

OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

Volume XXIX | Issue 1 | January-March 2024

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Our group chairman's message to all employees & members highlighting the group's achievements, goals, and future course of action.

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HO-Noida: Bhilwara Sur Sangam 2024



Held in New Delhi, Bhilwara Sur Sangam 2024 enthralled audiences with the two-day festival of classical Indian music (March 30-31). Performed by renowned maestros, the festival showcased India's rich musical heritage.

HO-Noida: Women's Day Celebration



The HO-Noida office buzzed with a celebration for Women's Day. It was a day to celebrate achievements and foster a strong, supported community.

LNJ Knits in Fibers n Yarns Expo



LNJ Knits unveiled their Spring/Summer 2025 Collection, "Knitscape," at the Fibers n Yarns Expo. The collection featured knitted garments. The team also showcased the Fibregreen® recycled polyester fibre using innovative virtual reality and interactive kiosks.

The vigorous display highlighted LNJ Knits' commitment to both sustainability and technological advancement in the textile industry.

LNJ participation in Denims and Jeans show in Tokyo, Japan

LNJ Denim showcased sustainable denim collection at DenimsandJeans in Tokyo. Impressed customers appreciated design and eco-friendly manufacturing.



Bharat Tex 2024

Bharat Tex 2024 showcased India's textiles & innovation with global leaders, focusing on sustainability & heritage.

Various divisions including Greige, Dyed, LNJ Knits, Kapaas, Melange, R-Value, and Denim participated from the group.



Editorial Board

- | | | |
|------------------|------------------|---------------------|
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| 2. Manish Gulati | 4. Sanjay Sharma | 6. Jyoti Gupta |

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CHAIRMAN'S NOTE

***A Legacy of Innovation and a Sustainable Future***

Our company stands on a rich legacy, originating from the humble beginnings and unwavering dedication of previous generations, whose relentless hard work has established a foundation built on excellence, continuous learning, and development, paving the way for a brighter future.

Today, we are a benchmark not only in our industry but also as a model for corporate achievement. We lead the way in *Green Energy*, pioneering groundbreaking *Energy Storage Solutions* and prioritizing social responsibility through our *Giving Back to Society* initiatives.

Our unwavering commitment to sustainability aligns seamlessly with the 'Make in India' vision, fostering a prosperous future for all.

Our journey and accomplishments would not be possible without the dedication and hard work of every team member. I appreciate you all for your invaluable contributions.

Together, we will continue to write the next chapter of our company's remarkable story.

With Best Wishes

Ravi Jhunjunwala



GROUP HAPPENINGS

RSWM-MANDAPAM

Free Health Checkup Camp on Syt. Riju Jhunhunwala's Birthday



On Syt. Riju Jhunhunwala's birthday, a free health checkup camp was organized by RSWM-Mandpam team at Melange staff club. Shri Satish Kumar Mittal (COO) inaugurated the camp at the Mandpam unit.

RSWM-KHARIGRAM

VIP Visit



Shri Ashutosh Choudhary, Executive Director, Indian Bank, along with Shri V. Chandrashekharan, General Manager, visited Kharigram Plant on March 5, 2024. He appreciated the operations of the plant, and its automation system done by RSWM Limited in SJ11, and HJ-21 for quality consciousness, and the contribution of RSWM Limited in the Textile Sector both at the country and state levels.

RSWM-KNITS

Unveils SS25 Collection to Denmark Sourcing Team of SELECTED Brand

The newly launched SS25 collection



was presented to Selected Brand sourcing team, who came from Denmark, and shown their interests in structured knits and sustainable products. They have selected a few qualities for further evaluation as they are developing Activewear as the new category for their garmenting business. LNJ Knits is already a supplier for this brand.

RSWM-RPSF

LIO – Election Commission of India visited in RPSF Fiber Plant



Shri Mukesh Kumar and his family (LIO – Election Commission of India) visited the RPSF Fiber Pant and took a round of the RPSF Fiber Unit. The complete process of recycling post-consumer PET bottles was explained to him and he was very impressed to see such an eco-friendly process converting PET scrap into textile products. He also appreciated the contribution of M/s RSWM in saving the global environment and a significant reduction in carbon footprint.

MARAL SAROVAR

Participation in Regional Industry Conclave Ujjain 2024

To accelerate industrial growth, the state government of Madhya Pradesh hosted a program namely Regional Industry Conclave Ujjain-2024 on 1st & 2nd March 2024 at Ujjain to foster networking opportunities amongst investors, entrepreneurs and set the platform to explore the sectoral strengths of Madhya Pradesh. In this conclave Shri Tarun Baldua, President, Maral Overseas Ltd, Maral Sarovar was invited as a guest of honor. Hon'ble Chief Minister of Madhya Pradesh, Dr. Mohan Yadav was the chief guest of the program. From Maral Overseas Ltd, Shri Tarun Baldua, President and Shri Sanjay Bolya, Vice President (Comml) attended this conclave.

