendly mode of transport. The companies are investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. Mahindra Electric and Zoomcar are committed to promoting electric vehicles in India.

INDIA LEAPS AHEAD: TRANSFORMATIVE MOBILITY SOLUTIONS FOR ALL

From two-wheeled scooters to cars, India is leading the world in electric mobility

Wipro
India is leading the world in electric mobility. This is due to the government's vision of 100% electric vehicles by 2030. India is investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. India is committed to promoting electric vehicles in India.

Tata Power

Tata Power is investing in electric vehicle infrastructure

Wipro
Tata Power is investing in electric vehicle infrastructure. This is to make it easier for people to use electric vehicles. Tata Power is also investing in electric vehicle charging stations. This will make it easier for people to use electric vehicles. Tata Power is committed to promoting electric vehicles in India.

Mahindra Electric to play key role in EV drive

New Delhi: Mahindra & Mahindra, a leading player in electric vehicles (EV) in India, has now set eyes on electrification of some of the models of its South Korean arm SsangYong Motor, a top company official said.

Wipro
Mahindra Electric is playing a key role in the electric vehicle drive in India. The company is investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. Mahindra Electric is committed to promoting electric vehicles in India.

Electric shock for automobile makers

The industry is facing a major challenge as the govt pushes for 100% electric vehicles

Wipro
The automobile industry is facing a major challenge as the government pushes for 100% electric vehicles by 2030. This is a significant goal for the industry. The industry is investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The industry is committed to promoting electric vehicles in India.

FIRMS' EV PLANS

Major car makers are announcing their electric vehicle plans

Wipro
Major car makers are announcing their electric vehicle plans. This is to meet the demand for electric vehicles. The companies are investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. The companies are committed to promoting electric vehicles in India.

Maruti will make electric cars in Guj

The company is planning to launch electric cars in Gujarat

Wipro
Maruti is planning to launch electric cars in Gujarat. This is to meet the demand for electric vehicles in the state. Maruti is investing in electric vehicle infrastructure. This will make it easier for people to use electric vehicles. Maruti is committed to promoting electric vehicles in India.



Electric Vehicles – Business Highlights



EV technology manufacturing hub inaugurated



e-3wheeler 'TREO' launched



MoU signed with Three wheels united (TWU) and SmartE for supply of e3w



Acquired paying customers for both platform and APIs of NEMO



Integrated sustainable mobility ecosystem pilot at Auroville



Centre stage at India's first global electric mobility summit 'MOVE'

Integrated Sustainable Mobility Solutions

Vehicle deployment

Offer our portfolio of EVs as suitable for the application



Enable mobility models

Aims at enabling mobility models such as ride sharing, ride hailing and self-drive through *treno*



Enable eco-system

Work closely with partners in creating eco-system (parking, charging infra) and integrate on mobility platform *treno*



Energy storage

Support in End to End clean and green solutions – Mobility to Complete sustainable living



Partners:



Indian Institute of
Science, Bangalore



Puducherry Smart City
Development Ltd. (PSCDL)

Mahindra Electric Impact

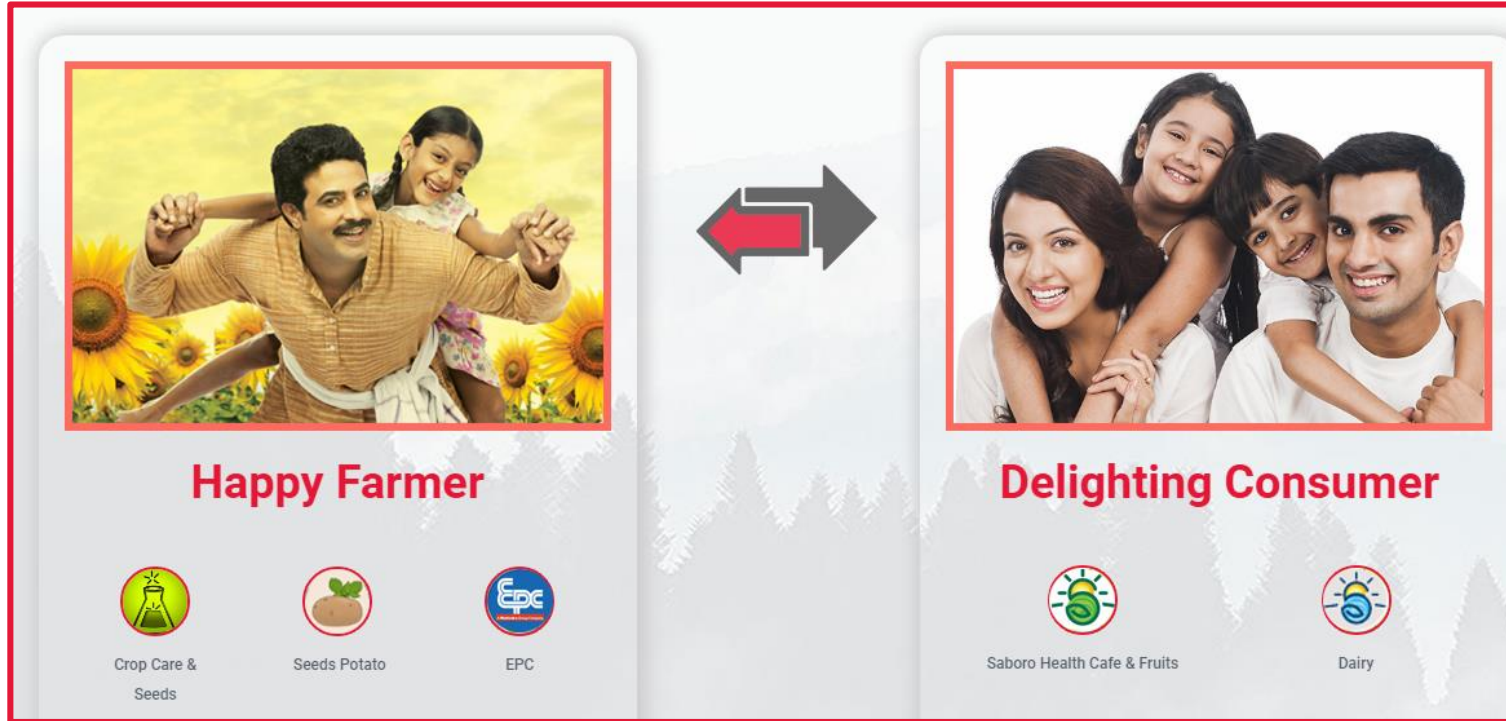


Every 100 million e-kms translates to

- Saving 11,000 metric tons of CO2 emissions in India
- The need to plant over 5 lakh trees to absorb the equivalent levels of emissions.

