

ENGINEERING  
TOMORROW



Danfoss India  
**CSR & Sustainability Report**  
**2017-18**



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# FROM THE PRESIDENT'S DESK

*“To ascertain and implement sustainable projects that have an ongoing direct impact to the overall economic & social growth and the development of the local community in which Danfoss operates.”*



**Ravichandran Purushothaman**  
President - Danfoss India

We, at Danfoss India, place high focus on being a responsible corporate citizen. We strive to be a company that believes in social responsibilities and contributes to our local community. It is engineered in our DNA to care for our people, society and environment with a holistic approach which has sustainability at its core.

Today, our social environment is becoming more and more complex, and keeps on changing drastically. In fact, we are already reaching a point where we can no longer close our eyes to the challenges surrounding us; issues in energy, resources, food and water.

As a global organization which is engineering tomorrow through quality, reliability and innovation in its products & solutions, we want to play a greater role in the simultaneous growth and upliftment of society alongside us. It involves synergy in research, planning and execution.

Under CSR, our aim is to ascertain and implement sustainable projects that have an ongoing direct impact on the overall economic & social growth and the development of the local community in which Danfoss operates.

In this regard, we have 4 key focus areas in India based on the challenges identified in our community, namely, education, sustainable livelihood, health and environment. This report details our efforts in these core areas.

We believe that our social responsibility initiatives provide with us a strong platform for a sustained growth and contribution to the development of our nation.

Our efforts in the past were successful due to the immense support from all Danfossians and esteemed stakeholders. I thank one and all for the same. We look forward to your support in future as well.

I also request you to share your valuable thoughts on our various CSR undertakings, and how we can make a bigger & better impact, together.

Let us join hands to engineer a better tomorrow!

**Best Regards,**  
**Ravichandran Purushothaman**  
President - Danfoss India  
Chairman - Danfoss India CSR Board

## Danfoss at a Glance

Danfoss is one of the largest industrial groups in Denmark and a world leader in research, development & production of energy efficient technologies, Danfoss engineers technologies that enable the world of tomorrow to do more with less. We meet the growing need for infrastructure, food supply, energy efficiency, and climate-friendly solutions.

Our products and services are used in areas such as refrigeration, air conditioning, heating, motor control, and off-highway machinery. We also operate in the field

of renewable energy, as well as district energy infrastructure for cities and urban communities.

Visit our website – [www.danfoss.in](http://www.danfoss.in) – to learn more about how we are helping to realize the vast potential for better infrastructure, improved living standards, higher energy efficiency and food supply for our growing world.

### Danfoss' legacy

Danfoss has grown from a one-man business into a global leader by having

a clear focus on innovative engineering right from the beginning. Danfoss is a privately-owned company with more than 85 years of experience that has grown and improved its skills and expertise in energy-efficient products and solutions. Danfoss was founded by Mads Clausen, and today the company is controlled by the Bitten and Mads Clausen Foundation.



### North America

14 factories  
Sales companies in 2 countries  
3,675 employees



### Latin America

3 factories  
Sales companies in 5 countries  
1,281 employees



### Western Europe

21 factories  
Sales companies in 17 countries  
9,858 employees



### Eastern Europe

15 factories  
Sales companies in 12 countries  
4,426 employees



### Africa-Middle East

1 factory  
Sales companies in 3 countries  
243 employees



### Asia-Pacific

15 factories  
Sales companies in 11 countries  
5,809 employees



**26,645**

employees dedicate to engineering solutions that make a difference to people and businesses worldwide.



**1,399**

patent families



**72**

factories in 20 countries and Danfoss sells its products in more than 100 countries



## Corporate Citizenship at Danfoss

Danfoss has a long tradition of accountability, both with regard to employees and with local communities. **Danfoss goes the extra mile in ensuring that its name is connected at all times with respect for human rights, good working conditions, social commitment and continuous efforts to improve performance while keeping the environment in mind.**

Danfoss plays an active role in a sustainable global development where social responsibility, environmental and climate considerations go hand-in-hand with

sound business development in the local communities where we operate. We make it a priority that we not only respond to the circumstances which have an immediate effect on the company, but also consider the trends that outlines the challenges of the future.

**The Danfoss Group joined the UN's Global Compact in 2002**, implementing a number of activities to ensure compliance with the UN Global Compact principles and a continued satisfactory development of the Group's work with social responsibility.

Global Compact covers human rights, labor rights, environment hazards and anticorruption.

These issues are reflected in Danfoss' CSR and environmental policy. In order to prove that we take **Global Compact seriously, reporting on the progress and activities related to the principles has been incorporated into Danfoss' Annual Report since 2003**. Danfoss also issues a Communication on progress report annually to the UN Global Compact.

### Environment

- Danfoss' environmental and working environment policy ensures our business activities are planned and executed in consideration of the employees, the working environment and the external world.
- EHS incorporated in all activities, ranging from the design & product manufacturing processes to the construction & maintenance of our office buildings and plants.

### Community

- Danfoss' Social responsibility policy & Annual Global Survey.
- Responsible corporate citizen contributing to development of the local communities in which we operate.
- Regional CSR initiatives.

