

President & CEO Message

Dear Colleagues,

We, Yaskawa India Private Limited, being a subsidiary of a Century old and renowned organization YASKAWA Electric Corporation, Japan, which has introduced the concept of "Mechatronics" to the world, is committed to provide innovative technologies and products and ensure top notch quality through effective internal management .

Environmental, Health, and Safety (EHS) are core values at our Company. We're dedicated to protecting our environment, your health, and ensuring safety in all our operations. Your commitment to EHS is vital. Report any concerns, follow protocols, and make responsible choices. Together, we'll create a sustainable, safe, and healthy workplace.



Shailendra Salvi
- President and CEO

HI HIGHLIGHTS for FY 2023-24

Announcing the best achievements

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

- ⇒ There were 19,169 accident-free worked man-days in the DMC and 12,783 accident-free worked man-days in the Robotics division.
- ⇒ Provided safety induction training to 34 newly on boarded employees.
- ⇒ Among those, our engineers worked 1261 man-days on-site without any accidents.
- ⇒ During that period, we successfully tested and dispatched 1097 panels (84 Projects) without any reported injuries.
- ⇒ Conducted safety audits at our Manesar facility on two occasions.

Upcoming Initiative's

- ⇒ Implementing a system where employees can raise safety concerns through a QR code.
- ⇒ Safety-related competency certification for field engineers.
- ⇒ Planning to implement a site safety audit program.
- ⇒ Intending to conduct regular visits to various industries to adopt best practices.
- ⇒ Implementing Safe Walking Rules .

Yaskawa India Pvt. Ltd. Bangalore has certification for ISO 9001:2015, ISO 45001:2018, and is currently in the certification process

About EHS NEWSLETTER

The EHS Newsletter serves as a compilation of YIND EHS activities and new initiatives. It is created with the purpose of internally disseminating EHS information across YIND on a Quarterly basis.

Rajesh G

- Sr. Manager Corp -HR & GA



Factory visit in Bangalore for Best Industrial Safety practices

Denso's factory visit in Bangalore demonstrates its unwavering dedication to safety excellence. By implementing robust safety measures, conducting comprehensive training, engaging employees, and visitor safety, Denso ensures a secure working environment. It's proactive approach to safety has resulted in accident prevention, the development of a strong safety culture, and continuous improvement in safety performance. Denso's commitment to safety reinforces its reputation as a responsible and reliable automotive supplier. The best practices were noted and being considered for Implementation at YIND.



ISO 14001:2015 Internal Auditor Training for 17 Employees and awares

Yaskawa India's recent ISO 14001:2015 Internal Auditor Training for 17 employees not only underscores the company's commitment to environmental responsibility but also yields significant benefits. For the company, it means improved environmental performance, cost reduction, regulatory compliance, and enhanced employee engagement. For the employees, it offers skill enhancement, increased responsibility, personal growth, and alignment with their values. This initiative demonstrates Yaskawa India's dedication to sustainability, positioning it as a leader in environmentally conscious business practices while empowering its workforce for a more sustainable future.



EMS Awareness Training to all the Employees in DMC Division

We are delighted to share a recap of the recent Environment Management System (EMS) Awareness Training event that was held for all our employees within the DMC Division. This event was a resounding success and marked a significant step in our journey towards a more sustainable and environmentally conscious organization.



Event Highlights:

- **Comprehensive Understanding of EMS:** The training sessions provided our employees with a deep understanding of Environment Management Systems. Through informative presentations and interactive discussions, participants gained insights into how EMS benefits our organization and the environment.
- **Product Life Cycle Insights:** The event also emphasized the importance of understanding the life cycle of our products. Attendees learned how product design, production, distribution, use, and end-of-life phases impact the environment.
- **Engaging Workshops:** The training included engaging workshops where employees actively participated in discussions, case studies, and practical exercises. These activities helped reinforce the knowledge gained during the sessions.
- **Expert Speakers:** We were privileged to have expert speakers in the field of environmental management who shared her knowledge and insights with us. Their real-world experiences added significant value to the training.
- **Question and Answer Sessions:** Participants had the opportunity to ask questions and seek clarifications, ensuring that everyone left the event with a clear understanding of EMS and its relevance to our organization

Key Takeaways:

- **Environmental Responsibility:** The training reinforced our commitment to environmental responsibility, highlighting the role each employee plays in minimizing our ecological footprint.
- **Operational Efficiency:** Employees now have the tools to identify opportunities for operational efficiency and resource conservation, aligning with our sustainability goals.
- **Legal Compliance:** Understanding EMS ensures that we are fully compliant with environmental laws and regulations, mitigating potential legal risks.
- **Enhanced Reputation:** Our growing expertise in EMS enhances our reputation as a socially responsible organization, attracting like-minded partners and customers.
- **Innovation:** The knowledge gained during the training has already sparked innovative ideas for sustainable product design and development.

