



Blog

Balmer Lawrie
Organisational Gazette

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Better Tomorrow through Better Technology



"Talent wins games, but teamwork and intelligence wins championships." - *Michael Jordan*

You might wonder why I began this issue's editorial with a quote on teamwork. I feel very proud to write that this issue focuses on two of our comparatively younger Strategic Business Units (SBUs) that is Leather Chemicals (LC) and Refinery & Oil Field Services (ROFS), which have demonstrated exemplary performance during the year. And the secret of their success is excellent "Teamwork". Teamwork, as we know, can make people achieve results, which are beyond their imagination. In both LC and ROFS the Leaders had a vision and wanted to do things differently to achieve success. Their teams had faith in them and worked hard together to execute their vision. It is said that wonderful things can be achieved with good teamwork and collaboration. This issue of BLOG covers the key accomplishments, significant happenings and interviews with leaders of both LC and ROFS. The Know Your Fellow Balmer Lawrien column also covers executives representing the two SBUs. Both the SBUs have adopted various green ways; in fact services of SBU:ROFS help to make the environment green and clean. The front cover designed by Mr. Ranotosh Banerjee, Asst. Manager of ROFS highlights this aspect. As this is the beginning of a new financial year, let us all pledge to work hard, showcase great teamwork and innovate to take our company to newer and greater heights.

Our Company is a Miniratna - I PSU under the Ministry of Petroleum and Natural Gas (MOPNG). MOPNG undertook various initiatives in the last three years towards realising Hon'ble Prime Minister Shri Narendra Modi's, vision for India's energy future, which has four pillars - energy access, energy efficiency, energy sustainability and energy security. The initiatives helped in bringing about significant social changes. Some key initiatives include release of 6.95 crores new LPG connections in the last three years and increase of LPG coverage to 74% in 2017 from 56% in 2014 making it a commodity of the commons. As part of Pradhan Mantri Ujjwala Yojana (PMUY), 5 crore women will be provided LPG connection over a period of 3 years starting FY 2016-17. The LPG subsidy of consumers is now directly transferred into their bank accounts; thanks to the initiative 'PAHAL'. PAHAL has entered into the Guinness Book of World Records for being the largest Direct Benefit Transfer scheme. The #GiveItUp campaign was also very successful and many Balmer Lawriens too gave up their subsidy on LPG voluntarily. In all over 1 crore consumers gave up subsidy. MOPNG e-Seva, an integrated social media based grievance redressal platform, was launched in March this year. In MOPNG's skill development and Start-up India initiatives Balmer Lawrie is a contributor. Many other initiatives have been taken in different areas. To know more visit <http://petroleum.nic.in/MOPNG-EBOOK/2017/index.html#book/>.

Hope you enjoy reading this issue of BLOG. Please send your suggestions, feedback and contribution to mukhopadhyay.mohar@balmerlawrie.com.



LEADERSHIP SPEAKS

We have stepped into year 2017-18 and its time for us to take stock of our performance. Though we've witnessed both topline and bottomline growth, our topline growth needs a solid push to attain the height that we dream of. We need to strategically drive our business goals and surmount all challenges with more vigour, as we move along. I'm sure we'll be able to show strong Y-O-Y growth in our businesses across sectors in 2017-18 and continue to maintain our position as market leaders in the various segments we operate viz. Industrial Packaging, Greases & Lubricants, Leather Chemicals, Logistics and Travel.



Prabal Basu
Chairman & Managing Director

Our Industrial Packaging, Refinery & Oil Field Services (ROFS) and Leather Chemicals Businesses have recorded good performance in the last financial year. I'm very happy that this issue of BLOG is focussing on the two SBUs: Leather Chemicals and Refinery and Oil Field Services for their exemplary performance during the year. The sheer dint of hard work and commitment of our employees is the key to this brilliant performance. My hearty congratulations to the Leadership and all the team members!

We launched the 'Balmer Lawrie Start-up Fund' recently, an initiative which is in line with the Govt. of India's initiative 'Start-up India'. Details of the Start-up Fund can be found on our company's website. The last date for seeking application is 26th June 2017 and based on the response, we hope to render our help to entrepreneurs in establishing projects in the identified innovation areas. Balmer Lawrie, to the extent possible, would nurture and support the start-ups through seed capital, space, available R&D infrastructure, mentoring, regular follow-up & hand holding, industry & academia connect as well as market linkages. We, being a diverse company, have always encouraged the entrepreneurial spirit. Innovation is a way of life at Balmer Lawrie and the Company invests substantially on R&D. My best wishes to the 'Balmer Lawrie Start-up Fund' team to identify innovative projects and take them forward successfully.

I will also take this opportunity to mention about some significant accomplishments in various areas, during the year. SBU:G&L's brand building activities were given a fillip and brand 'Balmerol' was visible in many events, including the very popular IPL. SBU:IP with 37% market share prides on being a market leader. IP, Taloja successfully played host to a foreign delegation in December 2016. There were praises galore from the visitors about the infrastructure and the HSE best practices. SBU: LC turned around and made profits and SBU:ROFS surpassed the set targets. We are making large investments in the areas of MMLH and Cold Chain Logistics. The Temperature Controlled Warehouse (TCW) set up in Medchal at Hyderabad last year, which is the biggest single location TCW in the region, is operating in full swing. The other two similar capacity TCWs being set up at Rai in NCR and at Patalganga in Mumbai should be operational in the next six to nine months. SBU:T&V is beefing up its branding and technology initiatives to enhance both topline and bottomline growth.

I hope the year ahead will be a great one for our Company. My best wishes to all of you in the new financial year!

I am glad that this issue of BLOG is focused on the **Leather Chemicals and ROFS businesses**. In the last two years, both these businesses have made their presence felt through outstanding performance and therefore, rightly deserves a special coverage in this issue of BLOG. The turnaround of the Leather Chemicals business after incurring losses for several years and the record breaking performance of SBU:ROFS are among the many feats accomplished by the various manufacturing businesses contributing immensely towards the company's performance.

In 2015-16, the profit of the Manufacturing SBUs was the highest in the history of Balmer Lawrie and the SBUs: Industrial Packaging, Greases & Lubricants and ROFS achieved all-time high records in profits. In 2016-17, SBU:Leather Chemicals achieve an all-time high record and SBU:ROFS surpassed its earlier best performance in profits.

Each of the businesses have been vigilant in seeking opportunities be it through customer acquisition, strategic pricing, sourcing of raw materials at competitive prices, improving operational efficiencies, reducing wastage, focusing on timely decision and course correction, through enhanced data capturing and data analysis. **The profit contribution of the manufacturing businesses have soared over the last few years. All accolades and appreciation to my dear Balmer Lawriens for their hard work and penchant for excellence, which lead to this accomplishment**

The SBU:Leather Chemicals embarked on a series of initiatives emanating from a 360 degree introspection of its strengths and weaknesses. Special thrust was given to Technical Services, Sales and Distribution, Strategic Pricing and Market Network Expansion. An Operational Excellence exercise was undertaken for considerable improvement in systems, process and planning thereby enhancing efficiency and quality, reducing cost, and improving customer service and satisfaction. IT intervention was resorted to support the business towards data capturing, analysis and enhanced accountability. The implementation of all these initiatives was made possible because of the change management effected by the SBU Head and the support rendered by the SBU Team through their hard work and sincerity.

