

# BLOG

People & Business

Balmer Lawrie  
Organisational Gazette

Issue 15

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*Founding Fathers—  
Stephen George Balmer (L) and  
Alexander Lawrie (R)*



# An ode to our Leaders...

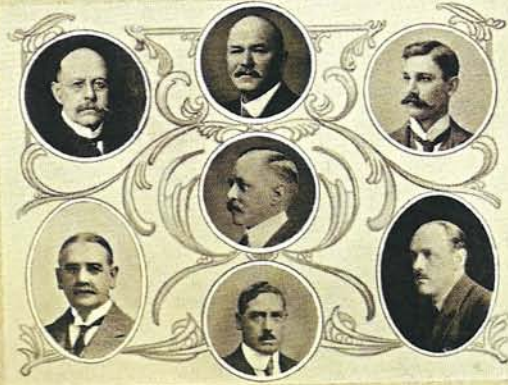
They had dreams, hopes and the vision to create and drive our diverse Company,  
 Their style, personalities and forte were unique but what was common was their passion, dedication, fearlessness and qualities so many.  
 Their actions inspired others to learn, dream and do more,  
 Their insight and ingenuity brought them achievements galore.  
 Our Leaders walked the talk and stood tall in changing times,  
 They seized opportunities in change and drove Balmer Lawrie to be a conglomerate that never ceases to shine.



**Alexander Lawrie**  
 Senior Partner, 1867 - 1908

Driven by the spirit of entrepreneurship, two enterprising Scotsmen Stephen George Balmer and Alexander Lawrie came together to form the partnership firm, Balmer Lawrie & Co. at Kolkata on 1<sup>st</sup> February, 1867. History goes...a coin was tossed...Balmer won...his name preceded in the Firm incorporated and thus was born Balmer Lawrie.

Soon after signing the co-partnership agreement, S G Balmer returned to England where he passed away on 21<sup>st</sup> May 1867 because of 'Phthisis', in London. Alexander Lawrie was therefore virtually the sole founder of Balmer Lawrie & Co. Mr. Alexander Lawrie passed away at Ruthin, Hampstead on 25<sup>th</sup> April, 1908 at the age of 64 years. During the 41 years when he guided the destiny of the firm, not only in Calcutta but also in London, where he founded the firm of Alexander Lawrie & Co., Mr. Lawrie took an active part in other business interests as Director of the National Bank of India Ltd., The Alliance Assurance Co., and other concerns.



**J N Stuart J Gemmell A C Lawrie (L-R Top)**  
**J M Chisholm (centre)**  
**P Balmer Lawrie A Preston A N Stuart (L-R Bottom)**

Among the prominent Partners taking part in the development of the Firm to its present position, is pre-eminently Mr. J N Stuart who, as a Partner from 1878 until the Firm became a Private Limited Company in 1924, remained second to Mr. Alexander Lawrie in the management of the Firm.

Mr. John Gemmell became a Partner of Alex Lawrie & Co. in 1891, and later Balmer Lawrie & Co. Ltd. leaving India in 1907. He was a Director of Alex Lawrie & Co. till his death in 1927. Together with Mr. A C Lawrie, son of Mr. Alexander Lawrie, Mr. Gemmell belonged to the prominent Partners who joined the Firm in the first quarter century of its career.

Mr. A C Lawrie, son of the Founder, joined the London Staff in 1887, becoming Partner in 1891 and after serving in Calcutta as Partner for some years returned to London and remained a Partner of Alex Lawrie & Co. Ltd. till the day of his death in 1918.

Mr. P Balmer Lawrie, another son of the Founder, joined Balmer Lawrie & Co. Staff in 1891, and after spending two years on the Tea Estates connected with the Firm returned to London and became a Partner of Alex Lawrie & Co. in 1900, and of Balmer Lawrie & Co. in 1901. After being a Senior Partner for several years in Calcutta, Mr. Lawrie returned to London in 1914. He was a senior Director of Alex Lawrie & Co. Ltd., whose Partners were the chief shareholders in Balmer Lawrie & Co. Ltd.

Mr. A Preston, after a long career in the Firm, was a Partner from 1907 to 1913. Mr. A N Stuart, son of J N Stuart, joined London office in 1908 and became a Partner in 1914, and with Mr. P Balmer Lawrie continued his interest in the Company.

Mr. J M Chisholm joined Balmer Lawrie & Co. in 1905, and after serving as Partner in Calcutta, was also one of the Directors of Alex Lawrie & Co. Ltd.



**Board of Directors, 1927**

**H C W Bishop Sir Hubert Carr A R Mellis (L-R Top)**  
**J Alex Gemmell W H Bradbury W B Monair (L-R Bottom)**

Most of the Directors served for considerable periods as assistants in the Firm before joining as Partners in the old Firm, or Directors in the new Company. Sir Hubert Carr became a Partner in 1914 and retired as Managing Director in 1927. Mr. W B Monair and Mr. A R Mellis became Partners in 1921 and 1922, and on the conversion into a Limited Company in 1924, these three partners became members of the Board, which was shortly joined by Mr. J Alex Gemmell, son of Mr. John Gemmell, Mr. W H Bradbury and Mr. H C W Bishop.

The responsibilities of the department and managed companies was distributed among the Directors and each Director became a specialist in the activities under him. A typical arrangement in 1927 illustrates the concept:

- Sir Hubert Carr** : Electrical, Machinery, Metals, Bombay, Travellers and BIECCO
- Mr. A R Mellis** : Cash, Tea Gardens, Tea Purchase, Insurance, Anglo Indian Carrying and Accounts
- Mr. J A Gemmell** : Paper, Flour, Ice, West Indies and Arthur Butler
- Mr. H C W Bishop** : Coal, Bridge & Roof and Indian Galvanising



**Mr. A T Montgomery**

Sir Owain Jenkins was succeeded by Mr. A T Montgomery who took over as Chairman from him. Mr. Montgomery was appointed to the board along with Sir Jenkins on 1<sup>st</sup> January, 1946. He shared with Sir Owain Jenkins the vision to broaden Balmer Lawrie's manufacturing base. Coincidentally Mr. Montgomery also retired at the age of 51 in the year 1961.



**Sir Owain Jenkins**  
(Mr. Owain Trevor Jenkins was conferred the knighthood in 1958 and since then was known as Sir Owain Jenkins.)

**OTJ Era**

The practice of management had started changing with the beginning of the 20<sup>th</sup> century. However, the management of the Company continued to be practiced purely as an art. As a result, the standards of management practice across the Company remained average, brilliance being confined to some outstanding individuals. One such person was Mr. Owain Trevor Jenkins.

Mr. Jenkins had joined Balmer Lawrie as an assistant in 1929. Gifted with a sharp and inquisitive mind, and an extraordinary ability to comprehend a vast variety of subjects, he was highly analytical and objective. In 1946, at the age of 39, he was appointed on the board of Balmer Lawrie, and two years later, became its Chairman. He had a vision for Balmer Lawrie, very different from his predecessor's at a time when a new India was emerging. He was convinced that for Balmer Lawrie to attain a strategic role in the national commerce and industry, it had to seize growing opportunities in the manufacturing sector and that management practices in the Company had to catch up and then keep pace with the changes. He also knew that the managing agency system would not survive.

He backed Bridge & Roof for growth in the immediate future, decided that paper would be the 'business' of Balmer Lawrie in future, promoted the concept of 'synergy' within the Balmer Lawrie group, which resulted in Tribeni Tissues (leveraged the paper technology of Bengal Paper and engineering competence of Bridge & Roof) in 1951, tea warehouse in Chittagong in 1950 and consolidation around the construction industry.

