

OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

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We all know India's textiles sector remains one of the strongest pillars of the country's economy. It is one of the largest contributors to India's exports with approximately 11 per...
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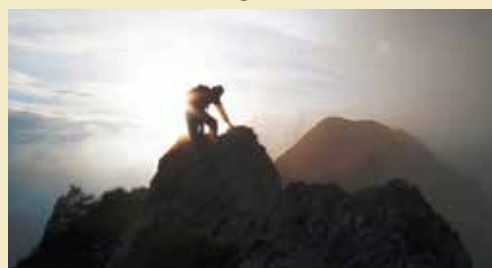
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a better you



"If you are working on something that you really care about, you don't have to be pushed. The vision pulls you."
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good read



The Secret by Rhonda Byrne

The Secret includes some of the experiences of the world's leaders in the fields of business, economics, medicine, psychology, history, theology, and science. *The Secret* reveals amazing real life stories of regular people who have changed their lives in profound ways. By applying *The Secret*, they present instances of eradicating disease, acquiring massive wealth, overcoming obstacles and achieving what many would regard as impossible. *The Secret* shows how to apply this powerful knowledge to your life in every area from health to wealth, to success and relationships. *The Secret* is everything you have dreamed of. Rhonda Byrne takes shares teachings, wisdom and insights for living in harmony with the laws that govern all human beings, so that you may become the master of your life.

Greetings and Good Wishes!

It gives me great pleasure to bring to you, Opinion, our quarterly Newsletter in a new format with interesting and informative articles. The change is a must for progress. According to Charles Darwin, "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change." The financial year 2017-18, started on a note of trepidation, slight nervousness but with the never to say die spirit. We are sure and confident that the current financial year is going to be another great year for us.



We have had numerous events across group companies between April-June 2017, like exhibitions, health-awareness campaigns and many lighter and memorable moments. Some people have bid adieu to the family Bhilwara and whereas a few have come back to the folds of Bhilwara family. Children of staff members as always have made us proud and this year is no exception. Their achievements and successes in their board results (X-XII) is unparalleled in various streams that they have chosen as a career option. The much awaited IPL season was back with more fanfare and large than life presence. Team spirit was evident all around. IPL is a live testament of sportsmanship, team work and an unabated sense of enthusiasm among other things. All of us at Bhilwara are also forging ahead and setting higher standards for ourselves. Each individual is a partner in growth. The march forward by team Bhilwara is definitely paved with numerous hurdles but the support and the encouragement from within the organisation will help in overcoming these hurdles. The work atmosphere, culture and company's ethos is reflected in everything that we do as a team.

An ideal super-large family of 25,000 members, drawn from different regions and cultures, bring with them unity in diversity. The success lies wherein when the team works with a vision that is aligned with the mission of the organisation. The hard work will result in an all round growth, thus contributing significantly towards India's economic empowerment. Let's continue and strive to give our best.

All the best!
Sudhir Sood

Skill India



The main goal is to create opportunities for the development of the talents of the Indian youths and also identify new sectors for skill development. The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village. The idea is to raise confidence, improve productivity and give direction through proper skill development to enable the youth to get blue-collar jobs. Development of skills, at the right age is very essential to channelise the energy for proper job opportunities. Corporate educational institutions, non-government organizations, Government, academic institutions, and society would help in the development of skills of the youth so that better results are achieved in the shortest time possible.



The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results.

Dear all

The financial year 2016-17 was an eventful year for the Indian Industry. The Indian economy faced various challenges that affected the pace of economic growth. The uncertainty in the global market affected the exports. The commodity prices took a hit due to strengthening of dollar and weakening of rupee. The changes offered in the H-1B visa is expected to impact the Indian outsourcing firms. Despite all these challenges, we had a successful year. With your effort and support, we could grow our business and offer value to our customer both in India and internationally. I take this opportunity to thank all members of LNJ Bhilwara Group.



We, at LNJ Bhilwara have comprehensively diversified into yarns, textile fabrics and ready-made garments, steel, graphite electrodes, and power generation plants and consulting. We have been a reliable partner and contributor to India's successful textile journey since 1960. Now, the Indian textile sector contributes 11 per cent of total exports. A labour intensive industry, it employs about 45 million workers directly and 60 million indirectly thereby making the textile industry the mainstay for millions of people in the country after agriculture. India's overall textile exports during 2015-16 financial year stood at US\$ 40 billion. The textile industry contributes approximately 5 per cent to India's gross domestic product (GDP), and 14 per cent to overall Index of Industrial Production (IIP).

Going Forward

India has emerged as the fastest growing major economy in the world as per the Central Statistics Organisation and IMF (International Monetary Fund.) IMF in its bi-annual World Economic Outlook has retained India's GDP growth at 7.2% for 2017-18, against 7.1% the previous year. The inflation is at 3.7% and favourable monsoon and lower interest rate would help the overall business scenario in India.

If we specifically look at the textile industry, it is expected to reach around US\$ 223 billion by 2021 from current estimate of around US \$108 billion. Our Prime Minister Narendra Modi's vision 'Make in India' certainly holds true for the textile industry and numerous efforts are being made in that direction. The first ever global business to business (B2B) textile showcase event, Textiles India 2017, Gandhinagar, Gujarat, was inaugurated by Shri Narendra Modi on June 30, 2017. This was an opportunity for Indian manufacturers and exporters to meet buyers and importers from all over the world. An inspiring experience for the Indian textile industry.

There is an immense opportunity for our colleagues at HEG Ltd. too. According to the Global Graphite Electrodes Market 2016-2020 report, graphite electrodes market is poised to grow at a CAGR of 10.16 per cent during the period, 2016-2020.

The infrastructure and construction sector accounts for more than 51.53 per cent of the world steel consumption and it is expected to post a CAGR of 7.6 per cent till 2020. Both, machinery and automotive industries are expected to grow at a higher rate during the forecast period, which will see a constant increase in demand for steel, thereby fuelling the growth of graphite electrodes.

As a team we should be ready to face these challenges and achieve our goals. We will continue our effort to launch many new products and services to meet the expectation of our customer.

Focus area: Transparent Financial Transactions

I would urge all of you to focus on the most crucial area, transparent financial transactions. This can only happen if we set up a proper system and processes to ensure that all financial dealings are recorded and audited timely. This is the only way to increase the overall efficiency and further strengthen our leadership position in the years to come. It will help us as a team to sail through the most rapidly changing and evolving economic times.

