

INDIA Sustainability Newsletter 2021



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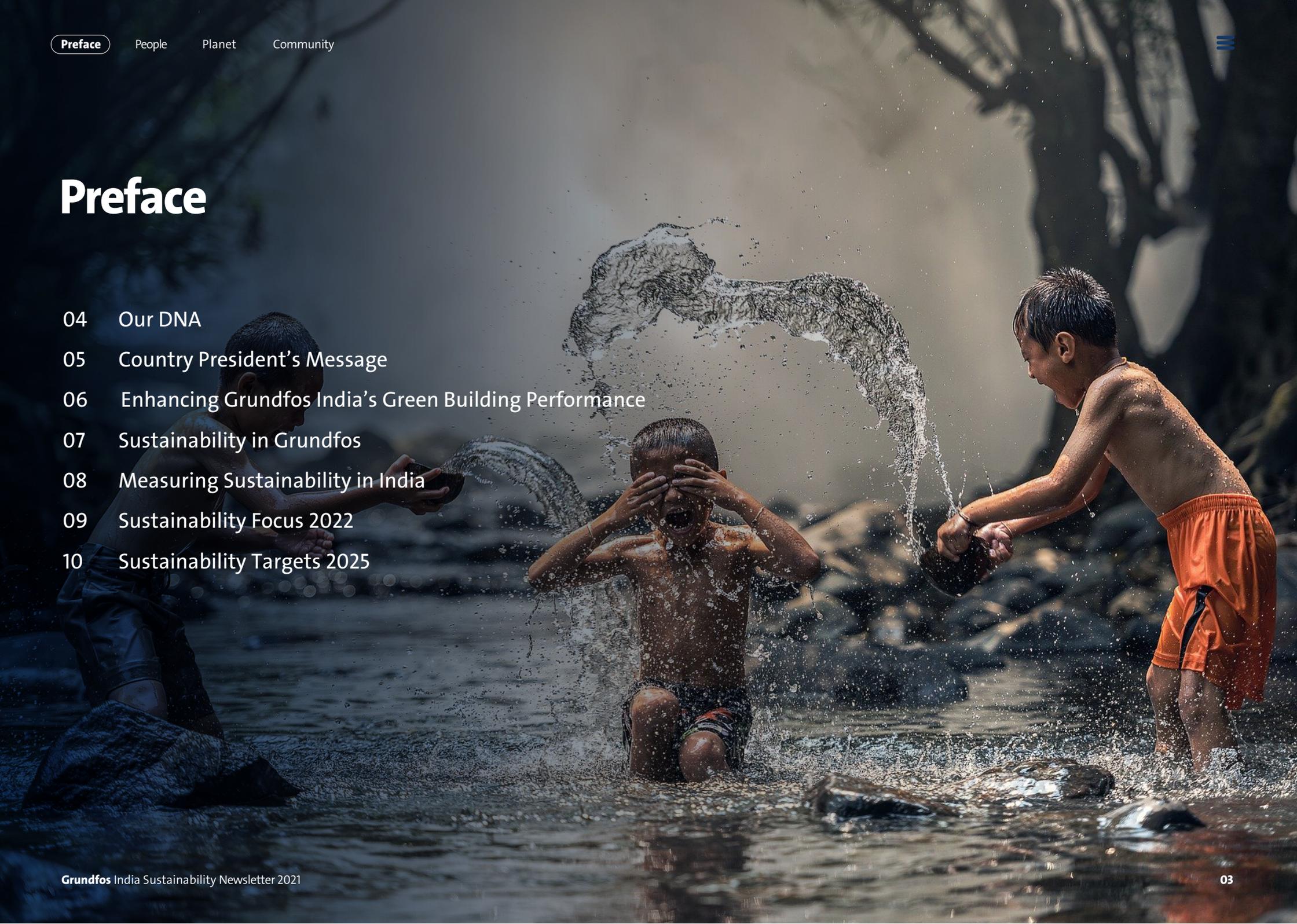
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OUR DNA



Purpose

We pioneer solutions to the world's water and climate challenges and improve the quality of life for people.



Values

We live our purpose and promise



SUSTAINABLE



OPEN AND TRUSTWORTHY



PEOPLE



PLANET



PARTNERSHIP



RELENTLESSLY AMBITIOUS



Brand Promise

Promise to Society:

We are responsible for minimizing our environmental footprint and advocating sustainable solutions.



Country President's Message

Sustainability is inherently present in Grundfos's culture and DNA. However, to make this more visible through concerted efforts, 2021 began with framing the Sustainability Agenda for India in alignment with the global sustainability focus. We realigned our approach and activities focusing on sustainability elements in social responsibilities, community engagements, social participation etc., To measure all our sustainability initiatives, Grundfos India volunteered to be a pilot and launched Sustainability Index at a country level.

Colleagues from across functions and locations volunteered and stepped forward to focus and foster a diverse, inclusive, and equitable workplace through a DE&I committee. We prioritized the hiring of employees with diverse backgrounds and individuals with special needs. Also, equal emphasis was given towards sensitizing the organization to make Grundfos India a truly inclusive workplace. One of our key objectives is to make our colleagues with special needs employable and sought-after in the Industry.

In our continued efforts to take Corporate Social Responsibility initiatives beyond Chennai, and contribute positively to the areas of Water, Climate Action, Education and Livelihood Creation across our locations in India, we formed CSR committees involving passionate volunteers.

