

BLOG



Balmer Lawrie
Organisational Gazette

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BLooming into a Better Tomorrow



EDITORIAL

Pressing global challenges, the dynamic business environment and unpredictable environmental changes that we have been witnessing globally are forcing corporates to move away from the "business-as-usual" strategy. Corporates are now expected to be partners in economic growth and sustainable development. Organisations can no more work in isolation. Balmer Lawrie is an organisation that has successfully survived for the last 149 years and is one with this expectation. Our vision, "To be a leading diversified corporate entity having market leadership with global presence in the chosen business segments, consistently delivering value to all stakeholders, with environmental and social responsibility", is also aligned with this expectation. We are the founding members of the UN Global Compact and strongly value the need for sustainable development. Our Health, Safety and Environment & Sustainable Development (HSE & SD) and Corporate Social Responsibility (CSR) functions have evolved over the period of time and partnered with various stakeholders to drive focussed initiatives to achieve the shared goal of development for all. The August issue of BLOG is dedicated to the HSE & SD and CSR functions of the organisation.

Balmer Lawrie witnessed leadership changes recently. While Mr. Viren Sinha, C&MD and Mr. Niraj Gupta, Director [Service Business] laid down their office on 31st July, Mr. Prabal Basu, C&MD and Mr. K Swaminathan, Director [Service Business] assumed charge on 1st August. BLOG wishes them all the best in their new roles. In the section "New Leadership" learn about the two leaders who believe in leading from the front and taking the organisation to newer and greater heights.

Hope you enjoy reading this issue of BLOG and do send in your suggestions, contribution and feedback to me at mukhopadhyay.mohar@balmerlawrie.com.


NEW LEADERSHIP

Mr. Prabal Basu took over as Chairman & Managing Director on 1st August 2015. A qualified Chartered Accountant (ACA), a qualified Company Secretary (ACS) and a qualified Cost & Management Accountant (ACMA), Mr. Basu has around 29 years of experience in Accounts & Finance, Information Technology, ERP Implementation and General Management. He joined Balmer Lawrie & Co. Ltd. in the year 1988, post stints with a premium chartered accountancy firm and Duncans Agro Industries Ltd.

At Balmer Lawrie, Mr. Basu successfully led the Finance function of the diverse manufacturing and service businesses before being elevated to the Board as Director [Finance] on 1st December, 2012. He has been one of the key board members to chart out long term growth drivers for the businesses of Balmer Lawrie. He is credited for significantly contributing to the strategic investment decisions leading to the Company's profit and growth. On 1st August, 2015 he took over as Chairman & Managing Director of the Company. He is one of the youngest C&MDs in the history of Balmer Lawrie.

Mr. Basu's academic brilliance is par excellence. He has been awarded with several national merit scholarships and prizes like the Nripati Nivanani Memorial prize for securing 1st rank in Eastern India and the R.V.K. Umarjee prize for the best paper on Cost Accountancy while pursuing his Chartered Accountancy. He was awarded the D. D. Kalra Memorial Prize for securing highest marks in "Advanced Cost & Management Accountancy – Analysis & Control" paper. Mr. Basu is an Associate Member of the Institute of Chartered Accountants of India, Institute of Cost Accountants of India and Institute of Company Secretaries of India. He has also been part of Leadership Programs at IIM-Lucknow and MIT, Boston, USA.

A keen philatelist from an early age, during the course of his life he has acquired a comprehensive collection of stamps from all over the world. When not working, Mr. Basu enjoys listening to music and watching sports and Formula 1 racing. He also loves travelling with his family.

NEW LEADERSHIP



Mr. Kalyan Swaminathan took over as Director [Service Business] on 1st August 2015. A qualified Cost & Management Accountant (ACMA) and a qualified Company Secretary (ACS), Mr. Swaminathan has a working experience of 32 years during which he has successfully contributed to the areas of Accounts & Finance, Information Technology, ERP Implementation, Logistics and General Management. He joined Balmer Lawrie in the year 1987. Prior to joining Balmer Lawrie, he worked with EID Parry (India) Ltd. He left Balmer Lawrie for a brief period to work with an IT start up in Bangalore as VP (Finance) and re-joined Balmer Lawrie in November 2009.

During his tenure at Balmer Lawrie, as VP [Finance], Mr. Swaminathan has played a significant role in improving the financial processes and systems and business operations of the Company, leading to growth and optimisation of profits. As VP & Head [ERP], he successfully led the implementation of ERP across functions and businesses. In September 2013 he was entrusted with the responsibility of driving the Logistics

Infrastructure business as Chief Operating Officer. On 1st August, 2015 he was elevated to the board as Director [Service Business]. In his role as Director, he would oversee the Travel & Vacations and Logistics businesses of the Company.

A keen analyst, an enterprising leader, a motivator, a team player and a seasoned professional, Mr. Swaminathan has rich experience in business operations and change management, besides financial and cost accounting.

When not working he likes listening to Carnatic music. Incidentally, Mr. Swaminathan has learnt Carnatic music. He also likes watching cricket.

LEADERSHIP SPEAKS



Viren Sinha
Chairman &
Managing Director

I'm glad that this issue of BLOG is focusing on two very important areas, HSE and CSR, which have driven us to create a culture of "think sustainability". I can proudly say that we are a responsible corporate citizen and we have been continuously endeavoring to engage with various stakeholders to integrate social and environmental sustainability and "think safety" into the DNA of our business.

All of us have to align our goals in a way where we facilitate development that not only meets the needs of the present, but also would meet the needs of future generations. In the last couple of years, a lot of work has been done in the areas of Safety, CSR and Sustainability, across India. We implemented a 'first-of-its-kind' project in CSR and this was the distribution of innovative water backpacks, which was a tremendous success. We distributed 20,000 water backpacks to the womenfolk in the desert regions and other water stressed zones around the country. Health checkup camps were organized across the country where over 50,000 drivers were covered. We joined the

Swachh Bharat Abhiyan and have been actively taking various initiatives to make this mission a success. We have been engaging with grassroots networks around our plants for participatory development of the areas. The gram panchayat is consulted to understand the needs of the communities around the new manufacturing units, so that our CSR initiatives can be better aligned with their requirements.

At the organizational level, we have set up a state-of-the-art high throughput zero effluent plant at Navi, Mumbai which is a green plant, powered partially by a 30 KWp solar power unit, and supported by host of other green features designed to reduce overall carbon footprint. We also installed a 130 KWp Solar Power plant at the Industrial Packaging plant at Asaoti. We also commissioned Zero Liquid Discharge Effluent Plant (ZLDEP) at the Company's Manali Complex. Our various safety initiatives in the last couple of years have led to significant reduction in incidents across SBUs.

HSE and CSR initiatives have to be taken forward collectively and in a mission mode. Let's not rest on our laurels, but proactively help in fostering the HSE culture in the organization. Each one of us should aim at being a safety ambassador, a green evangelist and actively participate in Swachh Bharat and CSR initiatives.

LEADERSHIP SPEAKS



Manjusha Bhatnagar
Director [HR & CA]

I feel privileged to write that Balmer Lawrie is an organisation that cares. Our company cares not only for the employees and their families but also the communities at large in and around our units / establishments and our other stakeholders. Thus, everything we do and everywhere we operate, the concern for people and processes is very high. It has been our constant endeavour to exercise high standards of Health, Safety and Environment [HSE] woven with continuous commitment to CSR. Excellence in HSE & CSR is aimed at making a long-term and positive contribution towards sustainable development. The HSE & CSR guiding principles adopted by our company have created a framework for the application of the HSE & CSR Policies and provide clear direction for developing and applying the company's HSE & CSR Management Systems at all levels.

Peter Drucker once said, *"Guiding principle of business economics is NOT the maximization of profit, it is the avoidance of loss."* Our aspiration is to make HSE an everyday habit and a way of life at BL. Safe people, safe processes, safe practices and safe productivity has to be ingrained in the DNA of the organisation. Reaching such a stage where HSE is well entrenched in all our business activities is not easy. We all need to proactively endorse risk minimization approaches, follow the laid down guidelines and the "basics" correctly. We have to constantly question ourselves; are we assessing the risk before buying new machinery? Are we doing enough brainstorming before changing any process parameter? Are we paying enough attention to strengthen our preventive maintenance program for critical equipment? Are we providing enough on-the-job training before placing a person on the job? Are we investigating all our near misses? The questions are many and the answers will only lead to achieving the best safety management system.

Our company has already put in place a system of evaluating the HSE performance of each unit and individual. We will be shortly introducing safety audit at each plant by an external agency. I request all Safety Leaders to act as facilitators by identifying the needs, build personal relationships, provide support to the individual through dialogue and open communication and coach people when performance is suboptimal. Let's together create a supportive environment that would ensure a stronger influence on employee engagement, safety behavior and incident reduction. The HSE department must help the leadership to adopt and facilitate an aggressive risk-reduction philosophy making safe production the number one priority at BL. It also has to work closely with the leadership to strengthen our "green" strategy.

