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**BLOOM**



EDITORIAL



We are all aware of the famous quote - "A goal properly set is halfway reached." by Zig Ziglar. With the advent of April, as we step into the new financial year, it's time to set KPTs and meet the Performance Management timelines circulated by the Corporate HR Department. All Executives would have received the circular on 'Performance Appraisal for the Appraisal Year (AY) 2018-19 and KPT Setting for AY 2019-20'. The Appraisal and KPTs have to be recorded online in the new SAP system as per the set timelines. It may please be noted that all communication(s) related to SAP-PMS should be sent to the e-mail id [pmssupport.chrd@balmerlawrie.com](mailto:pmssupport.chrd@balmerlawrie.com).

In this issue of BLOOM we have covered the 48<sup>th</sup> National Safety Week that was successfully observed from 4<sup>th</sup> to 10<sup>th</sup> March, 2019 across all the units and establishments of Balmer Lawrie. The theme for the National Safety Week this year was 'राष्ट्र निर्माण के लिए सुरक्षा संस्कृति विकसित करे और बनाए रखें | / Cultivate and Sustain a Safety Culture for Building Nation'. Safety has become a way of life in Balmer Lawrie. Our company achieved no Loss Time Injury (LTIs) from the year 2017-18 till date.

We are currently witnessing the 2019 Indian general election, which is being held in seven phases from 11<sup>th</sup> April to 19<sup>th</sup> May 2019 to constitute the 17<sup>th</sup> Lok Sabha. Kolkata will go to vote on 19<sup>th</sup> May. Do exercise your right to vote. We Indians should pride on the fact that we are part of the largest and most diverse democracy in the world.

During this time of the year, various parts of the country celebrate the beginning of a new year. We just celebrated Gudi Padwa, Ugadi, Poila Baisakh, Vishu, Puthandu, Rongali Bihu, Baisakhi etc. BLOOM wishes all of you Shubho Nabo Borsho. May the year ahead bring you and your family tons of joy, peace and prosperity. Do not hesitate to mail your feedback, contributions and suggestions to [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Mohar

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



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



The 200 Ltr Plastic Drum Line and 20 Ltr PPCP Conipail Line at BL-UAE was inaugurated by Mr. Prabal Basu, Vice Chairman, BL-UAE and C&MD, Balmer Lawrie and His Highness Hasher Makhtum, Chairman, BL-UAE on 5<sup>th</sup> March 2019 at Dubai. Present on the occasion were Mr. Biswajit Nandi, Chief Executive of BL-UAE and other employees.



It is a matter of great pride that "Balmerol Lubricants" has been recognized as one of 'The Economic Times Best Brands 2019'. The award was given away during the mega conference, The Economic Times (ET) Best Brands Carnival held on 29<sup>th</sup> March 2019 in Mumbai. Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. Sreejit Banerjee, COO [Greases & Lubricants] received the award. ET in association with their Knowledge Partner, 'Nielsen', conducted a detailed survey across 15 industries in 12 tier 1 and tier 2 cities amongst demographics from the age of 21 to 50 years covering sample size of 7500+. Finally, best 30 brands were identified, which was the result of the analysis of the voice and opinion of the Indian consumer. The research parameters included innovation, uniqueness, engagement, heritage and trustworthiness of the brand. ET will also feature the brand journey and accomplishments of the best brands in an exclusive coffee table book titled 'The Economic Times Best Brands 2019'.





SBU:G&L conducted a "technical seminar" at Silverton Pulp & Papers Private Limited, Muzaffarnagar, Uttar Pradesh on 15<sup>th</sup> March 2019 which was attended by around 12 personnel from the Maintenance/Operations departments of the paper mill. Mr. Suresh Dua, Head (Mechanical & Project) of the company was also present. During the seminar, the advantages and features of the Balmerol range of lubricants were highlighted with a separate session on greases. The meet was addressed by Mr. S R Dasgupta and Mr. Manoj Sardana of SBU: G&L.



SBU: IP participated in a Vendor Development Program arranged by The National Small Industries Corporation Limited (NSIC) in association with Beta Testing and Palghar Manufacturers Industries Association on 14<sup>th</sup> March 2019 at the Auditorium of SDM College in Palghar, Mumbai. Around 30 MSME units participated in this event. The SCM team of SBU:IP made a presentation on the procurement policy of our organisation for MSME units and latest requirements for MSME units under Public Procurement Policy (PPP) of Government of India.