BSL

SA 8000 Audit



On February 27, 2024, the BSL team performed a surveillance audit of SA 8000 at Rishabhdev. They conducted a tour of the factory as well as the mess, canteen, dispensary, and other areas. They examined documents to make sure the system is functioning properly and found everything to be in order and was pleased with the device.

Inauguration of new Melange & Fibre Dyeing Unit

Maral Overseas Ltd, Maral Sarovar inaugurated its new Melange &



Fibre Dyeing unit at Maral Sarovar on March 30, 2024, to expand its production capacity by 10 tons a day of Melange Yarn to meet the growing demand for Melange Yarns. The additional capacity of producing Melange Yarn will boost the total capacity to 65 tons a day. During the inauguration, *pooja and hawan* were performed by Shri Tarun Baldua, President, Shri Manoj Thakker, VP-HR, Shri Sanjay Bolya, VP-Comml, and Shri Vinay Singh, VP-Engg. Other officials of the company were present on this occasion.

HEG

Run For HEG Marathon



HEG Ltd organized a spectacular event within its premises on January 6, 2024 – Run For HEG Marathon. This extraordinary initiative was exclusively tailored for the dedicated workforce, reflecting its employee commitment and fostering a sense of unity in the company.

The marathon, a testament to HEG's dedication to promoting a healthy work-life balance, saw enthusiastic participation from employees across various departments. The event not

only served as a platform for promoting a healthy lifestyle but also encouraged team spirit and collaboration among colleagues. By investing in health and unity of its workforce, HEG continues to set benchmarks not only in the industry but also in promoting holistic employee development.

LNJ DENIM

Brand Customer visit from Cocona, USA



Mr. Christopher Leyes & Wes Burgess from Cocona, USA, visited our plant on January 18, 2024. They were welcomed by Shri Ashish Bhatnagar - Marketing Head and staff members. They took a round of the Denim Unit and have shown keen interest in our wide range of products.

Brand Customer visit from Jordache USA

Mr. Assaf & Ms. Liza visited LNJ Denim, Mordí, on March 23, 2024. Shri Suketu Shah (Business Head) & Shri Ashish Bhatnagar (Marketing Head)



greeted them and guided them around the Denim facility so that they could comprehend the full denim process. They toured our Denim facility and expressed their appreciation for the facility and Denim products. They were quite amazed by the variety of new developments and the hospitality of the Denim staff.

Customer visit from Seattle, Washington



Mr. Ronnie D'Souza & Mr. Bhavesh from Shah Safari - Seattle, Washington state, USA, visited our plant on March 2024. Shri Suketu Shah (Business Head) greeted them and guided them around the Denim facility so that they could comprehend the full denim process and showed keen interest in our wide range of products.

RSWM-RINGAS

Melange Cup Cricket Tournament 2024



As usual every year, this year also Melange Challenger Cup Cricket Tournament-2024 was organized. Three league matches were organized from February 17 - 19, 2024, on a very professionally developed cricket ground at the Kharigram Unit. The Ringas team has reached the final. Four teams of Kharigram, BSL, Mandapam, and Ringas played their matches with full sportsman spirit in the presence of seniors, staff & their family members. All players enjoyed the venue of Kharigram and appreciated the development of this new lush green cricket playground. The in-house crowd enjoyed all the matches with a buzz of loud cheers and iconic songs, etc., and showed support to all the cricket teams and players.

RSWM-KHARIGRAM

Awareness Session on HR Policy



To update about revisions in the HR manual about employee benefits, an awareness program was conducted by the HR Department on February 22, 2024. During this program, all aspects of Employee Benefits were covered. A total of 31 staff members got benefited from this programme and they were encouraged to organise such awareness sessions periodically.

RSWM-LODHA

Maintenance Training for the Technical Team



As a part of the technical skills enhancement of staff members, a training cum awareness session was organized from March 27 to 29 2024. The technical team took this session for all technical officers. They explained about functioning, technical faults, their remedies, etc. During this interactive session, participants also came out to this platform to discuss their queries and technical issues, which were addressed adequately.

RSWM-RISHABHDEV

Training & Capacity Building



A one-day session on Training and Capacity Building Program on Business Responsibility & Sustainability Reporting (BRSR) was held at Rishabhdev on March 16, 2024. Officers participated in the programme. This one-day workshop was enjoyed by all and positive feedback was received from the participants.

ADHPL

StatKraft Maturity Risk Assessment Team Visit

A team of officials from StatKraft visited the project site from January 16 to 18, 2024 for maturity risk assessment. The team conducted detailed site visits through all the project components, offices and other utilities. Document review and individual interactions with various department heads and key personnel were also conducted by the team.

