

Issue 30, January 2020

BLOG

Balmer Lawrie
Organisational Gazette



EDITORIAL

I'd like to begin the editorial of this issue of Balmer Lawrie Organisational Gazette [BLOG] with a short story. Most of you would have read it as a child. However, reading it again will do no harm but only help you to reinforce a virtue in your life. The story is about an Emperor, who did not have any children and needed an heir to his throne. He invited children from across his kingdom to his palace and proclaimed that he would choose one of them as his successor. He gave all of them a seed and asked them to take it back home to their village, plant the seed in a pot and tend it for a year. When they would return after one year, the Emperor would judge their efforts and choose his successor accordingly. All the children put in their maximum efforts to plant the seed and nurture it. While all the seeds started growing into plants, the seed of one of the boys did not grow in spite of him watering the pot every day. A year passed by; while all the seeds grew into healthy plants, this boy's pot was empty. It was time to return to the palace and he was extremely dejected and sad. The other children made fun of him and he was anxious that the Emperor would punish him. His mother consoled him and explained that whatever the consequences were, he had to return and show the Emperor his barren pot. The day had arrived and the boys returned to the palace. All the boys proudly showcased their blooming plants, hoping to be chosen as heir to the empire. Some of the seeds had grown into flowering plants, some into impressive shrubs and some into fruit trees. The boy with the barren pot stood nervously with his head lowered. While assessing them, the Emperor asked the boy what had happened and why the seed didn't grow. The boy honestly told him that he had planted it in fertile soil and watered the pot everyday but still nothing grew. After a few hours, the Emperor finally finished his assessment and praised all of them for their efforts. At the same time he also said sarcastically that all of them would do anything to become an Emperor except the little boy with the barren pot. He stated that he had given a boiled seed to all of them a year ago and none of the seeds could grow. He chose the little boy as his heir for his integrity, honesty and courage. He said these were important values for leadership and a good human being.

British writer and novelist C S Lewis, who is popularly known for penning down *The Chronicles of Narnia* and *The Space Trilogy* had said, "Integrity is doing the right thing, even when no one is watching." This is so true and has a takeaway for all of us. You might wonder why we are talking about integrity. We observed the Vigilance Awareness Week (VAW) from 28th October to 2nd November 2019, which was focussed on the theme "Integrity - A way of Life" and this issue of BLOG is a special issue featuring the various programs organised pan India by the Vigilance department during VAW and also members of the department. As per the directive of the Central Vigilance Commission (CVC), VAW is observed every year in the end of October and early November. The CVC has the mandate under the Central Vigilance Commission Act, 2003 to fight corruption and to ensure integrity in public administration. It is entrusted with the responsibility of monitoring all vigilance activities under the Central Government and has been advising various authorities in the Central Government and organisations under it, for planning, executing and reviewing Vigilance activities in order to bring out systemic improvement in governance. The CVC also endeavours to create awareness amongst citizens of the country, especially the youth, towards combating corruption, and exercising transparency, accountability and good governance through various outreach activities.

Incidentally, Sardar Vallabhbhai Patel's birth anniversary, 31st October, observed as National Unity Day or Rashtriya Ekta Diwas falls during the VAW celebrations. Sardar Patel, a founding father of the Republic of India and the first Deputy Prime Minister of India, played a leading role in integrating the independent provinces into a unified India. He was tall leader, who exemplified strong values and high integrity.

As always share with us your feedback and suggestions. Please contribute for the Talent Unlimited section as well. You may email me at mukhopadhyay.mohar@balmerlawrie.com.



SIGNIFICANT HAPPENINGS @ BALMER LAWRIE



- The National Award for Manufacturing Competitiveness (NAMC) 2018-19 Award function was held on 18th October 2019 at Mumbai. The awards were presented to facilities for exhibiting outstanding ability in developing, implementing and sustaining a strong competitive strategy for their organizations. Four Plants of Balmer Lawrie, IP - Silvassa, IP - Chennai, G&L - Kolkata and LC - Manali participated in the NAMC 2018-19 onsite assessment program. IP - Silvassa bagged the coveted Gold Award for its consistent progress towards making the unit more competitive, developing flexibility in its manufacturing and bringing agility in its entire supply chain. LC - Manali was recognized with Silver Award for noteworthy contribution of the leadership team in navigating the unit to profit despite major challenges in the external environment. LC - Manali, apart from the Silver Award also received a special recognition for its "Strategic Improvement Initiatives". G&L - Kolkata plant was recognized with the Silver Award for significant contribution towards consolidation of SKUs, steady production despite fluctuations in raw material supplies, sensitivity towards changes in the market demand, deployment of Distributor Management System and efficient management of IR issues. IP - Chennai was acknowledged with the Bronze Award and the enthusiasm of the leadership team, positive approach and inclusive work culture was noteworthy.



- SBU: Greases and Lubricants (G&L) participated in different trade events in the months of November and December 2019. The SBU participated in the International Mining, Equipment, Minerals & Metals Exhibition (IME) 2019, a prestigious biennial international exhibition focused on Mining, Equipment, Minerals, Metals and allied industries, held from 6th to 9th November, 2019 at Eco Park, Rajarhat, Kolkata. The event, which was organised by the Mining, Geological & Metallurgical Institute of India (MGMI), saw good participation from mineral rich states of India, Public Sector Units, large Corporates and Small and Medium organisations. A stall was put up at 7th CII Biz Bridge, Eastern India's Premiere Engineering & Manufacturing Exhibition, held from 27th to 30th November 2019 at ECO Park, Kolkata. The SBU participated in CII EXCON 2019, the largest construction equipment event in South Asia, organised at Bengaluru from 10th to 14th December 2019. An attractive stall exhibiting Balmerol lubricants was set up, which saw good footfall.



- Balmer Lawrie participated in the 12th CII Logistics Colloquium held in Kolkata on 16th November 2019. A stall was set up at the event to showcase our end-to-end logistics services and infrastructure. The theme of the event was "Connectivity for the Future: Better Infrastructure, Efficient mechanism". The event was graced by eminent speakers and guests including Mr. Vinit Kumar, Chairman KoPT, Mr. N Sivasallam, Special Secretary-Logistics, Ministry of Commerce and Mr. Amit Mitra, Finance Minister, Minister of Micro, Small and Medium Enterprises and Textile Minister, West Bengal.



