

BLOOM

Balmer Lawrie Online Monthly Bulletin

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EDITORIAL

How often we wish for another chance to make a fresh beginning. A chance to blot out our mistakes and change failure into winning.

It does not take a new day to make a brand new start. It only takes a deep desire to try with all our heart.

To live a little better and to always be forgiving and to add a little sunshine to the world in which we're living.

So never give up in despair and think that you are through, for there's always a tomorrow and the hope of starting new.

- Helen Steiner Rice

We've stepped into the New Year with new hopes, new dreams and new aspirations. Hope the New Year is a harbinger of success for all of us at Balmer Lawrie! January rolled off with two significant appointments to the board. Ms. Manjusha Bhatnagar joined as Director [HR&CA] and Mr. D Sothi Selvam took charge as Director [Manufacturing Businesses]. Let's welcome both of them to the Balmer Lawrie family.

We are gearing up to participate in the most awaited event of the year - The Foundation Day. This year the 149th Foundation Day will be celebrated across locations on Sunday, 1st February 2015. On this day we reminisce the immense contributions of our Founders and all who have steered Balmer Lawrie into a respected conglomerate, that will step into its 150th year in 2016. The countdown has started, preparations have begun at all locations in full swing and employees are enthusiastically participating in the pre-event contests at various locations. We'll look forward to having a fun filled show with our colleagues and families on 1st February.

Do not hesitate to send your feedback, suggestions and contributions to me at mukhopadhyay.mohar@balmerlawrie.com. Bloom wishes you and your family a very happy, prosperous and healthy 2015 and a very Happy Republic Day in advance!

Jai Hind!

Mohar



LS, Kolkata successfully handled the Van Guard Wagon Shipment manufactured by Braithwaite & Co. Ltd., Kolkata from Kolkata port to Dar Es Salaam port for Tanzania Railway Ltd. The vessel sailed in early January 2015.

Appreciation for LS, Vizag

LS, Vizag and T&V, Chennai received a letter of appreciation dated 4th December, 2014 from Rashtriya Ispat Nigam Limited (A Government of India Undertaking), Vishakhapatnam for successfully coordinating and organising the supply of dry Gunning Compound from M/s Beroa Navocas GMBH, Germany and Copper Plates from M/s Carl Scribeber, Germany to the Vishakhapatnam Steel Plant Stores. This helped RINL to meet a serious crisis situation that had risen post the cyclone that hit the area around mid-October 2014.



Balmer Lawrie was represented by C&MD and other senior executives at the 35th PSPB Inter Unit Golf Tournament held at Jaypee Greens Golf Resort, Greater Noida [UP] from 22nd to 25th December, 2014. The tournament was hosted by Oil India Ltd.

The new office space at Gurgaon [Balmer Lawrie & Co. Ltd., 4th Floor, Welldone Techpark, Tower-D, Unit No. 401&402, Sector-48, Sohna Road, Gurgaon – 122002, Haryana] became fully operational effective 1st December, 2014. SBUs: G&L and IP, RHR-NR, IT and A&F are operating from this location.



The Annual Sports Meet of Balmer Lawrie Recreation Club, Kolkata was organized on Sunday, 28th December, 2014 at the Calcutta University Ground. The meet was inaugurated by Mr. Prabal Basu, Director [Finance]. Also present on the occasion were Mr. Ananda Sengupta, COO [G&L] and Mr. A. Ratna Sekhar, SVP [HR]. A number of events were organized, which saw enthusiastic participation from BL employees and their families.



Mr. Animesh Chattopadhyay, AVP [Marketing] - Southern Region, G&L was felicitated as *Probasri Lekhak* by an organisation in Kolkata "Golpo Mela Puroskar" on 14th December, 2014 at Chandannagar Ravindra Bhavan.

Ms. Kshama Agarwal was a winner of the "Content for SMS Campaign" contest for the 'Beti Bachao Beti Padhao' Scheme. Her entry was: हो शिक्षित बहु और बेटी, तो बने विकसित कुल और कुटुम्ब

The competition was organized by Ministry of Women & Child Development and Ministry of Health & Family Welfare and Ministry of HRD. Of the 2000 entries received from all over India, 13 were declared winners on 29th December, 2014.

