

President & CEO Message

Dear Colleagues,

In collaboration with the Environmental Health and Safety (EHS) team, I am pleased to announce the inauguration of our QR code-based Safety Concern and Suggestion platform. This initiative is designed to empower all our employees by providing an open and accessible channel for expressing their concerns and sharing valuable suggestions related to safety.

The QR code-based system allows each employee to seamlessly raise safety concerns or provide suggestions using a convenient and efficient method. I encourage every member of our organization to actively participate in utilizing this platform to contribute to our collective commitment to safety and well-being.

It is essential to emphasize that all concerns and suggestions submitted through this platform will be regularly monitored and reviewed by me. Your input is invaluable, and this proactive approach ensures that we address safety issues promptly and implement constructive suggestions to enhance our overall safety culture.



Shailendra Salvi
- President and CEO
accompanied by Rajesh G
Corporate HR and GA

Director & COO Message

As YIND we navigate the intricacies of our daily operations, a pivotal aspect emerges as the bedrock of our success and wellbeing – Environment, Health, and Safety (EHS).

EHS is not merely a set of guidelines; it embodies our unwavering commitment to the welfare of each team member and the longevity of our operations. It transcends regulatory compliance; it is an investment in the growth and resilience of our company.

A secure and healthy work environment goes beyond productivity; it acts as a catalyst for innovation, dedication, and employee satisfaction. Our commitment to EHS is a strategic move that amplifies operational efficiency, contributing significantly to our company's growth trajectory.

Beyond our workspace, a robust EHS culture elevates our corporate image. Prioritizing EHS positions us as a responsible and reliable entity in the market, aligning with the values of clients and stakeholders.

Your role in strengthening EHS is pivotal. I urge each one of you to actively engage in our EHS initiatives. Your commitment to safety is not merely a task; it is a testament to your dedication to our shared success. Together, let us embed safety practices into the fabric of our daily operations.

In conclusion, let us collectively affirm that a safe and healthy workplace is not just a regulatory obligation; it is a strategic imperative propelling us towards greater heights.

Thank you for your unwavering commitment to upholding the values of EHS at YASKAWA.



Ajay Sadashiv Gurjar
- Director and COO-Robotics

Q3 HIGHLIGHTS for FY 2023-24

Announcing the best achievements

Through a concerted team effort and effective collaboration, we accomplished substantial safety milestones

- ⇒ There were 15,840 accident-free worked man-days in the DMC and 8,920 accident-free worked man-days in the Robotics division.
- ⇒ Provided safety induction training to 15 newly on boarded employees.
- ⇒ Among those, our engineers worked 857 man-days on-site without any accidents.
- ⇒ During that period, we successfully tested and dispatched 540panels (22 Projects) without any reported injuries.

Upcoming Initiative's

- ⇒ Safety-related competency certification for field engineers training material under process.

ISO Certificates

YIND- DMC Division has achieved certification for ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015.

CERTIFICATE

This is to certify that
YASKAWA INDIA PVT LTD.
No. 17/A 2nd Main Electronic City
Phase - 1 Holar Road
Bangalore - 560 100
Karnataka
INDIA

with the organizational unit/sites as listed in the annex
has implemented and maintains a **Quality Management System.**

Scope:
Manufacturing, Training & servicing of AC Inverter drives and Motion control products and Design, development & manufacturing of system engineered panel.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:
ISO 9001 : 2015

Certificate registration no. 20006170 UM15
Date of original certification 2011-11-26
Date of revision 2023-11-16
Date of certification 2023-11-16
Valid until 2026-11-25

DQS Inc.
Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1000 McCann Parkway, Suite 405, Schaumburg, IL 60173 USA
Administrative Office: Deutsch Quality Systems GmbH Pre. Ltd., Ground Floor, South Wing, Westlake Tech Park, 29, No. 161 and 172, Bellur Road, Sarjapur Main Road, Andahalli, Bangalore - 560020 - India
The validity of this certificate can only be verified by the DQS Inc.

