



PROUD TO BE INDIAN  
PRIVILEGED TO BE GLOBAL

# Opinion

Quarterly Newsletter of LNJ Bhilwara Group

For Internal Circulation only



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Dear All,

We have seen some remarkable ups and downs in recent past. We lost the opportunity to be a member for the Nuclear Suppliers Group (NSG) after fierce opposition from China - and this was certainly a letdown given the Herculean efforts by the Prime Minister.

But the disappointment was short-lived as soon afterwards we got the membership of MTCR or Missile Technology Control Regime. MTCR membership will enable us to buy high-end missile technology and also enhance its joint ventures with Russia. And as icing on the cake, India took a big leap in space technology on June 22 Indian Space Research Organization used its workhorse PSLV-C34 to inject 20 satellites including 17 foreign satellites into orbit in a single mission and set a new record.

Amid all this high points there was visible discomfort when it was announced by RBI Governor, Raghuram Rajan that he would not seek a second term. Many questions were raised as to the timing and intent of the Government. For skeptics, this was an indication of politics prevailing over politics while many thought we should not read too much into this episode.

Whatever may be the facts behind these high-profile micro issues, at a macro level, we have heard lot of murmurs over the pace of reforms. Largely the feeling is that corruption at the Central Government level has been nailed and ministers are on their toes to perform and reform. Amid the many developments that we listed above had come the relaxed foreign direct investment norms in single brand retail, civil aviation, airports, pharmaceuticals, animal husbandry and food products. This certainly is a welcome sign.

However, there are challenges as well. Globally as you are aware we are going through a tough time and it will be a while before the situation gets to normal. Like all other businesses it is important for us to continue to focus on fundamentals, have a firm plan in place, focus on cost efficiencies, performance and productivity, and plan well. By following these and with your support, we have managed to do reasonably well during the financial year ending March, 2016. The EBIDTA margin improved from 16% to 19% from Rs. 1,078 cr to Rs. 1,157 cr, while cash profit shot up from Rs. 616 cr to Rs. 690 cr. I am also happy to share that the Group's net worth at improved from Rs. 4,354 cr to Rs. 4,517 cr, while our total assets stand at Rs. 10,057 cr. There were some areas of concerns as well. For instance, export sales declined by 20% to Rs. 1,984 cr. from Rs. 2,548 cr.

Going ahead we shall have to retain our work ethics and culture. Team leaders will need to keep the motivation levels intact, while managers shall have to perform to their full potential. We must remember we should always prepare for future in advance to tide over any contingencies.

As I sign off, I would strongly urge all of you to get geared to address all the demands of future, be it the technology, fast changing consumer aspirations and expectations, the way we manage business, the way we deal with information and most importantly acquisition, retention and management of the talent. Leadership behavior, I can very well visualise, to undergo a change of sort and would be the key to manage the technology, the process, the environment and the people. Every passing year would create enough challenges for any business and the professionals. I recall what Theodore Roosevelt once said, "It is not often that a man can make opportunities for himself. But he can put himself in such shape that when or if the opportunities come, he is ready."

With Best Wishes

Ravi Jhunjhunwala



# Letter from Editor-in-chief



Dear All,

We are all aware how the business landscape has changed through the last decade. Some businesses which were visionary enough to forecast the upcoming changes, survived this change successfully and flourished. On the other hand, as a consequence of this, many managers and executives fell behind.

It is important to anticipate and form strategies around the new set of challenges and I thought of sharing some ideas around this issue.

Probably, the biggest change of the 21st century is that the world has now become a global village. Globalization has brought a lot of interesting possibilities, opportunities as the whole world has now become a big, grand global market place. Accordingly, customers with different origin, culture, background, socio-economic political dispensation pose varied challenges. These are further influenced by the economy they are in, their currency, rules of legal framework etc. As managers, we have, therefore, need to understand our customer's aspirations and demands very well to serve him better. It is not now confined to only to sales, marketing or service function. To do our job well, we also need to know our competition thoroughly. Business has become now a game of 'Service' and 'Success'.

Now, from a manager of the 21st century, it is expected to be knowledgeable, sharp and quick to understand, respond and meet internal or external customers' expectations, technologically savy, very well informed and networked. Communication, thus becomes the underlying essence. IT and Communication Technology have already married and time is not far when we will witness that it would drive virtually everything. Business would become an activity of 24 X 7. Offices would undergo transformation. Most would have to be operative where he/she may be. The working space would become virtual. Empowerment would relate to business yield. Domain of responsibility and delivery would become bigger and non hierarchial. Performance would essentially involve updation of better Skills, Knowledge enhancement and development of Capability to lead and innovate. Recognition and Rewards would become ruthlessly objective. 'Employee cost' and 'Service cost' which would include the cost of technology usage and would assume a strategic criteria. The routine and non-value added functions would be outsourced. All existing functions would undergo a transformation of change and get re-defined so as to have only such Roles whose purpose would be a value added and strategic.

The Organisation strategy would have an important element of creating a brand for itself for better acquisition of talent, customers' attention and retention which pre-supposes creating and maintaining a learning environment, which leads to satisfaction and a kind of happiness to be associated with.

This all require a serious re-thinking and a well planned, structured Leadership Development Programme at all levels to make the organisation ready for future.

Returning back to the present, the Chairman has already laid out the challenges that lie in front of us. As we are grappling with a bit of uncertainty it is important to have a sharp focus on fundamentals while keeping all the above in mind for future preparation.

LNJ Bhilwara Group has made a remarkable journey. This has been possible because we have constantly adapted ourselves to the changing business landscape and addressed challenges around us. Some of the challenges of globalization that I listed above is to reiterate the old value of realization and adaptation that we have always pursued.

I conclude with a very relevant statement from Stephen Hawking who said, "Intelligence is the ability to adapt to change".

With best wishes,

Dev Joshi





# Group Happenings

## Bhilwara Natya Puraskar

LNJ Bhilwara Group organized the sixth of Bhilwara Natya Puraskar, the annual drama fest aimed at encouraging theatre performances in Hindi and fresh talents from across India. The winner for this year was a play "Ram Ki Shakti – Pooja" which is based on a poetry originally written by Shri Suryakant Tripathi Nirala. The play was staged on 28th April, 2016 at city's Kamani Auditorium, New Delhi, to a packed audience informed by Shri Narendra Mudgal, Secretary, Bhilwara Natya Puraskar Samiti. On the occasion, the award comprising award of Rs. 1 Lac and a trophy were given by Rita Jhunjhunwala.



"The play was directed by Vyomesh Shukl from Banaras.

"Indian theatre is celebrated across the globe. This is a small contribution from our Group to the Indian traditions which has been an integral part of our rich cultural heritage. Bhilwara Natya Puraskar was started with an aim to promote theatre, which has been neglected. We are proud that we have managed to contribute our bit in the small possible way," said Shri Jhunjhunwala.

## HEG Graphite School: Session with Chairman - Emeritus

An interactive session programme with four principals of our Group School, headed by Shri L.N. Jhunjhunwala was organised in Head office on 23rd May 2016. The session was begin with the speech of Dr Eswaran while all the principals shared their past experience in their school. They further discussed their educational and extra-curriculum programme with Shri L.N. Jhunjhunwala. Shri Jhunjhunwala emphasized on recruiting coach for games specially in the field of Chess, Table Tennis and Badminton. The interactive meeting helped the principals to have a clear vision and expectation of Chairman, Emeritus towards school performance and plan effectively to achieve the highest level of excellence. The programme was arranged by Shri Narender Mudgal.



## Banswara : Visit of Managing Director

On 6th April 2016, Shri Riju Jhunjhunwala, Managing Director, RSWM, visited Banswara unit. A meeting was organised with Shri Prakash Maheshwari and all the core team members were invited in the morning at Orchard. Core team members introduced themselves to the Managing Director and some general interaction with individual future plan was discussed.



## Banswara : Audit of SA 8000 and QMS, EMS. OHSAS

The BSI team Members headed by Shri Vipul Bhatnagar audited the Banswara, Lodha Plant on 6th to 10th June, 2016. During the audit, all the related areas were assessed and no NC was observed. However, few observations were there which were attended by concerned team Members. During this audit, tree plantation was also done by the BSI auditors.



