

BALMER
LAWRIE

ONLINE

MONTHLY

BULLETIN

BLOOM



EDITORIAL

The month of April was pretty eventful. Besides, the Top Management Meet and various SBU events, the beginning of the new Financial Year witnessed the Eastern Region Town Hall Meet and Long Service Award distribution programs. The Balmer Lawrie Start-up Fund was also launched. Read more about all these events in this issue of BLOOM. Balmer Lawrie is the founding member of the UN Global Compact in India. Recently the Communication of Progress and the Message of Continued Support to Global Compact from C&MD was uploaded on our website. Take a look to know about the good work we are doing in the areas of CSR, HSE and Sustainability.



The growing crack in the fourth largest ice shelf in Antarctica was in the news just a couple of months ago. We all know that this is a result of global warming and the disintegration of ice shelves contributes to rising global sea levels, which in turn could cause unimaginable environmental damage. It is extremely important for us to be conscious and use natural resources wisely. World Environment Day (WED), driven by the United Nations Environment Programme (UNEP), is celebrated every year on 5th June to raise global awareness on protecting our environment and our planet.

The theme for this year is **"Connecting People to Nature"**. Let's appreciate the beauty of nature and strive to protect it for our future generations. We all know the dos and don'ts but there's one point we'll request you to specially take note of in our endeavour to connect with nature and that is, 'Say NO to Plastic'. We are an integral part of nature and depend on it intimately. Let's nurture this vital relationship and protect our common home "Mother Earth".

We would like to remind you that Shri Narendra Modi, Hon'ble Prime Minister of our country, in his 'Mann Ki Baat' program, appealed to all citizens to avoid the use of petrol or diesel once a week. Let's be a part of this campaign and spread the message to one and all. Suggestions may be sent to saksham@pcra.org or www.pcra.org/interacts. As always, mail your feedback, contributions and suggestions to mukhopadhyay.mohar@balmerlawrie.com.



The Top Management Meet was held in Hotel Fortune Park Moksha at Mcleodganj, Dharamshala on 7th and 8th April, 2017. During the Meet, C&MD and Directors took stock of the performance of the businesses in the last year and deliberated on the targets and plans for the new financial year.



Mr. K Swaminathan, Director [Service Business] and Mr. S S Khuntia, Director [Finance] visited MMLH, Vizag on 3rd April, 2017 and inspected the work in progress at the site. In photo, MMLH team members are seen along with the Directors.



"Balmer Lawrie Start-up Fund", an initiative in line with the Govt. of India's initiative 'Start-up India', was launched recently. 'Start-up India', a flagship initiative of the Government of India, was launched by the Hon'ble Prime Minister of India, Shri Narendra Modi last year. The initiative aims at fostering entrepreneurship and promoting innovation by creating a healthy ecosystem conducive for the growth of start-ups. In pursuance of this, Hon'ble Minister of State (I/C), MOPNG, Shri Dharmendra Pradhan directed the PSUs under the administrative control of MOPNG to facilitate / create an innovation ecosystem and promote start-ups in their respective fields.

"Balmer Lawrie Start-up Fund" aims at nurturing innovation in its chosen business areas. The scheme aims at fostering innovations, which can be game changers in the industry or be a significant value provider. The innovation areas would include Specialty Chemicals, Disruptive innovations in Industrial Packaging and Greases & Lubricants, IT innovations in Logistics and in Travel & Vacations or any other innovation in the area of manufacturing and service businesses related to Balmer Lawrie. Environment friendly ideas on converting waste to wealth by utilizing by-products, scrap and effluents in line with the Company's businesses will also be encouraged. Depending upon the scope of the innovation, Balmer Lawrie, to the extent possible, would nurture and support the start-ups through seed capital, space, available R&D infrastructure, mentoring, regular follow-up & hand holding, industry & academia connect as well as market linkages. For more details visit our website www.balmerlawrie.com.



The Leather Chemicals (LC) Meet was organized at Mahabalipuram on 26th and 27th April, 2017. During the Meet, discussions were held on the performance of the Leather Chemicals business in the last Financial Year, the challenges faced by the business, new product innovation and business growth in the Financial Year 2017-18. Besides various presentations made, a team from KPMG conducted a session on the topic, "Winning Together". The session highlighted the importance and benefits of working as a team. In photo, Team LC is seen posing with Mr. Prabal Basu, C&MD.