HEG

Industrial Visit by Students of Sage University

To give industrial exposure to the students at Sage University, HEG gave a chance to the students to visit



our organization and gain learning regarding the overall general process of the Electrode Manufacturing. HEG always encourages the learning and development for the students as well, so that in future, the talent could find its way to meet a desired destination.

CII Visit for Practical Industry Training



A visit was organized at HEG Ltd with a group of 30 members of CII on February 9, 2024.

These visits provided a practical and hands-on learning experience, allowing the industry to observe and understand world-class manufacturing processes, technologies, and quality practices.

Exposure to different manufacturing facilities can inspire innovation and creativity by introducing new technologies, processes, and best practices that can be adapted and applied to our industry. This visit included the presentation of the complete process of Manufacturing Graphite Electrode in our plant followed by the plant visit.

MARAL SAROVAR

Legal Literacy Camp



District Legal Forum, Khargone conducted a Legal Literacy and

Awareness camp at Maral Sarovar on March 21, 2024, to spread legal awareness among the workers about their rights and duties, forced labour, child labour, etc. District Judge Shri Sharma and Judge, Kasrawad court Smt. Premvada Shukla along with a few NGO social workers, have given speeches on legal literacy and awareness. From Maral Overseas Ltd, Shri Manoj Thakker, VP-HR welcomed the guests.

MPCL

Plant Safety Committee Meeting

MPCL conducted a Safety Committee Meeting at the site on March 26, 2024, and discussed the issues related to the implementation of Occupational Health, Safety, and Environment. The plant in-charge chaired the meeting and Member Secretary welcomed all the participants present in the meeting and started the discussion.

FIRE-SAFETY

A safer, happier, and more productive work environment is not only about rules but 'safety' is also a top priority.

A safety awareness program was conducted in RSWM Kharigram for various Departments like Engineering, Maintenance, commercial and Production on Firefighting, Evacuation Plans, Emergency Exit, Assembly etc.

A live demo on safety measures and how to control fire was organised at RSWM Knits.

Similar programs on fire-safety training were conducted at RSWM Mandpam.

The theme of National Safety Week was a "Focus on Safety Leadership for Environmental, Social, and Governance (ESG) Excellence" at ADHPL. National Flag was unfurled and pledge was read by all participants. The employees were also felicitated.

Tier-II Mock Drill on fire and smoke was organised by the Local Administration Department at ADHPL. The objective of this mock drill was to test the response and preparedness of AD Hydro personnel in the event of a fire incident inside

the powerhouse. The scenario involved a fire outbreak near the ACB panel, triggering a series of events including power disruptions and the activation of smoke alarms. The focus was on assessing the effectiveness of emergency response, communication protocols, and evacuation procedures.

A safety awareness program for staff members at RSWM Lodha was conducted for all the staff as per the HR training calendar in four batches and has covered topics such as Hazard Identification and Risk Assessment, Near Miss, Unsafe Acts & Conditions, Use of PPE, etc.



CORPORATE SOCIAL RESPONSIBILITY

HO-NOIDA

Donation Drive



In March 2024, as part of our Corporate Social Responsibility (CSR) initiative, 75 bedsheets were donated to the students of Aurobindo Ashram. This contribution was aimed to improve the living conditions of the students and ensure their comfort. The bedsheets were well-received by the Ashram authorities, who expressed their gratitude for our support. This initiative reflects our commitment to giving back to the community and making a positive impact on the lives of others.

RSWM-RINGAS

Donation at Sitaram Goshyala on Syt. Riju Babu Birthday



On the auspicious occasion of Lohri and Makar Sankranti, and the birthday of Syt. Riju Junjunuwala, as a part of CSR, RSWM Ringas has donated fodder and jaggery for cows at Sitaram Goshyala-Ringas.

RSWM-RISHABHDEV

Distribution of Blankets by Ladies Club

On Makar Sankranti, Ladies' Club



Rishabhdev distributed approx. 150 blankets to civil labourers and sub-staff – peons, drivers, security guards, etc. In addition to this, VKV school sub-staff including bus drivers, conductors, peons, etc were also given blankets by the Ladies Club under the leadership of Smt. Usha Khator, wife of the COO.

ADHPL

Donation to Schools and Old Age Homes



ADHPL donated furniture, computers, and other materials to Govt. High School, Shaleen (Aaloo ground), Manali on January 23, 2024. The school staff thanked ADHPL.

35 mattresses were donated to Sahara's old age home on January 23, 2024. The members of the NGO, running Sahara Old Age Home, thanked ADHPL.

Donated 4 Geysers (Capacity 50 litres) to Jawahar Navodaya Vidyalaya, Bandrol-Kullu (HP) on January 29, 2024. The Vice-Principal and other staff thanked ADHPL for donating drinking water supply fitting materials to Govt. High School Prini (HP) on March 05, 2024. School staff thanked ADHPL.

