BHARAT FORGE
GLOBAL HOLDING

KALYANI

CORPORATE SOCIAL RESPONSIBILITY (CSR)

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Nachhaltigkeit ist seit jeher ein Grundprinzip des Handelns der Bharat Forge Global Holding GmbH. Es ist als Unternehmensziel verankert. Der Umweltschutz ist im Leitbild genannt, wie auch der Fokus auf langfristigen wirtschaftlichen Erfolg in Verbindung mit einer menschlichen Leistungskultur und hoher gesellschaftlicher Verantwortung. Eine nachhaltige Unternehmensführung liegt uns daher besonders am Herzen. Mit diesem Report möchten wir über die verschiedenen Facetten der Nachhaltigkeitsaktivitäten informieren.

Sustainability has always been a fundamental principle of business actions for Bharat Forge Global Holding. It is a business objective. Environmental protection is mentioned in our companies' mission statement, as well as the focus on long-term economical success, not least because of sustainable human resource management. A sustainable management of the group is especially important to us. With this report we would like to present the different facets of our sustainability efforts.

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Nachhaltigkeit setzt sich aus drei wesentlichen Gesichtspunkten zusammen:

- Ökonomische Dimension
- Ökologische Dimension
- Gesellschaftliche Dimension

→Alle drei Dimensionen sind gleichwertig

→Nachhaltigkeit ist mehr als nur Umwelt

Sustainability is composed of three aspects:

- Economic dimension
- Ecologic dimension
- Social dimension

→All three dimensions are of equal rank

→Sustainability is more than environment

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Unter dem Dach der Bharat Forge Global Holding GmbH sind als operative Unternehmenseinheiten die Bharat Forge CDP GmbH im Verbund mit der Bharat Forge Daun GmbH, die Bharat Forge Aluminiumtechnik GmbH sowie die Bharat Forge Kilsta AB (Schweden) und Mécanique Générale Langroise (France) vereint.

Under the umbrella of Bharat Forge Global Holding GmbH, the operating companies are Bharat Forge CDP GmbH in conjunction with Bharat Forge Daun GmbH, Bharat Forge Aluminumtechnik GmbH, Bharat Forge Kilsta AB (Sweden) and Mécanique Générale Langroise (France).

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Die Bharat Forge Global Holding gehört zur Bharat Forge Limited, einer der führenden Schmiedegruppen der Welt. Die BFGH Gesellschaften beschäftigen sich mit der Konstruktion, Produktion und Lieferung von Aluminium- und Stahl-Schmiedeteilen für internationale Kunden. Sie bieten geschmiedete Stahlprodukte für LKW und PKW-Chassis, Antriebsstränge, Bahntechnik und Nicht-Automobil- / Maschinenteile; sowie Aluminium-Schmiede-Lösungen für PKW Chassis. Die Unternehmen bieten auch Werkzeuge, Matrizen und Vorrichtungen für die Herstellung entsprechender Produkte an.

Bharat Forge Global Holding belongs to Bharat Forge Limited, one of the leading forging groups in the world. BFGH Companies are engaged in the design, production, and supply of aluminum and steel forged components for international customers. It offers products, including truck-, PassCar -chassis, powertrains, railway technology, and non-automotive/machinery parts; and aluminum forging solutions for PassCar Chassis such as control arms, knuckles. The company also provides tools, dies, and fixtures for relevant products.

Bharat Forge Group
Legal Group Structure

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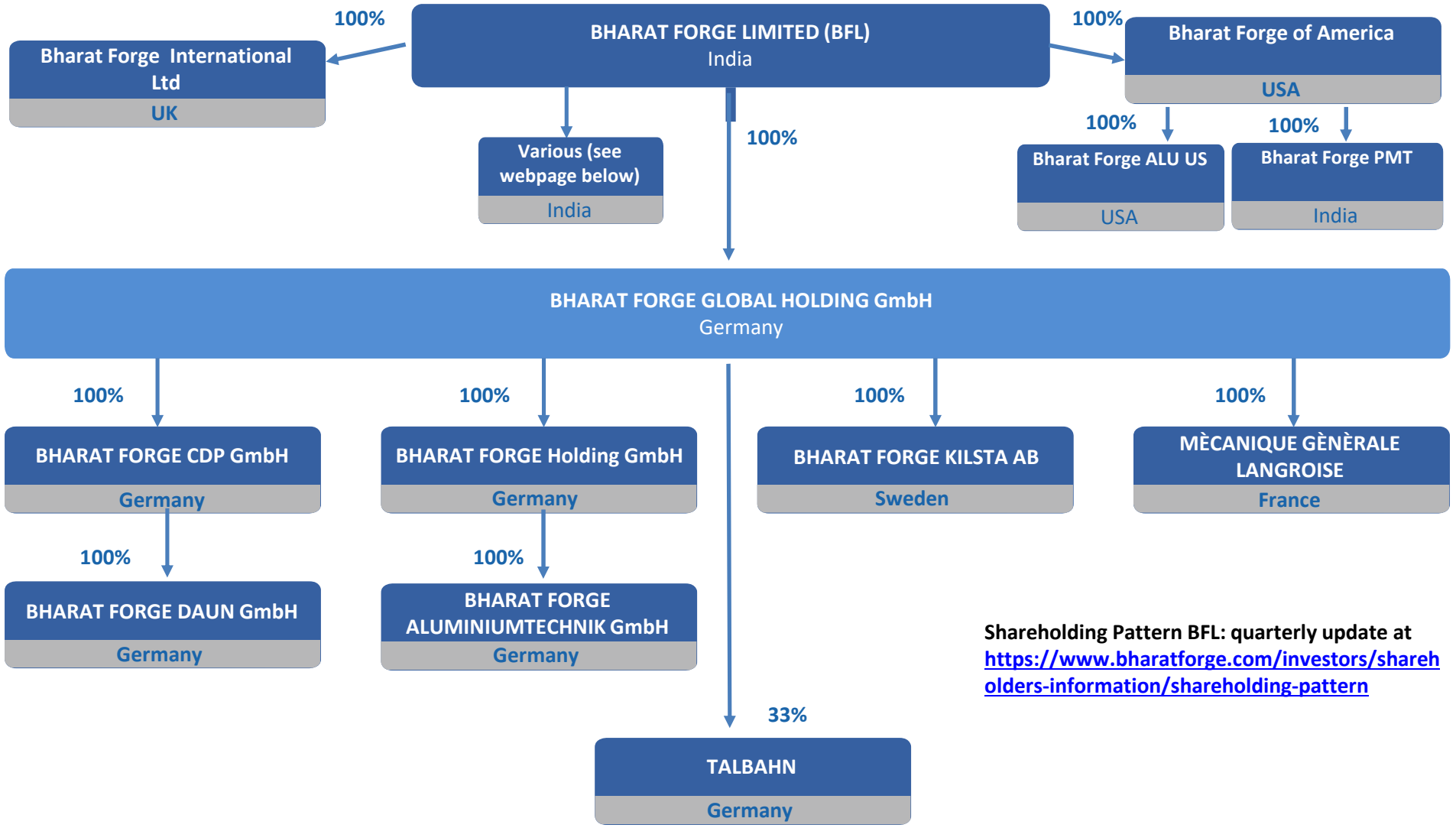

Shareholding Pattern BFL: quarterly update at https://www.bharatforge.com/investors/shareholders-information/shareholding-pattern

Bharat Forge Group
Forging Facilities

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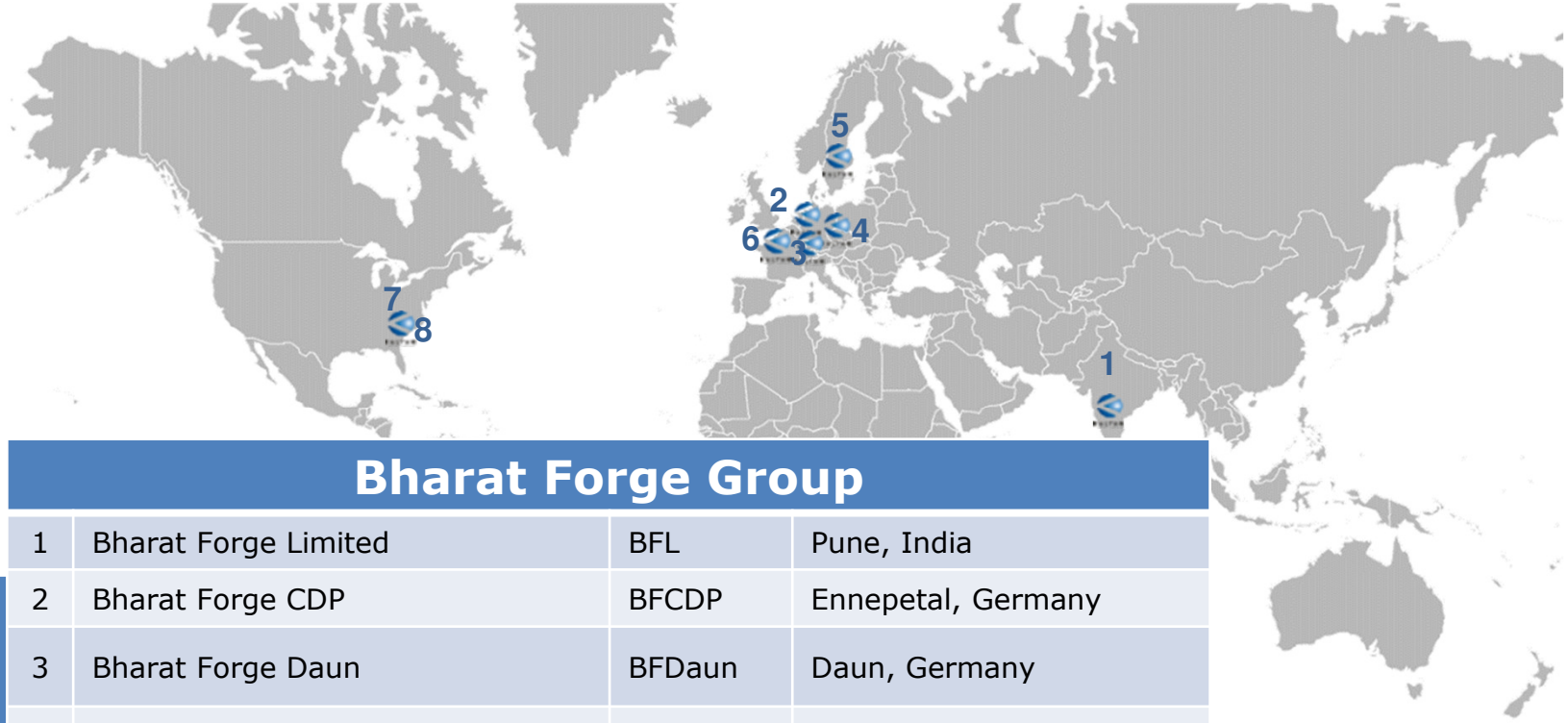

Bharat Forge Group			
1	Bharat Forge Limited	BFL	Pune, India
2	Bharat Forge CDP	BFCDP	Ennepetal, Germany
3	Bharat Forge Daun	BFDaun	Daun, Germany
4	Bharat Forge Aluminiumtechnik	BFAT	Brand-Erbisdorf, Germany
5	Bharat Forge Kilsta	BFK	Karlskoga, Sweden
6	Mécanique Générale Langroise	MGL	Saints-Geosmes, France
7	Bharat Forge PMT	BF PMT	Surgoinsville, USA
8	Bharat Forge Aluminum USA, Inc.	BFALUUS	Sanford, USA

Bharat Forge Global Holding

Bharat Forge
Production Facilities

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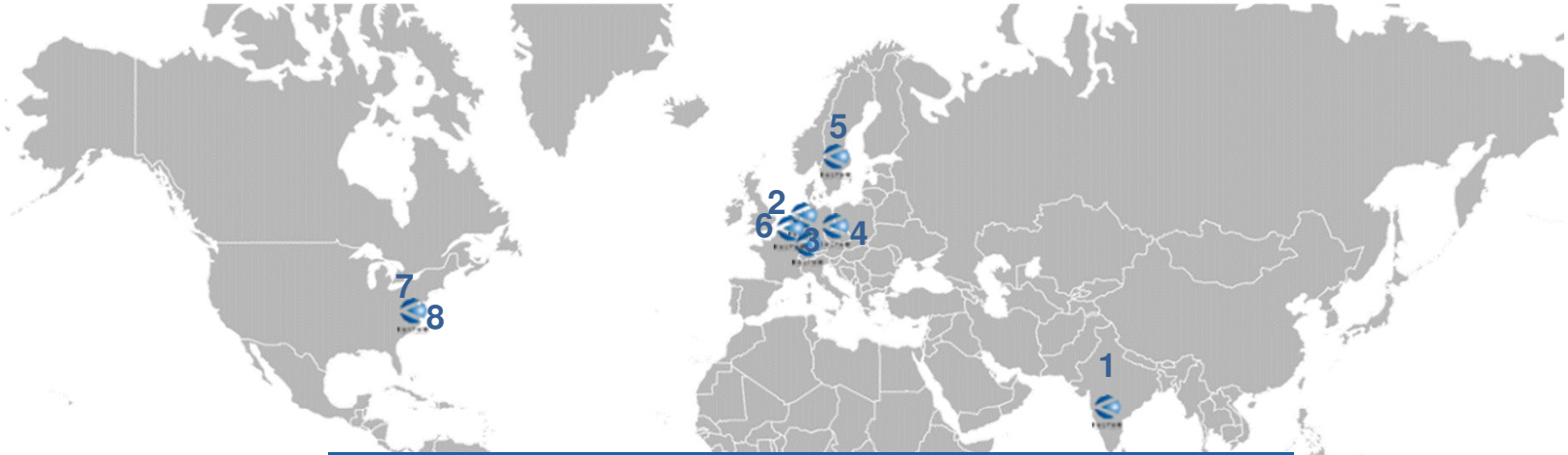

