

OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

Volume XXVIII | Issue 1 | January-March 2023

MESSAGE FROM GROUP'S CHAIRMAN

Our company's greatest asset, in our opinion, is its workforce, which is one of the biggest reasons that I feel optimistic. Our team is made up of skilled and passionate people who are invested in the success of our business...

GROUP HAPPENINGS

On 31st March 2023, LNJ Denim Unit went through the H&M Social audit. Shri Lijo & Ms. Pinky Roy from H&M, New Delhi had audited the systems and processes of the entire unit for one day...

ACHIEVEMENTS

HEG has achieved another milestone as the graphitization shop for the project-20k is now production-ready and will commence operations by 1st April 2023. This marks a significant step towards HEG's goal of producing 100,000 MT/year and we are proud to have achieved our desired aim...

A HEALTHY YOU

Desi ghee is composed of fats of which 62% is saturated fats which play a prominent role in increasing HDL or good cholesterol, reducing LDL or bad cholesterol without harming the lipid profile. Ghee is also a rich source of Omega 3 and Omega 6 and is loaded with essential amino acids...

CORPORATE SOCIAL RESPONSIBILITY

ADHPL installed 20 solar street lights at various blind spots in villages Shuru and Prini of Gram Panchayat, Prini from February 06 - 11, 2023. The street...

CELEBRATIONS AND FESTIVALS

International Women's day is a global celebration for all women and is celebrated annually on March 8, 2023 to commemorate the cultural ...

LEARNING AND DEVELOPMENT

AD Hydro Power Ltd conducted the 1st internal audit of IMS (ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018) for the certification year 2022-23 successfully from 19th to 25th January 2023. The clause-wise internal...



RSWM Mandpam : Melange Challenger Cricket Cup Tournament



RSWM Ltd : Heimtextil Exhibition



Corporate Office (Noida) : POSH Training for ICC Committee Members

TheHitavada BHOPAL Thursday January 26 2023

Govt, society must work together to give nutritious food to kids: CM

Chief Minister Shriraj Singh Chouhan virtually joins in inauguration of Akshaya Patra Foundation

■ Staff Reporter

CHIEF Minister Shriraj Singh Chouhan said that arranging nutritious food for children is an act of virtue. When the society and Government engage in such activities together, the services reach the needy in large numbers. The efforts of Akshaya Patra Foundation and HEG Limited are commendable. Chief Minister Chouhan was virtually addressing the inauguration programme of the first mega kitchen started in Madhya Pradesh to provide mid-day meals to school students by Akshaya Patra Foundation, Bhopal, under Pradhan Mantri Poshan Shakti Nirmam Yojana, on Wednesday. Chouhan said that "Pachit samam dharmam nahi bhakt, paridam samam nahi sadham". There is no greater virtue than charity. To experience the suffering of other people and try to reduce it is a most true affair. If children get pure, fresh and hot food, then they also get nutrition from it, which makes the body healthy. When the body is healthy, the mind is also healthy," Chief Minister Chouhan said. "If other organisations also come forward to provide food and other nutritious items to the children, they are also welcome. With collective efforts, we will be able to provide better nutrition to the children."

Chouhan said that while PM Poshan Shakti Nirmam programme is being implemented inspired by Prime Minister Narendra Modi, the Madhya Pradesh Government is making arrangements for mid-day meals in the school premises for students up to Class VII. The Foundation is dedicatedly working



Chief Minister Shriraj Singh Chouhan virtually addressing the inauguration of the first mega kitchen started in Madhya Pradesh to provide mid-day meals to students by Akshaya Patra Foundation, Bhopal, under Pradhan Mantri Poshan Shakti Nirmam Yojana on Wednesday.

to provide quality food to the children. It's beginning in Bhopal is commendable. The work that the team of Swami Chanchalapati ji is doing is no less than worshipping God, because children are the form of God. In the contract made by the Madhya Pradesh Government with HEG, food grains will be given by the Government. Along with this, the Government will also bear the cost of cooking. Chief Minister Chouhan appreciated the projects run by HEG Limited in environment, agriculture development and social sector. The Chief Minister told that he also plants saplings everyday. Institutions and individuals are becoming partners in this work.

Children of Bhopal, Raisen district to be benefited from mega kitchen

WITH the Akshaya Patra Base already operating in 16 states of the country, starting its operation in Madhya Pradesh, about 50,000 children studying in 900 schools in Bhopal and Mandla districts will get the benefit of nutri-

tious food. As a result of the agreement made with the Madhya Pradesh Government, the children of Government schools will be benefited. The kitchen shed has been constructed in Bhopal at a cost of Rs 12 crore. Every year an amount of Rs 7.5 crore will be spent on food. This is the 66th kitchen of Akshaya Patra in the country. About 150 employees will work in the mega kitchen. About 10000 vehicles will do the work of delivering food to schools in Bhopal and Mandla with the help of insulated containers. The work of preparing food will be done in less time and in more quantity by different equipments. Since the year 2000, Akshaya Patra Foundation is doing this work in the country. More than 20 lakh students are getting benefited in the states.

Founder of Swami Chanchalapati Shiksha Group Laxmi Nitesh Bhanikamala, Chief MD of HEG Limited, Ravi Bhanjanswala, Manish Gulati, Bhopal District Panchayat President Ram Kumar Gurjar, Additional Chief Secretary Panchayat and Rural Development, Manoj Shrivastava were present at the inauguration of the kitchen.

मुख्यमंत्री ने किया वर्चुअल शुभारंभ मेगा किचन... 50 हजार बच्चों को मशीनों से बना पौष्टिक खाना



सिटी रिपोर्टर | भोपाल

मुख्यमंत्री शिवराज सिंह चौहान ने कहा कि जब समाज और सरकार मिलकर काम करते हैं तो ज्यादा से ज्यादा जरूरतमंदों तक सेवाएं पहुंच जाती हैं। अध्यक्ष पात्र फाउंडेशन और एचईजी के प्रयासों से मेगा किचन शुरू हुआ है, इससे स्कूलों के बच्चों को पौष्टिक भोजन मिलेगा। सरकार को किचन की शुरुआत हो गई।

सीएम ने वर्चुअल कार्यक्रम को संबोधित किया। उन्होंने कहा कि परंपरागत से बढ़ावा केंद्रें लुप्त नहीं। बच्चों को भोजन और पौष्टिक खाद्यों उपलब्ध कराने के लिए अन्य संस्थाएं भी आगे आए तो स्वागत करेंगे। सरकार सकारात्मक और फंडिंग की लगत रहन करेगी। बाकी काम संस्था का होगा।

देश के 16 राज्यों में संचालित अध्यक्ष पात्र रसोई के भोजन में शुरू होने से भोपाल-उपमंडल के 900 स्कूलों में पहले खाने 50 हजार छात्र-छात्राओं को भोजन मिलेगा। किचन शेंड का निर्माण 12 करोड़ से किया है। हर साल सड़के सत करोड़ रुपए भोजन पर व्यय की जाएगी। स्वामी चंचलापति भीलवाड़ा ग्रुप परंपरागत, एचईजी के वीएएमडी एच सुव्यवस्थापक मौजूद रहे।

सीएम ने भोपाल में किया शुभारंभ, राजधानी के आसपास के बच्चों को मिलेगा पौष्टिक भोजन

मध्य प्रदेश का पहले मैकेनाइज्ड किचन शुरू, एक बार में 20 हजार रोटी और 12 हजार लीटर दाल बन जाएगी

भोपाल: प्रधानमंत्री शिवराज सिंह चौहान ने आज भोपाल में मेगा किचन का शुभारंभ किया। यह किचन हर साल 20 हजार रोटी और 12 हजार लीटर दाल का निर्माण करेगा।



मध्यप्रदेश में शुरू किया गया मेगा किचन

मुख्यमंत्री शिवराज सिंह चौहान ने आज भोपाल में मेगा किचन का शुभारंभ किया। यह किचन हर साल 20 हजार रोटी और 12 हजार लीटर दाल का निर्माण करेगा।

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MP's first mechanized kitchen inaugurated; to serve nutritious meal to 50,000 students

Government and society should work together to provide nutritious meal to children: CM

OUR STAFF REPORTER Citybhopal@bq.co.in

Chief Minister Shriraj Singh Chouhan said that the government and society should work together to provide nutritious food to children. "If children get pure, fresh and hot food, then they also get nutrition from it, which makes the body healthy. When the body is healthy, the mind is also healthy," said Chouhan, virtually addressing the launch of Madhya Pradesh's first mega mechanized kitchen on Friday under Pradhan Mantri Poshan Shakti Nirmam Yojana. Holistic Nutrition, Bhopaluru's Akshaya Patra Foundation will run the kitchen to

About 50,000 children studying in 900 schools in Bhopal and Mandla district will be served nutritious mid-day meals. Kitchen shed has been constructed in Bhopal at a cost of Rs 12 crore. Every year an amount of Rs 7.5 crore will be spent on food.

provide mid-day meals to school students. CM further said, "If other organisations also come forward to provide food and other nutritious items to the children, they are also welcome. With collective efforts, we will be able to provide better nutrition to the children."

In the contract made by the Madhya Pradesh government with HEG, grains will be given by the government. Along with this, the government will also bear the cost of cooking. CM appreciated the projects run by HEG Limited in environment, agriculture development and social sector.

HEG: Food for Education

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CHAIRMAN'S NOTE



I'm reaching out to you today to express my optimism for the future. We are moving in the trajectory of adaptability and resilience as a group, and I have no doubt that we will continue to flourish and grow in the years to come. The company's future is promising owing to our dedicated and self-motivated team members. Together, our commitment, work ethic, and dedication have inspired people around us and set an example for them.

Our company's greatest asset, in our opinion, is its workforce, which is one of the biggest reasons that I feel optimistic. Our team is made up of skilled and passionate people who are invested in the success of our business. We strive to grow individuals based on their potential and skill sets and generously invest in their training and development in order to establish a culture where everyone feels respected and appreciated. Furthermore, we endorse capable leadership that motivates the workforce. We can draw the comparison of Chennai Super Kings here, who won their fifth IPL championship, under the captaincy of Mahendra Singh Dhoni, who is regarded as one of the best leaders in Indian cricket and was the captain for all five of these victories. MS Dhoni's style of leadership is known for showing trust in his troops, believing in fresh talents, and grooming them according to their strength.