As regards Corporate Social Responsibility (CSR), I feel happy that today our various initiatives are one with the national mandate. Traditionally, CSR in BL was more of cheque book charity and philanthropy. However, post the guidelines issued by DPE on CSR and Sustainability in 2010, there was a paradigm shift and CSR became a more organised and focussed activity aligned with the business goals. The focus areas in CSR are health, education, skill development, child sustenance, care for the elderly and provision of drinking water and sanitation. The CSR activities/projects are implemented after assessing the needs of the stakeholders, who are impacted by the commercial operations. Some of the key CSR projects, which have had tremendous impact on the beneficiaries include distribution of 20,000 water backpacks in water stressed zones pan India, health check-up camps for 50,000 truck drivers across the country and construction of 306 toilets in government schools in the states of Assam, Chhattisgarh, West Bengal, Haryana and Andhra Pradesh, as part of the Swachh Bharat Abhiyan. In fact, very proudly we write that BL was the first company in the Oil Sector to achieve its targets under the SBA.

I exhort one and all to join hands to protect our common future and work towards enhancing the triple bottomline. My best wishes to both the HSE and CSR functions! Lets work safely, remain safe and work together to create a brighter tomorrow.

HSE THEN AND NOW

Effective Health, Safety and Environmental (HSE) Management has become more crucial than ever before. Legislation is becoming more stringent and public expectations are high. Major accidents, e.g. the Bhopal Gas disaster (1984), the Piper Alpha accident (1988) and the EXXON Valdez oil spill (1989) led to an increased awareness within the industry and authorities that more effective management systems needed to be in place to avoid major incidents.

Post the Bhopal disaster, two major changes happened in the Indian legal framework. The Environment Protection Act came into force in 1986, followed by amended Factories Act in 1987. After liberalization of the economy and advent of MNCs, the market became more competitive and obtaining the ISO and OHSAS certifications became a necessity to retain business.

Since early days, the HR department of Balmer Lawrie played an important role in furnishing returns

HSE THEN AND NOW

related to Safety and Welfare as per statute. Gradually as the units obtained ISO and OHSAS certification in early 2000, employees from Engineering and Operations department increasingly aligned with the standards. Approach towards safety till then was more reactive in nature and lot of it was being done after each incident. Implementation of fire hydrant system, modification of electrical panels etc. started in late 2000 as the standards started becoming more stringent. Safety trainings were bit sporadic in nature, mainly depending on audit recommendations. Compliance to PPE was always an area of concern and employees had a perception that safety is for the employer not employees.

DPE came up with a very stringent guideline in 2010 on CSR & Sustainability, and forming a separate corporate function on HSE & Sustainability became imperative. In March, 2012 HSE & Sustainability was incorporated as a corporate function in Balmer Lawrie.

Soon after its formation, the Company came up with a Corporate HSE & Sustainability Policy and a detailed manual to standardize the safe working procedure in August 2013. Over the last three years the function got established and achieved some significant milestones in the process.

Today HSE is a value and given the top most priority in any business decision. HSE performance is being reviewed first in any quarterly business review by the top management. In the last couple of years the management sanctioned substantial amounts to be invested in fire prevention and protection mechanism. Training and creating awareness on HSE has been a major priority. Last year, the HSE leadership training organised for the senior management is an example of this.

Significant achievements of the function are mentioned below:

- ❖ Development of 5 years road map on HSE & Sustainability in association with M/s Ernst & Young.
- ❖ Development of Corporate HSE Policy and Manual.
- ❖ More than 2000 man-hours of HSE training in the last 3 years for internal and external stakeholders.
- ❖ More than 100 man days of HSE audit across all SBUs and 80% implementation of recommendations.
- ❖ Risk assessment being done for all activities in the plant operations.
- ❖ Implementation of permit to work, safety induction, toolbox talk and daily HSE inspection system across all units.
- ❖ Incident and investigation reporting mechanism established in the organization.
- ❖ Online HSE MIS system implemented in SAP.
- ❖ HSE parameters is a mandatory KPT for all executives involved in operations.
- ❖ BL's HSE audit protocol implemented. Scores given to all units and establishments and scores are also being linked for best Unit and SBU awards.
- ❖ 160 KWp of solar plant installed at two IP plants in association with project division.

All the above mentioned efforts resulted in significant reduction in incidents over the last couple of years. Various systems and tools implemented should be able to create confidence and provide assurance that critical HSE risks are effectively managed and understood by all levels of the work force. This is what a fully implemented HSE Management System provides. In the future years, the HSE function will partner with SBUs and work closely to improve the behavioral aspects of the workforce and create a safe environment to work for.

कॉरपोरेट सामाजिक उत्तरदायित्व

कॉरपोरेट सामाजिक उत्तरदायित्व (सीएसआर) व्यावसायिक संगठनों की सतत प्रतिबद्धता है कि वे नैतिकतापूर्ण व्यवहार करेंगे और देश के आर्थिक विकास में योगदान करते हुए कर्मचारियों और उनके परिवारों के साथ-साथ स्थानीय समुदायों और समाज के जीवन की गुणवत्ता में सुधार लाने हेतु प्रयास करना है।

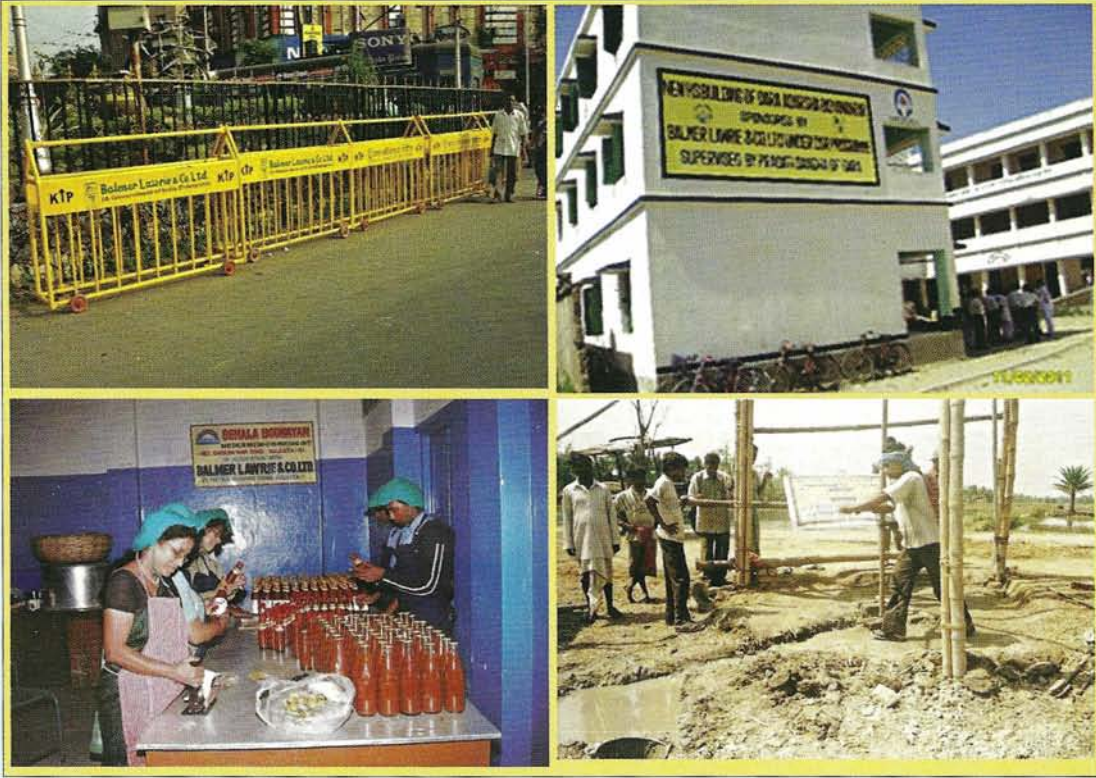
सीएसआर माइलस्टोन

बामर लॉरी में सीएसआर गतिविधियां, सीएसआर नीति की शुरुआत के साथ 2008 में शुरू की गईं और तदनुसार एक शुरुआती तौर पर वित्त वर्ष के लिए सीएसआर बजट का आवंटन किया गया था। पहला सामुदायिक विकास के लिए सुंदरवन क्षेत्र को चुना गया एवं गैर सरकारी संस्था द्वारा पीने का पानी, स्वास्थ्य, शिक्षा, पर जोर दिया गया, क्योंकि यह चिन्हित पिछड़ा जिला था एवं बाकी के एसबीयू में सीएसआर के कार्य चिन्हित कर अमल किए गए।

कंपनी ने कॉरपोरेट सामाजिक दायित्व के तहत सीएसआर नीति बनाई गई और क्रियान्वन किया गया। इस नीति का उद्देश्य है कि कंपनी की प्रमुख इकाइयों के आस-पास 'समावेशी विकास' को प्राप्त करना तथा सामाजिक दृष्टिकोण से जीविका, स्वास्थ्य, जल, शिक्षा, पर्यावरण और संरचना इत्यादि प्रमुख योजनाओं को अमल करना।