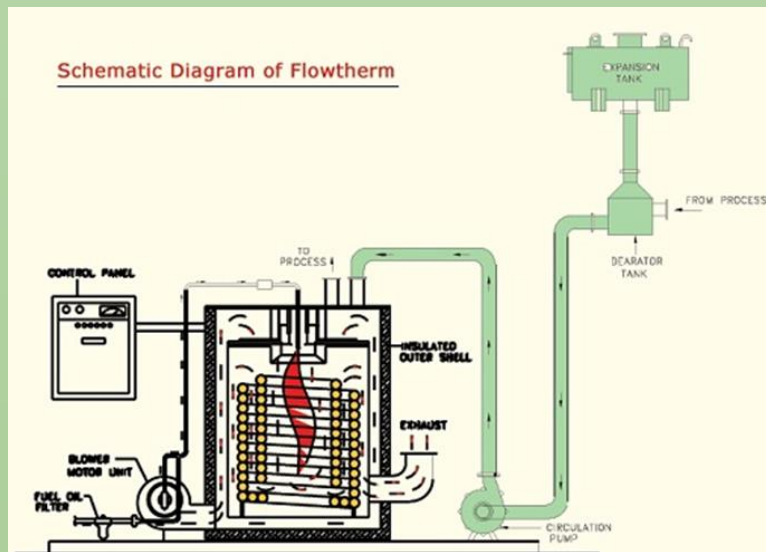
BLESS UPDATE

The administrator module of SAP Learning Solutions (LSO) went live in the month of December 2014. In photo are BL and TCS team members on the Go-Live day.



HSE (HEALTH, SAFETY & ENVIRONMENT UPDATE

SAFETY PRECAUTIONS WHILE HANDLING THERMIC FLUID HEATERS



Most of our manufacturing units use Thermic Fluid Heater for process heating. Accidents due to improper handling/maintenance of Thermic Fluid Heater are not uncommon and the following precautionary measures should be taken to prevent any untoward incident:

- Coils inside the heater should be periodically cleaned and inspected & hydraulic tested.
- Proper purging of furnace should be done before starting.
- The flow of the thermic fluid should be monitored & maintained as prescribed by the manufacturer.
- Audio alarm should be installed to indicate flame failure for burner cut off.
- The fuel gas temperature should be monitored & alarm should alert operator in case the temperature exceeds the set temperature.
- Furnace doors /inspection door should not be opened while the burner is in fire mode. Interlock system should be installed to prevent any such occurrence.
- All instruments like, pressure switch, differential pressure switch, level controller, temperature controller should be calibrated once a year to ensure its proper functioning. Weekly inspection of functioning of all the interlocks to be done & properly recorded.
- Electrical panel of the thermic fluid heater, should be near the heater, but also not so near to expose in case of oil spill.
- The heater coil is subjected to pressure test once in twelve months by a competent person.
- The quality parameters like acidity, viscosity, flash point, ash content of the thermic fluid oil should be tested once in three months.



As a part of "Swachh Bharat Abhiyan" that was initiated by the Prime Minister Mr. Narendra Modi, Balmer Lawrie organized a Walkathon on 14th December 2014 to further promote the cause. The Walkathon was ceremoniously flagged off jointly by Company's Ex-Directors Mr. M.S Khanna and Mr. Virendra Verma. More than three hundred enthusiastic employees of the Company participated in the 5.3km long Walkathon supporting the largest cleanliness mission, taken up by the Government of India.

Reduction of Waste

A **Swachh Bharath** can be best achieved by working towards reduction of waste and garbage dumping rather than clearing or cleaning it after the same is done. This starts from our homes and can easily be achieved if we follow the below mentioned points:

- Segregate garbage / waste into three parts:
 1. Bio-Degradable (leftover food, vegetable/fruit peels, etc.)
 2. Saleable scrap (empty milk sachets, pet bottles, tins/cans, empty tooth paste/shaving cream tubes, other metal / plastic items, waste paper/books.
 3. All other items that do not fall in the above two categories
- Adopt / create a system for composting / bio-degrading the waste that is categorised under point 1. Several methods can be adopted and one of them is available readymade. (Refer to website www.dailydump.org). In case you want to do this for a whole community, then you can use Bio-Digesters which not only gives manure as output, but also methane gas that can be used for cooking.
- Keep a separate container for items under point 2. Encourage your maid/man servant to segregate the waste properly and then let them enjoy the returns from the sale of this kind of waste.