ADHPL

Rural Development Work Done



The ADHPL is committed to the development of the local area, and particularly the surrounding villages of the project. The company has taken various initiatives under the development plan of the local area. The following works were completed under the rural development program of the CSR plan for FY 2023-24:

1. A footpath and water tank in Chalet village were constructed.
2. A footpath and drain below RD 650 of Allain road in village Prini was constructed.
3. Distemping, painting & misc. works at Anganwadi school in Yuvak Mandal building was carried out.
4. Precast concrete interlocking pavers at the link road of Jagatsukh village was fixed.

MPCL

Free Medical Health Checkup Camp Conducted

MPCL conducted a free Medical General Health Checkup Camp on March 17, 2024, at Sangchan Village of District Kullu, H.P.

Medicine specialists & pediatrics were invited from Sri Harihar Hospital Dhalpur, Kullu for this camp. A total of 120 registrations including children were recorded during this health camp. Medicine and tests prescribed by the camp doctors were also provided by the MPCL on a free-of-cost basis. This initiative was appreciated by the local public in general.

Plantation Drive 3

MPCL carried out Plantation Drive-3 in two different places with the help of villagers, Mahila Mandal, and Panchayat representatives

1. 500 Deodara (Deodar) plants were planted on March 21, 2024, at the village Manikaran of Distt-Kullu, HP.
2. 700 Deodara (Deodar) plants were planted on March 26, 2024, at the village Nasala of Distt-Kullu, HP.

GOOD READ

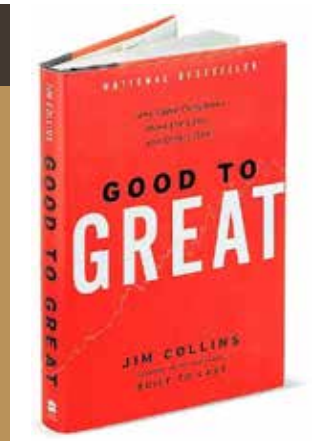
Good to Great: Why Some Companies Make the Leap and Others Don't

This book by Jim Collins is one of the most successful books to be found in the "Business" reading category. It purports to tell you how to take a merely good company and make it great, it's not difficult to see why that might be so.

The Challenge - Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, and even bad companies achieve enduring greatness?

The Study - For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great?

The Standards -Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index



of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck.

The Comparisons - The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good?

The Findings - The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. This book introduced the famous "Hedgehog Concept" to the world. A simple, crystalline concept that flows from a deep understanding of the intersection of three circles: 1) what you are deeply passionate about, 2) what you can be the best in the world at, and 3) what best drives your economic or resource engine. Transformations from good to great come about by a series of good decisions made consistently with a Hedgehog Concept, supremely well executed, accumulating one upon another, over a long period of time.

A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results.

VIVEKANAND VIDYA VIHAR-MARAL SAROVAR

Vivekians Shine at UICC Indore International Open FIDE Rating Rapid Chess Tournament



In the bustling arena of competitive chess, Vivekians showcased their prowess at the UICC Indore International Open FIDE Rating Rapid Chess Tournament 2024. Among the talented contenders, Ishan Rathod carved his niche, securing an impressive 5th rank in the under-15 age category. With a resounding victory in six out of nine matches, Ishan's strategic finesse and unwavering determination illuminated the tournament, reflecting the indomitable spirit of Vivekanand Vidya Vihar Maral Sarovar's chess enthusiasts.

CBSE Conference



Maral School has been recognised by CBSE as the lead school in the district and has been bestowed with District Coordinator responsibility along with the authority of Centre Fixation and Central Nodal Supervisor for Evaluation & Practical for the past 6 years. In continuation, the school hosted a conference of Principals of 4 districts – Khandwa, Dhar, Barwani, and Kargone, addressed by the CBSE Regional Officer on the nuances of CBSE norms & rules and intricacies of NEP and board progressive initiatives. Over 200 participants from over 100 schools of the four districts attended this conference at Maral school.

VIVEKANANDA KENDRA VIDYALAYA-HURDA

Interschool Group Folk Dance



With the aim of honouring the dancing skill of students, an Inter-School Group Folk Dance program was organized for the students of all four LNJ Group Schools on January 31, 2024. The program was conducted online.

The program began with great zest and excitement. The theme was "Indian Folk Dance". The students from classes VI to VIII participated in the event. The dancers presented energetic performances. All the participants displayed their skill in a variety of folk dances like Bhangra, Garba, Odissi, and Rajasthani. The program was a great success.

GRAPHITE HIGHER SECONDARY SCHOOL-MANDIDEEP

School Excellence Award 2023-24



Graphite Higher Secondary School, Mandideep received an excellence award powered by Brain Feed (NUMERO UNO School of INDIA 2024) in recognition of the relentless pursuit of excellence

in academics, teaching-learning system, and holistic development at Gurugram, Haryana on January 31, 2024.