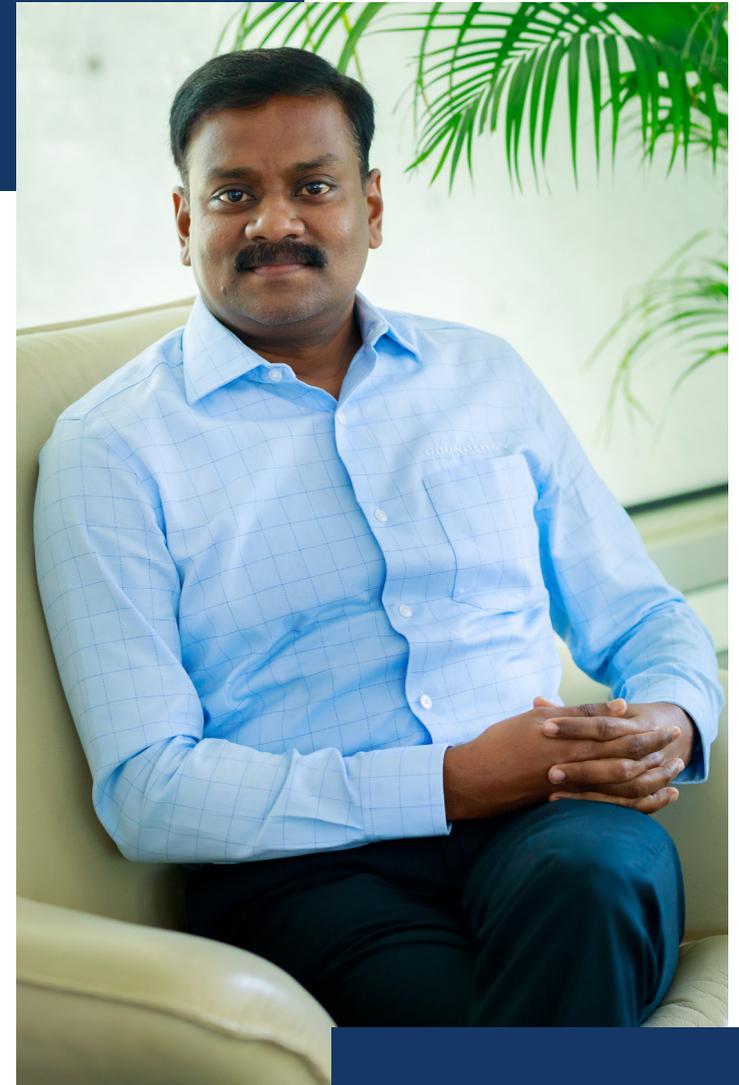
George Rajkumar

Country President, Grundfos India.

To minimize the adverse effects of climate change and improve biodiversity, we began to create a carbon sink by planting 10,000+ saplings in our future manufacturing site at Chennai. Through this afforestation project, our annual carbon footprint reduction will be about 200 Tons from 2025.

Looking back at 2021, I am humbled and so inspired by all that we have done through the year despite the pandemic, lockdowns, disruptions in supply chain and so many things that came our way as roadblocks. It definitely didn't deter each of you from doing your bit in making things happen for our Organisation and People. Kudos to all of you, I am really proud of our team!

Through our numerous initiatives we have set new standards to achieve in 2022! This year will also see us being relentlessly ambitious in setting new standards as a responsible brand, with Sustainability being the underlying core of everything we do and how we do it. With your continued support, we will see how we can practice Sustainability in every aspect of our lives to support the world's water and energy conservation, climate management and other such positive measures linked directly and or indirectly to the United Nations 2030 Sustainability Agenda.



Enhancing Grundfos India's Green Building Performance

Leadership in Energy & Environmental Design (LEED) provides a holistic framework for healthy, efficient, carbon-saving green buildings. LEED certification is globally recognized as a symbol of sustainability achievement and leadership. The key rating parameters consider climate change, human health, water resources & biodiversity.

Grundfos India's headquarters in Chennai has been LEED certified since 2005. In 2013, through voluntary recertification by USGBC, we became a LEED platinum rated green building. Subsequently in 2020, we became a platinum rated green site. Through various initiatives such as increased solar footprint, energy efficient solutions, groundwater recharging pits, building waste management etc., the green building rating score secured in 2021 is 86%. These sustainability performances are periodically measured through ARC, a digital platform that is used to collect, manage, and score data needed for LEED certification. The platform enables Grundfos India to constantly explore avenues for continuous improvement.

Grundfos' primary focus is being employee & environment centric, through our 'planet & people first approach'. Being a LEED certified building has paved the way towards driving Grundfos' sustainability agenda and long-term ambitions.



Sustainability in Grundfos

With a purpose of pioneering solutions to the world's water and climate challenges and improving quality of life for people, we want to actively play our part by focusing on the continual development of energy-efficient and intelligent water solutions.

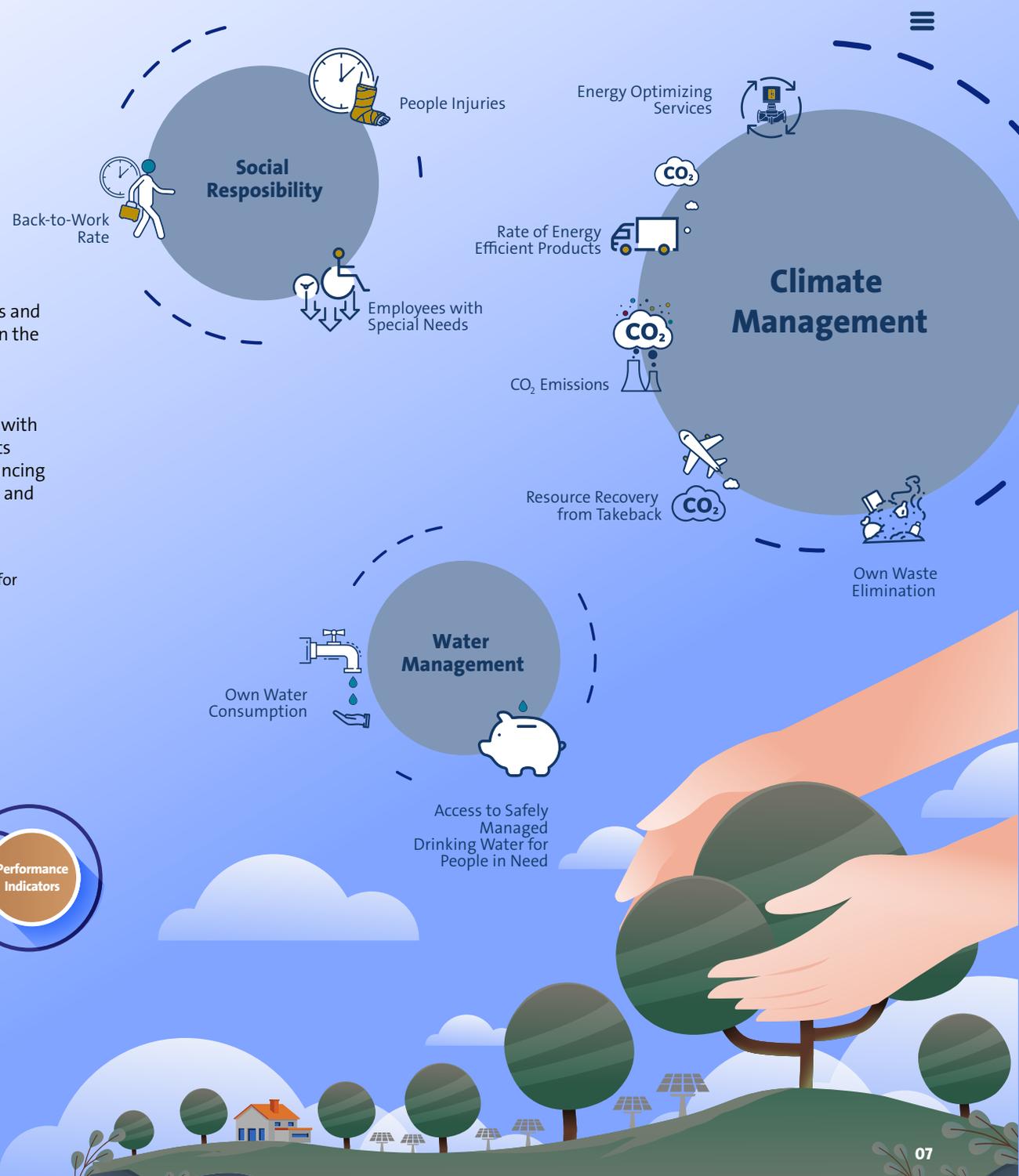
Our Grundfos Strategy 2025 expresses concrete ambitions to make a substantial difference towards our Sustainability Agenda. The Sustainability Index provides us with ONE NUMBER, showcasing our progress, and allowing us to keep track of our efforts towards the 2025 targets. It is intrinsically linked to our strategic ambitions of advancing the United Nation's Sustainable Development Goal 6: Clean Water and Sanitation, and Goal 13: Climate Action.