Another reason for high hopes is our commitment to sustainability. Being leaders in the development and production of green energy, we are committed to reducing our carbon emissions. We believe that sustainability is futuristically essential and we're proud to be a part of the solution. Finally, I have great expectations from the opportunities that lie ahead. India is a rapidly growing economy, and there is a huge demand for our products and services. We are well-positioned to capitalize on this growth, and I am confident that we will continue to grow and succeed in the years to come.

At our company HEG Ltd. which manufactures Graphite electrodes (a high-tech product made by 5 companies globally), we are expanding from 80,000 tons to 100,000 tons which will make our plant, which was already the largest plant in the western world, even larger. Today HEG is proud to serve most of the top 25 steel companies in the world. We've been exporting almost two-thirds of our production to more than 35 countries globally.

Graphite electrodes are used by electric arc furnaces (EAF) to make steel. The carbon emission by EAF steel making is one-fourth compared to blast furnaces. As steel is one of the major contributors to carbon emissions, the Western world has embarked on the shift from blast furnaces to EAF steel production. As a graphite-electrode-producing company, we will be proud to play a role in reducing carbon emissions and contributing to arresting climate change.

I am excited to share with you some recent updates on the CSR front that HEG Ltd. is actively pursuing. In the Jan to March 2023 quarter, we started the Akshaya Patra kitchen on 25th Jan '23 which was inaugurated by the Chief Minister of Madhya Pradesh. This kitchen will serve midday meals to 50 thousand children in 900 government schools in Bhopal and Raisen. This is the first Akshaya Patra kitchen in Madhya Pradesh; HEG Ltd. has spent Rs. 12 crores to build the kitchen and will spend Rs. 7.5 crores every year towards the cost of meals.

Also in Jan to March quarter, we completed our new school building at ₹22 crores which will enhance the capacity of our existing CBSE-affiliated Graphite Hr Secondary school from 1300 students to 2700 students. We have been running the school for the past 30 years that provides quality and holistic education to the children of our area nowadays. The new building has started functioning from 1st April 23.

Let us all move forward with vigorous optimism and build a better future.

With Best Wishes

Ravi Jhunjunwala

GROUP HAPPENINGS

RSWM LODHA

Health Check-up Camp

The ESIC department organized a health check-up camp on 3rd March 23 along with an awareness program at RSWM Lodha for workmen and staff who are eligible for the ESIC scheme. The camp was headed by Dy. Director Shri Rajiv Lal, Dr. Surendra Patal from Udaipur. Ritham



Hospital, Banswara Doctors, and the support team conducted check-ups of BP, Sugar, and ECG.

Business Head Shri Sukesh Sharma and Chief Operating Officer Shri Yogesh Dutt Tiwari addressed the workmen to get awareness of various schemes and Dr. Surendra Patel and Banswara ESI Dispensary Dr. Jai Bhusan Bhatt shared detail of ESIC benefits and how members would be benefitted from this scheme. In the end, the program was concluded by Shri AVS Yadav (GM P & IR)

Production Start at New Project

Pooja was performed on 13th March for a new project which is to start its production. To grace this occasion Shri Yogesh Dutt Tiwari (Chief Operating Officer) switched on the machine pushing the start button after pooja. In this pooja Shri Rajesh Kumar Agrawal, Shri G L Kabra, Shri A V S Yadav, Shri R K Gagrani, Shri Narendra Bhandari,



Shri Brajesh Verma and all core team members, Services Engineers, other staff members, and union representatives were present.

Shri Yogesh Dutt Tiwari addressed all the members and said this project will be a milestone for the group in the coming days and will produce benchmark quality production in the years to come by following the prescribed system where the individual role is very important.

RSWM LTD

Heimtextil Exhibition



Heimtextil Exhibition was held on 9th to 12th January 2023 in Frankfurt, Germany. This was a unique international platform for home furnishing textiles. This fair exhibited a range of products for interior designers and hospitality experts, and on the megatrends of sustainability and healthy sleep.

RSWM showcased its newly curated collection of Sustainable products related home furnishing. This was the second edition in which RSWM had participated.

Yarnex Exhibition



The exhibition was held from 20th January to 22nd January 2023 in Ludhiana. RSWM experienced a good footfall during the exhibition and customers admired the latest sustainable collections (A23A), PC blended yarns with cotton rich blends, cellulosic blends, mild fancy yarns, smooth yarn such as Siro.

Fibers and Yarns Expo



The exhibition was conducted from 19th to 21st January 2023 at Jio Centre, Mumbai. RSWM has been a regular participant in the exhibition as it experiences a very decent footfall and this year also the exhibition lived upto its reputation. Enquiries were received from reputed clients like : Siyaram's, Raymond and Donear and the product range of dyed and greige yarns were much appreciated.

RSWM KHARIGRAM

Melange Challenger Cricket Tournament

Melange Challenger Cricket Tournament was organized on 27th March 2023 at Kharigram. The team of Kharigram, Ringas, BSL, and



Mandpam played their matches. Sh N.K. Bahedia, COO, Shri Manoj Sharma, CHRO, and Senior Staff & family members of Kharigram were also present.

All players enjoyed the beautiful venue of Kharigram and appreciated the maintenance of this lush green cricket playground. The in-house crowd enjoyed all matches with a buzz of loud cheers, iconic songs, etc., and showed support to all cricket players.

RSWM MANDPAM

Blood Donation Camp

A blood donation camp was organized on Shri Riju Jhunjunwala's birthday by RSWM, Mandpam team in coordination with Mahatma Gandhi Hospital, Bhilwara at Melange staff club. Shri Satish Kumar Mittal (COO) inaugurated the blood donation camp at Mandpam Unit. Certificates were given to all donors in appreciation of their contribution to this great cause.



Picnic

Melange Staff Club organized a one-day picnic for the staff to Sanwariya ji in two batches on 12th and 19th March 2023. Staff members with their families enjoyed themselves during this beautiful trip. A delicious breakfast and lunch was also organized for all of them.



"Abhivyakti" Best Suggestions Award Ceremony



RSWM Mandpam unit conducted "ABHIVYAKTI" Best Suggestions Award Ceremony on 9th February 2023 at the Admin Conference Hall. Best Suggestions Awards were distributed to Staff & Workers & given the trophy to Department for the highest suggestions by Shri Satish Kumar Mittal (COO) for giving valuable suggestions & motivated them to continue giving their effective contributions.

Visit of Sate Minister of Rajasthan



Shri Jagdish Raj Shrimali (State Minister-Government of Rajasthan) visited the Mandpam

unit on 18th March 2023. Shri Satish Kumar Mittal (COO) & Shri Pankaj Khandelwal (Head - HR & IR) welcomed him. INTUC Union Leaders Shri Deepak Vyas, Mo. Ilyas, Shri Kan Singh, Shri Dunger Singh & Shri Nand Lal, department checkers & other members were all present at the function.

RSWM KANYAKHERI

Blood Donation Camp



RSWM, Kanyakheri unit organized a blood donation camp on the birthday of Shri Riju Jhunjunwala, Chairman and Managing Director on 13th Jan 2023. Shri Vinit Agarwal COO inaugurated the blood donation camp. 101 units of blood donated by employees.

LNJ DENIM

Sustainability Visit of H&M

On 31st March 2023, LNJ Denim Unit went through the H&M Social audit. Shri Lijo & Ms. Pinky Roy from H&M, New Delhi had audited the systems and processes of the entire unit for one day. Some minor NCs and a few suggestions/observations were raised as there were no major NCs observed. It was supported by HODs and their respective teams for the successful conduct of the audit.

CORPORATE OFFICE

POSH Training for ICC Committee Members



A half-day training session on POSH Internal Complaint Committee (ICC) was conducted on 10th March 2023. Some of the focus areas of the session were the perception of the power and responsibility assigned by ICC under the POSH Act, understanding of the methodology for conducting an inquiry on sexual harassment complaints at the workplace, understanding concepts such as evidence, summons, formal & informal complaint mechanisms,

the timelines for resolving complaints as defined under the Act which ICC would follow while investigating a complaint. Understanding conciliation and its process, detailed insights on what should be considered as a frivolous complaint and the complete procedure to handle it.

The POSH Training was given by expert lawyer Ms. Vijayshri Atri in the LNJ HO office. Our eminent members Ms. U. Padmalatha, Ms. Vijaylakshmi, Ms. Puja Bali, Ms. Shallu Garg, and Mr. Ravi Gupta attended the session.

HEG

Session on Leadership

To enhance and strengthen the interpersonal skills of its employees.



HEG organized an external training session for employee development and engagement on Leadership. This was a session on quality which refers to a person's ability to inspire others to follow the functions determined by the leader. The session was delivered by Mr. GB Bhalerao, a well-known industrial trainer who shared his life lessons and motivated the employees to a great extent. The training was conducted at Gurukul Training Centre, and a significant number of employees from across the plant attended and actively participated in the session.

RSWM LODHA

Training program on Fire & Safety



RSWM Lodha conducted a two hours training session on fire & safety covering all staff members and the security team to create awareness on the use of firefighting equipments. The training was given by the safety Department Shri Bhanwar Singh Bhati (Dy. Manager-Safety).

TGT Training Program



A TGT training program was organized by the CHRO office to develop new inductees/TGT towards the business goals and career development at Banswara Lodha. The training program was conducted by Dr. Sourabh Sethi. On the first day of the opening ceremony of the session, our CHRO Shri Manoj Sharma ji and Shri Yogesh Dutt Tiwari (Chief Operating Officer) addressed all TGT to focus and adopt strategies to develop themselves in this competitive time.

ADHPL AND MPCL

Training on Cyber Security



Two weeks basic level training & certification program on "Cyber Security" was conducted by NPTI, Faridabad A total of 6 employees from ADHPL & 3 employees from MPCL attended this training. The program was held online.

Training on work at Height

A training program was conducted on work at height for ADHPL and MPCL employees by M/s Force Tech Security (India Pvt. Ltd). Basic awareness training was imparted to all at Sundernagar.