Bharat Forge Global Holding Subgroup

2021	Bharat Forge Ltd. [1]	Bharat Forge CDP [2]	Bharat Forge Daun [3]	Bharat Forge Aluminium-technik [4]	Bharat Forge Kilsta [5]	Mécanique Générale Langroise [6]	Bharat Forge PMT Tech-nologie [7]	Bharat Forge Aluminum USA, Inc [8]
Capacity [t]	406.000	110.000	Tools, Machining	36.000	80.000	Machining	40.000	Ramp up 2022
Employees	~ 5000	~ 500	~ 100	~ 350	~ 300	~ 40	~ 150	
Turnover [Mio.€]	425	162	16	74	89	3	25	
Locations	5	2	1	1	1	1	1	

Press Lines
Bharat Forge Global Holding Subgroup

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Press size in tons	16.000	8.000-12.500	2.500-6.000	Others
No. of Presses	3	6	16	Hammers (up to 80 mt) Open Die Presses (Max. Ingot 70 tons) Ring Rolling (up to 4,5 m dia)
Weight Range in kg	75-200	30-100	2-50	

Key Facts
Bharat Forge CDP

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Ennepetal
Germany

- Founded: 1839
- Turnover: 162 mn EUR
- Material cons.: 110,000 t (Steel)
- Weight range: 2 – 70 kg
- Employees: ~ 500
- Key Products: Truck Knuckles, Crankshafts, Pistons, Tips, Railway, Parts for Electric Cars/Hybrids

Key Facts
Bharat Forge Aluminiumtechnik

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- Founded: 1996
- Turnover: 74 mn EUR
- Material cons.: 36,000 t (Aluminium)
- Weight range: 2 – 7 kg
- Employees: ~ 350
- Key Products: Aluminum Chassis Parts for Passenger Cars & Motorcycles

Key Facts
Bharat Forge Daun

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- Founded: 1972
- Turnover: 16 mn EUR
- Employees: ~ 100
- Key Products: Tools, Machining

Key Facts
Bharat Forge Kilsta

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- Founded: 1646
- Turnover: 89 mn EUR
- Material cons.: 80,000 t (Steel)
- Weight range: 2 – 350 kg
- Employees: ~ 300
- Key Products: Front Axle & Pusher Beams, Crankshafts, Lever Arms

Key Facts
Mécanique Générale Langroise

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- Founded: 1991
- Turnover: 3 mn Eur
- Weight range: up to 18 tons
- Employees: ~ 40
- Key Products: Machining (Oil & Gas, Drilling, Nuclear, Aerospace, Rail)

Key Facts
BF PMT

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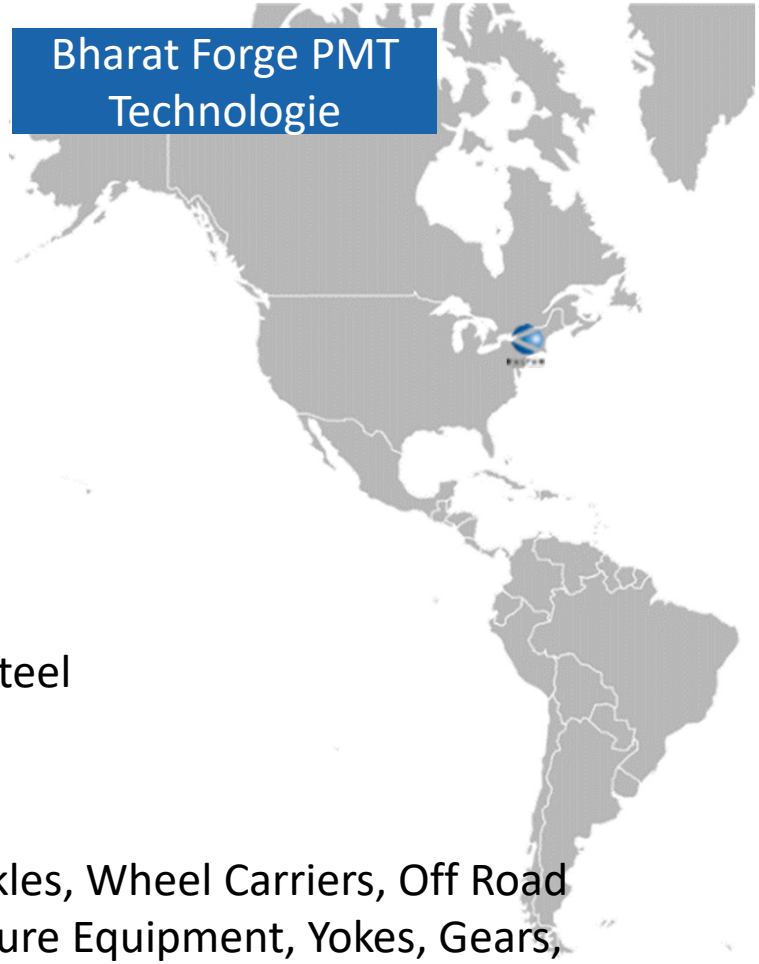


- Founded: 1996
- Turnover: 25 Mio EUR
- Material cons.: 18.000 Metric Tons Alloy Steel
- Weight range: 2 – 43 kg
- Employees: ~ 150
- Key Products: Pistons, Heavy Truck Knuckles, Wheel Carriers, Off Road Construction- and Agriculture Equipment, Yokes, Gears, Towing Hooks, Oil/Gas Drilling tools

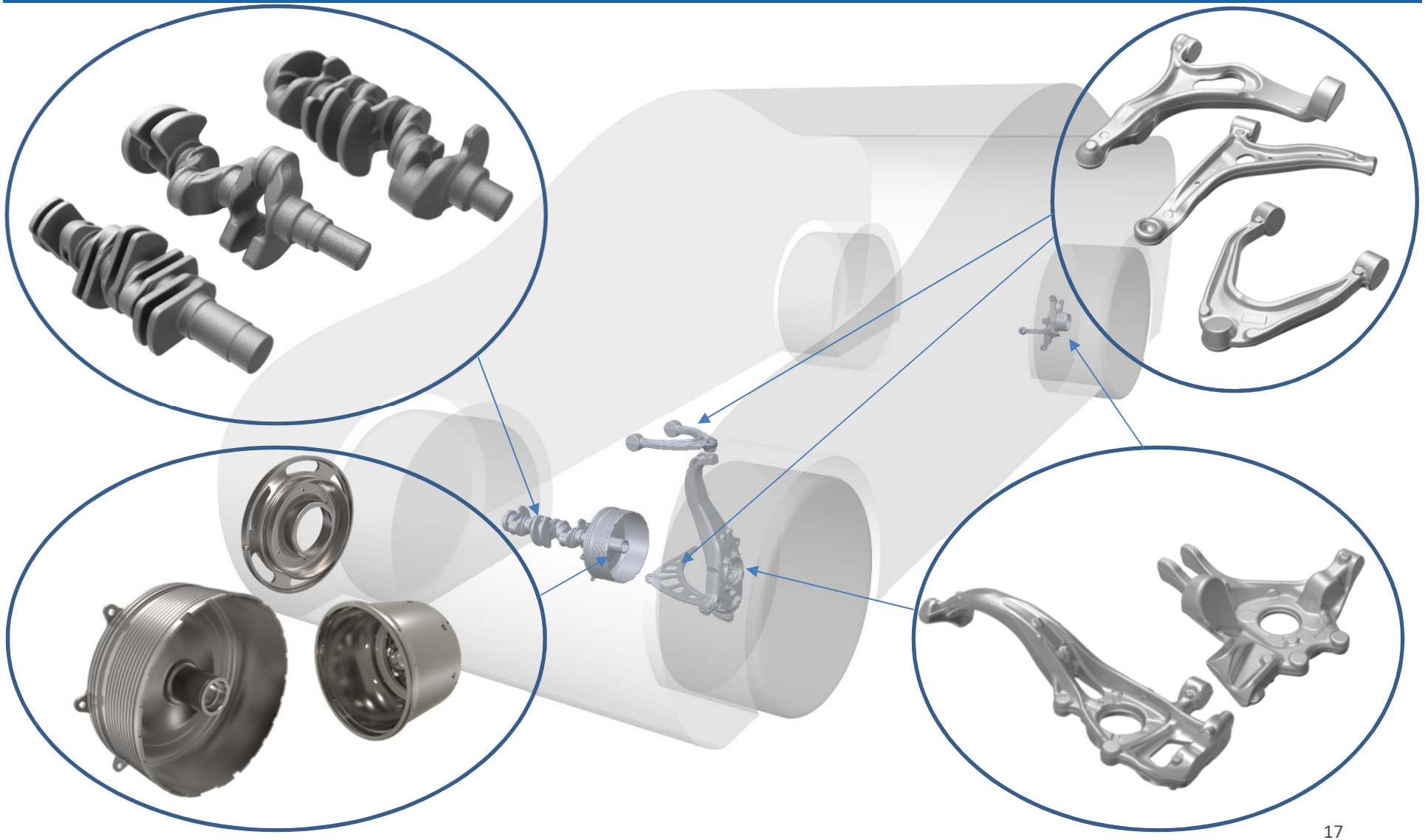
Key Facts
BF ALU US

BHARAT FORGE GLOBAL HOLDING | KALYANI

- Founded: 2020
- Turnover: SOP 2022
- Material cons.: SOP 2022
- Weight range: 2 – 11kg
- Employees: ~ 78 (14.03.2022)
- Key Products: Aluminum Chassis Parts for Passenger Cars

Products
Passenger Car

BHARAT FORGE GLOBAL HOLDING | KALYANI



Products
Commercial Vehicle

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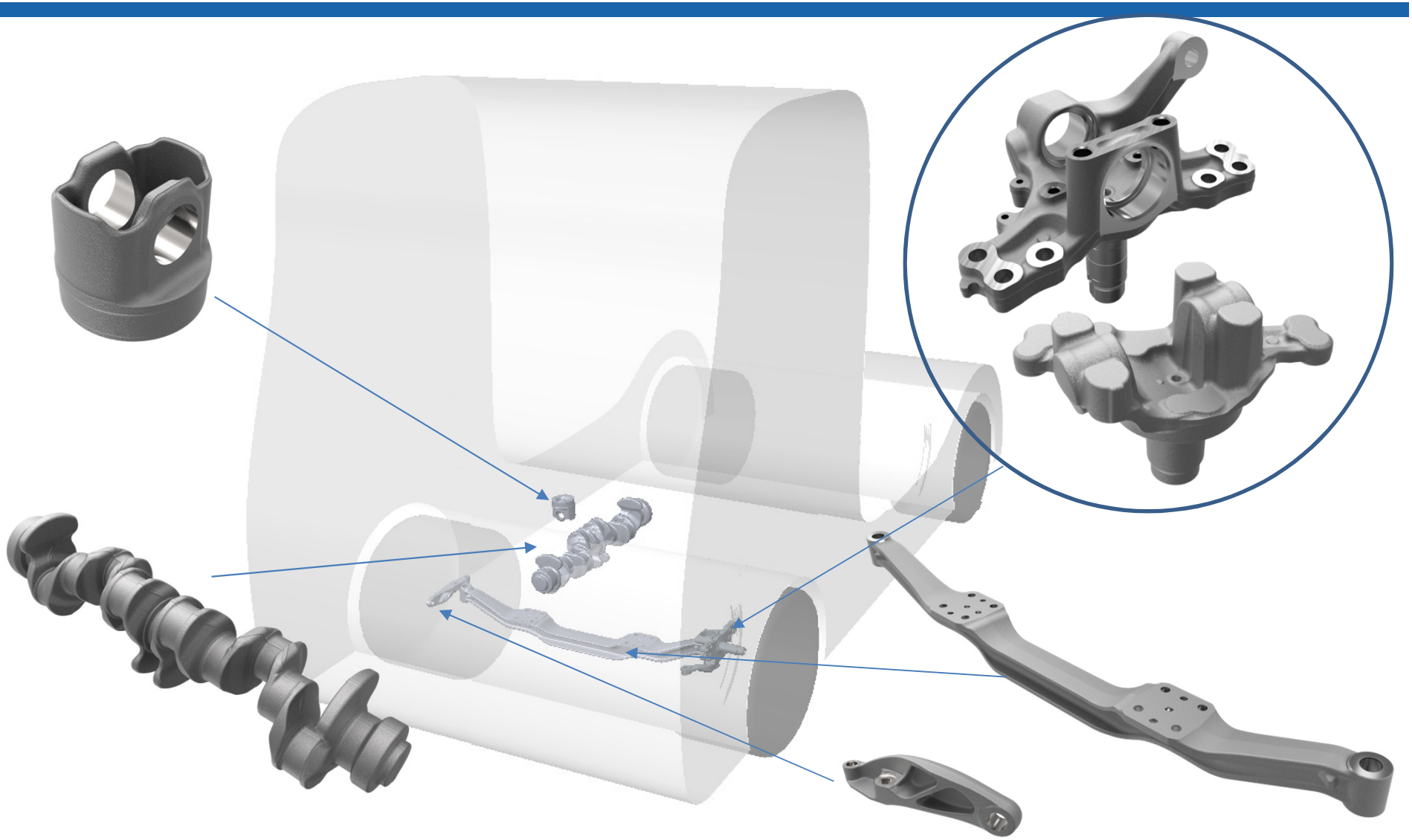