### Human Rights

- Member of UN Global Compact since 2002.
- Progress & activities related to the UN Ten principles incorporated in Danfoss' Annual Report since 2003.
- Danfoss issues a Communication on Progress Report annually to the UN Global Compact.

### Employees

- Committed in our efforts to ensure that every employee is treated with respect. They are offered challenging opportunities to grow and the support necessary to solve issues that may arise.
- Providing employees with a safe & attractive workplace and a healthy working environment.

### Ethics/Governance

- Danfoss' Ethics Handbook & Ethics Hotline.
- Danfoss' Code of Conduct for Suppliers.
- Compliance to global, national & regional legislations.
- Independent internal Audit arm to ensure due compliance to all internal and external regulations.

## Social Responsibility

Social responsibility has characterized Danfoss for many years. **The company is committed in its efforts to ensure that every employee is treated with respect, that they are offered opportunities & challenges and that they receive the support necessary to solve issues that may arise.** Danfoss' overall goal within Corporate Citizenship is "to keep our own house in order". This means **providing employees with an attractive workplace and a healthy working environment, which applies to social and ethical responsibility in a wider sense.** Social responsibility is not only an issue which has an impact on Danfoss' own employees, it is also important for Danfoss that matters relating to the surrounding community, such as customers and suppliers, are included in the Group's work with social responsibility.

## Governance & Ethics

Danfoss has issued an internal Ethics Handbook setting the rules and guidelines to be followed by every employee worldwide. The ten Global Compact principles are incorporated in the Ethics Handbook which includes ethical guidelines for all employees in the Group. We have also set up an Ethics Hotline where employees can report any potential violations of legislation or company policies.

Each year, Danfoss carries out an extensive survey of the work related to social responsibility. The survey consists of around 80 questions and gives a detailed picture of how Danfoss handle subjects such as discrimination, child labor, labor rights, business ethics, corruption and bribery, product safety, working environment and relations with the local community.

Employees undergo several mandatory e-learning at Danfoss. Ethics, Compliance & Anti-Corruption e-learning are few such highlight of the program which is promoted with exclusive focus and is mandatory for all the employees. A periodic recertification through refresher courses is also being followed.

Apart from the above, the Value Systems of the company also ensures that all Danfoss employees place utmost importance on honoring our commitments of ethics & compliance of all applicable global and regional regulations.



## Sourcing and Suppliers

Danfoss maintains a "Code of Conduct" on an ongoing basis to make sure that it lives up to our internal expectations concerning suppliers' conduct.

The Code of Conduct is an integrated part of the contracts entered into with all new suppliers and re-negotiation with all existing suppliers, and follow-ups are undertaken to check whether suppliers meet the standards. A significant element of the follow-up involves ensuring that suppliers are familiar with and observe Danfoss' negative list, which describes the chemical substances which are prohibited or we do not want in Danfoss products.

Our dedicated purchasing organization in each country ensures that suppliers in that

country are assessed on the basis of the special regional regulations and conditions as well. The purchasers are offered special education, training, checklists, documentation and policies which are translated into local language as well, wherever necessary.

We have regular Supplier Process Audits and Supplier Score Card to monitor supplier performance and to ensure that the same matches with all our expected standards.

In this regard, we are happy to share that:

All Danfoss India suppliers were found to be compliant in the annual Code of Conduct audit conducted last year. Our Supplier Qualification audit and Quality

Management System audit on ISO 9001 or ISO/TS 16949 were also positive.

Our CSR impacts and actions are reported in our Annual reports, prepared under both AMA and ASA standards. As per the India CSR Policy, the company will report its CSR performance to substantiate that minimum 2% of our net profits after tax is utilized for CSR as prescribed in Sec. 135 of Indian Companies Act.

The other forums for learning & sharing CSR best practices & successes are through various industrial bodies like CII, TERI, etc. where Danfoss India is a valued member and is often trusted to give advisory support.