Mahindra Agri Solutions


Vision to Deliver FarmTech Prosperity




We plan to impact the lives of **5 million farmers** in next 4 years





Corporate Governance Awards




Overall Best Company in
India for Corporate
Governance' by 'Asia
Money' based in Hong
Kong: 2016-17

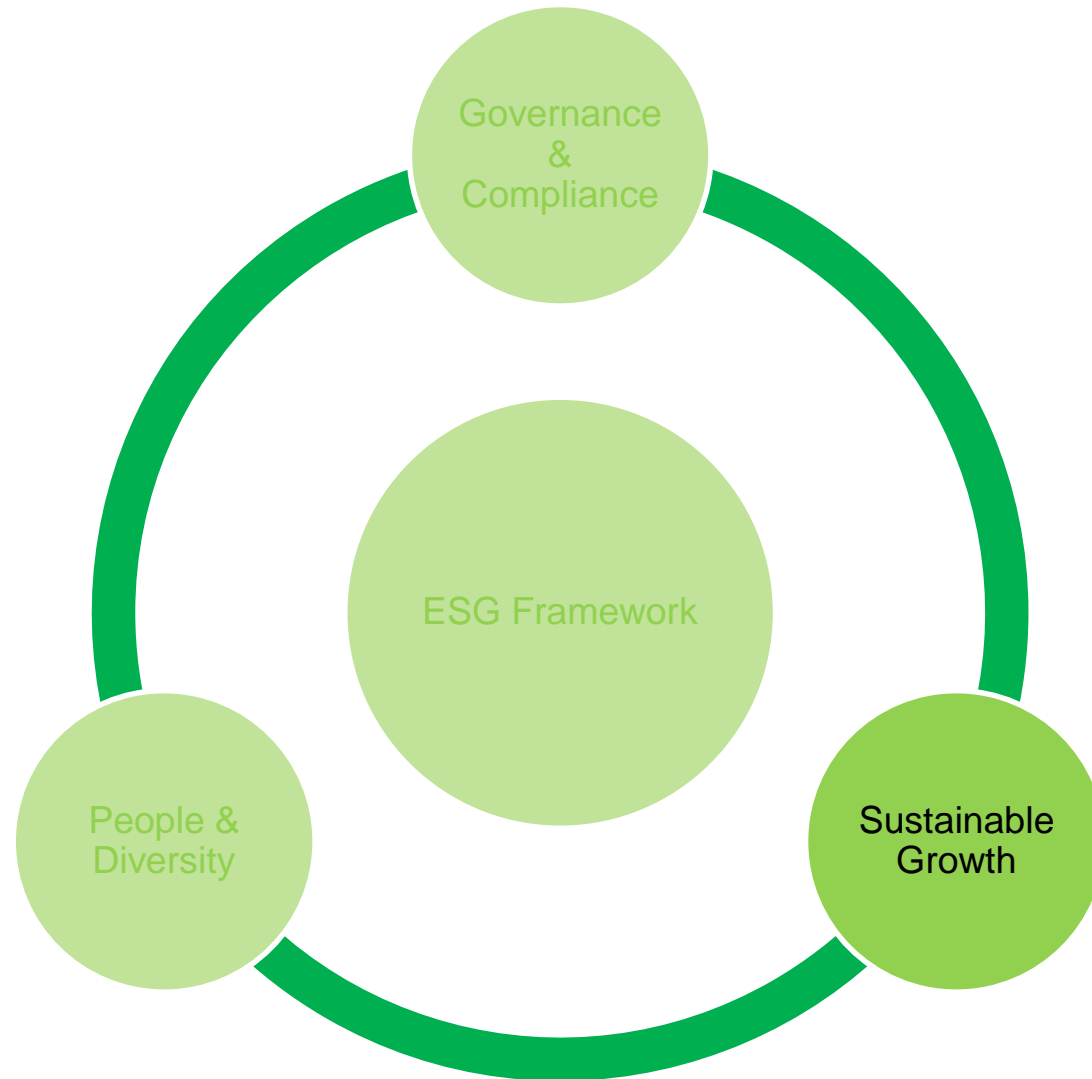


The National Award for
Excellence in Corporate
Governance by the Institute of
Company Secretaries of India
2015-16



Golden Peacock Award for
Excellence in Corporate
Governance by the
Institute of Directors
(IOD) : 2015-16



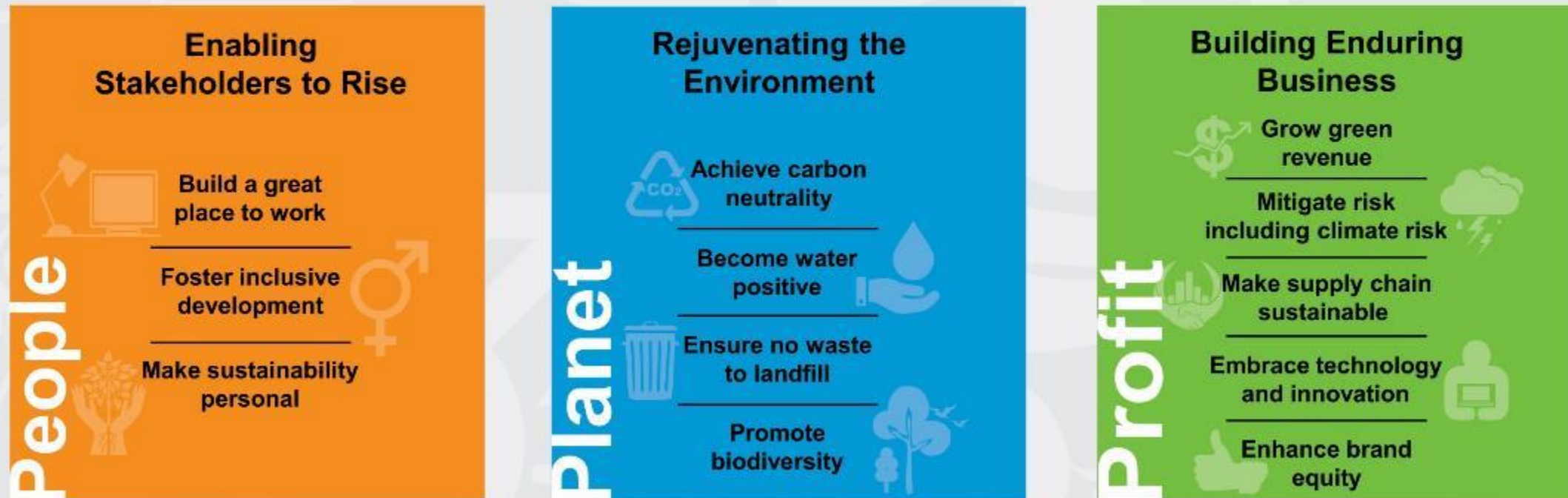


Sustainability Performance 2018-19

- Mahindra Sustainability Framework
- Leadership in Sustainability
- Building Enduring Business
- Rejuvenate the Environment
- Enabling Stakeholders to Rise
- Awards and Accolades

Mahindra Sustainability Framework

Building enduring businesses by rejuvenating the environment and enabling stakeholders to Rise



Partnering. Learning. Sharing.

Giving back more than we take.

Leadership in Sustainability



20 Mahindra Group Companies committed to Science Based Target (SBT)
Mahindra Sanyo Special Steel Pvt Ltd (MSSSPL) and Tech Mahindra targets approved.

Leadership in Sustainability



Anand Mahindra co-chaired 'The Global Climate Action Summit' hosted in September '18 by Governor Brown of California
Mahindra Group Committed to Carbon Neutrality by 2040

Leadership in Sustainability

EP 100

5 Group Companies committed

M&M Limited

Mahindra Holidays & Resorts India Limited (MHRIL)

Mahindra Vehicle Manufacturers Limited (MVML)

Mahindra Heavy Engines Limited (MHEL)

Swaraj Engines Limited



Founder member at World bank's CPLC and declared Carbon Price of \$10 per ton of CO₂ emitted



Mahindra Lifespaces

Founder member of Sustainable Housing Leadership Consortium (SHLC) led by IFC



MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

Tech Mahindra

Tech Mahindra topper in CDP and Dow Jones disclosures; M&M and MMFSL do well

Leadership in Sustainability

RE 100

Mahindra Holidays & Resorts India Limited (MHRIL) committed to RE 100, a program by global organization 'The Climate Group'. The commitment is to procure / generate 100% renewable electricity by 2060.

