

## 1. Organizational Profile

Spark Minda has been a significant player in the global automotive industry for over **Six decades**. We are one of the prominent manufacturers of automotive components for the OEMs and Tier-I suppliers.

The **US \$1.7 Billion Group**, with a workforce of more than 17,000 employees, caters to the leading Passenger Vehicle, Commercial Vehicle, Motorcycle & Scooter, Off-road Vehicle & Tier 1 Manufacturers in India with presence in Indonesia, Vietnam, Europe, Japan and Uzbekistan.

We also serve the aftermarket segment in India through a strong dealer distributorship of about 650 dealers. Our state-of-the-art R&D facility and partnerships with automotive industry pioneers provide us with a significant technological advantage.

Spark Minda embraces cutting-edge technologies through strategic alliances, technical and global business collaborations. These initiatives have empowered Spark Minda with innovative product design and technology, meeting rigorous international quality standards.

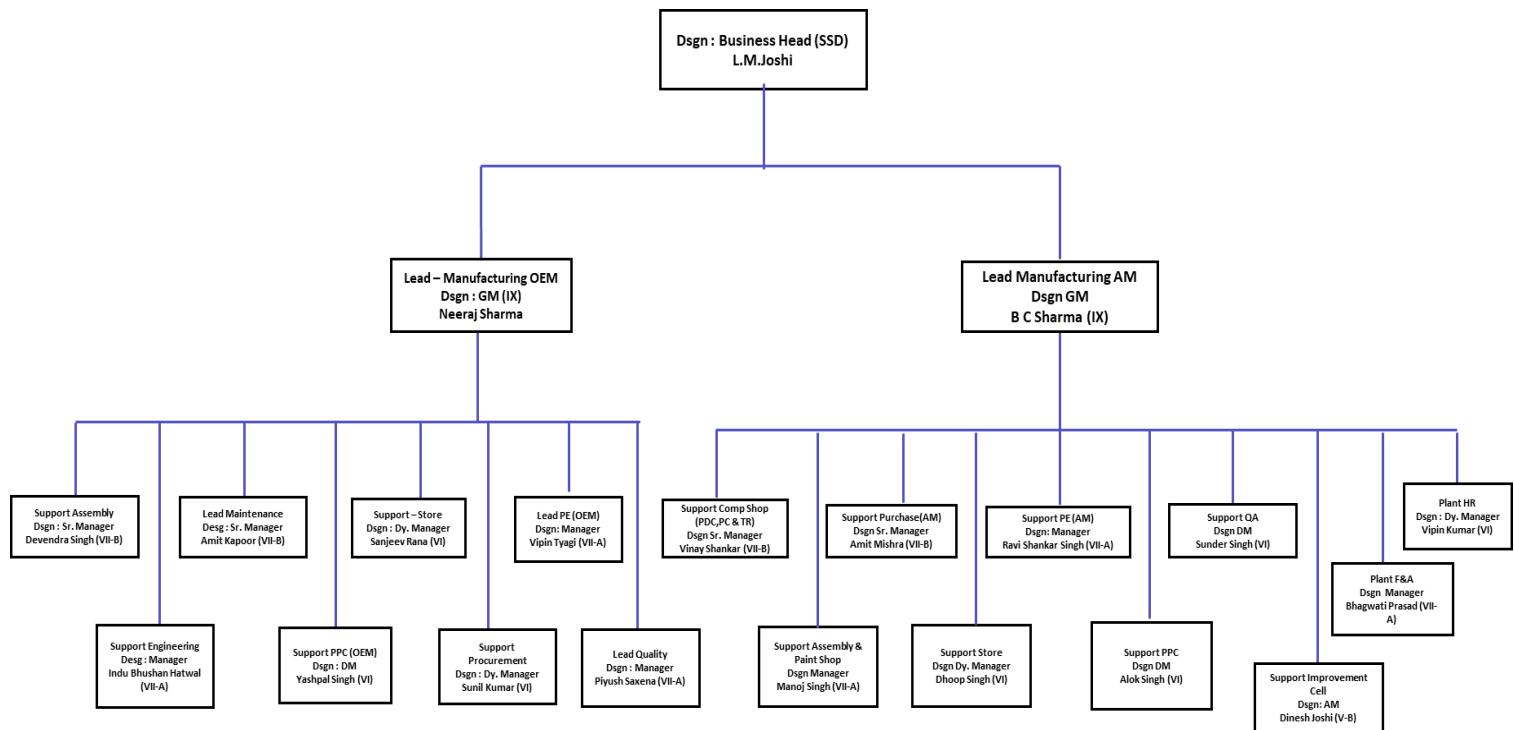
For the technological edge, we have a dedicated R&D facility and collaborations with the pioneers and leaders of the automobile industry. for assimilating the latest technologies, Spark Minda has entered into strategic alliances and technical collaborations with leading international companies and acquired businesses across the globe. This has provided **Spark Minda** with the cutting-edge in product design and technology to meet strict international quality standards.