We will halve our own water consumption by 2025. By 2030, we will have contributed to providing safely-managed drinking water for 300 million people in need. In addition, through water efficiency and water treatment we will have saved 50 billion m³ of fresh water.



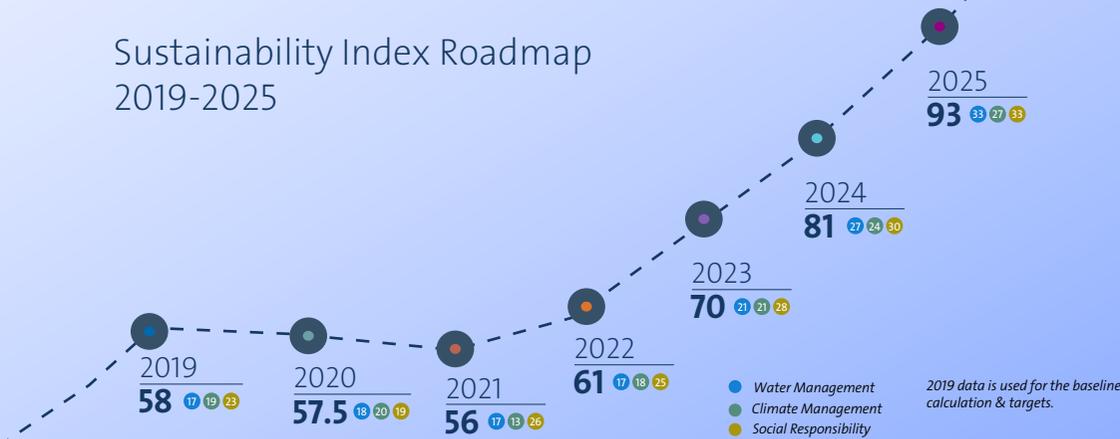
We will reduce our own carbon emission by 50% by 2025. By 2030, we aspire towards "climate positive".



Measuring Sustainability in India

To minimize the environmental footprint, be as water efficient as possible, and to foster a diverse, safe workplace, Grundfos India volunteered to pilot the measurement of Sustainability index at a country level. Launched in Q2, 2021, India Sustainability Index is measured & monitored monthly, with a clear roadmap till 2025, that aligns with the Grundfos' Strategic Sustainability ambitions.

Sustainability Index Roadmap 2019-2025



Sustainability Index 2021 Overview

56 Realised 2021

51 Target 2021

26/24

Social Responsibility

- 11/11** LTI
- 11/11** Return to Work
- 4.1/2.2** Emp with Special Need

13.4/14

Climate Management

- 2.3/0.4** CO₂ Own Activity
- 2.3/0.45** CO₂ Own Bus Travel
- 0/0.45** CO₂ Transport
- 0/0** Resource Recovery
- 6.8/6.8** Waste Landfill
- 2/3.7** REEP %
- 0/2.2** Energy Opt Service