With Best Wishes,
Ravi Jhunjunwala

Participation in Denim Première Vision: An exciting edition focused on future



LNJ Denim participated in Denim Première Vision held at Paris on April 26-27, 2017. The team presented its Denim AW-18/19 collection in the show. A challenging and inspiring edition focusing on innovation and technology. Revolution, the theme of the April show, marked the arrival of a completely fresh look. This re-engineered event engaged closely with the market, industry and brands in terms of study, bringing together the community as a whole and in presenting the challenges to infuse the sector with renewed vitality for creating the denim of tomorrow. Almost 84 exhibitors participated from 19 influential countries. An experiential show and a new programme, it has been hailed for its quality and forward-looking vision by all the 84 exhibitors and 2,000 visitors.



BPD Expo

BPD Expo is one of the largest and a very popular textile fair in New York, USA. LNJ Denim participated in this show as an exhibitor and presented its new

and an innovation range titled Denim AW-18/19 collection. There were 20 other exhibitors.

Movie Show at LNJ Nagar Colony

According to Walt Disney "Movies can and do have a tremendous influence in shaping young lives, in the realm of entertainment, towards the ideals and objectives of normal adulthood."

To ensure a fun-filled evening for all, a movie show (open theater) was organized on May 12, 2017. Staff and their family members from Denim and Fabric division were a part of this event. Light snacks were served to the people present.

Volleyball & Badminton Matches

Volleyball Match for staff members was organized at LNJ Nagar, Colony on April 9, 2017. The match was played between Denim Devils vs. Fabric Fighters. All members were excited about the match and cheered both the teams enthusiastically. On April 22, 2017, a couple badminton matches were also organized, which was enjoyed by all.

Sundarkand Sandhya

On the occasion of Hanuman Jayanti on 11th April, 2017, a Sundarkand Sandhya was organized at LNJ Nagar Colony, Mordí, Rajasthan. LNJ Denim and Fabric unit staff members were part of the celebrations. Staff members enjoyed the programme and light snacks were also served to the attendees.

Ringas



Excursion Tour

On May 7, 2017, Ladies Club of Ringas organized an excursion to Rani Sati Temple, Jhunjhunu and the ancient temple of Sakambari Mata at Udaipurwati (District Sikar). They worshipped at the temples and enjoyed the delicious food in the bhandara at the Rani Sati temple. Some cultural and social activities added to the fun and entertainment quotient of the day.



Quality Circle Conventions (Mandideep & Tawa)



HR-L&D organized HEG's Second Internal Quality Circle Convention, for the year 2016-17, on May 26, 2017. A total of eight teams participated in the event by showcasing their exemplary efforts in completing the projects undertaken with the help of knowledge tests and case study presentations. Shri D K Sinha, Ex-Addl GM, Business Excellence - NTPC, was judging the event. He applauded the efforts made by the teams for the various improvements from the last convention. Our COO, Shri Raju Rustogi was also present along with all the other senior officials to grace the occasion. He stressed on striving for the best quality and wished the teams good luck in their journey of continuous improvement. A separate convention was organized for Tawa Teams, where 100% employee participation was recorded for four teams.

The QC teams were greatly appreciated for their exceptional problem solving skills and contribution towards quality initiatives. The first invoice from new M3 was printed through new system by CPPC Department and signed by the Executive Director and then signed by Senior members of ERP and Senior core team members.

Instant Recognition & Appreciation



In creating a high performance work place, recognition is a motivating factor that provides employees with increased job satisfaction and encouragement to perform more effectively. HR-L&D started an "Instant Reward Policy" in 2013. The criterion was exceptional work/special tasks performed by an employee or a team. This effort would be recognised and rewarded on the spot by the senior officials. This quarter (April-June 2017), a total of 35 rewards were disbursed in various activities covered under Quality, Productivity, Cost, and Delivery by plant teams.

National Fire Service Day Celebration



National Fire Service Day was celebrated, on April 14, 2017 to create awareness amongst employees regarding the prevention and learning to extinguish various types of fires.

ISO 9001:2015 Certification

M/s Bureau Veritas conducted a Re-certification Audit for ISO 9001:2015, in June 15-16, 2017, at the Graphite Plant, Mandideep. The certificate was awarded for additional scope of Graphite specialties along with Graphite electrodes, Nipples and Graphite Fines. enthusiastically. On April 22, 2017, a couple Badminton matches were also organized, which was enjoyed by all.



Visit by Head, C&A Supply Chain



Head, C&A, Supply Chain, Ms Caren Jakubaschk along with Shri T C Vijay Kumar, Development Officer, C&A Supply Chain, visited the Bagalur Unit, on May 26, 2017. They held business discussions, toured the factory and expressed satisfaction with the set up.



Customer Visit

Mr Simon Hohmann from Remei AG, Switzerland visited Bagalur Unit, on June 19, 2017. He showed keen interest in the raw white-yarn business of RSWM and how they worked in the domestic and export market.

H&M Retailers Visit

Ms Cagdas Dodru, Environment Project Leader, H&M and their team visited Bagalur Unit, on May 18, 2017, to understand the Spinning Mills Operations in India, especially in relation to RSWM. The team was impressed with the unit, appreciated the new product development section and efforts of the technical team.



SA 8000 Group Re-certification Audit

The BSI team members headed by Smt Ranju Sharma audited Bagalur Plant, Dist. Krishnagiri, Tamil Nadu, on May 22-23, 2017. During the audit, all the relevant areas were assessed and no non-compliance was observed. However, some suggestions were He showed keen interest in the raw white-yarn business of RSWM and how they worked in the domestic and export market. which were attended to by the concerned team members.

Lodha

Visit of the Governor of Punjab, Shri V P Singh Badnore



Shri V P Singh Badnore visited RSWM, Lodha (Banswara), on May 27, 2017. It was an honour for the entire RSWM Lodha Team who came to welcome our distinguished guest. Shri Sanjay Sharma and Shri Sukesh Sharma welcomed him with a garland and bouquet. The honourable guest had come to visit the plant and the places near Banswara. It was a pleasure to host and serve him, and make his stay a memorable trip for two days. He visited Baneshwar Dham and Tripura Sundari Temple, and also met all the government officials in Banswara. He met the senior members of the Lodha team thereby infusing positivity in the team.

Inspection by RSLDC

On June 6, 2017, RSLDC District Head, Shri Girish Panchal and team members inspected RSWM Lodha Skill Development Centre. They met the AGM-HR, Shri Aditya Kumar Sharma, Centre Head - Shri Vikram Singh Panwar and the Trainers Team. They saw the training classroom, computer lab and other facilities in the plant. After the inspection by the team, the Training Centre at Lodha Plant was approved.