EV 100

Mahindra Electric Mobility Limited (MEML) committed to EV 100, a program by global organization 'The Climate Group'. The commitment is to use EV in service contracts, provide charging infrastructure for staff and customers, awareness and engagement program for EV usage.

Governance Structure for Sustainability



Sustainability Reporting – 2008 to 2017



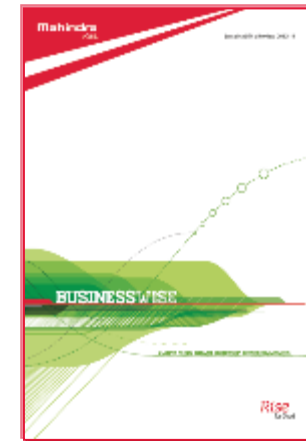
2007-08
Alternative Thinking



2009-10
Where Alternative is Native



2011-12
Alternative Accelerates Results



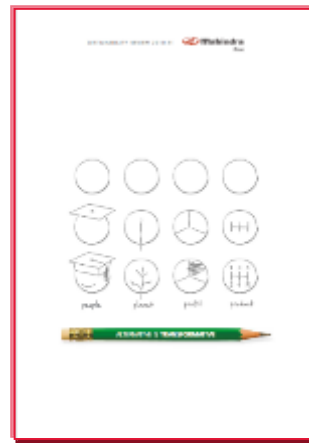
2013-14
BUSINESSWISE



2015-16
We love +ve Disruption



2008-09
Alternative Thinking in action



2010-11
Alternative is Transformative



2012-13
H₂O to H₂∞

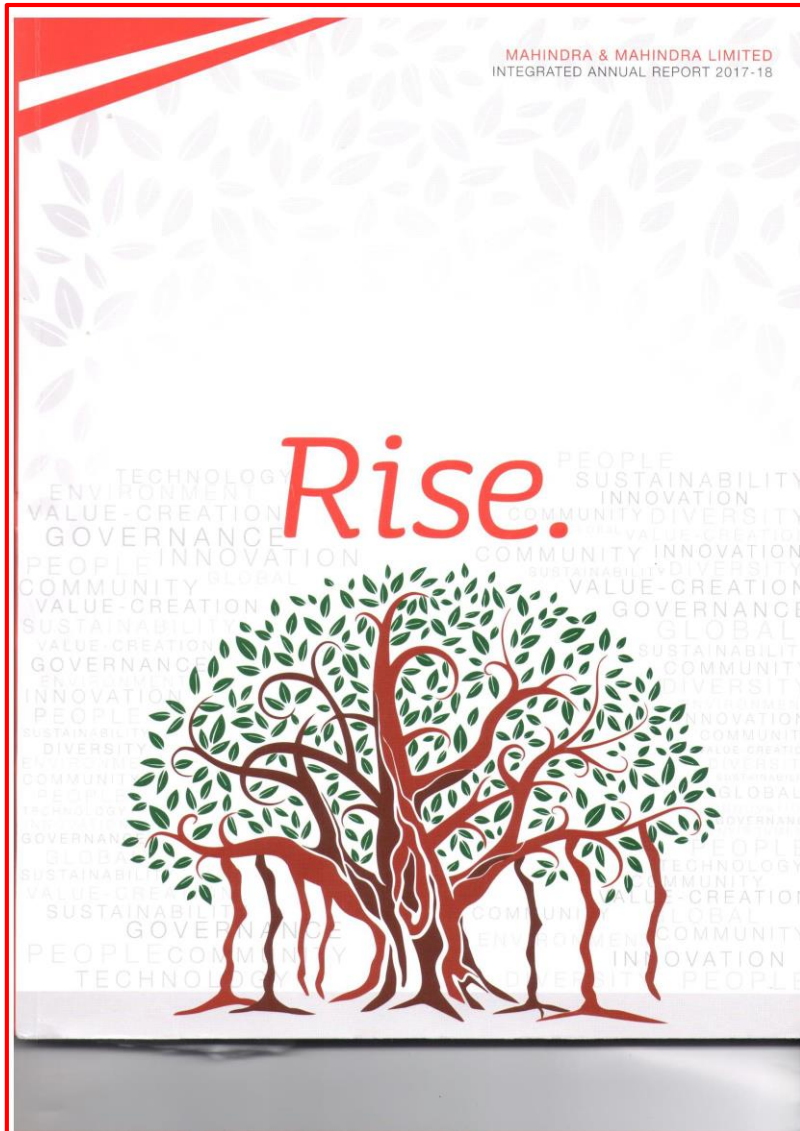


2014-15
BUSINESSWISE
Multiplying outcomes



2016-17
Rise for Good

2017-18: Integrated Annual Report



- First Integrated Report merged with Annual Report of Mahindra and Mahindra Limited
- Based on International Integrated Reporting Council (IIRC)
- Explains how an organization creates value over time.
- Reports performance on 6 forms of capitals viz.
 - Financial Capital
 - Manufactured Capital
 - Intellectual Capital
 - Human Capital
 - Natural Capital and
 - Social & Relationship Capital

Building Enduring Business

Grow Green Revenue: USD 400mn+ Green Portfolio



Micro Irrigation



Smart IT Solutions



Solar Power

1.15 GWp installed, 1.71 GWp WIP



Green Buildings

Electric Vehicles



GenZe



e₂O+



e -Verito



Partnering with Ola for EVs



Automotive Recycling

Rejuvenating the Environment



Achieving Carbon Neutrality



Auto, Farm & Holidays businesses

Committed to go 100% LED



10% Achieved!

\$10 Carbon Price



Engagement with EESL- LED lighting



Mahindra Joins Hands with EESL for LED program

LED lights installed - 1.6 Lacs Nos

Project Cost- Rs 16 Crs

Est. Energy saving- 200 lacs kwh/annum

Est. CO₂ emission reduction- 16400 Tons/annum



Tube lights



High bay lights



Down lights

EESL- Energy Efficiency Services Limited

6

Engagement with EESL- Energy Efficient Motors



- Improved Energy efficiency
- Payback 18-24 Months

Total requirement of motors – 1000 No's

Motors replaced – 200 Nos
(1.1 kw -22 kw)

Improved Energy efficiency by 6-10%

Total Investment – Rs 5.6 Crs

Total Est annual saving -2.5 Crs

Becoming Water Positive



Integrated Watershed Management:
2.35X increase in income for 20,000;
12X of water consumption harnessed by
Mahindra