■ Balmer Lawrie participated in the Chartered Institute of Logistics and Transport (CILT) India Expo held, a premier transport and logistics event that addressed the entire supply chain of the logistics industry. The event was jointly organised by CILT - India in association with Exhibitions India Group on 21st & 22nd November 2019 at National Rail Museum, New Delhi. A stall was put

up and the various services offered by Logistics Services was exhibited. The exhibition covered all modes of transport, including road, rail, air, sea and inland waterways, in addition to the logistics & warehousing, supply/cold chain, and freight forwarders. The two-day expo attracted 100+ exhibitors and 3,500+ business visitors.



■ Logistics Services organised a training session on Freight Forwarding for IOCL's Material Management team in their Corporate Office at Delhi on 21st November 2019. Ms Archana Bhardwaj, ED

[Procurement] and Head of the team, several General Managers and Executives attended the program. The trainers from Balmer Lawrie were Mr. Sushil Dugar, National Head [Sales & Marketing] and Mr. Ketan Pote, Regional Head [LS]-West. This half day training session was highly appreciated by the entire team.



■ 26th November 2019 was observed as Constitution Day across the country to commemorate the adoption of the Constitution of India and to honour the contribution of the founding fathers of the Constitution. On this day the preamble is read out in all Government Offices, institutions and other establishments. At Balmer Lawrie too the preamble was read out in plants and offices across locations pan India. On 26th November 1949, the Constituent Assembly of India adopted the Constitution of India, and it came into effect on 26th January 1950. The Government of India declared 26th November as Constitution Day on 19th November 2015 by a gazette notification.

■ SBU: Leather Chemicals (LC) forayed into the Finishing Chemical segment to cater to all the needs of customers from Beamhouse to Finishing. A new state-of-the-art Finishing Chemical plant with cutting-edge technology was commissioned by Mr. Prabal Basu, C&MD of the Company on 10th December 2019 in the presence of Directors and COO [Leather Chemicals]. This plant will produce major finishing ranges as per customer requirements. Balmer Lawrie now has a complete product basket in this domain and this would further enhance its market leadership position. Balmer Lawrie had ventured into the Leather Chemicals business when it developed knowhow and commercialized during 1987 at Manali, Chennai. Apart from Sulfochlorination, the team has developed Sulphitation, Sulfosuccination

and Phosphation. Our Company is a leading manufacturer of wet end chemicals both Fatliquor and Syntan. SBU: LC believes in inhouse manufacturing and its strong relationship with tanners, dealers and other stakeholders over the past 30 years is a testimony to its reliability, quality and ethics of doing business. This business is supported by a group of qualified, experienced technical service professionals across the leather hubs in India and inhouse R&D research team. The SBU continuously endeavours to provide superior quality leather chemicals and value add to its channel partners and customers.



■ In an endeavour to promote Balmer Lawrie's online travel portal FlyLikeKing, our Company participated in the National Public Procurement Conclave 2019 at India Habitat Centre, New Delhi on 5th & 6th December 2019. This event, organized by CII and GeM, was inaugurated by Mr Piyush Goyal, Hon'ble Minister for Commerce & Industry and Railways. Balmer Lawrie put up a stall at the event which helped to create awareness on FlyLikeKing.com, which is available in seven languages and also available in Android and Apple platform.



■ The annual Accounts & Finance Meet was organised from 20th to 22nd November 2019 at Goa.



■ The 6th IT Meet was organised on 9th & 10th December 2019 at Covelong, Kancheepuram District, near Chennai. The Meet was attended by C&MD and Directors.



■ Industrial Packaging, Taloja (Navi Mumbai) participated in the India Green Manufacturing Challenge organised by International Research Institute for Manufacturing in December 2019

and Balmer Lawrie was categorised as a Gold standard company for green initiatives.



'Save the Environment from Pollution' and 'Single Use Plastic'. The Chief Guest on the occasion was Mr. Ajay S Mishra, Member Secretary, TOLIC, Kolkata. The program, which was highly successful, witnessed the participation of 38 people representing 28 companies in Kolkata.

■ Mr. D Sothi Selvam's, Director [Manufacturing Businesses], tenure in Balmer Lawrie culminated on 15th December 2019. He has joined IndianOil and will be laying down office in July 2020. Mr. Sothi Selvam was bid adieu on 13th December 2019 at the Corporate Office in Kolkata.

■ Balmer Lawrie organised an inter-company essay writing competition for Hindi and Non-Hindi speaking people on 13th December 2019 under the aegis of Town Official Language Implementation Committee (TOLIC) at the Balmer Lawrie Training Centre in the Corporate Office at Kolkata. Participants were given two choices -



MESSAGES DURING VIGILANCE AWARENESS WEEK

प्रबाल बासु
अध्यक्ष एवं प्रबंध निदेशक
Prabal Basu
Chairman & Managing Director

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28th October, 2019 MESSAGE

Dear Colleagues,

Every year, as we gear up to observe the Vigilance Awareness Week (VAW), I feel happy that as an organisation, we have upheld our value for ethics and constantly endeavoured to endorse good governance. As per the directives of the Central Vigilance Commission (CVC), organisations and institutions across the country observe VAW each year to promote integrity and eradicate corruption in all walks of life. This year VAW will be observed from 28th October to 2nd November 2019 focussing on the theme "Integrity – A way of life".

"Integrity", as we all know, is an inherent quality of a person that influences the environment in which he/she operates. Integrity is the unwavering determination in the heart to do right no matter what. People with integrity exhibit utmost honesty, probity, rectitude, righteousness, truthfulness and trustworthiness even in the face of temptation and fear. As individuals make organisations, it is important to foster a transparent culture and a workplace that is free of corruption. Balmer Lawrie has successfully built a conducive environment with strong internal control mechanisms and stringent laid down guidelines/manuals that are up to date and amended from time to time.

A strong and effective vigilance mechanism is cardinal to enhance corruption free transactions with all our stakeholders and provide clean governance to the public. Facilitating public participation to promote zero tolerance towards corruption is the need of the hour. Information flow across strata of society is vital to maintain transparency and efficient performance. The efforts made by our Vigilance team, under the guidance of Chief Vigilance Officer (CVO), to remain vigilant and educate employees is highly appreciable and I congratulate each one of them for doing a commendable job.

While we focus on the theme this year, I'd like to quote Confucius – "The strength of a nation derives from the integrity of the home." It is very easy to combat corruption by severely punishing the guilty but the impact is long lasting if we inspire the young generation to lead a life that combines righteousness and honesty. I firmly believe that all Balmer Lawriens will definitely play an important role not only in their work life but also in their personal life to ensure a culture of ethics and transparency. I urge each one of you to take initiatives to make integrity a way of life. The preventive measures and suggestions given by the Vigilance team should also be incorporated and taken in good spirit.