SDG Initiatives



SDG club students showcased a street play emphasizing the importance of waste management. Parents were not only made aware of waste management, but they also loved the way the students confidently expressed themselves on the stage.

VIVEKANANDA KENDRA VIDYALAYA-RISHABHDEV

Swami Vivekananda Jayanti



The National Youth Day celebration commenced with homage to Swami Vivekananda's portrait and lamp lighting by the Principal. Students of class 8 presented a thought-provoking skit to impart the principles and values of the great spiritual leader. Class IX students showcased dynamic dance performances expressing youth vibrancy. The choreography symbolized the timeless relevance of Vivekananda's teachings. The Principal delivered a motivating address emphasizing the significance of Youth Day and education's role in character shaping. The speech highlighted Vivekananda's values, urging students towards personal excellence. A spirited rally concluded the program, with students marching through the school and town with banners and slogans. The rally aimed to raise awareness about youth engagement and community participation.

Science Day Celebration



The Science Day was celebrated with great enthusiasm. A ppt presentation was performed in which it was explained that Science Day, celebrated annually on February 28, commemorates the discovery of the 'Raman Effect' by the great Indian physicist Sir C.V. Raman in 1928.

To demonstrate the Raman Effect, a simple experiment was conducted using a laser pointer and a sample of a substance such as water, ethanol, etc., followed by a short quiz based on the Raman effect.

CELEBRATIONS & FESTIVALS

RSWM-RISHABHDEV

Annual Day Celebration



Annual Day, a very anticipated and enjoyable function of the RSWM-Rishabhdev family every year, was celebrated this year also in a joyous and cheerful manner. The delicious food on the New Year's eve was enjoyed by all. State-wise dance performance of children and ladies was the specialty this year. In addition to this, the spiritual performance by gents and children related to Sri Ram added to the attraction. Amidst the excitement and gaiety of the program, at the dawn of the New Year, everybody greeted each other and Shri K B Khatod, COO conveyed congratulations and best wishes to all for a Happy and Prosperous New Year. The program ended with prize distribution to the merit holders and selection of key executives of the Staff Club for the year 2024-25.

RSWM-KAPAAS

Cotton Puja

On December 12, 2023, a pooja was performed for the new cotton crop at the new project Kapaas unit by Shri Yogesh Dutt Tiwari (Chief Operating Officer). In this pooja and program



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.

RSWM-MANDAPAM

Staff Birthday Celebration

Staff Birthday (October to December Month) was celebrated with much gusto and enthusiasm in the Admin Garden every last week of the month. Cake-cutting ceremony was



done by the staff in the presence of Shri Satish Kumar Mittal (COO) and all staff members. All enjoyed high tea & cake.

MOL-NOIDA

AIDS Day Awareness & Celebration



The occasion of World AIDS Day reminds us that we must treat people with aids with respect and equality. We have celebrated, educated, provided training sessions, and displayed various awareness posters at our respective units on World Aids Day on December 1, 2023 at all Noida Garments Divisions.

STAFF BIRTHDAY CELEBRATIONS

A common birthday celebration was organised at LNJ Denim, RSWM Ringas & RSWM Lodha. All enjoyed the celebration with cake-cutting ceremony and were given best wishes from their colleagues and seniors.



RSWM-Ringas



LNJ Denim



RSWM-Lodha

REPUBLIC DAY



RSWM-RPSF

The 75th Republic Day celebrations started with flag hoisting followed by a march past. Maral Sarovar associates who have attained attendance of 300+ last year were felicitated with prizes and certificates. Winners of the Safety Quiz also received prizes during this function. Staff Club, Rishabhdev (RSWM) organized a one-day sports event for staff and family on the Republic Day. Various events like 100-meter race, spoon race, shotput, needle & thread race, tug of war, etc. were held for ladies, gents, and children separately. RSWM-Kharigram, RSWM-Ringas. RSWM-Mandapam, ADHPL and MPCL too celebrated Republic Day.



RSWM-Kharigram



RSWM-Ringas



RSWM-Mandapam



Maral Sarovar

Several patriotic programs were presented at RSWM-RPSF Fiber



RSWM-Rishabhdev



ADHPL



MPCL



LNJ Denim, Knits & TPP

Unit. Prizes were also distributed to selected outstanding performers in the categories of security, production, attendance, etc.

In RSWM Lodha, the best security guard, the best sanitation boy, and the masters with the lowest worker turnover were recognized. The workers having the highest attendance record in the calendar year 2023 were also rewarded. LNJ Denim, Knits & TPP celebrated Republic Day in the LNJ Denim Unit,



RSWM-Lodha

Mordi. The celebration started with National Flag Hoisting Ceremony followed by the "Guard of Honour" by a group of Security Staff. Security Staff performed march-past on this occasion.

