

BALMER
LAWRIE

ONLINE

MONTHLY

BULLETIN

BLOOM

EDITORIAL



"The distance between number one and number two is always a constant. If you want to improve the organization, you have to improve yourself and the organization gets pulled up with you." – Indra Nooyi

The second quarter results as per the accounts adopted for the quarter ending 30th September 2019 were announced on 11th November 2019. The results were approved by the Board in its Meeting held in Kolkata on the same day. The total income registered for the second quarter was Rs. 404 crores. While the Profit Before Tax (PBT) stood Rs. 45 crores for the quarter ended 30th September 2019, the Net Profit (PAT) was Rs. 38 crores. The financial results are not encouraging and our performance needs attention. All of us need to buck up as the true measure of the value of any business leader and manager is performance. Though there is a global economic slowdown, we have to identify ways and means to increase our turnover and profits, sustain our position as market leaders in the different segments we operate and continue our endeavour to be future ready.

The 150th birth anniversary of Mahatma Gandhi was celebrated on 2nd October 2019. To mark this occasion, besides organising various 'Swachhata Hi Seva' activities, we have been running a three-month social media campaign - #AbNahiTohKab - on Balmer Lawrie Facebook (<https://www.facebook.com/balmerlawrie/>) and Twitter (https://twitter.com/Balmer_Lawrie) pages to spread the message of Swachhata and 'Say No to Single Use Plastic'. The campaign will culminate on 31st December 2019. Vigilance Awareness Week was observed from 28th October to 2nd November 2019. This year the theme was 'ईमानदारी - एक जीवन शैली / Integrity - A way of life'. We will bring you glimpses of the various programs in the December 2019 issue of BLOOM.

On 31st October 2019, our country paid tribute and celebrated the 144th birth anniversary of Sardar Vallabhbhai Patel, the Iron Man of India. As we all know, Sardar Patel was Independent India's first Deputy Prime Minister and Home Minister. He was instrumental in making a united India from the 565 semi-autonomous princely states and British-era colonial provinces. The birth anniversary of Sardar Vallabhbhai Patel is observed as Rashtriya Ekta Diwas or National Unity Day. This day was introduced by the Government of India in 2014. This year, National Unity Day has a special significance, as it marks the completion of the task of making Jammu and Kashmir and Ladakh an integral part of India by abrogating Article 370. This truly represents the dream of Sardar Vallabhbhai Patel of an integrated India. Quami Ekta Week is being observed from 19th to 25th November 2019. The Quami Ekta Week is celebrated to foster and reinforce the strength of public harmony and national integration. The week-long celebrations help to reaffirm the old traditions, culture and faith to promote tolerance and brotherhood and communal harmony in a multi-religious and multi-cultural country like ours. As always, please send your feedback, contributions and suggestions to mukhopadhyay.mohar@balmerlawrie.com.

Mohar

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



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



The National Award for Manufacturing Competitiveness (NAMC) 2018-19 Award function was held on 18th October 2019 at Mumbai. The awards were presented to facilities for exhibiting outstanding ability in developing, implementing and sustaining a strong competitive strategy for their organizations. Four Plants of Balmer Lawrie, IP - Silvassa, IP - Chennai, G&L - Kolkata and LC - Manali participated in the NAMC 2018-19 onsite assessment program.

IP - Silvassa bagged the coveted Gold Award for its consistent progress towards making the unit more competitive, developing flexibility in its manufacturing and bringing agility in its entire supply chain.

LC - Manali was recognized with Silver Award for noteworthy contribution of the leadership team in navigating the unit to profit despite major challenges in the external environment. LC - Manali, apart from the Silver Award also received a special recognition for its "Strategic Improvement Initiatives".

G&L - Kolkata plant was recognized with the Silver Award for significant contribution towards consolidation of SKUs, steady production despite fluctuations in raw material supplies, sensitivity towards changes in the market demand, deployment of Distributor Management System and efficient management of IR issues.

IP - Chennai was acknowledged with the Bronze Award and the enthusiasm of the leadership team, positive approach and inclusive work culture was noteworthy.

Mr. D Sothi Selvam, Director [Manufacturing Businesses] was recognized with a "Leadership Excellence" award for showcasing exemplary leadership in empowering the different business verticals and in building strong fundamentals for the manufacturing divisions. He received the award from Padma Shri Dr. Mlyswami Anndurai.



Dear Balmer Lawrie & Co. Ltd:

Thank you for your so wonderful presentation for 2019 AOSD International Conference. And giving you a certificate as a souvenir.