Prior to, The BSI team member, Shri. Surjit Singh audited Banswara Lodha plant on 13th and 14th April, 2016. During the audit, all related areas were assessed and no NC was observed however few observations were pointed out which were attended by concerned team members.

## Banswara : VIP Visits

Shri. L C Jain, Dy. Director- Industries visited RSWM, Lodha, Banswara unit. He visited the class of workers and interacted with ISDS trainees. Shri M.P. Pareek, GM(HR) explained the training facilities, progress and achievement of ISDS, scheme at Lodha.





# Group Happenings

## Banswara : Installation of 10000<sup>th</sup> card of Trutzschler

The 10000<sup>th</sup> card of Trutzschler was installed and commissioned at RSWM, Banswara unit No. 4-5 on 18th May, 2016. Shri Prakash Maheshwari, Shri Sanjay Sharma along with Trutzschler Engineer and staff members were present during the production handover ceremony.



## Bagalur : H & M Retailers Visit

U.K. based, H & M retailers with their presence in many countries, visited officials at Bagalur unit on 12th May, 2016 to understand the working of spinning mills in India, especially the Company, RSWM. The team was impressed with the unit.



## Mandpam & Kanya kheri : Visits of Customers

Mr. Helmut Haelker, Chairman, Re Mei visited Kanya Kheri plant on 14th April, 2016 accompanied by Shri Kul Bhushan, Head (Export Mktg.). He had a round of the unit and appreciated the new plant and its housekeeping. He is the consistent buyer of organic yarn and shown much confidence towards products of the unit.

Mr. Bernd Brunen, Shri Ramesh Ramalingam and Shri Vasudev Bankapur from C & A Global visited the plant on 21st April, 2016 accompanied by Shri Kul Bhushan being the regular buyers, they appreciated Kanya Kheri plant and assured for further continuity of the business.

Shri Pravin Gupta and Shri Vishal from M/s. Bennetton visited on 27th April, 2016. The team was happy to see a new set-up of Melange and appreciated.

Shri Mohammed Abu Forhad, Director and Shri Mohammed Faruque Hossain from M/s. Ecotex, Bangladesh visited Kanya Kheri unit on 6th May, 2016 accompanied by Shri Sudarshan (Export-Mktg.) He was very much satisfied to see the plant and appreciated its product range.

Shri Karthik Lakshmanan and Shri Nagarajan Venkatesalu from M/s. Decathlon visited us on 10th May, 2016 accompanied Shri Ashwani Sharma, Head, (Tirupur-Mktg.) During their visit, they discussed in detail about the quality and delivery and also had a round of new plant very much impressed to see new set-up and assured to continue the big orders with Kanya Kheri unit and other that the existing orders for Mandpam unit.

A team lead by Shri Janak Lalbhai from M/s. Aravind Mills Ltd. visited us on 11th May, 2016 accompanied by Shri S. K. Jain, our Head, Mumbai Mktg. They discussed the business in details and shown more interest to increase their business volume.



Shri Sumudit Issar from Akiko Sherman, Delhi Agent from M/s. Katoh Masa, Japan) visited Kanya Kheri on 26th May, 2016 with Shri Kul Bhushan, Head (Export-Mktg.). He was much interested to start the Melange business with the unit.

Shri Narasimha Daimane (Head Sourcing), Shri Gurucharan (DGM-Sourcing) and Shri Shankar Ganesh (Quality) from Page Industries, Bangalore, visited Mandpam and Kanya Kheri unit on 25th June, 2016, they are very big consumers of Melange, they were very much delighted to see the plant and appreciated its product range. They also assured for further business.

## Mandpam : Several Audits Accomplished

Mandpam Unit went through various audits during the quarter – April to June, 2016 like IMS Surveillance, SA:8000, Energy Management System, EnMs - 50001-2011, GOTS, OE & GRS and H & M Guideline-Self Assessment. The Management Representative, Shri M. K. Jha was ably supported by all HODs and their respective teams for successful conduct of the Audits by the renowned various Certification Agencies. All the respective certifications continued after successful completion of the audits.

## Kanya Kheri : Audits of IMS, GOTS, OE & GRS

The Stage II audit of IMS 9001:2015, 14001: 2015 18001:2007 took place from 13th to 16th June, 2016. After the successful audit, the Kanya Kheri unit has been recommended for IMS certification by certifying agency, M/s. SGS India Pvt Ltd. The 9001:2015 14001:2015 are the new version for QMS and EMS and Kanyakheri unit will be the first certificate holder for this version among all our other units.

The Kanyakheri unit went through GOTS, OE GRS audits from 30th June to 1st July, 2016. The Management Representative, Shri Y. D. Tiwari was ably supported by all the HODs and their respective teams. The auditors, Shri Pareen Pawar and Shri Vasant, audited the systems and processes of the entire unit. Audits were cleared successfully and certification is continued.



# Group Happenings

## Rishabhdev : Installation of New Machines

Pooja of various machines, viz. TC -10 Carding machine, Versa Cheese Winding machine, Unimix, MBO, Cascade Wrapping system & Pallet Packing Machine installed in Mill No.1 & 2 of RSWM, Rishabhdev was held in May, 2016. Pooja of the newly purchased Ambulance was also done on the same occasion.



## ADHPL : EQHS Certification

The EQHS (Environment, Quality, Health and Safety) Integrated Management System Certification for ISO 9001, ISO 14001 and OHSAS 18001 kick started at ADHPL on dated April 20-22, 2016. The Consultant from Saras Environment Consultants and trainer from certifying agency KVQA were present at the opening of kick start meeting. A two days workshop was organized by ADHPL and lecture was delivered by the Consultant and the invited EQHS trainer from KVQA with all the concerned Officers of ADHPL and Transmission Lines.



## Rishabhdev : ISO-50001 & GRS Audits

The Stage - I Assessment Audit for ISO - 50001 Energy Management System Certification for Rishabhdev unit was held on 16th June, 2016. The BSI audit team, Shri Ashok Mathur and Shri Vijay K.Viswakarma done the audit which went successfully. The GRS audit for renewal of the Certificate was also held successfully on 28th June, 2016 by the Auditors.



## Rishabhdev : New Staff Club Committee

The selection of Executive Committee members for the year 2016-17 for RSWM, Rishabhdev Staff Club had already been made in the beginning of New year. But in

order to make the new committee members vibrant and more aware of their responsibilities, a formal function was held on 17th April, 2016 in which every new member took oath for performing his role well for a better performance of the Club. Shri K. B. Khatod, COO, conveyed his best wishes to the new committee members for keeping the campus alive by organizing more and more entertainment programmes by month leaders and full participation of staff and family members in each activity. The programme ended with a delicious dinner.



## Ringas : Visit of Important Dignitaries

Smt. Vedika Agarwal had visited with Smt. Anuradha Dalmia and Smt. (Dr.) Shyamla Mani at Ringas unit on 13th April, 2016. All were welcomed at the Guest House by Dy.COO, Shri Avinash Bhargava, AVF (Technical) Shri Anurag Tiwari and other team members of Ringas unit. They took the round of Recycled Fibre Plant and Yarn Spinning Plant and were highly impressed with the manufacturing process and house keeping of both the units. During their visit, they interacted with Dy.COO, AVP (Tech) and other team members and discussed the issues of common interest of industries.



## Ringas : VIP Visit

New Lokayukta of Rajasthan State, Shri Sajjan Singh Kothari, Former Judge of Rajasthan High Court visited Ringas Unit on 11th May, 2016. He was welcomed at the Colony Guest House by Dy. COO, Shri Avinash Bhargava, Correspondents of local news papers, Chairman of Ringas Nagar Palika and other team members of Ringas unit. During his visit, he shared with us the moments he spent





# Group Happenings

with Shri L. N. Jhunjhunwala and Senior Management of the Group while he was occupied as Judge at different locations of the State.

## LNJ Denim : Inauguration of New Machine

On 19th May, 2016 our New Finishing machine has been commenced in presence of Our CEO, Shri Prabir Bandyopadhyay & COO, Shri Piyush Chandarana. On this occasion, Pooja was performed by Our CEO Shri Prabir Bandyopadhyay. All staff members were invited for Pooja. Everybody was excited & happy for having new finishing machineries in Denim Plant. With these machines, our finishing production capacity increased twenty one Lacs Meter/Month.