Saving 30-40% Water for Irrigation

Ensure no waste to landfill



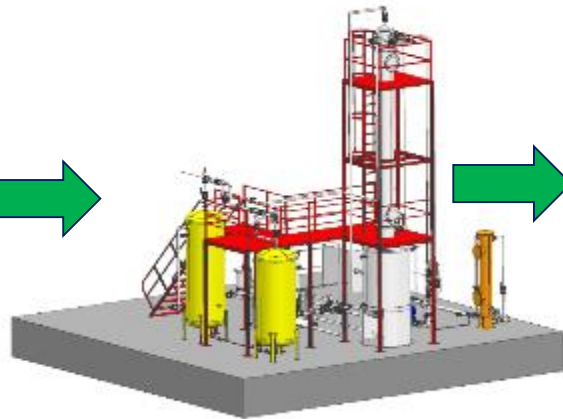
- 6 plants of M&M received the Zero Waste to Landfill Certifications from M/s- Intertek, USA.
- ✓ AS – Igatpuri
- ✓ AS – Zaheerabad
- ✓ AS – Haridwar
- ✓ FES – Swaraj Plant 1
- ✓ FES – Zaheerabad
- ✓ FES – Rudrapur

Waste Management

Bio gas Project – Mahindra World City

Input :
Segregated
Food-waste 10
tons/day –
Provided by
MWC

400 kg of CNG
grade fuel is
produced daily
and it can propel
our 'Tourister
buses' 2800 km/
day



4 tons of
organic manure
is produced
daily

2 Commercial
Projects under
implementation



Organic Manure

Scrap Metal to Transformer Core



Foundry Waste Sand

to

River Sand



Kitchen Waste to Fertilizers



Waste to Energy



Paint Sludge as Fuel to Cement Plant



Promote Biodiversity



Membership and
Advocacy



Reduction in Dust
levels by 50%

Enabling Stakeholders to Rise



<http://www.mahindra.com/riseforgood>

EDUCATION



Supported
over
370,000
girls till
date

Girls Supported in
FY19
1,51,097

6,132 ASC's in
3,844 government
schools across
11 States

66,695 girls
received tablet
based learning



EDUCATION

 **UWC** MAHINDRA
COLLEGE
EDUCATING FOR PEACE AND A SUSTAINABLE FUTURE

K.C.MAHINDRA
EDUCATION TRUST



EDUCATION

MAHINDRA PRIDE SCHOOL

Trained over
1,35,000 youth
till date.

9 Mahindra Pride
Schools



3,000 Mahindra
Pride Classrooms
in 14 States



Lifeline Express



1,10,175
individuals
treated
through 20
Lifeline
Express
projects

FY19 – 1 project in
Arrah, Bihar



Beneficiaries in
FY19 – 11,119

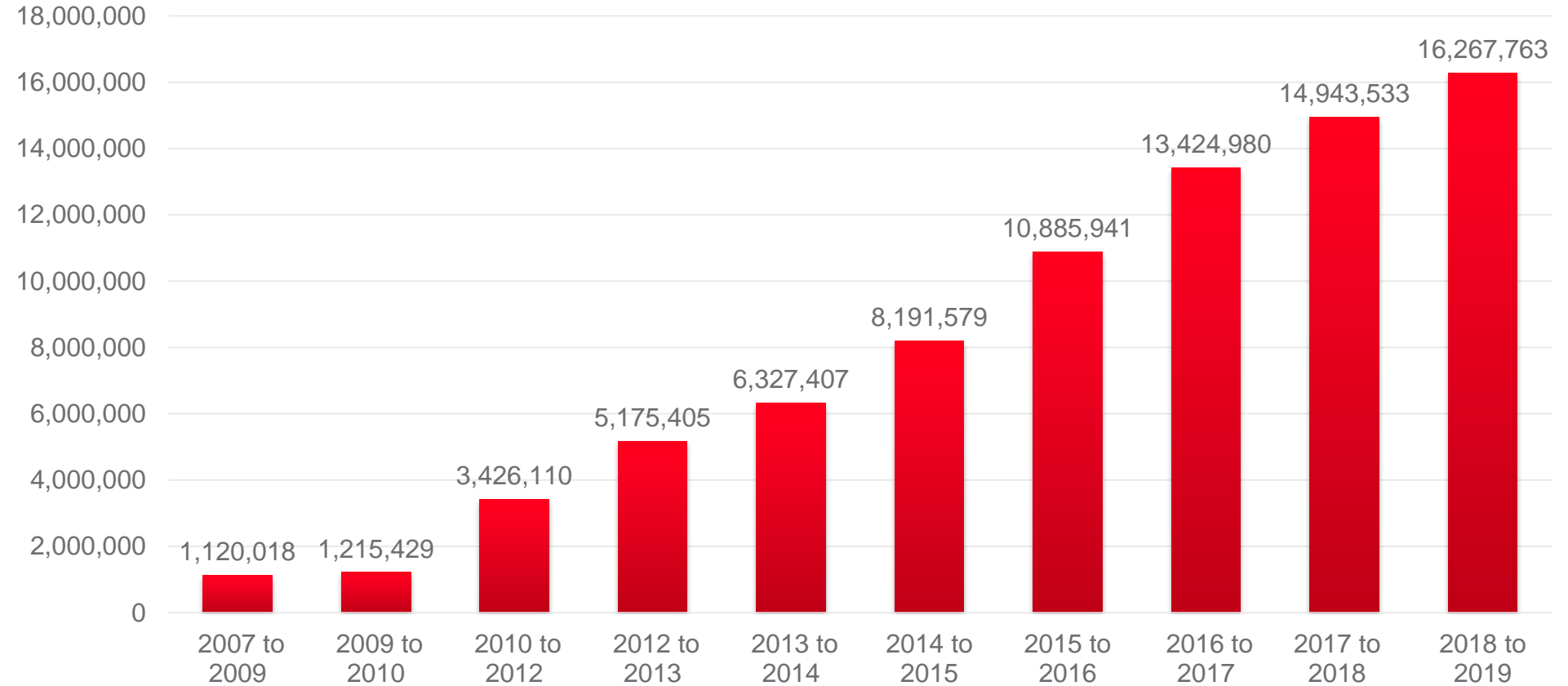
Project Hariyali



**Mahindra
Hariyali:
16.27
million trees
planted till
date**

**FY19 – 1.32 million
trees planted**

No of trees planted (Cumulative)