SBU:ROFS, in spite of having one of the leanest structures, has emerged as a significant contributor towards the company's bottom-line. The SBU has a deep understanding of the market, its demand and supply. Through strong market insight, the SBU has been able to strategically price the services to its advantage. The knowledge and vast experience of the team aided by its thoughtful leadership have helped in bringing more efficiencies in planning, allocation, installation and operation of plants. I am confident that the team is capable of shouldering higher responsibilities and must look into related avenues as growth engines for the future.

Kudos to Team LC and ROFS for their outstanding performance and my best wishes to all Balmer Lawriens!



D Sothi Selvam
Director (Manufacturing Businesses)

उल्लेखनीय घटनाक्रम @ बामर लॉरी

श्री धर्मेन्द्र प्रधान, राज्य मंत्री (प्रभारी), पेट्रोलियम और प्राकृतिक गैस, भारत सरकार द्वारा दिनांक 24 मार्च, 2017 को नई दिल्ली में ऑयल एवं गैस क्षेत्र से संबंधित सभी प्रश्नों और शिकायतों के निवारण के लिए सोशल मीडिया पर समाधान मंच, पेट्रोलियम और प्राकृतिक गैस मंत्रालय ई-सेवा का लोकार्पण किया गया। अन्य पेट्रोलियम कंपनियों के साथ-साथ बामर लॉरी के प्रतिनिधियों ने भी इस लोकार्पण में भाग लिया। यह एक मात्र ऐसा पोर्टल होगा जो सभी ग्राहकों को सोशल मिडिया पर ऑयल एवं गैस से संबंधित अपनी प्रतिक्रिया अथवा शिकायत सरकार तक पहुँचाने के लिए साहायक होगा। पेट्रोलिय एवं प्राकृतिक गैस मंत्रालय



की ई-सेवा ग्राहकों को 24 घंटे सहयोग प्रदान करेगी।

ई-सेवा पोर्टल एक एकल बिंदु के रूप में ट्विटर और फेसबुक पर कार्य करने के साथ ही अन्य सामाजिक मीडिया प्लेटफार्मों पर काम करेगा। वास्तविक समय के आधार पर समस्याओं के निवारण के लिए ऑयल कंपनियों और संबद्ध सेवाओं से नोडल अधिकारियों की एक टीम का गठन किया गया। वार्तालापों को वास्तविक समय के आधार पर ट्रैक

किया जा रहा है और पेट्रोलियम और प्राकृतिक गैस मंत्रालय के अधीन कंपनियों के संबंधित अधिकारियों द्वारा तत्काल हस्तक्षेप और रोकने के लिए एक मानक संचालन प्रक्रिया शुरू की गई।



एस.बी.यू. ट्रैवल एवं वैकेशस ने दिनांक 10 मार्च, 2017 को भारतीय प्रौद्योगिकी संस्थान, खड़गपुर में अपने कार्यालय की स्थापना की। ट्रैवल एवं वैकेशस - कोलकाता ने भारतीय प्रौद्योगिकी संस्थान, खड़गपुर के साथ करार किया कि वे टिकट के साथ साथ यात्रा संबंधित सेवाएं, वीजा, बीमा, टूर पैकेज इत्यादि सेवाएं प्रदान करेंगे। उद्घाटन समारोह में भारतीय प्रौद्योगिकी के कर्मचारियों के साथ साथ कुलसचिव, उप-कुलसचिव (वि.एवं ले), उप-कुलसचिव (एस्टेट) एवं विभिन्न विभागों के विभागाध्यक्ष उपस्थित हुए। बामर लॉरी का प्रतिनिधित्व श्री स्वामीनाथन, निदेशक (सेवा व्यवसाय) एवं श्री टी.एस.शंकर, मुख्य प्रबंधक, ट्रैवल एवं वैकेशस-कोलकाता द्वारा किया गया। कुलसचिव (भा.प्रौ.सं.-खड़गपुर) एवं निदेशक (सेवा व्यवसाय) द्वारा संयुक्त रूप से कार्यालय का उद्घाटन किया गया एवं काउंटर से आधिकारिक रूप से प्रचालन के लिए एक टिकट जारी किया गया।



एस.बी.यू. लेदर केमिकल्स द्वारा दिनांक 18 मार्च को कोलकाता में एक तकनीकी संगोष्ठी का आयोजन किया गया और इस दौरान नए उत्पादों को भी लांच किया गया। श्री सोथी सेल्वम, निदेशक (विनिर्माण व्यवसाय) ने भाग लेने वालों को संबोधित किया एवं उनसे बातचीत की। उसी स्थान पर हमारे चर्म रासायनिक उत्पादों को भी दर्शाया गया और अंततः संगोष्ठी पूर्ण रूप से सफल रही तथा हमारे उत्पादों की बहुत सराहना की गई।



उल्लेखनीय घटनाक्रम @ बामर लॉरी



मैक्लोडगंज, धर्मशाला में दिनांक 7 एवं 8 अप्रैल, 2017 को शीर्ष प्रबंधन की बैठक होटल फार्चून पार्क मोक्ष में आयोजित की गई। इस बैठक के दौरान अध्यक्ष एवं प्रबंध निदेशक एवं निदेशकगणों ने गतवर्ष में व्यवसाय प्रदर्शन की जानकारी ली एवं नये वित्तीय वर्ष के लिए लक्ष्य एवं योजनाओं के विषय में विवेचना की।

एस.बी.यू. ट्रैवल एवं वैकेशंस ने सैंडस पेबल्स, जो कि पूर्वोत्तर भारत में एक लिडिंग कंपनी है, के साथ एक ट्रैवल प्रदर्शनी का आयोजन दिनांक 22 एवं 23 अप्रैल, 2017 को किया। प्रदर्शनी का मुख्य उद्देश्य आकर्षक एवं विशेष पैकेज विभिन्न पर्यटन स्थलों पर प्रदान करना था। ग्राहकों को ग्रीष्मावकास के दौरान किफायती दरों पर यूरोप, ब्रिटेन, आस्ट्रेलिया, निदरलैंड में विशेष वैकेशन एक्साटिका पैकेज एवं भारतीय यात्राएं भी लांच की गई। इस प्रदर्शनी में विशेषज्ञ उपस्थित थे जिन्होंने ग्राहकों को विभिन्न पैकेजों की सलाह दी और उनकी जरूरतों के अनुसार छूट भी दिया साथ ही उड़ीसा को भी पर्यटन स्थल के रूप में प्रचारित किया गया।