We are one of the India's leading manufacturers of automotive components – **Electronic & Mechanical Security Systems, Die Casting, Keyless Solutions, Starter & Alternator Motors, Telematics, ITS & IoT, Wiring Harnesses, Components, Instrument Clusters, Sensors, Interior Plastics** and new component on electronics that cater to all major two, three, four-wheeler, commercial, off-road vehicle manufacturers in India & Overseas.

**Minda Corporation Limited (MCL), Pantnagar (PN)** is part of the automotive conglomerate **Spark Minda, Ashok Minda Group**. Plant was established in April 2007. MCL-PN is first plant in-group to practice TPM with state-of-art infrastructure and other facilities as under:

Section	Description
<b>Certifications</b>	IATF 16949:2016, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018
<b>Major Products &amp; Customer</b>	Locks, Wiring Harness, Petrol Tank Cap, Ignition Switch, Instrument Cluster, Door Handle etc. & their parts for Automotive OEs like Bajaj, Mahindra & Mahindra, Ashok Leyland and accessories for After Market
<b>Major Mfg. Facilities</b>	Pressure die casting machines (30-ton, 50-ton, 60-ton, 75-ton, 125-ton, 130 ton, 160 ton), Thermal De-burring Machine, Special Purpose Machine, Shot Blasting, Vibro Cleaning, Conventional Tapping Machine, Conventional Drilling Machine, VMC & Powder Coating
<b>Assembly Facilities</b>	Locks, Petrol Cap, Wiring Harness, Kodera, Komax Gamma Cutting, Stripping & Crimping Machine, Ultrasonic Joint Crimping Machine, Twisting, Auto Tapping, Heat Shrinking, Joint Crimping etc.
<b>Testing Facilities</b>	Endurance Testing Machine (Lock & PT Cap), leakage testing, push-pull testing, Salt Spray, High Voltage Testing, Hardness Testing, Door Handle Endurance Testing, Crimp Analyzer, Profile Project & Vision Measure Machine, HST leakage machine, Torque Vs angle Vs. Continuity testing, Muffle furnace etc.
<b>Strength/Departments</b>	72 (Manufacturing, Quality, Materials & Vendor Development, HR, Finance & Accounts, Maintenance, Manufacturing Engineering, Sales & Marketing, Tool Room, Improvement Cell etc.

## Staffing Structure:



### 1. Milestone on the Journey of Manufacturing Excellence

To become the market leader, customer delight & profitable organization Minda Corporation Limited Pantnagar started its **TPM journey** in year 2008 and has been consistently practicing it ever since. TPM is best tool which systematically enables us to optimize our investments & expenses while enabling us to make most optimized use of resources.

#### External factors

- Partnering with customers for excellence through TPM
- Cut throat competition,
- Cost Competitiveness
- Sustain and improve leadership in market

#### Internal factors

- Capacity Utilization
- JIPM Consistent TPM award in line with Vision 2024
- Cultural change among workforce
- Resource Optimization

***A Strong need to change  
MCLPN's way of working***

***This change must be***

- Oriented towards change in Mindset with respect to state of action
- With the simple and clear framework that enables collective alignment with total employee involvement

MCL PN found TPM's bottom up, analytical and investment light approach as most appropriate methodology for us and adopt it **Since 2008**

## 2.1-1. Background of TPM at MCL-PN:

TPM journey helped MCL-PN in building a healthy work culture. few of the influences are:

### Key Milestones while experiencing TPM Journey:

Year	Milestone
2007	MCL Pantnagar Operation Started
2008	ISO/TS 16949, ISO 9001, ISO 14001 and OHSAS 18001 certification
2008	<b>TPM Kickoff</b>
2008	Bajaj Auto Ltd "Q" bronze award
2009	1 <sup>st</sup> prize in Bajaj Auto Vendor Association (BAVA) safety kaizen competition
2009	Award from MAHINDRA & MAHINDRA for Zero PPM and 100% delivery
2010	<b>BAJAJ AUTO LTD TPM Award</b>
2010	Gold award in BAVA Kaizen competition in KK Pillar
2011	Green India Certificate of merit from Frost & Sullivan
2012	<b>BAJAJ AUTO LTD TPM Excellence Award</b>
2012	BAJAJ AUTO LTD "Q" Platinum Award
2012	<b>JIPM TPM Excellence Journey</b>
2013	BAJAJ AUTO LTD Q Super Platinum Award
2013	1 <sup>st</sup> prize in BAVA safety slogan competition
2013	1 <sup>st</sup> prize in QCC at Mahindra & Mahindra
2014	1 <sup>st</sup> Prize in BAVA Kaizen competition
2014	Special Quality award from BAJAJ AUTO LTD
2015	CII BE Star leader award in Operational Excellence
2015	TV 100 CSR Industrial Excellence Award under Training & Livelihood
2016	ACMA Manufacturing Excellence Gold Award
2016	CII BE Star Leader Award in Customer Excellence
2017	TV100 CSR Excellence Award under Healthcare
2017	Best ACMA company of the year 2016-17
2017	1 <sup>st</sup> Prize in BAVA Kaizen competition
2018	Best in class performance " Quality" Award From Ashok Leyland
2018	TV100 CSR Excellence Award
2018	3 <sup>rd</sup> Quality Circle award in CII
2018	Gold Award in QCFI
2018	1 <sup>st</sup> Prize in BAVA Kaizen competition
2018	3rd Award BAVA Pantnagar Cluster Convention
2018	Gold Award in Supplier Excellence in Large category from ACMA
2018	<b>JIPM TPM Excellence Award Category-A</b>
2019	Best in class Quality Award from Ashok Leyland
2021	1 <sup>st</sup> Prize in BAVA Kaizen competition