On the occasion of VAW, I convey my sincere thanks to our CVO, who has taken the leading role and guides the Vigilance team to enhance integrity and transparency in all spheres of business activities. In order to make VAW 2019 meaningful, let us all actively participate in the various programmes and make it a grand success.

With warm regards,

Prabal Basu

बाल्मर लॉरी एम्स कं. लिमिटेड
(भारत) - सारस्वत - नम - एम्स - कम्पन
SINCE 1987

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

Industrial Packaging • Greases & Lubricants • Leather Chemicals • Travel & Vacations • Logistics • Refinery & Oil Field Services

सतर्कता विभाग
VIGILANCE DEPARTMENT

बाल्मर लॉरी एण्ड कंपनी लिमिटेड
(भारत सरकार का एक उद्यम)
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October 28th, 2019

MESSAGE

Likewise every year, this year also Vigilance Awareness Week is being observed from 28th October to 2nd November, 2019 focussing on the theme "Integrity – A way of Life" as laid down by Central Vigilance Commission (CVC).

In general, a person's integrity is proved by his honesty, uprightness, probity, ethics, righteousness, morality, high-mindedness, decency, fairness, sincerity etc.,

Integrity in true sense means - following our moral or ethical convictions and doing the right thing in all circumstances, even if no one is watching you. Having integrity means you are true to yourself and would do nothing that demeans or dishonours you.

In the past so many years, CVC thrust upon - to eradicate corruption, make corruption free India, to publicly participate in promoting integrity and eradicate corruption, good governance and so on. This integrity is part and parcel of all the above and is inter-connected.

Vigilance Department in public sector has a vital role to play and the role of Vigilance Department is not only confined to check malpractices, but to prevent the recurrence of malpractices in future and to control corruption and corrupt practices which are in vogue. As we all know that vigilance is a vital managerial function of the company, keeps an eye over the function and conduct of every employee and also gives proper guidance and suggestive measures to curb the malpractices and to make a corruption free organisation. I firmly believe that this cannot be done without the cooperation of the employees of Balmer Lawrie and I therefore treat each and every employee of the organisation as a Vigilance Officer and this will help all of us, to take the organisation in the highest level of integrity.

Keeping CVC's theme in our mind i.e. "Integrity - a way of Life", let us all join together and celebrate VAW-2019 wholeheartedly in the programmes arranged during the Vigilance Awareness Week and make it a grand success for promoting integrity and eradicating corruption from the organisation.

With warm regards,

(VINOD KUMAR, IFS)
CHIEF VIGILANCE OFFICER

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सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

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019/VGL/029

सं./No.....
दिनांक / Dated. 16.10.2019.....

MESSAGE

The Vigilance Awareness Week observed each year by the Central Vigilance Commission affirms Commission's commitment to promotion of integrity and probity in public life through citizen participation.

"Integrity- A way of life" has been chosen as the theme for the Vigilance Awareness Week this year by the Commission. Integrity and Ethics form the foundational pillars of a nation and national development takes place when individuals and organisations are committed to integrity as a core value. Combating corruption is not just a matter of making laws and creating institutions, but is deeply rooted in human values and morals of individuals. Cultivating ethical values is essential for building a New India.

The Commission believes that this theme would help draw the attention of all sections of society especially the youth of the significance of ethical conduct in the building of an honest, non discriminatory and corruption free society.

The Commission's initiatives like the taking of voluntary Integrity Pledge, Integrity Clubs in schools and colleges, mass awareness campaigns are efforts to motivate people to observe ethical behaviour in everyday life.

The Commission appeals to all to inculcate integrity as a way of life for the realisation of the full potential of the individual and progress of the nation.

(Sharad Kumar)
Central Vigilance Commissioner

VIGILANCE AWARENESS WEEK @ BALMER LAWRIE

Vigilance Awareness Week was observed from 28th October to 2nd November, 2019 at all the units and establishments of Balmer Lawrie. The observance of the week commenced with employees taking the vigilance pledge. A series of events on the theme 'Integrity - A way of Life' were organised. Competitions like quiz, essay and slogan writing for employees and interactive sessions for vendors, customers and contractors of Balmer Lawrie were held during the week to highlight the importance of integrity and iniquities of corruption. Dr. B.N Ramesh, IPS, ADG and Mr. Santanu Kar, SP, CBI Anti-Corruption Branch were invited to conduct a session for Executives and Officers at the Corporate Office in Kolkata. Outreach programmes were conducted in schools and colleges of Kolkata, Chennai and Mumbai to make the youth more cautious and vigilant. In addition to these, employees in the Northern Region and at G&L, Kolkata got together to form a human chain. In the Eastern Region some outreach programs and events were organised beyond the week. An Awareness Walk on 'Integrity - A way of Life' was organised on 24th November 2019 at Kolkata. The walk was led by Mr. Prabal Basu, C&MD and the Directors of Balmer Lawrie.

Pledge Ceremony





- The Integrity Pledge was taken by all the employees at different units and establishments of the Company across locations pan India on 28th October 2019. At the Corporate Office, the pledge was administered in English by Mr. Prabal Basu, C&MD, in Hindi by Mr. A Ratna Sekhar, Director [HR&CA] and in Bengali by Mr. Udayan Ghosh, SVP [IA]. Mr. Jayanta Kumar Basu, VP [Vigilance] & SA to CVO read out the message of Central Vigilance Commission. During the pledge ceremony, key rings with the theme of the Vigilance Awareness Week 2019 were distributed to everyone. Different Posters related to vigilance/anti-corruption etc. were displayed at important places to enhance awareness. Mr. Jayanta Kumar Basu also briefly narrated the purpose of having the Vigilance Awareness Week and announced the details of the programs / activities which were planned during the week. In the SCOPE Complex office a "Vows of Vigilance" board was put up where employees pledged to make integrity a way of life.

Seminar



- A seminar on 'Integrity – A Way of Life' was organised at the Corporate Office in Kolkata on 28th October 2019, which was attended by C&MD, Directors and around fifty Executives and Officers from the Eastern Region. Dr. B.N Ramesh, IPS, ADG and Mr. Santanu Kar, SP, CBI Anti-Corruption Branch were

invited as speakers for the seminar. They highlighted the vices of corruption and the importance of good governance. The Q&A session was very interactive and the speakers responded to all the queries. The event was covered by Doordarshan, Kolkata.