World Environment Day

"I stand before you today, an advocate for our environment. I wish to convey the profound importance of World Environment Day and share my insights on the pressing environmental challenges we face—deforestation, pollution, the pervasive use of single-use plastics, and the looming crisis of climate change. It is my sincere hope that you will join me in the call for collective action and consider taking a personal pledge to integrate sustainability into your daily choices.

Together, we solemnly recited an oath, proclaiming, "On this World Environment Day, let us collectively reassert our dedication to safeguarding our planet for the well-being of generations to come, championing sustainable development, and confronting the formidable tests of climate change. I passionately implore all fellow citizens to contribute their part in purifying and enhancing the planet's health."



Bhavani Shankar K
- Head Operations (DMC)



Oath to protect and preserve the environment for future generations.

GLIMPSE OF WORLD ENVIRONMENT DAY CELEBRATION
On 5th June 2023 at YIND Bangalore Facility.

Event Highlights Prize Distribution for Events conducted on the occasion of Environmental day

EVENT-1: ENVIRONMENT DAY QUIZ PROGRAM QUIZ

The first event, the Environment Day Quiz Program, tested employee's knowledge about environmental issues and conservation. The questions ranged from biodiversity and climate change to sustainable practices and renewable energy. The top performers were about to be acknowledged for their dedication and expertise.

The winner of the Environment Day Quiz Program, Ms. Roopashri, Mr. Manohar R and Mr. Varun Kumar Rai was presented with a Smart watch and a certificate of achievement.



Distribution of Prizes to the Quiz program winners by Bhavani san

EVENT-2: ENVIRONMENT DAY PHOTOGRAPHY EVENT

The second event, the Environment Day Photography Event, aimed to capture the beauty of nature and raise awareness about the importance of environmental conservation through visual storytelling. Participants had submitted breath taking photographs that depicted the magnificence and fragility of the natural world.

The winner of the Environment Day Photography Event, Ms. Saritha, Mr. Shivaprasadachari and Mr. Govindraju for their ability to capture nature's essence in a single frame had left a lasting impression on the judges.



Distribution of Prizes to the Photography event winners by Arunkumar V.B san

EVENT-3: ENVIRONMENT DAY POSTER CREATION EVENT

The third event, the Environment Day Poster Creation Event, encouraged participants to use their artistic skills to communicate powerful messages about environmental conservation. The posters were filled with vibrant colours, striking imagery, and thought-provoking slogans.

The winner of the Environment Day Poster Creation Event, Ms. Shruthi L, Ms. Janaki, Mr. Shankar T and Ms. Hisae T was honoured with a smart watch and a certificate for their exceptional artwork that conveyed the urgency of protecting environment. Their poster left a strong impact on the viewers, inspiring them to take action and preserve biodiversity and reduce the usage of single use plastic.



Distribution of Prizes to the Poster creation event winners by Sathish karnath san

EMPLOYEE TESTIMONIALS

"I joined YASKAWA in 2013, and from day one, I have seen YASKAWA giving importance to the health of its employees. Conducting yoga on Yoga Day every year was not the only initiative. As a practice to incorporate it into our daily routine, YASKAWA organized 45 days of continuous yoga sessions. The importance of yoga was explained, and everyone was made to understand its usefulness. YASKAWA supports various health-related benefits by encouraging activities like walking, running, and sports, with yoga being an essential part of it. I am grateful to YASKAWA for promoting such a positive and healthy culture."



Rajesh C S
- Regional Manager

"In considering the EHS team's initiative to distribute indoor saplings, it's evident that this effort significantly elevates our work environment. The thoughtful distribution of greenery not only enhances the aesthetics of our space but also fosters a sense of well-being and environmental awareness among us. The presence of indoor plants not only purifies the air but also creates a more refreshing atmosphere, promoting productivity and positivity. This initiative reflects our collective commitment to a greener, healthier workplace."