एयर इंडिया द्वारा वित्तीय वर्ष 2015-16 में घरेलू हवाई टिकटों की सबसे ज्यादा बिक्री के लिए बामर लॉरी को एजेसी अवार्ड प्रदान किया गया। पुरस्कार श्री विनय मिश्रा, शाखा प्रमुख ट्रैवल एवं वैकेशंस, तिरुवंतपुरम एवं उनकी टीम द्वारा एयर इंडिया के कर्मचारियों की उपस्थिति में प्रदान किया गया।

वार्षिक टाउनहाल की पहली मितिग दिनांक 13 अप्रैल, 2017 को बामर लॉरी ट्रेनिंग सेंटर, कॉर्पोरेट कार्यालय, कोलकाता में आयोजित की गई जिसमें अध्यक्ष एवं प्रबंध निदेशक तथा निदेशकगणों द्वारा सभी कार्यपालकों एवं कर्मचारियों को चार सत्रों में संबोधित किया। प्रतिभागियों को कंपनी की उपलब्धियों से अवगत कराया गया तथा प्रतिक्रिया एवं सलाह मांगी गई।



उल्लेखनीय घटनाक्रम @ बामर लॉरी

दिनांक 22.04.2017 को श्रीनगर में पेट्रोलियम और प्राकृतिक गैस मंत्रालय की हिन्दी सलाहकार समिति की बैठक सफलता पूर्वक आयोजित की गई जिसमें बामर लॉरी के अध्यक्ष एवं प्रबंध निदेशक, श्री प्रबाल बासु एवं श्रीमती मंजूषा भटनागर, निदेशक (मा.सं. एवं सी.ए.) ने भाग लिया। इस बैठक में हमारे संगठन में हिन्दी के प्रचार - प्रसार के लिए किए गए प्रयत्नों को सराहा गया।



चित्र में माननीय श्री धर्मेन्द्र प्रधान, राज्य मंत्री (प्रभारी), पेट्रोलियम और प्राकृतिक गैस, भारत सरकार, बैठक की अध्यक्षता करते हुये दिखाई दे रहे हैं।



दिनांक 27 अप्रैल 2017 को मुंबई टोलिक (उपक्रम) के तत्वाधन में हिंदुस्तान पेट्रोलियम द्वारा निगड़ी में राजभाषा प्रबंधन पर एक दिवसीय कार्यशाला रखी गई थी। कार्यशाला में वक्तव्य देने हेतु श्रीमती मंजूषा भटनागर, निदेशक (मानव संसाधन एवं सी ए) को सादर आमंत्रित किया गया था। 'कार्यस्थल पर सद्भावना एवं सामंजस्य' - विषय की समसामयिकता, प्रस्तुति प्रक्रिया और विषय वस्तु की गहनता के लिए उपस्थित सभी सदस्यों द्वारा निदेशक (मानव संसाधन एवं सी ए) की बहुत प्रशंसा की गई। इस बैठक में 45 संगठनों के अधिकारी उपस्थित थे। एसी कार्यशालाओं के माध्यम से हमारा संगठन हिन्दी के प्रति अपने रूझान का भी दर्शाते हैं।

8 मार्च, 2017 को बामर लॉरी ट्रेनिंग सेंटर, कॉरपोरेट कार्यालय, कोलकाता में अंतर्राष्ट्रीय महिला दिवस मनाया गया। श्री प्रबाल बासु, अध्यक्ष एवं प्रबंध निदेशक ने कंपनी के सभी निदेशकगणों की उपस्थिति में कार्यक्रम को औपचारिक रूप से प्रारंभ किया। कोलकाता में आयोजित कार्यक्रम में एक सत्र श्रीमती मंजूषा भटनागर, निदेशक (मानव संसाधन एवं सीए) द्वारा कार्यस्थल पर महिलाओं की भूमिका और जिम्मेदारियाँ विषय पर लिया गया साथ ही स्वास्थ्य जगरूकता कार्यक्रम, प्रश्नोत्तरी, एवं अन्य प्रतियोगितायो का आयोजन किया गया और उन महिलाओं को पुरस्कृत किया गया जिन्होंने पिछले कुछ वर्षों में उच्च योग्यता अर्जित की और कारपोरेट कार्यालय में सबसे अधिक नियमित रहीं। हमारे अध्यक्ष श्री प्रबाल बसु ने इस कार्यक्रम में आयोजित सभी गतिविधियों की बहुत प्रशंसा की और कहा कि ऐसे प्रोत्साहन से सभी महिला कर्मचारियों को बहुत संबल मिलेगा और वे पूरे मनोयोग से कार्य निष्पादन करेंगे।



उल्लेखनीय घटनाक्रम @ बामर लॉरी



बामर लॉरी ने 19 मार्च, 2017 को स्टैंडर्ड चार्टर्ड कॉर्पोरेट फुटबॉल टूर्नामेंट- रोड टू अनफल्डि 2017 में भाग लिया। प्रसिद्ध फुटबॉल हस्तियों की उपस्थिति में कोलकाता से 11 कॉर्पोरेट टीमों ने पूरे दिन के कार्यक्रम में भाग लिया। टीम में स्टैंडर्ड चार्टर्ड बैंक, आई.टी.सी., पियर्स ग्लोबल, लार्सन एवं टुब्रो, जेट एयरवेज एवं अन्य प्रतिभागियों ने भाग लिया। बामर लॉरी ने सेमिफाइनल तक अपना स्थान बनाए रखा तथा देश के पूर्वी क्षेत्र में तृतीय स्थान प्राप्त किया। बामर लॉरी टीम को बधाई!

राष्ट्रीय सुरक्षा सप्ताह दिनांक 4 मार्च से 10 मार्च तक सभी ईकाईयों/स्थापनाओं में संपूर्ण स्थानों पर मनाया गया। सप्ताह की शुरुआत प्रशासनिक सुरक्षा प्रतिज्ञा के साथ हुई तथा अध्यक्ष एवं प्रबंध निदेशक के संदेश को पढ़ा गया। इस दौरान पूरे सप्ताह विभिन्न कार्यक्रमों का आयोजन किया गया जैसे सुरक्षा किट प्रतियोगिता, बचाव तकनीकी संचालन सुरक्षा प्रशिक्षण / कार्यशाला, प्रश्नोत्तरी, आशुभाषण, सुरक्षा संबंधी नारे, निबंध लेखन एवं खतरा पहचानने संबंधी प्रतियोगिता। यह कार्यक्रम कर्मचारियों के बीच सुरक्षा के प्रति जागरूकता बढ़ाने में सफल रहा। दिनांक 10 मार्च को सुरक्षा सप्ताह का समापन हुआ। इस दौरान श्री के स्वामीनाथन, निदेशक (सेवा व्यवसाय), एवं श्री एस.एस. खुंटिया, निदेशक (वित्त) ने 10 स्वर्णीम सुरक्षा नियम का उद्घाटन किया।