बामर लॉरी & कंपनी लिमिटेड की कॉरपोरेट सामाजिक दायित्व नीति दो महत्वपूर्ण योजनाओं जैसे कि बामर लॉरी इनिशिएटिव फॉर सेल्फ सस्टेनेंस (BLISS) और समाज में बामर लॉरी (SAMBAL) पर आधारित है। पहली योजना से अल्प सुविधा प्राप्त लोगों को दीर्घकालीन आर्थिक पोषण देती है और दूसरी योजना के अंतर्गत कंपनी अपनी उत्पादन इकाइयों और कार्य क्षेत्रों के आस-पास के क्षेत्रों में रहने वाली जनता की जीवन स्तर में सुधार लाने हेतु बुनियादी ढांचा जैसे कि पीने का पानी, सड़क, बिजली इत्यादि सुविधाएं मुहैया करने हेतु हमेशा प्रयास करती रहती है ताकि आस-पास के समुदायों के साथ संपर्क बरकरार रख सकें।

2008 की सीएसआर की कुछ झलकियां



2010 में सीएसआर पर डीपीई दिशा निर्देशों के अंतर्गत सीएसआर पहल करने के लिए पिछले वर्ष की 2% पैट का खर्च किया गया एवं सरकार के साथ एमओयू के दौरान सीएसआर के लक्ष्य और उस पर रैंक दिये जाते थे।

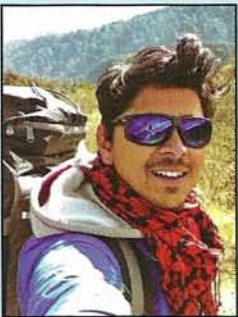
2010-11 से नियमित रूप से बजट का 2% डीपीई के निर्देश अनुसार विभिन्न सीएसआर गतिविधियों जैसे क्रमशः शिक्षा, स्वास्थ्य, आजीविका, आधारभूत सारंचनाएँ, वृक्षारोपण, पर्यावरण और प्राकृतिक आपदाओं पर खर्च किया गया।

2012 में कंपनी ने सीएसआर के क्रियान्वयन के लिए पेशेवरों की नियुक्ति की गई एवं सीएसआर विभाग बनाया गया ताकि कॉर्पोरेट सामाजिक दायित्व का निर्वहन पूरी निष्ठा से की जा सके। इसी वर्ष बृहत रूप से सीएसआर नीति, डीपीई के निर्देश अनुसार बनायी गई, जो कंपनी को अगले 5 वर्षों तक मार्गदर्शन करेगी।

कंपनी अधिनियम, 2013 के तहत एक निश्चित वर्ग की मुनाफा कमाने वाली कंपनियों को अपने 3 साल के औसत शुद्ध लाभ का 2 प्रतिशत प्रत्येक वित्त वर्ष में सीएसआर गतिविधियों के लिए खर्च करना अनिवार्य हो गया।

हमारी कंपनी सालाना पैट की 2% पहले डीपीई के तहत, अब कंपनी अधिनियम के तहत सीएसआर पर प्रत्येक वर्ष 100% खर्च करती है। पिछले कई वर्षों से सीएसआर की गतिविधियों का चुनाव चयनित समिति द्वारा किया जा रहा है एवं कंपनी की कोशिश है कि जो भी कार्य चुना जाए उससे समाज को लाभ मिले तथा कंपनी को भी फायदा हो एवं समाज में बामर लॉरी अपने उत्कृष्ट योगदान के लिए जाना जाए।

EMPLOYEES SPEAK



Being a human, it has always been a pleasure for me to make other people smile or happy by contributing and putting in a little effort from my side. Though I considered the targets given by the CSR department of Balmer Lawrie as a part of my duty, it was a good opportunity for me to do some social

work. After completion of the construction/renovation of toilets in different schools, I felt good when I visited those schools to get feedback from school authorities. Their smiling faces were more than their words as feedback.

Ritabrata Chatterjee, Jr. Officer [Administration], Kolkata

I was assigned the job for monitoring the progress of construction of toilets in Chhayagaon and partly in Chamoria Blocks in Kamrup District of Assam. For me, it was a great learning experience. I was able to see from close quarters the difficulties faced by teachers as well as students in rural areas. Majority of the schools lacked adequate number of teachers for imparting education. Most of the schools lacked basic facilities like desk and benches. At times, students can be seen studying under the trees. Against such a backdrop, I felt that the toilets constructed by the company under the "Swachh Bharat Abhiyan" were a luxury for the students. This particular assignment would always be a memorable experience for me.



Dhruva Das, Officer [LS], Kolkata

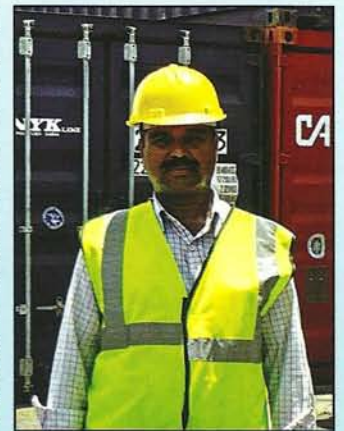
EMPLOYEES SPEAK



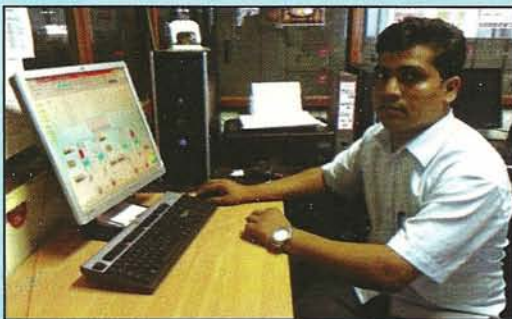
I have been working all along in the Marketing Department of Industrial Packaging since the past 25 years in the same work profile. Though my involvement with CSR activities was limited for a very short period of 3 to 4 days' time, it was totally a new experience. I tried to contribute my best by visiting several Government schools, which were assigned to me, based in Jasspur Block in the State of Chattisgarh for inspection of toilets sponsored by our Company. I visited several remote villages and had the opportunity to build contacts with several Government Officers and other related officials, which might be useful for my regular job. If I'm given the opportunity once again, I would love to contribute my best.

T N Prasad, Sr. Manager [Marketing], IP - Kolkata

I joined Balmer Lawrie on 22nd June 1989 in Industrial Packaging, Chennai, and after 5 years I got transferred to AOFA division. Since the inception of CFS, Chennai in 2000, I have been working there as Yard Supervisor and have taken the additional responsibility of HSE Coordinator from 2011 onwards. It has been a wonderful journey so far and I am really happy that BL gives top importance to HSE. We at CFS maintain the highest standards of safety and encourage safe working environment. We religiously follow safety exercises viz. daily tool box talk, periodical mock drills, conducting safety training and safety committee meetings etc. which have helped us to improve a lot in ensuring safety aspects at our CFS. The encouragement from Head HSE, our Unit Head and from others are the main reason for this. Our objective is to ensure that our CFS is accident free and whoever comes here should feel safe. In my opinion, any place can be safe as long as the people working there practice safety aspects with self-interest and take self-initiative. If every individual takes care of his/her own safety in every activity he is performing, then there won't be any question of any accident anywhere.



S Palani, Officer [Operations], CFS - Chennai



मैं बामर लॉरी सिलवासा मे अलग अलग जगह पे 12 साल से काम कर रहा हूँ। इन 12 सालो में मैंने काफी बदलाव देखे है।

हमारी कंपनी मे निम्नलिखित सेफ्टि संबन्धित कार्य किए गए है जिनकी हम सभी सराहना करते हैं।

- सभी वर्कर्स के लिए कंपनी सेफ्टि शूज मुहैया करती है। इसके अलावा कार्यक्षेत्र में लगने वाले विभिन्न सुरक्षा उपकरण जैसे ग्लव्स, मास्क एवं सेफ्टि गॉगल्स भी दिया जाता है।
- टैंकर अलोडिंग पॉइंट पे सेफ्टि बेल्ट की सुविधा भी की गयी है।
- प्लांट बिलकुल हारा भरा है जिसकी वजह से हमारा प्लांट और भी सुंदर दिखता है।
- सेफ्टि के विभिन्न कार्यक्रम भी प्लांट मे आयोजित किए जाते है।

सेफ्टि हम सभी की पहली ज़िम्मेदारी है। बामर लॉरी सिलवासा में हम सभी कर्मचारी इस बात पे विशेष ध्यान देते हैं की कोई भी काम सेफ्टि नियम का पालन करते हुए ही किया जाए।

Jitesh Patel, Workman, G&L - Silvassa

TESTIMONIALS

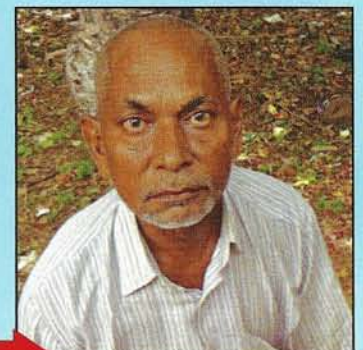


The treatment provided by the MMU Unit is better than Government Hospitals. I thank Balmer Lawrie and HelpAge India for my good health.