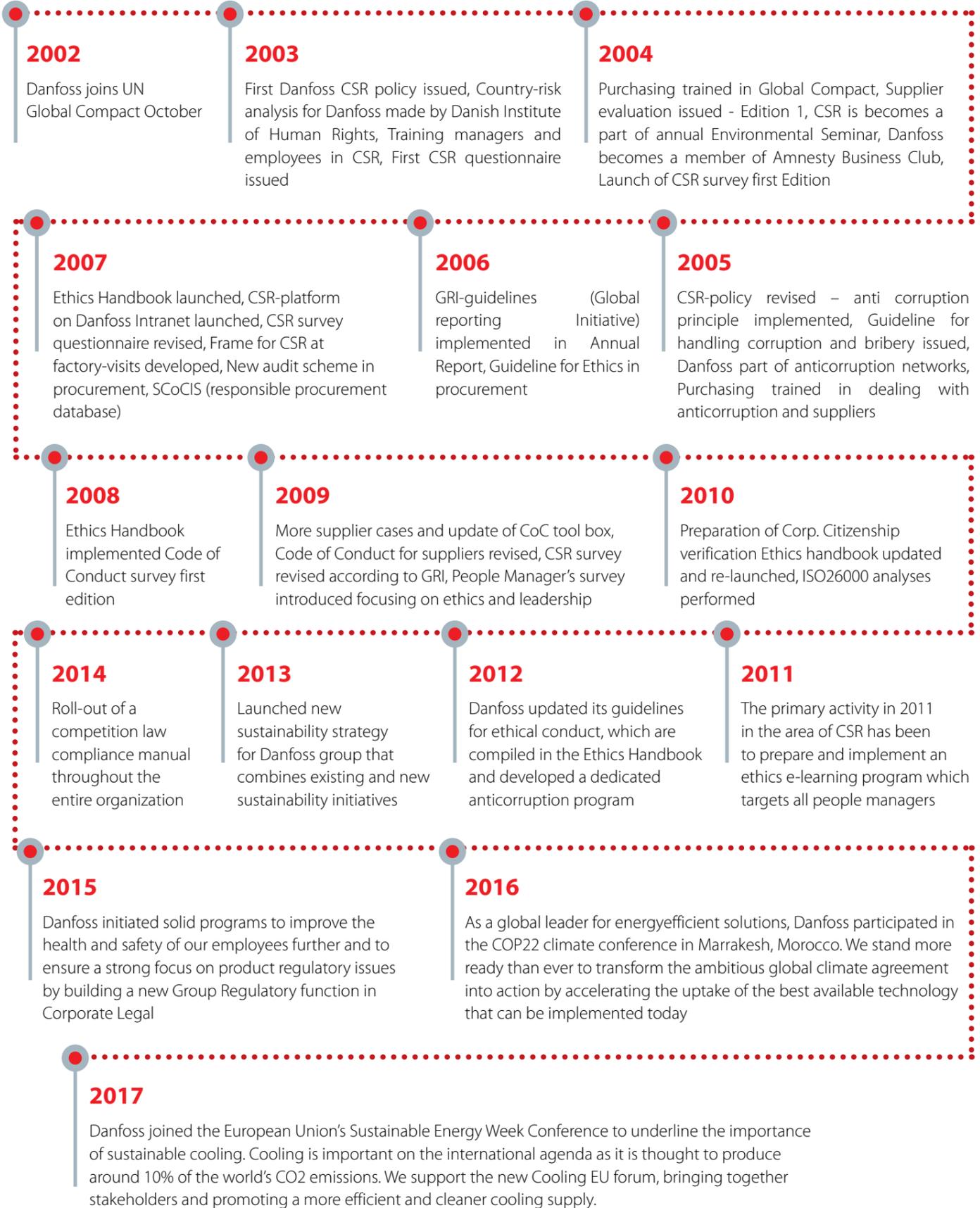
## Environment and Working Environment

**Danfoss has incorporated working environment and safety as elements in all of its business activities, ranging from the customers, the design and product manufacturing processes to the maintenance of buildings and plants.** Making sure that all employees are not exposed to work-related danger is deeply rooted in Danfoss' culture.

**The group's policies concerning environment and working environment ensure high managerial focus on the compliance of national and international guidelines and declarations.** Every company in the group prioritizes working environment and safety, as set out by Danfoss' environmental and working environment policy, which defines the issues and target area that the business units must address. The policy states that our business activities must be planned and executed in consideration of the employee, the working environment and the external world.



## Corporate Social Responsibility (CSR) at Danfoss – A Quick Snapshot:



## About Danfoss India

Danfoss meets the growing need for infrastructure, food supply, energy efficiency and climate-friendly solutions with its technologies finding applications in areas such as refrigeration, air conditioning, heating, motor control and mobile machinery. With a renewed brand

promise of Engineering Tomorrow, Danfoss engineers technologies that enable the world of tomorrow to do more with less.

We are also active in the field of renewable energy as well as district heating infrastructure for cities and urban

communities. Our innovative engineering globally dates back to 1933, and today Danfoss is a world-leader, employing 24,000 personnel and serving customers in more than 100 countries. We are still privately held by the founding family.



## Features of the Oragadam Campus



1mw solar power plant running on Danfoss inverters, catering to over 30% of the campus' energy requirements