सीएसआर पहल के अंतर्गत हमारे सिल्वासा विनिर्माण ईकाई के पास सयाली गाँव का चयन किया गया तथा मार्च, 2017 के प्रारंभ में एक ओवरहेड टैंक के निर्माण के लिए भूमि पूजन किया गया।

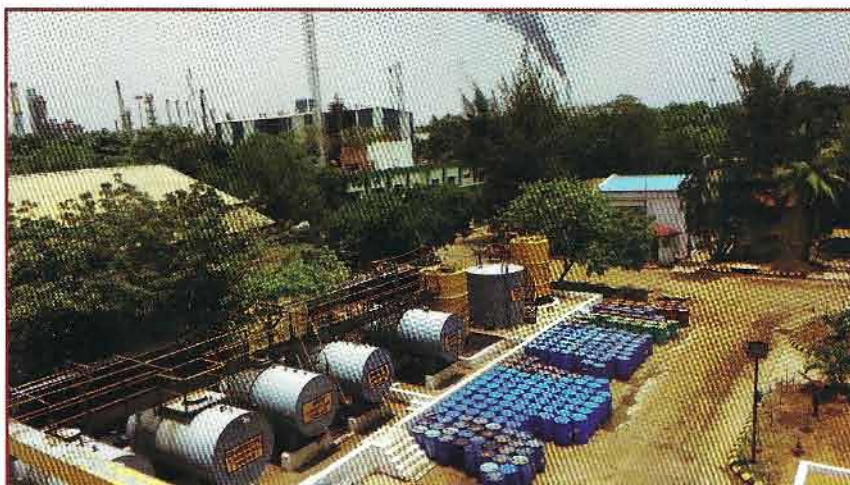
LEATHER CHEMICALS @ BALMER LAWRIE

Balmer Lawrie forayed into Leather Chemicals, when it developed knowhow and commercialized manufacture of Synthetic Fat Liquor (SFL) products based on UV lamp aided sulfo-chlorination. In February 1987 a letter of intent authorizing capacity of 1000 tonnes per annum of SFL was secured and a commercial plant at Manali, Chennai (then Madras) was successfully commissioned. The sulfo-chlorination technology was commercialized by working very closely with Central Leather Research Institute (CLRI) and CSIR institutes in Chennai. The technology at CLRI employed a photoreaction process. Sulphur and chlorine were reacted with a petroleum base in an ultra-violet environment to produce intermediates. These were then blended to impart specific properties as required.



Till date, we are the only Company in our country to do photo sulfo-chlorination commercially. A wide range of fat liquors, synthetic and semi-synthetic, made from different basic materials, was developed. The product range was enlarged in 1988 to include syntans. Technology for this range of products was also secured from CLRI and scaled up. In the year 1994, another plant was commissioned for manufacturing synthetic tanning agents in Manali.

Today, the Leather Chemicals manufacturing plant at Manali, Chennai with Zero Liquid Discharge facility (ZLD) is certified by ISO-9001, ISO-14001 & OHSAS 18001 standards. Balmer Lawrie



is a leading fat liquor manufacturer with good market share in a market that is dominated by MNCs like Stahl, BASF, TFL, Zchimmer & Schwarz, Smit & Zoon, Germany and Real Color of Italy. SBU: Leather Chemicals (LC) had a roller coaster journey and crossed many hurdles showing exemplary resilience. During the last year it turned around with an EBITA of 12%. The SBU also focused on exports to countries like China, Bangladesh, Iran and Korea and has witnessed significant growth.

The key products namely ranges of fat liquors and different types of syntans are marketed by a knowledgeable and experienced techno commercial marketing team in all leather production clusters in India. The products cater to the tanneries through a structured dealers' network. SBU: LC has well equipped Technical Service Centers (TSCs) geographically spread over in all leather hubs of North, East and South India. For research and development in leather chemicals, the SBU has an in-house R&D Centre named as Product Development Centre, certified by DSIR. This Center at Manali, Chennai has a team of qualified researchers, who are constantly working



on developing new age leather chemicals. Our thrust is not only on developing import substitutes for the leather processing industry but also to develop more green and environment friendly products. The products comply with REACH (Registration Evaluation and Authorization of Chemicals) norms of Europe.

SBU: LC has a strong association with all the leading technical institutes like CLRI, IIC, IISC, ICT - Mumbai and IIT - Chennai. The operations team comprises well experienced chemical engineers, science graduates and mechanical engineers efficiently managing three dedicated manufacturing plants for fat liquor, syntan and acrylic syntan. Now a new facility is being set up for manufacturing finishing chemicals. SBU: LC continuously works on understanding the needs of the customer and providing customer specific products and service at low cost.

KEY PRODUCTS OF THE SBU**Solar Plant at Manali**

Balmer Lawrie is committed towards sustainable development and is consciously working towards developing a green supply chain, reducing impact on the environment and offsetting emissions of greenhouse gas. In 2016-17, 200 KWp of Solar Plant was installed at Manali, Chennai which is capable of generating 27000 units of power per month and offsetting around 300 tons of carbon dioxide each year. This plant will supply power to all the three Manufacturing Units - Greases & Lubricants, Industrial Packaging and Leather Chemicals, at Chennai.



SIGNIFICANT HAPPENINGS

SBU: LC witnessed an organisational restructuring exercise in the recent past to enhance productivity and achieve better performance. Of the various significant happenings in the last couple of years, a legal case against Tamil Nadu Pollution Control Board (TNPCB) was disposed. The distribution channel improved by more than 50% with the appointment of new dealers. The SBU actively participated in various industry events and organised meets for its stakeholders.



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SBU: LC participated in the 32nd India International Leather Fair 2017 held in Chennai on 31st January. Mr. Prabal Basu, C&MD inaugurated the Balmer Lawrie stall at the Fair. Thiru. K C Karuppannan, Hon'ble Minister of Environment, Govt. of Tamil Nadu and the Chief Guest of the event, visited our stall and was felicitated by C&MD and Director [Manufacturing Businesses].



The All India Stockist Meet was organized by SBU: LC at Pondicherry on 29th & 30th January 2017. Mr. Prabal Basu, C&MD inaugurated the Meet, which witnessed excellent participation.



SIGNIFICANT HAPPENINGS



Balmer Lawrie participated in the International Science Congress organized by International Union of Leather Technologists and Chemists Societies (IULTCS) at Chennai on 6th February 2017. SBU: Leather Chemicals put up a stall at the event to showcase our products. Mr. Bogale, Hon'ble Industry Minister from Ethiopia and Mr. Wondu Legesse, Director General of Leather Industry Development Institute, Ethiopia visited our stall and interacted with Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. R Uthayaraja, COO [Leather Chemicals].