Agnel Ronald Reegan
- Manager-After Sales & Service



World Environmental Day Celebration at Manesar

On World Environment Day, let us pledge to work hard in making Earth a greener and healthier place to live. Let us come together to plant more trees and spread greenery, it's a right time to reaffirm our commitment to protecting our environment and nurturing a better planet. We salute the will and determination of all Yaskawa India family for deeply committed to the environment .

"Say No to Plastic, Yes to a Greener Future."

This is a promising first step, but we need all hands-on deck.



GLIMPSE OF WORLD ENVIRONMENT DAY CELEBRATION
On 5th June 2023 at YIND Manesar Facility.

Importance of EHS in the workplace

In today's fast-paced world, upholding the core values of Environment, Health, and Safety (EHS) is fundamental for any organization. EHS isn't just a regulatory requirement; it embodies a culture of care, accountability, and continuous improvement. Beyond ensuring legal compliance, EHS prioritizes the safety of employees, mitigates risks, and enhances a company's reputation. For YASKAWA India, this isn't just a mandate; it's an opportunity. By emphasizing EHS principles, we not only protect our employees and environment but also foster a positive image, attract top talent, and ensure cost efficiency. EHS isn't just a responsibility; it's our commitment to sustainable growth and a safer, healthier community

Arunkumar VB
- Sr. GM-Production & QC



International Yoga Day Celebration at YIND Facility

We are delighted to share a recap of our recent celebration of International Yoga Day at the YIND facility. The event, themed "Harmony in Motion," was a day filled with tranquillity, wellness, and unity, symbolizing the essence of yoga.

Event Highlights:

Morning Yoga Session: The day began with an invigorating yoga session led by experienced instructors. Employees gathered to practice various yoga asanas, promoting physical fitness and mental well-being.

Meditation and Mindfulness: A guided meditation session allowed participants to relax, unwind, and connect with their inner selves. This practice aimed to enhance focus, reduce stress, and foster a sense of inner peace.

Team Building Activities: Yoga-inspired team activities encouraged collaboration, communication, and a sense of camaraderie among colleagues. These activities strengthened the bonds within our YIND family.

Cultural Performances: The event featured captivating cultural performances, showcasing the diversity and talent within our organization. Dance, music, and artistic expressions added vibrancy to the celebration.



Employees active participation in the International Yoga Day celebration

EMPLOYEE TESTIMONIALS

"It has been a wonderful experience for me I really want to thank the Yoga masters throughout the training, they are very professional, well experienced, and have deep knowledge about yoga. I have learned a lot about yoga poses, alignment, and how to enter into a pose using various techniques".

-Saritha.P, Sr. Production Supervisor.

"The Yoga day was very enjoyable for me. I enjoyed being taught by the yoga masters and found them to be extremely patient and knowledgeable, they were helpful and patient in explaining not only the asana but also the wider meaning of practicing yoga and how to incorporate it into our everyday lives."

-ShivaprasadChari, Sr. Production Supervisor.

"My experience with Yoga day was wonderful. I learned so much, especially in regard to teaching techniques, modifications, breathing techniques, as well as the asana poses. The teachers in this course are very helpful and go the extra mile".

-.Praveen.N.H, Production Operator



Blood Donation Camp

We organized a successful Blood Donation Camp at our YIND Bangalore premises. The event aimed to contribute to the community and support local healthcare institutions. Collaborated with local blood banks and medical professionals, ensuring a safe and smooth donation process.

Impactful Participation: A significant number of donors, including employees and community members, came forward to donate blood, making the event a resounding success.

Health Check-ups: Alongside blood donation, attendees had the opportunity to undergo basic health check-ups, promoting overall well-being.

Awareness Campaign: The event included informative sessions on the importance of blood donation, dispelling myths, and encouraging regular donation for the benefit of those in need.

Corporate Social Responsibility: Yaskawa India reiterated its commitment to corporate social responsibility by organizing this camp, aligning with their dedication to making a positive impact on society.