Shanmugathammal

I feel so much better than before and happy because of the services provided by HelpAge India in association with Balmer Lawrie & Co. Ltd. I have a sense of belonging with the mobile unit.

M Karuppiah



TESTIMONIALS



The students and parents are very happy with the initiative that Balmer Lawrie & Co. Ltd. has taken for improving hygiene especially for the girl students.

*Mansi Guha Roy Nath,
Principal, Barisha*

*Primary Girls School, Behala Sakherbazar, Kolkata
(Balmer Lawrie constructed 2 toilets and 4 urinals in the school as part of Swachh Bharat Abhiyan.)*

Toilets are well built and students are happy. Sanitation has improved among the students.

*Sujata Saha
Pramanik, Dinesh
Nagar F.P. School,
Bansdroni, Kolkata*

(Balmer Lawrie constructed 2 toilets and 4 urinals in the school as part of Swachh Bharat Abhiyan.)



MANAGING MECHANICAL HAZARDS IN DRUM MANUFACTURING

Drum manufacturing falls under the broad perspective of sheet metal fabrication/forming. Sheet metal forming processes are those in which the force is applied to a piece of sheet metal to modify its geometry. The applied force stresses the metal beyond its yield strength causing the material to deform but not to fail. By doing so, the sheet metal can be bent or stretched into variety of complex shapes. The sheet metal working process also includes welding, bending, roll forming, seaming, deep drawing and piercing. In this process there is considerable involvement of human activity with heavy duty machine/moving/rotating equipment. Hence, hazards related to working process/environment are bound to happen during these operations.

When machine-related mechanical hazards cannot be totally eliminated through inherently safe design, they must be reduced to minimum extent feasible, or the hazards that cause them must be isolated from the workers by guards that allow the minimum safety distances to be respected. Most of the risks related to mechanical hazards can be reduced to acceptable forces or energy levels by applying a risk reduction strategy. If this is impossible, the hazards must be isolated from people by guards that maintain a safety distance between the danger zone and the people, with the main result being to reduce access to the danger zone.



Industrial Packaging units have taken the following initiatives to control and manage various hazards thereby minimizing risk in our operations.

1. Guarding of all rotating parts, press machines, and weekly inspection to ensure guards are in place.
2. To improve the quality of ambient air, extraction and ventilation system implemented.
3. Acoustic enclosures in various machines to dampen the noise.
4. Gas cylinders are fitted with flash back arrestors and cylinders are chained.
5. Pressure vessels are inspected periodically by statutory authority.
6. Implementation of LOCK OUT TAG OUT system before any maintenance work.
7. Flame proof light fittings are installed in Thinner and Paint storage area.
8. Yearly inspection and testing of the Electrical system and earthing system.
9. Fire prevention measures near the paint booth area.
10. Periodic maintenance and load testing of EOT cranes and fork lifts.
11. Continuous training of the machine operators.
12. Strict adherence of the Personal protective equipment by workmen and executives.
13. Special focus on period maintenance of the hot air generators.
14. Permit to work are issued for all non-routine activities.

SAFETY IN PLANT MAINTENANCE

SAFETY is the most important and vital key word in our entire life span, right from our birth to the last breath. This is equally important in every moment and movement of life, whether at home, on the road or at the workplace. At our home we have so many good and safe practices and gadgets, at public/work places the rules and regulations are there to follow for safe movements; similarly at our Plants, there has to be some approved procedures, schedules, usage of PPTs, Work Permits, systems and implementation of different acts to work in a safe manner, which will ultimately lead us to achieve the common goal.

Now to cater to this in some areas our direct involvement is there and in some it is indirect, but every where it is related to our safe survival. It is our prime responsibility to 'Maintain Safety & Live Safe'.

The word "Maintenance", brings to our mind the 2 Ws and 1 H i.e. 'What, Why and How - to maintain'. Replies, in short to these are:

What: All resources i.e. the Man, Machines, Material and Resources.

Why: To get their output of desired quality, to ensure their safe & fearless usage, to conserve for future as their availability is limited.

How: With the guidelines of approved procedures, implementations of Acts & regulation and usage of correct PPTs.

Maintenance of plant and equipment is carried out to prevent problems, to correct faults, and to ensure effective working of equipment.

Why is maintenance of plant and equipment important?

An effective maintenance programme will make the plant and equipment more reliable. Fewer breakdowns will mean less dangerous contact with machinery and cost benefits of better productivity and efficiency.

Additional hazards can occur when machinery becomes unreliable and develop faults. Maintenance allows these faults to be diagnosed early to manage any risk. However, maintenance needs to be correctly planned and carried out. Unsafe maintenance has caused many fatalities and serious injuries either during the maintenance or while using the badly maintained or wrongly maintained/repaired equipment.

How one can do it?

Establishing a planned maintenance programme may be a useful step towards reducing risk. Having a reporting procedure for workers who may notice problems while working on machinery is also good.

Some items of the plant and equipment may have safety-critical features where deterioration would cause a risk. One must have arrangements in place to make sure the necessary inspections take place.

But there are other steps to consider:

Before you start maintenance

- Decide if the work should be done by specialist contractors. Never take on work for which you are not prepared or competent.
- Plan the work carefully before you start, ideally using the manufacturer's maintenance instructions, and produce a safe system of work. This will prevent unforeseen delays and reduce the risks.
- Make sure maintenance staff are competent and have appropriate clothing and equipment.
- Try and use downtime for maintenance. You can avoid the difficulties in co-ordinating maintenance and production work if maintenance work is performed before start-up or during shutdown periods.

Safe working areas

- You must provide safe access and a safe place of work.
- Don't just focus on the safety of maintenance workers – take the necessary precautions to ensure the safety of others who may be affected by their work, e.g. other employees or contractors working nearby.
- Set up signs and barriers and position people at key points if they are needed to keep other people out.
- Plant and equipment must be made safe before maintenance starts.

Safe isolation

- Ensure moving plant has stopped and isolate electrical and other power supplies. Most maintenance should be carried out with power off. If the work is near uninsulated, overhead electrical conductors, e.g. close to overhead travelling cranes, cut the power off first.
- Lock off machines if there is a chance the power could be accidentally switched back on.
- Isolate plant and pipelines containing pressured fluid, gas, steam or hazardous material. Lock off isolating valves.

Other factors you need to consider

- Release any stored energy, such as compressed air or hydraulic pressure that could cause the machine to move or cycle.
- Allow components that operate at high temperatures time to cool.
- Safely clean out vessels containing flammable solids, liquids, gases or dust, and check them before high temperature work is carried out to prevent explosions. You may need specialist help and advice to do this safely.
- Clean and check vessels containing toxic materials before work starts.

Dos and don'ts of plant and equipment maintenance

Dos...

- Ensure maintenance is carried out by a competent person (someone who has the necessary skills, knowledge and experience to carry out the work safely).
- Maintain plant and equipment regularly – use the manufacturer's maintenance instructions as a guide, particularly if there are safety-critical features.
- Have a procedure that allows workers to report damaged or faulty equipment.
- Provide the proper tools for the maintenance person.

HSE IMPROVEMENT

Implementation of Proactive HSE Inspection Mechanism



General Planned Inspection (GPI) started in all manufacturing and CFS Units



Improved compliance of adherence of Personal Protective Equipment (PPE) at Sites

Significant improvement in machine guarding across locations



Improved machine guarding at IP, Manali

Majority Gas Cylinders are handled in cylinder trolley



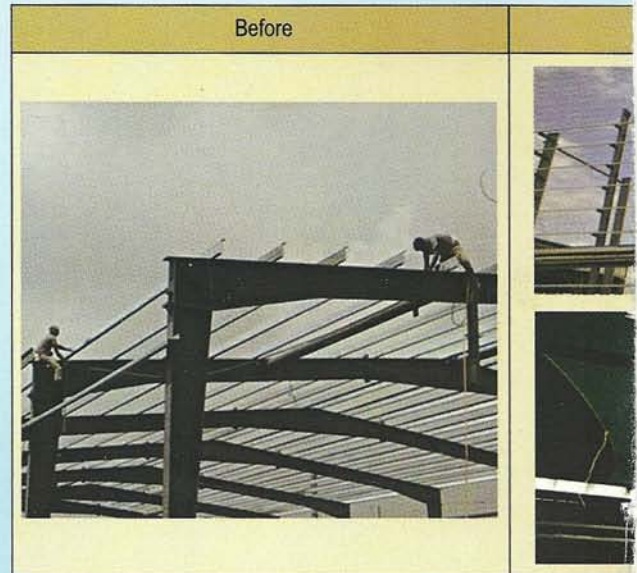
All sites now comply with statutory testing of Pressure Vessels