Balmer Lawrie won the 'Agency Award' given away by Air India for highest domestic air ticket sales in the Financial Year 2015-16. The award was received by Branch Head of T&V, Thiruvananthapuram, Mr. Vinay Mishra and his team, in the presence of Air India officials.

SBU:T&V in association with the Sand Pebbles, a leading tours and travel company in Eastern India, organised a Travel Expo in Bhubaneswar on 22nd and 23rd April, 2017. The expo aimed at providing special and attractive packages to various holiday destinations. To make summer holidays more economical for the customers, special Vacations Exotica packages for Europe, US, Australia, New Zealand, Far East countries, and domestic Indian tours were launched. Experts were present at the Expo to advise the customers on the various packages and discounts that would suit their need. Odisha was also promoted as a holiday destination and as part of various promotional activities, road shows will be organised across the state.





The annual Town Hall Meetings kick started with the first Meeting being organized on 13th April 2017 at the Balmer Lawrie Training Centre in the Corporate Office at Kolkata. All the Officers and Executives in the Eastern Region were addressed by C&MD and Directors in four batches during the day. The participants were apprised about the Company's performance and feedback and suggestions were sought.



Long Service Awards were given away on 19th April 2017 to all the employees of the Eastern Region who successfully completed 10, 15, 20, 25, 30 and 35 years of service in the organisation. The awards were given away by C&MD, Director [HR&CA], Director [Service Business] and Director [Finance].



On the occasion of World Health Day, a health talk and awareness session on 'Depression' was organised for all employees, in association with Apollo Gleneagles Hospital. The program was held at the Balmer Lawrie Training Centre in the Corporate Office at Kolkata on 7th April 2017. This year the theme for World Health Day was 'Depression, Let's Talk'. Dr. Arindam Mondal, Psychological Adviser addressed the participants on various causes and problems of depression and highlighted the treatment and recovery procedures. An awareness quiz on depression was conducted and prizes were given away to the winners. Overall the session was well received.

OL UPDATES



दिनांक 22.04.2017 को श्रीनगर में पेट्रोलियम और प्राकृतिक गैस मंत्रालय की हिन्दी सलाहकार समिति की बैठक सफलता पूर्वक आयोजित की गई जिसमें बामर लॉरी के अध्यक्ष एवं प्रबंध निदेशक, श्री प्रबाल बासु एवं सुश्री मंजूषा भटनागर, निदेशक (मा.सं. एवं सी.ए.) ने भाग लिया। इस बैठक में हमारे संगठन में हिन्दी के प्रचार - प्रसार के लिए किए गए प्रयत्नों को सराहा गया।



दिनांक 27 अप्रैल 2017 को मुंबई टोलिक (उपक्रम) के तत्वाधान में हिंदुस्तान पेट्रोलियम द्वारा निगडी में राजभाषा प्रबंधन पर एक दिवसीय कार्यशाला रखी गई थी। कार्यशाला में वक्तव्य देने हेतु बामर लॉरी एंड कं. लि. की निदेशक (मानव संसाधन एवं सी ए), सुश्री मंजूषा भटनागर को सादर आमंत्रित किया गया था। **'कार्यस्थल पर सद्भावना एवं सामंजस्य'** - विषय की समसामयिकता, प्रस्तुति प्रक्रिया और विषय वस्तु की गहनता के लिए उपस्थित सभी सदस्यों द्वारा निदेशक (मानव संसाधन एवं सी ए) की बहुत प्रशंसा की गई। सभी उपस्थित सदस्यों ने यह भी कहा कि यह एक ऐसा विषय है जो कार्यस्थल पर कार्यरत हर कर्मचारी के लिए अति संवेदनशील है और उसके दूरगामी परिणाम से अवगत होना बेहद आवश्यक है। परंतु ऐसे प्रबंधनीय एवं कानूनी विषय को निदेशक (मानव संसाधन एवं सी ए) द्वारा विभिन्न संदर्भों एवं उदाहरणों के साथ हिन्दी में इतनी सहजता से समझाना अत्यंत प्रशंसनीय है जोकि हिन्दी के प्रचार एवं प्रसार में प्रेरणा का कार्य करती है। इस बैठक में 45 संगठनों के अधिकारी उपस्थित थे ।