The in-house 1MW solar park helps generate 1.5 million units per annum



Rain water harvesting facility

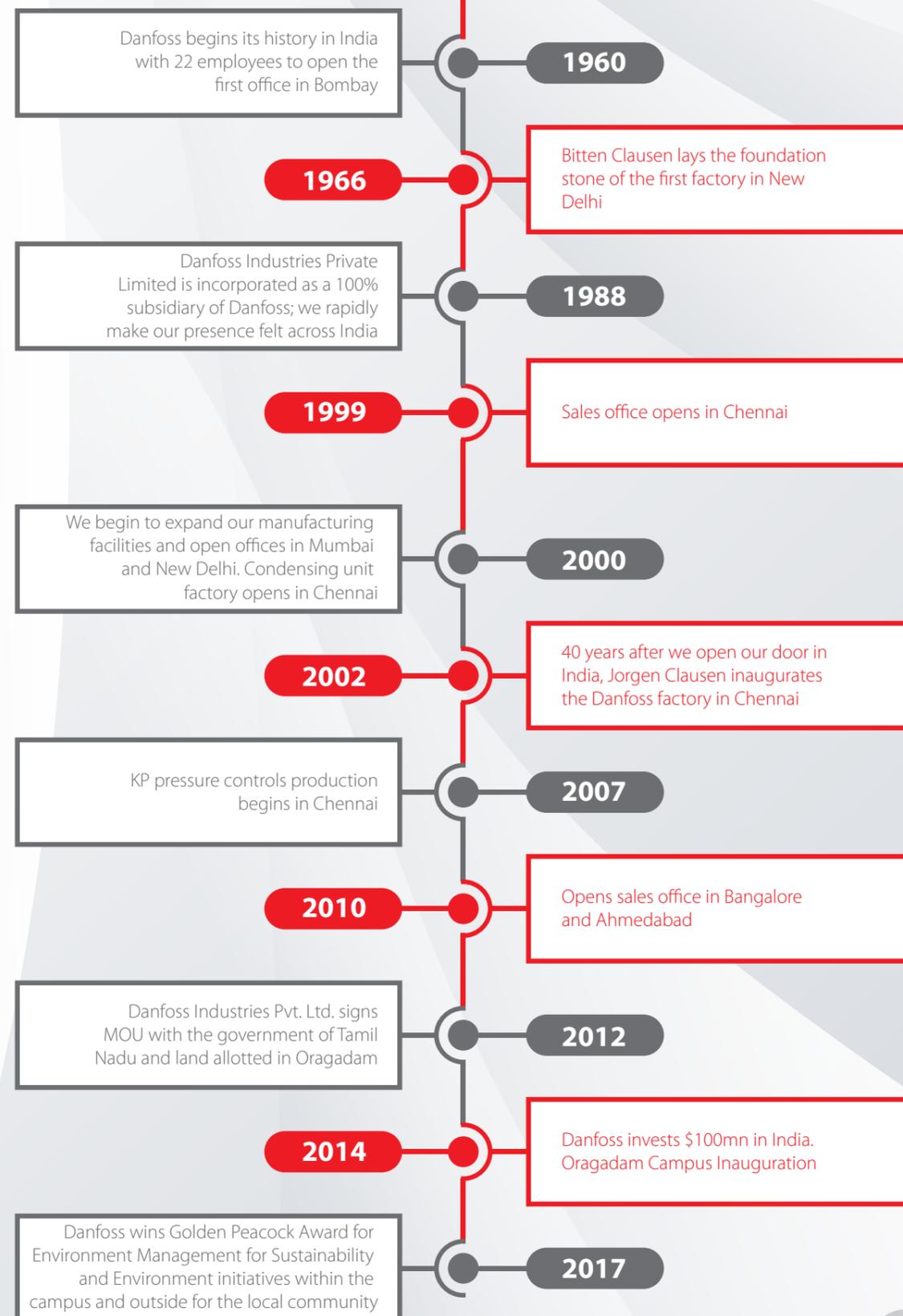


Use of environment friendly and energy efficient products



Reusing 100% of the recycled waste within the site

## Danfoss India - The Journey



## CSR at Danfoss India

Danfoss India places high focus on being a responsible corporate citizen that helps the employees and the local community to grow alongside the organization. Danfoss India CSR Strategy is fully in line with all the applicable global, regional and local statutory requirements. Our efforts in integrating CSR with business to ensure corporate citizenship & sustainability, social responsibility, compliance, work place/ product/ environment safety, supply chain management, etc. has been detailed earlier and we are pleased to say that Danfoss India has the following certifications to its credit - ISO 14000, OHSAS 18000/ISO/TS 16949, UL Certification for Product Safety, EN/PED Certification and CQC Certification. Our CSR and Community Engagement initiatives with the local community have been contributing to the development of areas near all Danfoss India office locations, especially the villages near our new campus. Our CSR initiatives aimed at using our domain expertise to bridge the skill gap in Indian Refrigeration & Air Conditioning industry has also proved to be a success in our local community. By this we not only cater to providing sustainable livelihood for many a deserving youth but also help in creating quality trained talent pipeline for own and stakeholders community absorption.

### Vulnerability Analysis

The India CSR strategy was formed with due inspiration from Danfoss Global CSR Policy, UN Global Compact and Section 135 of India Companies Act 2013 (governing Corporate Social Responsibility). Apart from both these, the bigger criteria taken for formulation was the key challenges of the local community as identified based on interactions with Regional Government Authorities, District Rural Development Authority, Village Development Office and the Pilot study conducted in the local community. And the policy and initiatives undergo periodic evaluation and analysis.

### Education

- Inadequate teaching and training aids at government schools and government training institutes (ITIs).
- Poor learning experience and exposure for students, especially in government schools.
- Increasing school drop outs, especially in the higher secondary classes.
- Lack of adequate general infrastructure facilities in government schools.

### Sustainable Livelihood

- Since majority of the agricultural land has been taken over by industries, villagers are on the lookout for alternate means of sustenance – mainly jobs in nearby companies.
- Lack of adequate education, training & skill development facilities for children, youth and women, that offers quality programs at affordable rates to make them employable.
- Bridging industry skill gap and increasing employability of students.

### Health

- Lack of adequate medical equipment in local health centers & government hospitals.
- Minimal focus on health and hygiene challenge.
- Lack of adequate general infrastructure facilities in local hospitals and health centers.