Development Chain
Full Service

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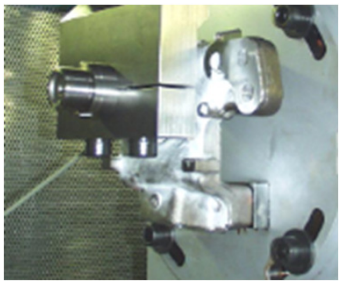
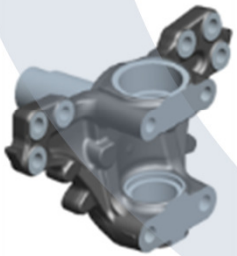
Specifications/ Loadcases

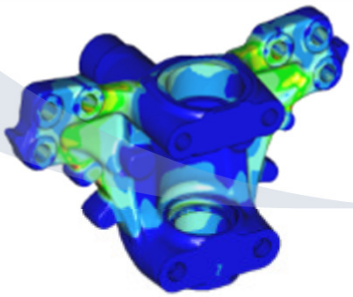


Evaluation / Testing

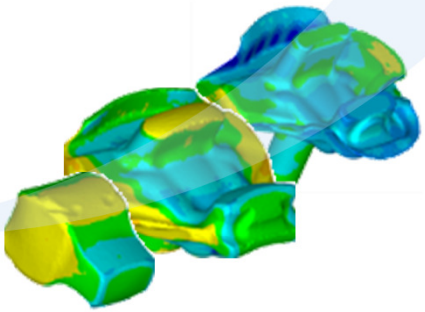
Production



Product
Development



Product
Optimisation



Process
Development

Machining Capacity
For Hybrid Components (BF Daun)

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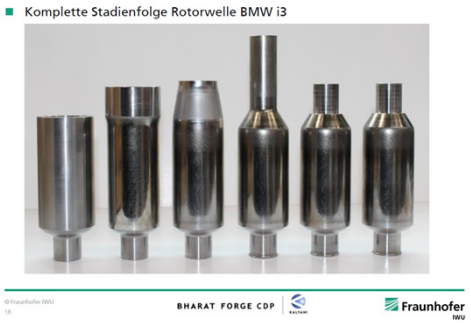
- BFGH delivers into zero emission passenger vehicles
- … and works – in cooperation with universities - on new projects like light weight shafts for Electric Vehicles



Comparison
Cold Forming vs. Flow Forming

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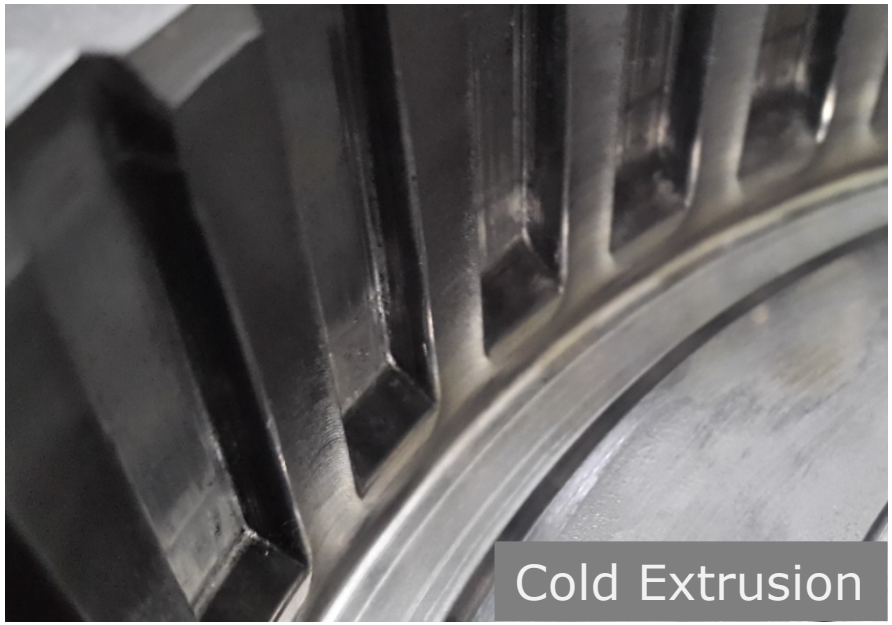

- BFGH develops resource efficient manufacturing processes by reduction of machining

Products Optimization
Integration of Tie Rod Arm

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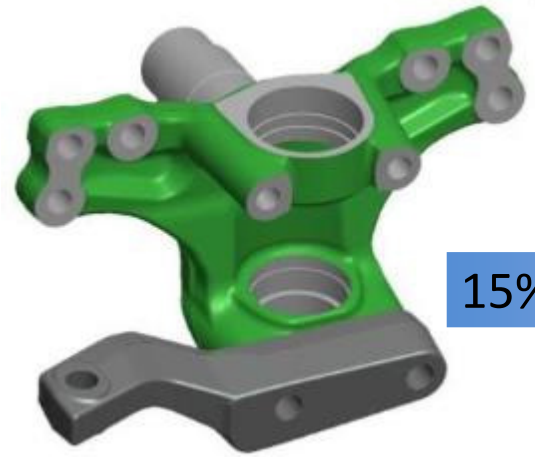
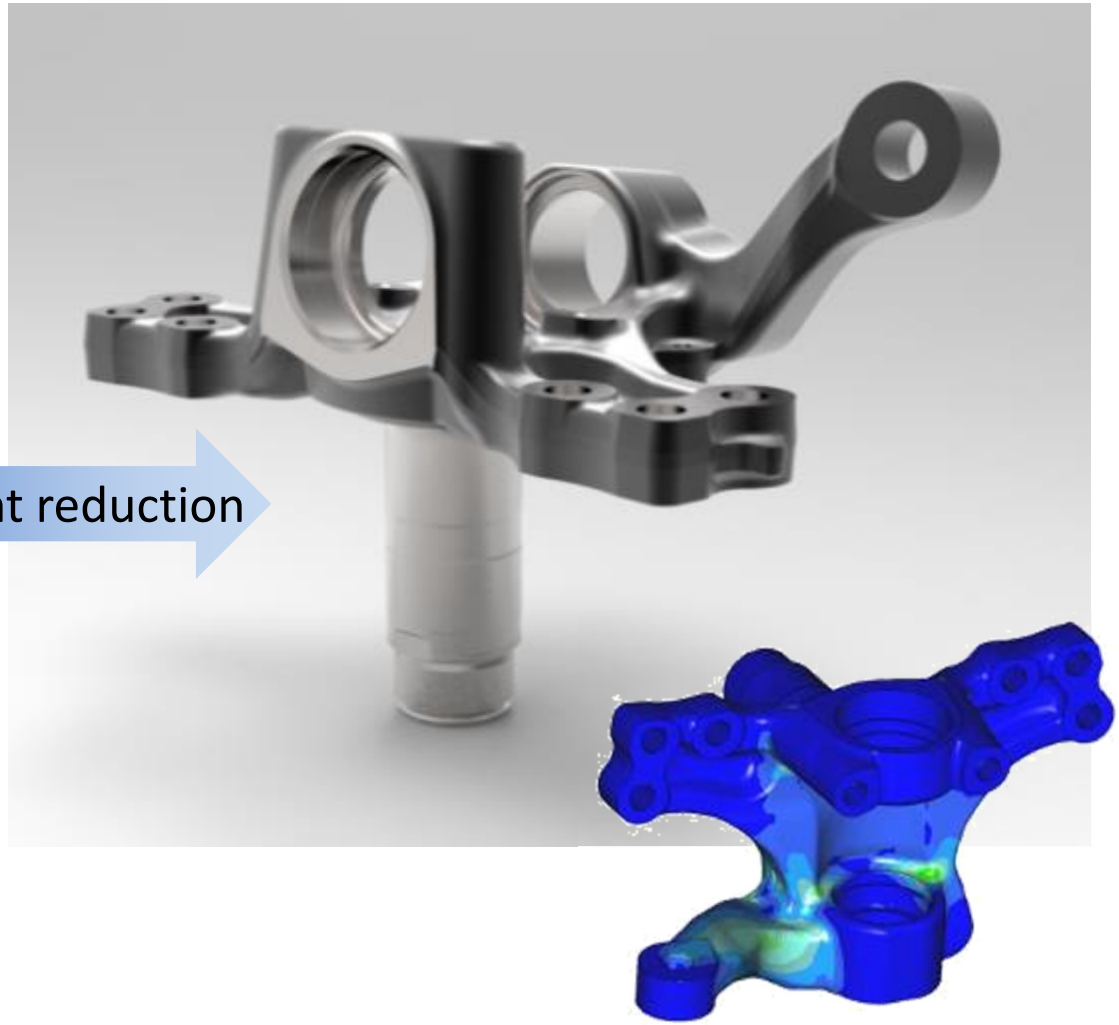
Weight reduction leads to CO_2 reduction



15% weight reduction



Forging Simulation Example
Forging Fold

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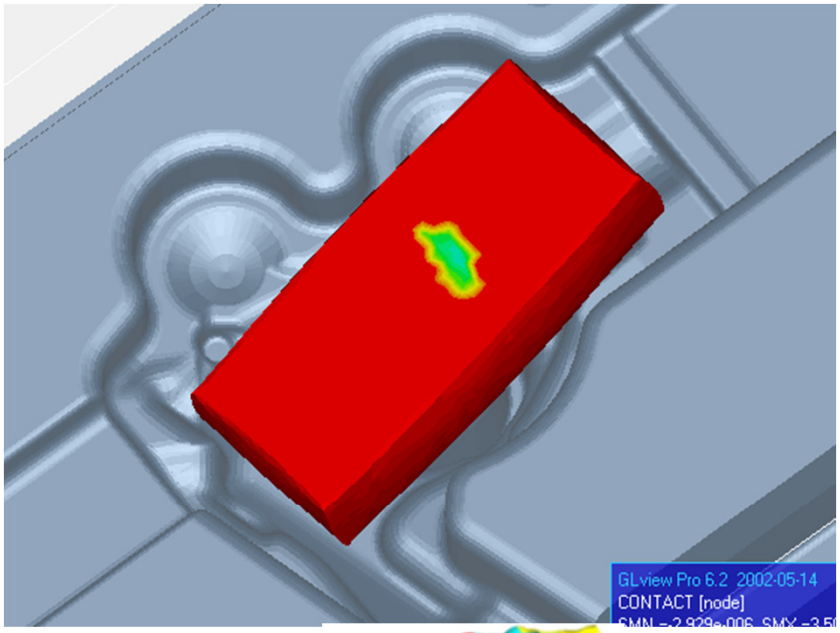
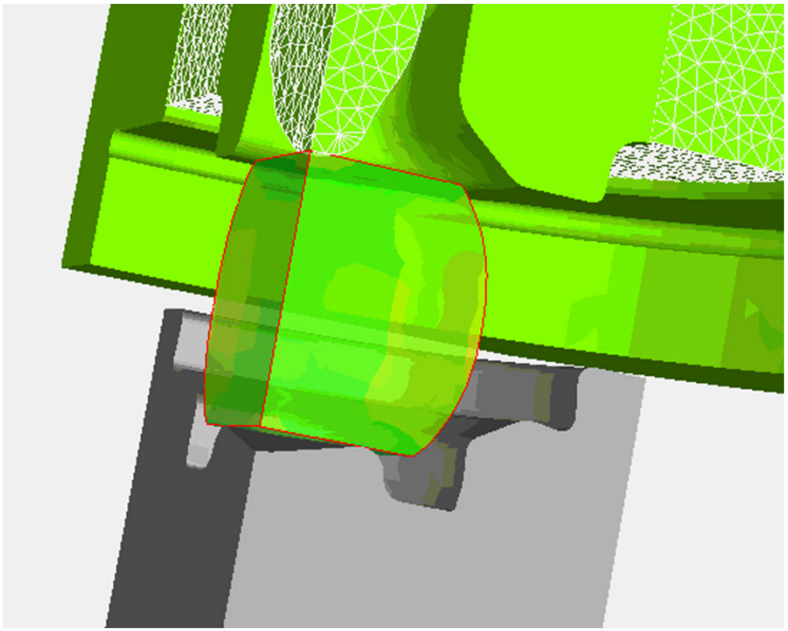
Simulations avoid energy and resource consumption





- FORGE3 Group License
- 128-Core-Clusters in India and Germany
- Many Multi-Core Installations