SA 8000 Surveillance Audit

SA 8000 Surveillance Audit was done on May 29, 2017, by the BSI Auditor, Shri Sanjay Bharadwaj. Our Lodha Unit Management representative, Shri D.K. Sharma, Unit Coordinator, Shri Abhimanyu Singh Chundawat, conducted the audit successfully without any non-compliance issues.

Celebrating World Environment Day



Maral Group

June 5 was celebrated as the World Environment Day by Maral Overseas Ltd. with a commitment to nature to double the greenery in and around the plant within a couple of years. The theme was "Connecting People with Nature". This theme implored the staff to step outdoors and appreciate nature's beauty and emphasised on the importance of living in harmony with nature. A pledge was taken to protect our planet Earth. Safety officer, Shri Rameshwar Jha, explained the importance of the day and mentioned about a few major environmental issues. While addressing the employees, Shri Suresh Maheshwari, President, emphasised upon the need to save energy, use of

public transportation and carpooling, avoiding the use of plastic, save the nature, etc. He appealed to all to plant more trees and make the surroundings green.

Shri Ashok Akade, Vice President (Tech) shared information about global environmental problems and its solutions. To bring about an awareness in employees for the environment, numerous activities were organized like quiz competition, slogan writing, poster painting competition and distribution of cotton caps and carrying cloth or paper bags to avoid the use of plastic. The campaign was managed and led by Shri Rajkumar Gite (GM-HR/ADM) with the cooperation of all HODs, staff members and associates. Approximately 350 new plants were planted on the occasion.

Maral sarovar

Maral Ladies Club, Maral Sarovar, celebrated World Environment Day, on June 5, 2017, at Sree Ram Mandir, Maral Sarovar. On this occasion, Maral Ladies Club, President, Smt Nirmala Maheshwari and other members planted saplings in the temple premises. They also shared their views with the gathering regarding creating awareness about the environment.



No Tobacco Day

With an appeal to avoid tobacco, “World No Tobacco Day” was organized at Maral Sarovar Plant, on May 31, 2017. Shop-floor events were conducted by showing photos of tobacco-related diseases and talking about some real-life case studies with the workers to make them aware about the adverse and serious negative effects of consuming tobacco and the harm that it can cause to human body.



was “Leadership Skills and Success Mantra”. Teachers felt motivated and gave a positive feedback after the workshop.

Teacher’s Training Programme

A training programme for the teachers of Vivekanand Vidya Vihar, Maral Sarovar was organised, on June 9, 2017. The resource person, Dr Ira Bapna, who is a renowned educationist, motivator and director of MRCPS, Indore, was the speaker at the workshop. Every year the school has been providing special training to the teachers to learn and imbibe new concepts of teaching methodologies. The theme of the workshop

Happening at Schools

LNJ Bhilwara Group Schools - Science workshop

A two-day Science Workshop was organised, on April 7-8, 2017, in Delhi for Classes XI-XII of LNJ Bhilwara Group schools. Six students, Uday Rathore, Hritik Jain, Pavitra Sharma, Sourabh Tanwar, Prajwal Mishra and Sudeep Singh along with their science teacher, Shri Lokesh Patidar attended the workshop from Vivekanand Vidya Vihar. Enthusiastic participation of students and understanding of the multiple roles in the field of science helped them understand the importance of science in all the fields. The feedback of the students was positive and they said they were looking forward to many more such events.



VVV, Maral Sarovar- Summer Camp

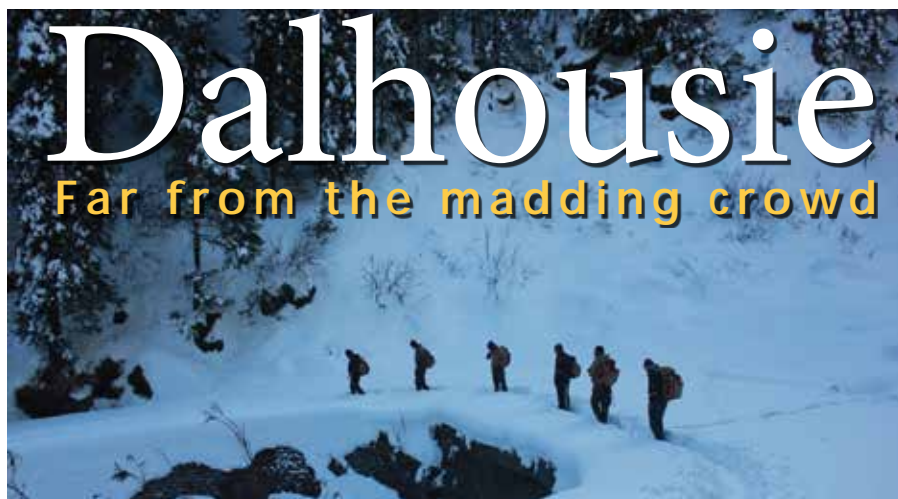
A Summer Camp was organised for the students of Vivekanand Vidya Vihar, Maral Sarovar from April 20-30, 2017. Different activities like yoga, art and craft, music, dance, sports and spoken English sessions were organised. These activities helped identify and develop skills in students in co-curricular activities besides academics.



Graphite School: NCC Camp Participation

Graphite School students was the first batch to attend the Junior Division Air Wing NCC camp, at SATI College, Vidisha. The camp was held between June 20-28, 2017. School students were enlisted in Unit 2MP, AIR SQN, Bhopal. During their stay in the camp, students were made aware of NCC’s motto and learnt to be united and disciplined. There was a routine that everyone had to follow like morning drills and exercises. There were sessions on National Disaster Management, AIDS, Career Counselling, etc. They played games, attended firing, yoga and sports sessions organized by NCC.

On the concluding day, a cultural programme was held in which dance, drama and singing activities were performed by the cadets. Camp CO distributed prizes to the cadets. School student Master, Mr Parivesh Vishwakarma received third prize in 2.2 Air Rifle Shooting competition.



Dalhousie is far from the crowd and pollution of the cities and offers a calm environment in the lap of nature. This hill station is a treasure trove of ancient temples, art, handicraft and Hindu culture, preserved since the sixth century. There are several amazing places to visit like Kalatop, Dainkund and Panch Pula. Subhash Baoli and Lohali village are other popular tourist attractions. Khajjiar, which is located just 8 km away from Dalhousie, is also a must-visit.