Secondary containments of the



Use of Mobile Elevated Working Platform safety net for working at height



Most of the sites have implemented Arresters in cutting sets

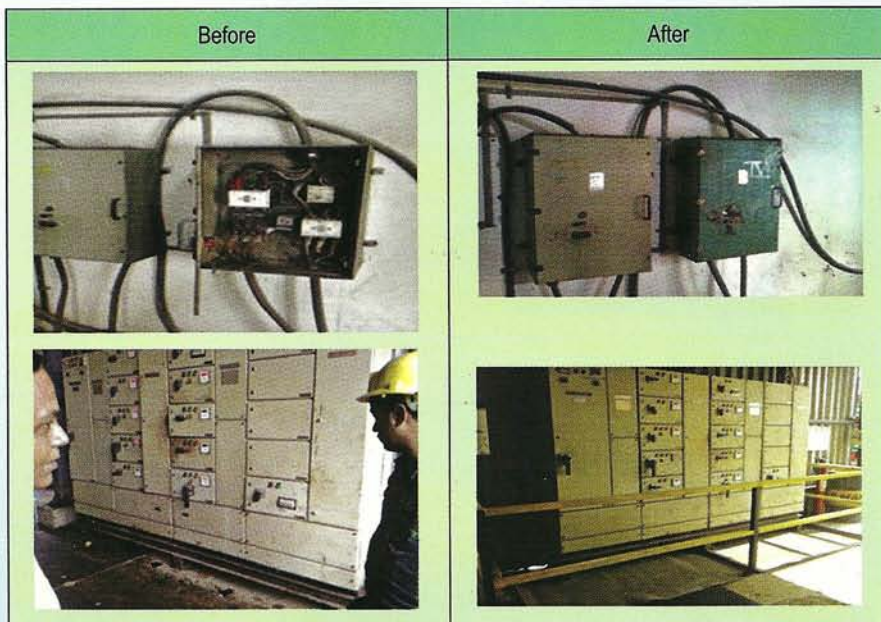


INITIATIVES

Storage Tanks

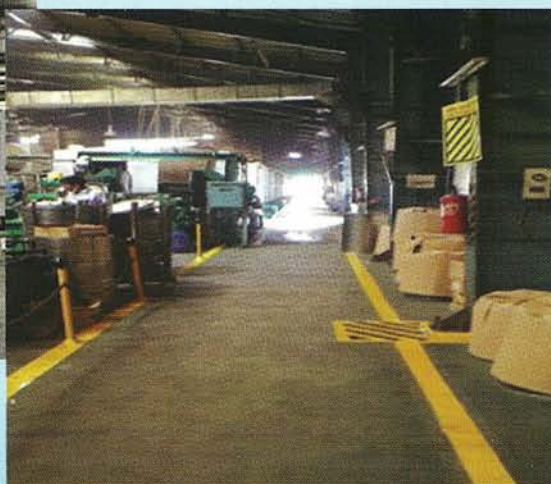


Improvement in Electrical safety system



m and

Improvements in Housekeeping at various locations



Flash Back

Extraction and Ventilation System



SAFETY IN PLANT MAINTENANCE

- Schedule maintenance to minimise the risk to other workers and the maintenance person wherever possible.
- Make sure maintenance is done safely, that machines and moving parts are isolated or locked and that flammable/explosive/toxic materials are dealt with properly.

Don'ts...

- Ignore maintenance.
- Ignore reports of damaged or unsafe equipment.
- Use faulty or damaged equipment.

P K Mukherjee, Chief Manager [Maintenance], G&L - Silvassa

SAFETY IN LIFTING OPERATIONS

Safety is the most important priority for any business unit, and as a responsible organization all the safe working procedure and practices should be followed. One must ensure safety while lifting the materials or cargo for its operations.

Lifting can be categorized into Manual Lifting and Mechanical Lifting. Manual Lifting can be defined as 'any transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or by bodily force'. Mechanical Lifting can be understood as any tool or equipment whose prime rationale is to lift or lower loads.

There are some basic principles which need to be followed prior to start manual lifting operations.

- Think and Plan before lifting/handling the load
- The route should be free from obstructions
- Stand in correct position with a straight back and the chin tucked in, the feet should be apart with one foot in front of the other facing in the intended way of movement.
- Bend the knees and try and keep the back's natural, upright posture
- Hold the load firmly and maximum close to the body
- Legs should be used to lift the weight in smooth motion as this offers more control in lowering the pressure on the back
- Keep the load down tenderly and ensure to keep the knee bent and the back straight.

It is always advisable to reduce manual lifting wherever possible by using mechanical or other means. In addition to that safe manual lifting techniques should be provided with protective accessories where it is necessary, particularly for the hands and feet.

Mechanical lifting materials decrease the requirement of manual handling but can pose their own hazards. All types of lifting equipment, including lifting gear and lifting operations must comply with requisite operating guidelines and procedures. Lifting equipment includes cranes, lifts and hoists, and components which include chains, ropes, slings, hooks, shackles and eyebolts.

All lifting operations should be planned and carried out by a competent person, (someone with sufficient knowledge, experience and training), to ensure that they are carried out safely. Routine activities should ideally be reviewed every six months and more complicated lifting operations may be reviewed every time they are carried out.

There are some basic points that need to be followed while using and operating Mechanical Lifting operations:

- All lifting equipment must be suitable for activity it is to be used for
- Consider load to be lifted and any other risks pertaining to its operations
- Lifting equipment should have sufficient stability and strength
- All Operators should be provided with safe working place
- Trained and competent operators should be used for carry out lifting operations
- It should be ensured that the competent authority inspect all lifting equipment
- All the lifting machines should be clearly marked with safe working load
- All lifting work should be supervised by competent person all the time to minimize initial risk

Safety is a combined responsibility. We all have to work together to make our work place a safe working place. As it's rightly said **"Prepare and prevent, don't repair and repent"**.

One such work place where heavy lifting equipment like Reach Stackers, Crane and Fork Lifts are being used in our Company is the Container Freight Stations. We at CFS, Chennai are handling several types of heavy loads and while handling these, we are proactively following precautionary and preventive measures to avoid any mishap.

- Obtained certificate of fitness issued by an authorized competent authority of all the equipment that are used for handling heavy loads
- All types of slings used for lifting heavy load are properly checked and obtained sling test certificates from respective vendors
- Apart from ensuring that all operators are having valid license, we also insist the vendors to get the eye test done to ensure no mishaps take place due to vision problem
- Ensuring that helpers are available at Reach stackers and Cranes at all time to guide the operators.
- Insisting the vendors to carry out preventive maintenance to avoid any break down during the working hours which not only will hamper the work but also could be dangerous.

R Raghupathi, Chief Manager, CFS - Chennai

Tete-e-tete with Mr. Amit Paladhi, Head [HSE & SD]

You have been instrumental in setting up the HSE & Sustainability department in Balmer Lawrie. Tell us about your experience.

I joined Balmer Lawrie [BL] in March 2012 as Sr. Manager-HSE & SD responsible for initiating and developing a uniform HSE management system across SBUs, create a proactive safety culture and give a direction to this function. I was fortunate to work in some good corporates like Alstom, Hindustan Unilever and Castrol where I was exposed to some world class management systems on EHS [Environment, Health & Safety].

It was a step jump role for me, when I was assigned the role of Head [HSE & SD] for the organisation. My challenge in this assignment was to translate my learnings in my early career into actions in the best possible way. The journey is still on and I feel it is only partly accomplished. I must acknowledge that it has truly been a very enriching experience for me. From identifying and mitigating HSE issues to training more than 1000 employees, carrying out more than 100 HSE audits in six different SBUs, time just flew, and I still feel that I could have done better. I feel humbled to receive enormous support from the management of each Unit, HR team members, Top Management and my seniors ED[CA] and D[HR & CA] in my journey so far in BL.

BL being a very unique Company with so many diversified businesses, the risk profile amongst businesses are so different. Coming up with a single HSE manual and Policy applicable for all SBUs was in itself so challenging. The best part in the journey was the willingness of SBUs and the Leadership to identify, accept and address the HSE issues. Today it's more a "pull for compliance than a push" more a "want to have compliance than a have to" in our organisation. Thanks to the pressure from our customers too, which has played a part in this HSE activism. We are not far, when a good HSE record can only bring business. Safety is the topmost agenda for any global company.

As Head [HSE & Sustainability], what is your prime safety concern on any given day?

The prime safety concern is to check how we are managing our day to day non-routine activities and contractors. Statistics show 88% of all industrial accidents happen while performing non-routine tasks. It's very important that all non-routine activities, specially where contractors are engaged in work at height, confined space, lifting operations etc. should be properly risk assessed and routed through Safe Permit to Work system.

What unsafe conditions do you think are usually taken for granted in an organization?