The Leather Chemicals (LC) Meet was organized at Mahabalipuram on 26th and 27th April, 2017. During the Meet, discussions were held on the performance of the Leather Chemicals business in the last Financial Year, the challenges faced by the business, new product innovation and business growth in the Financial Year 2017-18. Besides various presentations made, a team from KPMG conducted a session on the topic, "Winning Together". The session highlighted the importance and benefits of working as a team. In photo, Team LC is seen posing with Mr. Prabal Basu, C&MD.



Significant Achievements in the last couple of years

- SBU: LC was successful in getting consent renewal to operate from TNPCB; the process was extremely difficult and Team LC had to put in a lot of hard work.
- After four years, SBU: LC turned around and registered profits in the year 2015-16 and in the last year they crossed the budgeted profit.
- The R&D facility was certified by DSIR.
- Although the manufacturing plant is fairly old, the plant qualified for an award by an International Body called IRIM. This was possible because of the efforts put in by the leadership and team of LC.
- Many new products were launched like Balmol SWG, Balgresol SOC etc.

Besides, the Business achievements the SBU was active in driving people initiatives. The long pending promotion policy was settled and the town hall meet was very efficiently organised last year.

Tête-à-tête with Mr. R M Uthayaraja, COO [Leather Chemicals]

■ **The performance of SBU: Leather Chemicals this year is highly commendable. What according to you are the factors that have contributed to this success?**

It is always a pleasure to talk about success stories. Regarding reasons for the success, though many reasons are there, I can say it has happened because of teamwork. As far as my team is concerned, as an individual each and every member possesses very good knowledge and is capable of doing wonders. But there was a gap between each of the members which we bridged, and connected them with each other. Instead of individual efforts our synchronized responses yielded the astonishing performance.

I would like to recall the discussion I had with my team during the beginning of the year 2015, and that was to drive this business in a different route. Initially there was hesitation, but when I explained, finally all the team members agreed. First of all we focused on putting our house in order, arrested all leakages, we removed special discounts, reduced the cash discounts and reduced the credit period. Product costing was aligned to the market, and where ever margins were thin we improved process efficiency. Many process improvements were implemented like vent gas utilization, molten wax usage instead of solid wax, etc. Improvement of our vendor base also helped us to get the raw materials at competitive price. I must thank our C&MD and Director [Manufacturing Businesses] for Operational Excellence (OPEX) implementation. We systemized and streamlined all our operations through OPEX. With a structured approach and effective business plan we delivered the products on time in full. When we started working as a team, the results started coming, the way we expected. We started attacking the problems with proper base work. When we all united the results were unbelievable.

■ **How do you foresee the future of the business?**

As long as non-vegetarians are there, meat industry will be there. Survival of leather industry is depending on meat industry. Leather chemicals is playing an active role in Tanneries. But it is a confined business where you cannot expect substantial growth. We have our own plans to sustain in this shrinking market. We have handsome market share in Wet End chemicals. We have already entered into Beam House (BH) chemicals and we will start manufacturing Finishing chemicals. By this year we will be in a position to provide the entire product basket that is BH, Wet End and Finishing. Apart from this we have plans to enter into other synergy businesses like Agro, cosmetics and textiles.

■ **What according to you would be the forthcoming challenges?**

Non leather products, imported leather chemicals and increasing raw material prices are our major challenges. Nowadays fashion trends shifting from leather articles to gadgets and slaughter houses being closed is also a concern.

■ **Tell us something about the competition in this space...**

Very tough competition. Many multinational companies, as well as small players are there. After Euro devaluation price of imported chemicals have come down. Most of the leather is being exported to Europe and they are insisting tanneries to use their chemicals. We have to manage with best quality and with better price.

■ **What are the sustainability and environment friendly measures being taken by you?**

People now call it as Design thinking. If our thoughts are right definitely our efforts will deliver positive results. We want to treat the effluent, and we want to save the environment. It's a good thought, so we put up a Zero Liquid Discharge (ZLD) plant. We are the first leather chemicals company to set up ZLD plant in India. Once we commissioned the ZLD plant, to reduce the operational cost we have started reducing the effluent by segregation. All high TDS effluent is segregated to use in process. Salt generated from ZLD is being studied for recycle to process. Steam condensate is collected for reuse in Boiler. A very important environment friendly measure is vent gas utilization. This way we have reduced the gas consumption, reduced effluent generation, reduced neutralization chemical consumption and in turn reduced the load of ZLD. This is what I said, that the thought was right; putting up the ZLD has given many advantages. Apart from ZLD, we have HCL scrubber and emergency scrubbers to take care of gas emissions.

■ **How do you think can technology play a role in the growth and development of this business?**

Already we have sulphochlorination, sulphitation, sulphosuccination and ethoxylation. Our team is on the job to explore new technologies. We have plans to set up a state of the art R&D facility to cater to the needs of leather chemicals and other synergy businesses. Leather chemicals business is dependent on knowledge and technology base. We have entered this business with proper technology support and have a competing edge on multinational companies. There is a huge united brain bench clearly directed and supported by the top management. Their tireless efforts protected this division from downfalls and has turned around this business for a renewed beginning.



REFINERY & OIL FIELD SERVICES @ BALMER LAWRIE

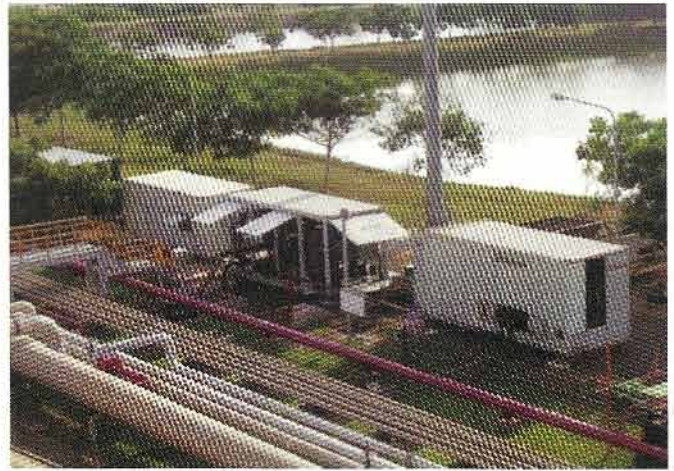
Being the youngest SBU in the Balmer Lawrie family, Refinery & Oil Field Services (ROFS) has been making steady progress towards the goal of sustainable development since starting operations in 2001. The SBU employs state-of-the-art technology to provide environment friendly value added services to the Oil & Gas industry and power sector in the country.

The division holds the distinction of being the pioneer of Mechanized Oily Sludge processing in India. In association with its technology partner, ORECO A/S, Denmark, SBU: ROFS introduced the fully automated, closed loop BLABO process in the Indian Oil & Gas sector. The environment friendly, In-Situ Process has resulted in substantial value addition for the Oil & Gas majors in the country. Besides recovery of valuable hydrocarbons from oily waste, it has accrued several other benefits such as reduction in tank downtime and elimination of HSE related issues, associated with disposal of oily waste.