CELEBRATIONS & FESTIVALS

HOLI

The festival of colors – Holi was celebrated with great pomp and enthusiasm.

Our staff with their families played Holi and greeted each other. Songs and dances were performed. Cultural events were organised in our offices, followed by dinner. Sweets were distributed at RSWM Kharigram, RSWM Chhata, RSWM Ringas, Fiber Unit Ringas, Maral Sarovar, RSWM Mandapam, RSWM Rishabhdev, Head Office Noida, LNJ Denim Knit & TPP, RSWM Lodha. In RSWM Staff Club Lodha apart from playing Holi, the inclusion of blessings and gift distribution for newly wedded couples and newly born babies added a heart-warming touch.

ADHPL played eco-friendly Holi. Use of water cannons, sprays and water colours were avoided to save water.



RSWM-Kharigram



RSWM-Mandapam



ADHPL



LNJ Denim, Knit & TPP



RSWM-Lodha



HO-Noida



RSWM-Chhata



RSWM-Rishabhdev



Maral Sarovar



RSWM-Ringas



RSWM-Ringas

LOHRI & MAKAR SANKRANTI CELEBRATIONS

The festivals are observed in different parts of the country to celebrate India's spirit of unity in diversity. Ringas Pariwar enjoyed the festivity by Flying Kites, Gulli Danda, Cricket, etc. The celebration ended with distribution of sweets & other delicacies. RSWM Mandapam celebrated at the Children's garden at Melange Staff Colony. Staff members with their families participated in different types of games like cricket, sitoliya etc. At Rishabhdev, RSWM Lodha games like kabaddi, Sitoliya, Gully Danda, Rassa Kassi, etc was organised.

The family members of Ring as Pariwar, Ringas Fiber Plant, RSWM Ringas, LNJ Denim, Knit & TPP, participated in Lohri puja. Bhangra dance and songs were enjoyed by the family members. The cheering from kids, ladies, and staff alike made the festivity evening full of vivacity. After



RSWM-Mandapam



RSWM-Lodha



LNJ Denim & Knits



RSWM-Ringas



RSWM-Rishabhdev



RSWM-Mandapam



RSWM-Lodha

the celebration Gajak. Peanuts and Popcorn were distributed.

All the staff and their family members thoroughly enjoyed the event.



LNJ Denim, Knit & TPP



RSWM-Ringas



RPSF-Ringas



RSWM-Ringas

CELEBRATIONS & FESTIVALS

MAHASHIVRATRI



RSWM-Kharigram

Maha Shivaratri is a Hindu festival that honours God Shiva. It is also called 'The Night of Shiva' and is celebrated in a majority of Indian States. The festival was celebrated at RPSF Unit, RSWM Ringas, RSWM Mandapam, RSWM Lodha, LNJ Denim, Knits & TPP. RSWM Kharigram Pariwar celebrated at the colony temple. Bhajan-kirtan



RSWM-Ringas



RPSF-Ringas

were sung by the staff and their family. A well-decorated Jhanki of Lord Shivaji at RSWM Rishabhdev was prepared by the Staff Club team which got the attention of all. Staff members with their families attended the Bhajan Kirtan which lasted till midnight. At the end, prasad was distributed to the devotees.



RSWM Rishabhdev



RSWM-Lodha



RSWM-Mandapam



LNJ Denim, Knits & TPP

RAM PRAN PRATISHTHA

The Pran Pratishtha ceremony in Ayodhya was a grand event for Hindus across the globe. On the auspicious occasion of Ram Pran Prastishtha of Prabhu Shri Ram Ji in Ram Mandir Ayodhya, the Akhand Ramayana Paath and Hawan were performed at RSWM fiber plant Ringas. Similar celebrations were held RSWM Ringas, RSWM Mandapam, RSWM Rishabhdev, RSWM Lodha, LNJ Denim, Knits & TPP, ADHPL and HEG also organised a Bhandara Prasad. At the end of the celebration, all the staff and their family members took the Mahabhoj prasad. Sweets were distributed among all employees to commemorate the consecration ceremony of Ram Lalla.



RSWM-Ringas



RSWM-Mandapam



RSWM-RPSF



HEG



RSWM-Lodha



RSWM-Rishabhdev



ADHPL



LNJ Denim, Knits & TPP

NATIONAL SAFETY WEEK

National Safety Week focuses on making safety and precautionary measures a top priority of any sector. People need to be aware of safety standards that every organisation should adopt.