Contemporaries of Mr. Jenkins on the board of Balmer Lawrie in the 1950s, recall with admiration the practice he initiated of monthly meetings among the heads of all units in the Group. One of the Directors, Mr. C D Wilson recalls, "a system he started was the meeting of Assistant Directors. That was the first time that all the departments and managed companies talked to each other... it encouraged collective thinking... it was a breath of fresh air...". Sir Owain Jenkins left Balmer Lawrie in 1958, retiring at the age of 51.



**Mr. C D Wilson**

After the retirement of Mr. A T Montgomery, the mantle fell on Mr. C D Wilson who had joined the board in 1951. He had a distinguished career with tea gardens being his forte. He however, left India in 1962, the year in which Balmer Lawrie profits peaked at Rs. 29.41 lakhs.



**Mr. C G Montgomery**

Mr. C G Montgomery succeeded Mr. Wilson. Other fulltime members of the board in 1963 were Mr. H K Fitzgerald and Mr. D Manson. All three were professionals of exceptional calibre. Mr. Montgomery and Mr. Manson were chartered accountants whereas Mr. Fitzgerald had been with trading, Pakistan operations and then tea gardens. Mr. Montgomery is remembered as a person who would encourage subordinates to bring the best out of them. He allowed considerable freedom to professionals. Mr. Manson was gifted with a brilliant mind and tremendous grasp. Mr. Fitzgerald was known for his professional brilliance and was a confirmed workaholic.

This was the last all British team of fulltime Directors to head Balmer Lawrie.



**Mr. Paul Gonsalves**

During 1920s & 1930s when the technique of grease was shrouded in secrecy and no country was ready to share the knowledge, Balmer Lawrie took the challenge to make grease in India. The visionary, Mr. Paul Gonsalves made significant breakthrough in grease manufacturing. Later he was acknowledged as 'Father of the grease industry in India'.

## EDITORIAL

It was overwhelming to work on this issue of Balmer Lawrie Organisational Gazette [BLOG], which specially covers the 150<sup>th</sup> Foundation Day celebrations held in the month of February 2016 in units and establishments across the country. It is a matter of great pride and honour to be part of an organisation that has crossed such a significant corporate milestone. This achievement is testimony to the vision of our leaders, hard work of all Balmer Lawriens, the strong values that were inculcated over the years, trustworthiness, the performance driven culture, change readiness of the organisation and years of commitment to our various stakeholders. We don't believe in resting on our laurels and thus, we stand committed to take forward our rich legacy. We are all geared up to move ahead with a new zeal and with the will to achieve even greater heights in the years to come.

We Balmer Lawriens, feel extremely proud and delighted to tell the world that we work for an organisation that has never made losses in its journey of 149 years. Our history is as rich as gold, our legacy is highly cherishable and our diversity is what makes us unique. The various sections in this issue will bring you glimpses of the sesquicentennial celebrations, the excitement and joy of all Balmer Lawriens and the wonderful culture of the company.

Hope you enjoy reading this very special issue of BLOG!



## LEADERSHIP SPEAKS



*Mr. Prabal Basu  
Chairman & Managing Director*

We've stepped into our 150<sup>th</sup> year of Foundation, and I feel proud and honoured to be leading a conglomerate that has successfully steered through the testing times of business and has sustainably created value for all its stakeholders. We are extremely fortunate that we are together witnessing a great moment of pride in the corporate history of the nation, with Balmer Lawrie attaining a unique milestone that would be etched in golden letters. Our journey has been a long one, and this incredible journey of ours is a testimony of the vision, entrepreneurship spirit and commitment of our Founders and Leaders. Let's take this moment to pay homage to our Founders and reminisce those noteworthy accomplishments that created an institution which prides on its diversity.

Our Founding Fathers had formed Balmer Lawrie & Co. as an 'agency house' and the agency business was essentially in trading. The business was shaped by the background of the founding partners and the opportunities offered by the environment. The initial Balmer Lawrie products for trading were primarily captive to tea gardens. They included tea lead, tea seeds, kerosene, blankets, drugs and pharmaceuticals, wines and spirits, apparel and accessories, steel, paints and lubricating oils. The basic character of the

business i.e. 'commission agency' remained unaltered for many years. A combination of visionary entrepreneurship and committed workforce choreographed Balmer Lawrie's transformation into a diversified group with strong leadership in both manufacturing and services.

We have been a pioneer in greases and speciality lubricants manufacturing and a leader in barrel manufacturing. We were the first amongst PSEs to set up a manufacturing facility abroad and set up a number of Joint Venture companies to take forward the economic liberalization process. We were the first company amongst PSEs to offer shares to employees and we were the first company in India to issue Commercial Paper. Balmer Lawrie slowly and steadily evolved into a mature institution that had the business acumen and knew the nuances of venturing into new businesses and exiting non-viable ones. Our corporate milestones and the history of our evolution make good read. I encourage you to take time off and read the "Footprints on the Sands of time" written by our ex-Managing Director Mr. S K Sinha and learn about the company that cherishes such a rich history and legacy.

The last three decades have been pretty significant in terms of the evolution of the present day businesses. We expanded our product ranges in barrel manufacturing and greases & lubricants. Huge investments were made in new offices for Travel and Logistics, and in new plants and Research & Development for the manufacturing businesses. The Applications Research Laboratory was set up in 1981 and Product Development Centres and a Technical Service Centre were set up in the early 1990s. In FY 1994-95 the first Container Freight Station was commissioned in Kolkata. Subsequently CFSs were built in Mumbai and Chennai. A distinct trend was consistent high performance and our company never made losses in its entire journey spanning over the last 149 years.

## LEADERSHIP SPEAKS

In the recent years we have invested in technology to keep pace with the challenges of the changing business environment. While we are future ready with a robust Strategic Plan, we need to take stock of the external environment as well. Domestic and Global economy continues to be in rough weather with global slowdown driven by a slumbering China. As an integral part of this global eco-system, Balmer Lawrie too, is expected to feel the heat.

Our goal has always been to focus on the triple bottomline, and I feel happy that Balmer Lawrie has been privileged to be a part of the Hon'ble Prime Minister, Shri Narendra Modi's vision to realize Gandhiji's dream of a 'Clean India'. We implemented the "Swachh Vidyalaya" program in Government Schools covering states of Assam, Chhattisgarh, Haryana, Andhra Pradesh and West Bengal. The Company has constructed/refurbished a total of 306 toilets and was the first PSU under MOPNG to have completed the construction of toilets on target. The responsibility lies on all of us to keep our surroundings clean. So, I would call upon all my dear colleagues to please dedicate two hours a week to this wonderful mission.

I am optimistic about our future and as the economy starts growing faster, we must stay prepared to proactively seize the opportunities. It is time for us to collaborate, to innovate and leverage our strengths to be amongst the market leaders in all our business segments. Let's move ahead with utmost zeal and excitement and pledge our commitment to not only our customers but all stakeholders who would be a part of our journey in the future years.

The year 2016-17, being the 150<sup>th</sup> year of the Company's existence, is a very important one for all of us. We need to put in our best efforts to make it a really memorable one by charting out an exemplary all round performance both in terms of growth and profitability. I am confident that with the cooperation and sincere efforts of all Balmer Lawriens, we will be able to take this Company to greater heights in 2016-17 in particular, as also in the years to come. On this momentous occasion, I congratulate each of the employees, their families and all our stakeholders.