## LNJ Denim : Visit of VIP

On 4th June, 2016, Shri Prakash Raj Purohit, the Collector of Banswara had visited LNJ Denim unit along with his family members. The Company, COO, Shri Piyush Chandarana along with AGM (HR & IR), Shri Vinod Trivedi welcomed and escorted them to show production process of Denim plant. He appreciated the Management for taking active participation in CSR activities, plantation and efforts made for making pollution free environment, which boosted everyone to work better.



## Bagalur : Inauguration of 10,000 Spindles

On 27th June 2016, RSWM, Bagalur unit has inaugurated 10,000 spindles of Melange Yarn Project. Pooja and Hawan were conducted on this auspicious occasion by COO, Shri Vinod Mehta and VP (Operations), Shri V. V. Raju.



## HEG : ISO Certification on Environment Management System

It is a matter of pride that HEG became 1st organization in Madhya Pradesh and one of the few companies all over the country to get certified with new version ISO 14001:2015. We have achieved the Environment Management System re-certification from Bureau Veritas. All the seniors appreciated the efforts made by employees to achieve the target.



## Bagalur : SA 8000 Recertification Audit

The Audit conducted by the BSI certification agency under the lead auditor, Shri Mishra and his team on 12th and 13th May, 2016 at Bagalur unit. Witness of the Mockdrill was observed by the auditor during the audit. Recertification audit was held successfully and added Bagalur Unit in our RSWM Corporate SA 8000 certification.



## BSL : Visit of Customers

A high level delegation from RI-OPELE, Portugal - Mr. Olivera and Mr. Amaral, accompanied by Shri Arun Churiwal, Chairman & M.D. of BSL, Shri R N Gupta, Shri J C Soni, Business Head, Shri A K Mehta, Vice President, visited BSL Ltd, Bhilwara on 14th May, 2016 and took the round of Spinning, Weaving & Processing Divisions to see the functioning of various kinds of machineries. They were very much impressed to see latest technology machineries and shown keen interest in new product development and value added products for their business potential.





# Group Happenings

## Maral : Fabric Testing Lab.

The new fabric testing laboratory has been started in Unit-3 on dated: 10th June, 2016. The inauguration of lab was done by Shri Arvind Bhokse, AVP (Production) and Shri Pradeep (QA from Buyer Blair) in presence of Shri S.K. Shukla (AGM - HR & Admin.) and staff members. The equipment have been installed such as Washometer - To check colour fastness to washing as per ISO and AATCC standard; Incubator Oven - To dry the specimen of colour fastness testing; Conditioning Chamber - To maintain the desired temperature and relative humidity for specimen / fabric; ICI Pilling Tester - To check the pilling of fabric; Shrinkage Template and Scale - To mark and check the shrinkage percentage of fabric and Hydraulic GSM Round Cutter - To check the GSM of fabric.



## Maral Sarovar : Felicitation for Better Work Practice

On 28th May, 2016 a good number of female workers who are working in Bale Pressing and Godown area were felicitate with toffee for their punctuality in wearing uniform & cap as well as for following up the rule of walking on yellow lines marked for walkway.



## Maral Sarovar : Visit of Divisional Commissioner

Divisional Commissioner of Indore, Shri Sanjay Dube, IAS paid a short visit to Maral Overseas Ltd, Maral Sarovar on 27th April, 2016. During his visit, he had taken a round of manufacturing facilities as well as done plantation in Maral fruit garden. The Commissioner appreciated the efforts done by Maral Overseas Ltd for maintaining greenery in and around the premises.



## Maral Sarovar : Visit of Collector

Shri Ashok Kumar Verma, IAS has resumed as new Collector of Khargone district in the month of April, 2016 and on 14th April, 2016, he has visited Maral Sarovar plant. A warm welcome was given to the Collector and he has taken plant round along with other officials. The Collector was very happy to see the infrastructure and highly appreciated the management for keeping industrial harmony and good work culture.



## Maral Sarovar : Workshop on Mathematics

A workshop on Mathematics was held at Vivekanand Vidya Vihar, Maral Sarovar on 26th June, 2016. Total 35 teachers of 14 CBSE schools of nearby area took part in the workshop and got benefited with the mathematical solutions and new guidelines of CBSE. The Principal of Vivekanand Vidya Vihar, Maral Sarovar, Shri Sandeep Panat chaired the workshop.



## Rishabhdev : VIP Visit

Hon'ble Chief Justice of Rajasthan High Court, Jodhpur, Shri Gopal Krishna Vyas, visited Rishabhdev unit on 26th June, 2016. The Chief Justice was at Rishabhdev for attending Lok Kalyankari Shivr. He had a round of the unit and appreciated its upkeep and disciplined working.





# Learning & Development

## Kharigram : Inauguration of Quality Year

The inauguration of Quality Year-2016-17 took place on 3rd June, 2016 at class room UNO 4-5 of Kharigram unit. The P & A department took the initiative to start this process in presence of all Checkers and production staff members. At the beginning of the programme, Shri Brijesh Joshi, addressed the checkers regarding their achievements as well as challenges ahead. He motivated all the checkers to remain no 1 in maintaining ZERO losses during the entire year.



The Dy. COO, Shri Vinay Srivastav explained the methodology to achieve the quality targets & to remain market leader in quality. The COO of the unit, Dr Naresh Maheshwari expressed his sincere thanks to all checkers / Tech & IR /HR staff for this new initiative to celebrate 2016-17 as quality year with zero defects. He assured all required support from management side to achieve this target. During this programme, 5 best checker for the month of May, 2016 were rewarded. The poster of Quality year 2016 was uncovered / unfolded by all team members. The programme ended with group photograph along with quality year banner.

## Kharigram : Kaizen Award

In the journey of Operational Excellence, the Kaizen exercise have been carried out during April & May, 2016 respectively. OpeEX - Leader, Shri Arvind Singh Rathore under the guidance of Dy. COO generated total 235 Kaizens worth saving of Approx. Rs. 15 Lacs on annualized basis. The COO of Kharigram, Dr. Naresh Maheshwari awarded the best 5 Kaizen team of the months.



## Kharigram : Training on Emotional Intelligence

A training programme on Emotional Intelligence conducted by Shri M. P. Pareek. In this programme, it was clarified that the role of EQ in success of our professional



life is more than 80%. The IQ plays only 20% role. Total 180 staff members attended in 5 different sessions.

## Banswara : Annual HR Conclave

Annual HR Conclave was organized at Lodha, RSWM on 25th May, 2016. All Unit HR / IR Heads were present. The Conclave was led by Corporate HR. Issues related to HR challenges, HR practices & various HR & OD Interventions were discussed during the conclave. A Team of three members was constituted to collect & collate best HR practices from few other similar renowned organizations. The emphasis was on how to be a learning organization & develop our people to face new challenges. A detailed road map on Training & Development was also discussed and finalized. Brain-stormed on how to enhance the performance of employees to the next level was also discussed. An Induction & Orientation module for new joiners was shared for adoption by all units & many other HR issues were addressed.



## Banswara : Training on Soft Skill Development

Two days training program was conducted by Shri N. K. Saxena at Lodha, Banswara unit. 30 employees participated in the training program. The content of the program was very much appreciated by the participants.



## Rishabhdev : Workshop on Quality Life

Forty workers of various departments along with their spouses attended the two days workshop on Quality Life conducted by Central Board for Workers Education, Udaipur held at Delwas and Valdar in the months of May & June, 2016. On second day, all the participants were brought to the Mills and gave training at our training centre. Shri K. S. Yadav, Regional Director, CBWE also took classes alongwith Dr. Sudhir Vadiva, Education Officer, Shri K. B. Khatod, COO also addressed the participants during the concluding session.



# Learning & Development

## Rishabhdev : Mock drill & Safety Training

On 18th June, 2016 an on site mock drill and class room training was conducted by Shri Kalu Singh Shakhawat, Training Instructor, Vishweshwaraiya College of Fire and Safety, Udaipur. The fire fighters from Engineering, Maintenance and Security departments attended the training. A safety training programme was conducted by



the Safety Officer, Shri Sugreev Kumar Bishnoi on 24th & 25th May, 2016 for Engineering & Maintenance workers about safe work practices, use of tools and tackles, how to maintain house keeping in the department etc.