### Environment

- Lack of good waste management system in the near by communities.
- Challenge of availability of safe drinking water for the communities.
- Lack of awareness in the community on environment and sustainability issues.



## Areas of focus adopted by Danfoss India CSR



### Education:

- Support socio-economic, education initiatives in local neighborhood.
- Improving infrastructure in local schools & training institutions.
- Providing adequate teaching & training aids for government schools and ITIs.



### Health:

- Provide & promote a clean, safe and healthy work environment/work style for employees.
- Improving infrastructure in local hospitals, health centers, etc.
- Running medical camps and blood donation drives.



### Sustainable Livelihood:

- Use our business and domain expertise to extend support to Refrigeration & Air Conditioning – Vocational Training Course in government polytechnics & rural community colleges near Danfoss India office locations.
- Facilitate vocational training for local unskilled youth to make them employable.
- Provide preference to eligible local unemployed youth and disabled persons during employment.



### Environment / Climate & Energy:

- Create awareness amongst employees and local community on environment sustainability.
- Preservation of top soil during our new campus construction and planting 3500+ trees within the new Campus & aiming for more outside the campus to increase green cover in the area.
- Making our Campus a LEED Platinum Rated Green Building.

# Education

## EDUCATION

As they rightly said, education is the premise of progress in every society. At Danfoss India, standing proof of our promise of engineering a better tomorrow for the world around us, we never step back when it comes to lending a helping hand towards the children who are going to be the idols of tomorrow's world.

### CHENNAI

#### A fresh lease of life after 200+years...

Danfoss India along with the Tamil Nadu Education Ministry has given a facelift to

a 235+ year old Presidency Girls Higher Secondary School in Egmore, Chennai. The school was inaugurated on the occasion of India's 72nd Independence Day. Under the government's pilot model school project, which aims at converting select 32 schools in the State as Model Schools.

During the inspection, the school was found in a dilapidated condition and with proper planning along with school authorities and in liaison with local government bodies, the entire school underwent a major transformation over a period of 3 months,

thanks to Danfoss India's CSR initiative 'Joy of Giving'.

The project covered extensive repairs, replacement and donation of infrastructure - especially the restoration of the main building. Drinking water provision were restored & an overall facelift to the campus with appealing landscaping & seating provisions was also done. 500+ girls are now able to study in a more comfortable and safe environment, thanks to this Danfoss initiative.



Anju Mary Kuruvilla, CSR lead for Danfoss receiving felicitation from Tamil Nadu Education Minister



Mr. Ravichandran Purushothaman addressing the students



Before



Before: An old abandoned hand wash area



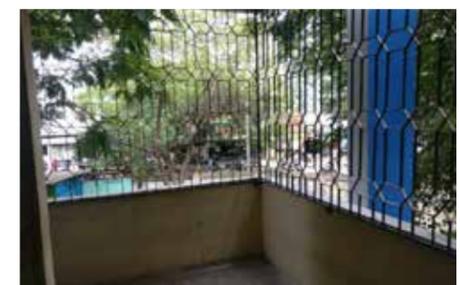
Before: Grill gates



After



After: Inception of a clean hand wash area



After: Grill gates



**Danfoss India New Joiners spend “quality” time with local students**

As part of the New Employee Orientation Program, the new employees' at Danfoss India, visited the nearby village of Panrutti, to engage and educate the school children. This school built in the 1940s was adopted by Danfoss India in 2013, wherein we completed the renovation, refurbishing and creation of several new facilities

and followed it up with several engagement initiatives every year.

The day ended on a joyous note with the new joiners distributing gifts to the teachers on account of Teacher's Day and branded notebooks and sweets to the school children.



New employees interact with children from the Govt. elementary school that Danfoss India adopted



New joiners distributed gifts to the teachers on account of Teacher's Day



Danfoss employees donated school supplies to children of Govt. school, Panruti

**Summer Camp at Danfoss Oragadam Campus**

Danfoss India organized a Children's summer camp in their Oragadam campus. A total of 75+ children participated in this camp. The primary purpose of this summer camp was

to improve children's educational, athletic, and cultural development and allow them to learn new skills in a safe and nurturing environment. The summer camp was well

organized with the conduct of an intriguing magic show, that enthralled the kids and made a lasting impression on them.



School Children Participated in the Summer Camp at the Oragadam Campus



**BANGALORE**

Danfoss India Bangalore colleagues along with their family members visited the rural school in Haveri to contribute their share towards empowering the future generation. As part of the “Joy of Giving” program, Danfoss India donated a science laboratory to the school, which was intended to promote the importance of research and science education amongst young children.

A series of games and engaging activities for the school children were conducted and one such enthralling activity was that of a magic show. The day ended with Danfoss employees distributing gifts and snacks to the children



Inauguration of the Danfoss donated Science Lab at the rural school in Haveri

**MUMBAI / DELHI**

Colleagues from Mumbai came ahead to help children from Vidya Prabhodhini Academy, a Danfoss adopted school in Mumbai by distributing bags and printer and entertained them with a juggling

clown, while our colleagues based out of Delhi decided to have a celebration with the kids as they cut a cake and organized for a special lunch.



As part of Joy of giving Program Employees Donated Printer and school supplies to Danfoss adopted school in Mumbai.