RSWM KHARIGRAM

External Training on “Creating Healthy Work Environment by Conflict Resolution”



An external training program on Creating Healthy Work Environment by Conflict Resolution was organized at RSWM Kharigram for senior staff.. It was presented by Shri Ravindra Chaitanya Prabhuji (ISKCON). Shri Manoj Sharma, CHRO, Shri Avinash Bhargava, CFO, Shri N K Bahedia, COO, and Shri Vinod Mehta, Sr. VP. welcomed him. During the session, the covered topics were all aspects of Conflict Resolution like how to manage the conflict effectively, various steps, balancing the situation, required management skills, etc.

External Training on Prevent Cut and Workplace Injury & Machinery & Equipment Safety



The staff of various departments - Engineering, Maintenance, Security, and Production attended a training program on Fire Fighting, Safety at Work Place, Tools Handling, response during emergencies, etc. organized at RSWM Kharigram. The program was presented by Shri Anurodh Prashant, External Safety Expert and Auditor.

Training on Safety Practices at Workplace



A Safety awareness program was conducted on 10th January 2023 at RSWM Kharigram which was presented by Sh Dileep Chourasia, Safety Manager. Engineering, Maintenance, Security, Commercial, and Production departments were covered in this program.

The topics like Fire Fighting, Evacuation Plans, Emergency Exits, assemble method, etc were introduced in the program. Shri Dileep Chourasia educated all personnel to follow safety rules and how to respond to different emergency situations.

Campus Recruitment and New Initiative



Like every year, RSWM Kharigram carried out a campus recruitment process to find unparalleled young Graduate Engineers from reputable textile institutions in order to meet our future requirements. The organisation intend to broaden the pool of middle managers with leadership potential in the workforce.

Institutes, empaneled for the campus recruitment, were MLVTEC Bhilwara, GCTI Kanpur, NITRA Ghaziabad, TIT Bhiwani, IICT Bhadohi, DKTE Ichalkaranji, and SVITS Indore. We follow the

process of 3 rounds to select a Textile / Engineering Graduate Trainee i.e. Written Test (Online), Group Discussion, and Personal Interview by the panel.

The organisation also introduced a new initiative where there was connection with the Selected TGTs family so that this may create an un-return bonding with his /her family.

By involving the families from the very beginning, we aimed to create a strong support system for our TGTs as they enter the next phase of their professional journey.

This gesture reassured parents that their children were joining a supportive and caring organization that values not only their professional growth but also their overall well-being.

Training on Group Mediciam Policy



An awareness session on the “Group Mediciam Policy was conducted by the HR department of RSWM Kharigram on 19th January 2023.

Sh Deepak Kumar Ojha of the HR explained various process steps of the mediclaim process like TPA, Process Flow, Coverage, eligibility, use of the mobile application, online claim process, etc in this program. All participants acquired good knowledge through this program.

NATIONAL SAFETY DAY CELEBRATIONS

ADHPL celebrated the 52nd National Safety Day by unfurling the national safety flag, followed by taking a safety pledge. National Safety Week was also celebrated at Transmission Line at Bhuntar and Sundernagar offices. The



ADHPL



RSWM Mandpam

female employees and workers of ADHPL were felicitated on the occasion for adopting the best safe work practices. At ADHPL - AD Hydro Power Ltd. celebrated National Road Safety Month. During the month-long celebrations, different trainings on road safety, defensive driving, first aid, housekeeping, ENRP, and the use of PPEs were imparted to the staff. Prizes were distributed to the drivers and operators. MPCL celebrated to ensure the safety and occupational health culture at the workplace and also to renew the earlier commitments towards safety and occupational health. HSE training was imparted to employees, and safety awards were given to nominated members.



ADHPL



RSWM Kharigram



MPCL



HEG



RSWM Rishabhdev

A safety pledge at the RPSF Ringas Unit was taken by staff and workers to raise safety awareness. Several programs, including a quiz, a speech, and a poster competition, were organized. Prizes were given to the winners of competitions. A safety oath was taken by workers and staff members at RSWM Ltd., Ringas. Safety and fire equipment were displayed, and a mock drill was conducted by security personnel at RSWM Rishabhdev.



RPSF Ringas



RSWM Ringas



RSWM Lodha

RSWM Lodha celebrated Safety Day with a safety awareness speech in Morning Prayer and an exhibition of safety posters/equipment.

At RSWM Mandpam the COO inaugurated a safety equipment exhibition and narrated the value of safety.

LNJ Denim celebrated with a safety oath in the morning, followed by an exhibition on safety equipment. An exhibition on Personnel Protective Equipment was organized by the Safety Team, where the use of Fire extinguishers and other PPE was demonstrated.



LNJ Denim, Knits & TPP

In RSWM Kharigram, Firefighting, Evacuation Plans, Emergency Exits, Assembly methods, and more were introduced in the program. HEG celebrated National Safety Week by organizing a safety day celebration for all levels of employees across the plant. As working conditions at HEG are unique, it is essential to have specific and proper knowledge about safety measures. The employees were clearly instructed and were provided with all the necessary training materials. The motto of the program was: "Prevention is always better than cure".

MPCL

Mock Drill on flash flood



Malana Power Company Ltd successfully conducted a mock drill (tier-1) trailing session on flooding conditions due to heavy leakage on the MIV floor

from the bypass valve (Hydropower plant powerhouse). This session included activities like checking the emergency preparedness planning, responses, and effectiveness of the emergency response plan.

FIRE DRILL SESSION



RSWM RPFS

drill and Wet Drills among staff and workmen. Several fire safety activities were performed, and the process of mitigating emergency

RSWM Mandpam and RSWM RPFS organized a Fire drill session. This session was conducted to spread awareness on the usage of Dry



RSWM Mandpam

situations was explained. Fire Drill Sessions were conducted at RSWM Kharigram in the worker hostel area.



RSWM Kharigram

GOOD READ

The Art of Conscious Conversations:

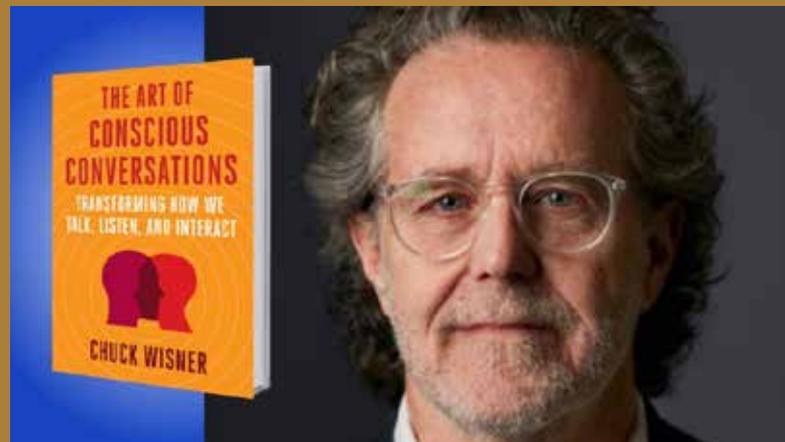
Transforming How We Talk, Listen, and Interact

Discover a foundation for establishing genuine, enduring, and productive connections and give up the bad mental patterns that ruin projects and derail conversations.

We live in conversations like fish live in water—we're in them all the time, so we don't think about them much. As a result, we often find ourselves stuck in cyclical patterns of unproductive behaviors. We listen half-heartedly, react emotionally, and respond habitually, like we're on autopilot.

This book is a helpful manual for pondering deeply on discussions so that we can avoid the usual mistakes that make our relationships and professional endeavors fail. Chuck Wisner identifies four universal types of conversations and offers specific advice on maximizing the effectiveness of each:

- **Storytelling** — Investigate the stories we tell ourselves about ourselves and others
- **Collaborative** — Explore the way our stories and other people's stories interact
- **Creative** — See new possibilities and discover unforeseen solutions
- **Commitment** — Make promises we know we can keep



These discussions progress in a logical order: as we become more aware of our own and other people's stories, we become better listeners and collaborators, which expands the scope of our thinking and leads to thoughtful agreements.

Our conversations, whether they occur at home, at work, or in public, can either bring us pleasure and help us succeed, or they can bring us grief and lead us to failure. Wisner demonstrates how we can establish a connection right away and maintain a constructive and fruitful dialogue throughout any endeavor.

CELEBRATIONS & FESTIVALS

REPUBLIC DAY

Republic Day was celebrated with zeal, enthusiasm, patriotic fervor, and 'Jan Bhagidari', as envisioned by our Prime Minister. This year also, the celebrations were performed with melodious performances by Bands. Tricolor Flags were unfurled in our offices in the presence of the employees and their families. An impressive March Past was performed by the security personnel at ADHPL, MPCL. To pay tribute to the martyrs who have sacrificed their lives for the country, several patriotic programs were presented by RPSF Ringas team members. Prizes were distributed to selected outstanding performers in the category of security, production, attendance, etc.

At RSWM LTD, Ringas, the Guard of Honour was extended by the Chief Security Officer and his team.

The flag was unfurled in front of the ADM Block at RSWM Rishabhdev in the presence of officers, staff, union members, and many workers.

RSWM Lodha celebrated Republic Day with a parade organized by Security Personnel and Class Trainees. Also, the workers having the highest attendance record in the calendar year 2022 were rewarded.

To grace this occasion at Maral Sarovar the President hoisted the National Flag and lit up the "Amarjyoti" lamp to mark salutations to the martyrs of the nation. The President emphasized the importance of dedication to the work, discipline, safety measures, and remaining united, which will ultimately lead to the success of everyone as well as the organization. Security Staff performed a march-past on this occasion. Associates who have attained attendance of 300+ in the last year were felicitated with prizes and certificates. Winners of the Safety Quiz also received prizes during this function.

RSWM Kharigram, the Chief Operating Officer, gave a message for improving the quality of yarn and emphasized working with discipline and a sense of inclusivity.

Republic Day Celebration in LNJ Denim Unit, Mordi, started with National Flag Hoisting followed by the "Guard of Honor" by a group of Security Staff. Security Staff performed a march-past. At HEG, the program was addressed by the Hon'ble Executive Director and attended by all the HODs and staff of the organization. Several cultural activities were conducted, and sweets were distributed among staff members.



RPSF Ringas



MPCL



RSWM Lodha



HEG



LNJ Denim, Knits & TPP



Maral Sarovar



RSWM Kharigram



RSWM Rishabhdev



AHDPL

HOLI CELEBRATIONS

One of the most symbolic celebrations in India is Holi, the festival of colors. RPSF Ringas, RSWM Ltd. Ringas, RSWM Rishabhdev, and RSWM Kanyakheri celebrated the festival of Holi with Holika Dahan. Cultural programs were performed by the staff members. While playing Holi, most of the plants, such as ADHPL and MPCL, used only organic and natural colors. The members also refrained from using water cannons, sprays, and watercolors in order to conserve water.