On this occasion, competitions on "Safety Slogan", "Safety Poster", "Safety Essay", & "Safety Poem" were organized among the plant employees. In certain offices, demo was given by the security team. Awards were given to workers who performed best safety practices. LNJ Denim, Knit & TPP, an exhibition on Personnel Protective Equipment was organized by the Safety Team, where the use of fire extinguishers and other PPEs was demonstrated. MPCL, RSWM Lodha RSWM Rishabhdev, RSWM-Mandapam too participated. In RSWM Ringas the activity made valuable contribution to cultivating a safety culture among the workforce & to integrating safety in their day to day activity. The Safety Oath was taken by all workmen and staff members. During the week at RSWM-RPSF, a safety pledge was



RSWM-Lodha



RSWM Rishabhdev



RSWM-RPSF



RSWM-Kharigram



MPCL



LNJ Denim, Knit & TPP



RSWM-Ringas



RSWM-Mandapam

taken by staff and workers, to bring safety awareness. Several programs were conducted Like Quiz, Speech, and Poster Competition in a renowned Government School in Ringas to spread awareness amongst students for safety awareness. Prizes were also given to the winners of the competitions. In RSWM Kharigram - safety badges were distributed to all employees. Exhibition of PPEs, Fire & Safety Equipment, Safety training program, Safety based various competitions were conducted.

NATIONAL ROAD SAFETY MONTH

Road Safety Month was celebrated at ADHPL. The theme of Road Safety Month was "Be a Road Safety Hero". During the month-long celebrations, different trainings on road safety, first aid, housekeeping, ENRP, use of PPEs, and defensive driving, etc. were conducted with its primary focus on drivers, heavy mobile machinery operators, and ADHPL employees. Prizes for best safety practices to heavy machinery operators and drivers were also distributed during the Road Safety Month celebrations.



ADHPL

MPCL also celebrated Road Safety Month. During this period, a long celebration was organized emphasizing on Road Safety viz Road Safety Behavior, Defensive Driving and adequate preparation for the snow period.



MPCL

ACHIEVEMENTS

RSWM-RPSF

External BIS Audit Conducted



An external BIS auditor Mrs. Sangeeta Choudhary visited the RPSF plant and was welcomed by the COO. Shri M.K. Yogi was accompanied by all the Departmental Heads of the RPSF plant. After having an opening meeting on 18th March, the BIS audit was conducted on a full-day basis, and it was very successful. Mrs. Sangeeta Choudhary was appreciated for her marvellous internal housekeeping, cleanliness, and various systems maintained in the RPSF Unit. On virtue of this, the RPSF Unit had been accredited with BIS certification.

HEG

National Level Quality Circle Competition



HEG has reached yet another milestone as the 37th National Convention on Quality Concepts (NCQC) hosted by QCFI Nagpur Chapter, on January 5, 2024. Notably, four teams represented HEG Ltd, named Team Pragati, Karma, Sankalp, and Prayatna, and took part and emerged victorious, securing the prestigious Excellent Award. This

achievement underscores HEG's commitment to excellence in quality management practices.

Long Service & Excellence Award



To recognize and reward long-serving (10 years and 25 years) employees, HEG organized a Long Service & Excellence Award Ceremony on 10 February 2024, to acknowledge employee loyalty and commitment towards the company and contribution to high-quality deliveries. Furthermore, this Excellence Award was also distributed to the Employees to specially acknowledge their hard work, perseverance, and precision in achieving their goals.

This reward policy applies to all artisans, staff, and executives currently employed on permanent employment, subject to the criteria outlined. As the employees reach 10 and 25 years of service milestone in their career with the company, the company presents this prestigious service award. The award reflects the appreciation for the dedicated years of service and is a symbol of the employee's personal and professional achievements.

MPCL

'Safety Hero Award 2023'

MPCL's exceptional HSE performance has earned it recognition, in February 2024, with Dr. Ashok Sharma, HSE Head at MPCL, being



honoured with the prestigious "Safety Hero Award-2023". This award ceremony was initiated in 2021-2022 and has emerged as a benchmark for celebrating exceptional accomplishments in the industry. The distinguished jury panel included luminaries such as Dr. Md. Moizuddin, Former Head of HSE at Burj Khalifa and current Head of EHS-Corporate at L&T, Prof. (Dr.) Kim Meneze, Vice Chancellor, Prof. (Dr.) Nihal Anwar Siddiqui, Director, and CEO of C-OHSFE at GD Goenka University and many more.

Among the distinguished awardees were HSE professionals from esteemed organizations for example Indian Oil, Adani Total Gas, Tata Projects, L&T Infra, and others.

Successful First Surveillance Audit of ISMS & Migration to ISO/IEC 27001:2022



The 1st surveillance audit of ISMS (Information Security Management System) and migration from ISO/IEC 27001:2013 to ISO/IEC 27001:2022 was completed successfully on March 1, 2024. The audit was conducted by the TUV SUD South Asia Pvt. Ltd. certifying agency that recommended MPCL for the continuation of the ISMS certificate for another year.

RSWM-KHARIGRAM*Superannuation of
Shri P. N. Jha*

After a long service period of 35 years with our organization, Shri P N Jha, GM, Post Spinning Department was superannuated on March 31, 2024.