## LNJ Denim : Mock Drill & Fire Drill

An emergency can occur any time and in any situation at any place. To create awareness, Denim unit had conducted an emergency mock drill session on 27th May, 2016. One person fell down from the stair, an emergency was intentionally created in order to check the awareness among the staff members & workers. This was kept secret and only few senior staff members were informed for the same. Immediately after incident was enacted, responses from various people on duty were observed. Who saw it first? What was his first action?, Who raised the emergency siren? How & when First aid was given to him, who came to assembly point? The aim behind through this session was to find out the alertness of employees in any emergency and the overall observation was assessed satisfactory. After this, on spot practical training have been imparted to our workers and staffs by the Safety Officer, Shri Chandan kumar Mishra and he had made aware about how to utilize the Extinguisher & hydrant line & get protected from any worst situation.

## Banswara : Fire and Safety Training

For improving the awareness towards fire and safety, a training program for workers was conducted on 4th June, 2016 by Sh. Satyendra Singh Solanki, Safety Officer. He has given demonstration to overcome from the fire incident/ accident and explained about working of fire extinguisher and protect to self and others during accident through practical classes.

## LNJ Denim : Movie Shows at Campus

Entertainment, in today's word is something which is the top most requirement. The only means to get relaxed in this stressful life. Keeping this in mind, here at LNJ Nagar Colony, Movie shows (open theatre) were organized on Saturday/ Sundays night. In which latest movies had been shown like Baaghi, Azhar, Te3n, housefull3, Kapoor & sons in months of May & June. Staff & their family members from Denim & Fabric division enjoyed these movies. Light snacks were also arranged for all family members.

## Bagalur : First Aid Training

First Aid training programme was organized by Salem Productivity Council (SPC) at Bagalur unit on 11th June, 2016. Shri Qifayath Ahamad given valuable First Aid tips to rescue people at the time of emergency and impact of



workplace injuries, where 30 employees attended from Bagalur and Pondy units.

## Bagalur : Nursing Training

RSWM, Bagalur unit started Nursing Certificate Course for the women employees those who are working with the company. Intension of starting nursing course is that they can have better future after leaving the company and also to retain them in the company. The programme was inaugurated by Shri. V. V. Raju, Vice President (O) on 4th April, 2016.



## Corporate Office : Fire and Safety Training

A Fire and Safety Awareness' programme was held on 15th April, 2016 at Corporate office conducted by Shri Virender Sharma, an Expert in Fire and Safety. Employees volunteered to pick up necessary knowledge and skills to deal with fire contingencies and also took precautions for fire related safety.



## Rishabhdev: Performance Review

The Performance review for the quarter January-March, 2016 was held at Rishabhdev on 28th & 29th April, 2016. HODs gave their department's presentation nicely and





# Learning & Development

after seeing the presentation, Shri K. B. Khatod, COO appreciated all for their better performance. While summing up proceedings, he added that the new concepts being introduced by the unit every year for performance improvement has been working satisfactorily and for year 2016-17 all should work through NFABP where the emphasis should be for OpEX through 5S, Kaizen, Quality circle, CIP, 'Sankalp' and 'Be Better'.

## HEG: Quality Circle Convention

HR L&D organized HEG's second Internal Quality Circle Convention for the Year 15-16 on 18th May, 2016, where a total of 12 teams participated in the event by showcasing their exemplary efforts in completing the projects undertaken through knowledge tests & case study presentations.

Shri D.K. Sinha, Ex-addl GM – Business Excellence - NTPC, once again accepted our request to judge the event, where he applauded the efforts of teams for the various improvements brought from the last convention. The ED, Shri D. S. Ravindra Raju was also present along with all



senior officials to grace the occasion where he stressed on striving for best quality standards and wished the teams good luck in their journey of continuous improvement.

The QC teams were greatly appreciated for their exceptional problem solving skills and contribution towards quality initiatives.

## HEG : Sessions on Basic Instrumentation & PLC

A series of sessions on Basic Instrumentation, PLC were conducted for our technical team both in Tawa & Mandideep Plants, where participants understood the nitty-gritty of weighing instruments and measuring systems and the ways to ensure accurate measurements and results. These sessions were conducted in-House faculty. Both the participants and senior management appreciated the content of the session and learnt a lot.



## ADHPL : Security Risk Assessment

The Security Risk Assessment of ADHPL was conducted by a team from Statkraft and ADHPL from the Corporate Office during 4th April and 4th June, 2016. The team visited the plant and sites and later on a workshop was organized at ADHPL on the security risks of the plants and transmission line.

## Graphite School : Training of Teachers

Orientation Programme for training teachers was organized to enhance their teaching by way of using new innovative methods of teaching mathematics to students of all levels was conducted in Mithi Gobindram School, Bairagarh.

The programme stressed on the enhancement of the teaching methodology of teaching mathematics from



contemporary to the latest methods by making the subject friendly to learn and make students come out of the phobia of mathematics is a difficult subject. The training included the learning of tricks of working with Tables, Doing Addition and Subtraction of Algebraic Expressions and of teaching Metric Expressions. The training also insisted the teachers to use puzzles, games and activities to make understand the rudiments of the subject and practical applications of the learning in day to day life. Using the new method of teaching, the teachers have been able to teach the mathematical tricks and have been using innovations of teaching and the training has made the learning of the subject enjoyable and interesting for the teachers to teach and students to learn with fun and enjoyment.

## Graphite School : Teacher's Orientation Session

Before the start of the new session, two days Orientation Program was conducted for teachers on the 11th & 12th of June 2016 in Graphite School. The program was conducted under the able guidance of Smt. Aruna Boolchandani, Ex-Principal Anand Vihar School. She is presently associated with Azeem Premji Foundation. She is also a social activist associated with various NGOs. She has a rich experience of Teaching & Administration. The Orientation Program was organized to enrich the teachers with better techniques of teaching and enhance their skills for the class –room teaching of different subjects to the students.

The focus of the program was to make the teachers understand about the role of teachers. It also aimed on the share, gain and learning, understanding of CCE pattern evaluation of CBSE and its better implementation for the improvement of the students. CCE is a pattern of evaluation introduced by CBSE New Delhi for all CBSE affiliated schools which works under a nine –point grading system for complete holistic development of a child.



# Learning & Development

The program empowered the teachers to have a new insight into the latest ways of teaching students and implement the new techniques of teaching for improvement of the level of students blended with overall grooming of individual personality and improving the academic level of the students.

## Maral, Noida: Training on Fire and Safety

With an aim to make the employees familiar with the right method of using Personal Protection Equipments (PPEs) and importance of their proper maintenance, Practical



Demonstration Program was organized at Maral Unit - 3, Noida. Selected staff members and workers from various departments attended the program. They acclaimed the program very useful and important for their work area. The training was given by Shri M. S. Rawat and further coordinated by Shri Prasanna Kumar Sahu.

## Corporate Office- Mock Drill & Safety Training

Mock drill provide virtually the only means, short of an actual incident of measuring the state of readiness and of testing the effectiveness of an emergency response Plan, reduce anxiety and fear in event of a disaster, reduce losses that accompany disaster. The purpose of conducting a Fire Drill is to provide an opportunity for members to assess their knowledge of the Fire Evacuation Plan as well as their ability to evacuate the facility as quickly and safely as possible.

A Mock drill and safety training was conducted on 13th May, 2016 at Corporate Office by Shri R.C. Sharma and Shri Jagat Singh, Safety Officers, Fire Department, Noida Authority. The Administration, Maintenance and Security departments attended the training.



## Corporate Office : Seminar on Imparting Human Values

A seminar was organized on "Your Life is Your Message" at the Corporate Office on 2nd April, 2016.

This life management program was conducted by senior volunteer team under Sri Sathya Sai Seva Organization. Participants were given opportunity to explore and find answers to questions like - Do I feel fulfilled and happy with

my life? Am I missing something? Must My life have a Purpose? What could the purpose of my life be? Will it make my life more fulfilling? Can my life be more joyful? How do I find Lasting happiness? How can one live in the present at a pace no more than natural, free from stress and yet be more effective -professionally, socially and personally?