**During the 150<sup>th</sup> Foundation Day celebrations held in Kolkata on 12<sup>th</sup> February, we spoke to our Directors on what they felt about Balmer Lawrie, its culture and strengths, businesses and way forward. Below are the excerpts from the interviews.**



D Sothi Selvam,  
Director [Manufacturing Businesses]

I spent nearly 30 years in a large oil company under the same ministry as Balmer Lawrie (BL). I joined this organization about a year back and I must admit that every moment of my stay here has been wonderful, and my love for this organization is multiplying every day. What I find very interesting in this organization is that this organization has understood over the period 150 years that change is the only permanent thing and it has changed its way of working, adding new verticals. In our country the engines of growth are through services and manufacturing and its very interesting that BL has got verticals under both manufacturing and services businesses which complement and supplement each other. This has been the cornerstone of success for this great organization.



Manjusha Bhatnagar,  
Director [HR & CA]

I take immense pride for being a Balmer Lawrien. The strength of BL is the ability to switch to and accept new challenges in nano time. That is something which is phenomenal. I have seen great organizations but this kind of diversity, the diverse businesses we handle, the financial planning we do and the way we explore new areas is amazing. I joined in 2014 and I realized that we are already looking at newer businesses, newer opportunities and the desire to grow is there. And when there is a strong desire to grow and do well, the organization looks forward and it succeeds. BL's biggest strength is the people, their unity, dedication and love for the organization. BL has an open culture, close contact, cohesiveness, respect for each other and the strong bonds. One of the advantages of being small is cohesiveness. It is a very clean and ethical organization and is led by leaders who have zero tolerance for anything that is amiss. This company is in both manufacturing and services and our ability to switch from one business to another with aplomb is something remarkable and rare.



K Swaminathan,  
Director [Service Businesses]

It's a privilege to be associated with Balmer Lawrie (BL) when it is celebrating its 150<sup>th</sup> year. I was in the company when BL celebrated its 125<sup>th</sup> year. At that particular point of time, I was only about 6 or 7 years into this company. BL is one company where once when you join you can hardly think of moving out. It provides you a great environment to work, it gives you so much freedom to work and you get to learn a lot in this company. You have a great team of professionals in this company, who allow you to indulge in all that you want to do for the betterment of the company. BL is a great place to work and I keep telling my junior colleagues that BL is quite different and is one company where you can learn everything. Probably it would take more time to learn in any other company. BL is a small company but works extremely professionally and rewards achievers. It takes care of its people and this particular trait is allowed to continue even if people at the helm change.

## SIGNIFICANT HAPPENINGS

## BUSINESS NEWS



In the second "India Today Group PSU Awards" event held on 14<sup>th</sup> December 2015 at The Lalit, New Delhi, Balmer Lawrie Investments Limited won the best "Most Valuable Company Award". Mr. V K Batra received the award on behalf of the company. The India Today Group's study on the "Best Indian PSU" is an attempt to find out which of the central public sector undertakings are contributing the most towards various aspects of nation building.



Travel & Vacations, Trivandrum won the Best Performer 2014-15 Award for Domestic Sales given away by Air India as part of the Travel Agency Awards, in a function held on 25<sup>th</sup> February 2016.



SBU: Leather Chemicals participated in the India International Leather Fair (IILF) 2016 at Chennai ITPO, organized from 1<sup>st</sup> to 3<sup>rd</sup> February 2016. Balmer Lawrie put up a stall to showcase the various leather chemicals developed in-house and promote the BL brand in the Leather Industry. The stall was appreciated and we received good response from national and international customers and other stakeholders.



In the month of January 2016, Logistics — Delhi successfully executed a Project Movement for NTPC —Meja, from Diesel Locomotive Works, Varanasi to Meja Thermal Power Plant. There were three diesel locomotives which were transported and unloaded at Meja TPP by Balmer Lawrie.



SBU: Logistics participated in the 6<sup>th</sup> edition of the biennial air cargo event, Air Cargo India held from 23<sup>rd</sup> to 25<sup>th</sup> February at the Grand Hyatt, Mumbai. BL's stall at the event had good footfall. Air Cargo India provides a platform for decision makers and players from the air cargo industry to showcase their products and capabilities.



ISO/TS 16949: 2009 was implemented at our Greases & Lubricants Plant in Silvassa to enhance the quality standards of our products and operational efficiency. This certification will help to meet the ever demanding customer requirements and boost customer satisfaction especially amongst the Automotive OEMs by demonstrating compliance with industry and legal requirements. Mr. Sasim Chattopadhyay, Head Operations, Kolkata, M/s DNV handed over this prestigious ISO/TS 16949 certificate to Mr. Prabal Basu, C&MD, during the SBU:G&L Meet held from 4<sup>th</sup> to 6<sup>th</sup> March 2016 at Vedic Village, Kolkata.

## SIGNIFICANT HAPPENINGS



SBU: Leather Chemicals launched three new Beamhouse chemicals – Balchem WH, Balgreasol SOC and Balsyn BLS; four new Fatliquors under its popular brand 'Balmol' – Balmol JX20, Balmol BGII, Balmol CFO 4 and Balmol SFO EC and four new Syntans – Balsyn EAR, Balsyn CSE, Balsyn SO FF and Balfil OFB on 10<sup>th</sup> March 2016. The products were launched by Mr. D Sothi Selvam, Director [Manufacturing Businesses] during a Technical Seminar organized at Hotel Gee Kay in Ranipet. Present on the occasion were senior officials of Balmer Lawrie, customers and dealers. The new state-of-the art Technical Service Centre (TSC) at SIDCO Industrial Estate, SIPCOT, Ranipet was also inaugurated by Mr. Sothi Selvam on the same day. Balmer Lawrie has four TSCs in the major leather clusters of the country, which is Kanpur, Kolkata, Ambur and Chennai. The new TSC at Ranipet is the largest, and is well equipped with modern additional facilities to cater to the leather tanneries in the region.



Balmer Lawrie's first Temperature Controlled Warehouse at Hyderabad (Medchal) commenced operations with a Puja held on 11<sup>th</sup> March 2016. The Facility received its first cargo on 19<sup>th</sup> March 2016. The first three chambers, which offer storage of perishables at -18 Deg C are currently running with 100% occupancy level. The total installed capacity of the facility is 3402 pallets, with each pallet having a capacity to store 1 MT of cargo on it. The TCW will be inaugurated shortly.



CFS, Kolkata won the "Best Green CFS of the year in the Eastern Zone 2016" Award given away by Association of Shipping Interest in Calcutta (ASIC). The award was presented during the "Colossus - Star Awards Night" event hosted by ASIC on 14<sup>th</sup> March 2016 at Kolkata.



SBU: Greases & Lubricants, Industrial Packaging, Travel & Vacations and Logistics participated in DefExpo 2016 held in Goa from 28<sup>th</sup> to 31<sup>st</sup> March 2016.

## HSE &amp; CSR



As a part of the Swachh Bharat Abhiyan initiatives Balmer Lawrie has set up a Composting Unit at Victoria Memorial, Kolkata which was inaugurated by Mr. Prabal Basu, C&MD, the Chief Guest of the function. The Unit named as "Foodie" is Kolkata's first of its kind Composting Unit and Solid Waste Management System.

As part of our CSR initiatives under the Swachh Bharat Abhiyan Balmer Lawrie has sponsored the construction of a Water Storage Tank at Padghe Village, Taloja, Navi Mumbai in association with Rotary Club of Industrial Town, Panvel. Mr. Prabal Basu, C&MD and Mr. Prashant Thakur, MLA, Panvel inaugurated the Water Storage Tank on 4<sup>th</sup> March 2016. The Water Storage Tank with a capacity of 150,000 litres will benefit 10,000 villagers of Padghe Village, which is situated near the Company's High Throughput Barrel Manufacturing Plant at Taloja, Navi Mumbai.