The RSWM Rishabhdev's entire employees, as well as their families, celebrated Holi with Gulal, colors, dancing, and singing. At RSWM Lodha, everyone gathered at the lotus garden and shared happiness and best wishes while Pooja was performed. Maral Sarovar celebrated the festival of colors and played Holi by splashing colors on each other, followed by a delicious lunch served to the staff and their family members by the Staff Club.

In LNJ Denim, Knits, and TPP, a colorful Holi celebration started with a Holika bonfire in LNJ Nagar Staff Colony; staff members and their families enjoyed the Dhulendi program and played Holi with different colors, they also danced to folk music during the program.

In RSWM Kharigram, Holi Milan was celebrated in the morning, where all staff and their family members played and enjoyed a colorful Holi. In the evening, cultural events were organized, and the program ended with a delicious dinner. In some offices, prizes were distributed to the winners of various activities held during the year. Tea and snacks were served to the participants.



LNJ Denim, Knits & TPP



ADHPL



RPSF Ringas



RSWM Kharigram



RSWM Ringas



RSWM Rishabhdev



MPCL



Maral Sarovar



RSWM Lodha

New Year Celebrations

RSWM Rishabhdev Staff Club celebrated Nav Varsh - 'Vikram Samvat 2080' jointly with VKV School. The Prabhat Pheri started from the school, went around the Mills campus in which students, teachers and RSWM staff

participated when the procession reached the Ganesh Temple, COO addressed the gathering and greeted New year wishes to all. RSWM Ringas celebrated "Hindu Nav Varsh" in front of Shram Mandir. All participants were welcomed by Tilak and distributed Prasad.



RSWM Ringas

CELEBRATIONS & FESTIVALS

International Women's Day



RSWM Kharigram



LNJ Denim



ADHPL

This year, the theme of International Women's Day was "DigitALL: Innovation and Technology for Gender Equality.". Women have made untold contributions to the digital world. This technology is opening new doors for the global empowerment of women, girls, and other marginalized groups.



Corporate Office

To end gender disparity, we at LNJ Bhilwara Group, focus on the empowerment of female employees. In the HO office, female employees were given exciting gifts, and special women-centric celebrations were held on the office premises. The motive behind this occasion was focused on maintaining a safe and encouraging workplace environment, breaking stereotypes, extending equal opportunities to both genders, and taking active measures against sexual harassment.

ADHPL celebrated by honoring its female employees in the Ibex guest house. The women were felicitated with gifts. RSWM Ringas celebrated with great pride by inviting all female employees to a common platform and assuring them all to extend every possible support for their career development, which in turn will unlock their true potential. LNJ Denim celebrated with female staff members. The head of HR and IR expressed his views on the role played by women in making society successful.

RSWM Kharigram started the celebrations with a commitment to boost women's empowerment. The Chief Operating Officer emphasized the role of women in leadership in different sectors. Female workers were awarded for long service tenure as a token of appreciation. Each female worker was presented with a Ghana memento as a token of respect.

Maha Shivratri Puja Celebrations

RPSF Ringas and RSWM Ringas celebrated Maha Shivratri pooja at the staff colony temple with great devotion



RPSF Ringas



RSWM Lodha



RSWM Rishabhdev

and enthusiasm. A well-decorated Jhanki of Lord Shivji prepared by the Staff Club team at RSWM Rishabhdev was very attractive and got the attention of all. Staff members with their families attended the Bhajan Kirtan which lasted till midnight. RSWM



RSWM Ringas

Lodha celebrated Maha Shivratri with Jal- Abhishek of Lord Shiva at Orchard temple. Residents along with their family members attended the celebrations.

LNJ Denim & Knit Staff celebrated Maha Shivratri at Lord Shiva Temple, LNJ Nagar Colony, Mordi



RSWM Kharigram



LNJ Denim, Knits & TPP

The Mahashivratri Parv was celebrated by RSWM Kharigram Pariwar at Colony Temple. In the evening, bhajan-kirtan and chanting of Lord Shiva were performed by staff & family members. The celebration ended with Maha Aarti and distribution of Prasad.



Lohri & Makar Sankranti Celebrations

Lohri and Makar Sankranti was celebrated at RSWM Rishabhdev, RSWM Kanyakheri and RSWM Lodha. Staff and family members enjoyed the celebration by dancing around the Lohri. The staff exchanged best wishes with each other, followed by Bhangra. Lohri songs were quite enchanting, LNJ Denim, Knit & TPP Staff Club at LNJ Nagar Staff Colony, Mordi - Lohri songs was enjoyed by all. The cheering from kids, ladies, and staff alike made the festivity evening full of energy. Gajak, Peanuts, and Popcorns were also served.



RSWM Lodha



LNJ Denim, Knit & TPP



RSWM Rishabhdev

RPSF RINGAS

Khatu Shyam Mela Celebrations



RPSF Ringas organized a refreshment seva in Holy Khatu Shyam Mela. Staff & families distributed refreshment items like Sweet Lassi, Water Bottles, Oranges, Bananas, Frooti, Toffees, cold drinks, to the pilgrims. Staff contributory fund of Rs 80000/- was used for this event.

RSWM RINGAS

Khatu Shyamji Mela

As usual, this year also, RSWM, Ringas unit actively extended the services in the interest of the public



during Khatu Shyam Mela. Necessary medicines, Fruits, Biscuits, Drinking water, etc. were distributed to all the devotees.

RSWM RISHABHDEV

Sports Day Celebrations

RSWM Rishabhdev organized a one-day sports event for staff and their family on 26th January 2023 on The



Republic Day. Various events like 100 mtr. Race, spoon race, shot put, Needle & Thread race, Tug of war, etc. were held for gentlemen, ladies, and children separately. After the event dinner was also served.

RSWM RISHABHDEV

Siddhi Vinayak Ganesh Mandir Patotsav Celebrations



RSWM Rishabhdev celebrated Siddhi Vinayak Ganeshji Patotsav on 3rd February 2023 in a spiritual atmosphere.

Puja and Hawan were performed by a team of Pandit from Khadagda. All officers and staff along with their families performed the Hawan kriya. The COO wished all for their overall well-being. In the end, Prasad was distributed to all.

MARAL SAROVAR

Women Associates Sports Meet Celebrations



Maral Sarovar organized Sports meet for Women associates. Various sports activities like Kho-Kho, Lemon race, Chair race, etc. were conducted in which more than 200 women associates participated.

VVV MARAL SAROVAR

Painting Competition based on Art Integrated Learning



CBSE Sahodaya Schools Cluster Khargone Painting Competition was conducted at VVV Maral Sarovar School. In the junior art category, Yatharth Kushwah was awarded the first position and Nikhil Patidar was awarded the second position. In senior Category Ms. Nandini Kumrawat was awarded the 1st position from Sandipani Academy and Ms. Jaivika Kushwah secured 2nd position.

Offline Session on Art Integration

An offline session on integrated various art forms such as songs,



street plays, acts, dramas, poems, and mimes into traditional education systems was conducted. VVV Maral Sarovar School was mentored by NCERT Director (Art Integrated Teaching) through various Training Programmes organized for teachers. Sixty-six teachers from various CBSE schools from the region participated in the training.

Teachers Training at Safari Adventure Park

Vivekanand Vidya Vihar Maral Sarovar organized a trip to Safari Adventure Park, Indore for the staff that helps improve team spirit and bonding along with creating an understanding of individual roles



when working in teams. The teachers were brought out of their comfort zones through various activities and games and were stimulated to use their intelligence and soft skills to compete and win the challenges.

Annual Sports Meet

Annual Sports Meet was held in VVV Maral Sarovar School. The students participated in various track and field events along with a host of team sports competitions like Volleyball, Football, Kho Kho, Basketball, Taekwondo, Chess, Badminton and Netball, categorized in four different age groups - Group Zero, Sub-Juniors, Juniors, and Seniors.

VKV RISHABHDEV

Exposure Visits for students of government School

VKV Rishabhdev was selected by Education Department to provide exposure visits to the students of Government School under



National Achievement Survey (NAS-2021). The students were shown recordings of various Scouts and Guides service work activities and competitions held throughout the year. Students participated in various sports & games activities. Students also visited Chess Lab, Music Lab, Science Lab, and Computer Lab.

CBSE Art Integration Training Camp

Vivekananda Kendra Vidyalaya Rishabhdev School organized one-day full-time CBSE Art Integration



Training Camp. This training camp was organized in collaboration with Central Board of Secondary Education, Ajmer. 46 teachers from various CBSE-affiliated schools participated in this camp. CBSE distributed certificates to all the participants.

Classical Open Fide Rating Chess Tournament 2023



VKV Rishabhdev School organised Classical Open Fide Rating Chess Tournament, 2023. The three days Swiss event carried a prize fund of Rs. 2,00,000 and was distributed amongst different categories. 59 Fide Rated players along with 1 title holder- Grand Master Mr. Himanshu Sharma and 86 unrated players which took the tally of players to 145, from 8 States took part in this prestigious chess tournament. This mega event was completed successfully. The participants appreciated the arrangements at the venue - accommodations, food, etc.

VKV HURDA

Career Counseling Workshop



The Two Days Career Counseling Workshop was organised by Vivekananda Kendra Vidyalaya Hurda School and inaugurated by the school Principal. The workshop was hosted by Mr. Sushil Kumar Tripathi from Delhi. He gave his valuable advice to the students of classes IX to XII. It was an interactive session that promotes the concept of THINKING BEYOND.

Art Workshop

Vivekananda Kendra Vidyalaya Hurda School organised two days art workshop on topic Phad Paintings with tagline "Learn with Phad" for students of class 7th and 8th, who



actively participated in this workshop under the guidance of art teacher.

The workshop started with an interactive activity. Phad painting is an art form of visual storytelling, finding its origins in Shahpura near Bhilwara, Rajasthan. The skills of making the painting are passed down in one family. The Joshi family and generations have contributed remarkably to represent this art form globally. Traditionally, the Phad painting depicts characters from mythological folklore.