CSR UPDATES



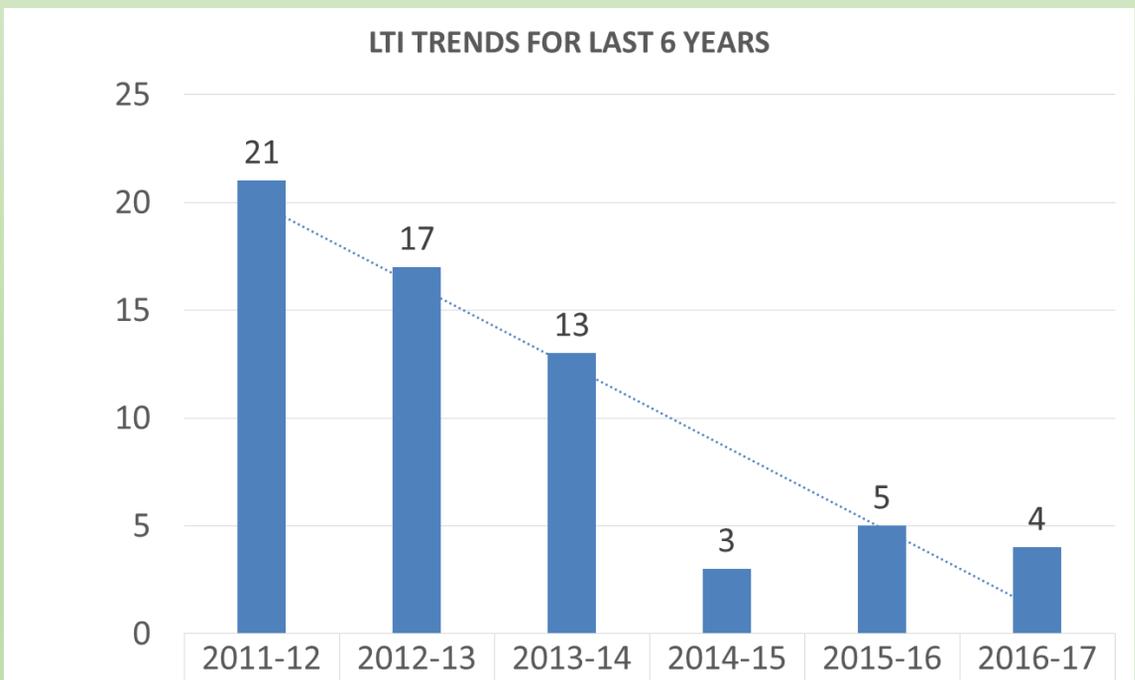
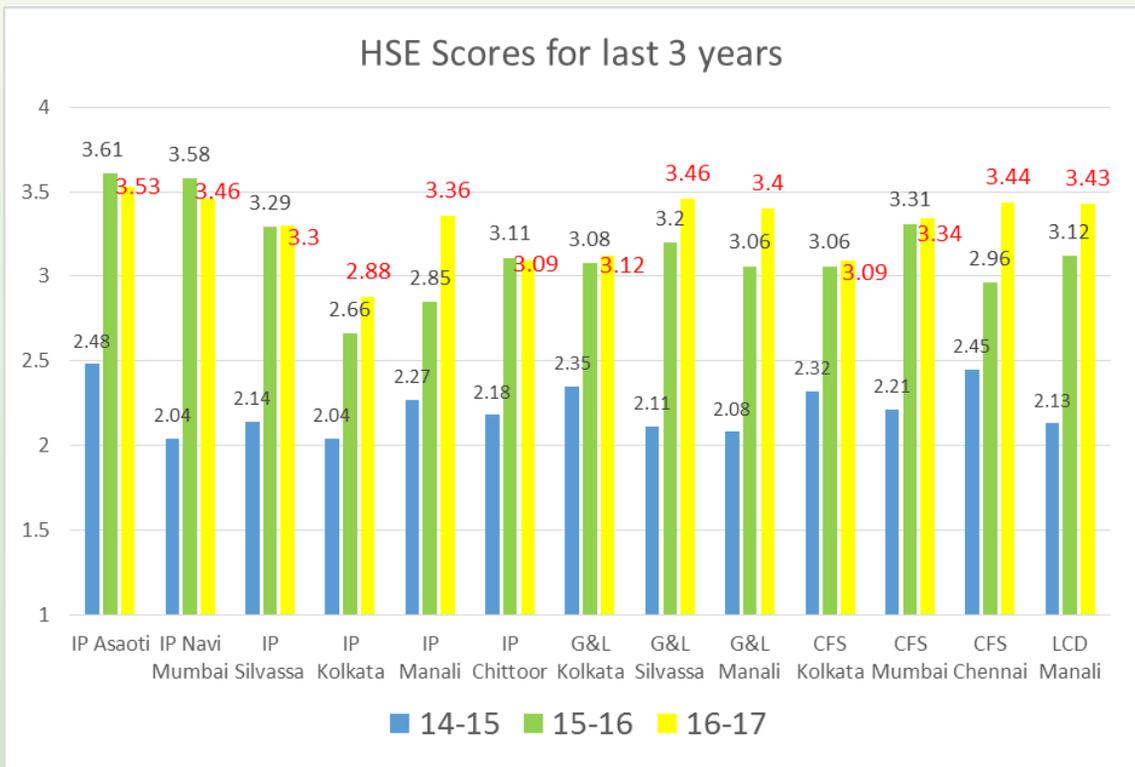
As part of CSR activities under Swachh Bharat Abhiyan, a Voltas stainless steel water cooler (with 40 litres cooling capacity per hour and 80 litres tank capacity) each was provided to Govt. Primary School, Govt. Middle School, Manali, Chennai, Zilla Parishat High School, Thavanampalli and Zilla Parishat High School, Kanipakam, Chittoor District (AP) and two water coolers were provided to Govt. Higher Secondary School, Manali, Chennai. Heads of these schools felt very happy and expressed their gratitude to our Company as their school pupils now have access to clean and cool drinking water.