One of the tourist attractions of Dalhousie is the natural spring located in Karelanu and is known for its healing or medicinal properties. Dainkund is the highest peak located at an elevation of 2755 meters. The Dainkund walk offers a panoramic view of the Dhauldhara mountain ranges. Thanks to the colourful wild flowers, thick deodar forest and Khajjiar Lake, Dainkund is among the most-visited places in Dalhousie. Subhash Baoli, located just 1km away from Dalhousie, is named after Subhash Chandra Bose, the famous freedom fighter. Surrounded by pine trees and snow-covered mountains, this spring is perfect for picnics. Panch Pula, which means five bridges in Hindi, is located 3 km from Dalhousie. The place is popular as a trekking destination and it also serves as a base camp for treks to close by places. Established in the 18th century, Rang Mahal is another interesting place to visit in Dalhousie. Rang Mahal was built by Raja Umed Singh in Surara Mohalla

and it was the residence for the royal family. Moti Tibba is a beautiful hilltop and is perfect for nature lovers and photographers. Tourists throng to this place during winter to enjoy snowfall.

Best time to visit

The best time to visit Dalhousie is during the summer season, which is between April and September. Tourism in Dalhousie in the winter is scenic and breathtakingly beautiful especially during a heavy snowfall. To enjoy this, you should visit Dalhousie between end-December to end-January.



Best eateries in Dalhousie

Cafe Dalhousie; Kwaliti Restaurant; Napoli Restaurants; Old Sher-e-Punjab.

Travel options

By Air: The closest domestic airport is in Pathankot which is 75 km away from Dalhousie and is connected to New Delhi only. The second nearest airport is Gaggal airport which is in the Kangra district and is approximately 140 km away from the town.

By Bus: Though the drive is a long one but the roads leading to Dalhousie or in and around nearby towns like Pathankot and Chamba are in good condition. Many deluxe, semi-sleeper, luxury and Volvo buses run from ISBT New Delhi, covering a distance of approximately 590 km.

By Train: The most cost-effective and convenient way to reach Dalhousie is by train.

Things to do in Dalhousie

Shopping: The best place to shop in Dalhousie is near Gandhi Chowk. You will find purse, handicraft items, dolls, traditional bags and knick-knacks.

Boating: Apart from walking, the best way to enjoy this beautiful hill station is boating and Chamera Lake, located at Taleru, is Chamba valley's most beautiful boating point.

Horse riding: If you are in Dalhousie, do try horse riding. It is one of the fun ways to explore the beautiful hill station.

Paragliding: What can be more exciting than flying with the clouds below you and the snow-capped mountains in the background? Paragliding is just perfect for a thrilling experience. You can combine paragliding with hand gliding and sky diving to make it more exciting.

Accommodation

There are many boarding options in Dalhousie to fit all budgets and pocket sizes. The range starts from ₹ 2000 and can go up to ₹ 8,000- ₹ 10,000 per night.



Training on Graphite Technology



Graphite Technology is not a written down method thus cannot be easily found in a book or manual. This knowledge is gained over the years through experience and learning, and numerous hit and trial processes which our industrial experts have mastered. In the present times of fast paced developments, it becomes crucial to share this vast knowledge and experience with the next generation of employees. These are the people who have to carry the legacy and also improve the existing processes. HR-L&D has designed a series of knowledge sharing sessions on Graphite Technologies with the help of Quality Heads. The competent team shared the nuances related to the processes of graphite manufacturing. This will be a continued exercise where operations-wise sessions will be held for employees.

Goal Setting Workshop



What could be a better start to a new financial year, than to understand the importance of setting a clear priority order of the goals. In the contemporary times of multitasking and enhanced job responsibilities, the managers find themselves compelled towards pursuing multiple goals at the same time which not only results in stress but gives birth to confusion on how to prioritize them.

HR-L&D organised a workshop for all BU Heads and Shop Managers, with an agenda of optimizing performance through prioritizing and aligning the organizational goals. Workshop also focused on how to cascade the organizational goals to departments and individuals. HR plans to conduct regular follow-ups with departments and ensure positive impact on the employees in their day-to-day working.

Workshop on Total Quality Maintenance



With a view of instilling a systematic approach towards planning and implementing organisational improvement projects in FY 2017-18, HR-L&D organised a TQM workshop cum brainstorming session. All HODs and shop managers gathered and focused on identifying persistent problems and to understand the ways of working on them through promoting the participation of workmen in decision making.

This will ensure employee's commitment towards TQM activities thereby making it a part and parcel of their work life. This way employees and management, both will share the same vision and mission in pushing HEG onto a continuous growth track.

Workshop on Basics of MS Excel

HR - L & D organised a three-days refresher workshop on MS Excel basics for the employees. They were taught about presentation and analysis of charts, pivot tables, macros and data calculation through advanced formulas, linking sheets, V-Lookup and H-Lookup and their usage in graphics in excel sheets etc. The workshop was conducted in two batches (morning and afternoon). A total of 46 employees attended the workshop. Learning was assessed through pre- and post-training tests. It was evident from the scores that they have absorbed the information and their knowledge was enhanced. In this series of MS Excel knowledge up-gradation among employees, the next workshop is also planned with advanced Excel functions in the forthcoming quarter.

Workshop on Interpersonal Skills



In an ongoing process of Talent Management, Behaviour Event Interviews (BEIs) of Plant Managers were taken to assess their competencies with respect to the desired competencies. Individual Development Plans were prepared after the inputs by HODs. Numerous developmental activities were carried out based on this and many more have been scheduled for future. One of the major findings was the scope of improvement in employees' interpersonal skills. Another workshop on interpersonal skills was also organised by HR-L&D where the importance of cordial and happy working relationship skills was shared. The facilitator especially focused on improving attitude towards colleagues and he also involved the participants in role plays and case studies through which he stressed on importance of improving interpersonal relations.

Labour Law Awareness session for Managers



Shop managers who are regularly in touch with workmen and deal with contract labour on a daily basis, need to be aware of the basic labour laws for understanding legal obligations to employees and the differences between the right and wrong practices. HR-L&D organised a workshop for managers which was graced by Shri Sanjay Singh, Sr GM (HR & A) and Shri Narendra Singh, AGM (HR & IR). The facilitators covered various aspects

of Labour Act: Registration of Establishment, Licensing of Contractors and mandatory documents to be maintained by establishment and contractor. Q&A session coupled with a doubt clearing session was also a part of the workshop. This helped in a better understanding of numerous aspects of Labour Act. Next session has been scheduled for the following quarter, which will cover Health and Safety requirements under Factory Act.