CERTIFICATE

This is to certify that
YASKAWA INDIA PVT LTD.
No. 17/A 2nd Main Electronic City
Phase - 1 Holar Road
Bangalore - 560 100
Karnataka
INDIA

has implemented and maintains an **Occupational Health and Safety Management System.**

Scope:
The environmental activities and supporting processes associated with Manufacturing, Training & servicing of AC Inverter drives and Motion control products and Design, development & manufacturing of system engineered panel.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:
ISO 45001 : 2018

Certificate registration no. 20006170 OH518
Date of original certification 2019-01-25
Date of revision 2023-11-16
Date of certification 2023-11-16
Valid until 2026-11-15

DQS Inc.
Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1000 McCann Parkway, Suite 405, Schaumburg, IL 60173 USA
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The validity of this certificate can only be verified by the DQS Inc.

CERTIFICATE

This is to certify that
YASKAWA INDIA PVT LTD.
No. 17/A 2nd Main Electronic City
Phase - 1 Holar Road
Bangalore - 560 100
Karnataka
INDIA

has implemented and maintains an **Environmental Management System.**

Scope:
The environmental activities and supporting processes associated with Manufacturing, Training & servicing of AC Inverter drives and Motion control products and Design, development & manufacturing of system engineered panel.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:
ISO 14001 : 2015

Certificate registration no. 20006170 UM15
Date of original certification 2011-11-26
Date of revision 2023-11-16
Date of certification 2023-11-16
Valid until 2026-11-15

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Introducing "Wellness Wednesday" our brand-new weekly health bulletin!

We deeply value the health and happiness of our team members. Wellness health bulletin is designed to:

- 🌿 Provide health insights and tips for a balanced lifestyle.
- 🧘 Encourage wellness practices that align with your busy schedule.
- 🌍 Foster a community that prioritizes employee well-being.

What's Inside? Dive into a sea of wellness with each mail.

Tidal Tips: Quick, actionable wellness tips to incorporate into your daily routine.

Nutrition Currents: Delicious and nutritious recipes to fuel your body and mind.

Fitness Flow: Simple exercises to keep you moving, no matter where you are.

Mindful Moments: Techniques for mental well-being and stress management.

Employee Spotlight: Celebrating the wellness achievements of our incredible team.

Make a Splash! 🌊

Surprise mock drill at our Robotics Division

We are delighted to inform you that Yaskawa India is committed to creating a culture of environment, health, and safety within our organization. We have successfully made safety and health a top priority across the entire Yaskawa India Group. We believe that by sharing best practices and adhering to EHS Management Standards, we can ensure a safe and secure workplace for all. In line with this commitment, we recently conducted a surprise mock drill at our Robotics Division for EHS. The purpose of this drill was to evaluate the preparedness and knowledge of our employees regarding necessary safety measures in the workplace. During the drill, we emphasized the importance of following the rules and steps to guarantee safety. Our main focus was on ensuring that entrances and exits are easily accessible and fully operational, enabling a quick and safe response in case of emergencies.

The drill provided our employees with a valuable first-hand experience, simulating various emergency scenarios. This hands-on exercise enhanced their understanding of the significance of adhering to best safety practices. We deeply appreciate our team's cooperation and active participation in this drill, as it truly showcased our dedication to maintaining a safe work environment.

Let us continue prioritizing safety and encouraging everyone to follow the necessary protocols. With collective efforts, we can make a positive impact on our workplace and create a safer and healthier future for all.



Mock drill at our Robotics Division

Celebrating Success in Sustainability: Zero Waste to Landfill Initiative

Certificate of Participation:

In recognition of your outstanding contribution, ELCITA has issued a Certificate of Participation to our team. This certificate is a tangible representation of our dedication to environmental sustainability and acknowledges the crucial role each of you played in making this initiative a success.

See Our Success:

For your reference, I have attached the certificate and event photos. We encourage you to proudly display the certificate as a testament to our commitment to environmental responsibility.

Expressing Gratitude:

We extend our heartfelt gratitude to each one of you for your active involvement and commitment to making a positive impact on our environment. Your enthusiasm and participation in such initiatives truly embody our company's values and commitment to corporate social responsibility.

Thank You:

Thank you once again for your outstanding commitment to sustainability. Together, we are making a difference.



Representing YIND, Raghav K, Senior Manager HR & GA, and Raja Prasanna M, Senior Executive Corp EHS, have received the certificate.

Safety Promotion Activities in all the Regional Offices.