Employees participated in attending this Seminar with great enthusiasm.

## Kharigram : International Yoga Day

RSWM Staff Club and HR Department of Kharigram plant organized a "Yoga-Shivir" on the occasion of "International Yoga Divas" on 21st June, 2016 in Staff Club of Mill premises. Shri M.P. Pareek (HR Head) and Shri Naresh Sharma, President of Club alongwith their team did all arrangements for conducting the "Yog Shivir" Staff and their family members participated in the presence of Shri Prakash Maheshwari, Executive Director and all participants have enjoyed the session.



## Kharigram : Yoga Camp

RSWM Staff Club organized a week's "Yoga Shivir Camp" in staff club of Mill premises held from 5th to 12th June, 2016. This Yoga Camp was inaugurated by Staff Club President, Shri Naresh Sharma. In his opening message, he welcomed Shri Heera Lal Dhanopiya - Patanjali Yoga Teacher and wished all the participants.



The Staff members along with their family members participated in "Yoga Shivir Camp" and learned various "Assans and Pranayam" for healthy living. All the participants introduced yoga as part of their daily routine. With the enthusiasm and the interest shown by the Staff members for such Yoga Camp, it has been decided to organize further such camps in the time to come for the benefit of employees. All the participants introduced Yoga as part of their daily routine in their lives.

## Banswara : International Yoga Day

On the call of our Hon'ble Prime Minister, Shri Narendra Modi, UNO has declared 21st June as "International Yoga Divas". All school, Govt. Officers, NGOs along with District Collector joined this campaign. On this day, RSWM, Lodha staff members Shri Ajay Sharma, Shri Aditya Sharma, Shri



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J.S. Chouhan, Shri B Pramanik and Shri Abhimanyu Singh joined this campaign at Kushalbhag ground in Banswara town.



### Bagalur : International Yoga Day

International Yoga day was celebrated at Bagalur unit on 21st June, 2016 with full enthusiasm. All the staff and workers participated in 108 Surya Namaskar competition in the presence of BH, Shri S C Garg, Shri Vinod Mehta, COO, Shri V. V. Raju VP (O). As many as 35 participants have won the prizes. During the session, 18 females and 17 males completed 108 Surya Namaskar. Shri S. C. Garg, B.H distributed prizes to the winners and appreciated all the participants and also advised to make Yoga as a part of life.



### BSL : International Yoga Day

2nd "World Yoga Day" celebrated by BSL Ltd., Bhilwara on 21st June'16 by organizing Yoga Session under the supervision of Shri Manoj Garg, GM (Engg.) in the factory premises. Shri A K Mehta, VP, Shri S Sengupta, VP, Shri S K Jain, AGM, Staff and their family members performed various Yoga techniques like Asanas, Pranayam and Meditation. Shri Mehta encouraged to all the participants to learn and adopt Yoga techniques to improve their mental concentration and to enhance a positive outlook about life and also appealed to adopt it in their daily life, as the importance of Yoga as a stress buster, combat diseases and as an alternative physical regime has been realized by all over the world.



### BMD : International Yoga Day

At BMD, Mordí, Banswara, the Management with support of HR & IR Department initiated "Yoga Session" in reference to International Yoga Day on 21st June, 2016 for staff members and workers.



At starting, highlighted- What is Yoga, Importance of Yoga in routine life, its benefits & precautions, Stress Controlling then conducted various Yoga Asanas, i.e Tadasan, Varkshasan, Uktanpad, Sitalikaran, Pranayam etc. The session held by Shri Manoj Solanki as Yoga teacher cum HR member. The Deep Prajavalan and Sankalp made to all participants by President, Shri S. N. Goyal with gracefull presence of Shri S. K. Bhandari (VP-T) and Shri C.K. Tharad, (VP-C). The Program was organized by Shri Kapil Rathore, Manager(HR). Staff and workers participated with enthusiasm and were benefited and appreciated the Management for taking such initiation.

### HEG : International Yoga Day

HEG joined the world in celebrating 'International Yoga Day' on 21st June, 2016 where staff & executive turned out in large numbers to attend the session organized in coordination with ISHA foundation, Bhopal. Shri D.S. Ravindra Raju, ED, a yoga enthusiast himself, too participated, where he performed yoga along with other senior officials. The session was conducted to promote spiritual & mental well being among employees. The session concluded with the faith that all will embrace this discipline in everyday life.



### Maral Sarovar : No Tobacco Day

On the occasion of " World No Tobacco day" on 31st May, special campaign organized at Maral Overseas Limited, Maral Sarovar to spread awareness among the employees about the dangers and bad effects of tobacco on Health & Environment. During the program, Dr. Pradeep Jain (Plant Medical Officer) explained tobacco genetic diseases with examples, Safety Officer, Shri Rameshwar Jha shown video





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## CSR Updates

clips on consequences of using tobacco and appealed to the employees to say No to Tobacco to make tobacco free society. Chief Security Officer, Shri V. S. Jhala explained the audience about the rules and prohibition of entry of tobacco in factory premises.

### Banswara : Environment Day

RSWM, Lodha, Banswara unit celebrated environment day by organising painting exhibition and display of motivational posters. To make the people aware of importance of environment, a poster rally was organized on World environment day on 5th June, 2016. A message to



"save tree" was given to all staff and workmen. A team of HRD, Shri Aditya Sharma, AGM (HR) and trainers along with union representatives, Shri Prabhulal, Shri Shivalal, spread the message among the workers.

### Mandpam : World Environment Day

World Environment day was celebrated at RSWM, Mandpam on 5th June, 2016 with the participation of all staff members. On this occasion, Shi S. C. Garg (CE-MYB) explained the importance of Environment day and plantation to the staff members. The programme was organized by Safety Officer, Shri Anil Kumar Bishnoi.



### Rishabhdev : World Environment Day

5th June, 2016, World Environment Day was celebrated at Rishabhdev unit. On this day, a Quiz competition for children on Environment was conducted by the Staff Club. Shri Sugreev Kumar Bishnoi, Executive (Safety & Env.) briefed about the importance of protecting the environment. Shri K B Khatod, COO inaugurated the programme and all present took oath for protecting the environment. Shri M. S. Manilal, DGM (IR & HR) also talked on the occasion.



### Bagalur : World Environment Day

World Environment day was celebrated with full enthusiasm to make our surroundings green on 5th June, 2016 at Bagalur unit. Shri Vinod Mehta (COO) inaugurated the plantation in the presence of all staff members.



### BSL: World Environment Day

"World Environment Day" celebrated by BSL Bhilwara on 5th June, 2016 with great fervor. To create awareness amongst staff and workers towards environment protection and to make the "Environment Green & Clean", various programmes were organized like Quiz and Slogan Competition, Environment Awareness Training Session and tree plantation by Shri A K Mehta, VP, Shri S.



Sengupta, VP, Shri R K Katyal, VP, Shri Arun Shraff, AVP, and other Sr. Executives in presence of all the staff members.

On the occasion, Shri Mehta, addressed the employees on "Environment Safety and Global Warming" and felt that it is our moral responsibility towards the next generation to augment the greenery on this planet. Also appealed all the employees for efficient use of natural resources and reduction of waste to protect Earth, Water and Air from pollution as well as advised all the participants to plant more & more trees on every special occasion, Save Water, use cloth / jute bags instead of polythene bags.

### HEG : World Environment Day

World Environment Day was celebrated in HEG, Mandideep with much enthusiasm amongst all employees. 30 Neem Trees were planted on this occasion, PUC check arranged for company's & personal vehicles. The main event was organized in Auditorium and started with presentation on HEG's Environment, Reducing Pollution. Environmental awareness videos were also shown for motivation by ESLI department. ED, Shri D S Ravindra Raju addressed all employees and emphasized on the need for discipline and good housekeeping during day to day working all over the plant.



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## CSR Updates



### MPCL - World Environment Day

"The World Environment Day" was celebrated on 5th June, 2016 in the premises of MPCL Project area. Almost all the employees participated in the tree plantation drive. 60 nos. of Deodar, 20 nos. of Ritha and 20 nos. of Chuli trees were planted in the vicinity of Barrage area. During the celebration of World Environment Day participants were conveyed the importance of Environment and its preservation by planting the trees.