In any household, those items which fall under point 3 will be the least in terms of volume and the same can be dumped in the municipal bins. This reduces a huge burden on the Government and I believe this is the starting point of a **Swachh Bharath**.

I have implemented this method not only at my home but have also convinced several people in our gated community to adopt / practice this method. In this process, we have done our bit in reducing the garbage load on the Govt. Plans are already in place to implement this in a big way at our gated community of 52 houses such that we generate methane gas, apart from manure for plants. If I follow this why can't each one of YOU?

- T.S. Sankar

For any queries / help if any, on the above initiative / methodologies, you may contact the author on 7044058504 / 9840058504.

कार्मिक सूचना -दिसम्बर 2014 / Personnel Information – December 2014

बोर्ड स्तर की नियुक्तियां / Board Level Appointments



श्रीमती मंजूषा भटनागर की नियुक्ति 30 दिसम्बर 2014 को बामर लॉरी में निदेशक [मानव संसाधन & कॉर्पोरेट मामलों] के रूप में हुई।

Ms. Manjusha Bhatnagar joined Balmer Lawrie as Director [HR & Corporate Affairs] on 30th December 2014.

Prior to joining Balmer Lawrie, Ms. Bhatnagar was associated with Mangalore Refinery and Petrochemicals Limited (MRPL). She has also been associated with Indian Oil Corporation for more than 25 years. With over 33 years of experience, she has significantly contributed to formulation of HR Policies, Manpower Planning and Growth, Industrial Relations and Welfare, Learning and Development, Knowledge Management and Information Systems during her stint at both IOC and MRPL. Throughout her career in HR she has actively pioneered the cause of women empowerment at the work place. She has also won many awards and accolades for her initiatives and work done in the field of HR.

श्री डी सोथी सेल्वम की नियुक्ति 2 जनवरी, 2015 को बामर लॉरी में निदेशक [विनिर्माण व्यवसाय] के रूप में हुई ।

Mr. D Sothi Selvam joined Balmer Lawrie as Director [Manufacturing Businesses] on 2nd January 2015.



Prior to joining Balmer Lawrie, Mr. Selvam worked as General Manager of Indian Oil Corporation Ltd at Chennai, heading the Lube Operations in South India. Having global exposure, he also served as the Senior Vice President for Lanka IOC PLC at Colombo and as a Director on the Board of Ceylon Petroleum Storage and Terminals, Sri Lanka for three years. Mr. Selvam a Chemical Engineer, is a seasoned professional with more than three decades of experience in Indian Oil Corporation Ltd where he headed teams for driving revenue generation, Productivity and Profitability through Sales & Marketing, Production Management, Supply Chain Management, Business Process Re-engineering, Material Management, Strategic Planning, Business Development, Human Resource Management and Brand Management. He is adept in managing business operations with focus on top and bottom-line performance.

पदोन्नति / Promotion

श्री अमित कुमार बसाक की पदोन्नति उपाध्यक्ष [एससीएम], जी&एल - कोलकाता के रूप में हुई है ।
Mr. Amit Kumar Basak has been promoted as Vice President [SCM], G&L - Kolkata.

*बधाई एवं भविष्य में आपकी सफलता की कामना करते हैं ।
Congratulations and wish you all the best in your new role!*

स्थानान्तरण / Transfer

श्री अभिजीत राय, वरि. उपाध्यक्ष [प्रचालन], जी&एल - कोलकाता को कार्पोरेट कार्यालय - कोलकाता में विशेष कार्य अधिकारी के रूप में स्थानान्तरित किया गया है ।

Mr. Abhijit Roy, Sr. Vice President [Operations], G&L - Kolkata has been transferred to Corporate Office - Kolkata.