More than unsafe conditions, it is unsafe behaviour which is a cause of concern for all of us. Unsafe behaviour is very common in our society because we have not been taught to appreciate safe practices and discourage unsafe acts since childhood. If an unsafe act leads to no incident, the perception of risk changes and the propensity to take more risks increases. We need to encourage and reward safe behaviours which in turn will



change the attitude towards safety. It's a time taking process but surely achievable. We as leaders need to play our role as safety evangelists. We can't afford to walk away; spotting and correcting "at risk" behaviours is everybody's obligation.

What are some of the areas that you would want to focus on proactively in the near future?

My priority was and will remain to create more awareness, encourage safe behaviour through training and communication. That's the only mantra by which we can address and motivate people towards building a

proactive HSE culture and safe behaviour. Our goal and main challenge is to create an environment where people or groups will not bypass the laid down safety systems.

How do you think we, as an organisation, are addressing the sustainable development needs?

I think we are already a role model in this area. Can we have a better example than Balmer Lawrie who has addressed the sustainability issues since decades as we are gearing up to step into our 150th year of sustenance. In line with the global and national agenda, we are also committed to address the issue of climate change and energy security. In last couple of years we have taken various initiatives towards reducing carbon footprint and greening of supply chain. We installed 160 Kwp of solar plant in the IP manufacturing facilities, which has approximately offset 280 tons of carbon till now. We have further committed to install 250KW solar plant in the coming years. Energy audits and implementation of recommendations are done periodically in all of our manufacturing sites. Substantial work is being done on recycling of waste water at various sites. World class technology has been adopted in our new Zero Liquid discharge effluent plant at Manali. Low VOC paints have been introduced in SBU:IP. Overall I think we are doing significantly good towards meeting the needs of sustainable development.

What are the challenges you face in your role?

Last year our incident rate reduced by 70%. It was a phenomenal achievement considering industry standards. My question is - was it due to good systems, training, awareness that we created and established or was it our luck that unsafe acts did not result into incidents? So the challenge is in sustaining the impeccable safety records. We can't afford to relax for a single day. Safety is like taking fresh guard each day. A good yesterday can't ensure a good tomorrow! I am again reiterating that our main challenge is to create an environment where people won't feel like bypassing the laid down safety systems.

Your Message for Balmer Lawriens...

Before joining BL, I have worked with few other companies. I must admit that this is one of the best organisations to work for. Regards and respect to all my seniors who have created such a rich culture and the traditions of this historic organisation. My appeal to my colleagues and juniors is that let's maintain, nurture and build upon what we have inherited.

Tete-e-tete with Mr. Dilip Das, Head [CSR]



You have added a fillip to the CSR department in Balmer Lawrie. Tell us about your experience.

It has been a wonderful journey. In my initial years, I tried to understand the system of functioning in a PSU. The pace of work in the CSR function increased post the Guidelines issued by Department of Public Enterprise (DPE) on CSR and Sustainability and to keep pace, I also carried out jobs proficiently which resulted in getting excellent MoU ratings in the CSR sections. I have been giving my best efforts to the Company and I was recognised/honoured as "50 most talented CSR professional of India" by World CSR at Mumbai in 2014. It's really amazing and enriching to witness that with a contribution of 2% of PAT for CSR activities as per the Companies Act 2013, Balmer Lawrie is able to make a significant difference to the society. I look forward to even more enriching experiences in the years to come!

CSR has evolved from mere philanthropy to a social responsibility for sustainable development and is expected to play a significant role in the

coming years. Your thoughts on this...

Earlier, companies perceived CSR as a purely philanthropic process that is voluntary in nature. The concept of CSR has undergone a huge transition over the years and is gaining greater significance as a social responsibility that companies carry on for sustainable business.

CSR has evolved as a significant factor in the global business scenario. Today's definition of conducting business extends beyond the scope of existing as mere profit making entities. The scenario has changed from the traditional way of focusing on profitability to fulfilling social responsibility and contributing to the various stakeholders such as investors, customers, employees, and the community-at-large who are impacted by our actions. Growing competition and increasing globalization has pushed the companies to redesign their strategies and business models to sustain over the long term and CSR is expected to play an important role in the coming years.

As part of the Samaj Mein Balmer Lawrie [SAMBAL] initiative, Balmer Lawrie has been working on improving the quality of life of the population in and around our units and establishments. According to you which are the areas that need special focus?

We have certainly improved the quality of life of the population residing around the vicinity of our operations. We need to focus on livelihood issues, vocational training for youth and women and other long term projects. Last but not the least, the new projects like Multi Modal Logistics Hub (MMLH) at Vishakhapatnam and Cold Chain at various cities should not be left out while initiating CSR activities as it would help to address the needs of the stakeholders around these projects and also brand building.

The present government is strongly driving the Swachh Bharat Mission. Tell us how Balmer Lawrie is one with the national mandate...

Being a Government Company, the Swachh Bharat Mission has been taken up actively and the activities are also carried out as per the directives of the Ministry. Some of the initiatives taken up by our Company are listed below:

- ✓ Walkthon - to raise awareness
- ✓ Installation of Water Tank at Padghe, Taloja - to provide clean drinking water
- ✓ Adoption of Villages - for overall development
- ✓ Adoption of Park - to maintain and clean under "Swachh Bharat Abhiyan"
- ✓ Construction of School Toilets - to promote Health and Sanitation among school children
- ✓ Distribution of 100 waste bins in schools
- ✓ Installation of Composting Unit at Victoria Memorial - to protect the environment and promote Recycle and Reuse.

The biggest Mission assigned to our Company was to provide sanitation facilities in 250 Government Primary schools across the states of West Bengal, Haryana, Andhra Pradesh, Chhattisgarh and Assam as part of "Swachh Vidyalaya" to construct/ refurbish 306 toilets within a limited period of time. We are glad that construction of toilets were completed on time achieving 100% results.

How do you think employees can be engaged in CSR activities?

Recently we held an old clothes collection drive in our Corporate office at Kolkata. I am happy seeing the overwhelming response. Based on this, I have plans to create a pool of NGOs who would need volunteers for specialized functions for example finance, HR, business etc. Employees can be engaged in these agencies for voluntary work, through an employee volunteering program. Employees can provide support to the agencies based on their skills and as per their suitable time. We also plan to take employees to the places where CSR activities have been completed or ongoing, which would enable them to understand the various activities and their benefits better.

Your Message for Balmer Lawriens...

Nothing worthwhile comes easily. Work, Continuous work and Hard work, is the only way to accomplish results that last.

Tete-e-tete with Mr. Viren Sinha

Your journey at BalmerLawrie...

My first day in Balmer Lawrie on 15th April 1980 will always be etched in my memory; on that day, I was picked up from the *Rashbehari Mor* in the morning by the then GM of Grease, Calcutta and this gesture towards a young Management Trainee is something which I can never forget. It taught me the core value of BL being a caring organisation. The journey in BL has been long, extremely successful and rewarding with very few instances when I felt low. Having worked in G&L, Oleo Chemicals, Exports, Container Leasing, Tea, Logistics and then joining the board in 2010, my stint at



Mr. Viren Sinha, C&MD superannuated on 31st July after successfully completing around 33 years of service.

Tete-e-tete with Mr. Viren Sinha

BL has been diverse, challenging and rewarding. Overall the journey has been smooth without any major hiccups. In my entire tenure, I was given several challenges and the satisfaction was immense when I met those challenges. As C&MD, I believe, I have tried to give the Company a new direction after a period of consolidation. We invested in HR, in technology, new facilities and re-oriented some of the businesses. These initiatives are either completed or under various stages of implementation. Now that I have handed over the responsibility to Prabal, who was involved in all the decisions, it gives me immense confidence and satisfaction that he can continue to take these initiatives forward.

How do you see Balmer Lawrie 5 years from now?

The Company's 5 year Strategic Plan has already been formulated. Along with the other Directors, I was very closely involved in its finalisation. We have plans of more than doubling our turnover and profits in the next five years. BL will be more customer focussed, more technology oriented and there will be younger manpower. I can envision BL as a young, vibrant and thriving organisation 5 years from now.

Which is that one significant achievement that you would always cherish?

This is a difficult question to answer because you achieve different things at different times in your career. Every time you achieve something, you feel it is

bigger than the previous one. Several achievements are equally important. However, two notable achievements that I will always cherish are – (1) turning around UK operations, including setting up of a full-fledged tea warehousing, blending and packing operations and (2) Transformation of Silvassa. From often being referred to as a place of punishment posting, today Silvassa operations are manned by the finest and the most dynamic team of young people who have made it the company's lowest cost production centre for both Lubricants and Barrels.

Your most memorable moment at Balmer Lawrie...

Most memorable moment was during my stint at BLUK. When I closed down the tea factory in Bedford and sold the business and assets to another company, I ensured that all the employees were retained. When I left, each of the workers gave me a hug and thanked me; this was indeed overwhelming and I will always cherish this moment.

What are your post retirement plans?

I will take a few days off and then will be taking up some assignment. I can't sit at home. I am very actively involved in the running the Tolly Club and several other non-profit initiatives. I'll play golf, travel and drive around.

Your message for Balmer Lawriens...

Continue to focus on technology, be customer driven, have faith in youngsters and give them all the support so that we can achieve the five year plan.