The learning outcome of this workshop is to encourage the students to look beyond and understand the joy of experiential learning through art and painting.

Industrial Visit



Vivekananda Kendra Vidyalaya Hurda School organised an industrial visit for students to learn about the workings of an industry and gain practical knowledge and experience. The students were very excited as Industrial Visit to RSWM Limited, inculcated managerial qualities in the students. The entire process of production, difficulties faced in the production, and the ways to solve them were understood in great depth by the students. Discussions on how students can start developing small projects and turn it into gigantic unit which will be a milestone for manufacturing industry.

concluded with the distribution of sweets and prasad to all.

Science Quiz



Graphite Higher Secondary School enthusiastically participated in the Annual Science Quiz -2023 organized by Regional Science Centre Bhopal, a unit of NCSM. Two students participated in each senior and junior category. The students competed with 12+ schools in Bhopal in the junior category and secured the third position. They received cash prizes, certificates, and trophies for securing special positions.

GRAPHITE SCHOOL

Oral Health Check up

A Oral health screening camp, Swasthya Shoshthav, was organised. To make students aware of oral health



and hygiene, which is the basis of a healthy body, it was accomplished on 8th February for the students of class nursery to V under the supervision of Dr. Kshitij Gupta, dental specialist.

Oral health screening was conducted for the students with a dental health check-up card. The card had all details of the findings of each student and the treatment needed further. They also guided the students on how to maintain oral hygiene.

Inauguration of a new building

A memorable day for Graphite Higher Secondary School on 30th March 2023, as a sprawling new state-of-



the-art building was inaugurated. The addition of this building will increase the capacity of the school by additional 1400 students taking the total capacity of both school buildings to 2600 students thereby giving them ample space and amenities for their growth and development.

Executive Director of HEG & President SMC shared a motivational address to the entire staff of the school and congratulated them all. The ceremony

ADHPL

Scholarships given



To boost education, scholarships for brilliant and needy students of 9th to 12th classes and some technical courses were given away by ADHPL. 151 students applied for the scholarship in FY 2022-23. 52 students qualified for the scholarships. An amount of Rs. 1.09M was distributed through cheques to the students of the Kullu Manali region. The scholarship policy of ADHPL is being appreciated from all quarters.

MPCL

Plantation Drive



A plantation drive was carried out at Phalati village, Kullu, Himachal Pradesh. The theme for this year was "Living Sustainably in Harmony with Nature". For this drive, total of 500 plants of Cedrus deodara were planted.

HEG

Food for Education

HEG Ltd along with Akshaya Patra Foundation began the Food for Education initiative which is



continuously trying to enable children from over 22,367 schools in India.

With the help of Akshay Patra, HEG Limited has started this project in Bhopal. The inauguration of Akshaya Patra Mega Kitchen by Hon Chief Minister Shri Shivraj Singh Chouhan was done on 25-Jan-2023. Kitchen Started Serving Mid-Day Meal to Government Schools and Madrassa.

Apna Ghar Ashram

HEG Ltd constructed an ashram for the homeless people in Bhopal. The ashram is now running with an enhanced capacity of 120 Prabhu Ji. 367 Prabhu Ji were rescued till now and 98 were rehabilitated.

Reunion of Dheerendra Tiwari after 3 years with the family



On 9th April 2023 a missing person was united with his family by Apna Ghar Ashram, Bhopal. According to Dheerendra Tiwari's family, he was missing for 3 years, and the family searched for him everywhere but were unable to find him. His brother-in-Law Mr. Sadhan Lal Awasthi came to our Ashram and Dheerendra was reunited with the family.

RSWM RISHABHDEV

Inauguration of Pyavu

On the auspicious occasion of Ram Navami, Rishabhdev Staff



Club opened a Pyavu outside the Main gate on National Highway. The inauguration of this was done by Shri K B Khatod, COO. Every year during the summer season Pyavu is open for three months ie. April, May, and June.

ADHPL

Computers and printers donated to Govt. Schools



ADHPL donated two printers to Govt. Senior Secondary School, Bran for children studying in the schools. Another computer with UPS was donated to Govt. Senior Secondary School, Goshal-Bahang, Manali (HP) The equipment will be used for the educational purpose of children studying in the respective schools and will boost the educational facility. The principal and staff thanked ADHPL for facilitating the schools with the valuable equipment.

HEG

Graphitization-20k Milestone

HEG has achieved another milestone as the graphitization shop for the project-20k is now production-ready. This marks a significant step towards HEG's goal of producing 100,000 MT/year.



The shop was inaugurated by Shri Manish Gulati Ji (ED-HEG) along with all the department heads.

HEG

Global Investors Summit 2023



The 7th edition of the Global Investors Summit & NRI Day 2023 was successfully held in Indore, Madhya Pradesh. Delegates from over 80 countries were invited to explore potential investment opportunities in various sectors in the state.

HEG was invited to participate in the event, and more than 200 queries were raised regarding the business activities. The event showcased HEG's brand value across the globe and opened new possibilities for potential collaborations. The summit provided a significant platform for start-ups and investors. HEG introduced its new upcoming project, worth Rs. 2000

crores, named "TACC, The Advance Carbon Company" which is set to be established in Madhya Pradesh. During the event, the Hon'ble CMD of HEG, Shri Ravi Jhunjhunwala ji, the Hon'ble ED of HEG, Shri Manish Gulati ji, and the Hon'ble MD of TACC, Shri Ankur Khaitan ji, visited the camp.

RINGAS

State Export Award



RSWM Ltd, Ringas won the State Export Prize for Textiles. To grace this occasion, Hon'ble Chief Minister, Shri Ashok Gehlot, handed over the Trophy & Certificate to Shri Anurag Mathur (COO)

LNJ DENIM

CITI Textile Sustainability Awards of Excellence



CITI awarded RSWM Ltd- LNJ Denim by "Progress towards Sustainability" 2022-2023 awards for its excellent achievements and extensive workings in the field of sustainability drives. Shri Suketu Shah- Business Head, LNJ Denim

has received the award on 16th of March-2023.

It was a wonderful event for whole family of RSWM Ltd -LNJ Denim.

RSWM KHARIGRAM

Factory Safety Award Scheme



RSWM, Kharigram factory under the Factory Safety Award Scheme 2023 in the large industrial category was awarded second prize for playing a positive role in the field of safety, health, and welfare, doing excellent work in complying with the important provisions of the Factories Act, 1948. On the state-level function organized on March 4, 2023, on the occasion of the 52nd National Safety Day, the second prize has been awarded in the large factory category.

The award was received by the company's Chief Operating Officer Naresh Bahedia, Chief Human Resource Officer Manoj Sharma, General Manager Personnel Dinesh Bhojak, and Safety Manager Dilip Chaurasia in the ceremony organized by the Rajasthan unit of the National Safety Council and the Factory and Boiler Inspection Department.

Naresh Bahedia ji addressed during the ceremony that in today's environment, the safe operation of any factory, beyond legal compulsion, is necessary and important for industrial promotion and inclusive development, and happy life.

ADHPL AND MPCL

Superannuation of Shri Ramesh Kumar Khaitan



Shri Ramesh Kumar Khaitan, V.P. Commercials superannuated after a glorious association with AD Hydro Power Ltd and MPCL. A felicitation program in his honour, was organized in the presence of Shri O.P. Ajmera (Executive Director cum CEO), Shri T.K. Trehan (VP-O&M), Shri Pankaj Kapoor (VP-O&M) and other team members and wished him for his good health and happiness.

Farewell of Shri Arvind Gupta



A felicitation program was organised for Shri Arvind Gupta, AGM & Company Secretary of ADHPL and MPCL. Shri O.P. Ajmera (Executive Director cum CEO), Smt. Jyoti Gupta (Head-Administration) and other team members wished him all the best in his future endeavors.

RINGAS

Superannuation of Shri Vinod Pareek



Shri Vinod Pareek got superannuated on 31.01.2023 from Ringas Unit. He served his long period of 33 years to RSWM organization.

A felicitation program was organized. Shri Anurag Mathur - COO, Ashok Kumar Sing Sengar - Sr.General Manager (Technical), and Shri Rajeev Kumar Dixit - General Manager (H&IR) appreciated his contribution. The team members expressed best wishes for his good health and happiness.

RSWM MANDPAM

Welcome of Shri Arvind Gupta

RSWM Mandpam Unit welcomed their new Business Head Shri Arvind Gupta. He assumed the additional responsibility of Business Head of Melange Yarn & Knit Business along with Marketing as well as Plant Operations. To grace this occasion, Shri Satish Kumar Mittal (COO) & all Department Heads also gathered and celebrated his joining.



WISECRACK



Job Interview Question

You are driving alone in your car on a wild, stormy night. You pass by a bus stop, and you see three people waiting for the bus:

1. An old lady who looks as if she is about to die.
2. An old friend who once saved your life.
3. The perfect man (or) woman you have been dreaming about.

Which one would you choose to offer a ride to, knowing that there could only be one passenger in your car?

Think before you continue reading. This is a moral/ethical dilemma that was once actually used as part of a job application.

You could offer a ride to the old lady because she is going to die, and thus you should save her first; or you could take the old friend because he once saved your life, and this would be the perfect chance to pay him back.

However, you may never be able to find your perfect dream lover again.

The candidate who was hired (out of 200 applicants) had no trouble coming up with his answer.

He simply answered: "I would give the car keys to my old friend and let him take the lady to the hospital. I would stay behind and wait for the bus with the woman of my dreams."

Never forget to think outside of the box.

DESI GHEE

Desi ghee is composed of fats of which 62% is saturated fats which play a prominent role in increasing HDL or good cholesterol, reduce LDL or bad cholesterol without harming the lipid profile. Ghee is also a rich source of Omega 3 and Omega 6 and is loaded with essential amino acids.

- Desi ghee is one of the best superfoods that any person in this world can have,
- Desi ghee is rich in fat-soluble vitamins such as Vitamin A, D, E, and K which helps to nourish your internal body health from immunity to cellular health.

Desi ghee is a great source of healthy fats which helps our body to make good hormones to counter the problem of hormonal imbalance and boosts fertility in males and females both, that is why desi ghee was such an important part of Indian diet.