RUSTLE THE LEAF

BY PONCÉ & WRIGHT



WAIT!
ISN'T THAT A BIT HARSH
AND DISRESPECTFUL?



a smiling you



Art of Living programme



The Art of Living is an educational and humanitarian movement engaged in stress-management and service initiatives and offers programmes which include breathing techniques, meditation and yoga. These programmes have helped millions around the world to overcome stress, depression and violent tendencies.

The Art of Living programme was conducted on May 1, 2017, for the CT workers who are linked with Bhilwara. These programmes ensure that people enjoy their work and they view their work environment positively. RSWM organizes these

workshops for the betterment of workers with respect to their personal lives and habits. It would be appropriate to quote here "We make a living by what we get, we make a life by what we give." The Art of Living programmes help in renewing one's promise to lead a stress-free, happy, healthy and positive life.

Mock Drill



Mock drill takes place every 6 months, or as per the requirement of the certificate. Mock drill was held on May 3, 2017, with respect to everyone in the security department, safety department and all the concerned people. This drill is very important to create awareness and sensitise people about their surroundings and the fire safety procedures. RSWM ensures safety of its workers and staff and also stands besides its workforce and has faith in their values and beliefs. The drill reinforces an atmosphere of trust. We would like to quote on this occasion "Teamwork makes the Dreamwork."

Training on Energy Management System



ISO 50001:2011 (EnMS) training was conducted on June 21, 2017, by BSI, at Lodha Plant, Banswara. 15 participants actively attended the course. The training programme was conducted by Shri Ashok Mathur and management representative, Shri Deepak Mehta, coordinated this training programme.

The organisation has applied for a new certificate on Energy Management and all the departments sent their team members to undergo training on the subject. The certificates were given only to the members who qualified.

EQHS Internal Auditor's Training programme



A two and a half day internal auditor's training program was organised in AD Hydro Power Limited, from June 15-17, 2017. Training was delivered by QMS experts, Shri R B Singh from KVQA and Shri Anand Srivastava from Saras Environment Consultancy, Delhi. Shri Neeraj Bhargava too briefed the participants about quality management system. Training was completed successfully and well received by the participants. 13 participants from ADHPL, MPCL and TL took part in the internal auditor training and received certificate from the external agency.



Rishabhdev

Performance Review of fourth quarter



A power-point presentation was made on department-wise performance of Rishabhdev Unit for the quarter, Jan-Mar 2017, on April 18, 2017. HODs of all the departments presented data related to their respective departments. Shri Sanjay Sharma, COO, Banswara and Shri Hemant Gupta, Sr GM (OpEx) were present at the meeting. Shri Hemant Gupta appreciated Rishabhdev's team for their effort and Shri Sanjay Sharma suggested giving more thrust in 'areas of concern' for improvement.

SA 8000:2008 Renewal Audit



The Renewal Audit of SA 8000:2008, was carried out on May 31, 2017. The audit was conducted successfully by BSI auditors, Shri Sanjay Bhardwaj and Ms Ranju Sharma.

Volleyball tournament for staff



The Staff Club, RSWM, Rishabhdev, organised Volleyball tournament for staff from April 17-22, 2017. Three teams—A, B and C played the match comprising the staff members. In the

finals, Team B won the match. All officers and staff members watched the match everyday and encouraged the team members. Shri K B Khatod, COO of the unit and other senior officers were present for the finals. They congratulated the winners and encouraged the other teams who had played and performed well in the match. The rolling trophy was presented to the winning team by the COO.

Mandpam

SA 8000 Audit

SA:8000 Audit was conducted by Shri Sanjay Bhardwaj and Shri Kamal Bir Singh from BSI at the Mandpam Unit, from May 25-27, 2017. The management representative, Shri Sudhir Tiwari, ably supported by all HODs and their respective teams helped in the successful completion of the audit. The certificate continues to be valid after audit clearance.

Bagalur

Training on Fire and Safety



With an aim to familiarise the employees with the right method of using Personal Protection Equipments (PPE's) and importance of their proper maintenance, practical demonstration programme was organised at the Bagalur Unit on April 7, 2017. Selected staff members and workers from various departments attended the programme. The programme was very useful and important for their respective work areas. The training was given by Shri Tamil Selvam (Environmental Health & Safety Officer).

Inauguration of Bachelor Quarters for Staff



Newly constructed bachelor quarters or staff was inaugurated by Shri Vinod Mehta, COO, Bagalur Unit. A ceremonial pooja was performed and sweets were also distributed.

Yoga day



On June 21, 2017, World Yoga Day was celebrated at the Bagalur Unit. Yoga sessions were organised under the supervision of Shri Chandran (Engg), along with a teacher from Art of Living at the factory premises. Shri Vinod Mehta (COO), Shri V V Raju, Vice President (Operations), staff and their family members participated in the competition of 108 surya namaskars. 16 staff members and 20 workers were successful in completing 108 non-stop surya namaskars. Shri Vinod Mehta (COO) congratulated the winners and distributed the prizes.

Training Programme on OPEX & Quality Circle



Shri Hemanth Gupta, Operational Excellence Incharge, from Noida Office conducted a training programme on Quality Circle at Bagalur Unit. All the staff members attended the programme. The main theme of this session was how to bring excellence in work through Kaizen 5's and Quality Circle. The content of the programme was appreciated by the participants.



Maral Sarovar

Bagalur

Nukkad Natak on Safety



To bring about awareness among employees on the importance of using Personal Protective Equipments (PPEs) at the workplace, a series of "Nukkad

Natak" (street play) on various safety issues has been started, at Maral Sarovar. The first "Nukkad Natak" under this series was conducted on wearing safety shoes at workplace and how accidents can convert one's life from happy to sad. The complete script and all dialogues were prepared and performed by the employees.

Reward and Recognition Ceremony



Under the banner of TPM (Project, Kayakalp), a Reward and Recognition ceremony was conducted by TPM Cell, on May 26,

2017, at Maral Sarovar. In this ceremony, prizes and awards were given to the staff members and workers, the mentioned categories, Best Supervisor (29 awards), Best Kaizen (15 Awards), Best 5-S Scorer (16 Awards), and many more. Shri Suresh Maheshwari, Unit Head, presided over the function. The Reward and Recognition ceremony started with the last quarter report on TPM activities by Shri Anil P R and Smt Vaishali Sharma. Shri RK Gite gave vote of thanks and appealed to the employees to come forward with many innovative ideas.

Visit by Educationists



Dr Pawan Sudhir and Dr Ashok Arora visited VKV, Hurda on 29th April, 2017 and interacted with the teaching staff and students on Art Integrated Learning. This pedagogy which uses all art forms to assist classroom teaching, making each lesson practical, easily comprehensible and interesting. The goal is to enable each student, with his unique learning ability, to understand the topic being taught. The teachers from VKV, Rishabhdev, were also present during this interaction.