Tete-e-tete with Mr. Niraj Gupta

Your journey in Balmer Lawrie...

I had joined BL immediately after completing CA. On 3rd March, 1980 on joining the Company I was placed in the Projects Division. Initial one year was of turmoil with limited scope. Thereafter I got involved in the first Corporate Plan of the Company and so to say, my journey began. Once the same was completed, an opportunity arose and I moved as the Accountant of Travel, Tour & Cargo (TTC) Division, as it was then called. I was always restless and wanted more and hence, opted to move to Mathura in 1987 as Head of Accounts of Container, Cylinder & Stove Division (CCSM). This was a new experience as I had no exposure in manufacturing business till then. While Container Division (CDM) was always doing well, Cylinder & Stove Division (CSDM) struggled to breakeven and the work force there was also mostly 1st generation employees. An attempt was also made to manufacture Aluminium Milk Containers but nothing succeeded. After a major struggle, in 1987, the CSDM plant with its employees was transferred - a first ever for a PSU.

In 1994, I moved back to Kolkata, initially in Corporate Accounts and thereafter as Head of Management Services Division (MSD), which is now renamed as Corporate IT. Till then our IT system was still on batch mode. In 1995, a proposal was made for moving into RDBS, an in thing at that time and accordingly SYBASE was selected. After a struggle of just over a year, finally FINACT was launched. For the 1st time, BL started working online with a proviso to draw the Profit & Loss Statement and the Balance Sheet by press of a button. Later, number of home



Mr. Niraj Gupta, Director [Service Business] superannuated on 31st July after successfully completing around 35 years of service.

grown online systems was developed for the various activities like Payroll, IP, T&T, Logistics, and G&L etc.

In 1999, I was also given additional charge of FCDC and the Coimbatore unit. VRS was successfully completed at FCDC. In 2000, I moved to Mumbai to take over the charge of Mumbai and Chennai CFS. From an empty yard when I first entered Mumbai CFS, by 2002, it was overflowing. From 2003, I was also given charge of Kolkata CFS. Again, when an opportunity arose in 2006, I volunteered to take charge of Logistics Management (renamed SBU: LS) and moved back to Kolkata in June 2006. I continued to hold the dual charge till I was selected to the Board

of the Company in 2012, except for a 2 year period (2008-10) when I was in charge of SBU:LS only. It has been an enjoyable and an eventful journey with no regrets.

How do you see the Service Businesses evolve in the next 5 years?

Today, the Service Businesses are at an extremely crucial junction. The handling of the merger of the two Logistics SBUs itself is going to be extremely important for the overall growth of the Service Businesses. The first Temperature Controlled Warehouse (TCW) should start commercial operations by October. The other two TCWs need to be closely monitored to ensure timely completion. MMLH work has just started. Timely action needs to be taken to ensure it goes on stream within the next 18 months. Once all the above are operative and with the existing three CFSs, the Infrastructure business should flourish. However, as mentioned earlier, timely Project Implementation will be critical.

Tete-e-tete with Mr. Niraj Gupta

During the next 5 years, the only thing to be added would be an ICD or a CFS in North India to enable catering across India. I expect the turnover and the bottom line to double during this period. Travel & Vacations is also at a crossroad. On the ticketing front, we have high visibility but lack Financial Monitoring. Technology will play a major role in its growth and cost cutting. Mid Office needs to be implemented through close monitoring across all offices in the shortest possible time; Self Booking Tool for Defence also needs dedicated focus; Call centre should be up and running in the next 6 to 9 months. Once these activities are completed, Ticketing, by itself, should turn the corner. Vacations is just starting. With joint marketing calls, it can get a big boost, a base on which it can grow. In a nut shell, I see the next year as a phase of Project Implementation and from the 2nd year the Company would move forward and the 5th year would be a year of consolidation.

Which is that one significant achievement that you would always cherish?

The sale of CSDM with its employees is an achievement which is on top of my mind. As the unit was always a loss making proposition, a search was commenced in 1992 for a suitable buyer. It was also important to ensure that the employees were well taken care of. One by one all senior officers had moved out and in the end it was left to me with Corporate HR support to complete the process. After many a sleepless night, I was the last executive of CSDM to return in April 1994 after completing the transaction.

Your most memorable moment at Balmer Lawrie...

"Know Your Leader"...

Your corporate journey prior to joining Balmer Lawrie...

I have worked in different fields like Distilleries, Agro chemicals, Bulk drugs and the beverage industry. Prior to joining BL, I was working with Kudos Chemie Ltd as Senior Vice President. After my graduation in chemical engineering, I started my career with Trichy distilleries as an Apprentice. I worked in production and various projects. After a decade of service, I joined bulk drug major Sun Pharma as Production Head and worked for about eight years there. In the year 2008 I joined Kudos Chemie Ltd as Vice President. I was selected as a technical management committee member, a committee which would spearhead all technical decision making required to create, implement and monitor annual business plans. I was promoted as Senior Vice President on successful completion of the third year.

How does it feel to be part of the Balmer Lawrie family?

I am very proud to say that I am a Balmer Lawrien. I am one with the mission and vision of the Company.

Significant professional and personal

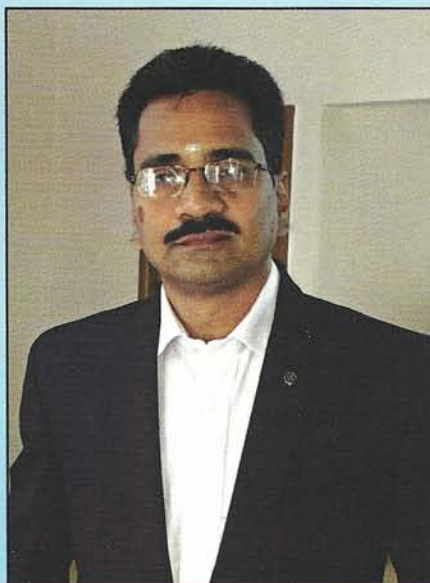
Actually there are many but rather than one, I would like to point out two. First was in 1996-97 when the Account closing of the Company was completed without the Accountant having to slog it out for days and sometimes nights. Many Accountants had called me up to say how easy their job had become following the implementation of FINACT. The second moment was when CFS, Mumbai achieved, till that time unheard, profit of over Rs 1 crore in a month as that was the challenge given to me by the then MD of the Company.

What are your post retirement plans?

As most of you are aware, both our children are happily married and my wife and I are now alone. To be amongst nature and relatives, we have purchased a flat in Dehradun where we will be shifting by end of August. I do not intend taking up a full time job there. I have applied for Certificate of Practice so that I can get back to my original profession, Accounts. Last 5 years have also not given me time to pursue my hobbies – stamps and coins. I have accumulated stamps over this period which I now intend to sit and sort.

Your message for Balmer Lawriens...

As I had mentioned on 31st July, this Company provides a vast opportunity for the growth of its employees. You need to take it, grab it, demand it. BL encourages proactive employees. This is a small Company and practically all the employees are known by name to at least one of the Board Members. Thus if you do well, the message travels. It provides you freedom to perform, gives you the authority when allocating responsibility. I have always loved it and my best wishes are with all Balmer Lawriens, who I am sure, will take it way ahead from where I have left.



R M Uthayaraja,
Chief Operating Officer
[Leather Chemicals]

achievements...

Being a manufacturing guy, I have improved the yield and quality of the products wherever I worked. Many new products were launched and stabilised during my tenure in Sun Pharma.

Significant achievements of the Leather Chemicals Business Unit in Balmer Lawrie...

When I joined, the SBU was under threat because of a court case in NGT against the pollution control board. It was very difficult to work under this threat. I had taken this as my first target to fulfil the TNPCB requirements. With support of my team we came out of the case and the case was disposed.

As the leather industry is suffering due to Euro devaluation, it is essential to keep the cost of

production as low as we can. Along with the team, many efforts are being taken and implemented, which is evident from our monthly reports.

The long pending issue of "Promotion Policy" was taken up with the Union. It was finalised and implemented amicably.

"Know Your Leader"...

Who all are there in your family?

My wife Sasikala, a science graduate. She takes care of the entire family in all respects, which helps me to concentrate more on my career. I have two sons, Praveen, who is doing his Visual Communication in Vaishnava College, Chennai and Prajith, who is studying in Class IX.

Who is the person who influenced you the most and why?

My brother. He is the person who supported me when I went through difficult times. He is my guide and philosopher.

What is your favourite one liner?

Where there is a will, there is a way.

What are your hobbies?

Playing Chess, Reading books and visiting new places.

Which is your favourite travel destination?

Kulu Manali.

Two things that your colleagues don't know about you

-

Your management style or mantra

Hard work always gets rewarded. Measured is Improved.

Message for all Balmer Lawrie employees

I consider myself fortunate to work in this great company. There are oceans of opportunities available here. While we get ready to celebrate the 150th year, it's time to reinvent ourselves to grow along with the company. I am sure our teams' innovative ideas and lateral thinking will enhance the Company's growth. I am confident that team Balmer Lawrie will achieve set targets within the prescribed timeline. Taking this opportunity, I wish everyone all the best.