## FOUNDATION DAY CELEBRATIONS – 1st FEBRUARY 2016



Our company stepped into the 150<sup>th</sup> Foundation year on 1<sup>st</sup> February 2016. In all units/establishments across the country the BL flag was hoisted, pledge was administered and C&MD's message was read out. Employees were dressed in shades of green, the house colour and special programs were organized across locations.



# WEEK-LONG FOUNDATION DAY CELEBRATIONS

## ETHNIC DAY



WEEK-LONG FOUNDATION DAY CELEBRATIONS

SPORTS ACTIVITIES & OTHER PROGRAMS AT MUMBAI



## WEEK-LONG FOUNDATION DAY CELEBRATIONS

### TREE PLANTATION AT KOLKATA



### BLOOD DONATION CAMP AT HO



### EYE CHECK-UP CAMP AT HO



### MEDICAL SESSION AT MUMBAI



All employees participated with great enthusiasm in the week long programs organised from 31<sup>st</sup> January to 6<sup>th</sup> February in units / establishments across the country. Besides the ethnic day celebrations on 5<sup>th</sup> February, tree plantation programs, medical talks, eye check-up and blood donation camps, sit-and-draw contests etc. were held. In Mumbai, a marathon, cleanliness drive and games and sports meet for employees and their families were organised. In photo are glimpses of various programs across locations.

## 150<sup>TH</sup> FOUNDATION DAY CELEBRATIONS

### Media interaction of Shri Dharmendra Pradhan, Hon'ble Minister of State (Independent Charge), Ministry of Petroleum & Natural Gas

The first week of February witnessed moments that we would fondly cherish in the years to come. After the week long celebrations starting from 1<sup>st</sup> February, all employees across locations celebrated the 150<sup>th</sup> Foundation Day along with their families with great enthusiasm. While the units and establishments across the country celebrated the occasion on 7<sup>th</sup> February, the Eastern Region celebrated it on 12<sup>th</sup> February. It was indeed a matter of great pride and honour to have Shri Dharmendra Pradhan, Hon'ble Minister of State (Independent Charge), Ministry of Petroleum & Natural Gas, as the Chief Guest of our function at Kolkata. All of us are extremely grateful to him for taking time off his busy schedule to join us in the celebrations.



*Hon'ble Minister interacted with the media before proceeding for the inauguration*

## 150<sup>TH</sup> FOUNDATION DAY CELEBRATIONS

While interacting with the media, the Hon'ble Minister spoke about a proposed mega public sector refinery on the western coast. He mentioned that IOC, BPCL and HPCL would work together to set up the refinery in association with EIL as the consultant. They might have an investment partner in future. The shareholding will be equal. He said that they had successful discussions with the Maharashtra government and all the preliminary preparations would be done by the three companies and work would start soon for this much awaited west coast refinery. This kind of refinery would require 15000 acres of land and it would depend on the Maharashtra government to decide on the location. 33% of this land will have green coverage. He also said that today all refineries are viable with fiscal concessions from the respective states and this would be applicable to Maharashtra as well.

He thanked the media persons for being present on the occasion. He proudly stated that Balmer Lawrie (BL) has stepped into its 150<sup>th</sup> year. It is the first time that someone from the Ministry was attending their function and he felt that it was a matter of great privilege for him to be associated with this company, which is stationed in Eastern India and in Kolkata. He said that we have to carry forward the past glory of BL through a new strategy and take it to newer heights. He said that through all the media persons present, he would like to convey his congratulations to the BL family and all stakeholders. He concluded by saying that in future too BL will be a brand focussing on the six verticals and there might be some new verticals that would be explored. BL would surely thrive in all the verticals.

### Hon'ble Minister's Address



Addressing all present on the occasion of the 150<sup>th</sup> Foundation Day celebrations at Nazrul Mancha, Kolkata on 12<sup>th</sup> February 2016, Shri Dharmendra Pradhan, Hon'ble Minister of State (I/C), Ministry of Petroleum & Natural Gas, GOI said that this company of Kolkata witnessed India's industrial revolution. Before independence, around 70 to 80 years ago the importance of Kolkata was immense. Those days, Kolkata was the country's capital and it was the main centre for business. Balmer Lawrie (BL) is testimony to the rich history, tradition and industrialisation of the country. He congratulated members of the BL family for successfully completing 149 years and entering into the 150<sup>th</sup> year.

He mentioned that for the last 44 years BL has been a Public Sector Company and in spite of being a PSU in India, in the 149 years that the company had traversed, there was not a single year in which BL had not made profits. This was a big deal and he was happy and surprised at this achievement. He said that we are all aware of the image of PSUs and Kolkata. Once upon a time Kolkata was the symbol of industrialisation in the country. However, the political environment posed immense challenges and in spite of these challenges BL has been alive and has been a profit making company.

He stated that today BL has become a company with around Rs. 3000 crs turnover. It is a Miniratna-I company working in 6 areas. In some areas there's profit and in some there's no profit. He said that the area in which more profit can be achieved, is the tours & travel vertical but that's not happening. Today Indians have started travelling and there's significant increase in travel spends for Indians. He referred to his meeting with the United Arab Emirates leader and Crown Prince of Abu Dhabi and mentioned that coincidentally for him BL has a presence in UAE. There were talks of investing in India with the Hon'ble Prime Minister. Prime Minister mentioned that with increase in travel spends of middle class Indians the dynamics have changed. Some middle class people might not be able to travel to US or Europe but they can certainly travel to Far East or Dubai. Can innovative solutions be thought of? Can a cruise circuit be made covering Goa, Mumbai, Gujarat and Dubai? Can low budget travel solutions be provided for the middle class Indian travellers?

He mentioned that in Eastern India the second green revolution has started and the Modi government has started the blue revolution as well, of which cold chain is an integral part. He asked if BL would strategize to contribute to this emerging economy in the Eastern Region. BL owes its responsibility to the state and with reference to this he deliberated on options of storage and transportation of vegetables like potatoes and green vegetables. He asked if BL would be able to develop a logistics mega plan for transporting mineral resources from Odisha and Jharkhand and would it be able to manage the movement of necessary items from Nepal through the Haldia Port depending on the requirements of Eastern India.

He urged all Balmer Lawriens not to be self-satisfied and complacent. He said that if we didn't work hard by getting together and striving for success, this untouched, glorified and uninterrupted achievement wouldn't have come to us. He asked us to think of new business directions. He spoke about reviewing few business areas of the company and the new challenges that are emerging. He questioned why BL cannot surpass competitors in the travel domain and why BL cannot become a big brand. He felt that BL needs to develop a strategy and business plan for the next 100 years and that should be the vision. Today there's no binding on doing business and innovative ideas have to come up. He summed it up by saying that someone travelling to India should look for BL and someone leaving India should have trust for BL.

Hon'ble Minister expressed his happiness to be part of the celebrations and congratulated all Balmer Lawriens.

Glimpses of 150<sup>th</sup> Foundation Day Celebrations in Kolkata on 12<sup>th</sup> February 2016



Glimpses of 150<sup>th</sup> Foundation Day Celebrations in New Delhi on 7<sup>th</sup> February 2016



Glimpses of 150<sup>th</sup> Foundation Day Celebrations in Mumbai on 7<sup>th</sup> February 2016



## Glimpses of 150<sup>th</sup> Foundation Day Celebrations in the Southern Region



### Ex-Directors' Speak

During the 150<sup>th</sup> Foundation Day celebrations the ex-Directors of the Company were felicitated. We asked some of them how it felt to be part of the 150<sup>th</sup> Foundation Day celebrations and what their thoughts were about the growth of the company. Read on to know more...

