

ENGINEERING
TOMORROW



Danfoss India

CSR & Sustainability Report

2018-19



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FROM THE PRESIDENT'S DESK



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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 headquarters, Nordborg, Denmark

Products sold in more than 100 countries around the world

North America

15 factories
Sales companies in 2 countries
4,269 employees



Latin America

3 factories
Sales companies in 5 countries
1,353 employees



Western Europe

22 factories
Sales companies in 17 countries
10,753 employees



Eastern Europe

15 factories
Sales companies in 12 countries
5,057 employees



Africa-Middle East

1 factory
Sales companies in 3 countries
252 employees



Asia-Pacific

15 factories
Sales companies in 11 countries
6,111 employees



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 – 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.

27,795

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



71

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



1,399

patent families

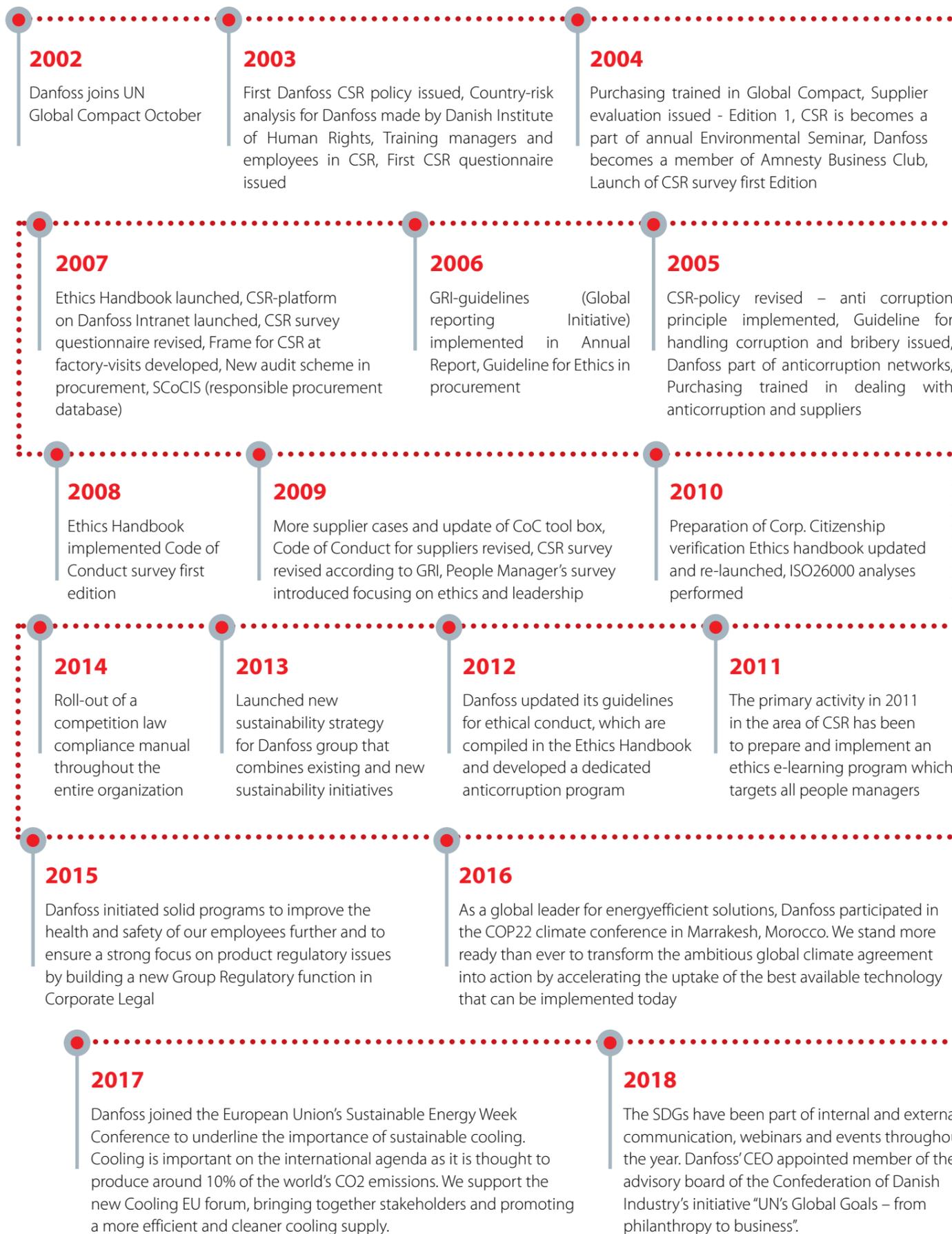


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dedicated R&D sites exploring, inventing and testing our products and solutions for our customers.