श्री बिश्वरूप चक्रवर्ती, वरि. उपाध्यक्ष [परियोजना], आईपी - मुंबई को विशाखापट्टनम में वरि. उपाध्यक्ष [नई पहलें], एमएमएलएच - वाइजैग के रूप में स्थानान्तरित किया गया है ।

Mr. Biswarup Chakraborti, Sr. Vice President [Projects], IP - Mumbai has been transferred to Vishakhapatnam as Sr. Vice President [New Initiatives], MMLH - Vizag.

श्री मनीश गोवर, मुख्य प्रबंधक [पर्यटन], टी&वी - दिल्ली को टी&वी - शिलांग में मुख्य प्रबंधक [पर्यटन] के रूप में स्थानान्तरित किया गया है ।

Mr. Manish Grover, Chief Manager [Tours], T&V - Delhi has been transferred to T&V - Shillong as Chief Manager [Tours].

श्री नरबदेश्वर पांडेय, वरि. प्रबंधक [विपणन - औद्योगिक & टीएस] - पक्षे, जी&एल - कोलकाता को जी&एल, - दिल्ली में वरि. प्रबंधक [औद्योगिक बिक्री & टीएस] के रूप में स्थानान्तरित किया गया है ।

Mr. Narbadeshwar Pandey, Sr. Manager [Marketing - Industrial & TS] - ER, G&L - Kolkata has been transferred to G&L - Delhi as Sr. Manager [Industrial Sales & TS] - NR.

श्रीमती कोनिका तयाल, शाखा प्रबंधक [एलएस], एलएस - बड़ौदा को एलएस - दिल्ली में सहायक प्रबंधक [बिक्री] के रूप में स्थानांतरित किया गया है ।

Ms. Konica Tayal, Branch Manager [LS], LS - Baroda has been transferred to LS - Delhi as Asst. Manager [Sales].

श्री मनोज सरदाना, सहा. प्रबंधक [एससीएम], आईपी - मुंबई को जी&एल - चंडीगढ़ में सहा. प्रबंधक [औद्योगिक विपणन] के रूप में स्थानांतरित किया गया है ।

Mr. Manoj Sardana, Asst. Manager [SCM], IP - Mumbai has been transferred to G&L - Chandigarh as Asst. Manager [Industrial Marketing].

श्री बिभाष कुमार पाल, कार्यपालक [प्रचालन], एलएस - वाइजैग को एलएस - मुंबई में कार्यपालक [समुद्री प्रचालन] के रूप में स्थानांतरित किया गया है ।

Mr. Bivash Kumar Pal, Executive [Operations], LS - Vizag has been transferred to LS - Mumbai as Executive [Sea Operations].

श्री चंद्रशेखर कंडूरी, कनिष्ठ अधिकारी [सीएचए प्रचालन], एलएस - हैदराबाद को एलएस - विशाखापट्टनम में शाखा प्रभारी के रूप में स्थानांतरित किया गया है ।

Mr. Chandrasekhar Kanduri, Junior Supervisor [CHA Operations], LS - Hyderabad has been transferred to LS - Vishakhapatnam as Branch In-charge.

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new role!

पुनः पदनाम / Re-designation

डॉ. मोहन लाल दास, सह उपाध्यक्ष [गुणवत्ता नियंत्रण & मानकीकरण], जी&एल - कोलकाता को सह उपाध्यक्ष [गुणवत्ता आश्वासन], जी&एल - कोलकाता के रूप में पुनः पदनामित किया गया है ।

Dr. Mohan Lal Das, AVP [Quality Control & Standardization], G&L - Kolkata has been redesignated as AVP [Quality Assurance], G&L - Kolkata.

श्री राजकुमार सीताराम पटेल, सह उपाध्यक्ष [विनिर्माण], आईपी - मुंबई को प्रधान [प्रचालन], एसबीयू : आईपी के रूप में पुनः पदनामित किया गया है । वे मुंबई में तैनात हैं ।

Mr. Rajkumar Sitaram Patel, AVP [Manufacturing], IP - Mumbai has been redesignated as Head [Operations], SBU: IP. He is based at Mumbai.