As part of CSR activities under Swachh Bharat Abhiyan, Drawing, Essay and Elocution competitions were organized by our IP plant at Chittoor in ZPP School, Kanipakam, ZPP School Thavanampalle, MPP School Maredupalli and MPP School, Thiruvanampalli, Chittoor district (Andhra Pradesh). Prize distribution functions were held on 6th and 7th April, 2017. In each competition, 1st, 2nd and 3rd prizes and some consolation prizes were given away to the students. All these Govt. schools are situated in the vicinity of our IP Plant at Chittoor. The students and teachers were very happy with the competitions as they helped to create awareness about Swachh Bharat Abhiyan in the community.

HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

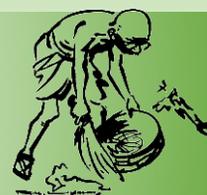
In the recently conducted internal HSE audits at all the Manufacturing and CFS sites, significant improvement was observed in most of the sites. The HSE scores of each site for the last 3 years and the LTI trends for the last 6 years are shown below:



Together for Sustainability (TfS) Audit was conducted at IP, Asaoti on 19th and 20th April, 2017 by M/s DQS India. IP, Asaoti has obtained a score of 200 out of 200. The Together for Sustainability initiative was founded in 2011 with the purpose of developing and implementing a global audit program to assess and improve sustainability practices.



SWACHH BHARAT ABHIYAN
एक कदम स्वच्छता की ओर...



Balmer Lawrie's Ten Golden Safety Rules were inaugurated on 10th March 2017 during the National Safety Week. These rules were developed based on the experiences from various incidents and near misses in the past. Strict compliance of these rules is pivotal in preventing injuries at the workplace, and enabling the safety of all the employees, contractors and visitors.

सुरक्षा के 10 स्वर्णिम नियम



6 फिट से अधिक उचाई पर
हेलमेट और सुरक्षा कवच प्रयोग करें



निरीक्षण अथवा रखरखाव
उर्जा स्थानों को अलग रखें और लोटो का प्रयोग



बद्ध स्थान में प्रवेश
अनुमति प्राप्त करें, उर्जा स्थल को अलग रखें, आविसजन स्तर की जाँच करें।



दिनचर्या से अलग कार्य
कार्य करने के लिए अनुमति



उंचाई पर लटकते भार के नीचे न खड़े हों



खनन करते समय
अनुमति प्राप्त करें और जमीन के नीचे जोखिम को जाने



कार्यान्वयन, उपकरण अथवा श्रम परिवर्तन के पूर्व प्रबंधन सुनिश्चित करें



महत्वपूर्ण सुरक्षा उपकरण
आवधिक निरीक्षण सुनिश्चित करें। उदाहरण के लिए भारोत्तोलक उपकरण, प्रेशर वेसेल्स, इलेक्ट्रीकल रिजेजा