In-house Competitions

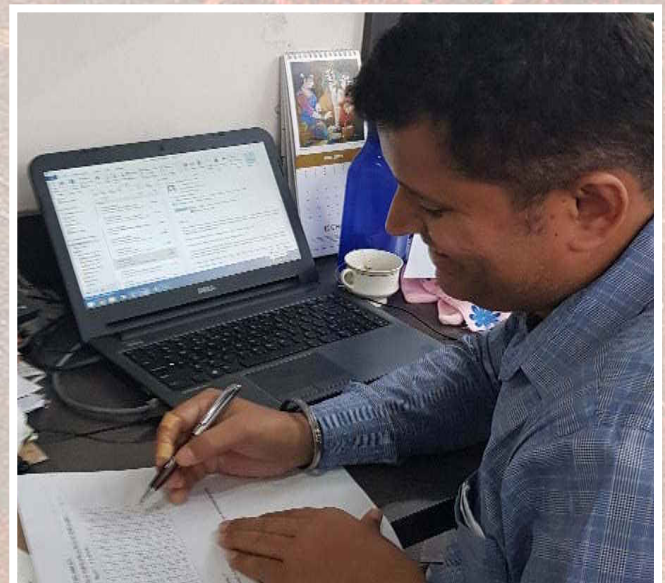


□ Essay and slogan competitions for employees were conducted in Eastern Region on 29th October 2019. An on the spot quiz competition was organised on 1st November 2019 at the Corporate Office in Kolkata. Prizes were given away to the winners during the closing ceremony. The response was good for the competitions.





□ In the Ballard Estate office at Mumbai an on the spot quiz competition was organised for employees of HR / Admin, Travel & Vacations and IP on 18th October 2019. On this day the prizes for essay and slogan competitions were also given away. The prizes to winners of LS, Mumbai (Andheri Office) were distributed on 23rd October 2019.



□ In the Northern Region, twenty-five employees participated in the essay writing competition held on 31st October 2019 and prizes were given away to winners. A 'Word Search' competition was organised on 28th October 2019 and a quiz competition on 1st November 2019.



█ Essay, slogan and quiz competitions were organised in the Southern Region during the VAW celebrations and prizes were distributed to the winners.

Outreach Programs

█ During the VAW 2019 celebrations outreach programs were organised in schools and colleges at Kolkata, Mumbai and Chennai to make the children and youth aware about the value of integrity and problems of corruption. Competitions were held and prizes were given away to the winners. Also, mass integrity pledge was administered.

Extempore speech competition was organised in the following institutions in Kolkata:



Surendra Nath College - 31st October 2019



Vidya Sagar College - 31st October 2019



Kendriya Vidyalaya - 1st November 2019



Sahid Rameswar Vidya Mandir - 13th November 2019



Future Campus School - 15th November 2019



Basanti Devi College - 19th November 2019



▣ A quiz competition was organized in Aryan Education Society Vanita Vinalaya College at Mumbai on 18th October 2019, which saw the participation of 70 students and over 100 people in the audience.

Elocution competitions were held in the following institutions at Chennai:



Vel Tech High Tech Engineering College - 30th October 2019

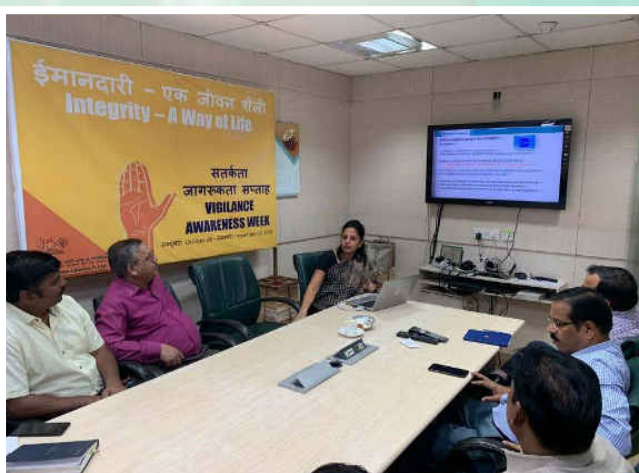


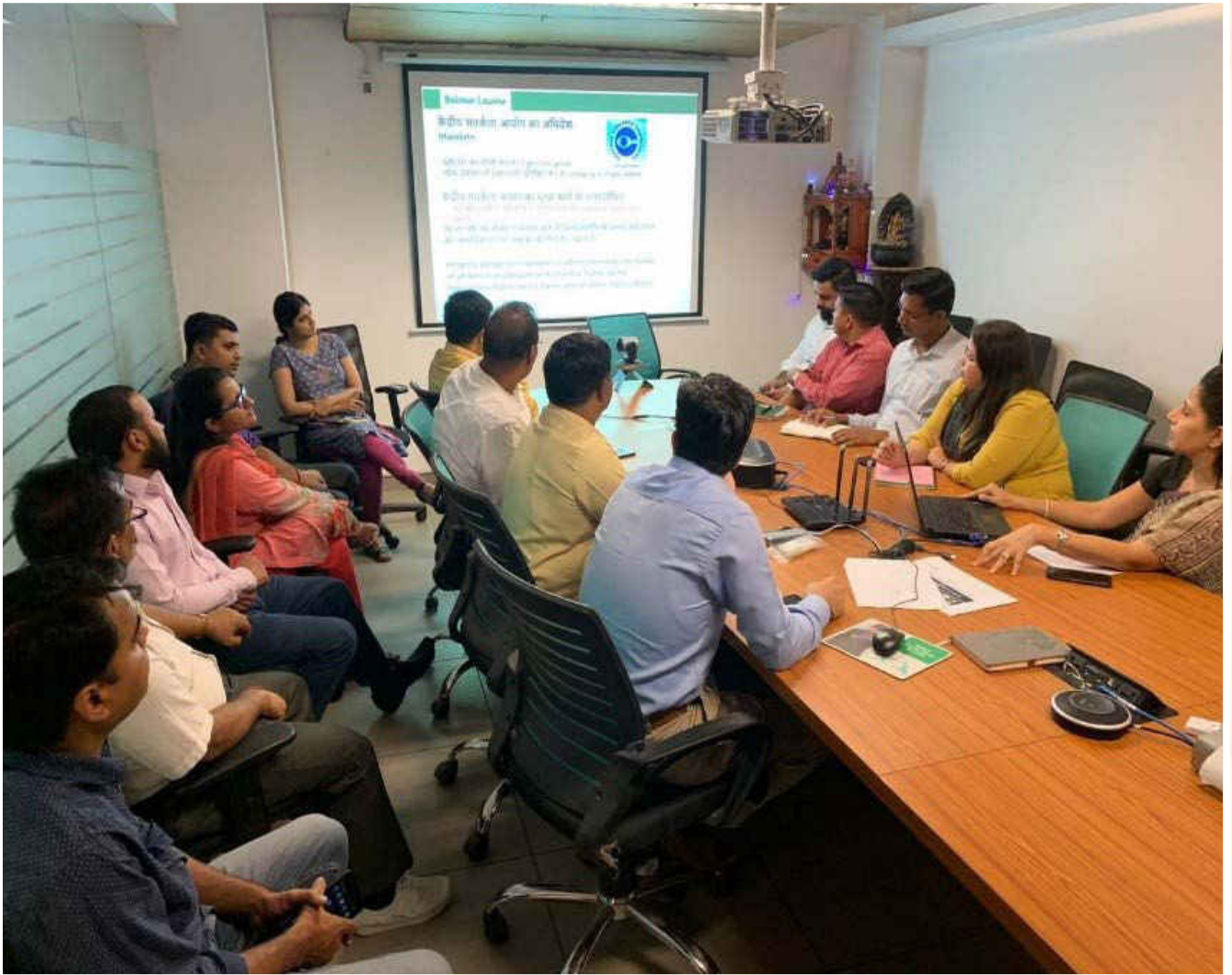
Kendriya Vidyalaya Higher Secondary School, Anna Nagar - 1st November 2019