*From a financial point of view the company has been doing very very well. Every year has been an improvement on the previous year, which is a great achievement because it is not easy to maintain that kind of profit. I give credit to the people of Balmer Lawrie for having continuously improved on previous years. I feel the service businesses have improved; however, the manufacturing businesses will also have to keep pace by improving on their technological strengths.*

*S K Sinha, ex-Managing Director*

*150 years of survival for any organisation is something to be very proud of and being a part of this organisation and participating in its 150<sup>th</sup> Foundation Day made me wonder how lucky some of us are. Being a part of this historic moment and meeting up with some of my seniors, under whom I started my career way back in 1980, brought back vivid memories of my early days in Balmer Lawrie and the 125 years celebrations. Being called on the stage to be felicitated gave me a flutter in the heart as I had not felt in a long long time. While I greatly missed some of my friends who could not attend due to various reasons, meeting the large section of Balmer Lawriens with whom I had worked during the last few years more than made my day. I wish all my friends and colleagues a wonderful year filled celebration.*

*Viren Sinha, ex-C&MD*

*I joined Balmer Lawrie one year after the company completed 100 yrs, then we celebrated 125 yrs and now I am part of the 150<sup>th</sup> Foundation Day celebrations. It is a great pleasure, a great satisfaction that the company is still alive, kicking and doing better than what it had been doing earlier. The way Balmer Lawrie has kept on changing with time is the reason why it's still living. The company will continue to grow in the next 50 yrs. It's a great company and keep it great!*

*N P Singh, ex-Director, Bombay*

*The very fact that this company has travelled for more than 149 years and has stepped into the 150<sup>th</sup> year it is a matter of great pride for all the employees past and present. It feels great to be part of the celebrations. Though I have retired more than a year back, I have been truly looking forward to this occasion. It has been a privilege and I am thankful to the current management to have thought it fit to invite all of us. It has been a great honour for us. The most unique part of this company is its ability to regenerate at every stage. We have gone through bad times and good times but we have always found the opportunity of taking on new businesses, adding on to it and dropping businesses as well. This ability of this company to get into a new businesses and exit old businesses, which were not doing well has perhaps ensured that the company never made losses. I think the company should continue with this approach and at every point in time each of our businesses needs to be thought of in the context of the current economy and its relevance and that's the way we can grow.*

*P P Sahoo, ex-Director [HR&CA]*

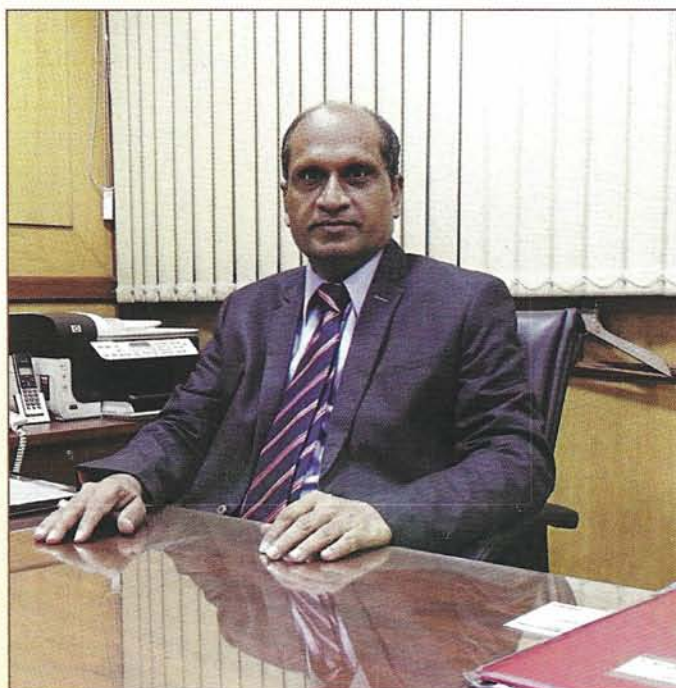
### Year Long Celebrations

The sesquicentennial celebrations during the year will include various programs in which not only employees but also their family members will be able to participate. The celebrations began with the Swachh Karmsthal (Office Space decoration) contest held in April & May 2016 in which participating employees (either individuals or groups) creatively decorated their workplace. The parameters for evaluation were Neatness, Creativity, Aesthetics and Sustainability.

The other events would be Regional Talent Hunt Contest for employees and their children, BL's Got Talent for employees, Mr./Ms. & Master/ Miss BL Contest, Vendor & Customer meets, Photography competition, jingle contest, cricket tournament, special CSR programs, rangoli competition, walkathon etc.



## Know Your Leader...



**S S Khuntia**  
Director [Finance]

*Mr. Shyam Sundar Khuntia joined Balmer Lawrie as Director [Finance] on 28<sup>th</sup> March 2016. He is overseeing the Finance and IT functions of the Company. A thorough gentleman, Mr. Khuntia has become an integral part of the Balmer Lawrie family. Read on to know more about this leader who believes in team working and open communication.*

### 1. Your corporate journey prior to joining Balmer Lawrie...

After qualifying as a Chartered Accountant and as a Cost Accountant in 1986, I worked with few organisations in the initial years like New India Assurance, Indian Tube Company (TISCO) and ultimately started working with Oil India Limited in the year 1988 at their Head Office in Assam. After working in Oil India Limited for about 11 years, I joined ONGC initially in Dehradun and later worked in Delhi for about 18 years. I had the opportunity of working in an overseas assignment as CFO of an oil and gas Joint Venture of ONGC with other international partners. In ONGC, I worked in the Corporate Office of ONGC Videsh Limited, Delhi for about 15 years in all the areas of its operations including Heading the Corporate Accounts, Taxation & Treasury as well as Association Corporate Budget planning, Merger, Acquisition and Business development. I was also part of the Asset group relating to Overseas Oil & Gas Assets.

### 2. How does it feel to be part of the Balmer Lawrie family?

Balmer Lawrie is a huge historical company with a strong legacy and culture. It has been a fulfilling experience to be a part of this historic organisation. Balmer Lawrie is one of the rare PSUs, which has not been in the area of government protection on

monopoly business unlike many other PSUs but has made a place for itself in very highly competitive market segments over the years. That is credible performance for a company in the PSU segment and I believe the company has huge growth potential aligned with the growth story of India. I am certainly proud of being a part of such an entity and the Balmer Lawrie family.

### 3. Significant professional and personal achievements...

It was a learning experience for me in Oil India Limited, as I was given the opportunity to work in many areas and to understand the business of Oil and Gas exploration and production at the grass root level. I had the opportunity of contributing immensely in ONGC Videsh Limited, a company which was not having significant business when I joined in 2002. I was mandated to develop the accounting, budgeting and MIS system for a unique organisation operating in Overseas E & P. That had been a unique experience for me and was of great value addition to ONGC Videsh Limited. Off late I was involved in the Treasury & Taxation Operations of ONGC Videsh Limited, significant overseas tax issues etc. I was instrumental in refinancing of the largest overseas borrowing of the company saving significant cost in the process. I had the opportunity to contribute to the enterprise in areas of Risk management, Sustainability and HSE Processes in ONGC Videsh Limited as a part of the management team.

### 4. Who all are there in your family?

My wife Mamta, who has been a great support to me and without causing any botheration, she has been taking care of my entire family, thus allowing me the freedom to devote maximum time to my job. Due to the nature of my job, I had to travel a lot and she has been extremely supportive especially during my assignment abroad. I have two daughters Shreya and Sonali, who have completed their education and are working in Delhi. My father, who had spent most of his years in Kolkata, was very nostalgic when I was returning to the city again.