- Desi ghee helps to reduce body inflammation.
- Desi ghee is rich in CLA(Conjugated linoleic acid), which certainly helps to metabolize body fat cells.
- Desi ghee is an SCFA(short-chain fatty acids) that is easy to digest, and the body metabolizes it quickly, which again helps to boost your digestion.
- Desi ghee has high smoking points (about 250 degrees) which make it the best cooking medium.
- Desi ghee helps to nourish your skin, nails, and hair.
- It is lactose-free which and every person can add desi ghee in their diet.
- It enhances the taste of the meal to the next level.

Here are 5 health conditions in which you should avoid having ghee:

If you are allergic to milk

- Since ghee is a dairy product, people with milk allergies can't have it or should only consume it in moderation. Symptoms like rash, hives, vomiting, or diarrhoea are likely to appear with ghee consumption. While there are some



people who tolerate ghee with lactose intolerance. So, if you have a milk allergy or lactose intolerance, consult your doctor over it.

- Not for heart patients
- The presence of oxidised cholesterol in ghee can increase the risk of various ailments including heart diseases. Due to the presence of fatty acids, it increases the risk of heart attacks.
- Liver related ailments
- Ghee is not the reason behind liver issues but if you already have liver-related ailments like jaundice, fatty liver, gastrointestinal pain, you should avoid ghee as it may cause serious organ issues. However, consuming ghee with strict moderation does not create a problem for the liver.
- People with obesity
- If you are on a weight-loss diet, consuming two teaspoons of ghee in a day is fine. But if you raise it's intake, it can cause weight gain.
- Pregnant women with digestive issues
- While some people find ghee to be a laxative, it can also be difficult to digest. Therefore, you should avoid it or consume it cautiously if you regularly experience digestive problems like indigestion, bloating, or constipation. It is advisable for pregnant women to reduce their ghee consumption because they frequently experience indigestion and bloating.

INDIVIDUAL ACTIONS DRIVE SUSTAINABILITY

Sustainability is not just a buzzword! We have delved into lifestyle that not just harms us, but the planet too. The impact of every action matter, especially now, due to the harm caused to the ecosystem at large. Human innovations and creativity have shown time and again that we have the capacity to solve complex problems and resources to address the problem. From carbon capture technology to geo-engineering from sustainable materials to circular economies, the possibilities for addressing the problems are endless. The power of collective action can gain momentum in the years to come by working together and taking meaningful action. We can build a more sustainable future for ourselves and generations to come.

We humans generate lot of waste which now affects the air we breathe, the water we drink and land on which we live. As a responsible citizen we all need to implement a sustainable lifestyle by making healthier choices for the planet. It means striving towards waste reduction, prioritizing reusability or renewable resources and minimize consumption.

How to live more sustainably

Lifestyle involves rejecting waste caused by packaging materials, reducing the amount of waste produced, and reusing items and material. Volunteering simplicity, low materialism, environmental orientation, and consumer independence as relevant predictors of precycling.

Don't forget about your digital carbon footprint.

- *Use less water.*
- *Start a compost bin.*
- *Purchase eco-friendly goods.*
- *Create less food waste.*
- *Support local shops to prevent shipping.*
- *Monitor your energy usage.*
- *Grow your own vegetables and fruits.*
- *Swap out your single-use items at home.*
- *Bring a reusable mug/bags.*
- *Invest in reusable straws or drink directly from the glass.*
- *Up-cycling and preventing waste before it accrues.*
- *Buying unpacked goods*

Some basic items you will need to live sustainably at home:

Reusable bottles: Instead of plastic bottles we can start using glass bottles. Plastic bottles often end up in our oceans, where they take thousands of years to decompose. We are polluting the world's oceans faster than nature can purify them, and one simple way to offset this is to avoid buying plastic water bottles to begin with.

Reusable shopping bags: Invest in strong, reusable bags, and if you do have to use plastic bags, they must be reused again and again and should be recycled by returning them to the store or recycling centres, so do so if you can!

Reusable coffee cups: Most of the materials used to make takeaway

coffee cups are single-use plastic, so bring your coffee flask with you to the cafe next time you're getting your caffeine fix. Some coffee shops even offer a discount for those who bring their own!

Subscription to a clean energy supplier: Supporting clean energy drastically reduces your carbon footprint, as it doesn't result in the release of damaging fossil fuels. While we should always try to conserve energy at home, using clean energy is a great way to ensure that your energy has a minimal negative environmental impact.

Make environmentally friendly transportation choices when possible: If you're just heading down the street to the store and the weather's nice, head out on foot if you can or cycle. Use a public transport when possible. It'll have a positive impact on your health, save you money, and offset pollution!

Sustainable Initiatives by RSWM

The Group is committed to giving back to the nature more than what it draws from the nature in all spheres of business. The sustainability strategy works around the three prime components: People connect, Processes and Environment.

- #EarthDay 2023 reminds us to #investback to build a sustainable planet.
- All it takes is a little extra thought to make better decisions for our planet.

**FEAR KNOCKED ON
THE DOOR. FAITH
ANSWERED**

*Ms. Indu Mehta, President
CMD Office & Corporate
Comm*

This ancient Irish saying beautifully captures the essence of how faith and fear, abstract and ethereal concepts, affect our human nature. To knock on a door, one must possess both the ability and the intention to do so. Similarly, humans have the potential to answer the door, but for this to happen, faith must manifest itself in both our minds and bodies. Confronting fear often leads to a profound awakening and lays the groundwork for genuine spiritual enlightenment.

During moments of vulnerability, don't we all yearn for a genuine connection with something greater than ourselves? Don't we seek a realization that transcends our physical and sensory abilities? Some embark on religious practices rooted in the belief in a higher power, while others hold a more expansive perspective, acknowledging the interconnectedness of all beings with the vast universe.

I, too, embarked on a personal journey of discovery under my mentor Mr. Alan Cohen to study A Course in Miracles, one that commenced with a profound sense of vulnerability and apprehension in the face of existence itself. I delved into a transformative spiritual self-study course known as "A Course in Miracles," originally compiled through the

collaboration of Schucman and William ("Bill") Thetford as it was channeled to Schucman in the voice of Jesus. This course aims to help us recognize that we are intrinsically united with God and Love. It unequivocally asserts that while a global theology may be unattainable, a universal experience is not only conceivable but also crucial. Throughout this guided journey from fear to love, the learner is encouraged to understand that all positive emotions stem from love, whereas all negative emotions originate from fear.

As a Holistic Coach, my teachings, revolve around the central concept of Forgiveness and Love. Forgiveness involves realizing that our perceived separation from God and our feelings of sin and guilt are baseless and untrue. By relinquishing these emotions, we can uncover the truth of our interconnectedness and universal love.

Forgiveness is a cornerstone of spiritual growth and inner peace. It doesn't erase the past but allows us to release the pain and suffering associated with it, paving the way for a brighter future. It also breaks the myth around guilt and clarifies that "Guilt is punishing yourself before God doesn't." It enables us to see beyond the illusions created by the ego and connect with the divine truth of our shared unity and love. Moreover, by forgiving ourselves and others, we open ourselves to the healing power of love, liberating ourselves from the anguish and torment caused by holding onto anger, resentment, and guilt and opening the door to oneness with the divine.

**SUSTAINABILITY
DRIVE**

*Mr. Subhasis Basu,
Sr.General Manager, RSWM
(LNJ Denim Unit)*

"Sustainability is nowadays a way of life which creates a vibrant economy and a high quality of life while respecting the need to sustain natural resources and protect the environment based on the principle that future generation should live in a world that the present generation has enjoyed, but not diminished".

The basic principles of Sustainable business are 3 Ps

- i) Profit i.e. Economic
- ii) People i.e. Social
- iii) Planet i.e. Environment.

The purpose of the Sustainability drive is

- i) Proper management of Sustainable aspects i.e. environment, social and economic.
- ii) To find a coherent and long-lasting balance between these three aspects
- iii) Respect the environment
- iv) Prevention of exhaustion of natural resources.
- v) To improve quality of life in both internal and external surroundings.
- vi) Promotion and extensive use of Renewable energy sources i.e. Solar, Wind.

Activities under Sustainability can be in various forms as below.

- i) Energy management which involves reduction of air,

steam, and power consumption, use of energy-efficient latest technology, and introduction of renewable energy sources.

- ii) Water management which necessarily means reducing, reusing, and recycling. An effluent treatment plant (ETP) is one of the major steps towards water management. And having ZLD (zero liquid discharge) facility in a plant fulfils this requirement.
- iii) Chemical management which involves the use of RSL and MRSL-compliant chemical, registration on the Clean Chain portal, screened chemistry, proper segregation of hazardous and non-hazardous chemicals in the working area and storage area as well, and proper training to all concerned.
- iv) Occupational Health and Safety compliances i.e. management system, emergency preparedness & fire safety, First aid, Aisles and Exits, Ventilation, and temperature, lighting, Personal protective equipment (PPE), Structural, mechanical and electrical integrity, Sanitation and Hygiene, Toilets, drinking water, kitchens.
- v) Social accountability compliances i.e. working hours, overtime hours, different policies (anti-discrimination, sexual harassment, recruitment), no child labour, no forced labour, freedom of association & collective bargaining, non-discrimination, harassment & disciplinary practices, minimum wages, dormitories (If applicable)

- vi) Waste management (reduce, reuse, and recycle) i.e. solid waste, e-waste
- vii) Set up of different plants as below:
 - a. Effluent treatment plant (ETP) fitted with RO and MEE with a purpose of reduction in water consumption.
 - b. Sewage treatment plant
 - c. Caustic recovery plant
 - d. Indigo recovery plant (for the Denim industry)
 - e. Sludge recovery plant
 - f. Green Building concept
 - g. Plantation in plant and surrounding areas.
 - h. Environmental protection measures
 - i. Awareness among stakeholders via training and visual poster
 - j. Corporate Social Responsibility (CSR) activities
 - k. Customer satisfaction i.e. customer feedback form
 - l. Employee satisfaction i.e. employee satisfaction form, attrition ratio.
 - m. Innovation, development, and manufacturing of products with recycled materials, post-consumer waste (PCW), and Pre-Industrial waste (PIW).
 - n. Formation of special purpose cells as ESG (Environmental, Social, and Governance) which will look after exclusively these aspects.

There are several measures that can improve the Sustainability score of a factory.