Vendors' Meet



- ▣ A Vendors' Meet was organised on 30th October 2019 at CFS, Kolkata which was attended by all the vendors of G&L, IP and CFS, Kolkata. The total number of participants were thirty-one. VP [Vigilance] shared his thoughts on system improvement to combat Corruption. Many queries were raised by the vendors which were clarified during the meet.





☐ In the Northern Region Vendors' Meets were organised at Scope Complex and Nehru Place in Delhi and IP - Asaoti Delhi on 30th and 31st October 2019. The session witnessed the participation of thirty-eight firms. Presentations were given by HR and Vigilance personnel. Lot of queries were raised by the participants and there was an interactive session with the vendors, customers and contractors.





▣ The Vendors' Meets organised in the Western Region saw good participation. There were thirty-five participants in the Meet held at Ballard Estate Office in Mumbai on 30th October 2019. Around twenty-five vendors participated in each of the meets organised at G&L, Silvassa and CFS, Dronagiri on 1st and 2nd November 2019 respectively. The sessions were very interactive.





■ In the meet organised on 1st November 2019 at Chennai, Executives, Vendors and Customers of all the divisions of Chennai operations were present. It helped to create awareness on Vigilance and ill-effects of corruption, in line with the directives of the Central Vigilance Commission. In this program Mr. M Sudaravel, Additional SP - CBI was present as chief guest.

Human Chain



■ As part of the Vigilance Awareness Week (VAW) activities, employees at Greases & Lubricants, Kolkata got together to form a human chain on 30th October 2019. The participants held placards with thoughts on the theme 'Integrity - a Way of Life' and passed the message on importance of integrity while forming the chain. At the end, the group expressed solidarity on the theme and promised to follow good practices and combat corruption. Jackets and caps with the VAW theme were distributed to the participants to enhance branding. Employees in the Northern Region formed a Human Chain on 1st November 2019 spreading the message 'Integrity the Way of Life'. Around 25 employees, who were present in the event, made the human chain.

Awareness Walk



As part of observance of Vigilance Awareness Week, Balmer Lawrie organized an Awareness Walk on 'Integrity – A way of Life' at Kolkata on 24th November 2019. The walk was led by Mr. Prabal Basu, C&MD and the Directors of Balmer Lawrie.

Closing Ceremony at the Corporate Office



The closing ceremony at the Corporate Office was presided over by Mr. K Swaminathan, Director [Service Business]. Addressing all present, he expressed his thoughts on vigilance and emphasised that vigilance activities can be used as a strong tool by the management. Prizes for essay and slogan competitions were distributed during the ceremony. A spot quiz competition was organised which included different questions on CVC, vigilance and current affairs. Spot prizes were given to participants who answered correctly. At the end of the program Mr. J K Basu, VP [Vigilance] & SA to CVO delivered his vote of thanks.

Tête-à-tête with VP [Vigilance] & SA to CVO



Jayanta Kumar Basu
VP [Vigilance] & SA to CVO

1. Close on the heels of your transfer to the Vigilance Department as VP [Vigilance] & SA to CVO, you had to drive the Vigilance Awareness Week (VAW) programs. This year we saw new initiatives. Please tell us about your experience.

As a newcomer in the Vigilance department, it was a highly challenging task for me to organise all the activities during VAW 2019, but at the same time it was a thrilling job also to work in a new environment and with the new team. At the end, it was obviously a very highly satisfying experience for me, as I was able to introduce some new programs like Walkathon, Human Chain etc., which got a good response across all the sections of the Company.

2. What is your vision for the Vigilance Department?

I have noticed that people generally avoid mixing or talking to employees in the Vigilance department. So, my first objective is to ensure that:

- Vigilance Department is seen as a friendly and a positive department in initiating and promoting an ethical and corruption-free work place in the organization

I would also like to:

- Make the employees / citizens aware of their rights to live in a corruption free society and to uplift the employees / citizens to discharge their duties for making a corruption free world
- Leverage the powers of IT for minimizing corruption
- Give more emphasis on preventive and participative activities, rather than post facto activities.

3. Prior to your heading the Vigilance Department, you were associated with the business. Today, you are spearheading a corporate function that promotes good governance. How does it feel to shoulder this new responsibility?

As Tagore wrote: "*Bipode more Rokkha koro, e nohe mor prarthona, bipode ami na jeno kori bhoy.*" ("Save me from all odds is not my prayer, that may I have the courage to face any event")

If you replace the word "bipod" with "new responsibility", you will get my answer. I have faced many challenges in the past without fear and delivered results. I believe that, I will be able to face this new challenge with my new team and will certainly deliver the desired result.

4. We pride on Balmer Lawrie being a transparent and corruption free Company. What would be your message for every employee with respect to this?

I would like to start with a quote from Mr. Warren Buffett, "*In an organisation we look for three qualities – integrity, intelligence and energy. If you do not have the first one, other two will kill you and your organisation.*"

We are celebrating the 154th anniversary of the Company and we will celebrate many more in the coming years. It indicates that this Company is having very high integrity and ethical values, because of which it survived so long.

I came from Leather Chemicals Division and we used to promote the ethical value of the Company to our stakeholders. They believe that they will never get cheated by Balmer Lawrie. I feel this is one of the main strengths of this Company. In the past eight months, I have come across and met people from various PSUs and Govt. Organisations. From them I came to know about the levels of corruption and forgery in those companies. So, I can obviously claim and vouch for what I said about my Company.