Kharigram

Safety Awareness programme

Dr S K Aggarwal, Sr VP-CTSC, conducted a group safety meeting at Kharigram, on May 20, 2017. Safety officers from all units gathered and discussed various issues relating to safety measures in plants, for example, an action plan for 2017-18, safety budgets, reducing fire-related cases, training schedules, emergency preparedness manual, etc. Kharigram HR department facilitated the same.

SA 8000:2014 Internal Auditor Certification Training

A two-day, SA:8000 Internal Auditor Certification training programme, was conducted by HR Department, at Kharigram, from May 10-11, 2017. A total of 20 participants underwent training. The facilitator was Shri K P Mishra, from Shrey Consultancy. The training concluded with a written test and all the participants cleared the same successfully. Dr S K Aggarwal gave a vote of thanks to the trainer.

Maral

Safety Awareness programme

On June 29, 2017, Safety Pillar, organised a safety awareness campaign and quiz programme. The aim of conducting such a programme was to increase awareness and attentiveness among employees on safety issues, so as to avoid accidents.

First Aid Training

A 4.5-5 hour-training session on how to carry out first aid treatment in case of an emergency was conducted in the factory premises, on 25th April, 2017. The team demonstrated on how to handle fractures, arrest bleeding and also administer Cardio Pulmonary Resuscitation (CPR). Thirty employees from different department took part in the training session. The training was conducted by a team from Momentum India and coordinated by HR Department.



LifeStyle

MANAGEMENT



All of us lead a busy life from morning till late evening. At times it is difficult to take out time even for small pleasures like listening to a favourite song, looking at the full moon, stopping to watch a funny clipping from a movie on the television, etc. This is where Lifestyle Management, steps in. We have to consciously make an effort of devoting equal amount of time towards a healthy work-balance ratio. It is a very personal experience. It is about defining and shaping your dreams and goals. Rebalancing your life and priorities takes time and effort and if you are able to identify ways of moving forward, you can support, challenge and encourage by understanding that your needs are personal and unique, but always achievable. Lifestyle Management is about untapping, uncovering and unearthing your passion, desire, dreams, ambition, desire, goals, creativity and concerns.



A Healthy YOU



People perform better if they engage in regular activity, such as playing a sport, walking, running, swimming or working out in the gym. Exercise is important to prevent cardiovascular disease, diabetes and cancer, and all the other simple ailments like back pain, common cold, etc. It is widely acknowledged that a healthy body equals a healthy mind.

Yoga is one form of exercise, the development of which can be traced back to over 5,000 years ago. More than just stretching and toning the physical body, the yoga poses open the nadis (energy channels) and chakras (psychic centers) of the body. Yoga poses also purify and help heal the body, as well as control, calm and focus the mind. We perform asanas which is defined as “posture or pose;” its literal meaning is “seat.” Originally, there was only one asana—a stable and comfortable pose for prolonged seated meditation.



Celebrating World Environment Day



Mandpam

World Environment day was celebrated at RSWM, Mandpam, on June 5, 2017, with all the staff members. On this occasion, Shri H M Vashisth (COO), explained the importance of environment day and planting trees to the staff members. The programme was organised by Safety Executive, Shri Anil Kumar Bishnoi.

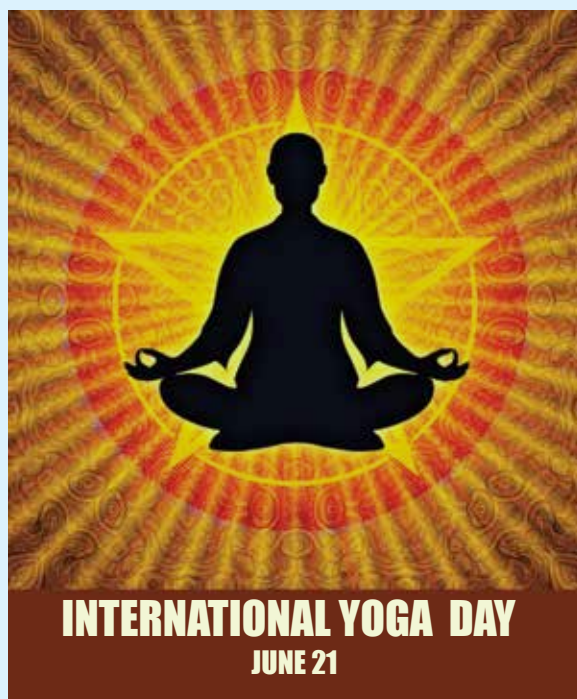
ADHPL

Maral Ladies Club, Maral Sarovar, celebrated World Environment Day, on June 5, 2017, at Sree Ram Mandir, Maral Sarovar. On this occasion, Maral Ladies Club, President, Smt Nirmala Maheshwari and other members planted saplings in the temple premises. They also shared their views with the gathering regarding creating awareness about the environment.

HEG

June 5, 2017, was celebrated as the World Environment Day, followed by a tree plantation drive by Shri Raju Rustogi, COO and CFO. 20 trees were planted near RKDF, Gate no 8.

Celebrating International Yoga Day



Mandpam

3rd International Yoga day was celebrated at RSWM Limited, Mandpam, on June 21, 2017. All the staff and their family members participated in the event. The trainer from the Art of Living, explained the techniques and the importance of yoga for a healthy lifestyle and a long life.

Kharigram

A Yoga Shivar was organised by the RSWM Staff Club, Kharigram, on the occasion of International Yoga Divas, on June 21, 2017, in the Staff Club, on mill premises. Shri H L Dhanopia, a certified yog trainer, from Patanjali Yogpeeth explained various "Yogs" for good health in our daily routine. Staff and their family members and Shri Prakash Maheshwari Ji, Executive Director, RSWM Ltd., all enjoyed the Yoga Shivar.

Shri Naresh Sharma, Club President along with Shri Gopal Chhipa, Shri Kailash Dungarwal and the team made all the arrangements for the "Yog Shivar". The shivar concluded with a vote of thanks and distribution of awamla and aloe vera juices.