Awards & accolades

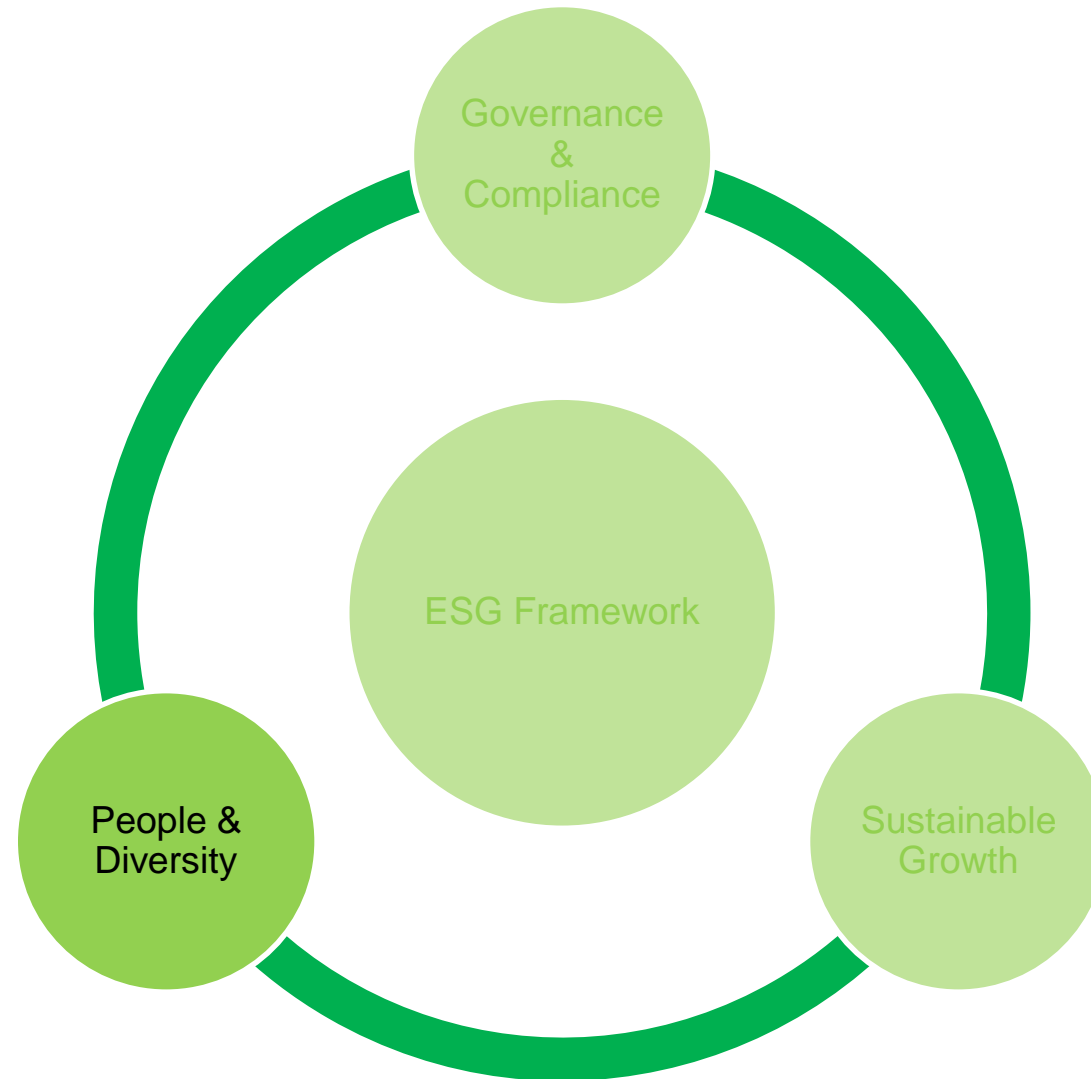
- M&M received IGCC (Indo German Chamber of Commerce) award for best sustainable business practices in 2017-18
- AD Igatpuri plant wins 18th Annual Greentech Environment Award – Platinum rating in 2018 by Greentech Foundation
- AD Igatpuri Plant wins “Sustainable Factory of The Year” at The India Sustainability Leadership Summit 2018 by TERI and Frost & Sullivan

Awards & accolades

- AD Kandivli wins award for Energy Management by MEDA (Maharashtra Energy Development Agency) in 2018
- AD Zaheerabad bags 2nd Prize at National Energy Conservation Award by Ministry of Power, Govt of India 2018
- AD Nashik Plant wins 18th CII National Excellence Energy Efficient Unit & Best Useful Presentation Award 2017

Awards & accolades

- Sustainability Report – Awards won
 - Indian Chamber of Commerce “India Corporate Governance & Sustainability Vision” Awards
 - Public Relations Council of India Award in Corporate Brochure category
 - Green Organization of the Year – Automotive sector (ET now in partnership with World CSR day)
 - Asia Sustainability Reporting Award 2018 (Best Supply Chain Reporting & Best Carbon Disclosure)



Enabling Stakeholders to RISE....