- i) Timely leak detention, preventive maintenance, & improved cleaning.
- ii) Reuse of non-contact cooling water.
- iii) It is high in quality and temperature and can easily be reused for other processes.
- iv) Installing a heat exchanger system can help make use of this water.
- v) Reuse of steam condensate, this water can serve as a water supply for washing or de-sizing. The reuse of condensate can help save a substantial amount of energy and water.
- vi) Recover heat from hot rinse water and hot gases. The heat from rinse water can be captured and used to preheat the incoming water for the next rinse. A plate heat exchanger can transfer wastewater heat energy to incoming cold fresh water.
- vii) Maintain steam traps that remove moisture and prevent condensation thus reducing heat loss and overall fuel consumption. Poorly maintained steam traps will lead to unwanted steam loss into the condensate system and so increase heat loss and fuel consumption. Regular inspection, repair, and replacement of steam traps are required.
- viii) Compressed air, Regular checking of threaded connection points, rubber hose connections, valves, regulators, seals, and old pneumatic equipment. Use

low-pressure air for cleaning purposes. Keep optimum air pressure. Discourage poor practices using compressed air. Use of Centrifugal compressor in place of screw compressor

- ix) Insulation of pipes, valves, and flanges. Routine checking of insulation of pipe, valve, and flange throughout the year is a must.
- x) Reduction of effluent loading. The cost of effluent treatment is directly related to the volume of effluent and the concentration of chemicals present in that effluent. Water reduction will help in reducing the volume of effluent.
- xi) Reduction of chemical usage and increase of dye fixation will help in reducing total effluent loading.
- xii) Use of AC drives can reduce electricity power consumption significantly compared to DC drives.
- xiii) Use of biomass in the boiler as basic raw material in lieu of fossil fuel coal.
- xiv) Installation of LED lighting arrangement.
- xv) Use of Green sustainable fuel of high calorific value in place of fossil fuel wherever fuel is used.

The benefits of a Sustainability drive are:

- i) Enhancement of image, reputation, and brand recognition
- ii) Increase in competitive advantage
- iii) Increase in business ability to comply with regulation

- iv) Attraction of employees and investors
- v) Reduction of wasting
- vi) Retain top talent and increase in employee satisfaction
- vii) Reduction in operating and manufacturing costs leading to improved company's bottom line.

TRANSIENT WORLD

*Mr. R.C Dugar, GM.
Corporate Commercial,
RSWM Kharigram*

Come summer, the earth is incinerator,

Fountains are geysers and vitality cinders,

With bewildered demeanour, all creatures loiter.

Unable to persevere this gory theatre,

Against its nature, the earth whimpers,

Offers prayers and implore for succour.

Come rains, the barren land stains,

Flora faunas enliven, each space is heaven,

Gambol with passion, each mortal insane.

Its oblation answered, the earth is in spirit,

With varied attire and bliss surfeit,

Softly it whispers with guise sapient,

Only change is permanent and everything transient,

You only be elegant, valiant, and patient.

EVERYBODY HAS A STORY

*Mr. Naresh Kashyap, AGM
Quality Control, RSWM Limited,
Mandpam*

As the train halted at a station, an old woman entered the coach along with a young boy, matured around 15-16 years. The train began, and that young boy sat beside the seat by the window. Woman assisted him in opening the window, and boy started seeing outside the train. After a while, he suddenly shouted:

Mom, look, the trees are going behind!

The mother gave a smile, but nothing was said. After a sudden movement unexpectedly, he again shouted...

Mom, look, the clouds are running with us!

The couple sitting in the same coach is observing the same. Third time that boy cheered...

Mom, look, the sun is hiding behind the mountains!

Now the couple could not resist and said to the old lady...

How about you take your child to a good doctor?

The old lady smiled and said...

I did, and we are just coming from the hospital. My child was visually impaired from birth; he just got his eyes today.

In daily life, do we also judge people too quickly? Judging is easy and doesn't require much thinking or reasoning.

Our brains are wired to make automatic judgments about other's behaviours, without knowing the

reason behind the situation or the situation responsible for those behaviours.

Everyone in the world has a story. Try not to pass judgment on individuals before you really know them.....The truth might surprise you.

FINDING ROOTS IN SCIENCE FICTION

*Ms. Upasana Chatterjee,
Sr. Manager- Corp Comm*

What once originated as a figment of the imagination of science fiction authors is now taking root in our everyday lives with a new name i.e. Artificial Intelligence (AI). The concept is not new; it dates back to the Greek antiquity. However, the true beginnings of the technological revolution did not occur until artificial intelligence (AI) transitioned from a science-fiction notion to a very real prospect less than a century ago. In many obvious ways, AI has already had a big impact on human life; examples include voice recognition systems such as Apple's Siri, Google's search predictions, email spam filtering, and weather forecasting.

The notion of smart machines with human-like intelligence is not new. It has at least been around since Samuel Butler's 1872 book *Erewhon*: or, *Over the Range*, a book of satire on the Victorian era, As a result of Darwin's recently released *On the Origin of Species* (1859)

and the machinery created during the Industrial Revolution in the late 18th to early 19th centuries; the novel is one of the first to explore the concepts of artificial intelligence. It specifically addresses the potential impact of machine consciousness and self-replicating machines in its three-chapter "Book of the Machines".

Artificial intelligence has been a recurrent theme in science fiction, whether utopian, emphasizing the potential benefits, or dystopian, emphasizing the dangers. The effects of developing such intelligence have been depicted in several fictional works, frequently involving robot uprisings. Among the best known of these are Stanley Kubrick's *2001: A Space Odyssey* (1968) with its murderous on-board computer HAL 9000, contrasting with the more benign R2-D2 in George Lucas's *Star Wars* (1977) and the eponymous robot in *WALL-E* (2008).

Starting from there, science fiction familiarized the world with the concept of artificially intelligent robots, in the first part of the 20th century. Both the "heartless" Tin Man from *The Wizard of Oz* and the humanoid robot who played Maria in *Metropolis* are great examples of this. By the 1950s, the idea of AI had become ingrained in the minds of a generation of scientists, mathematicians, and philosophers. Although many scientists and engineers have noted the implausibility of various science fiction scenarios, they never hesitated to mention fictional robots many times in artificial

intelligence research articles. One such individual was the young British polymath Alan Turing, who investigated the mathematical potential of artificial intelligence. The logical framework of his 1950 paper, *Computing Machinery and Intelligence* was if people use accessible knowledge along with reason to solve issues and reach choices, why shouldn't machines be able to do the same?

But it really took more decades for the general public to recognize the true power of AI. Two prominent financiers and physicists, Elon Musk, the CEO of Tesla, and Stephen Hawking, are now in continued discussion on the potential of AI technology. There is general agreement that, when employed for good, AI might significantly alter the path of human history, even when the conversation periodically shifts to possible apocalyptic scenarios.

MIGRATION, URBAN POVERTY & CRISIS OF EDUCATION IN INDIA

*Ms. Richa Bhambi,
Sr. Executive, Corp Comm*

Ever since the time of independence, India is seen as one of the most developing countries across the globe. But in the present scenario, is the term "Developing" justified? When the other third world countries are close to par excellence in terms of Human Development and our country is far and away from its closest neighbour as well as some rival economies. We are still fighting for some basics. Social challenges

like urban poverty, unemployment, gender inequality, growing population, migration, lack of proper education are the few key social issues that the country needs to address and much focus upon.

Migration

In India, large rural-urban wage gaps that lead to higher migration, is one of the alarming issues which needs to be addressed. India is witnessed as one of the highest migrant nations among other countries like China, Indonesia and Nigeria. This 2011 census report suggests that the internal migrants in India are expected to touch 400 million in the 2011 census, over half the global figure of 740 million and almost twice as many as China's estimated 221 million.

Migration as the name suggests is a very complex phenomenon, so the need of an hour is to largely emphasis on "Labour Migration". However, this puts a pressure on the entire economy when it comes to apportioning. Besides, policy makers also face challenges as because of the lack of data, they often ignore the complex and serious labour migration issue. Labour as being one of the serious key problems needs to be understood firstly. Why do people migrate from rural to urban places? The question highlights various issues like low financial inclusion, pathetic condition of agriculture etc. in rural areas. These issues particularly compel labourers to migrate to cities for earning bread and butter. But

leaving the native place doesn't fulfill their financial goals as in an urban atmosphere they have to face new kind of challenges. The labourers face discrimination on various grounds in an urban area. Low wages, long working hours, poor working conditions, poor access to basic amenities of life, turned the rural migrants into an urban poor.

Urban Poverty

Once Gandhiji said "poverty is the worst form of violence" and today it is one of the most rigid and stark social reality of India. Particularly urban poverty showcases one of the harsh reality and strong gaps between the haves and have nots. Challenges of urban poverty in India have its roots in villages. Urban poor are no others but the rural peasants who have been marginalized and turned into a poor.

The negligence and irresponsible governance are one of the leading factors that cause the marginalization of the urban poor who are mostly migrant labourers. The urban poor are deprived of basic amenities, housing, fair wages and most importantly the political rights. They occupy a good number in population but are denied to voting rights. The surveys in some of the big cities confirm that slum dwellers or urban poor are far away from being a registered voter. Since they are not voters in many cases, political parties do not consider them as decisive vote bank and finally they suffer.

Education Crisis in India

Education is the fundamental right for all the citizens of India. But unfortunately, millions of young students are still far from the reach of basic education. This is such a depressed and saddened state of our country. In the lower income groups, comprising nearly 40% of children who have been to schools, perhaps never completed primary education. In the recent years, saw the enormous growing disparity between the "Quantity v/s Quality of the Indian Education.

According to the recent report published by Annual State Education Report (ASER) have given importance to quality rather than quantity of education in the country because even among those who do go to schools, to complete their primary education are mostly equipped with poorly qualified teachers, very high student teacher ratios, inadequate teaching materials which further result in a low quality of education.

Now the question arises who is to be blamed for declining of quality of schools and education in our country. Another question that needs to be addressed is that "what sort of a New Education Policy we want?"

As India, today in the 21st century has a vision for education, which cannot be achieved through short term goals, in fact it requires foundation of our systems to be strengthened, fixed, and upgraded by overhauling the current state and rendering a new education policy.