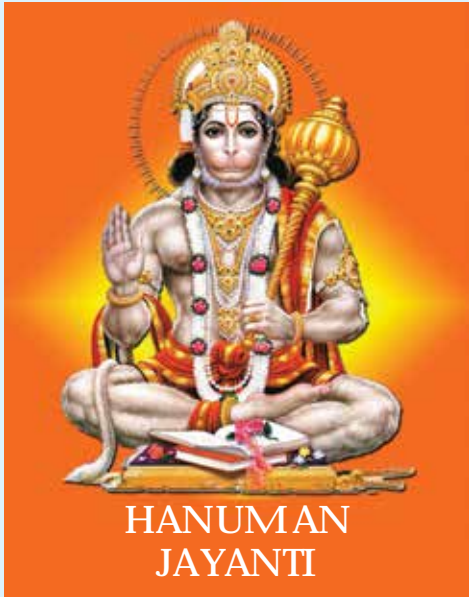
Graphite School

3rd International Yoga Day was celebrated in Graphite School, on June 21, 2017. Students were informed about tremendous contribution of yogic science to create balance in both physical and psychological powers. General exercises, pranayam and yoga asanas were conducted and students had a wonderful experience of learning and understanding yoga. Around 160 students from 38 schools participated in the yoga programme organised by the local governing body. Shri Badriprasad Chouhan, Mandideep and many eminent personalities attended the programme and took part in the yoga session.

VVV, Maral Sarovar

On June 21, 2017, keeping in view the growing popularity of yoga globally, VVV, Maral Sarovar, celebrated International Yoga Day. The students, teachers and other staff members participated in yoga related activities and discussed the importance of practicing yoga everyday to ensure a healthy and stress-free lifestyle.

Hanuman Jayanti Celebrations



Kharigram

RSWM Kharigram pariwar celebrated Hanuman Jayanti on April 11, 2017, in the colony temple. This event was organised by RSWM Staff Club, Kharigram. Staff and their family members enjoyed the Sundarkand Paath and aarti in the presence of Shri Naresh Maheshwari, Chief Operating Officer. The mood in the staff colony was religious and happy on this occasion.

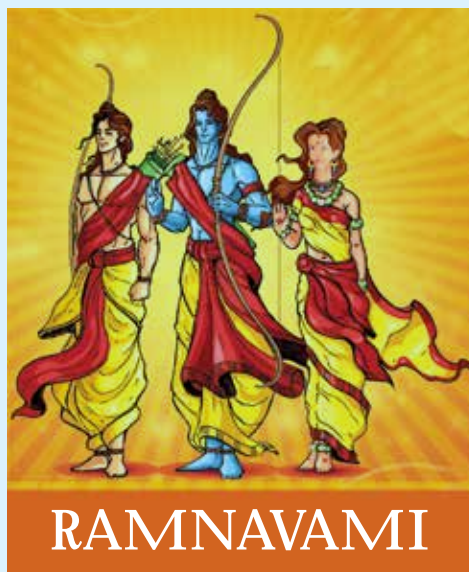
Ringas

Hanuman Jayanti was jointly celebrated by workers and staff of the Ringas Unit, on April 11, 2017. Pooja and aarti were highlights of the celebrations. In the evening, everyone gathered at the Colony Temple and celebrated Hanuman Jayanti.

Rishabhdev

Hanuman Jayanti was celebrated on April 11, 2017, at Rishabhdev with a Sunderkand Paath at Hanuman Mandir. Staff members in large numbers with family attended the Paath which ended with aarti and prasad distribution.

Ramnavami Celebrations



Rishabhdev

On the auspicious day of Ramnavami, April 5, 2017, RSWM Rishabhdev Staff Club, opened a pyau outside the main gate. This was inaugurated by Shri K B Khatod, Unit's COO. Club committee members and other staff were present on this occasion. Staff Club organised a programme – a quiz competition related to the Ramayan for the staff families on this day, which everybody enjoyed immensely.

Maral Sarovar

Ram Navmi, a grand festival commemorating the birth of Lord Shri Ram was celebrated with great joy and devotional fervour on April 5, 2017, at Shri Ram Mandir, Maral Sarovar. On this occasion, a hawan was performed at the hands of Smt and Shri Suresh Maheshwari and senior officers. This was attended by a large number of devotees. Special pooja was held midday followed by the distribution of maha prasadi and kanyabhoj. After the evening aarti, distribution of chhappan bhog prasadi also took place.

BIL



Bilans Day

In May, all BIL Bengaluru employees celebrated Bilans Day. On this special day, the Bilans club organised several competitions such as a quiz, saree draping contest, lemon and spoon race, nut stacker, etc. Employees dressed up in colourful attire for this fun day at work. These activities created a sense of belongingness and contributed towards higher engagement within the team.

Potluck

In June 2017, the Bilans club organised potluck. Each team brought a full course meal that included appetizers, main course and a dessert. It was an amazing opportunity for all employees to show their skills outside their work domain.



LNJ Denim



Blood Donation Day

On the World Blood Donation day, LNJ Nagar, Mordí, was recognised as the world blood donor's institution by Ankur Shikshan Sanstha,

Banswara. On this occasion, Mordí Unit was honoured with 'Blood Donation Motivation Certificate'.

VVV Maral sarovar

Excel in CBSE results

The performance of students of Vivekanand Vidya Vihar, Maral Sarovar, in CBSE board examination was exemplary. Ms Nimisha Malviya from Science stream topped the school with 91%. Three students scored more than 90% marks and 40 students scored more than 80% marks. Similarly, in Class X, 6 students scored 10 CGPA and 14 students secured more than 9 CGPA.

Lodha



Yukta Maheshwari - A Brilliant Achiever

Ms Yukta Maheshwari, D/o Shri F L Samriya (Sr Manager, CPPC), RSWM Lodha, cleared the final chartered accountancy exam with flying colours. Her rank was 24 all over India. A

hardworking, talented and an extremely intelligent girl, she has made RSWM Lodha family proud of her. The team and members at Lodha wishes the bright and an outstanding girl a great future. May she excel in all her future endeavours.



Pritika Kabra- An Outstanding Performer

Ms Pritika Kabra, D/o Shri G L Kabra (DGM, Spinning) RSWM Lodha, cleared her final chartered accountancy exam. RSWM Lodha family wishes the super talented girl a happy and a bright future.

She is the one who upholds the flame of honour in the Youth Generation. Wishing her the best for her career and may she excel, grow and make us proud always.

Graphite School

Academic Achievement of Students

Once again students of Graphite School have brought laurels through their accomplishments and have made the school proud in CBSE Board Examination of classes X and XII.