### ADHPL : World Environment Day

The World Environment Day, established by the United Nations General Assembly, was celebrated at ADHPL on Sunday, June 5, 2016. It provides a unique opportunity to raise awareness on environment among the public. T-shirts and Caps carrying the message of National Safety Council to save the wild life and stop poaching of wild animals were also distributed among the children and the employees.

Drawing competition was organized among the children of employees of ADHPL on the occasion. The theme of the competition was to "Save Environment". The children participated enthusiastically and presented drawings in different ways for improvement on the subject. After the drawing competition, Cedar trees were planted by them near Switch Yard.



In the evening, the winners of the drawing competition were given prizes by Smt. Mani Jhunjhunwala, wife of the Chairman - Emeritus. At the end of the event, refreshment was served among the participants.

### Maral Sarovar : World Environment Day

The World Environment Day, 5th June, celebrated at Maral Overseas Limited, Maral Sarovar with lot of educational and motivational activities and massive plantation. Theme of the celebration was "Fight against the Illegal Trade in wild life". While addressing the audience, President, MOL, Shri Suresh Maheshwari explained importance of celebrating



World Environment Day and appealed to all for doing maximum plantation. Vice President (Tech.) Shri Ashok Akade, Vice President (Fabric) Shri S. M. Jagtap and Special Guest, Shri P.K. Deora (Internal Auditor) shared lot of information related to global environmental problems and its possible solutions. Safety Officer, Shri Rameshwar Jha also briefed the audience today's major environmental issues.

On this occasion, to make the employees aware about environmental issues, quiz competition, slogan writing and poster painting etc was conducted and the winners were given away prizes from the hands of Shri Suresh Maheshwari. Cotton caps and cotton hand bags were distributed to the audience as a campaign to avoid use of plastic and keep the environment clean and hygienic.

The entire program was managed and led by Shri Rajkumar Gite, GM (HR & Admin) with cooperation of Shri T. K. Sahu, Shri M. K. Rathi, Shri H. S. Padam, Dr. Pradeep Jain, Shri D. Dubey, Shri R. K. Sharma, Shri Anil PR, Shri Atul Sharma, Shri H. S. Vajpai, Shri V. S. Jhala and other staff & associates of Sarovar Plant.

### Banswara : Annual Health Check-up

The Annual health check-up camp was undertaken for all the workmen at Lodha, Banswara. Three days camp for general physical examination, blood and urine test etc. was organized. During this camp, 12 doctors were available for consultation

### Ringas : Free Health Check Up

RSWM Staff Club organized one day Free Medical Check up Camp under the guidance of Metro Manas Arogya Sadan Heart Care & Multi Speciality Hospital, Jaipur. In this camp, Blood Pressure, Blood Sugar and ECG related check up was applied on staff and their family members. All the colony members and others enthusiastically participated in this camp.



### TPP, Mordi : Health Check-up Camp

TPP Organized Annual Medical Health Checkup Camp in plant premises from 3rd to 6th May, 2016 for staff and workmen. Health checks were conducted, the TPP being Red Category Industry, health check of all employees is also mandatory as per statutory guidelines also. Homeopathy Chikitsa Sewa Samiti, President, Dr. Sanjay Gupta, arranged the Medical Unit of 20 Medical and paramedical staff. Medical check-up according Industry Health Hazard (PME) Including BMI, GIT, Lungs test, Urine Test, Pathology Test, Blood allergy, Spiro metric Test, Audiometric Test and X-Ray etc.



### BIL : International Yoga Day

Bhilwara Infotechnology Limited, Bengaluru celebrated Yoga day on 21st June, 2016 on the occasion of International Yoga Day. A certified Yoga trainer was called to help perform the Yoga. After a wonderful Yoga session, the trainer told about the benefits of performing Yoga and how it can help in leading a healthy life. Few employees of Bhilwara also shared their opinion and experience and thanked the internal BIL Club to arrange such activities in future.

### ADHPL : Swachh Bharat Abhiyan

Cleaning activities were organized under Swachh Bharat Abhiyan by the village panchayat at Prini from 3rd to 5th April, 2016. ADHPL participated in the program by providing required PPEs for cleaning activities and tractor with four labours for collection, segregation and transportation of the waste collected. The waste was transported to ADHPL's waste disposal site (incinerator) for further management.

### ADHPL : Support to School Children

Under its CSR scheme, ADHPL distributed 225 School Bags to the school children studying in Govt. Schools up to fifth class of the residing in the nearby villages.

### ADHPL : Participation in Traffic Management



ADHPL participated in Traffic Management in Manali with the NGO "Save Manali" on dated 12th June, 2016. Twenty safety vests with reflective strips were donated by ADHPL to the NGO for traffic management in Manali along Hadimba Road.

### ADHPL : Fire Tender Donated

ADHPL had assured local community to provide one fire tender to state fire department as a part of CSR activities to tackle the fire incidents in the area, which are very common and occur frequently. The medium multipurpose fire tender was procured from M/s. Ambala Coach Builder, Ambala, Haryana on the recommendation of Chief Fire Officer, Directorate of Fire Services, Shimla (H.P). The fire tender was handed over to CO, 7th Bn Kullu (State Fire Dept.) by Shri S. K. Chehal, AVP (O & M) in presence of Shri R. K. Khaitan, Head (F&A) and other official from State Fire Department and ADHPL on dated 28th June, 2016 at project premises.

We hope our contribution will help the state fire department to tackle the fire incident more efficiently and quickly will be an asset to the community services.



### Banswara : Blood Donation Camp

A blood donation camp was organised on 3rd May, 2016 at staff club. Total 27 employees and their family members donated the blood for great cause. Special refreshment was provided and also given certificate of blood donation to all donors.



### Maral, Noida : Blood Donation Camp

On 13th May, 2016, a blood donation camp was organized at Maral Unit-3 based at Noida by the Rotary Blood Bank; staff facilitated the entire camp with a team of Senior Doctors. Total 61 blood units were donated by the staff members & workers for a noble cause. Shri S. K. Shukla, AGM (HR & Admin.) and Saveen Kumar Dixit, Asstt. Manager (HR) were coordinators and encouraged the donors by providing juice and fruits to all





# Corporate Social Responsibility

## CSR Updates

### Bhilwara : Painting Exhibition

Painting exhibition was organized on 22nd April in memory of Late Shri Shyam Sunder Rajrani at Sochna Kendra Bhilwara in association with Akriti Kala Sansthan and LNJ Bhilwara Group. Small children were motivated to join workshop of five days to learn various painting trades including sculpture making by using terracotta. Among those present were Shri Rajnish Kumar OSD, Shri Mukesh Joshi, MD Starlight Group, Smt. Rama Pachisa classical dancer along with organizer of event, Shri Kailash Paliya. All praised the effort and hundred of students joined and got benefited during five days intensive training.



### Bhilwara: India Today Award "Visionaries of Rajasthan"

A conclave was organized by India Today Group at Hotel Radisson Blu in Jaipur on 19th May 2016. 15 dignitaries were awarded "Visionaries of Rajasthan", award for their distinguished achievements. LNJ Bhilwara Group was also awarded for its environmental friendly plant at Ringas where we make yarn from plastic pet bottles. Among those present to give awards were Shri Yunus Khan, Transport & PWD Minister, Rajasthan Govt., Shri Ashok Parmani, BJP Chief Rajasthan and Shri Ram Charan Bohara MP Jaipur City. Award was duly received by Dr. Naresh Maheshwari, COO, Kharigram and Shri Avinash Bhargava, Dy.COO, Ringas unit.



### Bhilwara: Visit of Delegation to Maral Sarovar factory

A delegation of 20 business persons under leadership of Shri Prem Agrawal from Delhi and Shri Rajnish Kumar, OSD had visited Maral Overseas plant at Khargaon, Near Indore on 11th May. They had visit to Maha Kaleshwar, Pilgrim place. The delegation was welcomed by Shri Suresh Maheshwari, President and Shri P. K. Gite at factory and were made round to various units to see the dress material being made out. They were overwhelmed to see the entire process and praised the cleanliness inside the campus.