Buoyed by the widespread success of the BLABO Tank Cleaning Services, the SBU ventured into Lagoon sludge processing with its indigenously developed technology in 2003. The Lagoon sludge processing services have also been widely successful and technology has been periodically updated to keep up with the ever changing needs of the Oil Industry.

SBU: ROFS has also been successful in diversifying its client base by achieving a breakthrough in oily sludge processing in the power sector in the later years. Opportunities in allied areas such as waste coal tar processing, and MEG sludge processing in chemical industries have also been explored in the recent years.

The SBU's services centered on pollution prevention and recovery of valuable hydrocarbons have found wide acceptance



among all Oil & Gas majors in India. The SBU possesses an illustrative client base and a stellar track record, having successfully executed projects for all major refineries & oil installations in the country. It has always enjoyed market leadership in the scope of its service area and has been extremely successful in maintaining high levels of client satisfaction throughout its tenure of work.

The SBU's services in the scope of hydrocarbon recovery has resulted in savings of over Rs. 300 Crores for our clients in the form of recovered oil, which is also a form of national savings.

Moving forward, the SBU aims to maintain its core focus on Client Satisfaction and looks to expand the scope of its services in the area of sustainable development, through diversification into allied business areas to emerge as a key service provider in the Oil & Gas sector.





Team ROFS poses with Mr. Amrit Mukhopadhyay, SVP [Technical]

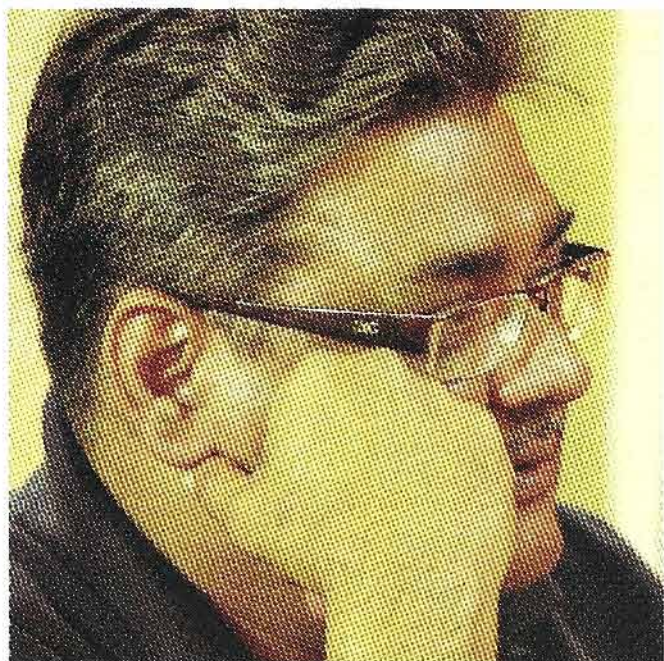
Significant Happenings in last two Years

- ❖ The SBU has successfully completed Turnkey Execution of Oily Sludge Processing at Oil India Ltd., our biggest project till date. The project was extremely successful and resulted in a high level of client satisfaction. It was also featured in OIL-News, the house journal of Oil India Limited in an article titled "A Step towards Hazardous Waste Management". Recently, the SBU has received a repeat order from OIL India Ltd. for an identical project.
- ❖ There has been a steady increase in equipment utilization and profitability for the SBU in the past couple of years. The same has resulted in a surge for both the Top-line and Bottom-line of the division, which has exceeded performance expectations in the recent past.
- ❖ The SBU has recorded its highest ever order booking in FY 2016-17, thereby consolidating its position as market leader in its service areas.
- ❖ SBU: ROFS has also been consistent in its efforts towards technology up gradation for improvements in service quality and has come up with innovations such as mechanized bottom residue cleaning modules in recent years.

Significant Achievements

- Pioneered the mechanized processing of oily sludge in India.
- Introduced environment friendly In-Situ Processing of tank bottom sludge in association with ORECO A/S Denmark.
- Developed in-house technology for processing of oily Lagoon Sludge.
- Successfully executed projects across all major refineries and oil Installations in India.
- Pioneered mechanized Tank Bottom Sludge Processing in Power Sector.
- Processed more than 200,000 MT of Oily sludge.
- Recovered Hydrocarbons worth more than Rs. 300 Crores till date.
- Constantly upgraded technology, in association with BL Applications Research Laboratory for efficient processing of different kinds of oily sludge.
- Eliminated substantial HSE Risks associated with disposal of Oily Sludge.
- Substantially reduced tank downtime for clients.
- Established Market Leadership in Service areas.

Tête-à-tête with Mr. Amrit Mukhopadhyay, Sr. Vice President [Technical]



- **The performance of SBU: ROFS this year is highly commendable. What according to you are the factors that have contributed to this success?**

First of all I would like to highlight that the SBU has been improving its performance consistently during the last few years and achieved the highest performance so far, this year.

- It is not only dedicated hard work by the entire ROFS team but also the focused way of working in proper harmony amongst the team members towards achieving best performances has resulted in this success.
- Keeping the constraint of number of equipment and manpower, the SBU took a strategy that it would take up the jobs selectively which can produce optimum result with the maximum utilisation of available equipment.

- **ROFS provides environment friendly services to its clients. How are you innovating to make your services more environment friendly and technologically enhanced?**

The technology provider had given us know how for

processing oily sludge of crude oil storage tanks in Refineries & Oil installations. From the inception, the ROFS team tried to develop the technology to increase markets in new areas in India. In India, almost in all Refineries, oily sludge is kept in open pond like lagoons which is an environmental threat. The SBU developed in house technology to process such oily sludge from lagoon. The technical team had endeavoured continual improvement by adding up finished product tank cleaning, fuel oil storage tanks in Power plants etc. The SBU in collaboration with in house Application Research Centre developed various chemical additives for processing waxy sludge and other types of sludge which otherwise were difficult to process.

- **How do you foresee the future of the business?**

The SBU works in a niche area with superior technology where it is enjoying the highest market share. The present market is limited but assured. The SBU is trying to do backward/ forwarded integration by providing total package of tank cleaning, tank maintenance after cleaning and also processing the solid waste to remove traces of hydrocarbon.

- **What according to you would be the forthcoming challenges?**

The market potential is attracting global players to invest in the Indian market and after few years the SBU shall have to be ready with its competitive edge against global competition. The SBU should think of retaining its manpower who are highly experienced and efficient in this job. The site personnel are asset for the SBU.

- **Tell us something about the competition in this space.**

Presently there are few Indian competitors sharing this market but there are other global players trying to penetrate the Indian market. The SBU should develop a marketing strategy to make an entry barrier for them so that they cannot pre-qualify to participate in tenders in India.

KNOW YOUR FELLOW BALMER LAWRIE...

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

I joined Balmer Lawrie on 22nd July, 1988 in the Leather Chemicals Division, Kolkata as Technical Sales Officer and will be completing 29 years soon. Presently I am working as Associate Vice President (Marketing) of SBU:LC at Manali, Chennai.