16.5/12.7

Water Management

- 16.5/10.4** Own Water Consumption
- 0/2.3** Access to Drinking Water

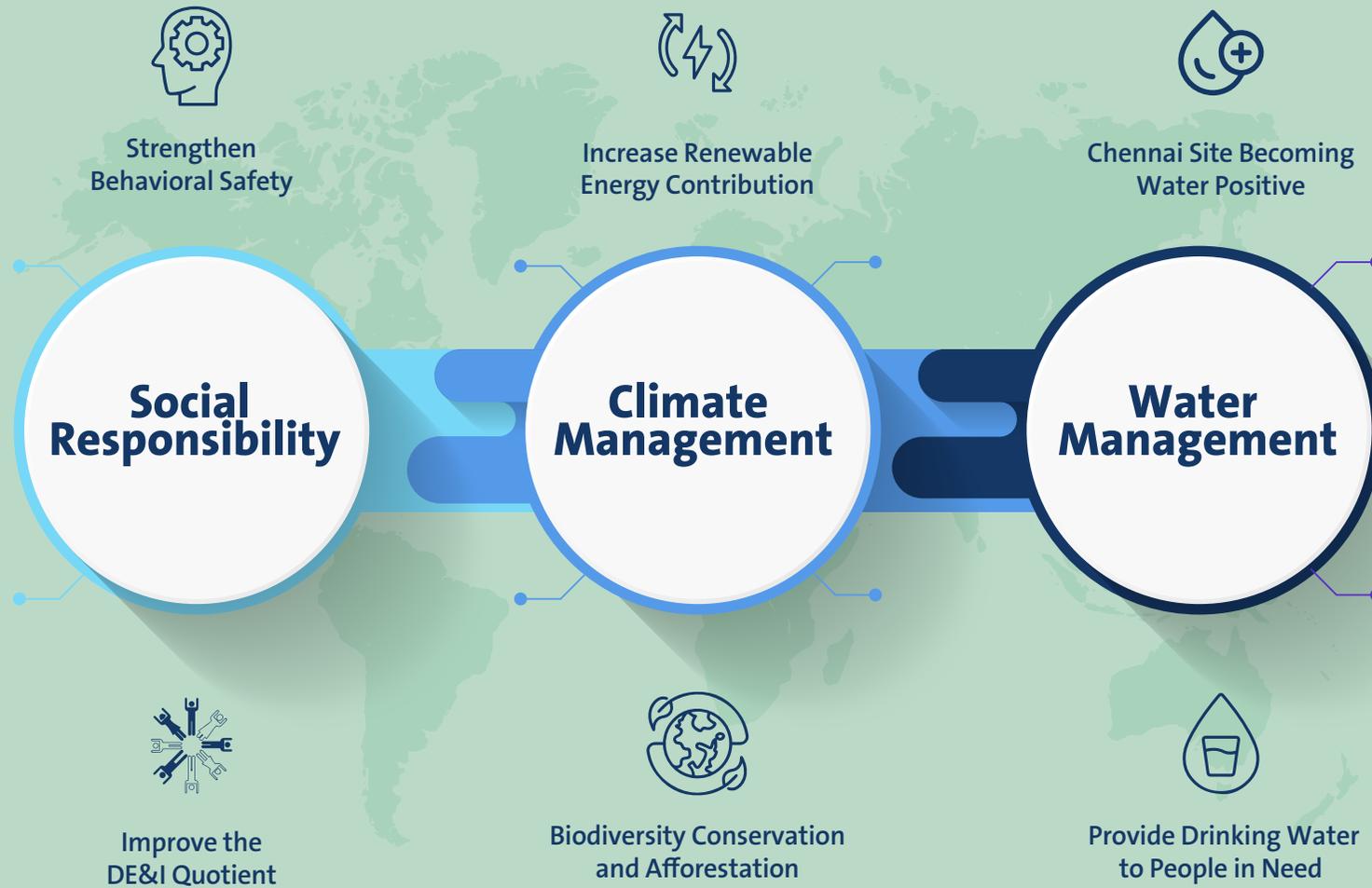
| Champions who drive sustainability in their areas, and contribute to India Sustainability Index | KPI Accountable | KPI Responsible | KPI Data Contributors |
|---|---|--|---------------------------------|
| | Krithika Iyer S Karthik R Arudhra M Ramesh Kannan C Parthiban V Shankar R Sivanesan M Rangarajan R | Balaji R Karthik R Vinoth R Ashwin P Amit Deo | Jayasree G Anwen A Rekha J |

Needs Focus

Above Target

Target Deviation

Sustainability Focus 2022



Sustainability Targets 2025

Energy



Clean Energy



Specific Energy Consumption



Carbon Neutral

Biodiversity



Biodiversity Restoration



Waste Landfill



Sustainability Partnerships*

Water



Water Positive



Specific Water Consumption



Safe Drinking Water for People in Need

People



Employees with Special Abilities



Women in Workforce

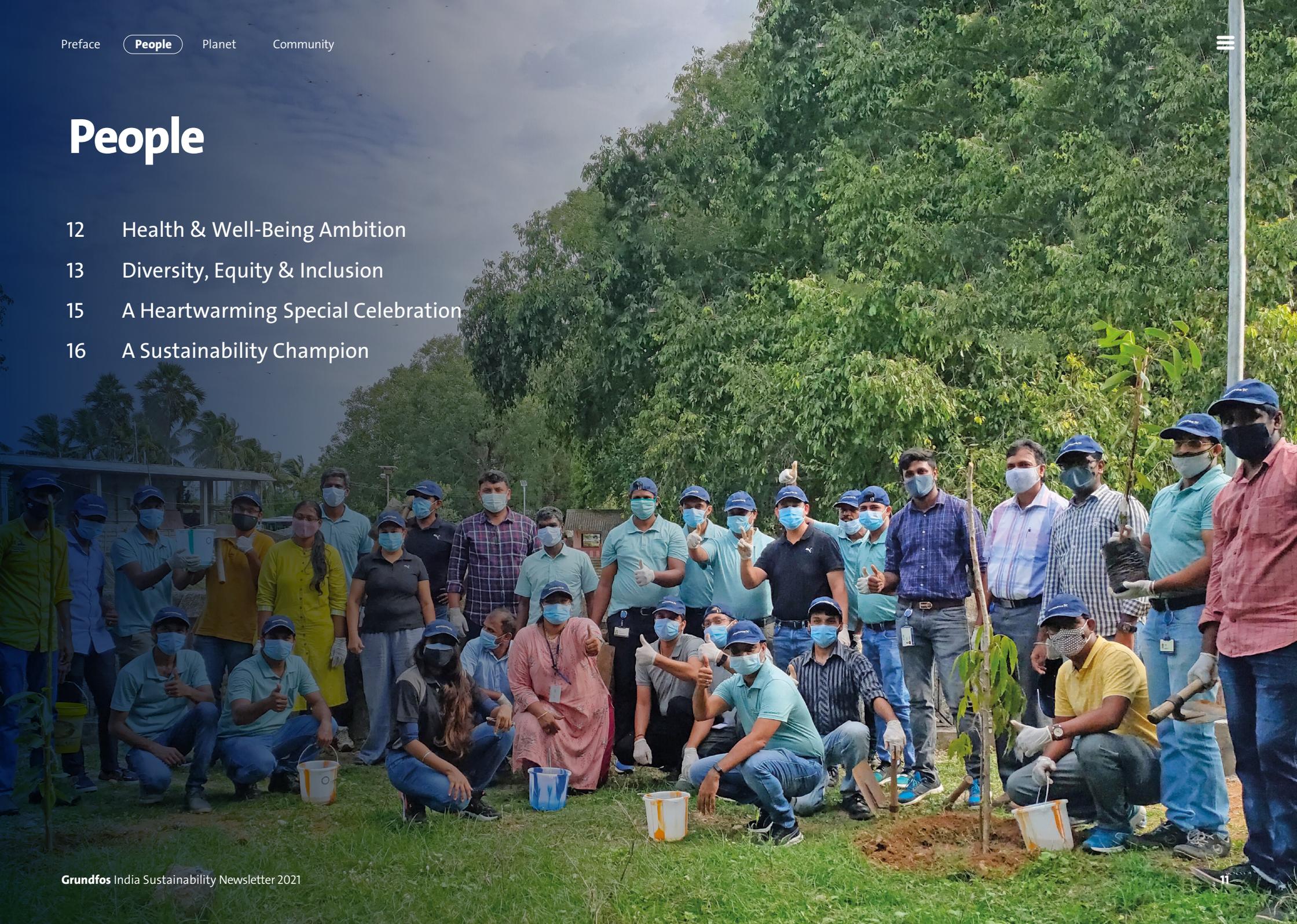


Women in Leadership

*Customers, Suppliers, External

People

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Health & Well-Being Ambition

With the COVID-19 Pandemic showing us its worst side in the middle of 2021, Grundfos India sought to respond quickly to protect the health of employees, business partners and communities at large.