Entertainment program for the school children



# Health

## HEALTH

Health talks and stress management workshops were conducted for all employees in Chennai, Mumbai and Delhi. Two of the most neglected topics were touched upon in these workshops, creating awareness among employees on the importance of Ergonomics and Lifestyle Diseases.

### Improving health and well-being

Danfoss India conducts lot of health drives for employees and others by improving infrastructure in local hospitals, health centers and conducting periodic medical camps.



Health Talk by Dr. Sathappan

*Danfossians donate blood twice every year during our charitable blood donation camps*

### Orthopedic Health Camp

As many as 75 employees attended the ortho health camp held at the Danfoss Oragadam campus. Expert orthopedic consultations and checkups were provided during the camp which included Bone Marrow Density Check, Ortho Specialist Consultation and Physiotherapist Consultation.



Orthopedic health Camp at SIMS hospitals, Chennai

### Periodic medical camps

Danfoss India organizes period health talks and medical camps on various lifestyle diseases at the campus for all employees including white collar, blue collar, house keeping and security employees and in the villages near the campus.



Periodic Medical Camp

### Blood Donation Drive

There are a lot of accidents that happen in India and there is a considerable shortage of blood at the Blood Banks. In this regard, frequent blood donation drives are conducted across all Danfoss office locations in India every year.

As part of our CSR Drive programs, blood donation camps were conducted for the employees and all Danfossians have come forward and donated blood.



Danfossians at the blood donation camp

# Sustainable Livelihood

## SUSTAINABLE LIVELIHOOD

### Danfoss University Engagement Program

To foster engineers of tomorrow, Danfoss has a comprehensive university engagement program that targets the student community of campuses across India. A unique partnership between industry and academia, the Danfoss

university engagement initiative plays a key role in imparting industry-specific knowledge and the latest technology for climate and energy to engineering students, besides encouraging them to think innovatively. Through collaboration with

select universities, Danfoss promotes an intensive transfer of knowledge that creates awareness about its product offerings and technology to the future generation of influencers and decision makers.



### Danfoss Centre of Excellence

As part of the program, Danfoss established centers of excellence across campuses to help students gain knowledge through technical sessions and hands-on experience on new technologies in the climate and energy space—focusing on cold chain, refrigeration and heating, climate controls, variable frequency drives, power solutions and hydraulics, among others. The centers of excellence play a significant role in spurring innovative thinking among engineering students, especially toward energy efficient solutions for the future that make more out of less.

Some of the initiatives at the Danfoss Center of Excellence include:

- Study curriculum, which supports students to be industry ready.
- Introduction of Danfoss credit courses.
- Danfoss Lab curriculum.
- Visits to the Danfoss campus in Chennai.
- Danfoss also plays the role of external examiner in students' final year project work.
- Launch of Innovator award and award winner announcement every year has been an extra boost to students to come out with their innovative ideas.



Danfoss Centre of Excellence

### Danfoss Innovator Award

To further the cause of innovation, Danfoss leads an intercollegiate competition for final-year undergraduate and postgraduate students—the Danfoss Innovator Award. The awards emphasize on creating futuristic solutions in climate and energy, focusing on power electronics and drives, refrigeration, climate controls and heating solutions. It encourages students to go beyond theory to devise out-of-the-box solutions that help impact the climate and make more out of the energy we use. The awards recognize innovative ideas that will help enable the world of tomorrow to do more with less, engineering tomorrow's dreams today.