How Group HR enables soaring towards the Group Aspiration

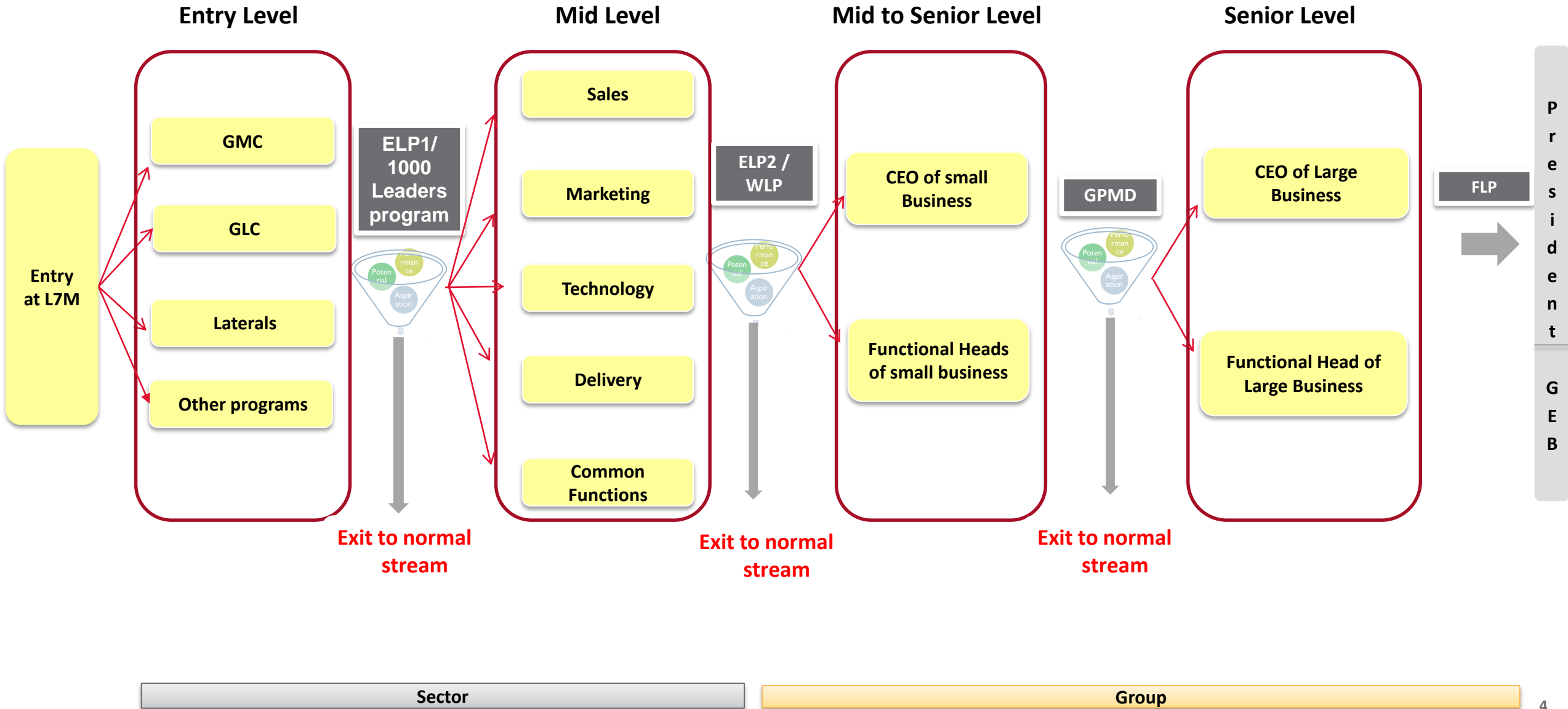


Talent Management

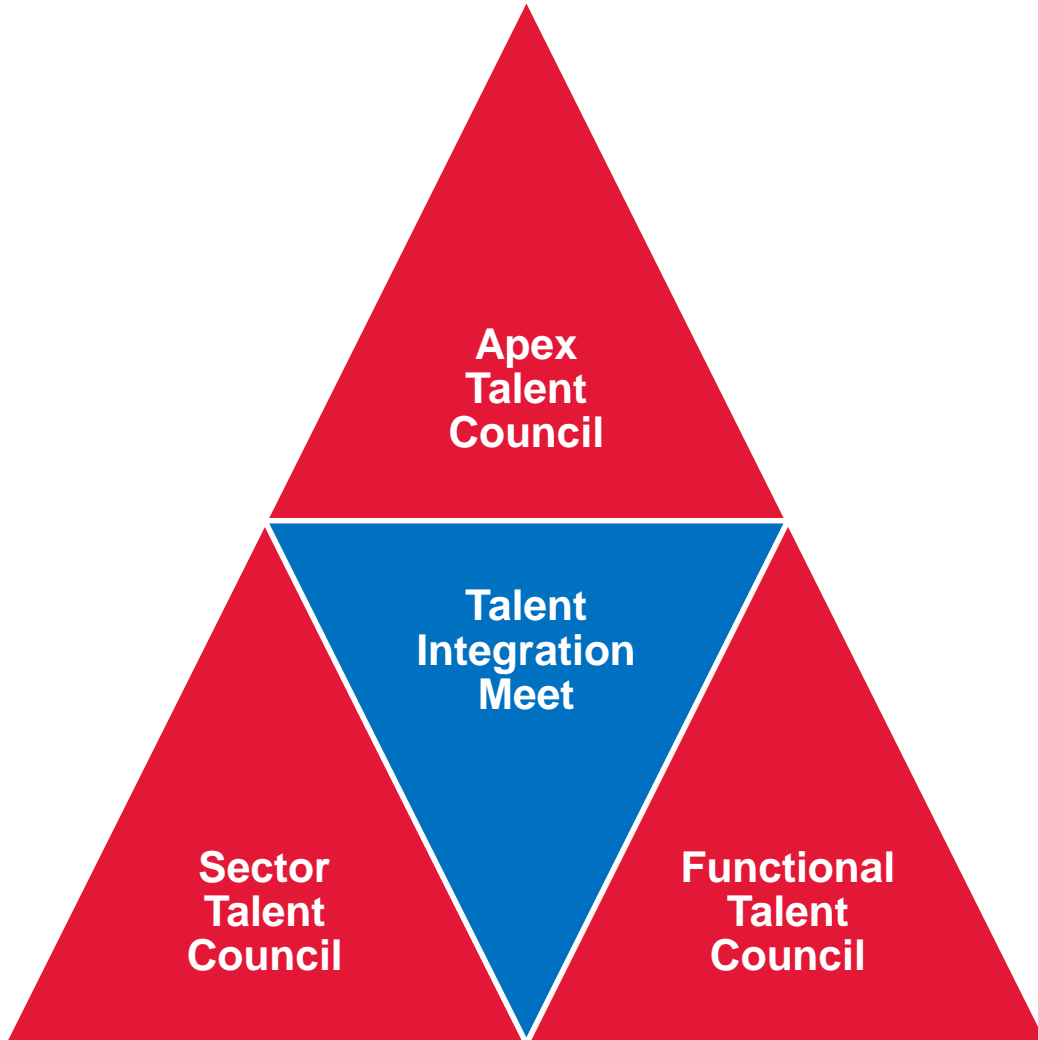


Talent Management

Building Leaders at Every Level



Talent Review



Talent Development



Talent Management

EXPERIENCE (70%)

- Job Rotation
- Participation in Cross-Functional teams (CFTs)
- Concurrent Assignments or Projects



EXPOSURE (20%)

- Coaching of Hi-Pots
- Study tours and visits for Hi-Pots



EDUCATION (10%)

- Classroom training
- Executive education
- Learning resources

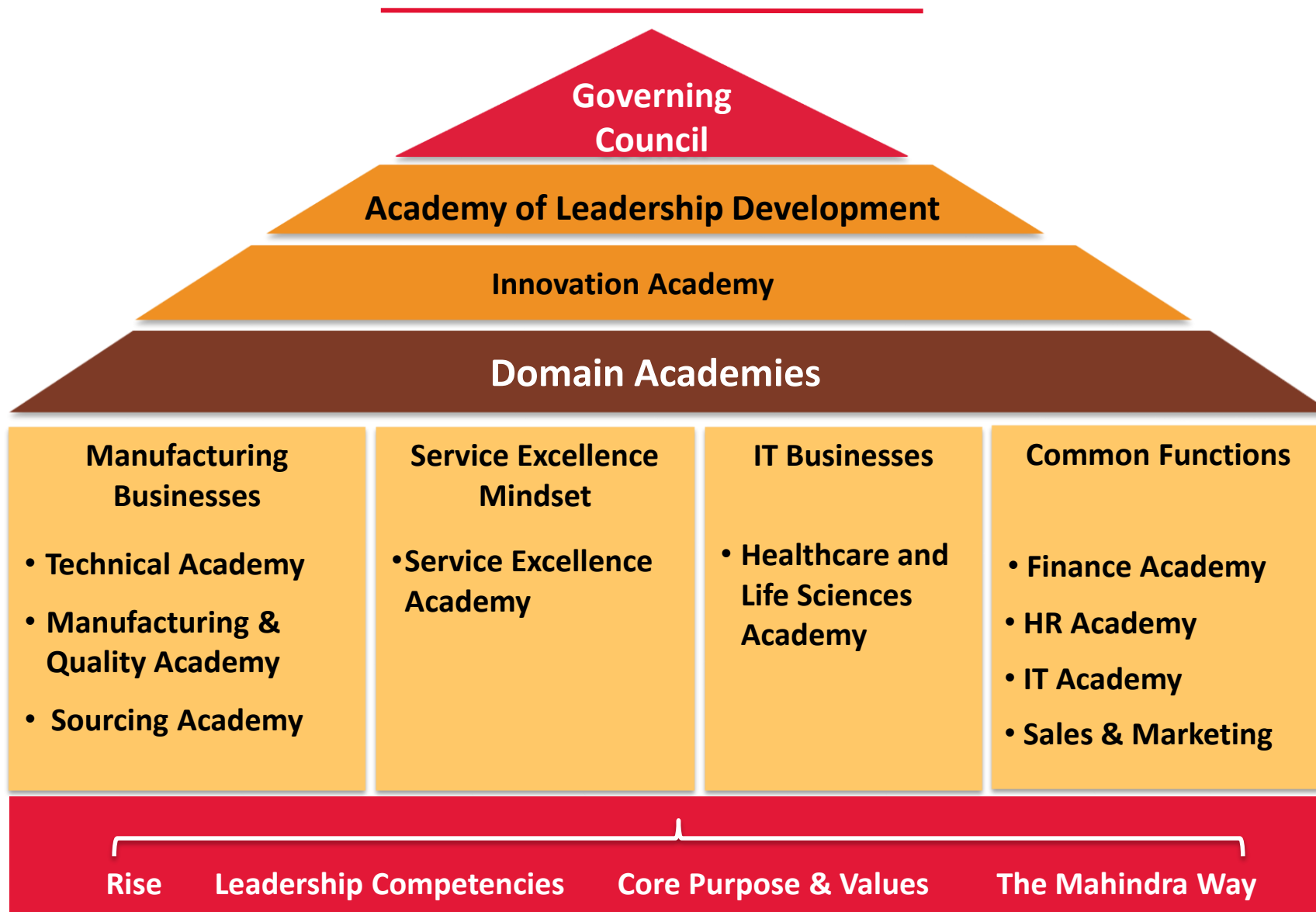


Education
(10%)