A felicitation program in his honour was organized in the presence of Shri S K Tiwari, Dy. COO, who appreciated his contribution to establishing a sustainable culture and discipline among the post-spinning staff & workers. All team members expressed best wishes for his good health and happiness in his post-retirement life ahead and bid adieu to him with a heavy heart.

RPSF-RINGAS*Superannuation of Shree Jai
Singh Poonia*

Shree Jai Singh Poonia, Engineer (Mechanical) RPSF Ringas, was superannuated and was given a warm farewell organized on January 31, 2024. A felicitation program was organized at the RPSF training hall. Shree M.K. Yogi- COO and RPSF staff appreciated his long association with RSWM Ltd.

*Superannuation of Shri K.C.
Pareek and Shri L.B. Singh*

Shri K.C. Pareek – Supervisor (QAD) got superannuated on March 30, 2024, from the Ringas Unit. He served a long period of 36 years in the RSWM-Ringas Unit.

Shri L.B. Singh – Assistant General Manager (Post Spinning) also got superannuated on March 30, 2024 from the Ringas Unit. He served 8 years with us.

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 their contribution to this long association with RSWM Ltd. All the team members expressed best wishes for their good health and happiness in post-retirement life ahead.

*Superannuation of Shri Ujjal
Kumar Roy, Assistant
Manager*

The farewell programme of Shri Ujjal Kumar Roy, Asstt. Manager (Personnel) who has been superannuated on January 31, 2024 was held at Mill's Administrative Block on February 2, 2024. Overall, he has served the unit for 24 years. All the officers and staff wished him a happy and healthy retirement life.

ADHPL*Superannuation of Shri Vinod
Verma and Shri P Chakraborty*

Shri Vinod Verma (Sr. Foreman, AC Power) and Shri Prasenjeet Chakraborty (Sr. Asst., TL-Sunder Nagar) superannuated on January 31, 2024, after a long association with AD Hydro Power Ltd. A felicitation program was organized in their honour in the presence of Departmental Heads. All team members expressed best wishes for their good health and happiness in post-retirement life ahead and bid adieu to them with heavy hearts.

MPCL & ADHPL-TL*Superannuation of Mr. T.K.
Trehan*

Shri T. K. Trehan, Vice-President (MPCL - Operation & Maintenance, ADHPL-Transmission

Line) superannuated on March 31, 2024.

His valuable contribution of more than 16 years as in-charge of the Transmission line and Plant in-charge Operation & Maintenance will always be remembered. In his honour, a felicitation program was organized. We wish him happiness, prosperity, and a healthy life ahead.

A HEALTHY YOU

Impact of Mental Health on Physical Well-being

Mental and physical health are deeply interconnected, with each influencing the other profoundly. Managing stress is crucial for overall well-being, particularly as early heart attacks become more common. Emphasizing holistic care, including mental and physical cleanliness is essential for a healthier life. A balanced approach to self-care fosters happiness and harmony, with physical health providing the energy for a fulfilling life and mental clarity enabling emotional resilience. Mental health, encompassing our emotional, psychological, and social well-being, is as vital as physical health. Negative thoughts or stressors can trigger physical reactions like muscle tension and shallow breathing, impacting overall health. Modern stressors strain both mind and body, leading to acute or chronic illnesses. Physical health issues, such as pain or illness, can also cause mental distress, highlighting the bidirectional impact. Stress affects physical health through diet, immune response, and hormone levels, demonstrating the intricate link between mental and physical fitness.



TRAVEL BUG

SPORTS TOURISM

Family holidays centered around popular sporting events are gaining traction as enthusiasts and die-hard fans travel globally, eager to experience live games and cheer for their favorite teams and players. Sports and tourism are closely linked and mutually beneficial, making sports tourism one of the fastest-growing sectors. Many tourists now seek sporting activities during their trips, whether as the primary purpose or an added interest. Sporting events attract participants and spectators alike, with destinations offering unique local experiences that stand out. Mega events like the Olympics and World Cups can boost tourism development through effective branding, infrastructure, and economic benefits. In India, tourism providers are promoting sports-oriented vacations, with fans planning trips around major sporting events for immersive experiences. A growing corporate trend is combining business trips with sports activities, integrating meetings and conferences with popular tournaments. India's enthusiasm for sports like hockey, football, cricket, and golf has led to hosting national and international events, significantly boosting the travel and hospitality industry. Additionally, activities like trekking, skiing, and rafting attract sports tourists year-round. India's sports tourism is booming, on track for explosive growth as a massive surge in sporty vacations is expected in the future.



JEST

Business Talk

A banker fell overboard from his friend's sailboat. The friend grabbed a life preserver, held it up, not knowing if the banker could swim, and shouted, "Can you float alone?" "Obviously," the banker replied, "but is this a heck of a time to talk business.?"