Prioritizing protection against Covid-19, a vaccination drive was organized for all employees and their families early during the 2nd wave. Also, a mental wellbeing session was organized and conducted across India, through a certified life coach.

Key Initiatives:

Corona Kavach



Emotional Well-being



Reimbursement of pre-investigation expenses



Promoting remote working



Clock-wise photos from top to bottom

1. Vaccination drive in Chennai
2. Team building activities to promote health and well-being
3. Doctor consultation

During these testing times, realising the need for prioritizing physical & mental health, and have reduced stress-levels, "The Wellness Corner" App was launched. It helps employees with psychological support, wellness sessions, health risk assessments etc., thereby enabling us to live a healthy life.



DE&I

Diversity, Equity & Inclusion

Though inclusion is part and parcel of Grundfos's DNA, in India it has been a long uphill climb to make it a real part of every aspect of our lives. We shy away from interacting and having a normal conversation with differently abled individuals. Employing them in mainstream activities is a whole different ballgame altogether. As a result, their world becomes very restricted and small. How do we take a leap of faith and culturally adapt to involve and include them in our daily lives?

In an endeavour to support their livelihood, Grundfos India piloted the "Assisted Employment Workshop Model" at Chennai Plant in early 2021 to upskill the young champions and make them employable by the industry. A dedicated flexi work cell was created on the shop floor, where trainees

receive coaching and learning opportunities. Subsequently, 4 assisted trainees were recruited by collaborating with a NGO partner.

Today, including our long-term special colleagues, we have totally 16 such employees who are in diverse functions.

To facilitate the involvement of colleagues across the organisation so as to ensure a sustained change and impact, the DE&I Committee was formed with 10 passionate volunteers from different functions & locations across India, who together are committed to being DEI ambassadors. A company-wide sensitization session was also conducted to build awareness on inclusion.

“

Being involved and engaged in enhancing Grundfos India's DE&I quotient has been heart-warming as well as challenging. Heart-warming as Grundfos is already practicing many of the key behaviours, however, it is also challenging as culturally we need to constantly work on accepting, embracing, and enabling these individuals to grow and feel a part of our lives. I strongly believe that in the next few years Grundfos India will lead the way in making all them employable by the Industry

Debasish Roy
Senior Plant Manager

”



DE&I Focus

Leadership Commitments

Inclusive Culture

Advancement & Recruitment of Women

Early Career Development

Special Needs Representation



Diversity

14.8% | 2021 December

33% | 2025 Target



Special Needs Representation

3.2% | 2021 December

5% | 2025 Target

Effectively alleviating prejudices, celebrating diversity and promoting unity at the workplace.

A Heartwarming Special Celebration

Grundfos Chennai colleagues had an opportunity to celebrate Christmas and New Year with the special needs students of Swabodhini School. This school is a NGO with 58 special children currently, and provides services like vocational training, special education, occupational therapy, speech therapy, behaviour therapy etc., The students are provided with a platform and support to grow and blossom as individuals, become self-sufficient, and have mainstream job opportunities.

The interaction gave a glimpse of their unique world and left a lasting impression on all the 22 volunteers. The story behind Christmas was beautifully enacted by the students, and the Grundfos volunteers also got to cut a cake and interact with them for some time. This experience was initiated to involve more of our colleagues in understanding diversity, including individuals with special needs in our life and work, as well as providing support and resources based on their individual needs (equity). Prior to the visit, the children were virtually engaged through 3 different sessions organized by volunteers over the past few months.

“

The children's theatrical skills and dancing abilities were showcased very well and thoroughly enjoyed by every single person in the audience. Kudos to the work put in by the teachers for making this happen! I did get a little emotional as well as these children taught me that nothing is impossible if you focus on it and enjoy doing it.

Dharani

”



A Sustainability Champion

As a true believer of SDGs (Sustainable Development Goals), Yogesh Modi was inspired by the various initiatives Grundfos has implemented to address climate action. He has also taken multiple steps in his personal life to adopt and embrace sustainability. One such transformational initiative was fully powering his home through renewable energy by installing a 4kW_p Solar Photovoltaic System that generates 5.5 MWh of power catering to his annual requirement

This initiative was approved and supported with a 40% subsidy on initial investment by the Gujarat state government. Yogesh's home is also carbon positive as they are giving back the excess power to the common grid which is providing periodic monetary benefits.