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



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.

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.

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.

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.

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.



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-learnings 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 it's 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.



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.



Installed about 1.12 MW of solar power panels, catering to 14% of the campus requirements



Rain water harvesting and IoT based technology for water conservation



4500+ trees planted within the campus



Use of environment friendly and energy efficient products.

Danfoss India - The Journey

Danfoss begins its history in India with 22 employees to open the first office in Bombay

1960

1966

Bitten Clausen lays the foundation stone of the first factory in New Delhi

Danfoss Industries Private Limited is incorporated as a 100% subsidiary of Danfoss; we rapidly make our presence felt across India

1988

1999

Sales office opens in Chennai

We begin to expand our manufacturing facilities and open offices in Mumbai and New Delhi. Condensing unit factory opens in Chennai

2000

2002

40 years after we open our door in India, Jorgen Clausen inaugurates the Danfoss factory in Chennai

KP pressure controls production begins in Chennai

2007

2010

Opens sales office in Bangalore and Ahmedabad

Danfoss Industries Pvt. Ltd. signs MOU with the government of Tamil Nadu and land allotted in Oragadam

2012

2014

Danfoss invests \$100mn in India. Oragadam Campus Inauguration

Danfoss wins Golden Peacock Award for Environment Management for Sustainability and Environment initiatives within the campus and outside for the local community

2017

2018

Danfoss India felicitated by Govt.of Tamil Nadu and Govt. of Telangana for its CSR Excellence

Our commitment to UN Sustainable Development Goals (SDG's)



Although our business is most directly linked to four of the 17 SDGs, they cannot be considered in isolation; we impact all of the SDGs in one way or the other.

The Sustainable Development Goals take a broad perspective and are relevant worldwide. For the Paris Agreement and the SDGs to become a reality, all countries, businesses, and organizations must contribute to achieving the goals.

We have a broad range of products within climate and energy and the Global Goals fit well into our business context. Many of our products contribute to achieving the goals, and we focus on how we can actively – globally and locally, commercially and politically – contribute to the fulfillment of the Global Goals.

One of the ways we have chosen is to focus on four of the Global Goals that relate most to our core business. For Danfoss, SDG 6, SDG 7, SDG 11 and SDG 12 are at the heart of our efforts.

At the more social level, the work on sustainability and the Global Goals creates value directly or indirectly through our activities. Society benefits from companies taking responsibility for

vulnerable people in the labor market, for training employees or contributing to increasing the share of green energy.

How we contribute to achieving the SDGs is outlined to the right, and examples of our impact are given on the following pages.

6: Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all. We provide solutions for water and wastewater handling to optimize and reduce energy consumption. This leads to increased energy efficiency and lower operating costs in, for example, a wastewater treatment plant, ensuring sustainable management of water for all.

7: Affordable and clean energy

Ensure access to affordable, reliable, sustainable, and modern energy for all. Danfoss is a world leader in energy-efficient technologies. Improved energy

efficiency will help us meet the growing demand for energy and ensure access to reliable and modern energy, which all can afford.

11: Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient, and sustainable. By 2030, an additional 1.5 billion people will live in our cities. We help build roads, buildings and energy systems for the world's growing cities and support progress for people, communities and businesses across the world.

12: Responsible consumption and production

Ensure sustainable consumption and production patterns. Our sustainable technologies and service concepts ensure the perfect conditions for food in temperature-controlled environments and help achieve near-zero downtime on store applications to improve food safety and reduce food loss and waste.

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.

The key challenges of the local community identified were as under:

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.



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.



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.



Environment

- 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 Plantium 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

Danfoss India has taken several initiatives to support education across India with

continuous engagement in the form of periodic maintenance, school materials'

donations and awareness sessions by employees.