Tapan Kumar Chaudhuri
Associate Vice President [Marketing], Leather Chemicals

What do you like about Balmer Lawrie?

Balmer Lawrie is a 150 years organisation. From its inception Balmer Lawrie accepts challenges thrown by the changing business environment, to improve the business growth and success in line with the market need. I like the working environment of the company which is fantastic and allows you to work independently. The company is manned with well experienced and knowledgeable people. It is a great pleasure to work in this great organisation which appreciates and recognises hardworking employees.

What is your most memorable moment in Balmer Lawrie?

There are so many memorable days associated with Balmer Lawrie like establishment of different Technical Service Centres in different leather processing hubs. Our SBU participated in the Manufacturing Excellence award; the audit was conducted by International Research Institute for Manufacturing (IRIM), Mumbai and for the first time we felt very proud to get the Bronze award.

But till now the most memorable moment is the turnaround of this SBU and its achievement of a record profit in FY 2016 -17.

Who is your inspiration in life and why?

My inspiration in my life is my father. He is my role model not only my professional life but also in my personal life. From my experience , I learned many things. Apart from

this all my senior colleagues who motivated me to grow in life are my inspirations.

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

Though my original native was in East Pakistan, currently Bangladesh, I was born and brought up at Kolkata. I have a small family comprising my wife, Srabani who is presently a Homemaker, my daughter Manjima, a Computer Engineer and currently working with an MNC at Bangalore.

What are your hobbies?

My hobbies include travelling, listening to music, watching movies, reading books and tasting different types of foods. I am a sports lover, especially of Football and Cricket.

How does it feel to be part of an organisation that has completed 150 years?

I feel very proud to be part of the company which has crossed 150 years. I feel myself to be fortunate to be a part of the company when it crossed this significant milestone. It was a great moment to celebrate this occasion and cherish the memories of working with the organisation, which had crossed many hurdles in the past, and I believe Balmer Lawrie shall continue it's never ending journey in the years ahead.

KNOW YOUR FELLOW BALMER LAWRIEN...

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

I am associated with R&D - Product Development Centre of SBU: Leather Chemicals since 2006 and presently designated as Chief Manager.

What do you like about Balmer Lawrie?

Balmer Lawrie is a company with a long road travelled and rich in traditions. It's an organization with a people friendly culture. Even though there is the broader culture of being "result oriented", each business and even function within the business are driven by the individual business leaders and the current business cycle. There is a sense of responsibility and accountability at all levels.

What is your most memorable moment in Balmer Lawrie?

Our SBU performance in 2010-11, 11-12 and turnaround in the last year registering the highest ever profits has lifted our spirits.

Who is your inspiration in life and why?

I cannot name any single person. My family, close friends and Ph.D. guide have taken out time for me always and I would not have reached where I am today without them.

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

I belong to Trichy which is around 300 Kms from Chennai. My daughter is Aadya Vijay studying in IVth Std, father Dr. V. R. Venkataraman and wife Janani Pinky works with Standard Chartered Bank.

What are your hobbies?

I don't have serious hobbies. I watch movies and play cricket at times in our flat premises. Now I am getting associated with a group working for the skill development of poor students in villages who dropped out from schools and colleges to get employed.

How does it feel to be part of an organisation that has completed 150 years?

I am lucky to be a part of this BL family which has travelled a long way with resilience and by constantly adapting to changes.



Dr. V Vijayabaskar
Chief Manager [Product Development]
Leather Chemicals

KNOW YOUR FELLOW BALMER LAWRIEN...



Chitta Ranjan Mondal
Vice President [ROFS & Projects], Refinery & Oil Field Services

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

I was one of the few officers who had joined the company as 'Executive Trainee' in early eighties at 'Corporate Planning & Projects' wing. I had a long journey of 33 years of uninterrupted service during my career in the company. With the current assignment, I am responsible for achieving budget plan turnover and profit of 'Refinery & Oil field Services' division of the company coupled with management of debtor factors, control of expenses, and upgradation of existing equipment/ process in this niche area of business. De-risking the business also falls under my purview.

What do you like about Balmer Lawrie?

Our Company is run by SBU concept. The core competency is enmeshed in its management structure and profit centre based organizational structure for running its vastly diversified operations efficiently and effectively in both manufacturing and service businesses. The quality of its services to clients always remained foremost in its priorities. Simultaneously, its deep concern for its employees enabled the company to carry the mass through good and difficult times. The Balmer Lawrie family stood together and proudly marched forward leaving a trail of enviable reputation generation after

generation- a phenomenon which in recent times has come to be known as 'culture'.

What is your most memorable moment in Balmer Lawrie?

There are quite a few which had given me immense pleasure while travelling through the memory lane of innumerable events and happenings. I could remember the glorious moments of inauguration of a green field 'Grease Processing & Lube Oil Blending Plant project' at Cikande, Indonesia in August 2011 and Modernization/ Upgradation of a brown field

project on 'Grease Processing & Lube Oil Blending' at Silvassa, D&NH in April 2013. In both the projects, I was closely involved from conceptual design stage up to preparation of close out Dossier. Another memorable moment in my service life is this year 2017 when the division 'Refinery and Oil field Services' posted a double digit PBT for the first time in the SBU history.

Who is your inspiration in life and why?

I am a mom's baby at heart and in mind. Our family was dependant on agricultural income only. My father left for heavenly abode when I was a primary school student. She had to fight against all the odd situations existing at that time in rural Bengal for maintaining and controlling the family income/ expenditure without sharing any extra load with her kids. It was her hard work and inspiration which has paved the road for success for her next generation (elder son retired as Joint Secretary, I am her second son). She has left for heavenly abode in Oct '2015.

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

I have grown up in a modest family in rural Bengal. With lapse of time the family has become tiny now. My son (Sohom)

is pursuing MBBS and my wife (Surekha) is a home maker.

What are your hobbies?

I do not have any specific hobby. My spare time goes in discharging my responsibilities towards my family and relatives. However, I do also enjoy my left over time with friends and neighbours at a local registered club engaged in various programmes related to society/ community uplifting.

How does it feel to be part of an organisation that has completed 150 years?

I am a little star in the sky of Balmer Lawrie and not known

by name to many. I know, I am there and my contribution matters!!

However, my selfless contribution has earned appreciation in most of the business areas wherein I had been given the honour to serve my organization. I got full support from my spouse which has given me the mental courage to go well beyond the call of duty. To me, the image of Balmer Lawrie is of an ethical, innovative and cohesive people oriented organization in pursuit of excellence.

I am passing through a blossoming garden that has gathered fragrant memories of the vanished flowers of hundred fifty years. Wish, I could have shared one single flower from this wealthy garden with the reader of my article.

KNOW YOUR FELLOW BALMER LAWRIEN...

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

I have been part of the Balmer Lawrie family since 2014, when I joined as an Executive Trainee in SBU: ROFS. At present, I am working as part of Marketing and Purchase functions of the SBU, along with a few additional responsibilities.