The technology partner of SBU: Refinery & Oil Field Services (ROFS), ORECO A/S Denmark, participated in "STOCEXPO EUROPE 2019" held at Ahoy Rotterdam in the Netherlands from 26<sup>th</sup> to 28<sup>th</sup> March 2019. During the Expo, ORECO organized a seminar on the latest developments of Automatic Tank Cleaning system by them. The Expo and the seminar were attended by Head [Technical] and AVP [ROFS]. A paper was presented by Head [Technical] on "The journey of Automated Tank Cleaning system in Indian Petroleum Industry and the future challenges", which was appreciated by the audience.



SBU: ROFS participated in "ENVIRO – 2019" held at the India Habitat Center, New Delhi on 25<sup>th</sup> and 26<sup>th</sup> February 2019. The theme of the event was "Process Safety and Environment Management for Petroleum Industry". ROFS was the main sponsor of this seminar, which was attended by Senior Officials from various Refineries, MNCs, IIP-Dehradun and EIL. Mr. Amit Kumar Basak, Head [Technical] presented a paper on "Tank Desludging & Hydrocarbon Recovery", which was well received by the audience.





Mr. Adika Ratna Sekhar, Director [Human Resources & Corporate Affairs] visited the Temperature Controlled Warehouse [TCW] in Hyderabad on 12<sup>th</sup> March 2019. During his visit he inspected the facility, interacted with the employees and planted a sapling.



A training program on Ownership, Health & Finance, Communication and Etiquette was organised for the unionized employees of the Eastern Region at the Balmer Lawrie Training Centre, in the Corporate Office at Kolkata on 14<sup>th</sup> & 15<sup>th</sup> March 2019. 25 employees from different units participated in the two-day program which was conducted by Mr. Dhruvad Sankar Hazra, trainer at Gestalt Trainings. Various topics like Essence of Ownership, Negative mindset and the reason behind it, Ownership & Job, Science of the body, Importance of financial planning and goal, Basics of communication, Importance of Listening skills, Assertive communication, Importance of Etiquette in work life etc., were covered along with team games, group discussions and brainstorming. The session was highly appreciated.



A two-day training program on Business Communication, Articulation, Business Etiquettes, Interpersonal Skills & Presentation Skills was organised for the Officers of the Eastern Region at the Balmer Lawrie Training Centre, in the Corporate Office at Kolkata on 25<sup>th</sup> & 26<sup>th</sup> March 2019, in which 18 employees from different unit participated. The program was conducted by Ms. Jayanthishree K T and covered topics like Communication basics, Barriers & Filters, Mechanics of Communication, Six pillars of Articulation and Interpersonal Skills, Body Language, Listening – Speaking Skills, Email etiquettes etc.





The women of Balmer Lawrie's Eastern Region came together to celebrate the International Women's Day on 8<sup>th</sup> March 2019. Mr. A Ratna Sekhar, Director [HR&CA] addressed the women employees during the inaugural function. Ms. Kavita Bhavsar, Company Secretary took a session on the role of Internal Committee and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Dr. Divya Pal from Bhagirathi Neotia Woman & Child Care Centre made a presentation on 'Awareness about emotional wellbeing and stress management at work place' on the occasion. The celebrations concluded with games and quiz for the women employees. Similar programs were also conducted across the organization. In the Ballard Estate Office at Mumbai, a Health Screening Camp in association with Nanavati Super Speciality Hospital was organized for all employees, a session on "Parenting" was conducted by experts from S L Raheja Fortis Hospital and various activities were organized for the women employees.



Engineering Export Promotion Council (EPC) India organized a session on Manufacturing Start-ups and Venture Capital during the 8<sup>th</sup> International Engineering Sourcing Event held at Chennai from 14<sup>th</sup> to 16<sup>th</sup> March 2019. Mr. Sanjib Roy, Sr. Manager [Co-ordination - Manufacturing Businesses] was one of the key speakers of the session. The other speakers were Mr. Shankar Jadhav - Managing Director, BSE Investments Ltd., Col. Rajiv Bhargava - Associate Director, Indian School of Business and Mr. Kamalesh Sekhar, Director, Three D Management Services Pvt. Ltd.





दिनांक 15 मार्च, 2019 को कंपनी के उत्तरी क्षेत्र में ई-4 तथा ऊपर के कार्यकारी अधिकारियों के लिए एक हिन्दी कार्यशाला का आयोजन किया गया ।



सिलवासा स्थित कार्यालयों में 20 मार्च 2019 को हिन्दी कार्यशाला का आयोजन किया गया था।



CSR UPDATE

As part of various CSR initiatives, financial support was provided to Kolkata Kinjal, a forum for senior citizens and an NGO that works for the elderly. An amount of Rs 5.00 lakh was given for the Roop-o-bani program through which activities were conducted in five old age homes in Kolkata. The Managing Committee of the NGO has several members who had been part of Balmer Lawrie fraternity.



## HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

The 48<sup>th</sup> National Safety Week was successfully observed from 4<sup>th</sup> to 10<sup>th</sup> March, 2019 across all the units and establishments of Balmer Lawrie. The theme for the National Safety Week this year was 'राष्ट्र निर्माण के लिए सुरक्षा संस्कृति विकसित करे और बनाए रखें । / Cultivate and Sustain a Safety Culture for Building Nation'. The observance of the week commenced with employees taking the safety pledge followed by reading out of C&MD's message. At Balmer Lawrie 'Safety' is a way of life and the organization has successfully nurtured a culture that promotes Behaviour Based Safety (BBS). The Company achieved no Loss Time Injury (LTIs) from the year 2017-18 till date. To further promote the safety culture, a series of contests like spot the hazard, quiz, extempore, safety skit, essay and slogan writing will be organized for the employees during the week. A training on 'Safety at Work Place' was conducted for Balmer Lawrie employees at the factory locations in Kolkata. Mock drills were also carried out during the week for creating safety awareness among employees.



*Inauguration at the Corporate Office, Kolkata*



*Mock Drill at Corporate Office, Kolkata*



*Extempore Competition at G&L, Kolkata*



*Extempore Competition at Corporate Office, Kolkata*



*Skit Competition at G&L, Kolkata*





*G&L, Kolkata*



*IP, Kolkata*



*G&L, Silvassa*



*IP, Silvassa*



*IP, Taloja*



*IP, Chittoor*



*TCW, Hyderabad*



*Fire Drill at Manali Complex, Chennai*





Manali, Chennai



CFS, Chennai



IP, Asaoti



TCW, Rai



Closing ceremony at Manali, Chennai





*Closing ceremony at Corporate Office, Kolkata*

*Below are the names of the winners of various competitions:*

|   |  |   |
|---|--|---|
| <b>Skit Competition (ER)</b>                    | Team CFS - Kolkata   | Mr. Bimal Roy Chowdhury, CFS - Kolkata<br>Mr. Khokon Banerjee, CFS - Kolkata<br>Mr. Awadesh Mishra, CFS - Kolkata<br>Sk Atif Ur Rahaman, CFS - Kolkata<br>Mr. Gopal Guin, CFS - Kolkata   |
| <b>Essay Writing Competition (ER)</b>           | First<br>Second<br>Third   | Ms. Indrani Mukherjee, IP - Kolkata<br>Ms. Supriya Sarkar, ROFS - HO<br>Mr. Vijay Kumar Das, IT - HO  |
| <b>All India Online Safety Quiz Competition</b> | First<br>First<br>Second<br>Second<br>Second<br>Third<br>Third<br>Third<br>Third | Mr. Pannalal Das, G&L - Silvassa<br>Mr. Soumya Dutta, T&V - Kolkata<br>Mr. Dharmendu Mondal, E&P - HO<br>Ms. Chaitali Dutta, Taxation Dept - HO<br>Mr. Amit Chatterjee, E&P - HO<br>Mr. Bapi Biswas, G&L - Silvassa<br>Mr. S Kannapan, IP - Chennai<br>Ms. Kshama Agarwal, LS, Mumbai<br>Ms. Kavita Bhavsar, Co. Secy. - HO |



## Safety Extempore Competition

(ER)

|        |                                       |
|--------|---------------------------------------|
| First  | Mr. Ranotosh Banerjee, ROFS - HO      |
| Second | Mr. Rohan Nag, LS - HO                |
| Third  | Mr. Suvodip Pal, G&L - Kolkata        |
| Third  | Mr. A K Mishra, CFS - Kolkata         |
| Fourth | Mr. Biplob Chakraborty, CFS - Kolkata |

## Spot the Hazard Competition

(ER)

|        |   |
|--------|---|
| First  | Sk Atif Ur Rahman, CFS - Kolkata        |
| Second | Ms. Chaitali Dutta, Taxation Dept. - HO |
| Third  | Mr. Vijay Kumar Das, IT - HO            |

## Safety Slogan Writing Competition (ER)

|        |                                     |
|--------|-------------------------------------|
| First  | Ms. Kavita Bhavsar, Co. Secy. - HO  |
| First  | Ms. Indrani Mukherjee, IP - Kolkata |
| Second | Mr. Kaushik Das, E&P - HO           |
| Second | Ms. Moumita Karmakar, RHR-ER        |
| Third  | Mr. S Murali, G&L - Kolkata         |

*Congratulations to all the winners!*

## कार्मिक सूचना – मार्च 2019 / Personnel Information – March 2019

### स्थानांतरण / Transfers

श्री एन एस लक्ष्मी नरसिम्हन, अधिकारी [एलएस], लॉजिस्टिक्स सर्विसेस – चेन्नै को लॉजिस्टिक्स सर्विसेस – कानपुर में अधिकारी [एलएस] के रूप में स्थानांतरित किया गया ।

Mr. N S Lakshmi Narasimhan, Officer [LS], Logistics Services - Chennai has been transferred to Logistics Services - Kanpur as Officer [LS].