### Corporate Office : Blood Donation Camp

Blood donation is the act of giving life to someone in need. A Camp was organized on 4th May, 2016 by Rotary Blood Bank at Corporate Office, Noida. 45 employees participated in donating blood to the noble cause of the Society. The Donors were encouraged & provided T-Shirts and Caps as a token of appreciation.



### ADHPL: House Sparrow Conservation

A management program was taken under EMS 14001 to conserve bio-diversity with special reference to the House Sparrow (*Passer domesticus*), commonly known as domestic sparrow, gamin, goraiya etc. Man-made bird nests have been installed in Monal Enclave residential colony of ADHPL. House sparrows prefer to nest in manmade structures like nest boxes near human habitation instead of in natural nest sites such as holes in trees. According to the North American Breeding Bird Survey House Sparrow population has declined by over 3.5 percent between 1966 and 2010, resulting in a cumulative decline of 81 percent. Every year March 20 is celebrated as World Sparrow Day. Under this program, 10 Nos. of nests have been installed at different locations and all are occupied by this species.



### Kharigram : Hanuman Jayanti

RSWM, Kharigram Pariwar celebrated "Hanuman Jayanti" on 22nd April, 2016 in colony temple and this event was organized by RSWM Staff Club-Kharigram. The Staff and their family members enjoyed the Sundarkand Path and Aarti in the presence of Dr. Naresh Maheshwari, Chief Operating Officer. The environment of staff colony was religious and happiness on this occasion.





### Kharigram : Sundarkand Path

RSWM Staff Club, Kharigram organized the "Sundarkand Path" on 21st May, 2016 and 11th June, 2016 at Temple in Mills premises. Staff members with their family attended "Sundarkand Path" in a religious environment.

### Kharigram : Hindu Nav Varsh

RSWM, Kharigram Pariwar celebrated "Hindu Nav Varsh" on 8th April, 2016 in colony campus. This event was organized by RSWM Staff Club-Kharigram. The Staff and their family members participated in Prabhat Pheri in the early morning and enjoyed celebration of "Hindu Nav Varsh" in the presence of Shri Prakash Maheshwari, Executive Director. All participants were welcomed by Tilak.

### Banswara : Bhajan Sandhya

As usual, this year also, a Bhajan Sandhya was organised at Thakur baba temple. The Bhajan Sandhya started with pooja of Thakur baba by COO, Shri Sanjay Sharma. The Bhajan Sandhya team was welcomed by Shri Sukesh Sharma, Shri Ajay Sharma, Shri Anurag Mathur, Shri M.P.Pareek, Shri Satyanaran Contractor and Shri Sampat Contractor. The staff members / Masters / Workers and contract workers enjoyed the program till morning. Next day Prashadi (Lunch) was organised outside the temple. It was attended by all Sr. Officers of LNJ Denim, Fabric, BMD and TPP.



### Banswara : Hanuman Jayanti

Hanuman Jayanti was celebrated on 22nd April, 2016 with full of devotion, fondness & enthusiasm at Hanuman Temple in Orchard. All the staff members along with their family participated in the celebration.

The Pooja & Yagna was performed by a team of renowned pandits from Khadagda under the leadership of Shri Shiv Narayan Dixit, head of GovardhanVidhyaVihar Sanskrit Mahavidhyalay. Hundreds of staff members offered 'Aahuty' for the prosperity of the group & prayed Lord



hanuman for the betterment of plant and livelihood. The programme was followed by 'Maha Prasad' after 'Poornahuti'. All the Sr. officers of Denim, Fabric and TPP participated in the program. Shri Prakash Maheshwari was present in the Poornahuti and blessed the occasion. Shri Sanjay Sharma, Shri N. K. Bahedia and Shri Sukesh Sharma along with all staff and their family members were participated in Poojan and Prashad. Hanuman Jayanti was

celebrated with full of devotion, fondness & enthusiasm at Hanuman Temple in Orchard. All the staff members along with their family participated in the celebration.

### Banswara : Bhartiya Nav Varsh

The Bhartiya Nav Varsh Vikram Samvat 2073 started on Chaitra Shukla Eakam (Varsh Pratipada) on 8th April, 2016. It was celebrated with full of devotion and enthusiasm. All the participants had 'Prabhat Pheri' at 5.30 A.M. from Staff colony to Orchard Temple. All the staff and workers were welcomed with Tilak and prasad of Misrey, Leaf of Neem and coriander in all the shifts. The Bhartiya Nav Varsh Samaroh Samiti organised an Indian classical dance at Kushal bhag madan Banswara. Bhajan Sandhya was organised at staff club followed with dinner.



### Mandpam : Get Together

Members of Melange Staff Colony organized a Get Together on 30th May, 2016. Games were also organized during the get together which was followed by Dinner.



### Rishabhdev : Nav Varsh

Nav Varsh - 'Vikram Samvat - 2073' was celebrated at Rishabhdev unit on 8th April, 2016 with Prabhat Pheri jointly by the Staff Club and the students & teachers of VKV school. The Prabhat Pheri started from the school, went around the Mill Campus and ended at Ganeshji Mandir. Special puja-archana was held at the Mandir. On this occasion, Shri K B Khatod, COO conveyed New Year greetings to all.

### Bagalur: Ram Navami

Ram Navami was celebrated in Bagalur Unit on 15th April, 2016. Shri V. V. Raju, Vice President (O) and his wife participated in the pooja along with other HOD's of the unit.





# Celebrations

## TPP : Shree Bhairo Puja

In line with the traditions of the Group to promote spiritual values, Shree Bhairo Pooja was organized at TPP on 31st and 1st June, 2016. It commenced with Shri Ganesh Abhishek and Vandana in the evening hours of May 31st followed by Ganesh Puja and Rudra Abhishek. In the concluding session on 1st June, Nav Chandi Path & Purnahuti was performed in the presence of Shri Rakesh Siteke, COO (TPP), Shri N. K. Bahedia along with guests from Lodha, Denim, Fabric & BMD Units of LNJ Bhilwara Group, and the Staff members, Workmen & contract employees of TPP. The entire Pooja was conducted by a learned Team of 13 Pandits lead by Shri Vijay Bhai Shastri of Vandarved, Dungarpur (Raj). At the end, COO (TPP) thanked and appreciated the activities of the entire Program.



## ADHPL : Chaitra Navratri Pooja

Chaitra Navratri Pooja was organized by the Ladies of Monal Enclave (ADHPL residential colony) on April 12, 2016. The ladies had observed fast during the Navratri day in remembrance of the God.

## BSL : Navratri Celebrations

"Navratri Festival" celebrated by BSL Ltd., Mandpam, Bhilwara from 8th to 15th April, 2016 with peace and harmony. All the Staff & their family members enjoyed a lot and participated in the "Hawan, Puja and Aarti" organized on this sacred occasion to worship "Goddess Durga Mata" in the premises of "Shree Ram Darbar Temple".



## Maral Sarovar : Sthapana Divas of Temple

The 10th Annual Day of the Shri Ram Mandir, Maral Sarovar was celebrated on 12th May 2016 with special Maha Aarti, Chhappan Bhog and distribution of Maha Prasad. A large number of devotees from the Staff colony, Associates colony as well as nearby areas attended this auspicious ceremony.

## Maral Sarovar : Ram Navmi

The festival commemorates the birth of Lord Shri Ram "Ram Navmi" celebrated with great devotional fervor on 15th April, 2016 at Shri Ram Mandir, Maral Sarovar. On this occasion, a "Hawan" was performed, which was attended by mass of devotees. Special pooja was held at the midday as it is believed that Lord Ram born at the midday. "Kanyabhoj" and "Chhappan Bhog" were also organized on this occasion.

# Achievements

## Mandpam : Excellent Score of Ten !



Master Rohan Yadav and Rahul Yadav, sons of Shri S. P. Yadav, GM, Dye House (Mandpam Unit) achieved outstanding results in the 10th CBSE Board exams. They scored 10 CGPA. We are very proud on their achievement and wish them all success in future.



## Mandpam : Outstanding Achievement!

The daughter of Shri S K Jain, GM, Melange Yarn (Mktg.) has passed her IAS exams, results of which were declared on 10th May, 2016. We wish her a successful career in Public Services.