As you know, mistakes can be made by anyone, but not by those who never work. I can only tell you that please do not get afraid of making mistakes and stop working. Please follow the laid down rules and procedures. Even if you have committed a mistake, come forward to us; whatever it may be, we will try to protect you. If your mistake is un-intentional then there is no mala fide benefit/s involved in this mistake.

5. You endorse the old adage, 'All work and no play makes Jack a dull boy'. We have learnt that you are a passionate dramatist, sculptor and singer. Tell us more about your hobbies and passion.

From my childhood I have been attracted to making of idols with clay. I used to spend long hours in the workshop of an idol maker in my locality and sometimes used to help him. Then I met my Guru, the famous Sculptor, Sri Surojit Das. He taught me the techniques and process of sculpture making in Clay, Plaster of Paris, Cement, Bronze etc. I was also one of the assistant artists of my Guru, during making of the portrait of Jawaharlal Nehru at Park Street. Thereafter, I joined Balmer Lawrie in Chennai. In Chennai, I met another famous Sculptor, Mr. Dakhshinamoorthy. He used to love me very much. With his inspiration and help, I was invited to attend an International workshop for Sculptors in 1991 at Mahabalipuram. Then in 1994, I did my first and only exhibition of my sculptures at Shankara Hall in Chennai.

From school life, I was interested in writing poems. We used to publish little magazines etc., and write regularly. My father used to have a "Jatra Dal" (a village drama troop) and he used to conduct "Chaitanya Leela" etc., in various places. I got inclined towards acting and singing, may be due to this influence. But my acting got discontinued after going to Chennai. Singing is also my passion and therefore now a days, I spend my evenings and nights with music. I even got an opportunity to sing in the programme "KATHAMRITA" in NEWS 18 Bangla and set musical scores to old songs, which are mostly the forgotten ones. Reading books is another passion for me. My apartment is a mini library. Today, I enjoy reading books, mostly on philosophy.

EMPLOYEES SPEAK

You have been a key member in organising the Vigilance Awareness Week programs at Balmer Lawrie. Tell us about your experience and how it felt to generate awareness not only amongst our colleagues but also students and others through the outreach programs.



Devaprasad Das
Senior Manager [Pricing], G&L-Kolkata

The Vigilance Awareness Week (VAW) program is very interesting for me, as I have been organising this for more than a decade. But what I feel is that, there has been a drastic change in the activities which were done earlier compared to ones being organised now. Earlier, the pledge was mainly read out in English and Hindi and there were some presentations, essay / quiz competitions, vendors meet etc. Now, the pledge is read out in the local language apart from bilingual. The pledge can also be taken online by all citizens (including employees).

Seminars addressed by eminent speakers are organised, different types of vigilance related posters are published, wrist bands / key chains are widely distributed, and extempore speech competitions are organised in various schools / colleges besides other programs. This year new activities like the Walkathon and the Human Chain were organised.

The overall additional changes have given more scope to the Vigilance Department to spread more awareness throughout the country. Earlier there was limited scope and now the various programs organised during VAW have given a fillip to enhance awareness not only in employees and citizens but also in the students of schools / colleges. One thing I must point out that Balmer Lawrie employees have become more conscious while dealing with tendering, vendors, financial transactions, recruitment etc., and I am sure that this consciousness will only increase in the following years. This is a great achievement of the Vigilance Department.

Finally, I must say, that no one should get scared of Vigilance Department if he / she is on the right path. I must also say, that whoever gets an opportunity to work in the department should gladly come forward and should not hesitate feeling that this department is a 'negative' department. As we all know reward is given for the good things, and punishment is given for the wrong things. Thus, while operating in the Vigilance function, we always observe the cause and intention of any mistake which has been committed by a person. We try to gauge whether the intention is "bona fide" or "mala fide" and accordingly action is taken. I would like to end by saying that "Everyone must experience the department" and remove the ill-feelings within him or her.

You have been a key member in organising the Vigilance Awareness Week programs at Balmer Lawrie. Tell us about your experience and how it felt to generate awareness not only amongst our colleagues but also students and others through the outreach programs.



Sagarika Basu
Officer [Vigilance], Kolkata

Getting actively involved in organising the Vigilance Awareness Week, which we call "VAW" in short, was an overwhelming experience. The opportunity provided me a great advantage to learn lot of things. During this week, every year, the Vigilance Department plays an important role to bring awareness amongst all employees, vendors, citizens etc. all throughout the country. In Balmer Lawrie various activities are organised every year, however, last year, some new activities were initiated like the Awareness Walk and Human Chain. This year the pledge was also administered in local languages everywhere, apart from bilingual languages i.e. Hindi and English. The main motive is to bring in togetherness and spread the message of being vigilant all over, not only within the Company, but all over the country.

It was interesting to note that during the seminar organised in the Eastern Region, the speeches by highly eminent persons in the rank of IPS / SPs and IGS were very appealing to the participants and the sessions were highly interactive. The participation of employees in essay / slogan competitions increased in good numbers compared to previous years. The extempore speeches which were held at different schools / colleges were really thrilling for the students; they came to know lot of things about vigilance in the forum and the responses from them were marvellous. They even took the pledge of vigilance in two languages English and Bengali, which was administered by me. One thing I have experienced in them, is that though the students were absolutely ignorant about the subject matter, they still had the eagerness to know the subject and at the same time, they were well aware of terminologies like bribe, transparency, black marketing, integrity, corruption and so on, which is so relevant today.

Organising the Awareness Walk close to our Corporate Office and Human Chain at the factory premises, was a good experience for me. There was a lot of awareness generated when participants walked with banners and placards with messages related to the problems of bribe, corruption, theft and the importance of vigilance and transparency. I gained a lot of experience while organising the activities and interacting with the Principals and authorities of schools / colleges, the print media / Doordarshan representatives, vendors, speakers etc. I hope to do better in the forthcoming years. I, personally feel that the Vigilance Department has a huge responsibility and a vital role to play during VAW. I will request all Balmer Lawriens to learn about the the various activities, which are being held annually from the website of Central Vigilance Commission i.e. www.cvc.nic.in.

KNOW YOUR FELLOW BALMER LAWRIEN



Biju Sam

Senior Manager [Vigilance]-Western Region

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

My stint with Balmer Lawrie started way back in August 1992 and it has been a journey of 27 plus years in this organisation. Starting with Taloja plant (then part of G&L) and further working at various locations in the Western and Eastern Regions (all representing G&L Division), I have handled myriad of functions ranging from Process Control / Safety, Oleochemicals & Lube production, Industrial Marketing, Retail Marketing, SAP - Sales & Distribution and now working as Sr. Manager

[Vigilance] located at Mumbai.

What do you like about Balmer Lawrie?