Exposure
(20%)

Experience
(70%)

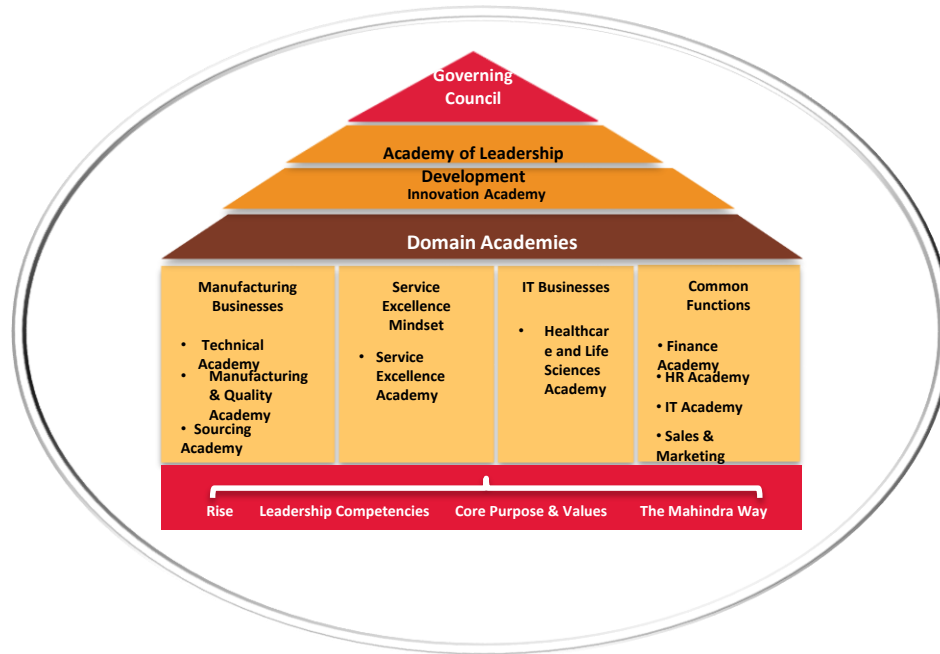
The Mahindra Leadership University



Cutting Edge Programs with World Class Knowledge Partners



XLRI Jamshedpur
School of Business & Human Resources



Integrated Talent Cohort Development

The 3E approach to Talent Development



Diversity and Inclusion



Diversity Framework

D&I Vision

Leadership Commitment

Leaders as Ambassadors

Center of Excellence

Thought Leadership
Best Practices Sharing

Communication

Sensitization

Leveraging Gender

Build a robust
leadership pipeline of
women

Establishing &
Sustaining Women
Networks

Fostering Inclusivity

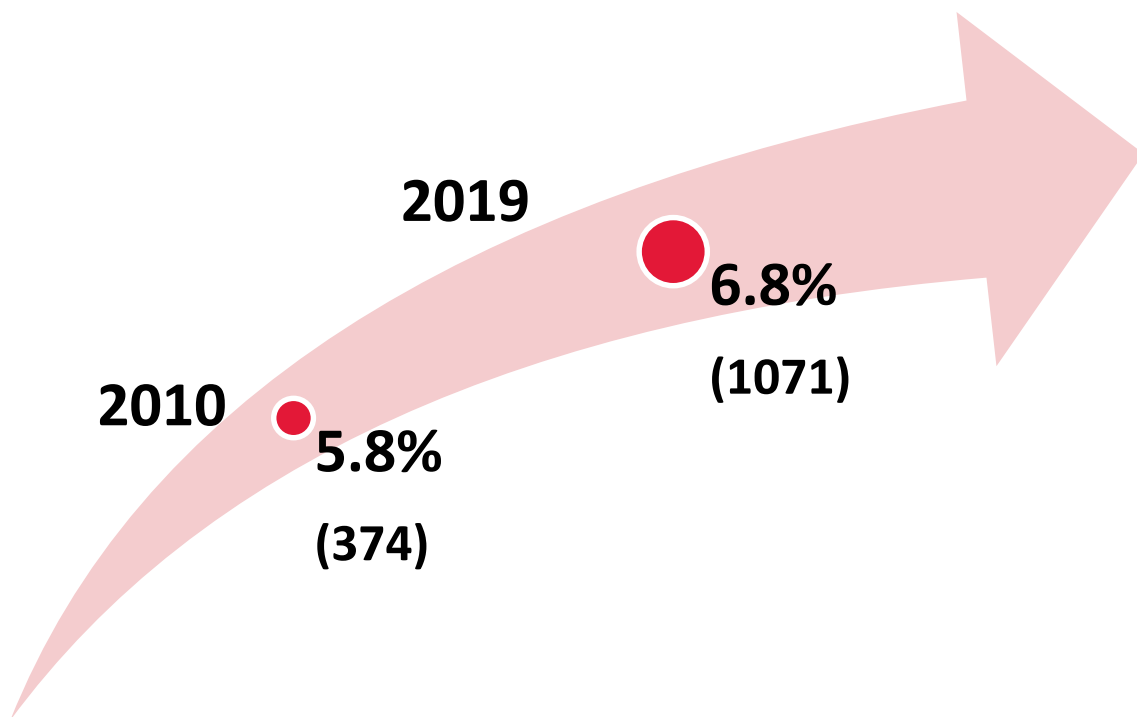
Building an Inclusive
Culture

Metrics & Evaluation

- Goals
- Scorecards
- TMW

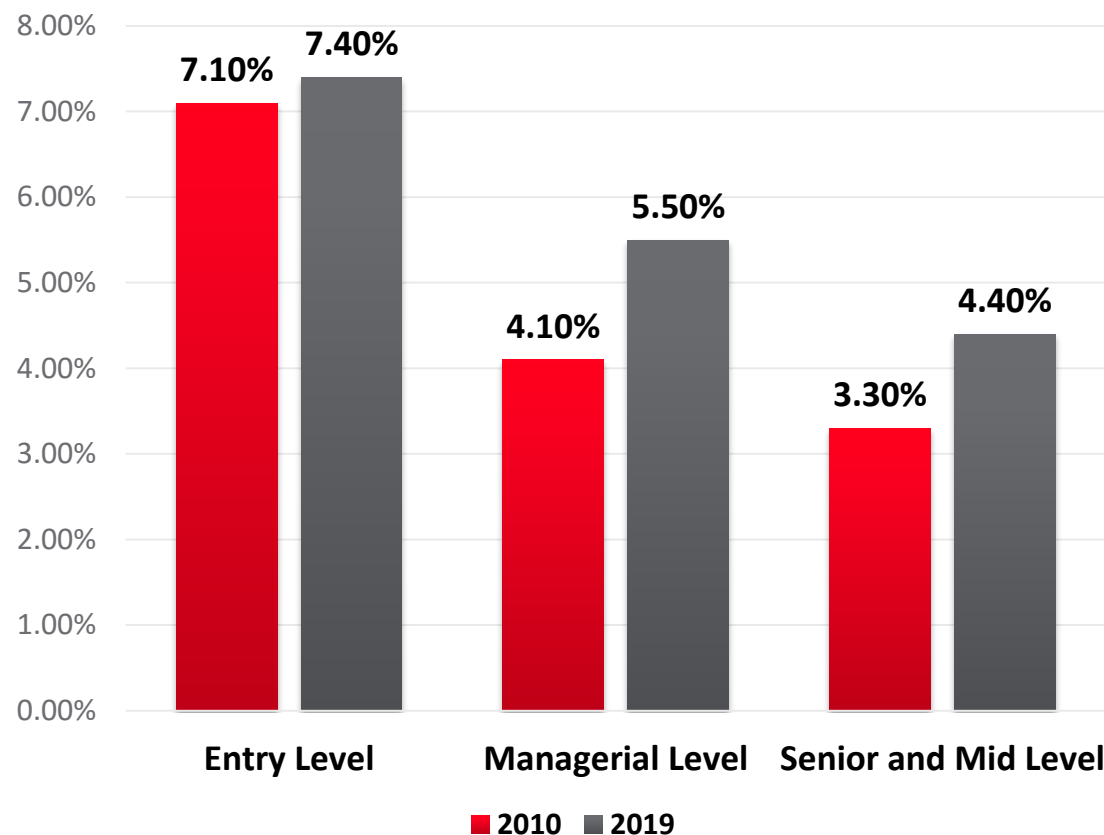
Women Representation @ M&M

Overall Women Population



The headcount of women has almost tripled over the years

Grade-Wise Women Population

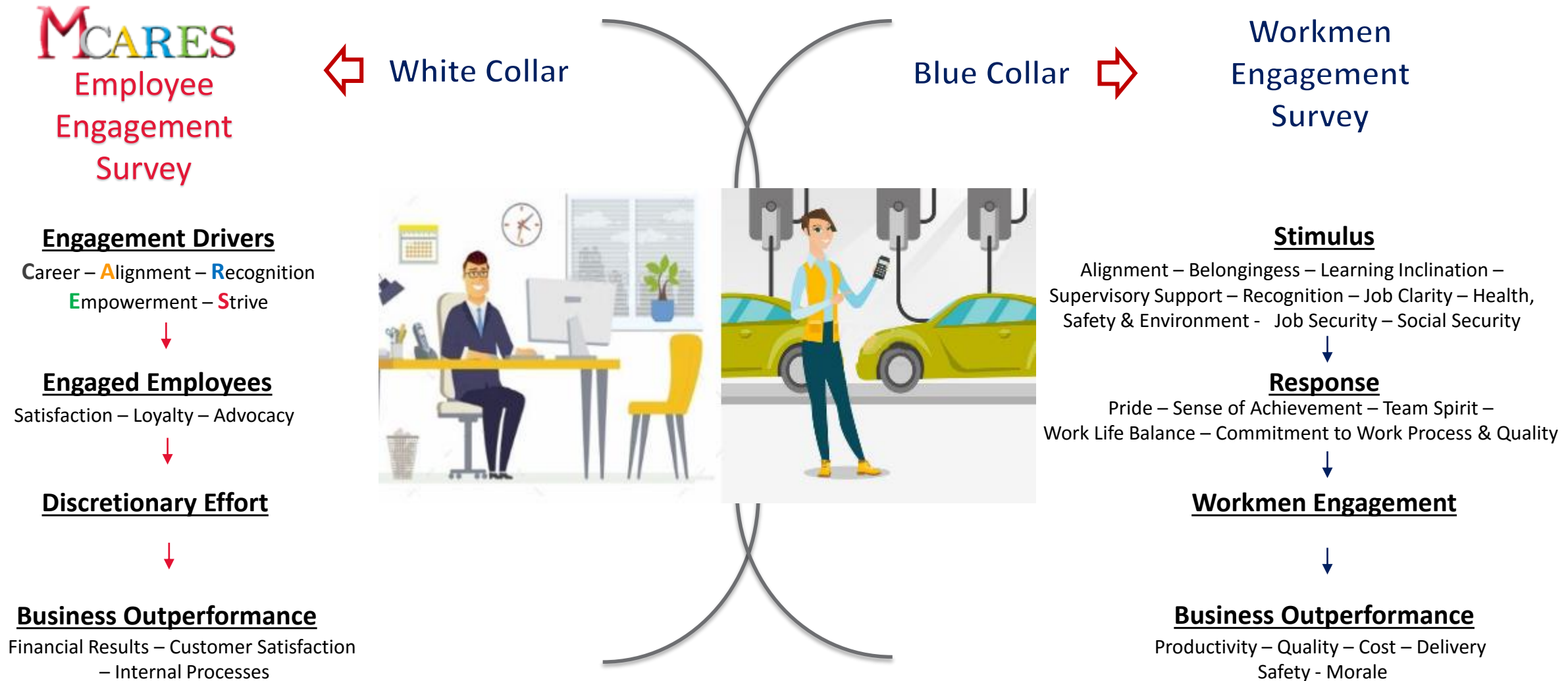


Women representation has increased in all the grades

Employee Engagement

Employee Engagement at Mahindra Group

Employee Engagement at Mahindra focuses on creating an engaged workforce by **measuring and managing employee engagement**, thereby **contributing to employee and business outperformance** which enables employees and stakeholders to **RISE**.



Transformational Work Culture Council (TWCC)

Creating Transformation in the Shop Floor



Enabling RISE through Digital Connect

Catalysts of cultural change that injects the spirit of Rise through digital disruption.

Rise@Work Portal