Renovation of School Building Near Oragadam Campus.

Under the Joy of Giving Initiative, Danfoss India CSR and Community Delight has taken steps to revamp and renovate the elementary schools in Panruti and Kandigai, the villages where our India new campus belongs. These schools were in a dilapidated condition, with cracked walls, broken roofs and floors built in the 60's, insufficient water supply, infested overgrowths and lack of nutritious food for the children being cooked under a make-shift shed for

65 children. Danfoss India decided to make a sustainable difference in their lives. With proper planning, liaising with local government bodies the entire school underwent a transformation. We renovated, refurbished and created several new facilities at the school and kindergarten, that too by employing local laborers for majority of the construction works. A new kitchen, a 1000-liter capacity water tank, covered bathrooms, hand-wash area, safe roofs,

flooring and more were given, which are now being happily used by the kids and school staff.

A series of games and engaging activities for the school children were also conducted. The day ended with Danfoss employees distributing gifts and snacks to the children



Renovation of elementary school in Panruti and Kandigai

Computers for Classrooms

As part of the "Joy of Giving" program, Danfoss India CSR and Community Delight along with the IT department donated a Computer Lab to the nearby elementary school, which was intended to promote the importance of computer education amongst young children. As part of the event employees of Danfoss helped the school children learn the basics of computer and also taught them how to use it. Now, Students as well as the teachers will have access to quality computer infrastructure that will enable the students to learn faster and better, and the teachers to perform their job duties effectively.



Ilonka Nussbaumer, Head of HR inaugurating the computer lab at Panruti Elementary school



Danfoss India donated computer lab to Panruti elementary school

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 and Kandigai, 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 new joiners of Danfoss painted educational murals on the walls of Panruti elementary school and also, distributed gifts to teachers and branded notebooks, stationary and sweets to the school children.



Danfoss employees donated school supplies to children of govt. school

Celebrating Diwali with children and local community.

This Diwali, Danfoss India celebrated the festival of lights not just with employees, but also with our extended family in the villages near our campus. Our volunteers visited the Government Elementary School in Panrutti, Kandigai village and the Irula community in the village of Vembakkam. They distributed Diwali sweet boxes amongst the little ones in the school and in the households in Vembakkam and spent some quality time with them, filling their hearts with warmth and joy.



Diwali sweet distribution by Danfoss volunteers

A Summer Camp for Our Stars of Tomorrow at Oragadam Campus

The summer camp was conducted as a one-day experiential learning workshop to open the creative sparks in a child. The workshop will allow them to choose the colors, paint the world and take back timeless memories with them. The workshop involved exciting sessions on little wonder, character development (learning through games), creativity spark (wheel pottery) and dance sessions for our kids.

Innovative Rocket Launch Sessions for Kids

An innovative rocket launch session was also conducted for the kids, who got an opportunity to understand the intricacies of rocket making. An expert of rocket science led the session and explained the parts and history of rocket launches across the globe. The kids were fascinated by the session and wanted to create their own rockets and launch it.

After the session, the kids with the help of the expert made rockets from plywood material with an attached condenser and launched it into the sky.



Summer Camp at Oragadam campus

DELHI

The Earth Saviours Foundation

Colleagues from Danfoss Delhi visited 'The Earth Saviours Foundation' and spent quality time with the kids. A series of games and engaging activities were also conducted. The day ended with Danfoss employees distributing gifts and snacks to the children and also donated one day meal and provided with raw groceries. The Earth Saviours Foundation is an Internationally recognized NGO, situated in Gurugram, India. The Foundation is dedicated to serve under privileged, orphan children and making every possible effort to protect the environment.



Delhi Team felicitated for their community engagement

PUNE

The Rainbow Homes

Danfoss India Pune office employees came ahead to help the children from 'The Rainbow Homes' a school that helps the under privileged and orphan children in Pune by donating cupboard, tables, chairs, fans and few other stationary materials. The children were also educated on the importance of education and many more values. This 'Joy of Giving' event also had a few engaging activities and games for the school children.

Danfoss India takes pride in contributing its part to the society through many such activities and initiatives.



Donation to Rainbow homes, Pune



SUSTAINABLE LIVELIHOOD



SUSTAINABLE LIVELIHOOD

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.