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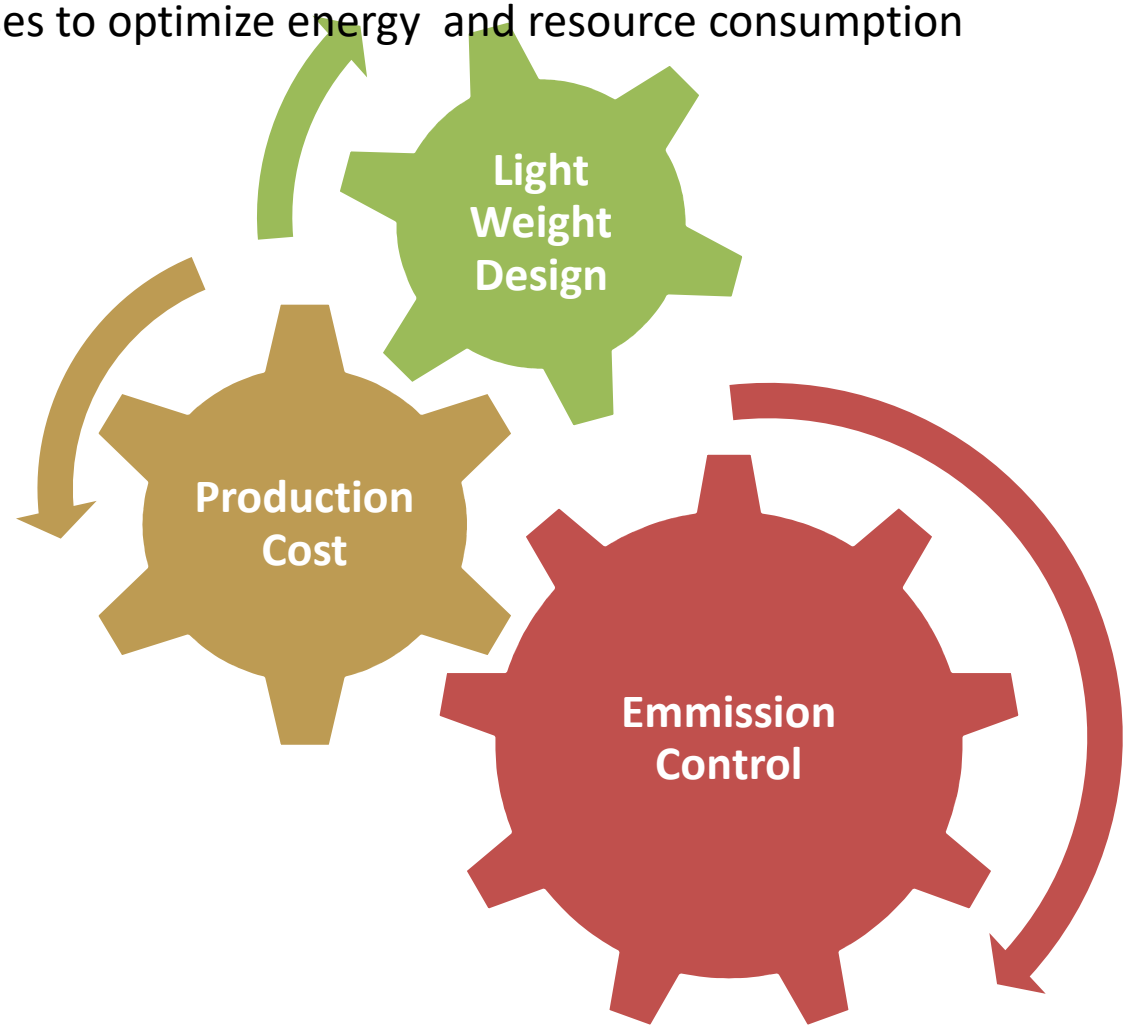
coordinated processes to optimize energy and resource consumption



Research and Innovation
General Fields

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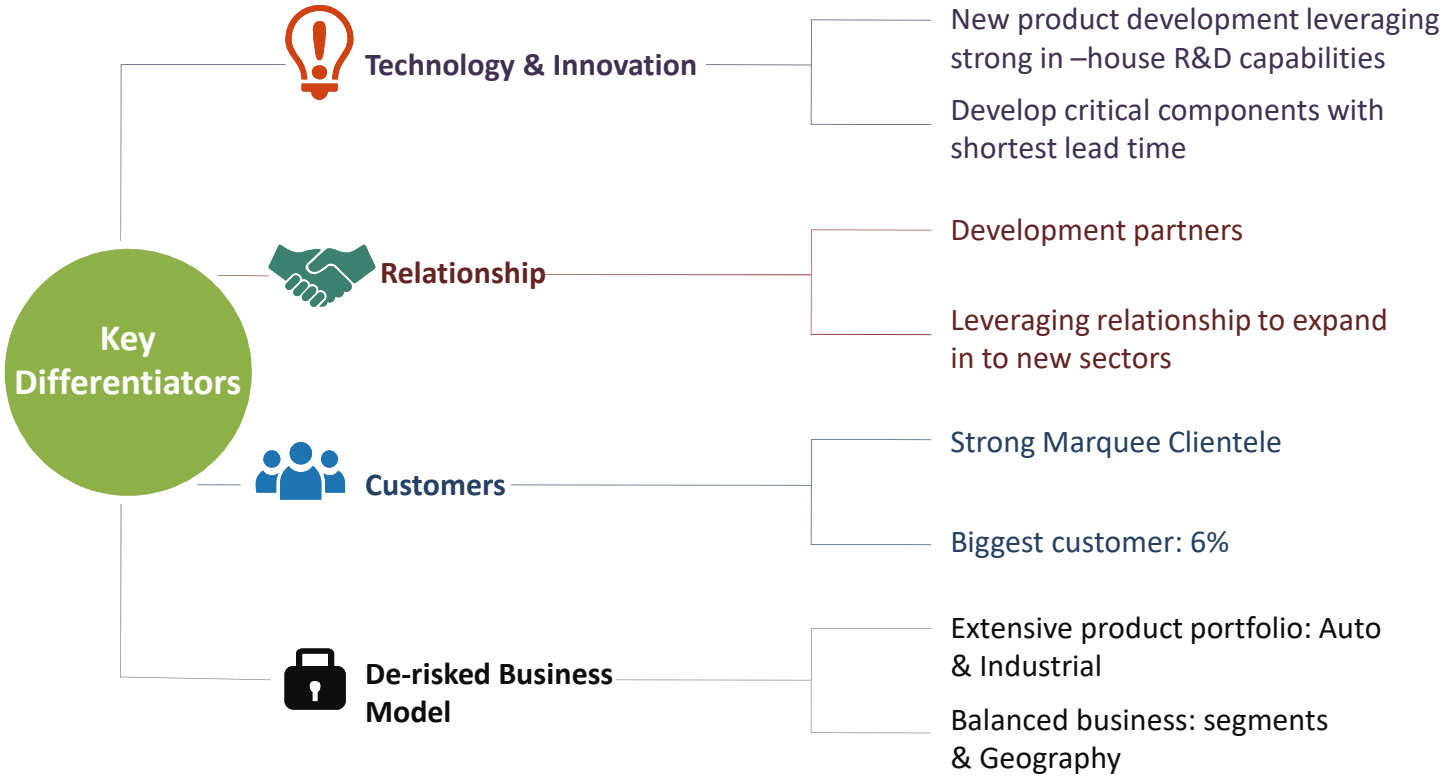

Kalyani Centre for Technology and Innovation (KCTI, Pune)

Training Capacity

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Kalyani Centre for Technology and Innovation (KCTI, Pune)

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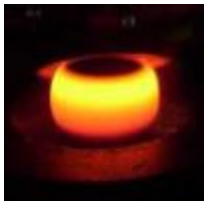
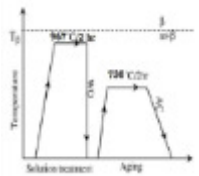
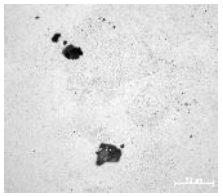
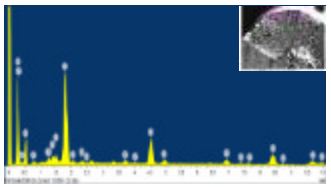
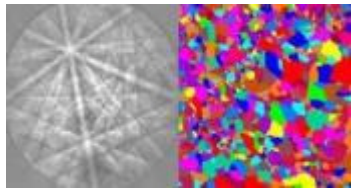

- Advanced Innovation & Research center
- Heat treatment lab
- Metallography Lab
- Optical Microscopy
- Scanning Electron Microscopy
- Mechanical testing lab
- Virtual manufacturing
- Advanced Learning-Technical Library
- Advanced learning courses
- 3D Printing (Plastic and Metals)

More than 35 post-graduate (Masters and Ph.D) researchers
R&D projects related to product development and process improvement

Ökonomische Dimension
Economic dimension

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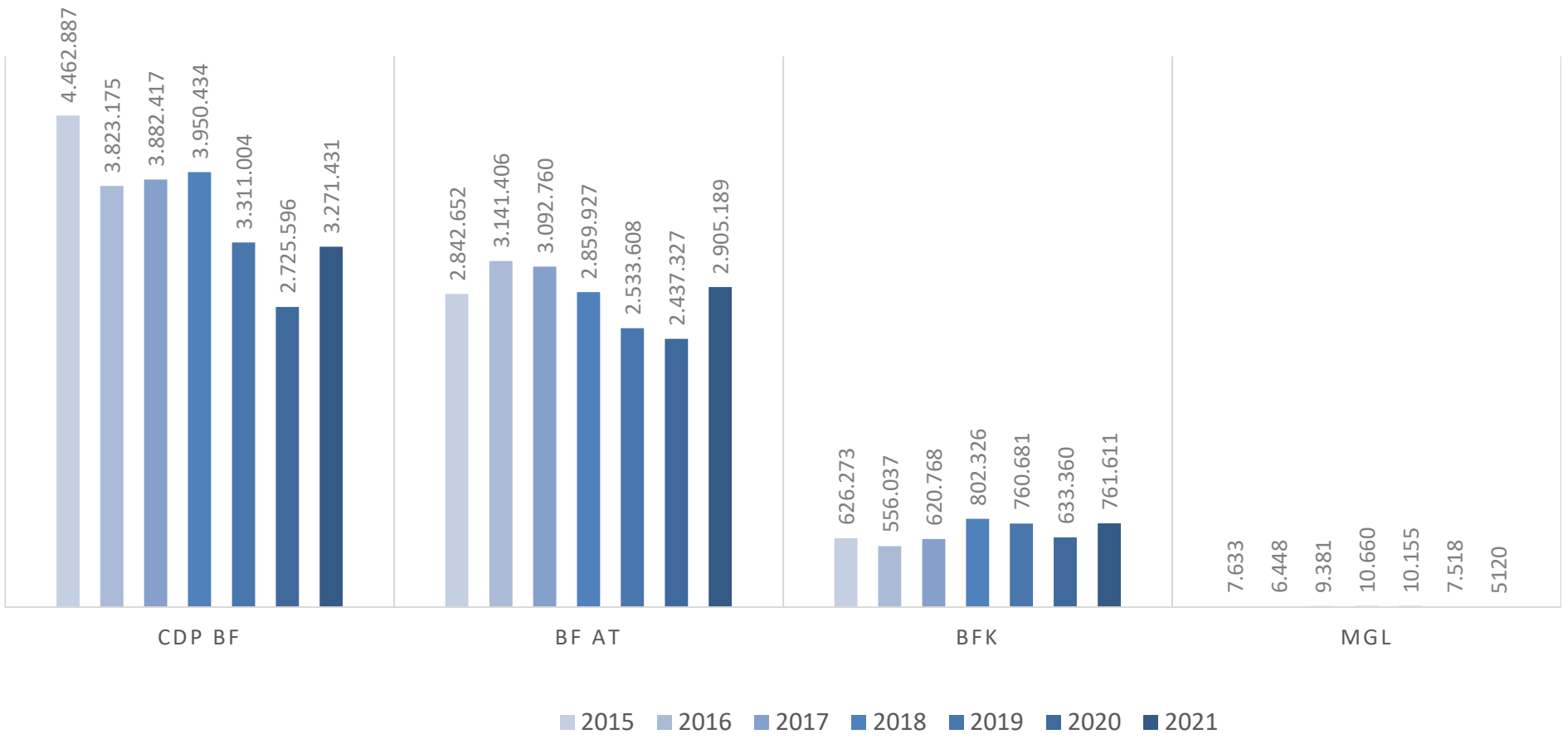
VERKAUFTE PRODUKTE (STÜCK) / SOLD PRODUCTS (PIECES)