Balmer Lawrie's diverse business activities both in the manufacturing and service sectors make it a unique company to work with and people from different professional backgrounds, regions and cultures provide an enriching experience in the manner one approaches work. Also, the freedom and opportunities given to one and all to leverage one's talent and skills makes a person holistic with multi skill experience.

In fact, Balmer Lawrie should typically be a good case study of a company which has been continuously evolving over the decades blending the old with the new. More importantly, in the current situation, Balmer Lawrie has successfully met the challenges of merging the old culture with the new digital or e-age as we call it, along with the next generation of workforce.

What is your most memorable moment in Balmer Lawrie?

There has been several memorable moments in Balmer Lawrie but the one that stands out is the faith reposed upon me by my superiors for laying the seeds of the Retail / Channel market network in the Western Region from almost scratch in the year 2004 / 2005 and to build the brand 'Balmerol'. From a count of approx. 8-10 distributors the network was increased to approx. 55-60 distributors in the Western Region over the next few years and it was not an easy task initially with almost negligible salesforce, retail packs which required lot of makeover and most importantly low brand awareness in the market. However, I took it upon me as an exciting opportunity and challenge, which has given me a lot of self-confidence and I cherish it even now.

Who is your inspiration in life and why?

My great inspiration in life has been my parents who have taught me to be disciplined, honest and to work with dedication in life in order to succeed and most importantly try to be a good human being. They continue to be my inspiration even now with their selfless contribution in my life. However, during the course of life one gets inspired by a few good teachers around them from time to time, colleagues at workplace, who radiate positivity and superiors, who selflessly enrich our knowledge and this is no exception in my case too. My friends are still continuing to inspire me by sharing their thoughts from time to time. In fact, I also get inspired by genuine people from all walks of life, who touch upon me in my daily life.

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

Although my family roots are in Kerala, I am settled in Mumbai since 1992. I completed my schooling and college from Hyderabad. My family consists of my parents, wife and two lovely daughters. I also have a sister, who is settled in the United States of America. My wife Bindu is a Central Government Employee, my eldest daughter Jeslyn is pursuing her 1st year B. Tech and younger daughter Jesica is in 1st year Jr. College in the Science stream. Both my daughters had participated in Maharashtra state level athletics while in school and won accolades.

What are your hobbies?

I am basically an avid sportsman and adept at playing cricket, badminton and table tennis. I am very passionate about cricket and still look out for opportunities to play whenever possible. Apart from sports, I am also interested in listening to old Hindi songs and also like themes based on fiction.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

It's an opportunity to be a part of an esteemed and legendary organisation which has completed 150 plus years and I feel a great sense of pride in being associated with a multi business conglomerate. Being a part of an organisation, which has made profits since its inception having fought through numerous recessions is simply commendable and outstanding, and makes me feel special and great. Thanks to the great visionaries of Balmer Lawrie, who are passing the baton over to the next generations with utmost care so that the rich legacy is continued and goes on and on. Only a few companies in the country and maybe even the world might have lasted this long.

**Arumoy Khan****Senior Manager [Vigilance], Kolkata****How long have you been working with Balmer Lawrie and currently what is your role / department?**

I am working with Balmer Lawrie for 29 years. Presently, I am working as Senior Manager [Vigilance] at the Corporate Office in Kolkata. My association with the Company Lawrie dates back to 22nd January 1991. I had joined Balmer Lawrie in SBU: Greases & Lubricants (G&L) as Officer Trainee at the Kolkata plant and since then I have worked in G&L in various Departments – Production, Maintenance, Materials; worked as Management

Representative for various System Certifications (ISO, OHSAS); Supply Chain

Management and was also selected as a Core Team Member from G&L during implementation of SAP for Production Planning Module (PP), Quality Management Module (QM) and Plant Maintenance Module (PM). Before moving to Vigilance Department at the Corporate Office I was posted at many locations of SBU: G&L – Kolkata, Silvassa, Taloja, Sewree, Chennai and the Corporate Office during SAP implementation phase.

What do you like about Balmer Lawrie?

Balmer Lawrie is a vibrant, dynamic and diversified well managed Company with a very long and rich history. It's a Company with a rich culture, which supports learning and development on the job and where freedom of work prevails. There is recognition for hard working sincere employees.

What is your most memorable moment in Balmer Lawrie?

I was delighted when in August 2011, I was chosen to undertake trial run and start commercial production activities of Greases & Lubricants at our newly commissioned Joint Venture company at Jakarta, Indonesia (PT Balmer Lawrie Indonesia). I could successfully complete this assigned task and also imparted training to the local workforce and shared my knowledge on grease manufacturing with them.

Who is your inspiration in life and why?

My father is my inspiration. He was an employee of Indian Railways and was posted at various remote places in the states of Bihar and Jharkhand. In almost all of his service period in Indian Railways, he used to live alone for the sake of providing his children comparatively better education and social life. Because of this invaluable personal sacrifice of his, we all brothers and sisters could succeed in our personal life.

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

My entire childhood was spent at the village Guptipara in Hooghly District, West Bengal, by the side of Ganges river. After getting service in Balmer Lawrie, I shifted to Kolkata. My family comprises my widowed mother, my wife and our only son, who live with me at Behala, Kolkata currently.

What are your hobbies?

Reading novels, travelling, listening to classical songs and watching good movies.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

I am really lucky and proud to be associated for such a long time with Balmer Lawrie, where we have self-respect, freedom of learning with self-development and a corporate environment with a rich culture and well ingrained ethics.



A Dhanasekaran
Manager [Vigilance] - Southern Region

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

I joined Balmer Lawrie on 21st October 1991 as a Jr. Officer in Quality Control Department, Greases & Lubricants (G&L) Division at Manali, Chennai. Presently I am working as Manager [Vigilance] - Southern Region at Chennai.

What do you like about Balmer Lawrie?

Balmer Lawrie is a diverse organisation, which operates in multiple locations. It's an organisation that changes according to the demands of the changing business scenario. This may pose challenges but on a positive note has helped employees to adapt and reskill themselves, thus encouraging multiskilling. This has also helped the Company to sustain its achievement of making continuous profits in its entire journey of over 150 years.

What is your most memorable moment in Balmer Lawrie?

As I had opportunity to work in most of the functions of SBU: G&L in my career, there are many memorable moments associated with every portfolio. One of them was achieving all time highest production in a particular year for G&L, Chennai during my tenure in the Production department. Another memorable moment was receiving my 25 years long service award with my spouse from COO [LC] during a Balmer Lawrie Foundation Day function held at CLRI, Chennai.

Who is your inspiration in life and why?