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.

Unveiling of the 1st Centre of Excellence in Cold Chain Technology at NIFTEM, India

Reiterating the company's commitment towards Engineering Tomorrow's India and realizing India's vision to emerge as the 'food factory of the world', Danfoss Industries Pvt. Ltd., an industry leader in food, infrastructure, climate and energy efficient technologies unveiled its first Centre of Excellence in Cold Chain Technology Management at the National Institute of Food Technology Entrepreneurship and Management (NIFTEM).

side-lines of World Food India 2017, wherein a joint commitment was made to address the persistent skill gaps in the Indian cold chain sector, spread awareness amongst stakeholders and reduce food loss in the country.

cooler application with its condensing unit to familiarize students and industry to novel technologies that can be used for increasing energy efficiency in the dairy sector.

The salient features of the Danfoss Centre of Excellence at NIFTEM includes a pilot solar-powered Cold Room that is set to revolutionize the food processing industry by transforming the energy savings potential of the Cold Chain Sector. Apart from being equipped with Danfoss' latest technologies in the cooling sector, cut-sections, e-learnings, etc. Danfoss has also set up a bulk-milk

Danfoss & NIFTEM will host periodic training sessions to bridge the industry-academia skill-gap with various training sessions, certification courses and thought leadership initiatives. NIFTEM, Kundli, being situated in the centre of a huge cold chain belt in the area, this training facility will be beneficial for all members of the local community who wish to acquire knowledge and exposure to the sector.



Danfoss unveils its first CoE in Cold Chain Technology at NIFTEM



Centre of Excellence in Cold Chain Technology at NIFTEM, India

Danfoss India unveiled its latest RAC Lab and Training Centre at SVRCC, Puducherry.

Right from the start, We at Danfoss India have been standing proof of our promise of engineering a better tomorrow by lending a helping hand towards children and youth as part of our Danfoss CSR Skill Development Program.

Danfoss' Skill Development program is a strategic partnership between the industry and academia that seeks to play an integral role in imparting industry specific knowledge and the latest technology for climate and energy to student communities, besides encouraging them to think innovatively.

We believe that our initiatives at the SVRCC campus will go a step ahead in enriching the lives of the youngsters in the region by empowering them with the vocational knowledge required to create a forum of job opportunities in the area



Dr. Kiran Bedi, Lieutenant Governor of Puducherry unveiling RAC Lab at SVRCC



Danfoss India unveiled its latest RAC Lab and Training Centre at SVRCC, Puducherry

About the Lab

The new set comprises of a fully equipped RAC workshop, 3 training rooms and a project room. This is a step towards extending support to create a sustainable livelihood for students from economically challenged backgrounds in the local community and help address the skill gap in the Indian Refrigeration and Air Conditioning (RAC) industry.

Danfoss India's Association with Swami Vivekananda Rural Community College

Danfoss India has been associated with SVRCC for a period of three years, with an aim to extend support towards creating a sustainable livelihood for school

dropouts from economically challenged background in the local community.

Three phase engagement program

First Phase – Donated a training room & a lab (World-class lab with Danfoss' latest compressors, condensing unit and drives technology and a project area) for the Refrigeration and Air conditioning (RAC) course

Second Phase- 15 students from Swami Vivekananda Rural Community College, Pondicherry, visited our Danfoss India Oragadam campus for special training on Ammonia system plant operation and maintenance. The second phase also includes faculty training programs, industry visits, certification and a course

curriculum review & revamp by Danfoss experts.

Third Phase - The final phase includes internships, placement support and scholarships to deserving candidates to pursue higher education.

Danfoss is also set to launch a new 'Danfoss Academic Best Project Award' to recognize and reward novel out-of-the-box solutions, from amongst the RAC students, thereby making the best use of Danfoss Project room & Lab facilities.



High-class lab with Danfoss' latest compressors, condensing unit and drives technology and a project area



Students attending a session on Refrigeration and Air Conditioning

Vocational 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.



Students from SVRCC for Ammonia Training



Special training on Ammonia system plant operation and maintenance

Empowering the girl children

As part of the CSR initiative, Danfoss India sponsored the third edition of Udyog Utsav 2019 organized by Project PUTHRI. It is a career visioning conference that aims to provide a much-needed platform for girls from under-privileged schools in Tamil Nadu to visualize and experience the benefit of education and a long-term career.