What do you like about Balmer Lawrie?

As my first workplace, Balmer Lawrie holds a very special place in my heart. I believe that there is a lot to like about BL, but the one thing that clearly stands out, is the supportive nature of the people. This is a very cosy setup to be part of, and I have been extremely fortunate to have a wonderful set of colleagues to work with.

Everyone from my department has been very compassionate and helpful towards me from the very beginning. Whenever



Ranotosh Banerjee
Asst. Manager [ROFS], Refinery & Oil Field Services

I needed any sort of guidance or help, I had multiple people to look up to and they have always been more than willing to help me out in every situation. It is said that the work culture at your first job plays a vital role in shaping the course of your career. In my case, I could not have asked for anything better.

What is your most memorable moment in Balmer Lawrie?

The first 3 weeks of the Induction Period remain etched in a very special corner of my memory. There were 13 of us, who joined as Executive Trainees in 2014 and it was a wonderful experience to interact with

some of the brightest and most talented people that I have ever come across. Together, we got to travel the length and breadth of the country, shared some wonderful moments and created amazing memories. I clearly remember the feeling of absolute delight that we felt on seeing "Manali" as part of the itinerary and then the utter dismay on realizing that it was

“Manali-Chennai” and not “Manali-Himachal”. We definitely claimed our share of “Crazy Fun Allowance” during those 3 weeks. It was an experience that I will cherish throughout my lifetime.

Who is your inspiration in life and why?

I derive inspiration from a lot of people whose lives I have read about. I am generally inspired by people who have worked for the benefit of humanity without much concern for money or fame. I find it very disheartening that in our craze for the likes of Zuckerbergs and Steve Jobs, we tend to forget people like Jonas Salk and Marie Curie.

In recent times, I have been highly impressed by Elon Musk, who is doing some really audacious stuff with an eye on the future, and John Green, who has done some really cool stuff ranging from his bestselling novels to his educational platform – Crash Course.

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

I have been born and brought up in Durgapur, West Bengal. My family consists of my father who is a businessman, my

mother, a homemaker and the single greatest influence in my life. My elder brother is a computer science engineer and along with my sister in law, is currently based in the US.

What are your hobbies?

I have interests in reading, watching movies, cricket, and travelling. I also have a keen interest in amateur astronomy and love to gaze at the starry sky on a clear moonless night, reveling in the vastness and splendour of the universe.

How does it feel to be part of an organisation that has completed 150 years?

I am 25 years old and have seen the world change a lot during my lifetime. I can only imagine the winds of change that this organization must have withstood to have survived for 150 years. It is a matter of great pride for me to have got the opportunity to be part of this organization. I believe that the best days for the company are ahead of us and this company will not only be remembered as a 150 years old company, but also as one of the best companies in the country.

AWARDS & ACCOLADES

Viraj, son of Mr. Rajendra Sanap, Plant Head, G&L - Silvassa passed his Class X CBSE exams with flying colours, scoring a remarkable 10 CGPA. Though children of many of our employees taking their 10th and 12th exams secured good marks, we are specially featuring Viraj because he had been pursuing his studies in Silvassa, which is not as developed as a Metro city. Viraj has done us proud and has set an example for children of other employees that being in Silvassa too, one can excel in academics. He is a very talented boy and has been active in extra-curricular activities as well. Congratulations Viraj!



सुरक्षा के 10 स्वर्णिम नियम



6 फिट से अधिक उचाई पर
हेलमेट और सुरक्षा कवच प्रयोग करें



निरीक्षण अथवा रखरखाव
उर्जा स्थानों को अलग रखें और लोटो का प्रयोग



बद्ध स्थान में प्रवेश
अनुमति प्राप्त करें, उर्जा स्थल को अलग रखें, आविज्ञान स्तर की जाँच करें



दिनचर्या से अलग कार्य
कार्य करने के लिए अनुमति



उंचाई पर लटकते भार
के नीचे न खड़े हों



खनन करते समय
अनुमति प्राप्त करें और जमीन के नीचे जोखिम को जाने



कार्यान्वयन, उपकरण अथवा श्रम परिवर्तन के पूर्व प्रबंधन सुनिश्चित करें



महत्वपूर्ण सुरक्षा उपकरण
आवधिक निरीक्षण सुनिश्चित करें। उदाहरण के लिए भारोत्तोलक उपकरण, प्रेशर वेसेल्स, इलेक्ट्रिकल रिजिजा



किसी भी कार्य का निष्पादन
करने के पहले निर्धारित आत्म-सुरक्षा कवच को पहने



डाईविंग करते समय
पैटी बाथे एवं मोबाईल को बंद रखें

बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)

10 GOLDEN SAFETY RULES



Working above 6 feet high
Secure with harness & helmet



Inspecting or doing Maintenance
Isolate Energy, Use LOTO



Entering confined spaces
Obtain permit, Isolate energy, check oxygen level



Doing non-routine jobs...
Obtain Permit To Work



Don't stand below suspended load



Excavating
Obtain permit and know the buried hazards



Implementing any process, equipment or people change
Ensure Management Of Change is done



Dealing with Safety Critical Devices...
Ensure it is periodically inspected.



Performing any Task
Wear task specific Personal Protective Equipment



Driving
Buckle up & Mobile off

Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)

Sustainability Reporting Workshop

In compliance with SEBI guidelines, we have embarked on the journey of Business Responsibility and Sustainability Reporting from the financial year 2016-17. In line with this an appreciation workshop and brainstorming sessions on materiality assessment were organised at Chennai, Kolkata and Delhi in the month of February 2017. The new GRI standards were launched in New Delhi on 16th February 2017 by GRI in collaboration with CII. Balmer Lawrie participated in the event, which witnessed deliberations on the new GRI Standards. The GRI standard is an upgraded version of the earlier GRI G4 for Sustainability Reporting. The new Standard will help organisations for better and efficient reporting of extra financial parameters.

TALENT UNLIMITED



'Monsoon Magic' by Amrit Mukhopadhyay, SVP [Technical]



Sketch by Joyita Roy
Secretary to SVP [HR]

उलझ गई जिंदगी अबहेलनाओं का भार ढोते-ढोते
पर उम्मीद बहुत है,
सुबह की वो सुनहरी धूप अवश्य आएगी।
ममता प्रसाद, प्रबंधक (जीडी एवं सुविधा प्रबंधन)

The fragmented leftovers
of the clouds
littered over the skies.

Planted buildings
continue to witness
the departure of the sun.

There she stands,
questioning the laws
and the rules of love.

Dilapidated sighs,
questioning thoughts
and the silent gazes.

How easy it is
to believe that
there was nothing!

How hard it is
to believe that
there, still, is everything!

Sidharth Udani

Asst. Manager, Logistics - Kolkata

BLAST FROM THE PAST



Manufacturing Unit in the Manali Complex