Rise@Work Portal is the Mahindra Group Intranet portal that helps employees to connect, collaborate and co-create using cultural elements like stories & features like gamification, digital offerings as mentioned below.

MeCentral

A cloud based solution from SuccessFactors for all HR employee lifecycle transactions

Digital Learning World

A new cutting-edge Learning Management System (LMS) that offers diverse learning experiences via online micro learning, Live virtual trainings and Classroom training

ChatBots

Chatbot is a tool backed by artificial intelligence that conducts a conversation with employees and presents ready solutions to their queries

Workplace

An Enterprise Social Networking tool powered by Facebook that brings the mantra - A connected workplace is a more productive workplace - to life.

Internal Job Postings

A tool to promote internal talent mobility and help us build a strong talent pool that synchronizes with the 3E (Education, Experience and Exposure) philosophy of capability building



Recognizing the accomplishments of Mahindra Employees

The RISE Awards



Awards and Accolades

GPTW



Mahindra AFS was ranked 10th in "INDIA'S BEST COMPANIES TO WORK FOR 2018" study conducted by the Great Places to Work Institute



Mahindra Finance was ranked 14th in "INDIA'S BEST COMPANIES TO WORK FOR 2018" study conducted by the Great Places to Work Institute



Aon Hewitt's Top Companies for Leaders 2014, we were ranked No. 10 worldwide and No. 3 in India

Other Awards



1st runners up United Nations GCNI "Best Innovative practices for Women at Workplace" 2018



Business Today 'Best Companies to Work For' award in 2017 in the Engineering & Automotive category



Rise
for Good

Thank You

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