Volunteers from Danfoss participated in this one-day event to address the PUTHRI scholars to empower, inspire and lead the way to identify their academic interests, skills of choice, ambitions, aspirations, to realize their true potential and there by achieve their goals.



Danfoss volunteers addressing the PUTHRI scholars



Students from Sai Vocational Center



Differently abled students visit Danfoss India campus

We invited a group of differently abled students from Sai Vocational Center, who are trained on assembly related functions in their vocational institute to visit our Oragadam campus to personally spend some time and interact with our president Ravichandran

Purushothaman, and also visit the shop floor and other facilities in our campus.

The students were of different age groups, few trained in assembly functions, few in tools handling, few in typing work and others.

The mission of SAI Vocational Centre is to create and replicate models of services for individuals with special needs thereby facilitating the community to live an independent and a progressive life.



Snehalaya – Institute for differently abled

Danfoss power solutions India private limited, Pune came ahead to help 'Snehalaya' an institute for differently abled by providing them with infrastructure support that helped them construct one of their workshop facility which offers children with pre-vocational training. Snehalaya provides a Day School programme for children with special needs especially for the

children with Cerebral Palsy and Multiple Disabilities. It mainly focuses on children between the age group of 5 to 18 years.

Snehalaya trains the children with disabilities for job-oriented vocations, with a view to start their own sheltered workshop either for self-employment or to prepare them for open employment. Life skills generating income such as

tailoring, embroidery, knitting, screen printing, textile designing, greeting cards, candle making, computer training etc. are taught to every individual child depending on the aptitude, creativity and capability. Additionally, Danfoss pune has committed to providing the institute with annual food and medical support.



Children from Snehalaya

HEALTH



HEALTH

Health Talk

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.

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, housekeeping and security employees and in the villages near the campus.

ENT Camp

As part of our continuous thrive and passion for the health of our employees, we at Danfoss India organized an ENT (Ear, Nose, and Throat) camp. The camp was organized in association with Kauvery Hospital and was held at our Medical Center in Danfoss India Oragadam Campus complete with audiogram facility. A total of 103 employees participated in the camp with audiometry completed for 44 employees.



ENT Camp

Yoga for Vibrant Wellness

Danfoss Wellness Delight Team recently conducted a Yoga session for all our Oragadam campus employees. The session was conducted marking the occasion of International Yoga Day and in association with the Bihar School of Yoga and comprised of different asanas and yoga postures. It was a 2-hour session with a total participation of 22 employees, 5 Female and 17 Male.

Yoga is an invaluable gift of India's ancient tradition and embodies the unity of mind and body. It acts as a holistic approach to health and well-being and helps one discover a sense of oneness.



World Yoga day Celebration

Blood Donation Camp at Oragadam Campus

At Danfoss India, employees are encouraged to imbibe the principle of community service and be generous and large-hearted - bound by beliefs beyond themselves. Organizing a Blood Donation Camp is just another step in this direction.

It was conducted in association with the Rotary Central TTK VHS Blood Bank and with a noble cause of giving back to the society and of creating a difference in someone's life.

The donors went through a series of medical checkups before donating blood and at the end of the blood donation camp, a total of 122 donors (Danfoss India Oragadam campus employees), donated blood towards the noble cause.



Blood Donation Camp at Oragadam Campus



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.

Together we are stronger – Gaja Cyclone Relief

Employees from the Oragadam campus have successfully collected about 3275 kgs. of rice internally, which was distributed as 5 kgs. rice packets to around 660 families in association with the Rotary Club of Midtown - Pudukkottai, who were severely affected by the cyclone storm.

lakh people have been housed in relief centers in these districts.

The whole-hearted support and cooperation from all the Danfoss Chennai employees were commendable and the villagers were really grateful and are looking forward to the continuous support in getting their life back to normal.