श्री टी थंगा सोलोमन, कनिष्ठ अधिकारी [शाखा प्रचालन], लॉजिस्टिक्स सर्विसेस – चेन्नै को लॉजिस्टिक्स सर्विसेस – त्रिवेन्द्रम में कनिष्ठ अधिकारी [प्रचालन] के रूप में स्थानांतरित किया गया ।

Mr. T Thanga Solomon, Jr. Officer [Branch Operations], Logistics Services - Chennai has been transferred to Logistics Services - Trivandrum as Jr. Officer [Operations].

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new role!



**Pradhan Mantri Ujjwala Yojana**  
**Clean Fuel Better Life...**





## नए सदस्य / New Members



**सुश्री पुशकला एच** की नियुक्ति 1 मार्च, 2019 को लॉजिस्टिक्स सर्विसेस, बंगलोर में वरिष्ठ प्रबंधक [ले&वि] के रूप में हुई।

Ms. Pushkala H joined Logistics Services, Bangalore as Sr. Manager [A&F] on 1<sup>st</sup> March, 2019.



**श्री कौस्तव बनर्जी** की नियुक्ति 18 मार्च, 2019 को लॉजिस्टिक्स सर्विसेस, अहमदाबाद में शाखा प्रभारी – फ्रेट फारवार्डिंग के रूप में हुई।

Mr. Kaustov Banerjee joined Logistics Services, Ahmedabad as Branch In-Charge - Freight Forwarding on 18<sup>th</sup> March, 2019.



**श्री चेन्ना लक्ष्मी कांत** की नियुक्ति 8 मार्च, 2019 को लॉजिस्टिक्स इंफ्रास्ट्रक्चर [सीएफएस], कोलकाता में सहायक प्रबंधक [परिचालन] के रूप में हुई।

Mr. Chenna Lakshmi Kanth joined Logistics Infrastructure (CFS), Kolkata as Asst. Manager [Operations] on 8<sup>th</sup> March, 2019.



**सुश्री निशा** की नियुक्ति 12 मार्च, 2019 को ट्रैवल & वेकेशंस, दिल्ली में सहायक प्रबंधक [ले&वि] के रूप में हुई।

Ms. Nisha joined Travel & Vacations, Delhi as Asst. Manager [A&F] on 12<sup>th</sup> March, 2019.



**सुश्री पूजा विठ्ठलराव लटपटे** की नियुक्ति 25 मार्च, 2019 को लॉजिस्टिक्स इंफ्रास्ट्रक्चर [सीएफएस], द्रोणागिरी में सहायक प्रबंधक [ले&वि] के रूप में हुई।

Ms. Pooja Vitthalrao Latpate joined Logistics Infrastructure (CFS), Dronagiri as Asst. Manager [A&F] on 25<sup>th</sup> March, 2019.



**श्री धिरेश कुमार** की नियुक्ति 28 मार्च, 2019 को औद्योगिक पैकेजिंग, तलोजा में सहायक प्रबंधक [रख-रखाव] के रूप में हुई।

Mr. Dhiresk Kumar joined Industrial Packaging, Taloja as Asst. Manager [Maintenance] on 28<sup>th</sup> March, 2019.



**सुश्री साबित्री पगबंधा** की नियुक्ति 18 मार्च, 2019 को ट्रैवल & वेकेशंस, कोलकाता में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

Ms. Sabitri Pagbondha joined Travel & Vacations, Kolkata as Jr. Officer [Travel] on 18<sup>th</sup> March, 2019.



**श्री तबराज अली** की नियुक्ति 21 मार्च, 2019 को ट्रैवल & वेकेशंस, बंगलोर में उप प्रबंधक [यात्रा] के रूप में हुई।

Mr. Tabraz Ali joined Travel & Vacations, Bangalore as Dy. Manager [Travel] on 21<sup>st</sup> March, 2019.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं।*

*Welcome you to the Balmer Lawrie family and wish you all the best!*