Ökonomische Dimension
Economic dimension

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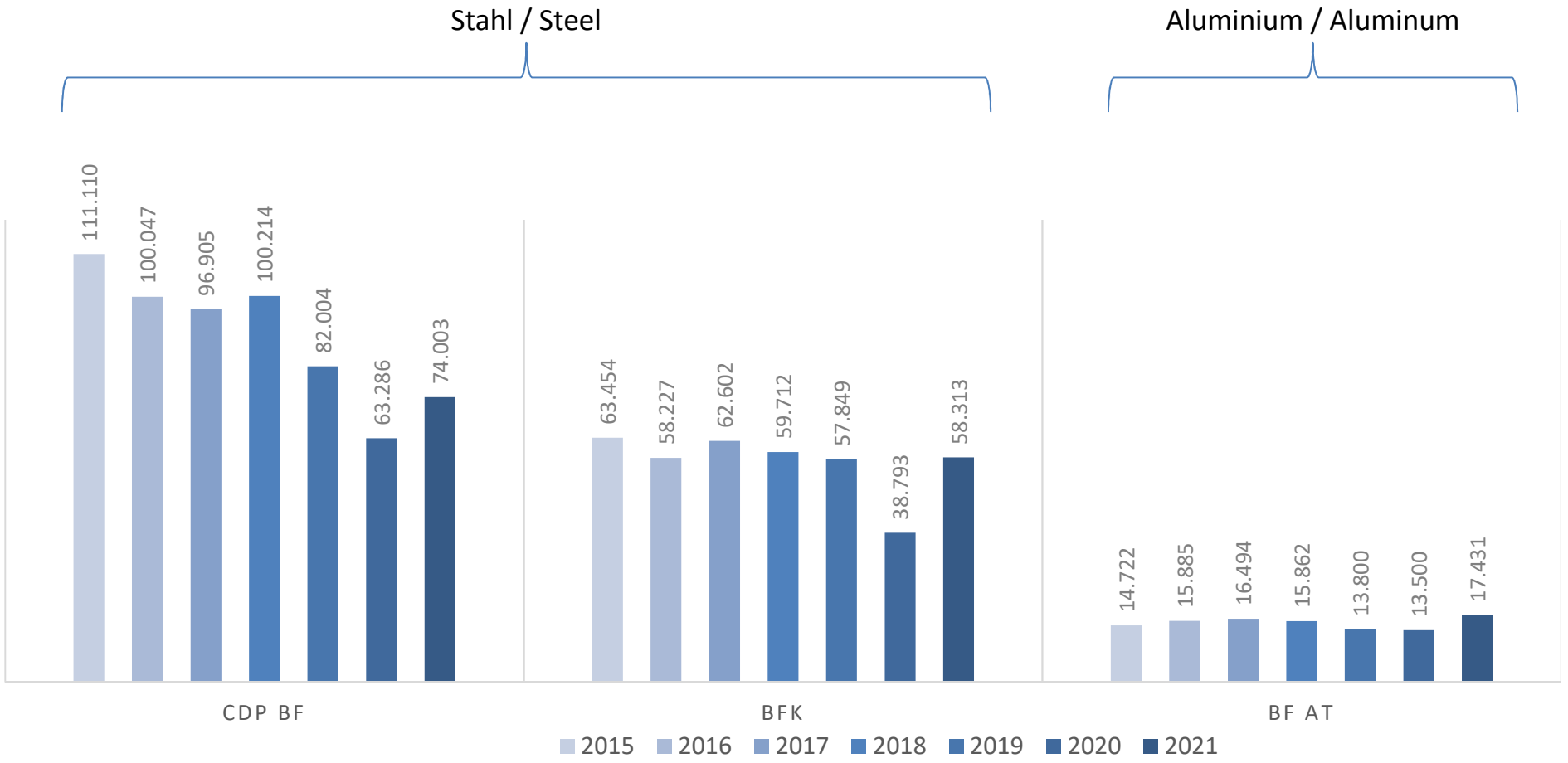
MATERIALEINSATZ (TONNEN) / MATERIAL CONSUMPTION (TONS)



Ökonomische Dimension
Economic dimension

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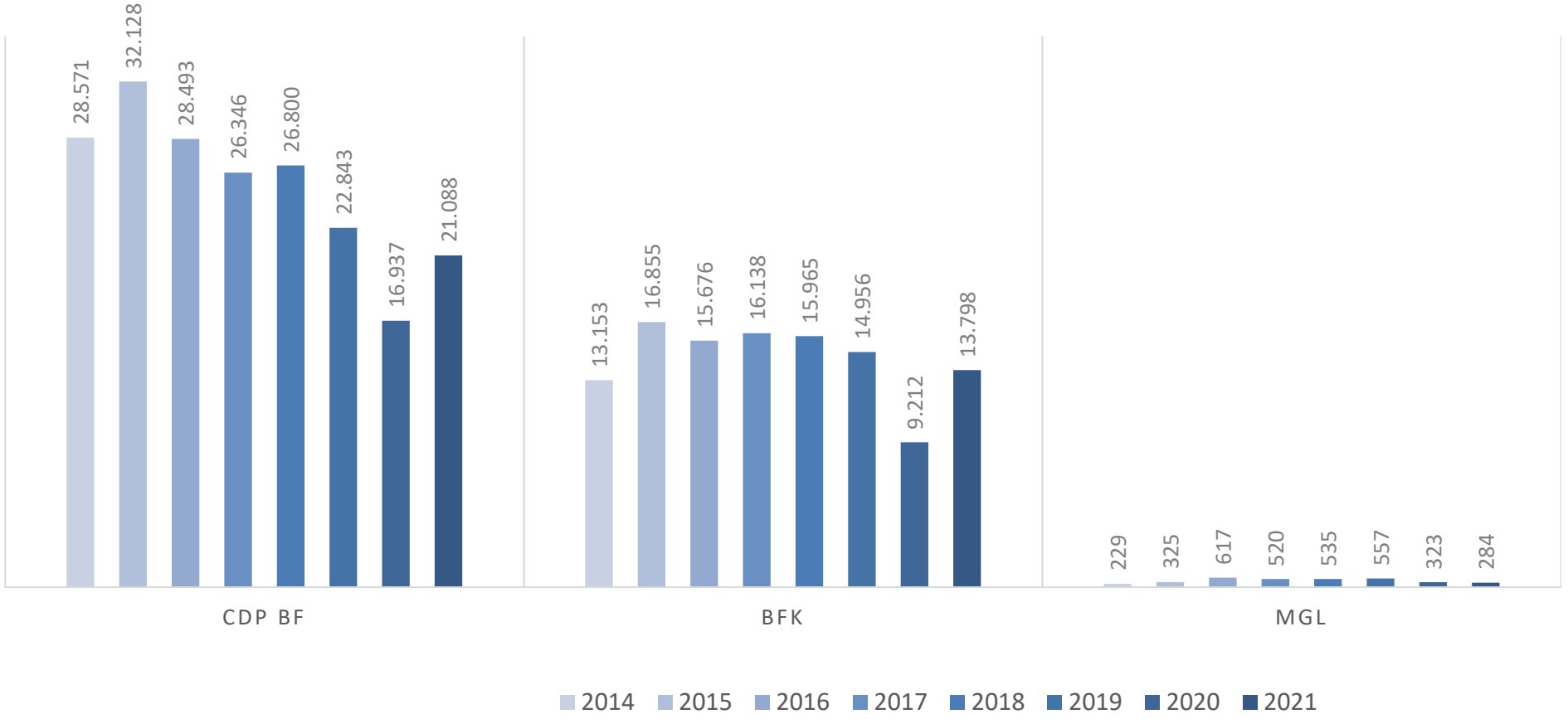
STAHLSCHROTT (TONNEN) / STEEL SCRAP (TONS)



Ökonomische Dimension
Economic dimension
Strom / Electrical Power

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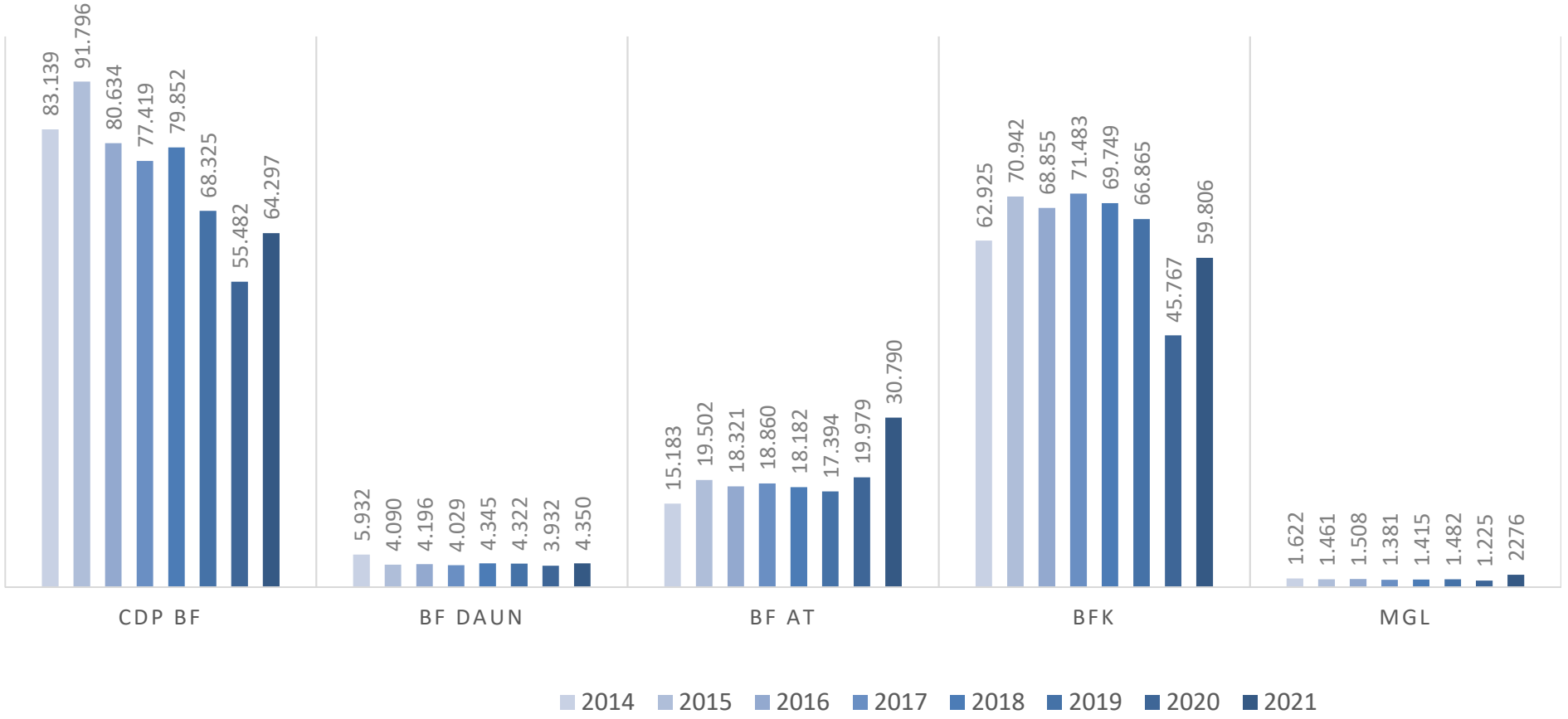
ENERGIEEINSATZ (MWH) / ENERGY CONSUMPTION (MWH)



Ökonomische Dimension
Economic dimension
HCM Process

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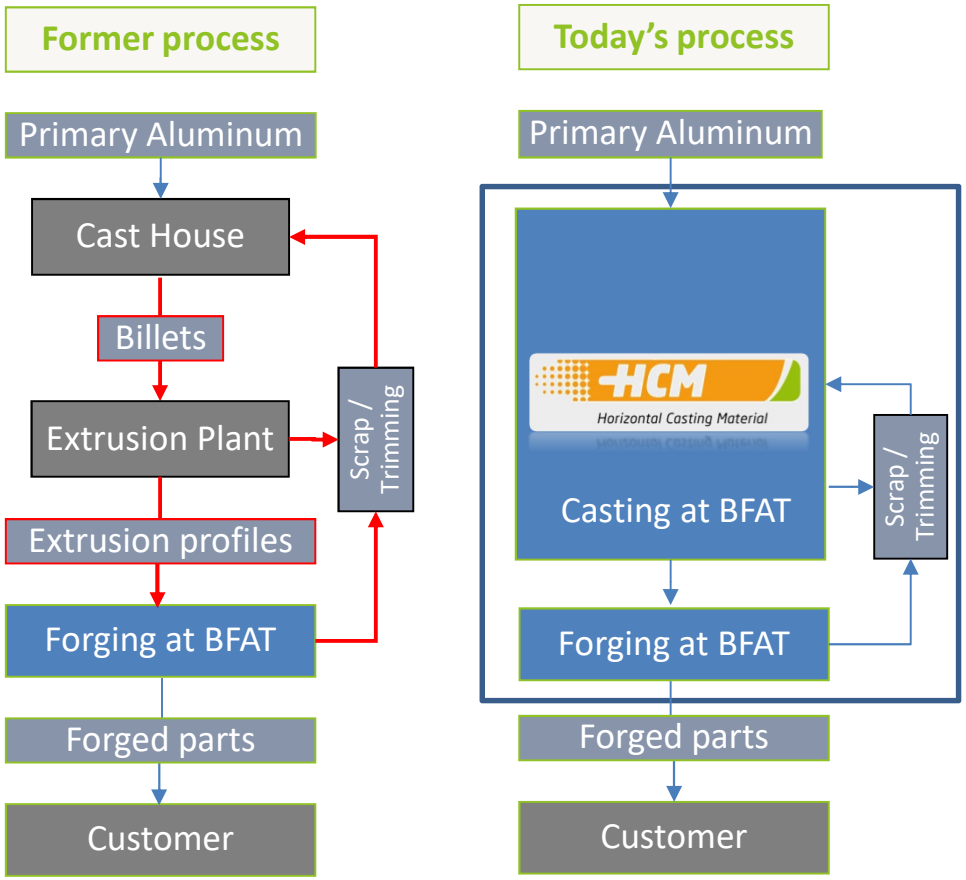

Elimination of extrusion process including

- billet casting
- heat treatment
- Surface machining

= 40% CO_2 savings

Elimination of excessive transport including transport of scrap and trimming

= 3 ... 5% CO_2 savings

In total savings of up to 45% CO_2 !