ANAND

*Ms. Bhavya Taneja,
Dy. Manager, RSWM Ltd*

उठ तू चल क्योंकि उस पार जाना है,
अभी तो दिन चढ़ा है बस, तुझे तो रात को
चीर दिखाना है.
मगर सुन, तुझे ढालना नहीं है शाम के साथ,
मगर सुन, रुख बदलना नहीं है हवा के साथ,
तुझे तो शाम के आते चाँद की तरह और
चमकना है,
तुझे तो हवा को अपना जोर दिखाना है.
चल उठ तू खड़ा हो क्योंकि उस पार जाना है,

हाथों में रेत और कंकड़ लिए तुझे तो नया
मकाम बनाना है,
उठ तू चल क्योंकि उस पार जाना है,
अभी तो दिन चढ़ा है बस, तुझे तो रात को
चीर दिखाना है.
मगर जो धंस जाये तेरे कदम तो डरना नहीं है,
मगर जो लड़खड़ाएं तेरी सांसों तो हांफना
नहीं है,
तुझे तो बंजर जमीं पे बाग उगना है,
पदछाप छोड़कर औरों को राह दिखाना है.
चल उठ तू क्योंकि तुझे आशंका को हराना है,
आगे बढ़ निश्चय से कुछ दलीलों को पाठ
सीखना है,

अभी तो दिन चढ़ा है बस, तुझे तो रात
को चीर दिखाना है.
मगर सुन, लक्ष्य जो न मिले तो हताश
होना नहीं है,
ठीक उसी तरह तुझे फिर अपना लक्ष्य
बनाना है,
भूल न तू अंश है प्रकृति का,
भूल न तू अंश है प्रकृति का,
तुझे तो मनुष्य जीवन का आनंद उठाना है..
उठ तू चल क्योंकि उस पार जाना है,
अभी तो दिन चढ़ा है बस, तुझे तो रात
को चीर दिखाना है..

ECO THERAPY

How do you feel when you walk in the woods, sit in park, listen to birds chirp, spend time at the beach, or watch the sunset? We experience a sense of peace, relaxation, and calm.

Benefits of ECO Therapy

ECO therapy relies on the idea that humans have an innate connection to nature and that time in nature can restore balance to the mind and body.

Connects You to Nature - When you're spending time in nature, you feel more connected to the world around you. This treatment can help you feel more grounded and connected to something bigger than yourself.

Boosts Your Mood - If you're feeling down, spending time outside can

help you feel happier and more positive. When you're surrounded by trees, flowers, and fresh air, it can reduce stress and anxiety and increase levels of happiness, life satisfaction, and self-esteem.

Improves Your Focus - In today's world, people are constantly bombarded with technology. It can be nice to have a break from all the screens and devices. One of the ECO therapy benefits is to provide a much-needed escape from technology. People who participate have shown increased creativity, problem-solving ability, and divergent thinking. Being in nature can also help you feel more connected to your surroundings and improve your concentration.

Gets You Active - ECO therapy isn't just about sitting around and enjoying nature. It can also be a great way to get active. Walking, hiking, and other outdoor activities can help you get some exercise while enjoying the beauty of nature. You will also learn about the importance of conserving our natural resources and the unique ecosystems of different areas.

Cherish the Simple Things in Life -

People are always rushing around and trying to accomplish as much as possible. This can lead to them taking the simple things in life for granted. ECO therapy can help you slow down and appreciate the simple things in life.



Feeling burnt out? Go for Sleep Tourism

When we think of holidays, we think of adventure, we think of the mesmerising sights, we think of the food to be consumed, of the nightlife to enjoy. Very rarely do people associate travel and sleeping together. However, this notion of sleep and holiday are coming together in a whole different way-sleep tourism!

Feeling burnt out? Irritable workdays can result from the lack of sound sleep. Prioritise self-care. Sleep trips or naptations are a great way to catch up on



sleep, to relax and recharge. People travel to a destination specifically to sleep, relax, and recharge. The idea behind sleep tourism is to provide travellers with a chance to escape from the stress and demands of their daily lives and focus on getting restful sleep.

Sleep tourism, also known as “Naptations” or “Nap holidays”, is a type of tourism where people travel to a destination specifically to sleep, relax, and recharge. The idea behind sleep tourism is to provide travellers with a chance to escape from the stress and demands of their daily lives and focus on getting restful sleep.

Benefits of sleep tourism

Better sleep quality – centred around improving people’s sleep quality, which can help them feel more well-rested.

Lower stress levels –stress can negatively impact the sleep you get. Relaxation techniques and environments help minimize stress and boost sleep quality. getting better sleep can lower your stress levels even further.

More energy – When you sleep well, you’ll inevitably have more energy because sleep is restorative. By seeking out travel experiences aimed at better sleep, this could mean more energy to get out and explore.

Better mood –helps boost your mood. Poor sleep is linked to people being more short-tempered, irritable, and at risk for stress.

Learn good sleep habits – experience first-hand helpful sleep habits and environmental factors that work for you and that you can incorporate into your daily routine at home.

Step up your productivity -When you sleep well, your mind works well and when your mind works well your productivity is bound to increase. Indulge in recreational activities, for example, yoga, meditation, body spa, Ayurvedic massages, and nature walks among others, which help them to refurbish their mental state and work peacefully.

Pro tips to make the most of your sleep trip

Disconnect from technology: One of the best ways to make the most of your sleep trip is to disconnect from technology. This means putting away your phone, laptop, and other devices and focusing on your

surroundings. Take in the beauty of your surroundings, enjoy the sounds of nature, and truly relax.

Get plenty of sleep: This may seem obvious, but it’s important to prioritise sleep on your sleep trip. This means setting aside time for naps and ensuring that you get enough restful sleep at night.

Try relaxation techniques: Sleep trips are all about relaxation, so be sure to try different techniques to help you unwind. This could include meditation, yoga, or breathing exercises. These techniques can help you reduce stress and improve the quality of your sleep.

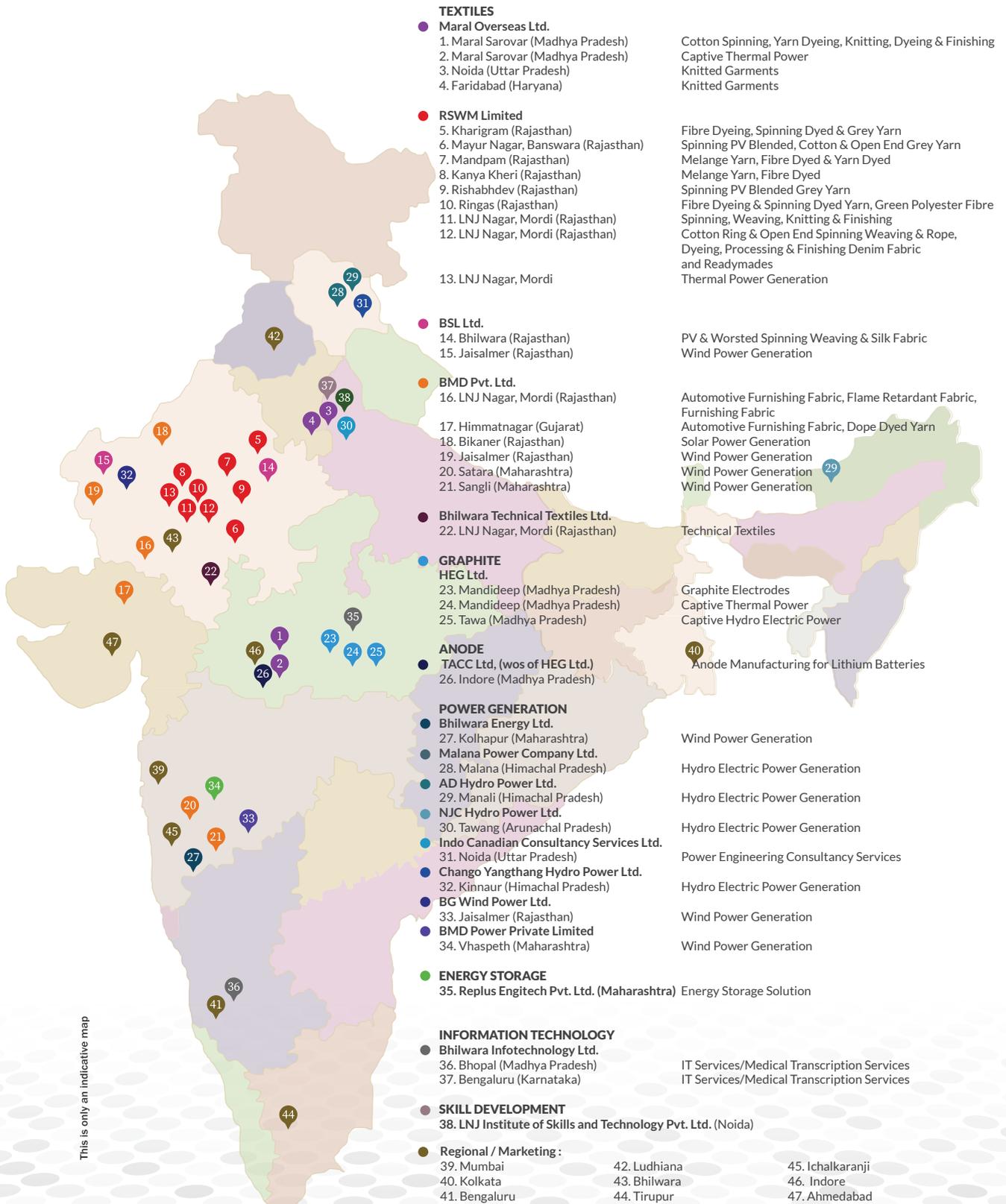
Explore local culture: Part of the fun of sleep tourism is exploring the local culture. Take the time to learn about the history and customs of the area you are visiting and try local foods and drinks. This can give you a greater appreciation for the destination and make your sleep trip more memorable.

Engage in activities that promote sleep: Many activities can promote restful sleep, such as taking a warm bath, reading a book, or listening to calming music. Consider incorporating these activities into your sleep trip routine.

Prioritise self-care: Sleep trips are a great opportunity to prioritise self-care. This could include taking a spa day, getting a massage, or trying an Ayurvedic treatment. These activities can help you feel rejuvenated and relaxed.

Remember the reason why you are taking a naptation and focus on yourself instead of constantly checking your phone or laptop for work calls and emails.

LNJ Bhilwara Group Nationwide Network



The journey began in 1961 | Present Turnover - USD 1.1 Billion | More than 25,000 employees