Know your fellow Balmer Lawrien...

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I am 3 years old in Balmer Lawrie. Currently I am part of C&MD's Secretariat as Asst. Manager [MoU]. Before this I was working in Corporate Affairs as Asst. Manager [Strategic Planning].

What do you like about Balmer Lawrie?

Being part of a 150 years rich legacy, is in itself a feel-good factor. BL nurtures a conducive work environment, by enabling its employees to freely share their ideas/problems with seniors. Being a Balmer Lawrien, gives me an immense sense of belongingness to the organisation.

What is your most memorable moment in Balmer Lawrie?

I had my share of memorable moments in the last 3 years. Some of them were during the 'Bharat Darshan'- the induction days of Executive Trainee batch. BL gave me opportunities to be part of various events/competitions which were organised both within and outside the company. In one such event, I got the chance to interact with the legendary singer Ms. Usha Uthup. I also got a chance to be part of and organise a Swachh Bharat 'Walkathon' event in Kolkata. It turned out to be an enriching experience, as I got a chance to meet the ex-directors of the Company.

Who is your inspiration in life and why?

My parents. They form an integral part of my life. I have observed and learned a lot from them about life. In the process of learning lessons of life, I realised the importance of integrity and honesty from them.

What are your hobbies?

My hobbies have kept on evolving over the period of time. From experimenting with paper craft to trying adventure sports to manual robot making, I enjoy



*Kshama Agarwal,
Asst. Manager [MoU]*

doing different things. I also enjoy solving puzzles, sudoku. Recently I took part in a Marathon organised by Tata Steel in Kolkata. Being a foodie, I also like trying my hands on cooking. 'Dessert-baking' is my current favourite.

Place you belong to and who all are there in your family?

I belong to the City of Joy, Kolkata. We are a humble family of four. It comprises my mother, father, elder brother and me.

How does it feel to get involved in HSE / CSR activities in the organisation?

Both HSE & CSR aims at giving back to the society and making it self-sustainable. It gives me immense pleasure and sense of responsibility, while working on HSE & CSR activities in BL. It was during 'Swachh Vidyalaya', a flagship drive under Swachh Bharat Abhiyaan, I got deeply involved in the CSR process. In addition to Clean India Mission, I was also engaged in various other CSR activities related to SOS Village, IICP, and special drive for Caddies at Tolly Club. During one such activity, I got a chance to interact with the children of- SOS Village and Indian Institute of Cerebral Palsy (IICP), our CSR beneficiaries. Those children are indeed God's own children.

Compared to CSR, HSE & SD is more of a technical subject. HSE is an important facet of life, which has its impact both on our personal and professional life. I learnt about HSE, while organising different events on various occasions. Also, I belong to the safety steward team, which gives me a sense of responsibility.

I am grateful to BL and to the team of HSE & CSR, for giving me the opportunity to be a part of all such activities.

Any message for Balmer Lawriens...

Be true and honest to your work, as perseverance never goes out of fashion. BL family has a lot to offer to its members. Be an active contributor to the organisation.

Know your fellow Balmer Lawrien...



M Murugan,
Manager [HSE],
Manali, Chennai

How long have you been working with Balmer Lawrie and currently what is your role / dept?

After joining Balmer Lawrie I worked with Production, Material Function Department and with HSE Department. I also worked for 2 years in the Production Department (Performance Chemicals) Kolkata. From 1st January 2015 I am with HSE Department as Manager (HSE) and responsible for HSE related activities, Operation / Maintenance of ZLD - ETP / STP and implementation of AS related Capex Equipment.

What do you like about Balmer Lawrie?

I am happy to work in this big organization, which has grown enormously for the past 149 years with the esteemed leadership and team of skilled and dedicated employees, who are constantly working on taking the Company to greater heights. I am proud to be the part of this successful organization.

What is your most memorable moment in Balmer Lawrie?

The most memorable moment in Balmer Lawrie was when I received the award for the successful completion of 15 years of service in the year 2011.

Who is your inspiration in life and why?

My father who has always been an inspiration in my life and who always said and followed the below philosophy.

An arrow can only be shot by pulling in backward

When life is dragging you back with difficulties

It means it's going to launch you into something great

So just focus and keep aiming and problems are never big or small it is how you perceive it

Thanks to him for always supporting, encouraging and teaching me the values of life. My wife, who has always been very supportive in all ventures of my life.

What are your hobbies?

My hobbies are playing cricket, listening to music and shopping.

Place you belong to and who all are there in your family?

I belong to Vellore District and I'm settled in Chennai for the past 20 years. I have my mother, wife, who is an Engineer and works for the state government and two sons. Elder son is doing his 1st year MBBS and the younger one is in Class XI.

How does it feel to get involved in the HSE activities in the organisation?

Our goal is to protect our people, the public and the environment in which we work and live. It is a commitment in the best interest of our customers, our employees and all the other stakeholders. It is possible to run the operations without injuries and damage to the equipment and environment by following HSE best practices. It is a pleasure working continuously to evaluate the health, safety and environmental aspect, and complying with the relevant industries standards. We are committed to the integration of HSE activities into our organization at all levels, which will definitely enhance our business success by reducing risk and adding value to our processes.

Any message for Balmer Lawriens?

I really enjoy working here and sincerely appreciate the organization for having given me the chance to work with. I will work continuously for the improvement of the Company and I also thank the organization for the moral support it provides whenever needed. I would also request the Balmer Lawriens to give the same support for the development of the organization. Though years passed by, the organization is still with me and I am lucky to be a part of the Balmer Lawrie family.

TALENT UNLIMITED



Charcoal Sketches by Prasenjit Roy, Deputy Manager [HR], RHR - East

अपनी की बातें अजनबियों को सुनाई
मैंने... बारिश की बातें, सुखे पत्तों को
सुनाई मैंने...

एक हौसला सा मिला जीने में उस सागर
को भी... जब किनारों की बातें, साहिल
को सुनाई मैंने...

Sidharth Udani, Asst. Manager,
Logistics - Kolkata



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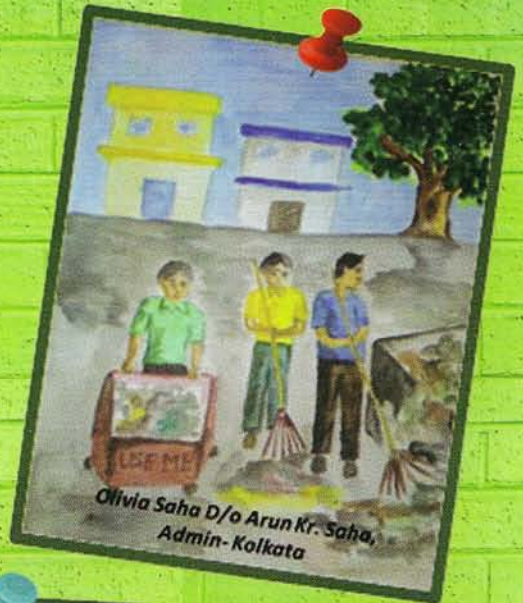
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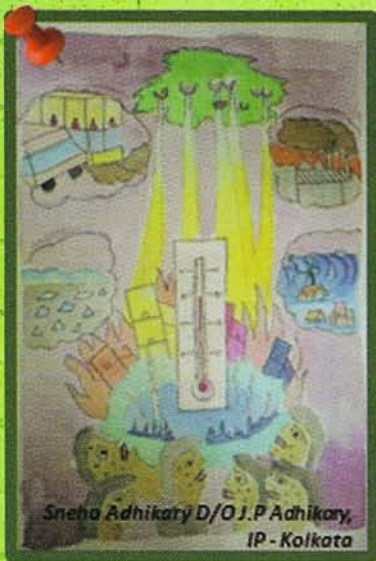
BL Family cares for Nature



Ankita Saha D/o Kajal Saha, CFS - Kolkata



Olivia Saha D/o Arun Kr. Saha, Admin-Kolkata



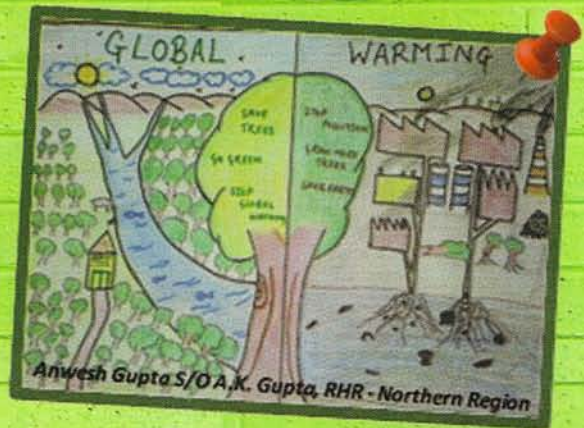
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Aashna Mukhija D/O M.M Mukhija, IP - Delhi



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