### 5. Who is the person who influenced you the most and why?

My father, for his nature of being able to enjoy at every stage of life. He is a person who always looks at any problem with the aim of finding a solution with a humane touch.

### 6. What is your favourite one liner?

Mistake is not a crime but not learning a lesson from the mistake is certainly a crime.

### 7. What are your hobbies?

Playing tennis and reading, mostly on issues related to political economics.

### 8. Which is your favourite travel destination?

Backwaters of Kerala.

## Know Your Leader...

### 9. Two things that you would want your colleagues to know about you...

I wish to be truthful whatever may be the consequences and I have the habit of timely communication and appreciate the process of escalation of issues and information rather than sudden surprises.

I like to plan, review and proactively take actions on both long term and short term goals.

### 10. Your management style or mantra

Be a team person, set targets, communicate to the team in a very simple easily understandable format, delegate and encourage the team to self-evaluate and achieve the set target. Again

committing a Mistake is not a crime but certainly it is a crime in not learning a lesson from the mistake.

### 11. Message for all Balmer Lawrie employees

Let us work together to take this great company to further greater heights with improvement in our performance and with sustainable value addition for all the stakeholders and the society in general.

Change is inevitable and adapting to change would be key for our survival. One of the major areas of change is IT and we would certainly need to adapt with the adoption of information technology in our business processes and that to in a highly competitive environment.

## Know your fellow Balmer Lawrien...



*Sandeep Kumar Jena,  
Assistant Manager [W&D], Logistics-Kolkata*

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I will be completing 4 years in Balmer Lawrie by June this year. I work in the Warehousing & Distribution unit of SBU: Logistics at Kolkata as Asst. Manager [WD] and have been entrusted independent responsibility to handle the day-to-day operations of W&D, Sonapur under the guidance of VP [Logistics].

### What do you like about Balmer Lawrie?

I like a lot of things at Balmer Lawrie but it's the people at Balmer Lawrie whom I like most; specifically those with whom I am dealing on day-to-day basis. They help create such a friendly working environment where you can share your ideas, views and problems freely. They also take time off from their busy schedule to help you get over official as well as personal challenges/problems.

### What is your most memorable moment in Balmer Lawrie?

Actually there are many. But I would like to mention the recent one when my unit achieved highest ever

annual profit in FY 2015-16. It gives me a sense of self accomplishment. Thanks to the whole team of WD and my seniors without whom this would not have been possible.

### Who is your inspiration in life and why?

I have been inspired by the Never-say-Never attitude of my father. He has been the major force, which has propelled me to my current position and continues to do so. Apart from my father the second person who has inspired me a lot is one of my high school teachers. Not only is he an excellent math teacher but a very good philosopher too. He has helped me understand the importance of right balance between personal joy, responsibility, work, life etc. He has been the real guide and Guru for me. He still calls me time to time to know how I am doing.

### Place you belong to and who all are there in your family?

I belong to a small town called Kabi Suryanagar in south east Odisha (50 Kms from Gopalpur). I have a large family of 7 members consisting my parents, my elder brother who works in Odisha Police, and two elder sisters one of whom is a high school teacher and other is a housewife. All are settled in Odisha. My wife, a BAMS qualified Ayurvedic doctor, stays with me in Kolkata.

### What are your hobbies?

I love playing Badminton and sometimes Cricket. I like singing and also enjoy playing the guitar in my leisure time.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

I take immense pride to be a part of such an organization, which has survived and excelled for the last 150 years by overcoming all the challenges, and that has such rich history and legacy with it. I never forget to proudly mention the same in my friend circle and also to our customers. I believe we are a young organization as this is just the beginning of another journey, and I am sure we will achieve many more milestones like this in future.

## Know Your Fellow Balmer Lawrien...



**Rajib Saikia**  
Assistant Manager [Sales], T&V-Kolkata

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie on 31<sup>st</sup> May 2011 as a Management Trainee in the Tours Division at Delhi. Then I was transferred to Guwahati to setup the Travel branch there. Currently the branch is operating in full swing and it is the only office of Balmer Lawrie in the North-East. In January 2016 I joined the Kolkata branch of SBU:T&V and presently I am responsible for the overall operations of the branch.

### What do you like about Balmer Lawrie?

It's the legacy of the Company that we are carrying forward and how we have done it. Even after traversing so many years, that would have witnessed ups & downs and several hurdles, we have not stopped. Rather we are aggressively moving forward to achieve much more than the

present. I think there is always a sense of eagerness and enthusiasm in the people of this company, which is taking it forward.

### What is your most memorable moment in Balmer Lawrie?

Although these are the beginning years of my professional life and I have miles to go but there is one particular moment I'll always cherish. Once, I was given the responsibility of handling a board meeting where all the top officials and Board members were present. After the meeting, one of our Directors, who was in the interview panel during my campus recruitment, told everyone present that they were right in their decision to select me. It would have been great if they could select few more from my college. However, I was very happy that I could prove myself and promote my Alma mater too.

### Who is your inspiration in life and why?

I may sound like a narcissist but I always try to draw inspiration from my own life. When I see myself, I think that if today I have reached to this point considering from where I had started, I can definitely achieve much more than this. I believe *no one in the entire world can do a better job of being 'me', than myself.*

### Place you belong to and who all are there in your family?

I am from a small town called Gohpur in Sonipur district of Assam. I have my parents, two elder brothers, one sister-in-law and a little baby angel, my niece, who is just 2 months old.

### What are your hobbies?

I love watching movies and reading novels.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

I consider myself very lucky to be a part of an organization with such rich legacy and especially to be associated with the SBU which I feel is the face of the organization.

## Know Your Fellow Balmer Lawrien...



**Prakriti Ojha**  
Manager [HR], T&V-Mumbai

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie in June 2008 as an Executive Trainee so I have completed close to 8 years. I currently work as Manager [HR] in Mumbai with SBU: Travel & Vacations.

### What do you like about Balmer Lawrie?

I feel that the people of Balmer Lawrie are its biggest asset. They are warm, welcoming, helpful and supportive. I also like that we have our own research and development facilities for all our manufacturing set-ups like T&PD for IP, ARL for G&L and PDC for LC. This shows our quest for achieving excellence in our chosen fields of operations. We are also constantly evolving by adding new value added services like Vacations Exotica in the fold of the Travel business, MMLH and Temperature Controlled Warehouses in the fold of the Logistics business etc. which shows that we are addressing the changing demands of the times and the customers. The products of all our businesses are suited to the requirements and demands of the customers.

The Company recognises its achievers and gives people a chance for growth and development if they show that they are up for challenges. Since the Company has businesses in both the manufacturing and services sectors, employees can be groomed as

## Know Your Fellow Balmer Lawrien...

all-rounders if they are flexible with regards to location and profiles.

### What is your most memorable moment in Balmer Lawrie?

There have been many moments in the last 8 years that have defined my career and shaped me as a professional. In these 8 years, I have worked in Corporate HR, Regional HR – ER, Tea Division and now, I am working with SBU: T&V. As I said earlier, there is no dearth of opportunity in the Company if you show that you are up for challenges and I feel fortunate to have been given opportunities in different domains (like Operations, HR etc.). These varied experiences have enriched me as a professional. I have also been able to explore my capabilities as an individual through the new roles and the transfers. I have enjoyed all my stints and am thoroughly enjoying the current role in Mumbai which I took over in July, 2015. My transfer to the Tea Division in 2010 gave me a deeper understanding of the business and also added a lot to my learnings. When I was transferred from the Tea Division to CHRD, all the workers went to the then C&MD, Mr. S K Mukherjee during his farewell, that the division had organized, and requested him to retain me in the division. That was a very humbling moment. Also, my transfer to Mumbai was a defining moment in my career. On my first day of work here in Mumbai, Mr. V R Rayamane, RHR Head - WR took me to the Siddhi Vinayak Temple, which was a very touching gesture. I couldn't have asked for a better start to my tenure in Mumbai. My journey in Balmer Lawrie has so far been very enriching and I cherish all the moments spent here.