किसी भी कार्य का निष्पादन
करने के पहले निर्धारित आत्म-सुरक्षा कवच को पहने



डाईविंग करते समय
पैटी बाधें एवं मोबाईल को बंद रखें

बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)

10 GOLDEN SAFETY RULES



Working above 6 feet high
Secure with harness & helmet



Inspecting or doing Maintenance
Isolate Energy, Use LOTO



Entering confined spaces
Obtain permit, Isolate energy, check oxygen level



Doing non- routine jobs...
Obtain Permit To Work



Don't stand below suspended load



Excavating
Obtain permit and know the buried hazards



Implementing any process, equipment or people change
Ensure Management Of Change is done



Dealing with Safety Critical Devices...
Ensure it is periodically inspected.



Performing any Task
Wear task specific Personal Protective Equipment



Driving
Buckle up & Mobile off

Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)

स्थानान्तरण / Transfer

श्री राज माइति, अध्यक्ष व प्रबंध निदेशक के कार्यपालक सहायक, कार्पोरेट कार्यालय – कोलकाता को टी&वी – मुंबई में उपाध्यक्ष [ट्रैवल & वेकेशंस] के रूप में स्थानंतरित किया गया ।

Mr. Raj Maity, Executive Assistant to C&MD, Corporate Office - Kolkata has been transferred to T&V - Mumbai as Vice President [Travel & Vacations].

श्रीमती संगीता गुप्ता, वरि. शाखा प्रबंधक [ट्रैवल & वेकेशंस], टी&वी – बंगलोर को टी&वी – दिल्ली में वरि. प्रबंधक [वसूली] के रूप में स्थानंतरित किया गया ।

Ms. Sangeeta Gupta, Sr. Branch Manager [Tours & Travel], T&V - Bangalore has been transferred to T&V - Delhi as Sr. Manager [Collection].

श्री सुरजीत बासु, उप प्रबंधक [बिक्री], टी&वी – बंगलोर को टी&वी – कोलकाता में उप प्रबंधक [ट्रैवल & वेकेशंस] के रूप में स्थानंतरित किया गया ।

Mr. Surajit Basu, Deputy Manager [Sales], T&V - Bangalore has been transferred to T&V - Kolkata as Deputy Manager [Travel & Vacations].

श्री मंजीत कुमार यादव, कनि. इंजीनियर, आईपी – तलोजा को आईपी – असौटी में कनि. इंजीनियर के रूप में स्थानंतरित किया गया ।

Mr. Manjeet Kumar Yadav, Jr. Engineer, IP - Taloja has been transferred to IP - Asaoti as Jr. Engineer.

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new role!

नए सदस्य / New Members



श्री पवन कुमार की नियुक्ति 3 अप्रैल, 2017 को औद्योगिक पैकेजिंग, तलोजा में कनिष्ठ अधिकारी [उत्पादन] के रूप में हुई ।

Mr. Pawan Kumar joined Industrial Packaging, Taloja as Jr. Officer [Production] on 3rd April, 2017.



सुश्री श्रुतिका कंचन की नियुक्ति 7 अप्रैल, 2017 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Ms. Shrutika Kanchan joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 7th April, 2017.



सुश्री सास्वती भंडारी की नियुक्ति 19 अप्रैल, 2017 को कार्पोरेट मानव संसाधन विभाग, कोलकाता में कनिष्ठ अधिकारी [मा.सं.] के रूप में हुई ।

Ms. Saswati Bhandari joined Corporate Human Resource Department, Kolkata as Jr. Officer [HR] on 19th April, 2017.

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!



Mr. Karthikeyan Kandan, Chief Manager [A&F], SBU:LC passed away on 8th May 2017. He was based at Chennai. We are deeply saddened because of his untimely demise. Mr. Kandan is survived by his parents, wife and son. Our heartfelt condolences to the bereaved family. We earnestly hope that God gives them immense strength to sail through this period of irreparable loss.

Mr. Kandan was born on 19th February 1973. His association with Balmer Lawrie dates back to 13th October 2003. A qualified Chartered Accountant, Mr. Kandan worked in the Accounts and Finance Department. A thorough gentleman with an excellent sense of humour, he was liked by one and all. May his soul rest in peace!

**LET'S TAKE AN OATH TO AVOID THE USE OF
PETROL-DIESEL ONCE IN A WEEK**