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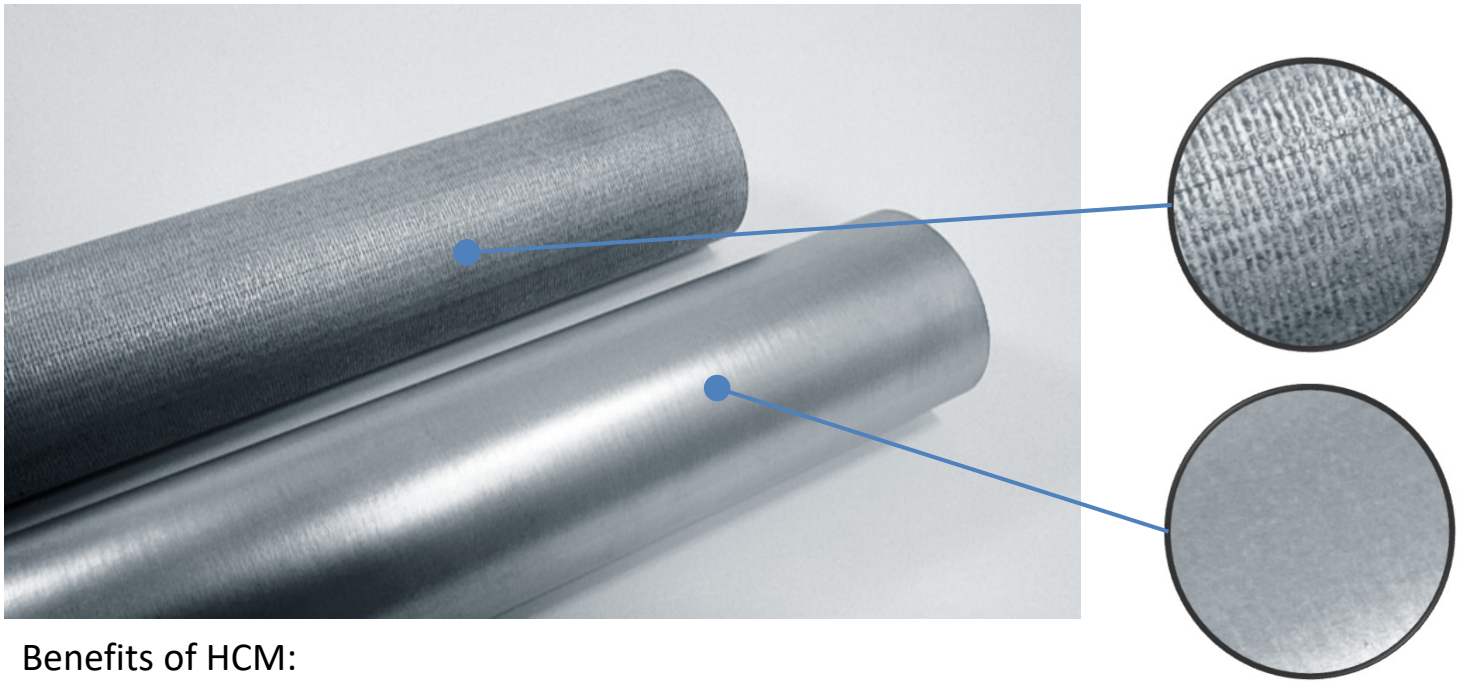
HCM Technology - creates advantages, avoids subsequent processes



Benefits of HCM:

- High class cast surface => no peeling necessary
- Homogenous grain structure => no heat treatment necessary

HCM
Horizontal Casting Material

Ökonomische Dimension
Economic dimension
Erdgas (MWh) / Natural Gas (MWh)

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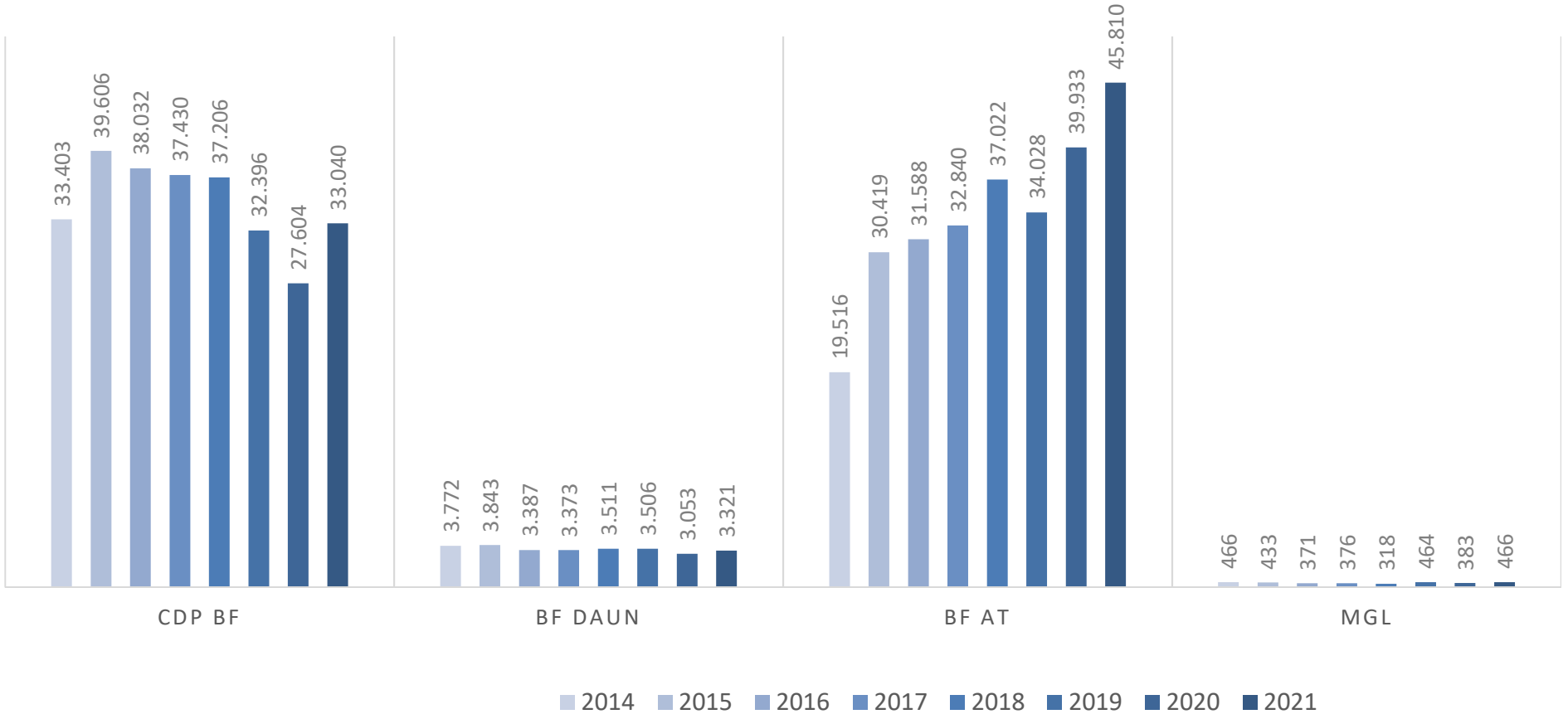

Ökonomische Dimension
Economic dimension
Wasser (m³) / Water (m³)

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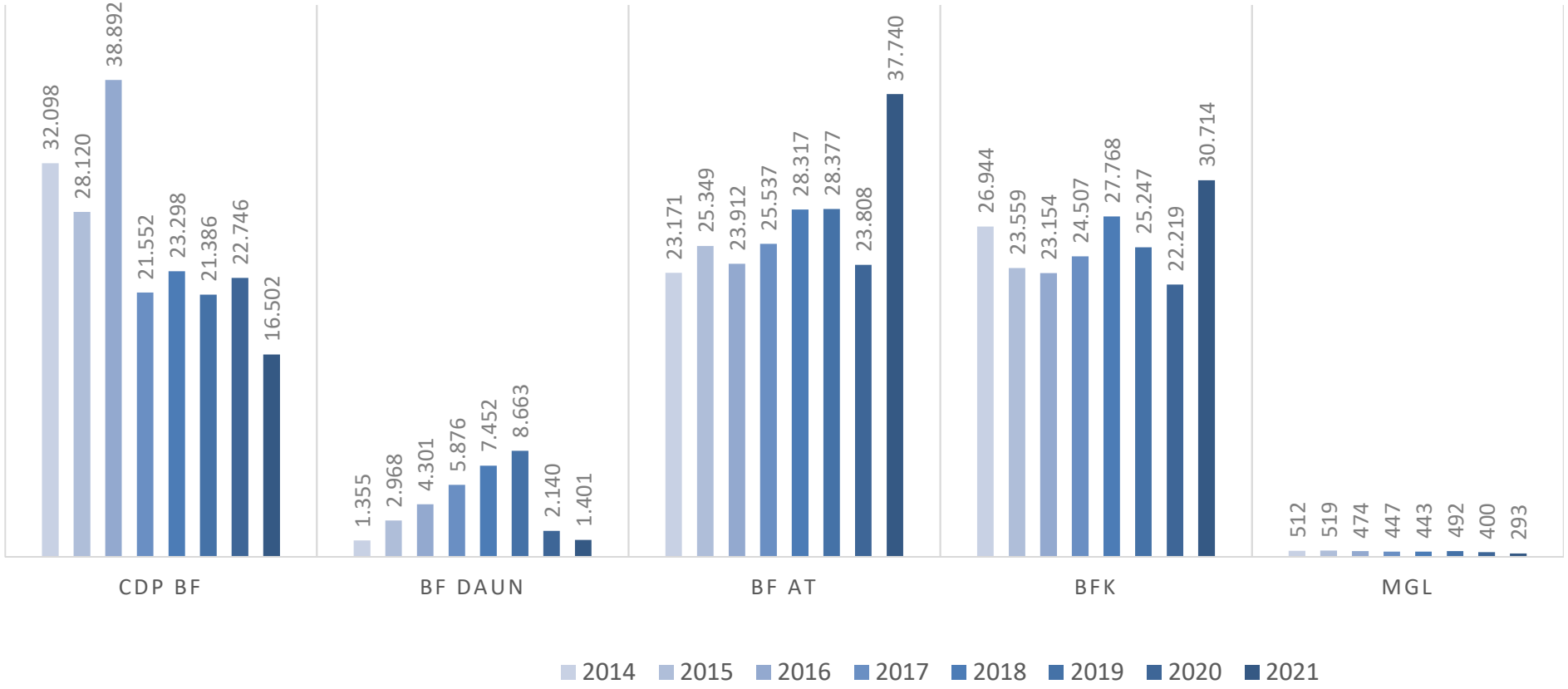

Ökonomische Dimension
Economic dimension
Abwasser (l) / Waste water (l)

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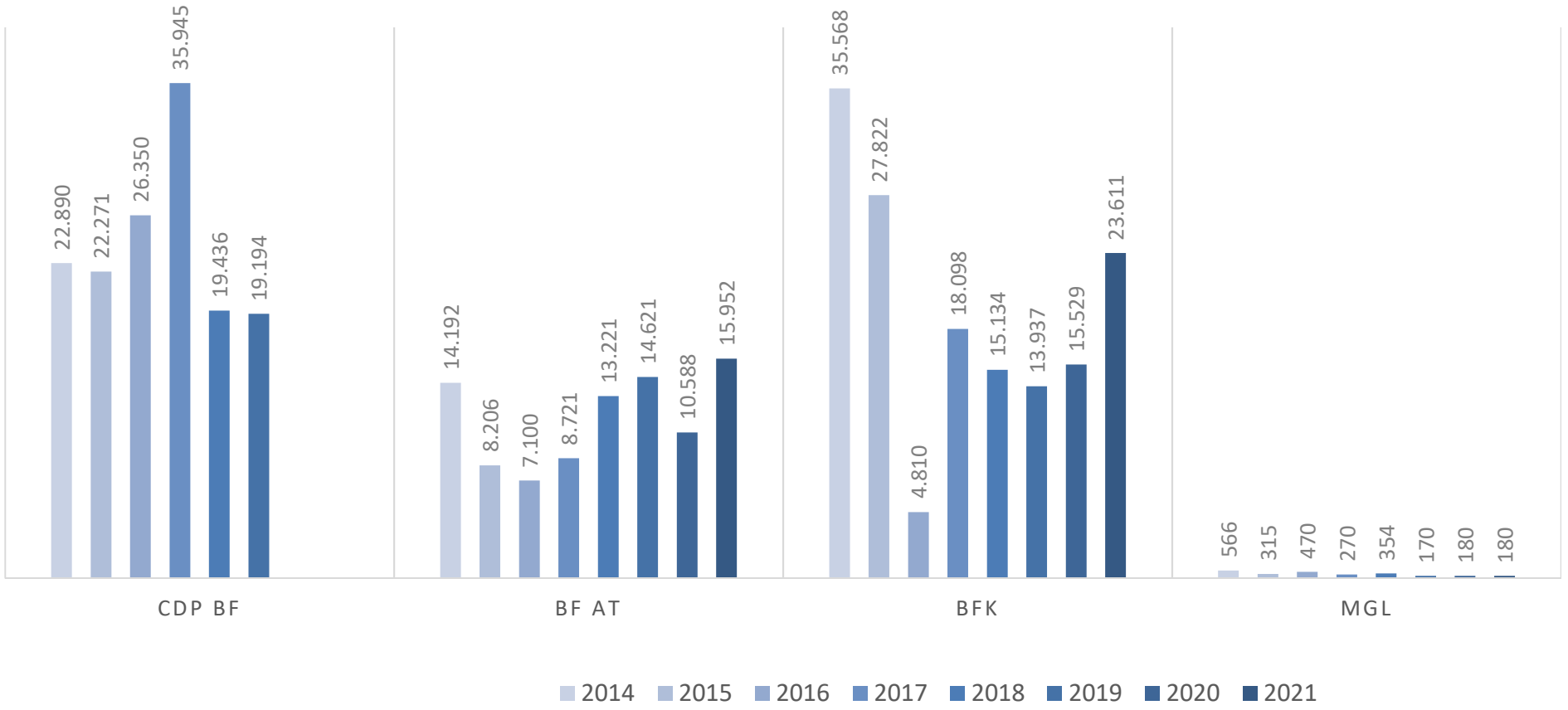