### Who is your inspiration in life and why?

My biggest inspiration are my parents. They have always taught me to excel in anything I do, to stand for what I believe in and also motivated me to pursue whatever path I choose in life.

I am also deeply influenced and inspired by the life and work of the Lady Margaret Thatcher, the

former Prime Minister of Great Britain. During her journey to Prime Ministership, she lost several campaigns for smaller government positions but never gave up. She was not called the "Iron Lady" for nothing. She proved that through hard work, commitment and conviction, women can fulfil conventional roles and have successful careers as well. Her career, her words are an inspiration even today. In fact, some of her quotes like "You may have to fight a battle more than once to win it." and "I do not know anyone who has gotten to the top without hard work. That is the recipe. It will not always get you to the top, but it will get you pretty near." are relevant and motivating for all spheres of life.

### Place you belong to and who all are there in your family?

I belong to Patna and my family consists of my parents and me.

### What are your hobbies?

I love watching movies, listening to music, and reading.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

Very few organizations achieve the monumental feat of completing 150 years. I feel immensely proud and fortunate to be a part of this organization. It takes a lot of strength and tenacity for an organization to weather centuries of passing consumer trends, marketing shifts, technological changes and changes in the political and economic scenarios. The fact that the Company has stood the test of time for around 150 years goes to show that it has not only evolved with time but also remained consistent, committed and proactive in addressing all the needs of changing times and varying political, business and economic scenarios. I hope that we continue to focus on excellence like we always have and go beyond 150 years just like our tagline for the sesquicentennial celebrations "150 years of commitment and beyond...".

## Know Your Fellow Balmer Lawrien...



Ashish Choudhary  
Chief Manager [A&F], IP-Mumbai

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie (BL) in September 2003 as

Asst. Manager (A&F) in the Barrel Division at Panipat. So, I will be completing more than 12 years now. Then I moved to Industrial Packaging (IP), Asaoti in 2008 and to Mumbai in 2013. Presently, I am working as Finance Head of SBU: IP at Mumbai.

### What do you like about Balmer Lawrie?

BL is a wonderful organization to work in. If you have the potential and good intent, then there are no barriers, which could restrict you to perform the way you want and give ample opportunity to grow. The commitment of people here is distinct and makes the workplace live.

### What is your most memorable moment in Balmer Lawrie?

I still remember the day of final settlement of our erstwhile Panipat workmen where I had started my BL journey. The people were losing their jobs and livelihood but still they were showing great respect for us. There was no agony and everyone had accepted the demand of the situation. It makes me

## Know your fellow Balmer Lawrien...

emotional whenever I think of that moment; my salute to those brave hearted people.

### Who is your inspiration in life and why?

I can't name any one person here as in various phases of my life I had been inspired by several persons but definitely I would mention few of them. My elder brother, who walked with me hand in hand, mentored me and made me study hard; my mother who has given me so much love and affection and is so caring that still I feel I am a child; my wife and children who are my pillars of support. Professionally I am inspired by the discipline, time management and focussed approach of my functional seniors.

### Place you belong to and who all are there in your family?

I am from Udaipur (Rajasthan), popularly known as the city of lakes. It's a beautiful city with natural and historical attractions. My family comprises my mother Smt. Kamala, my wife Ranju, a home-

maker, who has done her post graduation in Mathematics and B.Ed. She enjoys cooking and mentoring my two son Priyanshu, who is 15 years old and studying in class 10 and Sambhav, who is 11 years old and studying in class 7.

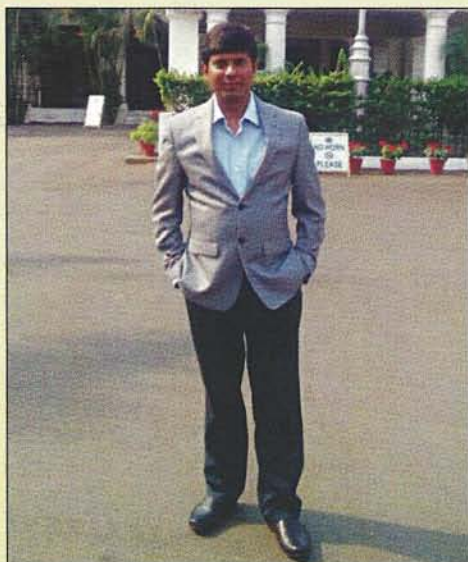
### What are your hobbies?

I like playing games, mainly Table Tennis and Badminton and love to spend time with my family on outings.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

It's a matter of pride for me to work in an organization which has such a rich legacy. This may look easy but I feel it is difficult for any company to sustain for such a long period and that too by being profitable. BL has a unique mix of business portfolio in Manufacturing and Service sectors, which helps it to leverage the benefit of growth and opportunity at various point of time in various segments.

## Know your fellow Balmer Lawrien...



Amit Mitra,  
Sr. Manager [Operations], IP-Taloja

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie (BL) as a Management Trainee in 1998. This makes my association with BL almost 18 years. Presently I am working as Senior Manager (Operations) in Industrial Packaging Division – Taloja, Navi Mumbai, which is considered and acknowledged to be a “state-of-the-art” and amongst the best manufacturing facilities in the country.

### What do you like about Balmer Lawrie?

I am fortunate enough to work with seniors, who have always encouraged me and given the necessary space to develop and hone my engineering and managerial skills. The degree of freedom, the healthy and positive work environment, the company provides to working professionals is worth mentioning. It feels great to work in a company which fosters a very homely culture, where the executives are recognized and known to the Company Leaders individually.

### What is your most memorable moment in Balmer Lawrie?

During these 18 years of my journey in BL, I have experienced number of memorable moments. However, the most memorable moment was when the company nominated me, as one of the core team members to work for the prestigious HTP project (setting up of the High Throughput Plant of Navi Mumbai).

### Who is your inspiration in life and why?

I am greatly inspired by my father for his simplicity, honesty, dedication and hard work. I am also inspired by the work, life and preachings of Swami Vivekananda. I revisit his words and thoughts whenever I am in need for guidance and direction.

### Place you belong to and who all are there in your family?

I am born and brought up in Durgapur, the steel City of West Bengal. I completed my schooling and Higher Secondary from there and then completed my Bachelor of Engineering from Bengal Engineering College, Shibpur (now Indian Institute of Engineering Science & Technology, Shibpur). Presently, I stay in Mumbai with my 5 year old son, Advikand and wife Debashree. My parents stay in Durgapur and I am hopeful that in very near future, they will be joining me here in Mumbai.

### What are your hobbies?

I love reading technical journals related to my field of work. However, presently, I have started enjoying Cartoon /Animation Movies along with my son, who feels very excited to watch them along with me.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

There are very few companies globally who have been able to stay alive for 150 years and more. Our organization BL is one of them. I feel very proud to be associated with BL and to be a part of its growth journey while it steps into its 150<sup>th</sup> anniversary!!!

## Know Your Fellow Balmer Lawrien...



A Arun,  
Sr. Manager [SCM], LC-Chennai

### How long have you been working with Balmer Lawrie and currently what is your role/dept?

I have been with Balmer Lawrie for 9 months. My designation is Senior Manager - Supply Chain in the Leather Chemicals Division in Manali, Chennai.