**A true
believer of
SDGs**



5.5MWh
Power Generated



4T CO₂
Footprint Reduction



Carbon
Positive



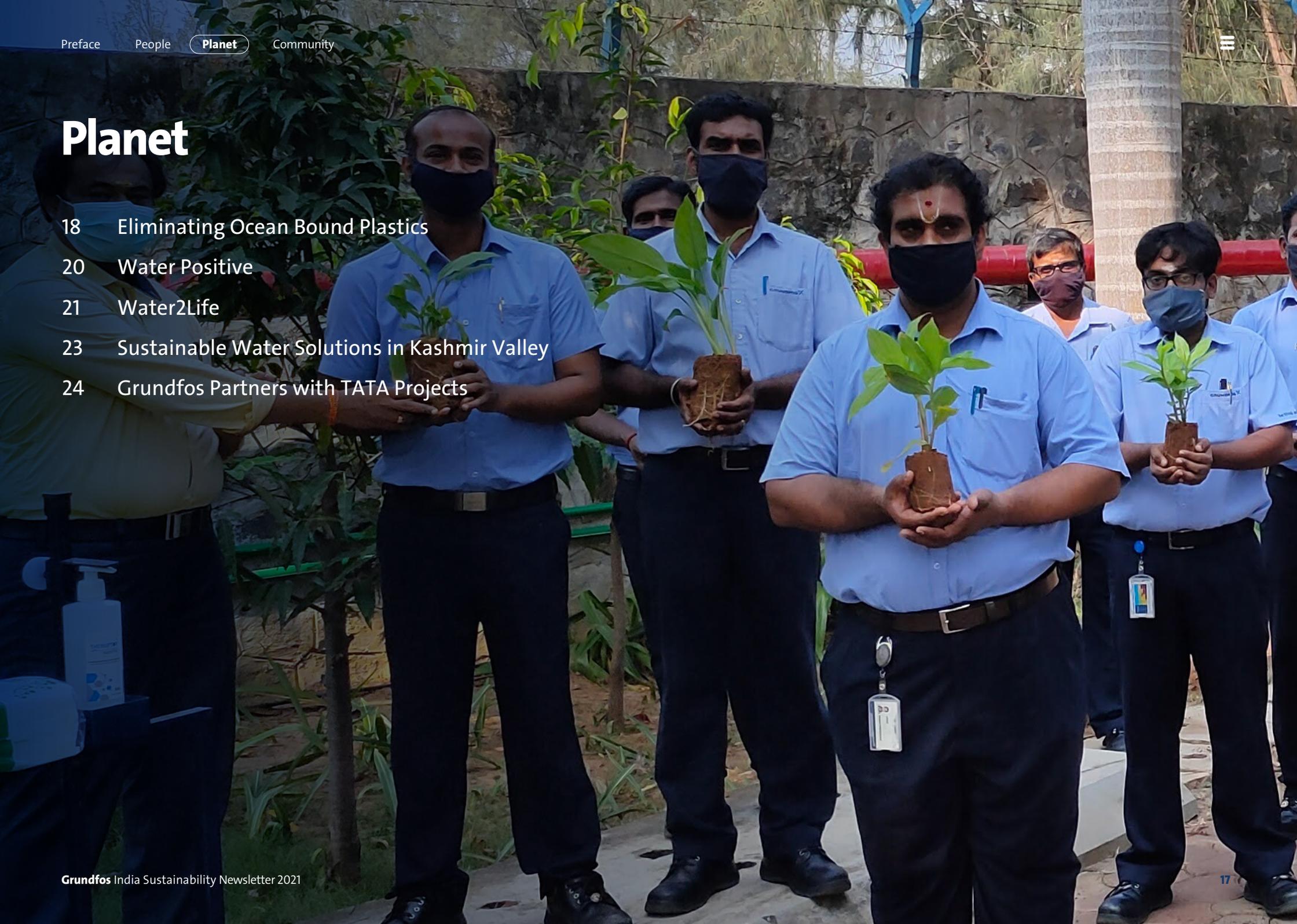
“My family is taking every step to reduce our carbon footprint. For example, we have changed the lighting to LED lights and fans to more energy efficient ones, as well. I look at the bigger picture— not the money I spent rather what I invested for long-term energy savings. By making my home green-powered, there is also a 4T CO₂ reduction in annual carbon footprint. Let us all take steps towards making the planet cleaner and greener.

Yogesh Modi

Yogesh has also converted his car from petrol to CNG resulting in **10%** carbon footprint reduction annually.

Planet

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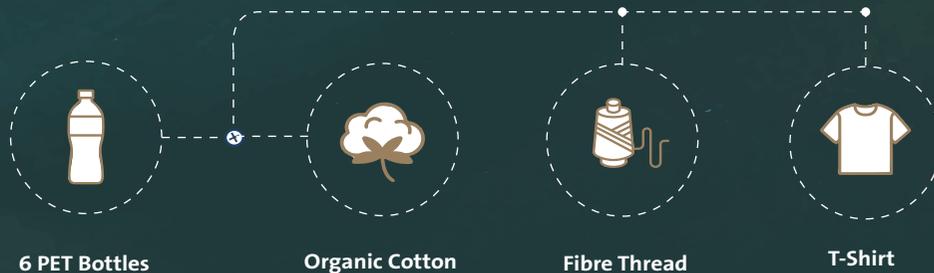


Eliminating Ocean Bound Plastics

To support ecosystem restoration, a cause that is the need of the hour, Grundfos India distributed around 1000 apparels made from recycled PET Bottles woven into the fabric.

The apparels are manufactured sustainably - the dope dyeing process adopted doesn't need a single drop of water, and zero waste was generated during the entire process as everything is recycled and reused as raw materials. The cotton used for making this apparel are organically grown with 90% less water compared to conventionally grown cotton.

Through this initiative, approximately 8,000 PET bottles were saved from becoming ocean fill/landfill, eliminating its inappropriate disposal & ocean/land pollution.



80% of marine pollution is due to ocean-bound plastic waste.



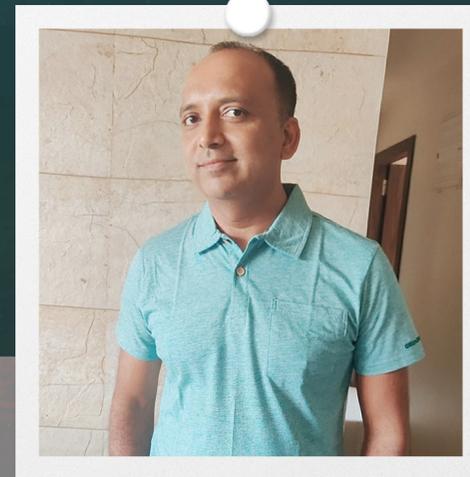
One-third of plastic litter in the sea is PET (polyethylene terephthalate) bottles.



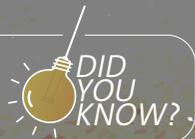
PET bottles take 400 years to decompose, wiping entire marine species.



#decadeofaction



It takes **5.3 liters** of water to produce a single use water/soda bottle.



Grundfos India employees wearing the eco-friendly corporate t-shirts at various Sustainability & CSR engagements



WATER POSITIVE

Water-positive is an ambition aligned with UN goals for people to have adequate access to clean water while also securing their own water supply. What sets apart water-positive from just saving water is the focus on areas where water security is a problem and overcompensating for consumption in those areas. The goal is not only to minimize the usage of water, but to also reduce the negative impacts associated with the use of water.

25%

of the human population faces a looming water crisis today.

80%

of available surface and groundwater is consumed every year.

55%

Global water demand is estimated to increase by 55% in 2050.

With a mission to address India's water and climate challenges, and improve the quality of life of people, Grundfos partnered with Hand in Hand India (NGO), to resolve the water problems faced by a rural village called Pattikadu in Chengalpattu District, Tamilnadu. The project was about providing and improving drinking water access, sanitation and livelihood challenges faced by the 250 households (900-1000 individuals).