CLASS XII TOPPERS



Priya Soni
89.8% (Bio)

Ankit Yadav
81.4% (PCM)

Rachna Tiwari
86.4% (Commerce)

CLASS X TOPPERS



Ashutosh Tripathi
10 CGPA

Umang Agarwal
10 CGPA

Ankit Nagar
10 CGPA



Ankit Yadav
10 CGPA

Riya Soni
9.8 CGPA

Rishabhdev

Great Achievement

Vivekananda Kendra Vidyalaya, Rishabhdev, has broken its own past records and set a new benchmark in the outstanding results of CBSE, Class X results. All the 62 students cleared the board examination with flying colours. 15 students scored 10 CGPA and 15 students scored between 9.0 to 9.9. Aniket Singh, son of Shri Sanjay Kumar Singh, Dy Manager (FSG) is one of the 10 CGPA scorer. Congratulations to all the students.



Pratiksha Priya, Excelled in CBSE Class X

Ms Pratiksha Priya, D/o Shri Dayanand Jha (Sr Tech, O&M) excelled in her Class X examination securing A1 10/10 CGPA score. She also stood first in her class in Delhi Public School, Manali.



RSWM



Contribution for Tennis Court

RSWM Limited has contributed Rs.38.00 Lacs to Rajasthan Sports Council towards the development cost of two lawn tennis courts at Sawai Mansingh Stadium, Janpath, Jaipur. The Bhumi Poojan was performed on May 15, 2017 by Smt Vasundhara Raje Scindia, Hon'ble Chief Minister of Rajasthan. Shri Avinash Bhargava, Dy COO, Ringas Unit, represented the company.

ADHPL



Intensive Pulse Polio Immunization Campaign

The second phase of Pulse Polio Immunization campaign was held on April 02, 2017, at Health Centre, Prini. On April 3-4, 2017, a door to door campaign was also carried out by the health workers of ADHPL. 121 children were given polio drops during the campaign. Two vehicles were also provided to the state health department for pulse polio campaign, free of cost.



Swacchta Efforts

ADHPL has been supporting CSR activities in the surrounding villages by giving financial and material support. The village Prini received Prime Minister's Swacchta Award i.e. Valmiki Puraskar. The efforts put in by the ADHPL project authorities were applauded by the pradhan of the Gram Panchayat at Prini.

ADHPL



World Environment Day

The World Environment day was celebrated on June 5, 2017. It was organised by the HR and awareness was created by the trainers. World Environment day is very important as the RSWM family is eco-friendly with the practices they follow. They believe that preserving the environment is a must as it is very important for the human survival and needs. RSWM organised an awareness programmes and various activities related to environment. The workers enthusiastically

participated in making drawings related to saving the environment. RSWM family is immensely proud of the success of its events and the wholehearted participation by the team. We would like to quote on this event "Let us strive together to make our earth more beautiful and pollution free."

Kharigram



Visit to Kasturba Girls School

As a part of CSR, a group of 50 students of Kasturba Girls School visited Kharigram Unit. Shri Brijesh Joshi, General Manager (P&A) welcomed the students and Shri Ambuj Saxena, Training Incharge, explained to them about the process of yarn manufacturing. Students learned about how the different processes and felt extremely delighted with the information. The school's Principal gave a vote of thanks to the management and conveyed, that this visit will help enhance students' knowledge. Light refreshments were served at the end of the event.



Welcome, Shri Rajeev Jain

Shri Rajeev Jain joined as Business Head - Operations (Yarn Business) on May 27, 2017. He has done B-Tech from TIT, Bhiwani and MBA. He has more than 35 years experience in the textile industry. He has worked with many reputed companies like

Spentex Industries Ltd., Elegant Spinners, Indonesia, Shree Rajasthan Texchem Ltd., Derby Textiles Ltd., etc. Prior to joining RSWM, he was the Joint President (Corporate Office) in Sutluj Industries Ltd. This is his second stint with RSWM Limited. We welcome Shri Rajeev Jain to RSWM fraternity and wish him a successful association with us.



Welcome, Shri Hari Krishan Lal

Shri Hari Krishan Lal joined RSWM as the Chief Information Officer (CIO) on May 4, 2017. He is a ME, M.Tech (CS) from IIT, Mumbai and MBA from JBIMS, Mumbai. He has also done Industrial Engineering course from NITIE and Gartner IT Leadership

course from Singapore. He has three decades experience encompassing shipping industry, ICICI Infotech, US, TATA Auto Comp Systems Ltd., and Trident Corp Ltd. His last organisation was Vardhman Group where he was the CIO. We wish him all the very best in his new assignment.

Kharigram



Welcome, Shri VR Joshi

Shri VR Joshi joined as COO at RSWM, Kharigram Unit on June 19, 2017. He is BE in Textile Engineering from Baroda University and MBA. He has over 27 years of work experience in organisations like Arunodaya Mills, Sanghi Spinners, Arvind Mills

Ltd., Churchgate Group: Nigeria, Kores India Ltd., RSWM Mandpam, Aqua Venture Ltd., Uganda, etc. His last stint was with Sutlej Textile Ltd., where he served as the Executive Vice President. We are glad to have him onboard again as part of the LNJ Bhilwara family. He is heading the Kharigram Unit. We wish him all the very best in his new assignment.



Welcome, Shri P Singhal

Shri Pramod Kumar Singhal joined as Sr GM (Commercial) at RSWM Ltd. (Kgm), on April 8, 2017. Shri Singhal is a qualified CA and has over 22 years of work experience in organisations like Star Paper Mills Ltd., Duncan Goenka Group Industries, JK Paper Ltd., Aditya

Birla Group - Ultratech Cement Ltd. and Hindustan National Glass & Industries Ltd. His last organisation was Greenply Industries Ltd, where he was the Head-Commercial.



Superannuation of Shri Sanjay Sharma

Shri Sanjay Sharma (COO) of RSWM, Lodha Plant, Banswara retired on June 30, 2017. He served the organisation for 14 years 9 months in the same capacity. A farewell party was organised in his honour on July 3, 2017, in the presence of Shri Rajeev Jain, Business Head (Operations, YB). It was an emotional day for the Lodha team members as their connect and bond with him was strong and the workers, staff and their family members will miss his able guidance immensely.

Lodha Banswara

Superannuation of Shri VJK Kurup

Shri V J K Kurup worked with RSWM, Lodha (Banswara) for 37 years 11 months in the Commercial Department as a Deputy Officer. The farewell ceremony was held on May 31, 2017. It was a sentimental day and the service rendered by him over the years is commendable and the organisation is thankful for the dedication and loyalty shown by him. During his tenure, Commercial Department established newer and higher milestones. We wish him success and bid adieu with a heavy heart. Lots of best wishes from the RSWM family.