University engagement program team members



Chief guest address by Mr. Ravichandran Purushothaman



Felicitating the winners of Danfoss Innovator award at VIT, Vellore

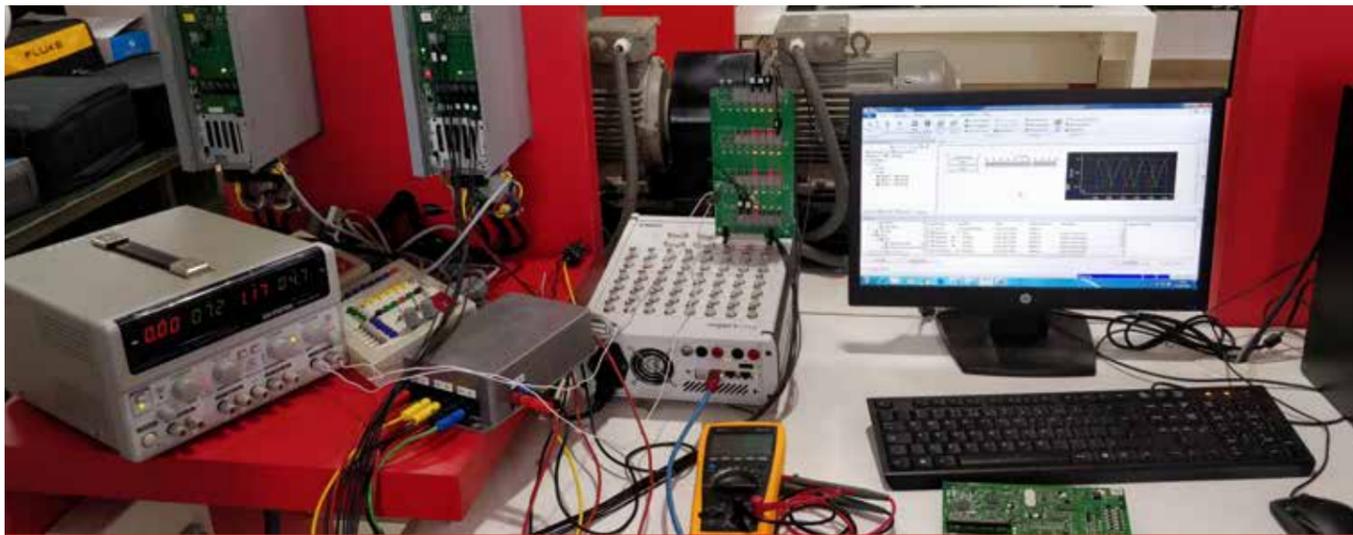


**Motor Control Lab Inauguration in Vellore Institute of Technology**

Danfoss India inaugurated a Motor Control Lab at the VIT-Danfoss Advanced Drives Lab that can be used by students to create innovative ideas on motor controls and run

tests on varied operating conditions. The testing platform will enable innovations of concepts at rated input AC/DC Bus Voltage and thereby provide students with an

opportunity to explore their own technical abilities within an academic framework and encourages them to understand and develop futuristic technologies.



Motor Control Lab Inauguration at VIT, Vellore

**Danfoss University Engagement Program Upgradation of RAC lab**

Various initiatives were taken under 'Joy of Giving' which aims at using our business and domain expertise to Energy Solution, Refrigeration and Air Conditioning Vocational Training Courses in government polytechnic & rural community colleges.

dropouts from economically challenged backgrounds in the local community and also help address the skill gap in the Indian RAC industry. The new class room and lab is well equipped with modern infrastructure, Danfoss RAC products, cut-sections, working models, tool kits, e-learning station & other learning essentials like tool kits, posters, study manuals, product stand, etc.

This is expected to benefit minimum 500 students over a period of 3 years.

**Upgradation of RAC Lab at Swami Vivekananda Rural Community College**

Under the Danfoss India CSR initiative 'Joy of Giving,' a training room & lab was donated for the Refrigeration and Air conditioning (RAC) course at Swami Vivekananda Rural Community College (SVRCC) near Pondicherry earlier this year. This will help in extending support towards creating a sustainable livelihood for school

Additionally, Danfoss India has donated 50+ new technology products comprising of small compressor units, condensing units and Drives for the upliftment of the students, helping them gain industry-specific knowledge and practical experience in the Refrigeration and Air conditioning sector.



Danfoss University Engagement Program Upgradation of RAC lab

**Ammonia Training**

As part of Danfoss' continuous engagement program, students from Swami Vivekananda Rural Community College, Pondicherry, visited the campus for a special training on Ammonia system plant operation and maintenance. These students were selected

based on the academic performance, eagerness and enthusiasm to learn.

This topic was selected as number of fisheries and ice plants exist along the coastal line and majority of these plants

operate using ammonia as refrigerant. These students mostly come from the coastal regions of Chennai and Pondicherry and this training would help and aid them in getting preferential access to employment in their surrounding regions.



Industrial visit and special ammonia training at our campus for vocational training institute students



Special ammonia training at Oragadam campus for vocational training institute students

# Environment

## ENVIRONMENT

As a member of UN Global Compact, Danfoss has always been committed to the environment and has been undertaking several CSR & Sustainability initiatives over the years. We are also actively engaged in several green campaigns and activities that reduce carbon footprints in and around the campus.

### Save the Turtle Campaign

As part of Danfoss Community and Wellness Delight, 300+ Danfossians along with their families and friends participated in the Ridley Run held at the Palavakkam beach, Chennai. The run was aimed at creating awareness of the Olive Ridley, an endangered turtle species that find refuge in the beaches of Chennai during nesting season. They also participated in the turtle walk, a conservatory effort steered by Chennai based NGO's along with the Forest Department who take steps to ensure the eggs that are laid on the beaches are safely relocated to the hatchery. During the hatchling release, the employees of Danfoss got a chance to witness the beautiful moment of these baby turtles hatching and released in to the Ocean.

The participants who took part in the Ridley Run were educated about climate change and the need to protect environment. They also engaged in a Zumba warm-up, which was a great energizer for the runners.



Active Participation from Danfoss employees for 'Save the Turtle' campaign



Launch of Miyawaki method of afforestation in oragadam campus



Danfoss employees with the saplings



Distribution of saplings to employees

### World Environment Day

Danfoss India implemented the Miyawaki method of afforestation in the campus as part of our initiative to promote sustainability on World Environment Day. Through the initiative, we are focused on creating over 1000 sqm. of forest area in a year in various small patches spread across the campus. The Miyawaki method of afforestation/ planting trees involves the planting of different types of trees close together at varying heights in order to increase the green cover within a small area. In its first phase, the various saplings that have been planted at the Danfoss campus include Honge, Indian lilac, Scholar Tree (Devil Tree), Jambolan (Java plum), Almond Tree, Indian Tulip, Gulmugar, Neem Tree, Peepal Tree and Camel Foot Tree. This 50-acre campus currently has over 4000 trees and several other green initiatives.