Ökonomische Dimension
Economic dimension
Kraftstoffe (l) / Fuels (l)

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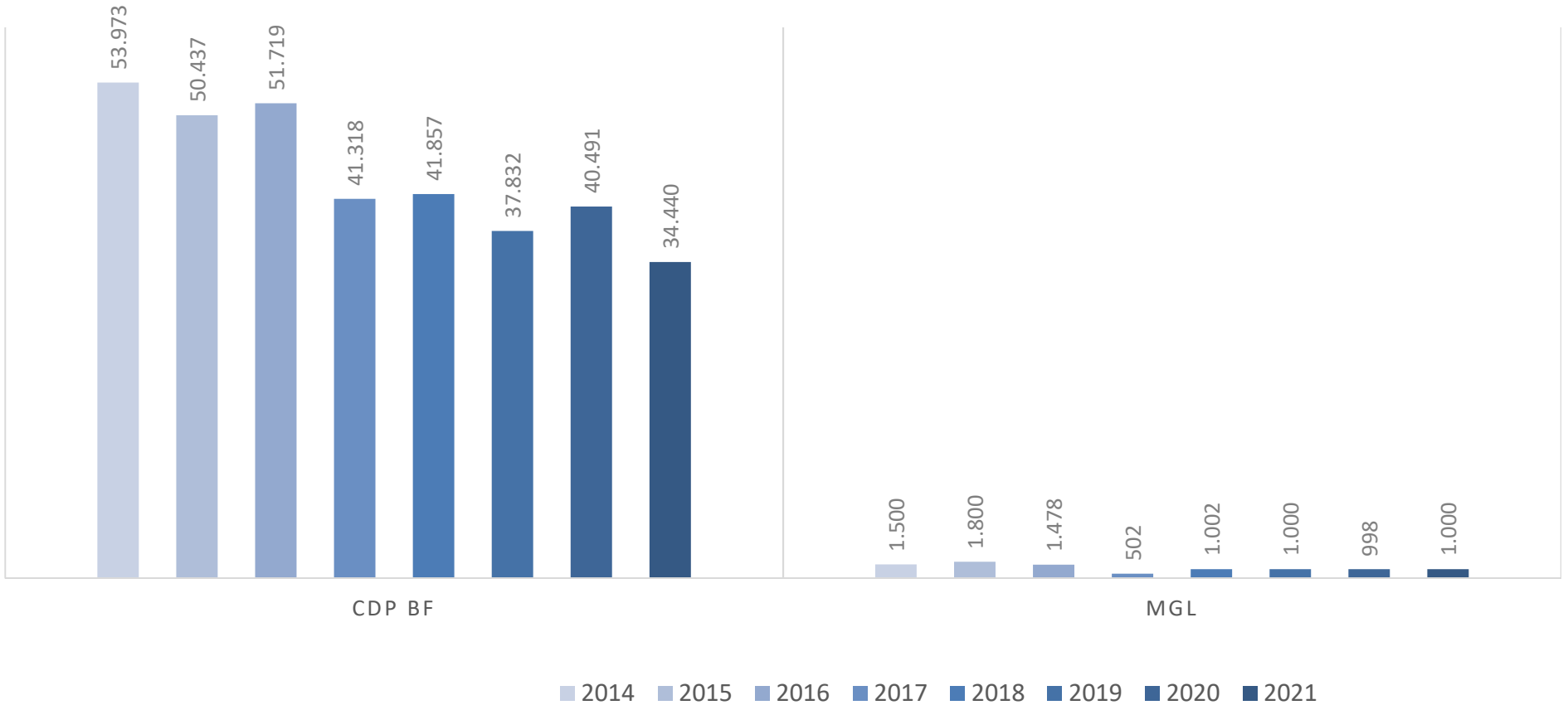

Gesellschaftliche Dimension
Social dimension
Qualifizierung / Qualifying

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Bei Bharat Forge wird Wert auf die Qualifizierung der Mitarbeiter gelegt. Weiterbildung hält Mitarbeiter im Bereich neuer Technologien und optimaler Geschäftsabläufe auf dem Laufenden und treibt den Unternehmensfortschritt. Auf diese Weise ist Weiterbildung ein bedeutender Antrieb für Effizienz und Leistung von unseren Angestellten.
Effizientere Mitarbeiter sind effektiver. Fähigkeiten und Fachwissen werden unter Kollegen ausgetauscht und verbreiten sich so im ganzen Unternehmen. Wissenstransfer spielt innerhalb des Unternehmens eine große Rolle.
Sicherheits- und Gesundheitstraining reduzieren arbeitsbedingte Verletzungen und Krankheiten.

At Bharat Forge, we place great importance on qualifying employees.
Further education keeps employees up to date with new technologies and optimal business processes and encourages improvements. In this way, training is a major driver of efficiency and performance for our employees.
More efficient employees are more effective. Skills and expertise are shared among colleagues and spread throughout the company. Knowledge transfer plays a major role within the company.
Safety and health training reduces work-related injuries and illnesses.

Gesellschaftliche Dimension
Social dimension
Schulungen / Trainings

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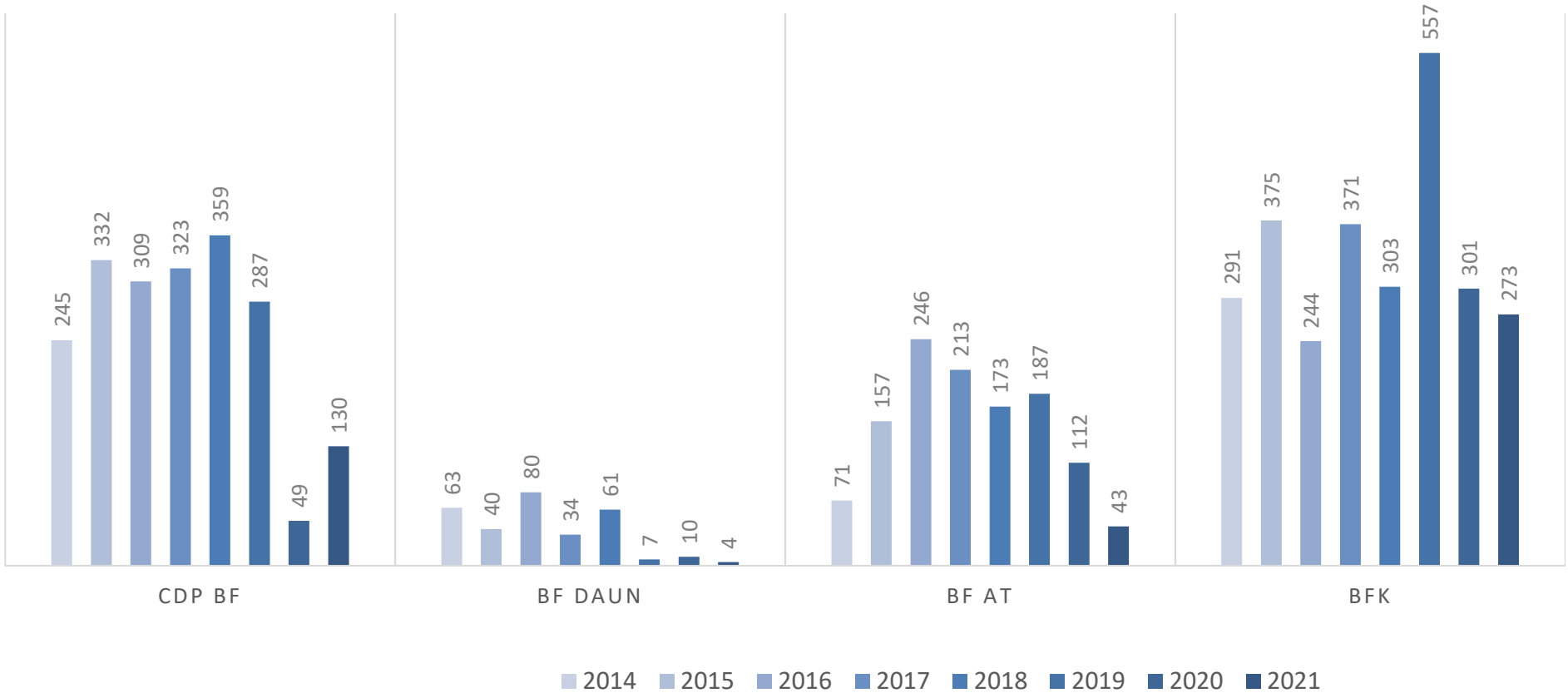
INTERNAL & EXTERNAL



Gesellschaftliche Dimension
Social dimension
Ausbildungsplätze / Apprenticeship

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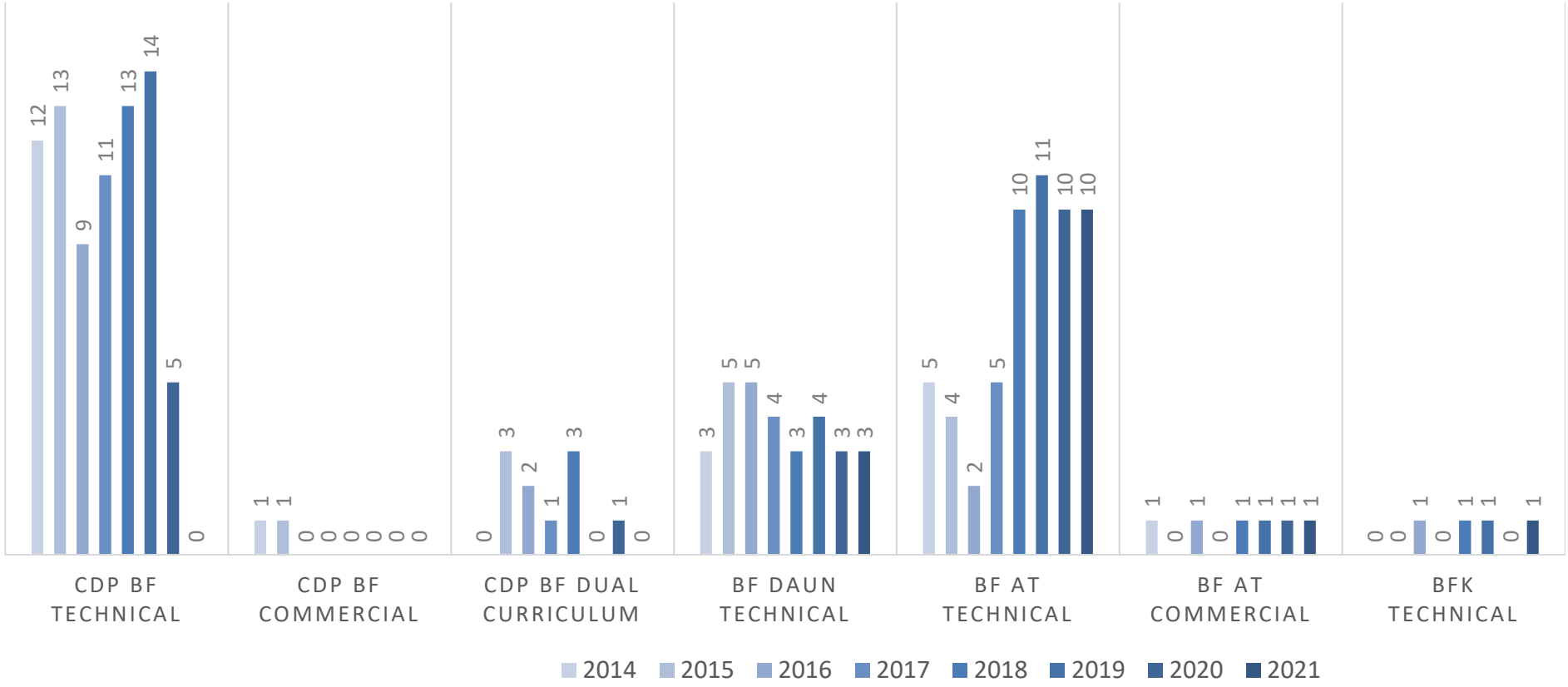

Managementsystems
Certificates – IATF 16949:2016

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Die Einführung und Aufrechterhaltung von Zertifizierungen hilft die Wirksamkeit und Nachhaltigkeit der Prozesse und der Managementsysteme zielgerichtet und systematisch zu bewerten und stetig zu verbessern.
The introduction and maintenance of certifications helps to evaluate and constantly improve the effectiveness and sustainability of processes and management systems in a targeted and systematic manner.

Qualitätsmanagementsystem:
Zertifizierung IATF 16949:2016
Zertifizierung des Werkzeugbaus Daun (BFD) nach DIN EN ISO 9001:2015

Energiemanagementsystem:
Zertifizierung ISO 50001:2018

Arbeits-, Gesundheits- und Umweltschutzmanagementsystem:
Zertifizierung ISO 45001:2018 & 14001:2015

Ergänzende Anforderungen/Kundenspezifische Forderungen
Supplementary requirements/customer-specific requirements (CSR):

Automotive:
z. B. AUDI/VW – Formel-Q-Konkret; Daimler – MBST; BMW; Volvo; MAN; DAF; MAHLE u. a.