## Rishabhdev: Remarkable Performance

The Class X students of VKV, Rishabhdev again proved that they are behind to none. In the CBSE Board exam held in March, 2016, seven students out of 65 achieved CGPA 10, six students were in CGPA 9.0 to 9.9 and all others were in above first division. Master Aakash Nair, son of Shri Harish Nair, Manager (Engineering) of RSWM, Rishabhdev is one among the seven students who are on the top. Congratulations to all the students for this great achievement!



## Ringas : Meritorious Performance



In the recent CBSE results, Shri Vedit Bharagava, S/o Shri Avinash Bhargava, DY COO, Ringas Unit showcased by exceptional performance by scoring 93.5% overall percentage – 96 in English, Biology & Chemistry in XII Examination.



## Ringas : Excellent Performance



In the recent Board of Secondary Education, Rajasthan results, Shri Dhanjay Kabra, S/o Shri Lalit Kumar Kabra, Quality Assurance Department, RSWM, Ringas Unit showcased by exceptional performance by scoring 98% thereby attaining 6th position on merit in the State. They have received laurels from Ringas Town on this achievement.

## VV, Sarovar : Excels in CBSE Results

In the recently announced CBSE board results, the students of Vivekanand Vidya Vihar, Maral Sarovar produced excellent results in class X and XII. In class X, 14 students secured 10 CGPA marks, which is the highest in Nimar Region. Total 75 students appeared in the examination and 74 passed with 1st division and one in 2nd division. School's overall result continued to be 100% this year also. Class XII CBSE Board result - In Science & Maths, Miss Dhairya Mishra topped the school with 89 % while Mast. Sameer Panat secured 2nd rank with 87% and Mast. Amay Pawar secured 3rd position with 86.40%. In commerce stream, Miss Pragya Gupta got the 1st rank with 79%. Overall result of school is 90.27%.



The Chairman, School Managing Committee, Shri Suresh Maheshwari and School Management Committee members congratulated the Principal, Shri Sandeep Panat, teachers and students for the outstanding results in the Board exams.

## Bagalur: Excellent Score !

Master Arun Narayanan, son of Shri C. Narayanan, DGM, Production, Bagalur unit, achieved outstanding results in 12th exams 2016. He scored 1161 out of 1200 and 79th ranking at State level. Our congratulations on his achievement and wish him all the best for his future career.



## Fabric, Mordi : Sterling Performance !

Km. Charu Kothari, daughter of Shri Hitesh Kothari, working in Accounts Department of Fabric Division, Mordi, is the brilliant student of New Look Senior Secondary School based at Lodha, Banswara has got 10 CGPA in class Xth CBSE Examination conducted in March, 2016. Congrats Charu!



## BMD : Brilliant achievement

Master Shubham Ranka, S/o. Shri D.K. Ranka, AGM (CPPC), BMD has done proud to us by being selected for MBA (PGP-PGDM 2016-18) by IIM-Calcutta. He secured an excellent percentile of 99.65 in CAT 2015 examination. Shubham has always been a meritorious student all throughout and has done his B.Tech in Electrical Engineering from IIT-Gandhinagar in 2012-13.



We congratulate Shubham for this outstanding achievement and wish him a great future ahead.

## Maral Sarovar : Kaizen Awards

On 10th February, 2016, Best Kaizen and Supervisor awards were distributed at Processing department, Maral Sarovar. Shri Suresh Maheshwari, President, Shri R. P. Gautam, Sr. Vice President (Operations), Shri Ashok Akade, Vice President (Tech.), Shri R. K. Gite, General Manager (HR & Admn) and other senior officers gave away the awards to winners of Best Kaizen and Best Kaizen Supervisors.



## LNJ Denim : Exceptional Performance!

It gives immense gratification to share the achievement of Master Tanmay Agrawal, Son of Shri Jitendra Agrawal, GM (Weaving), who achieved 10 CGPA in 10th CBSE Board Exam, 2015-16. Such kind of examples which Master Tanmay has given, motivates others that if we wish to do something, we can definitively achieve.. Let's congratulate and wish that he will add many more feathers in his cap in the coming years.



## ADHPL : Outstanding Performance!

Km. Akanksha, D/o Shri Satpal, Sr. Asstt. TL (Bhuntar) has secured 92 % marks in the class 10th board examination. She is studying in Saraswati Vidya Mandir School, Nagwain, Distt. Mandi and topped in her school. Congrats Akanksha!



## ADHPL : Chess Competition

Second Himachal Pradesh State under 11 Chess Championship was organized by the HP State Chess Association at ASM School, Mandi on dated May 27 - 28, 2016. Young aspirants, Soham Raj Chopra, Uddish Katyal, Prajwalit Tikoo and Samriddhi Dubey (from left) from ADHPL participated in the event. Master Soham Raj Chopra has been selected for national level chess tournament.





# WELCOME ABOARD AND ADIEU

## HEG : Shri D. S. R. Raju joined as Business Head

Shri D. S. Ravindra Raju has joined as Business Head – HEG, on 3rd May, 2016. He is a Graduate Chemical Engineer with Post Graduation in Chemical Engineering from IIT, Chennai, having Post Graduation in Business Management from XLRI and more than 31 years experience of working with reputed Companies, viz. Coromandel Fertilizers, Saint Gobain, Eid Parry and Indo Gulf Fertilisers, comes from Paradeep Phosphates Ltd. looking after its Business Operations while being on its Board.

An astute techy with strong commercial exposure has to its credit excellent knowledge of Process Engineering Technology and the Industry including conceptualizing projects, their commissioning, management of manufacturing and business operations. He has many achievements and awards during his career. He has been trained in World Class Manufacturing practices overseas, Leadership Development for future Leaders, and has been a Certified Coach. He has also been on the Board of many Professional Bodies e.g., CII, Indian Chemical Council, Fertiliser Association of India etc.

Known to be a people's man yet with high degree of customer orientation with belief in Employee Health and Safety.

Based at Mandideep, he will commence his journey with grasping the Manufacturing Process, Technology, the Quality and Standards aspects, complete Supply Chain, Customer expectations, the Profitability enablers and disablers, the current Business Scenario and the Challenges ahead and then work on his deliverables and be responsible for the Business Operations.



## Maral Sarovar : New Joining – Shri Harbinder Singh, G. M. (QA)

Shri Harbinder Singh has joined in Maral Overseas Ltd, Maral Sarovar as General Manager (QA-Fabric Processing). Shri Singh brings with him 20 years of experience in his field of expertise and prior to joining Maral, he was working with M/s. Arvind Ltd, Ahmedabad. We welcome Shri Singh to Maral fraternity and wish him all the best.



## Rishabhdev : Farewell to Shri Francis Joseph

Shri Francis Joseph, Sr.Asstt. (SQC) has retired from the Services of RSWM Limited, Rishabhdev on 31st May, 2016 after serving the unit for 17 years. A farewell was organized for honoring him and giving best wishes for a happy and peaceful retirement life ahead.



## Banswara : Farewell to Shri M P Pareek

Shri M P Pareek, GM (HR) has been retired from the services



of RSWM, Banswara unit on 12th May, 2016 after serving the unit for about 27 years. A farewell has been organised and he was honoured with Prasasti Patra and Momentum by Shri Sanjay Sharma and all staff members of Lodha unit.

## Ringas : Farewell to Shri Hari Prakash Raipuria

Shri Hari Prakash Raipuria, who had been working at Ringas Unit as Manager – Accounts, superannuated on 31st May, 2016. During farewell ceremony, Shri Avinash Bhargava, Dy. COO, Shri Anurag Tiwari, AVP (Technical) and all other team members highly praised his contribution during the tenure of 7 years and extended their best wishes to him.



## ADHPL : Retirement to Shri A. S. Sharma

Shri A. S. Sharma (AGM) has attained retirement from service as on 30th June, 2016, after serving the Company for more than 9 years. He had joined as Head of stores and purchase departments in ADHPL. We wish him for a peaceful and healthy life ahead!



## Corporate Office : Farewell to Shri Bimal Bera

After serving for 30 years, Shri Bimal Kumar Bera was superannuated on 31st May, 2016 as Officer. During his tenure with the Group, Shri Bera worked as an active and dedicated employee. All the participants extended their best wishes to him for a happy, healthy & peaceful retirement life ahead.