**Tree Plantation in Local Community**

As part of Danfoss India's New Employee Orientation (NEO) program, new joiners were taken to visit the Venpakkam village. They planted various tree saplings along with the villagers and distributed rice packets to them. The visit was part of the New Employee Orientation program, that is focused on improving the onboarding experience of new employees in their journey to "going great" in an innovative manner.

The new joiners got an opportunity to interact with the villagers and be a part of the greater cause of helping the needy. After the Vardah cyclone, the houses in the Vembakkam village were severely damaged, leaving the villagers with no place to live. It was after the cyclone relief project taken up by Danfoss India, that thatched houses, in traditional Irula style were built along with a small study center. The villagers welcomed the new joiners in their houses and showed them their little place of joy.

Earlier this year, another batch of new employees, planted a vegetable garden and fruit-bearing trees in the premises of government elementary schools and kindergartens.



**New Employees and villagers planted saplings at venpakkam village**



**Distribution of Rice packets to the villagers**



**New Employees and School children enthusiastically planted saplings at Panruti.**



**Kerala flood relief initiative**

Danfoss India has expressed its solidarity to Kerala by handing over Rs. 25 lakhs as the first phase of its contributions to CM Distress Relief Fund. Danfoss India employees joined hands to help make a difference in the lives of our fellow citizens. A contribution of one-day base pay towards the flood relief initiatives was provided and we thank all our employees, who graciously contributed and supported our flood relief initiatives. Mr. Ravichandran Purushothaman,

President Danfoss - India Region & Ms. Anju Mary Kuruvilla, Sr. Manager – India Corporate Communication & CSR along with select Danfoss representatives met Mr. EP Jayarajan, the Industries Minister at the Kerala Secretariat CM's office and handed over the cheque.

The floods that hit our neighboring states Kerala has been declared a calamity of a severe nature. It is considered to be the

worst floods in the history, that has caused heavy damage to countless individual lives and infrastructure.

Thousands of homes, land and livelihood are destroyed. Near and dear ones of several of our Danfoss colleagues and customers were also affected.



**Kerala relief**



**Danfoss Representatives hand over the cheque of Rs. 25 lakhs to Industries minister - Kerala**



**Aerial view of Partially submerged houses**

**Conservation and Restoration of the Venpakkam lake / Thamarai Kulam**

The Venpakkam lake/ Thamarai Kulam, the primary water source for several households, especially for the 23 Irula families, who live on the banks of this waterbody was inaugurated and formally handed over to the government and the local community.

The plight of Venpakkam village & the Irula Community came to Danfoss' attention in the aftermath of the Vardah Cyclone in 2016 where 23 households had their houses fully destroyed. Danfoss team helped them rebuild their houses and also work

on conserving the lake, which was their primary water source. Physical debris, slush and weeds overshadowed the waterbody & its banks, making the survival of the lake very difficult. At this point, Danfoss employee volunteers supported by the villagers-initiated lake clean-up efforts, post which, over 1500 tonnes of waste were removed and the next level of intervention with mechanized cleanup, desilting, lake cleaning, fencing, deepening of the lake and bund strengthening was initiated with support from CII SR Water Alliance. The silt

collected from the cleaning activity was used as manure for over 50 agricultural fields nearby.

The restoration process was further continued with a hope to establish trust and respect with the local community. An awareness session to educate the community on the significance of preserving water bodies, water segregation, waste management and awareness on health and hygiene were also conducted.



**Before the restoration of the Lake**



**Inauguration of the Venpakkam lake after the restoration process**



**After the Restoration of the lake**

### Solar Carport at Oragadam Campus

Danfoss India unveiled its new solar carport parking facility in Oragadam, India. The project is part of Danfoss's efforts to increase dependency on renewable energy resources and to support technologies that enable tomorrow's world to do more with less.

The launch of this new solar carport aims to generate electricity, using photovoltaic

(PV) panels, in the parking lots with a total of 52 parking spaces, which in turn has a total capacity of 125kW. The old parking lot previously had a capacity of 110kW, whereas now the solar panels in the campus, will generate a total of 13,60,000 units (1.12MW) of green energy annually, meeting 14% of the campus electricity demand, while reducing the carbon footprint of around 1240 metric tons (MT) every year.

The solar plant will now help the campus save Rs 97.2 lakhs (135310.09 U.S. Dollars) annually on electricity bills and Rs 30 lakhs (41,666 US Dollars) on other renewable resources from Wind. This initiative is in line with Danfoss's vision of reducing energy consumption and carbon emission in half by 2030.



Solar carport



### Green Month 2018

Danfoss India Oragadam campus has successfully met the energy demand, 100% from renewable resources for the month of September 2018. The energy demand for this month was around 7,38,000 units, out of which 13% was received from solar energy and the remaining 87% from wind energy.

On the account of this we declared September 2018 as a Green Month, which will take you one step towards creating a sustainable greener tomorrow.



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For more info about our CSR programs, please contact :

Anju Mary Kuruvilla

(Sr.Manager - CSR & India Corporate Communications )

Email: [AnjuMary.Kuruvilla@danfoss.com](mailto:AnjuMary.Kuruvilla@danfoss.com)

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