Gaja Cyclone relief material distribution

Cyclone storm, Gaja, which slammed at a speed of 120 Km in coastal and delta districts of Tamil Nadu left a trail of destruction across Cuddalore, Pudukkottai, Nagapattinam, Ramanathapuram, Thiruvarur, Thanjavur, Trichy, Dindigul and Puducherry. Thousands of houses, fishing boats and crops were damaged to an extent and acres of coconut farms have been razed to the ground. According to the latest update, many people have lost their lives due to the cyclone and almost 3

Danfoss India Oragadam Campus join hands to conserve nature together

Danfoss India Oragadam campus observed World Environment Day on the 5th of June 2019 with the global theme 'Air Pollution'. The day involved activities such as Miyawaki afforestation, tree plantation by employees, trash art, seed ball (throw and grow) and flower plant distribution.

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 closes together at varying heights in order to increase the green cover within a small area.



Danfoss India implemented the Miyawaki method of afforestation in the campus

Art from Trash Campaign

On World Environment Day, Danfossians were invited to create an art from trash along with the artist from Communitree, who are committed to build a green future for our future generations and to provide them with a hospitable environment. The activity brought together all Oragadam campus employees to create a mesmerizing art with our own production scrap.

Art from Trash is an initiative that encourages the reuse of discarded materials in the production of amazing visual art.



Art from Trash



Mr. Upinder Razdan and employees from DPS planting trees

We at Danfoss have always been committed to the environment and have been undertaking several sustainability initiatives over the years. We have also been actively engaged in several campaigns and activities that reduce carbon footprints in and around the campus. Danfoss contributes to combating Climate Change and Air Pollution through energy-efficient and electrification technologies, allowing the world to get more from less and to minimize impact on the environment.

Tree Plantation by Danfoss Pune employees

Colleagues at DPS Pune rolled up their sleeves to commemorate World Environment Day 2019. This year's World Environment Day theme was "Beat Air Pollution." Air pollution is complex, but we can all do our best to contribute toward reducing air pollution. DPS Pune's contribution to the environment was planting more trees. The Pune team planted 15 trees along the plant's boundary wall.

Trees clean the air and absorb harmful airborne particles and gaseous pollutants and are a source of supplying fresh oxygen. Our Pune location now has 315 trees. The Pune location has an in-house Sewage Treatment Plant that is used for recycling water. This water is treated and used for watering our greenery. DPS Pune is continuously working towards environmental sustainability development and this year's World Environment Day activities was another step in that ongoing effort.

Danfoss India takes steps towards zero food wastage

The Zero Food Wastage Campaign at Danfoss India, has been successfully observed for over 8 months now and has produced significant impact on the food wastage numbers.

The first working day of the month is observed as the Zero Food Wastage Day, where employees are encouraged to eat responsibly and take steps to reduce food wastage at the canteen. It

is also aimed at creating a sustainable tomorrow with the motto being, "Waste Less, Save More"



Zero Food wastage Campaign

Campaign results

The below per month food wastage trendline depicts the decline in food wastage numbers after the

implementation of the Zero Food Wastage Campaign. The numbers have significantly dropped from 887 kgs in

Jan 2018 to 357 kgs in Nov 2018

Total savings in a nutshell

ITEM	ENERGY SAVED
• Food savings	• 3260 Kgs – past 8 months
• Cooking gas	• 230 Kgs
• Water	• 51 L
• Power	• 6000 units
• Man-hours	• 1080

The current savings owing to the zero-food wastage day campaign has been impressive and would be sufficient to feed 3800 individuals over Breakfast, Lunch and Dinner for a period of 3 days.

Water Conservation at Oragadam Campus

Over the years, Danfoss India has implemented several initiatives on energy consumption reduction and water management. Our several initiatives towards water management is a true testimony of our belief in improvising water consumption management at our factory premises.



Water Conservation at Oragadam campus

The IoT Technology

We at Danfoss India Oragadam Campus have implanted a new initiative to monitor the campus domestic water consumption with IoT technology, that will help in improvising water consumption management.

in turn helping us focus and devise solutions for the same. As a result, within a week, significant results were seen and the usage of water drastically dropped by more than 40%

The IoT enabled initiative helped us narrow down our major water use area,

As a next step, we have installed flow regulators in a few taps recently & find the results encouraging.

Our prime goal is thus to use the IoT based water management system effectively and further reduce water usage and bring down our consumption rate to another 20%. Thereby, bringing our overall savings to more than 50% this year.

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Danfoss

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TOMORROW