Safety promotion initiatives across all branch offices, including Chennai, Pune, Ahmedabad, and our Robotics Division in Manaser. One of our key endeavours involves the implementation of QR Code-based safety reporting systems to enhance awareness and facilitate efficient concern reporting. Through these initiatives, we aim to foster a culture of safety consciousness and empower employees to proactively raise concerns or report incidents using modern technology. This innovative approach ensures that safety remains a top priority across all departments and locations, reinforcing our commitment to providing a secure and conducive work environment for all.



At Manaser Facility



At Pune Facility



At Chennai Facility

HR CORNER

We're pleased to announce that our organization is taking workplace safety seriously through our EHS team's regular safety checks and training sessions.

As an Employee Your commitment to creating a secure work environment is truly inspiring. We encourage everyone to actively engage with their programs and resources.

Your dedication to creating a secure work environment is important. Everyone should participate in these programs.



Raghav K
- Sr. Manager- HR & GA. DMC

"We Yaskawa India endeavour to create a culture of environment, health & safety and saw a new light with the implementation of EHS- Newsletter.

This project has garnered enough strength to make safety and health a priority in the workplace and sharing best practices primarily focusing to EHS Management Standards across the entire Yaskawa India Group.

Our manufacturing facility @ Bangalore follows a set of guiding principles that underline our commitment to environmental stewardship. Some recent highlights of these principles include ISO 14001:2015 certification, contributing to the Zero Waste to Landfill Initiative, and regular audits conducted by our dedicated EHS team to ensure compliance with local laws.

We also recognize the importance of employee wellness and, as part of our ongoing efforts featuring Healthy Tips

Together, we can make a positive impact on our workplace and create a safer and healthier future for all.



Amit Singh
Manager- HR & GA.
Robotics

Importance of ISO 14001:2018

The ISO 14001 certificate holds profound significance for YIND seeking to establish and maintain an effective Environmental Management System (EMS). This internationally recognized standard, developed by the International Organization for Standardization (ISO), provides a systematic framework for managing environmental responsibilities and impacts.

One of the primary advantages of ISO 14001 certification is the demonstration of a commitment to environmental sustainability. By adhering to the standard's requirements, YASKAWA India signals its dedication to minimizing its environmental footprint, reducing waste, and conserving resources. This commitment resonates positively with customers, investors, and other stakeholders, fostering a positive corporate image and potentially attracting environmentally conscious clients and partners.

ISO 14001 also aids in legal compliance by helping YIND understand and meet environmental regulations. This proactive approach not only mitigates the risk of fines and legal actions but also imparts a culture of responsible corporate citizenship.

Furthermore, the systematic approach encouraged by ISO 14001 promotes operational efficiency. Organizations often identify opportunities for cost savings through the optimization of resource use and waste reduction. This can result in lower operational costs and increased profitability in the long run.

To summarize, the ISO 14001 certificate serves as a powerful tool for any organization looking to integrate environmental considerations into their business strategy. Beyond regulatory compliance, it enhances an organization's reputation, reduces environmental impact, and contributes to long-term economic sustainability. The benefits extend beyond the organization itself, positively impacting the broader community and the planet.



Arunkumar VB
- Sr. GM-Production & QC-DMC

EMPLOYEE TESTIMONIALS

Thank you for introducing EHS QR code in our organization, it helps to update any EHS concerns. The QR codes can be scanned using mobile devices and updated in real time critical safety improvements points and concerns. The EHS QR codes streamline the data collections, making it quicker and easier to input the EHS data's.

Everyone should know about EHS and make others awareness and educate to protect us and our Health and our Safety and we should make practice in our life .

This our collective Responsibility to protect our Environment, Health, Safety for our present generation and future generation.



S Siva Kumar
Asst. General Manager—Robotics

A big round of Applause to YASKAWA India Team, for securing the Zero Waste contribution recognition award, to emphasis more;

In today's times, the importance of zero waste cannot be overstated. With global populations soaring and consumption rates escalating, waste generation has become a pressing environmental concern. Landfills overflow, oceans choke with plastic, and natural resources deplete at alarming rates. Zero waste offers a crucial solution by emphasizing waste reduction, reuse, and recycling. By minimizing waste sent to landfills, we mitigate greenhouse gas emissions and alleviate pressure on ecosystems. Additionally, zero waste practices foster sustainable consumption habits, prompting individuals and industries to rethink packaging, product design, and resource use. In an era of climate crisis and biodiversity loss, transitioning to a zero waste mindset is paramount for preserving the planet's health and ensuring a sustainable future for generations to come. It's not just about managing waste; it's about reimagining our relationship with resources and embracing a more sustainable way of living...