Key initiatives of the project:



Installation of Drinking water system



Community pond restoration



Construction of minor irrigation tank



Sanitation facilities for 5 underprivileged families



Helping generate income for the farmers by providing them with seeds and training on crop rotation practices during off season as well

WATER 2 LIFE *Launched In INDIA*
 Enabling Access to Safe & Clean Drinking Water



250

Households impacted



1000

Individuals were provided with clean drinking water facility & basic Sanitation facilities



05

Sanitation facilities provided to households



90

Native saplings throughout the village

Through these various initiatives around 1000 individuals were provided with clean drinking water facility, families who were devoid of basic toilet facilities were provided with improved sanitation, and we also facilitated sustainable income generation for the farmers of the village.

Water2Life is a powerful employee-initiated program and employee-driven program that works to bring clean water to communities in need on every continent.

The purpose of Water2Life is two-fold:

- To give Grundfos employees the opportunity to make a difference in the world through their everyday work
- To provide the poorest people on the planet access to clean water and sustainable water systems





“
Grundfos leads the way when it comes to solving the world's water and climate challenges. Through the W2L initiative here at Pattikadu, we will support and improve the quality of life for people. Employees of Grundfos India have joined hands and demonstrated great unity to help the people of Pattikadu, it is rightly said that Water2Life is a powerful employee-driven program.
Ravichandran Babu (Late),
Head Office
”

30 Grundfos employees visited and interacted with the community, and volunteered to plant more than 90 native saplings throughout the village.

Sustainable Water Solutions in Kashmir Valley

50,000+

Residents provided with clean safe water

50+

Villages provided with uninterrupted water supply

Picturesque scenery, snow-capped mountains and lush green fields is what often comes to our minds when we think of the Kashmir Valley. However, the lives of the local inhabitants are fraught with daunting hardships every day. Situated at 5600 feet above sea level, the availability of potable water is scarce, and this forces locals to toil for hours to meet their basic, daily water needs. The freezing temperatures during winter makes it harder for women, as they may have to walk even longer in search of water. No electricity for 4-7 days is a common occurrence in the valley, and such unreliable electric supply makes it practically impossible to fetch water through electric motor pumps. Getting water manually through hand pumps can be physically draining. The task at hand was to create an efficient water supply mechanism without relying on the state's electricity grid.

Grundfos designed a solar pumping system, that has led to substantial savings on time, energy, cost, and human effort for the locals. This path-breaking solution has ensured uninterrupted water supply with least human effort, for over 50,000 residents spread across 50 villages in the Kashmir valley.



“

Being a village head, it is my dream to make water available at all times for the community. When I see happiness on my people's face, I feel satisfied and grateful to Grundfos

Mohammad Shareef Gujjar

Village Head (Sarpanch) Kasnad Khiram, Anantnag Dist, Jammu and Kashmir

”



Grundfos Partners with TATA Projects

In efforts to pioneer solutions for climate challenges and improve quality of life for people, Grundfos signed a Memorandum of Understanding with TATA Projects. This collaboration under the Green Strategic Partnership between Denmark and India will focus on cooperating and exploring projects jointly in the areas of Environment, Sustainability, and Water. This mutually beneficial arrangement will enable Denmark to deliver sustainable solutions to India that will help both the countries. The deal was signed in the presence of Hon'ble Prime Minister of Denmark, Mette Frederiksen and Danish Ambassador to India, H. E. Freddy Svane by Stéphane Simonetta, EVP & Divisional CEO of Industry.

“

Grundfos is proud to be partnering with TATA projects to deliver innovative and green solutions to address India's water and environmental challenges. With TATA Projects' expertise in water and waste-water management solutions in the country and our intelligent solutions, this collaboration has the potential to strengthen India's water security

Stéphane Simonetta
EVP & Divisional CEO of Industry

”



Community

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Combating COVID-19 2nd Wave with Outreach Efforts

The ongoing COVID-19 pandemic has severely impacted the lives of daily wage earners globally, and the story isn't any different in the city of Chennai, Tamilnadu, India.

Chennai colleagues, with the help of NGO partners identified 2 fringed localities, Kannagi Nagar & Meppedu, as they were harshly impacted due to the pandemic.

In Kannagi Nagar, Chennai's largest resettlement colonies housing over 80,000 people, Grundfos India did door-to-door handover of dry ration kits with supplies for a month to more than 70 woman headed families (280 individuals). With continuous lockdowns and movement restrictions in Tamilnadu, it has been a devastating time for daily wage earners, especially single women headed families.

Meppedu which is another locality in Chennai is made up of indigenous, nomadic tribes that barely makes ends meet to survive by hunting, collecting honey, making bamboo baskets & beaded jewellery. For the community, the fear of hunger and deprivation overpowered the fear of the deadly virus. Grundfos India provided timely assistance by personally distributing dry ration kits with supplies for 2 months to 95 families (350 individuals).

650

Lives Impacted

“

The pandemic is here to stay and as a society, we must stand together and fight this long-drawn battle. Through this initiative, Grundfos India has reached out to yet another community that was in dire need of help and perhaps on the fringes of being forgotten – reiterating our purpose and belief.

Krithika Shivakumar

”



Solidarity with State Governments during the 2nd Wave

Second wave of COVID-19 pandemic crippled India with a steep increase in positive cases that overwhelmed the medical infrastructure. Adding to the predicament, there was a newly formed Government in Tamil Nadu, with a completely new ministry altogether and they didn't have any time to settle into their role and then act. While they rallied forces and stepped up the efforts significantly, Grundfos India also stood in solidarity to support the Country's fight against the pandemic by donating 120,000 Euros (INR 1 Crore) to Tamilnadu State Disaster Management Authority & 58,000 Euros (INR 50 Lakhs) to Gujarat State Disaster Management Authority. The funds were provided to help build medical infrastructure and procure essential equipment to treat the infected and critical patients.

To support the unprecedented shortage of medical resources, Grundfos India donated 100 micro-oxygen concentrators in collaboration with a NGO, saving hundreds of lives during the need of the hour.

“

As both Tamilnadu and Gujarat were witnessing unprecedented health crisis, we stood with the Government in solidarity. We hope that our contributions to both the States' Relief Fund as well as the government hospitals & primary health centres will strengthen efforts towards combatting this deadly virus and help save lives

George Rajkumar

”

₹ **15 Million**

Contribution

100

Oxygen concentrators

2,000+

Lives Impacted



Poul Due Jensen Foundation Supports Hospitals & Public Health Centres in India

| | |
|-----------------------------|-------------------------------|
| 3,000 Lives Saved | 14 Hospitals Helped |
|-----------------------------|-------------------------------|

The second wave of COVID-19 pandemic in India showed its devastating effect mainly in April-May 2021 and crumbled the whole healthcare infrastructure. The demand for medical oxygen was higher during the second wave in comparison to the first spell. While the government took various initiatives to combat it, it was not a battle to be fought independently. The Poul Due Jensen Foundation (PDJF) donated medical infrastructure worth 42,500 Euros (INR 3,643,000) to 14 government hospitals and primary health centres in Chennai, Chengalpattu, Kanchipuram & Tiruvallur districts of Tamilnadu.