Non-Automotive:
z. B. Deutsche Bahn – (HPQ) Q1;

Die Bharat Forge Global Holding als Holding, hat selbst keine Zertifikate und kann auch nicht nach IATF zertifiziert werden.

Bharat Forge Global Holding as a Holding Company has no certificates and cannot be certified according to IATF.

Ideenmanagement
Idea Management

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		2015	2016	2017	2018	2019	2020	2021
VV / sugg. Improvem.	abgegebene / rendered	251	137	104	49	29	12	19
	abgeschl. / completed	250	133	96	47	23	14	28
Workshops	Prozessverb.	2	0	4	2	3	0	0
		2	0	2	0	0	0	0
	SMED (Rüst- / set-up workshop)	0	0	1	1	0	0	0
	GAI (Ganzheitliche Anlagen Instandhaltung)	0	0	0	0	0	0	0
5-S-Audits	% Anzahl durchgef. Audits / amount comp. Audits	73	78	89	88	73	23	13
	ø Punkte / points (v. 100)	70	79	82	87	84	81	83
6-δ	laufende / ongoing	0	0	3	2	2	0	0
	abgeschl. / completed	0	0	1	0	0	0	0

Gesellschaftliche Dimension
Social dimension
Sponsoring / Social events

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Spenden gab es in verschiedenen Gebieten bei allen Gesellschaften.
Zu nennen ist hier die Unterstützung von diversen Sportvereinen (Fußball, Hockey), Feuerwehr, Schulen, Verein für Knochenmarkspende, die Tafel etc.

Donations were made in different areas in all companies.
To mention is the support of various sports clubs (soccer, hockey), fire brigade, schools, association for bone marrow donation, “die Tafel”, etc.

	2016	2017	2018	2019
girls-day	BFCDP, BFDaun, BFAT	BFCDP, BFDaun	BFCDP, BFDaun	BF Daun
school events	BFCDP, BFDaun, BFAT, BFK	BFCDP, BFDaun, BFAT, BFK	BFCDP, BFDaun, BFAT, BFK	BFCDP, BFDaun, BFAT, BFK
apprenticeship fairs	BFCDP, BFDaun	BFCDP, BFDaun	BFCDP, BFAT	BFCDP
plant visits	BFCDP, BFDaun	BFCDP, BFDaun	BFCDP, BFDaun, BFAT	BFCDP, BFDaun, BFAT
workshop school/economy	BFCDP, BFDaun	BFCDP, BFDaun	BFCDP	BFCDP, BFAT

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Bharat Forge Corporate Social Responsibility (CSR)

CSR is an integration of social and environmental objectives into business objective. Sustainability is the soul of CSR. The journey of CSR started in Bharat Forge in 1970 when Community Centers were established in different communities for empowerment of women. CSR has been evolved over decades at BFL with the simple objective of 'Giving Back to the society'. We have started our CSR initiatives in specific areas which include - Village development, Promotion of Education, Skills Development, vocational training, environmental and ecological protection, health and hygiene, character building through sports.

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Our CSR Initiatives are

A) Village Development Project:

Bharat Forge have adopted 100 villages from 5 districts

District	No. of villages
Pune	37
Ahmednagar	14
Satara	26
Kolhapur	18
Solapur	5
Total	100

Working on 5 major indicators – Water (for Drinking & Agriculture), Livelihood (increase in family income), Roads (internal), Health & Hygiene (children and women) and Education (for Primary education).

The work started with the help of cross functional team and under the mentorship of our Chairman.

The impact of the work done is tangible and is generating trust in the villagers and is helping to increase their family income.

B) Environment Sustenance:

1. Water harvesting work
2. Tree plantation drive
3. Waste management - Installed composter planters in the nearby communities for decomposition of kitchen waste, helping to reduce 75 kgs of waste per day.

Gesellschaftliche Dimension
Social dimension / B) Environment Sustenance
BFL India, Corporate Social Responsibility / Initiatives

BHARAT FORGE GLOBAL HOLDING | KALYANI

Summary of Water Harvesting Work : 2018-19						
Sr. No.	District	Liters	TCM	Cub. Mtr.	Land [Acer]	Beneficiaries
1	Pune	83,021,000.00	83.02	83,021	682	9169
2	Ahmednagar	730,600,000.00	730.60	730,602	2150	7700
3	Kolhapur	23,200,000.00	23.20	-	235	6300
4	Satara	68,280,000.00	68.28	68,280	1120	6950
Capacity of water storage (LTR)		905,101,000.00	905.01	881,903	4,187	30119
water tank construction at villages from 4 Districts		135,000.00	-	-	-	8957
Total water harvesting work		905,236,000.00	905.01	881,903	4,187	39,076

Gesellschaftliche Dimension / Social dimension

B) Impact Of Village Development

Project BFL India, Corporate Social Responsibility / Initiatives

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Input	Activities	Output	Outcome	Impact
• Financial investment • Human & Material resources	• Baseline survey • Awareness & Ownership of the community. • Construction of check dams & bandharas. • Widening and deepening canals & riverbeds. • Pipelines & drinking water system.	• **13,08,800 cub. mtrs.** silt removed. • **150 Cr. liters** water stored. • **610** Wells & **718** bore wells recharged. • **6150 Acres** land brought under irrigation. • **53 km** Internal WBM & Concrete roads constructed. • Land Levelling of **'4377.20 R'**	• Increase in water availability. • Positive changes in crop pattern, crop diversity. • Enhance agriculture & livestock productivity. • Reversed Migration • Setting up of processing units • Availability of fertile land for cultivation	• Improved quality of life of rural community • Higher family income. • Employment / entrepreneurship opportunities for local youth • Farming opportunities to the villagers Who never cultivated their land • Thinly populated villages getting populated

Resources → **Results**

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C) Promotion of Education

Bharat Forge promotes education through Akutai Kalyani Trust, a public charitable trust, since 1993. The trust supports educational foundation, thereby carrying out educational activities indirectly. From 2014, the Trust decided to directly carry out educational activities with support from Bharat Forge & its sister companies (The Kalyani Group Companies).

- Anubhav Shala - Khelghar is an initiative started with an objective to encourage the creative aptitude and enhance academic performance of children in urban slums. The activities here are aimed at inculcating better personal grooming habits, developing creative skills, and imparting awareness regarding various social, education and health issues.
- Pratham Pune Education Foundation (PPEF) is a program that works with the objective of facilitating basic education for children belonging to the most underprivileged section of the community. It includes sessions for basic concepts of Mathematics, Science, English and Marathi with interactive teaching. Over the past 16 years, since its inception, PPEF has touched the lives of over **1,50,000 children** in Pune and has also become an important catalyst for women empowerment.
- Pradnya Vikas Program - A joint initiative with Pratham Pune Education Foundation & Jnana Prabodhini, Bharat Forge started 'Pradnya Vikas Program' to develop the personality and leadership skills in the underprivileged areas in and around Pune.

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D) Skill development

Public Private Partnership for developing Industrial Training institutes (ITI s)

- To strengthen the vocational training system in the country and bring it closer to the industries' requirements, BFL has set up an ITI at Khed. We are also helping 2 more ITIs under Public Private Participation scheme.

"Changing Gears" is the skill development initiative for the Graduates from College of Engineering to develop their soft skills for employability.

On 15th July 2019 -World Youth Skill Day, the Directorate of Vocational Education and Training and Skill Development and Entrepreneurship Department, Govt. of Maharashtra awarded us for 'Outstanding commitment and dedicated support as the industry partner' for developing and upgrading ITIs at Khed, Bhor and Malegaon. Bharat Forge Ltd. received the award at the hands of Shri. Vidyasagar Rao, Hon' Governor and Shri. Sambhaji Patil Nilangekar, Hon' Skill Minister. Our ITI Khed also received the award for Best ITI in Pune region.

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In continuation of Swachhata Hi Seva drive, BFL organized 'SWACHHA SUNDAR SHALA' Competition for all Zillah Parishad schools and Corporation schools from the nearby areas of Bharat Forge and the villages we are developing .

The competition was organized from 1st December, 2018 to 30th January, 2019 in all schools. Around 15,489 Students participated in the competition.

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Total 134 Govt. Schools participated

15,489 students were participated in the competition

5 districts:
1. Pune
2. Kolhapur
3. Satara
4. Solapur
5. A. NAgar

Most of our employees helped for this initiatives by visiting, assessment & guidance to the schools.

Under Mission Sanitation of School:

No. of School	Total		Total No of students covered
	Urinals	WCs	
Govt. Schools - 28	173	101	6804

Gesellschaftliche Dimension
Social dimension / D) Skill development
BFL India, Corporate Social Responsibility / Initiatives

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Maharashtra State Skill Development Society

Telangana Academy of Skill & Knowledge

EDUCATION | EMPLOYABILITY | ENTREPRENEURSHIP

TASK™

- Two Training Center for Advanced Training in Hi-Tech Radio Frequency Technologies
- In Collaboration with Skill Development bodies of Governments of Telangana & Maharashtra
- ~30 Students trained annually by experts from Academia & Industry – India and Foreign
- Bridging the Skill Gap and Enhancing Employability with Practical & Application-based Know-how & Know-why
- Industry aligned Program created in tandem with Defence Business Unit
- Trial Program for Two years

BHARAT FORGE GLOBAL HOLDING | KALYANI

E) Mission Sanitation of Schools - BFL has adopted 28 Government schools and constructed toilets for the children. The sanitation facilities have helped in reducing the absenteeism of girl students in the school.

F) Promotion of Sports -Bharat Forge supports "LAKSHYA", Under our sports initiatives, we at Bharat Forge identify and nurture budding talent in the villages across different sports. By providing financial and training support to our players, we have been actively supporting many players in sports like tennis, chess, boxing, car racing and badminton.

G) Women empowerment – Bharat Forge runs three Community Development Centers in three different communities for vocational training & income generating activities for women. Total beneficiaries are 940 women. The women have formed self-help groups and they provide uniforms and hand gloves to BFL.

Departmental CSR Initiatives - In a structured way, every department of BFL has taken up a specific CSR project. Each department in the company works with the institutions for deprived groups of the society. They also go to Govt. Schools around Pune to teach and mentor the students.

Thus Bharat Forge has a holistic approach for the development of society.

BHARAT FORGE
GLOBAL HOLDING

KALYANI

Die Bharat Forge Gruppe und Bharat Forge Global Holding für die zugeordneten Unternehmen haben Regelungen zur Korruptionsprävention und Compliance.

Compliance wird in diesem Sinne als regelkonformes Verhalten von Unternehmen und Mitarbeitern verstanden. Der Begriff Compliance wird verwendet, um die Einhaltung juristischer Vorschriften, aber auch freiwillige Kodizes im Unternehmen zu umschreiben.

Als Ziel der Compliance ist die Steigerung der Effektivität durch klare Regeln sowie die Risikominimierung anzuführen.

Die Erweiterung des Compliance Verständnisses auf die Felder des ganzheitlichen Risikomanagements und des Qualitätsmanagements schafft ein integriertes Präventionssystem, das durch unternehmerische Steuerungsmodule präventiv auf die Non-Konformität von Vorgaben wirkt und ein ordnungsgemäßes Verhalten sicherstellt.

Compliance

BHARAT FORGE
GLOBAL HOLDING

KALYANI

The Bharat Forge Group and Bharat Forge Global Holding for the associated companies have regulations on corruption prevention and compliance.

Compliance is in this sense understood as compliant behavior of companies and employees. The term compliance is used to indicate to comply with legal regulations as well as voluntary codes in the company.

The goal of compliance is the increase of the effectiveness by clear rules as well as to minimize risks.

The extension of compliance understanding to the fields of holistic risk management and quality management creates an integrated preventive system which -through entrepreneurial control modules- affects preventative the non-compliance of prescriptions and ensures proper behavior.

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Mitgeltende Dokumente sind:

- Verhaltenskodex für Mitarbeiter;
- Arbeitsdokumente zur kartellrechtskonformen Arbeit;
- Anforderungen an Einladungen;
- Guideline zur kartellrechtskonformen Durchführung von Sitzungen;
- Verhaltensregen für den Durchsuchungsfall;
- Supplier Code of Conduct;
- Whistleblower Richtlinie Bharat Forge.

Die Geschäftsführung ist sich der Bedeutung dieser Thematik bewusst und hat Compliance Officer für jede Gesellschaft berufen.
Sie achten auf die Konformität der Regeln und unterstützen die Mitarbeiter bei der Umsetzung und der Einhaltung selbiger.

Regelmäßige Schulungen stellen sicher, dass die Mitarbeiter informiert, qualifiziert und sensibilisiert sind.

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Other applicable documents are:

- Code of Conduct for Employees;
- Working documents on antitrust compliant work;
- Invitation requirements;
- Guideline on antitrust-compliant conduct of meetings;
- Behavior in cases of search;
- Supplier Code of Conduct;
- Whistleblower policy Bharat Forge.

The management is aware of the importance of this topic and has appointed Compliance Officers for each company.
They pay attention to the conformity of the rules and support the coworkers with the implementation and compliance thereof.

Regular training ensures that employees are informed, qualified and sensitized.