Sunay Dharwadkar
Sr. Engineer- DMC



I wanted to share my positive feedback regarding the recent implementation of the **EHS Suggestion Scanner** in our organization. it's clear that the company places a significant emphasis on safety and health, and the introduction of this new initiative further underscores that commitment.

The EHS Suggestion Scanner, strategically placed in various locations across the organization, is an ingenious concept. It provides employees with a convenient way to share suggestions or report any safety concerns they encounter.

The use of digital technology, such as mobile scanners, is a smart approach, considering the convenience it offers to employees who may hesitate to report incidents directly. It not only encourages active participation in maintaining a safe working environment but also aligns with the environmental benefits of reducing paper waste.

Thank you, YASKAWA, for this innovative step towards enhancing our EHS practices. I look forward to seeing the positive impact it will have on our workplace safety and well-being.

Manjunath S
Sr. Executive- DMC

Rapid industrial & economic growth has cost the environment severely by Polluting and depleting of natural resources.

EHS frame works guide businesses on how to continue to grow while implementing sustainable business processes as well as making the workplace safe.

Environment, Health, and Safety Management is a comprehensive approach that focuses on improving the EHS performance of the organization.

As YASKAWAN, we should be proud that our management has taken EHS as top priority.

Recent certification of ISO 14001:2015 Environmental Management system is among the best example of management initiation.

EHS QR code system introduction has helped in engagement of all employees in giving feedback on concerns related to EHS in an easy digital way.

Health tips emails have created a positive vibe to keep our life-style in healthy manner.



Thyagarajan
- Asst. General Manager-DMC

EHS EVENT PLANNER CALENDER FOR 2024

Sl.No	EVENT NAME	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
1	NATIONAL ROAD SAFETY WEEK	11.01.2024											
2	NATIONAL DEWORMING DAY		09.02.2024										
3	NATIONAL SAFETY DAY			04.03.2024									
4	NATIONAL FIRE SERVICE WEEK				15.04.2024								
5	WORLD DAY FOR SAFETY AND HEALTH WORK				29.04.2024								
6	WORLD NO TOBACCO DAY					31.05.2024							
7	WORLD ENVIRONMENT DAY						05.06.2024						
8	INTERNATIONAL DAY OF YOGA						21.06.2024						
9	ELECTRICAL SAFETY DAY						26.06.2024						
10	NATIONAL EYE DONATION FORTNIGHT							23.08.2024					
11	WORLD FIRST AID DAY								13.09.2024				
12	NATIONAL VOLUNTARY BLOOD DONATION DAY									1.10.2024			
13	WORLD DIABETES DAY										14.11.2024		
14	NATIONAL POLLUTION CONTROL DAY												02.12.2024
15	NATIONAL ENERGY CONSERVATION DAY												14.12.2024

Corporate HR Message to Employees

Introduce two new tools for enhancing workplace safety and well-being. Firstly, our Health Bulletin will provide valuable insights on nutrition, fitness, mental health, and preventive care to help you lead a healthier lifestyle. Secondly, our Safety QR Code enables you to report safety concerns swiftly and conveniently using your mobile devices. Your safety is our priority, and these initiatives aim to empower you with information and channels for proactive engagement. Stay tuned for regular updates on health and safety matters, and let's work together to create a safer and healthier workplace environment for all.



Rajesh G
- Sr. Manager Corp -HR & GA

EHS Team Message to Employees

our new EHS Planner Calendar, a tool to streamline our Environment, Health, and Safety (EHS) efforts. Your active participation is key to its success. The calendar outlines upcoming EHS activities, from training sessions to safety drills. Your involvement ensures you stay informed and engaged in our safety initiatives. Additionally, use the calendar to voice any safety concerns or suggestions you may have. Your feedback helps us address potential hazards effectively. Let's work together to prioritize safety and create a secure workplace for everyone. Your participation in the EHS Planner Calendar is crucial in achieving this goal. Thank you for your commitment to safety.



Raja Prasanna M
- Corporate EHS