The distribution task was accomplished in association with an NGO partner, and Grundfos employees also volunteered to be a part of the distribution activity. Through many such initiatives, Grundfos India and PDJF have helped save numerous lives.



Blood Donation Drive for Thalassemia Afflicted Children

3-8% of the Indian population suffers from Thalassemia, a deadly hereditary condition in which the body is unable to generate ample red blood cells (RBCs), while it needs RBC transfusions every 2-3 weeks to survive.

India has the largest number of children with Thalassemia Major who need regular blood transfusion and 10,000-15,000 children having the blood disorder are born every year in the country.

To support these children, 70% of the employees of Grundfos Ahmedabad came together and volunteered to donate blood in October 2021. Of these 32 employees (about 50%) were physically eligible to do so.

The National Voluntary Blood Donation Day is observed in India on October 1 to spread awareness about the importance of donating blood. The drive was organised with Prathama Blood Centre (NGO) that has been in the space of mass mobilizing the society for voluntary blood donation since early 2000. They work with 300-350 children with Thalassemia in the city, who each require 2-3 bottles of blood every month.

The initiative was well-appreciated by all the colleagues who found it easy to come forward and donate as the event was organised in our office premises and have expressed their desire and willingness to continue this healthy and noble practice.

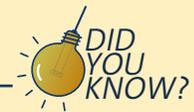
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I am so happy I got to do this for the first time. Through this small act, I am glad I could help Thalassemia afflicted children recover. I was thinking the process will be painful, however, it was completed in 7-10 minutes, and I didn't feel anything.

Priyanka Vaghela, Our only woman donor

”

One pint of blood can save 3 lives, and this one gesture can produce a million smiles. Also, regular blood donation helps improve our immunity and health.

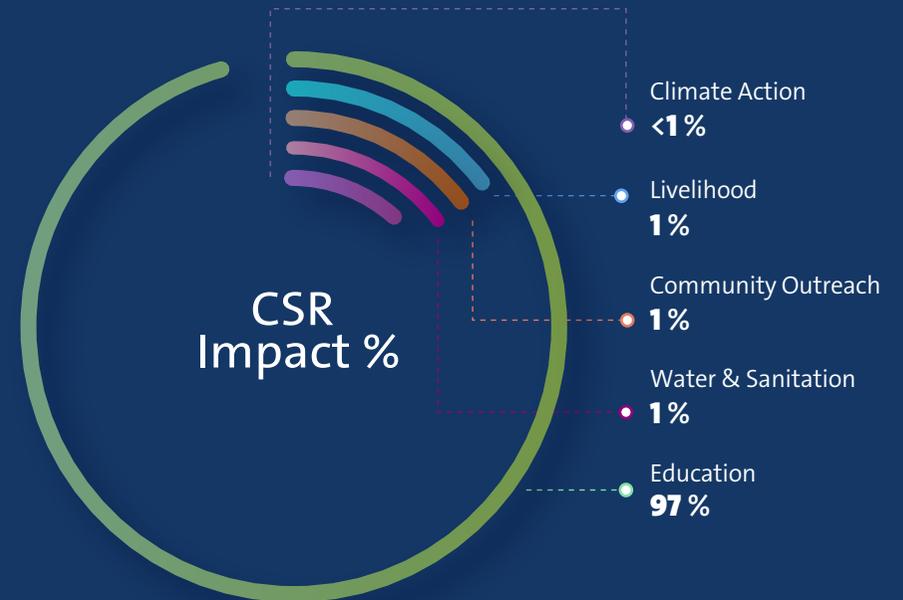


Social Impact

Grundfos India is committed to creating a lasting impact in the communities around us, aligning with our purpose of improving the quality of life for people. We enable this by striving to provide access to clean and safe water, restore natural ecosystems, upskill young adults for employability and further efforts that are rooted in sustainability.



| Impact Space | People Impacted |
|--------------------|------------------|
| Water & Sanitation | 15,260 |
| Climate Action | 2,273 |
| Education | 1,090,250 |
| Community Outreach | 6,342 |
| Livelihood | 5,249 |



Engagements

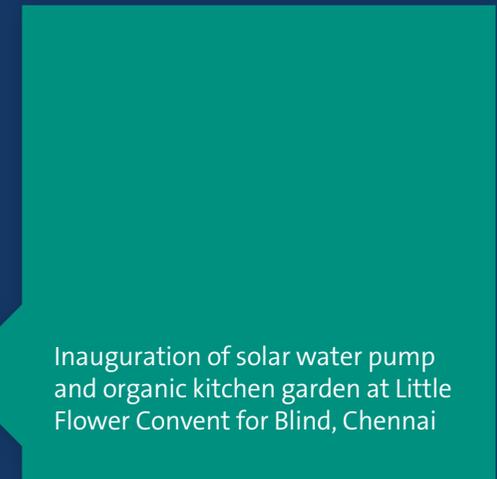
Sustainable Development Goals (SDGs) is the world's shared vision to end poverty, rescue the planet and build a peaceful world. With just 9 years left to achieve the ambitious targets we have set, there is a pressing need to accelerate sustainable solutions by mobilizing more governments, civil societies, businesses & individuals.

Through Grundfos India's continued efforts to promote awareness on sustainability at individual levels, various events were organized throughout 2021 and some of them are showcased here. These initiatives saw huge participation from the employees and their families inspite of pandemic related challenges & government enforced lockdowns.

Through all these endeavours we managed to touch the lives of thousands of people across India & provide them with ray of hope in the darkest of times.



Plantation activity to celebrate Earth Day at Grundfos, Chennai



Inauguration of solar water pump and organic kitchen garden at Little Flower Convent for Blind, Chennai

Donation of eco-friendly t-shirts for Greater Chennai Corporation's frontline volunteers



Community service for Irrigation Enhancement project funded by PDJ Foundation in Ahmedabad



Stall showcasing products made by special children to celebrate Diwali



Celebration of World Water Day 2021 with Children of Kannagi Nagar, Chennai