Year	Milestone
2021	Platinum Award in 40th CII National Kaizen Competition
2021	1st runner up award in 4th CII National-Low-Cost Automation Circle Competition
2021	Gold Award in QCFI Kaizen Competition
2021	Gold Award in CII National Technology Kaizen Competition
2021	1st Runner up award in BAVA-Kaizen Competition
2021	QCC Special Recognition award in CII
2021	QCC QCFI Gold Award
2021	1st Runner up award in BAVA Kaizen competition
2021	QCC Excellence Award in QCFI
2021	1st Award in intergroup QCC Competition
2021	2nd Runner up award in BAVA Kaizen competition
2021	Best Kaizen award in QCFI
2021	Diamond award in intergroup QCC Competition
2022	Best CSR Award from UK Govt. FY-21~22
2022	2nd Runner up award in BAVA-Kaizen Competition
2022	QCC Gold Award in QCFI
2022	QCC Silver Award in QCFI
2022	Gold Award in CII Kaizen Competition (Technology Upgradation)
2022	Gold Award in 43rd CII National Kaizen Competition
2022	First Award in ACMA for digitization in HR
2022	CII gold award in Paper Less Office Kaizen Competition
2022	QCC 1 <sup>st</sup> Award in CII
2022	2nd Runner up Award for digitization in HR
2022	QCC Platinum Award from CII
2023	Won best CSR performance award
2023	Digitization in HR
2023	1 <sup>st</sup> Award in BAVA Kaizen Competition Q1
2023	1 <sup>st</sup> Award in BAVA Kaizen Competition Q2
2023	Gold Award in QCFI Kaizen Competition
2023	Gold award in ICCQC Competition
2023	Platinum award in CII Kaizen Competition
2023	Winner award in ACMA QCC Competition
2023	Platinum award in CII QCC Competition
2023	Gold award in ACMA Kaizen Competition
2023	1 <sup>st</sup> Runner-up award in BAVA Kaizen Competition
2023	Gold award in Spark Minda Group Kaizen & QC Competition
2024	Gold award in QCFI Kaizen & QC Competition
2024	Gold award in CII Kaizen Competition
2024	Platinum award in CII Kaizen Competition
2024	Winner award in ACMA HR Competition
2024	2 <sup>nd</sup> Runner-up award in BAVA Kaizen Competition
2024	Gold award in CII Kaizen competition
2024	Winner award in QUpid Mfg Excellence Category

After achieving **JIPM TPM Excellence award**, we initiated the **JIPM Excellence in Consistent TPM Journey** to achieve the maximum benefits in (PQCDSME) parameters. We've been timely guided by CII team with their valued inputs.

## 2. Benefits achieved

### 3-1. Tangible Effects:

Tangible benefits are observed due to Improvement in:

- A) Safety index sustained as Zero
- B) Capacity Utilization & Enhancement
- C) Profitability
- D) Customer Satisfaction Index
- E) Customer complaints sustained as zero
- F) Cost optimization
- G) Sales & Turnover
- H) Productivity Improvement
- I) Delivery adherence sustained as 100%
- J) Employee Engagement
- K) Innovation
- L) Community development

### 3-2 Intangible Effects:

Understanding TPM in right spirit and practicing it day-to-day over 10 years, has brought significant changes in work culture, system orientation, analytical approach and flexibility.

#### ➤ **Changing in Attitude**

- Positive attitude in employees with mind-set from “I Operate, You maintain” to “I Operate, I maintain and I control”.
- It has given them a way to work efficiently and effectively

#### ➤ **System Orientation**

- Simplifying the process
- Integration of various processes with TPM Pillars
- Well defined system for maintenance spare management, Quality maintenance and Production management.

#### ➤ **Analytical Approach**

- TPM has helped employees to develop an eye for abnormality capturing
- Ability to approach root causes and solutions
- Various techniques have been adopted (MTBPM, MTTPM, Why-Why, FTA, ECRS, SMED, Loss-Cost Matrix,etc.)

#### ➤ **Flexibility**

- Enhanced employees' flexibility (Multiskilling, multitasking, deskilling)

### **3. Key of our Manufacturing Excellence:**

After successful commencement of Award for JIPM TPM Excellence, Category A, learning will be inculcated in form of following successful executions:

- Inculcate Excellence Culture, by extending TPM learnings to our Vendor base for performance enhancement of vendor's KPIs.
- Challenging TPM Excellence in Consistent TPM Award – JIPM First Level & Second level
- Exploring more business opportunities by new product developments.
- Reduction of manufacturing lead time & Development lead time as per customer requirement.
- Horizontal deployment of TPM best practices across sister plants under Spark Minda Group.