### What do you like about Balmer Lawrie?

It's a pleasure to work for Balmer Lawrie. I learned much about its products, services and specialities. The management is encouraging and supportive. The organization has a very friendly environment. I enjoy working with my co-workers and find them to have in-depth knowledge and strong business acumen. They are adroit and have the required skills in their respective domain. Our leadership is focussed on realizing their vision and helps in strengthening the bond we have with our peers and developing us to be better.

### What is your most memorable moment in Balmer Lawrie?

When we heard about the turnaround of our Leather Chemicals division, of it becoming profitable in the

recent financial year, we along with our colleagues were overjoyed and cherished this remarkable achievement. We look forward to achieving more such breakthroughs in the years to come.

### Who is your inspiration in life and why?

I admire all great visionaries; people who innovate to develop new products and establish best practices ahead of their time in the business environment. One such example is Steve Jobs, former CEO of Apple Technologies. He is the pioneer in introducing gadgets using high end technology, which had never existed in the market. He accomplished this by understanding the latent demand of the consumers across the globe and thereby delivered products, which became game-changers in the industry.

### Place you belong to and who all are there in your family?

I am a native of Chennai. My family is of six members. My father Shri Anandaraj, my mother Smt. Soundari, my wife Sindhuja, daughter Sangeetha (9 years old) and son Santhosh (6 years old).

### What are your hobbies?

I spent a great amount of my free time in reading research papers and articles in space technology. I am also interested in gardening and listening to music.

### How does it feel to be part of an organization that has stepped into its 150<sup>th</sup> year?

I feel very proud to be part of the company which is celebrating one and half century. My family is very happy that I am an employee of one of the oldest companies in the country. Balmer Lawrie nurtured some of the best leaders, strategists and innovators. Being a company that has stepped in its 150<sup>th</sup> year, Balmer Lawrie successfully depicts its magnificent brand equity, wide footprint and loyal customer & supplier base.

## AWARDS & ACCOLADES

### Director [HR&CA] awarded



Ms. Manjusha Bhatnagar, Director [HR&CA] received the "Most Influential 100 HR Professionals in Asia" award, presented by CHRO Asia at the Asia Pacific HRM Congress held in Bangalore recently. Director [HR&CA]'s exemplary contribution in the field of HR was recognized and she was selected as one of the 100 most influential HR Professionals in Asia. Congratulations to Director [HR&CA]!

### Governor's medal for NCC cadet Soutrik



Soutrik Goswami, son of Mr. Sudip Goswami of CFS-Kolkata was awarded a medal for outstanding performance as a National Cadet Corps (NCC) cadet in the year 2015-16 and for taking part in the Guard of Honour and the Republic Day parade in New Delhi. Soutrik and 54 other NCC cadets from the West Bengal and Sikkim Directorate were awarded medals on 26<sup>th</sup> February 2016 by Shri Keshari Nath Tripathi, Governor of West Bengal. Soutrik is currently pursuing his studies in Computer Science in St. Xavier's College, Kolkata. Congratulations Soutrik!

## TALENT UNLIMITED

अक्सर ऐसा क्यों होता है कि हम दूसरों के दर्द को नहीं देख पाते हैं,  
 अक्सर ऐसा क्यों होता है कि हम दूसरों के आँसुओं को नहीं समझ पाते हैं,  
 अक्सर ऐसा क्यों होता है कि हम दूसरों की उदासीनता को महसूस नहीं कर पाते हैं,  
 अक्सर ऐसा क्यों होता है कि हम दूसरों की तकलीफ नहीं एहसास कर पाते हैं,  
 पर अक्सर ऐसा क्यों होता है कि हमें दूसरों की गलतियाँ सबसे पहले नजर आ जाती हैं  
 और हम ऐसा कोई भी मौका छोड़ते उसे हर पल याद दिलाने का...  
 दोस्तों रिश्ते चाहे सामाजिक हो, पारिवारिक हो या फिर कार्यालयीन ऐसे हो कि जब वो  
 याद आए तो चेहरे पर मुस्कान हो।

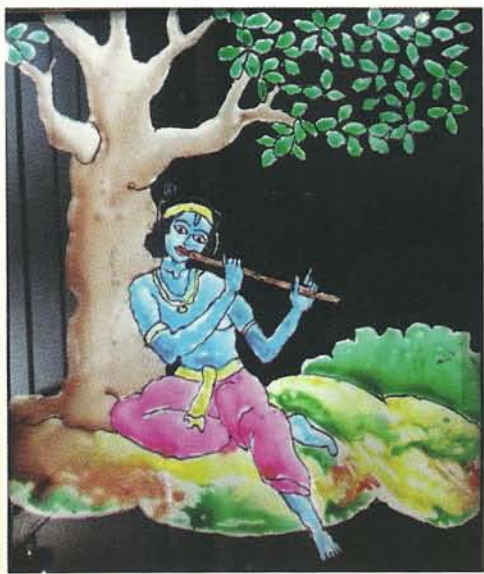
*Mamta Prasad, Manager [HR], RHR - West*

## The date and the calendar

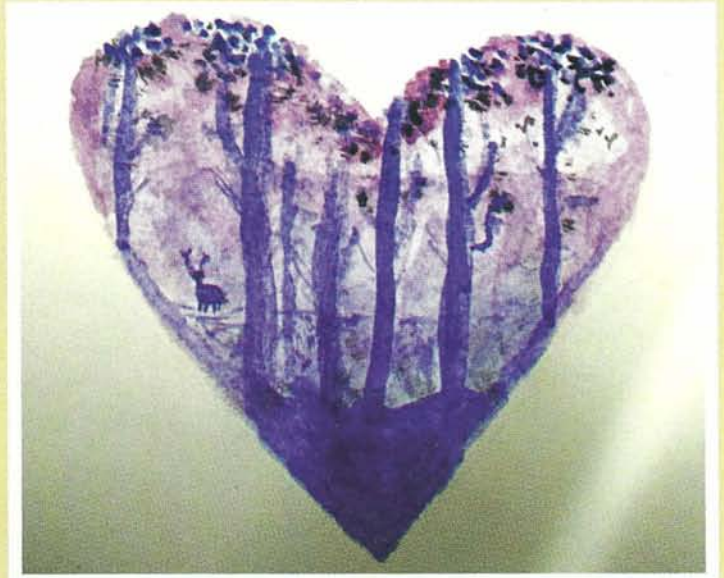
The date met the calendar in the month of January. The year seemed long, carrying the weights of the resolutions of endless people, only to realize that they were fragile enough not to last even a month. February marked the month which leaped the relationship of the date with the calendar from a stranger to an acquaintance. The date and the calendar marched themselves on to newer heights of trust in the month of March, and April brought springs into their relationship as it silently bloomed. The month of May brought across a rift in their relations due to a heated argument and the month of June passed by wandering, like the two departed lovers each seeking their own temporary roads to find themselves at the corners once again. And just like the destiny had planned, July brought them together and cemented their love for each other. Love rained upon them in August like the monsoon winds, and in September they loved each other dearly. Date dated calendar almost everyday in October and it was in November that they knew that they had found their soul mates in each other. But just like the unrequited love stories of the books, it was in the month of December that they broke up abruptly. The reason date cited was that it was the time to move on. And since that day, every year after December, date decided to change the calendar.

*Sidharth Udani, Assistant Manager, Logistics - Kolkata*

## PAINTINGS



Manisha d/o Mintu Dey, CHRD - Kolkata



Sidharth Udani, Assistant Manager, Logistics - Kolkata