My brother has always been my inspiration, who supported and motivated me in most part of my journey. He always used to tell me to be a master in whatever subject / field I choose. I also learnt from him to work with commitment until my goal is achieved.

Place you belong to and who are all your family members?

I was born in Namali, a small town near Kancheepuram, the silk city of Tamil Nadu and completed my education from schooling to post-graduation in Chennai. My wife Tamil Selvi is a devotional singer and a successful homemaker. Our elder daughter Dhivya is employed in a software firm and younger daughter Priyadharshini is pursuing second year B.E.

What are your hobbies?

I like gardening and practicing yoga. I also like travelling to hill stations and enjoying the beauty of nature.

How does it feel to be a part of an organisation that has a rich legacy of 150 years?

It is a great feeling to be a part of an organisation that has a long history. The most exciting thing is that I was a part of Balmer Lawrie during both the times when the Company achieved the milestones of 125 years and 150 years. I feel proud to be a Balmer Lawrien and serve a Company that has a rich heritage. With committed talent and Top Management, I am confident that the Company will attain even more achievements in the forthcoming years.



Sibdas Sarkar
Manager [Vigilance], Kolkata

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

I joined the Industrial Packaging (IP) unit of Balmer Lawrie in 1987 as Inspector, LPG Cylinder Plant. During that time, IP was known as 'Containers & Cylinders Division'. Over the last 33 years I have served IP – Kolkata, Panipat, Chittoor and Silvassa in manufacturing services. Since November 2019, I have been working in the Vigilance Department as Vigilance Officer at the Corporate Office in Kolkata.

What do you like about Balmer Lawrie?

In my 33 years of service I have never witnessed Balmer Lawrie posting a loss. This has been possible due to the strong leadership, properly structured vision and mission. Balmer Lawrie takes care of its employees and their family members to their maximum satisfaction.

What is your most memorable moment in Balmer Lawrie?

In the year 2001, before joining Container Division, Panipat, I had been advised by the then Director Manufacturing, Sri V N Sharma and ED [IP], Sri Anand Dayal to inspect twenty thousand rejected Defence barrels at B D Bari, Jammu. The rejection was on account of heavy paint peel off, which Defence Authorities had found unacceptable and directed Balmer Lawrie to recall the batch. I took the challenge and after more than one month of tireless and dedicated work, in conditions even without any electricity, I made it possible for twenty thousand barrels to be repainted and re-screen painted. The moment Major Chanda of BD Bari Depot officially accepted all the 20,000 barrels post Quality clearance, I felt an overwhelming sense of delight and relief. That was the most memorable moment in my service life as I was able to save Rs 2 Crores of our Company and with the added benefit of saving national wastage.

Who is your inspiration in life and why?

Truly speaking, I cannot name any single person especially in this regard. Whenever required, I get my inspiration from Sri Sri Ramakrishna Paramhansa Deb.

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

I belong to Kolkata; I was born and raised here. My family comprises of my wife, Jaya, a homemaker and son, Arijit, a Civil Engineer from Jadavpur University, now employed at L&T and preparing for pursuing his Masters abroad.

What are your hobbies?

I love listening to music especially the songs of Kishore Kumar, Md Rafi, Manna Dey etc. My other hobbies include watching movies, reading books and travelling. Apart from music, travelling is another thing I love very much, as I like to experience new cultures and meet new people.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

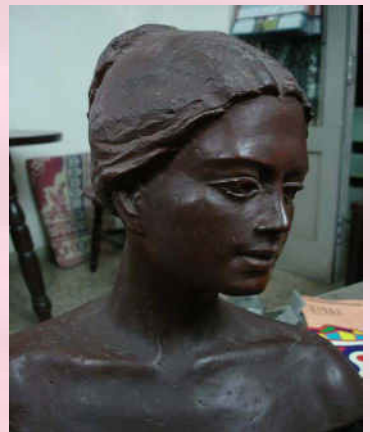
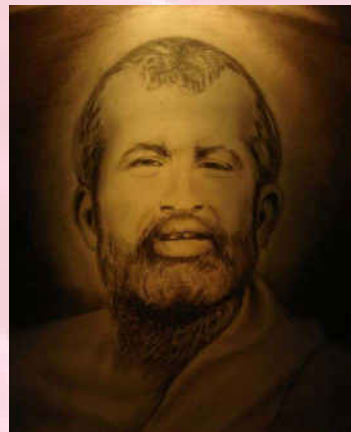
It is a great feeling to be a part of this organisation that is more than 150 years old. Balmer Lawrie has weathered the freedom struggle of India and lived through the birth and has grown along with Independent India. It has seen many changes, experienced ups and downs; but as always it still stands steadfast, with its head held high never making monetary losses in its lifetime.

AWARDS & ACCOLADES

Balmer Lawrie was one of the recipients of the Kolkata Best Employer Brand Awards 2019 given away by World HRD Congress at a function held on 11th November 2019 at the Taj Bengal, Kolkata. Kolkata Best Employer Brand Awards 2019 is organized by Employer Branding Institute and recognizes top organisations from Kolkata who are exemplary in HR and used marketing communications effectively for Human Resources Development. During the award function a special award was given to Mr. A Ratna Sekhar, Director [HR & CA].



TALENT UNLIMITED



Sculptures and Paintings by Mr. J K Basu, VP [Vigilance] & SA to CVO

During the Vigilance Awareness Week celebrations, a slogan competition was organised in the Eastern Region. Below are some winning entries.

**Honesty is the key to make country
corruption free**

**United against corruption, serve the
country, save the nation**

First Prize: Ms. Chaitali Datta, Taxation Dept.

**ईमानदारी की होगी जीत, भ्रष्टाचार की हार,
सतर्कता का थामो हाथ, करो भ्रष्टाचार पर वारा।**

Second Prize: Mr. Ranotosh Banerjee, ROFS

**সাম্প্রতা জ্বালায় জ্বানের আলো, সততা ঘোঁচায় মনের কালো
জ্বানের আলোয় রাঙিয়ে মন, সত্যের পথে চালাও জীবন**

Third Prize: Mr. Amit Chatterjee, E&P

**To Stop corruption, seek
only what you need
And there will never be any
Greed**

*Consolation Prize: Ms.
Indrani Mukherjee, IP*

**आमदनी से संतुष्ट रहे,
भ्रष्टाचार से बचे रहे।**

*Consolation Prize: Mr. Ramji Dubey,
Corporate IT*

**Corruption is there, you do not oppose where
Fight together against Corruption save the
nation from destruction**

*Consolation Prize: Mr. Soumya Datta,
Travel – Kolkata*

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