श्री अमिताभ बंद्योपाध्याय, मुख्य प्रबंधक [ई&पी], आरओएफएस & ई&पी - कोलकाता को मुख्य प्रबंधक [आरओएफएस], आरओएफएस & ई&पी - कोलकाता के रूप में पुनः पदनामित किया गया है ।

Mr. Amitava Bandyopadhyay, Chief Manager [E&P], ROFS & E&P - Kolkata has been redesignated as Chief Manager [ROFS], ROFS & E&P - Kolkata.

श्री चंद्र नाथ बनर्जी, प्रबंधक [ई&पी], आरओएफएस & ई&पी - कोलकाता को प्रबंधक [समन्वयन], आरओएफएस & ई&पी - कोलकाता के रूप में पुनः पदनामित किया गया है ।

Mr. Chandra Nath Banerjee, Manager [E&P], ROFS & E&P - Kolkata has been redesignated as Manager [Co-ordination], ROFS & E&P - Kolkata.

श्री पी जेम्स, प्रबंधक [उत्पादन], पीसी - चेन्नई को प्रबंधक [उत्पादन & रख-रखाव], पीसी - चेन्नई के रूप में पुनः पदनामित किया गया है ।

Mr. P James, Manager [Production], PC - Chennai has been redesignated as Manager [Production & Maintenance], PC - Chennai.

श्री एम मुरुगन, प्रबंधक [उत्पादन], पीसी - चेन्नई को प्रबंधक [एचएसई], पीसी - चेन्नई के रूप में पुनः पदनामित किया गया है ।

Mr. M Murugan, Manager [Production], PC - Chennai has been redesignated as Manager [HSE], PC - Chennai.

श्री डी राजशेखरन, प्रबंधक [एचएसई], पीसी - चेन्नई को प्रबंधक [उत्पादन], पीसी - चेन्नई के रूप में पुनः पदनामित किया गया है ।

Mr. D Rajasekaran, Manager [HSE], PC - Chennai has been redesignated as Manager [Production], PC - Chennai.

*आपको नए कार्यभार की शुभकामनाएं!
Wish you all the best in your new role!*

विदाई / Farewell



श्री आनंद दयाल, निदेशक [विनिर्माण व्यवसाय], लगभग 38 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 दिसम्बर, 2014 को सेवानिवृत्त हो गए ।

Mr. Anand Dayal, Director [Manufacturing Businesses] retired on 31st December, 2014 after successfully completing around 38 years of service.

श्री आर एम एम ए कादिर, प्रबंधक [प्रचालन], एलआई – चेन्नई लगभग 27 एवं ½ वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 दिसम्बर, 2014 को सेवानिवृत्त हो गए ।

Mr. R M M A Khader, Manager [Operations], LI - Chennai retired on 31st December, 2014 after successfully completing around 27 and 1/2 years of service.

श्री वी बी शर्मा, प्रबंधक [लेखा & वित्त], टी&वी – दिल्ली लगभग 37 एवं ½ वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 दिसम्बर, 2014 को सेवानिवृत्त हो गए ।

Mr. V B Sharma, Manager [Accounts & Finance], T&V - Delhi retired on 31st December, 2014 after successfully completing around 37 and 1/2 years of service.

श्री निर्मल कुमार दे, सहा. प्रबंधक [आईटी], एलआई – कोलकाता लगभग 33 एवं ½ वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 दिसम्बर, 2014 को सेवानिवृत्त हो गए ।

Mr. Nirmal Kumar Dey, Asst. Manager [IT], LI - Kolkata retired on 31st December, 2014 after successfully completing around 33 and 1/2 years of service.

श्री सुजीत मित्रा, कनिष्ठ अधिकारी [एलएस], एलएस – कोलकाता लगभग 33 एवं ½ वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 दिसम्बर, 2014 को सेवानिवृत्त हो गए ।

Mr. Sujit Mitra, Junior Officer [LS], LS - Kolkata retired on 31st December, 2014 after successfully completing around 33 and 1/2 years of service.

हम आपके मंगलमय भविष्य की कामना करते हैं।

We wish you all the best in your future life.