The Blood Donation Camp at YIND bangalore exemplified the company's dedication to giving back to the community. By fostering a sense of social responsibility and actively involving employees and the local population, the event not only saved lives but also raised awareness about the critical need for regular blood donation. Yaskawa India looks forward to organizing more such initiatives, continuing their mission to create a healthier and more compassionate society.



Employee's Participation for Blood Donation Camp

EMPLOYEE TESTIMONIALS

"During my evacuation training, I experienced a fire extinguishing drill. I realized that the sense of realism is completely different between understanding it in my head by watching and listening to the instructor and actually picking up a fire extinguisher and putting out the flames in front of my eyes. It is doubtful how much of what we understand in our heads can be put into practice when a disaster actually occurs. That is why I felt the importance of conducting this kind of practical training once a year to make it more realistic".



Hisae Tsuji

- Executive Secretary

Emergency Evacuation Drill

We organized a training sessions were meticulously designed to cover vital aspects of emergency response and fire safety at our YIND Bangalore premises . Participants delved into fire safety protocols, learning the most effective and up-to-date methods to prevent and manage fires. The comprehensive training also included detailed instructions on fire extinguisher usage, ensuring everyone understands the correct techniques for handling this essential fire-fighting tool.

Evacuation procedures were a significant focus, educating participants on swift and organized evacuation strategies. Knowing how to guide individuals safely out of a building during an emergency is paramount, and this training equipped our team members



Emergency Evacuation Drill Training to All the Employees

First Aid Training to Employees

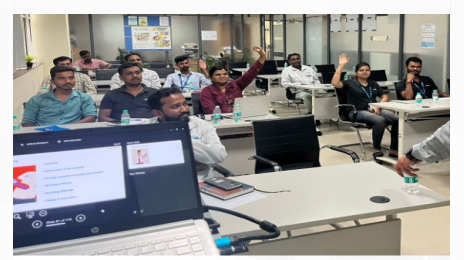
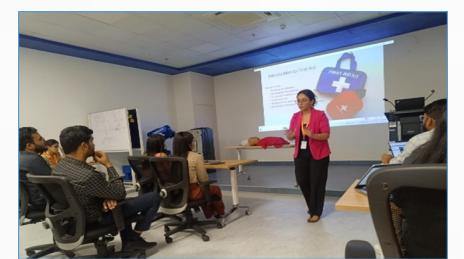
We recently conducted a comprehensive First Aid Training session at our YIND facility, demonstrating its commitment to employee welfare and workplace safety. The event, held focused on equipping employees with essential first aid skills, ensuring a safer working environment and empowering individuals to respond effectively during emergencies.

Professional Training: Certified trainers led the session, imparting knowledge on fundamental first aid techniques, CPR (Cardiopulmonary Resuscitation), wound care, and handling medical emergencies.

Emergency Scenario Simulations: Realistic emergency scenarios were simulated, allowing employees to apply their newly acquired skills in a controlled environment. This practical approach enhanced their confidence and preparedness.

Certification: Participants who successfully completed the training received certification, acknowledging their proficiency in first aid techniques. This certification serves as a testament to Yaskawa India's commitment to employee skill development and safety.

First Aid Training session not only equipped employees with vital life-saving skills but also fostered a sense of preparedness and community within the workplace. By investing in such training initiatives, Yaskawa India demonstrates its dedication to employee well-being, workplace safety, and fostering a culture of responsibility. for everyone involved.



First Aid Training to the Employees at Bangalore and Manesar Facility

EMPLOYEE TESTIMONIALS

The realistic scenario and clear instructions made me feel well-prepared and informed. It was reassuring to see the organization's commitment to our safety. I believe regular drills are crucial for our preparedness. Thank you for prioritizing our well-being.



Thirumalai

- Engineer SCM Team

EHS Team Message to Employees

Our primary concern is your well-being within our workplace. Safety is not just a priority; it's a fundamental value that guides our everyday actions. I Request each one of you to be proactive in maintaining a safe environment. Report any hazard Your vigilance plays a vital role in preventing accidents. Remember, safety is a shared responsibility. Familiarize yourself with emergency procedures, utilize safety equipment, and participate in our regular safety training sessions. By working together, we can create a workplace where everyone goes home unharmed.

"Feel free to approach me with any safety-related questions or concerns. Your safety matters, and your coopera-



Raja Prasanna M
- Corporate EHS