From: Steel Drum Association of CPF
Date: 16th Oct., 2019



Association of Asia-Oceanic Steel Drum Manufacturers (AOSD) / International Confederation of Drum Manufacturers (ICDM) organizes an international conference every 2/3 years. This year's conference was held in Suzhou, China from 15th to 17th October, 2019. About 300 delegates (primarily Steel Drum manufacturers) from various countries like China, Japan, Indonesia, Korea, Taiwan, Malaysia, India, Singapore etc. participated in the event, which also included machinery manufacturers from Belgium, China etc. Balmer Lawrie was represented in this conference by Mr. Sundar Sherigar, COO [IP], Mr. Adhip Pal Chaudhuri, Head [Mktg], Mr. N V Balaji, AVP [Mfg], IP - Navi Mumbai.

The Conference had sessions from Industrial Steel Drum Institute (ISDI), Japan Steel Drum Association (JSDA), Syndicate European de L'Industrie des Futs en Acier (SEFA), China Steel Drum Association (CSDA) and Steel Drum Association of India (SDAI). These sessions primarily covered statistics and trends in individual countries/regions regarding Steel Drums. It also had 18 technical sessions. Balmer Lawrie made a presentation on "Environmental and Societal Protection in Indian Steel Drum Manufacturing". The conference participants were also taken for Plant tours of Wuxi Sifang Youxin Stock Co. Ltd, Datian Packaging Container Co. Ltd. Taicang and Jiangsu Huayu Printing and Coating Equipment Group Co. Ltd.



Vigilance Awareness Week was observed from 28th October to 2nd November, 2019 at all the units and establishments of Balmer Lawrie. The observance of the week commenced with employees taking the vigilance pledge. A series of events on the theme 'Integrity - A way of Life' were organised. Competitions like quiz, essay and slogan writing for employees and interactive sessions for vendors, customers and contractors of Balmer Lawrie were held during the week to highlight the importance of integrity and iniquities of corruption. Dr. B.N Ramesh, IPS, ADG and Mr. Santanu Kar, SP, CBI Anti-Corruption Branch were invited to conduct a session for Executives and Officers at the Corporate Office in Kolkata. Outreach programmes were conducted in schools and colleges of Kolkata, Chennai and Mumbai to make the youth more cautious and vigilant. In addition to these, employees at G&L, Kolkata got together to form a human chain. A walkathon has also been planned for the employees in the Eastern Region. All events will be covered in detail in the December 2019 issue of BLOOM.



On 12th October 2019 distributors and mechanics associated with brand Balmerol in the region visited the Greases & Lubricants plant at Silvassa.



Balmer Lawrie engaged 29 Apprentices as a part of GOI's 'Skill India' initiative, on 01st November 2019. The candidates will undergo apprenticeship training in the optional trades – Ticketing Consultant (16) and Travel Consultant (13) – for 15 months. The apprenticeship training is in line with the National Apprenticeship Promotion Scheme, an initiative of GOI to improve the employability skills of youth in India. Balmer Lawrie has partnered with Qness Corp Ltd. to provide a 3-month basic training programme at Kolkata. Subsequently, candidates will be trained on the job in the Company's Travel & Vacations branches across India for 12 months. The entire curriculum has been developed by the Tourism & Hospitality Skill Council (THSC). The programme at Kolkata was inaugurated by Mr. Rajib Saikia, Branch Manager – Travel, Kolkata.



A training program on "Sleep Management and Mental Empowerment" was organized at IP, Navi Mumbai in the recent past. The session was conducted by Shri Virendrabhai from Bhramakumari Vishwavidhalaya.



An audio-visual awareness training highlighting unsafe acts and conditions and safety precautions to be taken while celebrating the festival of Diwali was organised for employees of G&L, Silvassa on 5th October and 26th October respectively.



Balmer Lawrie Recreation Club (BLRC) organised the Annual Cultural Evening at Uttam Mancha, Kolkata on 8th September 2019. Mr. Prabal Basu, C&MD and President of BLRC inaugurated the event in the presence of Mr. S S Khuntia, Director [Finance], Mr. A Ratna Sekhar, Director [HR & CA], Mr. Dilip Kumar Das, General Secretary and other office bearers. Like every year, this year too the evening witnessed a short play and a musical program. The short play 'Pathor', written by Mr. Bimal Bandopadhyay and presented by BLRC members, was liked by one and all. 'Durnibar er Dol' enthralled the audience with wonderful songs. Currently, Mr. Ritabrata Chatterjee and Mr. Sudip Dhar are the Cultural Secretaries and Mr. Gurupada Mitra and Mr. Khakon Banerjee are the Drama Secretaries of BLRC.



Dusshera Puja was celebrated in G&L, Silvassa on 7th October 2019, when the officials and employees of the plant gathered to pray for the well-being of the plant and the machines.

HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE



A hands-on training and demonstration on how to use the fire extinguisher, the different types of extinguishers and their uses was conducted in G&L – Silvassa on 1st October 2019.



An eye testing camp was organised for employees at CFS - Navi Mumbai, IP - Navi Mumbai and IP – Silvassa during the month of October 2019.



A mock fire drill was carried out at IP - Navi Mumbai on 16th October 2019. The Chief Fire Officer, Fire Brigade, MIDC Taloja conducted the mock drill.



As part of the capacity building on health and hygiene program being conducted in Sayli village, Silvassa, an Aanganwadi Workers Training was organised on 23rd October 2019.

Personnel Information – October 2019

Transfer

- **Mr. Ashish Chandra**, Chief Manager [Marketing], Leather Chemicals - Chennai has been transferred to Leather Chemicals - Kolkata as Chief Manager [Marketing]-East.
- **Mr. V Saravana Kumar**, Sr. Manager [Marketing]-Finished Products, Leather Chemicals - Ambur has been transferred to Leather Chemicals - Chennai as Sr. Manager [Marketing]-South.
- **Mr. R Suresh**, Manager [Marketing], Leather Chemicals - Chennai has been transferred to Leather Chemicals - Ambur as Manager [Marketing].
- **Mr. Subhangkar Banik**, Executive Assistant to D[SB], Corporate Office - Kolkata has been transferred to Logistics Infrastructure - CFS, Kolkata as Manager [Commercial].
- **Mr. Abhrajit Sett**, Deputy Manager [Commercial], Logistics Infrastructure - CFS, Kolkata has been transferred to WD - Kolkata as Deputy Manager [WD].

Wish you all the best in your new role!

Re-designation

- **Mr. Goutam Saha**, Vice President [E&P], E&P - Kolkata has been re-designated as Head [Engineering & Projects], E&P - Kolkata.
- **Mr. Amitava Bandyopadhyay**, Associate Vice President [ROFS], ROFS - Kolkata has been re-designated as Head [Refinery & Oil Field Services], ROFS - Kolkata.

Wish you all the best in your new role!

New Members



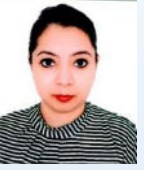
Mr. John Wesley joined Industrial Packaging, Chennai as Deputy Manager [Sales & Marketing] on 3rd October, 2019.



Mr. Susanta Bhattacharya joined Greases & Lubricants, Silvassa as Deputy Manager [HR] - WR on 14th October, 2019.



Mr. Manikandan N joined Logistics Infrastructure - CFS, Kolkata as Asst. Manager [Operations] on 16th October, 2019.



Ms. Chanchal Raghani joined Travel & Vacations, Vadodara as Officer [Travel] on 1st October, 2019.



Mr. Anupam Negi joined Temperature Controlled Warehouse, Rai as Junior Officer [Warehouse Operations] on 1st October, 2019.



Mr. Lokeshkumar Ramteke joined Industrial Packaging, Vadodara as Junior Officer [Production] on 3rd October, 2019.



Mr. Deepak Kumar joined Industrial Packaging, Vadodara as Junior Officer [Stores & Purchase] on 3rd October, 2019.



Mr. Yogeshwaran P joined Travel & Vacations, Chennai as Junior Officer [Travel] on 14th October, 2019.



Ms. Ilakiya B joined Travel & Vacations, Chennai as Junior Officer [Travel] on 14th October, 2019.



Mr. Narendra Nath joined Greases & Lubricants, Chennai as Junior Officer [Stores & Purchase] on 15th October, 2019.



Mr. Sanjeev Kumar joined Temperature Controlled Warehouse, Rai as Junior Officer [Warehouse Operations] on 18th October, 2019.



Ms. Shweta Gangurde joined Greases & Lubricants, Silvassa as Junior Officer [Stores & Purchase] on 22nd October, 2019.

Welcome you to the Balmer Lawrie family and wish you all the best!



Mr. Siddhartha Roy Chowdhury, Manager [A&F], Corporate Accounts & Finance, Kolkata left for his heavenly abode on 18th October 2019. A very humble and amicable person, Mr. Roy Chowdhury was a perfect gentleman. His association with Balmer Lawrie dates back to 15th December 1988. He lost his battle with the 'Big C'. Mr. Roy Chowdhury was born on 5th May 1963. He is survived by his wife and son. Our heartfelt condolences to his family and prayers for his soul to rest in peace.



Think clean, Save the marine



Plastic is everywhere and is a massive pollution problem, especially in our oceans. Say no to plastic and use eco-friendly products instead. Carry your own water bottle and stop using plastic bottles.