नए सदस्य / New Member



श्री आर एम उथायाराजा की नियुक्ति 31 दिसम्बर, 2014 को एसबीयू : पीसी में मुख्य प्रचालन अधिकारी [पीसी] के रूप में हुई ।

Mr. R M Uthayaraja joined SBU:PC as COO [PC] on 31st December, 2014. He is based at Chennai.



श्री आर लक्ष्मीनारायणन की नियुक्ति 18 दिसम्बर, 2014 को उपाध्यक्ष [प्रचालन] के रूप में हुई । वे कोलकाता में तैनात हैं ।

Mr. R Lakshminarayanan joined SBU: Greases & Lubricants - Kolkata as Vice President [Operations] on 18th December, 2014. He is based at Kolkata.



सुश्री कविता भावसार की नियुक्ति 8 दिसम्बर, 2014 को सचिवालय विभाग, कोलकाता में कंपनी सचिव के रूप में हुई ।

Ms. Kavita Bhavsar joined the Secretarial Dept., Kolkata as Company Secretary on 8th December, 2014.



श्री पिनाकी बासु की नियुक्ति 22 दिसम्बर, 2014 को लॉजिस्टिक सेवाएं - दिल्ली में सहायक प्रबंधक [परियोजना लॉजिस्टिक] के रूप में हुई ।

Mr. Pinaki Basu joined Logistics Services - Delhi as Asst. Manager [Project Logistics] on 22nd December, 2014.



श्री सुजय गांगुली की नियुक्ति 1 दिसम्बर, 2014 को ग्रीस & लूब्रिकेंट्स - सिलवासा में कनि. अधिकारी [ले&वि] के रूप में हुई ।

Mr. Sujoy Ganguly joined Greases & Lubricants - Silvassa as Jr. Officer [A&F] on 1st December, 2014.



श्री सुभोजीत मुखर्जी की नियुक्ति 4 दिसम्बर, 2014 को प्रशासन विभाग, कोलकाता में कनि. अधिकारी [विद्युत रख-रखाव] के रूप में हुई ।

Mr. Subhojit Mukherjee joined Administration Dept., Kolkata as Jr. Officer [Electrical Maintenance] on 4th December, 2014.



श्री महेन्द्र प्रजापत की नियुक्ति 8 दिसम्बर, 2014 को टी&वी - दिल्ली में कनि. अधिकारी [यात्रा] के रूप में हुई ।

Mr. Mahendra Prajapat joined T&V - Delhi as Jr. Officer [Travel] on 8th December, 2014.



श्री योगेश मित्तल की नियुक्ति 8 दिसम्बर, 2014 को टी&वी, दिल्ली में कनि. अधिकारी [यात्रा] के रूप में हुई ।

Mr. Yogesh Mittal joined T&V - Delhi as Jr. Officer [Travel] on 8th December, 2014.



श्री साजाद हुसैन यट्ट की नियुक्ति 8 दिसम्बर, 2014 को टी&वी - दिल्ली में कनि. अधिकारी [यात्रा] के रूप में हुई ।

Mr. Sajad Hussain Yatto joined T&V - Delhi as Jr. Officer [Travel] on 8th December, 2014.



श्री हितेन्द्र मोरेश्वर माली की नियुक्ति 15 दिसम्बर, 2014 को आईपी - नवी मुंबई में कनि. इंजीनियर के रूप में हुई ।

Mr. Hitendra Moreshwar Mali joined IP - Navi Mumbai as Jr. Engineer on 15th December, 2014.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।
Welcome you to the Balmer Lawrie family and wish you all the best!*

GLIMPSES FROM THE CAPITAL CITY



The Rashtrapati Bhavan is the official home of the President of India, located in New Delhi. The 340-room main building has the President's official residence, halls, guest rooms and offices. It spreads through 320 acres and includes the President Estate, Mughal Gardens, large open spaces, residences of bodyguards and staff, stables and other offices. The main palace building was formerly known as Viceroy's House. In terms of area, is the second largest residence of a Head of State in the world after the Quirinal Palace in Rome. The British architect Edwin Landseer Lutyens, a major member of the city-planning process, was given the primary architectural responsibility. Construction started in 1912 and was completed in 1929.

BLAST FROM THE PAST



THE JUBILEE GROUP