

Issue 28, July 2019

BLOG



Balmer Lawrie
Organisational Gazette

**“I will neither litter nor
let others litter...”**



EDITORIAL

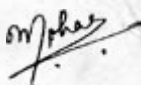
We celebrated the Swachh Bharat Pakhwada from 1st to 15th July 2019. During the fortnight, we Balmer Lawriens made special efforts to consciously spread the message of keeping the environment clean and educate all stakeholders on the importance of cleanliness and personal hygiene. Various programs were organised involving employees and the communities residing in locations around our plants. Today 'Swachhata' has become a way of life for all citizens of our country. People from all walks of life have consciously taken initiatives to propagate the mission and contribute in their own little ways. The other day, a demure colleague of mine, a daily commuter by train, very proudly mentioned that she screamed at an unruly person who spat on the platform right in front of her just as she was boarding the train. While she gave him a piece of her mind, her young son insisted on punishing him. A friend of mine, a regular app cab user, did not hesitate to educate one of the drivers, who continuously spat on the roads while chewing tobacco. My daughter announced enthusiastically that this year the theme for the housing complex Durga Puja celebrations would be 'Swachhata Hi Seva'. I can quote umpteen examples of how the 'Swachh Bharat Abhiyan' (SBA) and the importance of cleanliness has impacted all around.

Every year we dedicate one issue of Balmer Lawrie Organisational Gazette (BLOG) to the initiatives being taken as part of the SBA. As we celebrated the Swachh Bharat Pakhwada in the beginning of July 2019, this issue will cover the various Swachhata activities undertaken, message from the Leadership on SBA, quotes from Executives and Officers actively involved in driving the various activities across regions etc.

I'd like to take this opportunity to bring you key snapshots of the various activities undertaken by Balmer Lawrie since the launch of SBA in October 2014. The Mission was kicked off with a Swachhata Walkathon. Our Company successfully constructed 330 toilets in the states of West Bengal, Assam, Andhra Pradesh, Chhattisgarh, Haryana, Rajasthan and Maharashtra and was the first Company under the Ministry of Petroleum & Natural Gas, Government of India to meet the set target. It was committed by Balmer Lawrie to maintain the toilets at least for 5 years. Besides construction of toilets, a water tank with a capacity of 1.50 lakh litres was installed at the Padghe village in Taloja, Maharashtra near our Industrial Packaging Plant. This tank benefits at least 10,000 villagers residing in the villages. Balmer Lawrie also adopted the Sayli village in Silvassa and sponsored the construction of a water tank, which benefits 5000 villagers. A capacity building project on health and hygiene at Silvassa was initiated as well. Though children of the village and primary schools comprise the major target group, school teachers, Anganwadi workers and staff, parents and the school management committee of the respective schools were also involved in the various activities. Training sessions and workshops on health, hygiene and nutrition were organised in the Anganwadis and primary schools. Also, personal hygiene kits, sanitation kits, dustbins and Anganwadi vessel kits were distributed. The objective of the project was to ensure sustainable development by promoting good health, quality education, clean water and sanitation in Sayli village.

Balmer Lawrie set up a Composting Unit at Victoria Memorial, named as "Foodie". This was Kolkata's first of its kind Composting Unit and Solid Waste Management System. The Company sponsored the construction of 40 borewells in the DIKOM area in Dibrugarh, Assam where a site of our SBU: Refinery & Oil Field Services is operational. An incinerator and vending machine for sanitary napkins was installed in ten government schools at Kolkata in West Bengal and behavioural training was carried out for the adolescent children and their parents periodically. To spread awareness on cleanliness and the importance of planting trees, Balmer Lawrie in association with The Times of India distributed 800 anti-pollutant, benzene absorbent saplings in Kolkata. Our Company also sponsored the beautification of three ghats along the Hooghly river. The Hooghly river holds immense religious and social significance for the people in Kolkata and the Eastern Region. Balmer Lawrie, in association with Kolkata Port Trust (KoPT) and Times of India, carried out the beautification of the Bagbazar Ghat, Moti Seal Ghat and Ram Krishnapur Ghat under the 'Ghat Kahon' project. Balmer Lawrie joined the 'Swachhata hi Seva' movement and organized various cleanliness activities and awareness workshops not only in its units and establishments but also in the schools and villages near its factories.

Though SBA will culminate in October 2019, I feel as a movement it would never die. Now the aim is to beat plastic pollution and ban single use plastic. Let's continue to support the movement, take it to the next step and keep India clean and green 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 Top Management Meet was held in Kodaikanal on 14th and 15th June 2019. During the Meet, C&MD and Directors reviewed the performance of SBUs / Functions and deliberated on strategic action points, potential risks, strength areas, the way forward etc. along with the Top Management team.



■ The new Industrial Packaging plant for steel drum manufacturing at Vadodara, Gujarat was inaugurated on 10th June 2019. Mr. Prabal Basu, C&MD inaugurated the new manufacturing facility in the presence of Directors and Senior Officials of the Company. Balmer Lawrie is India's largest 210L MS Drum manufacturer with a pan-India market share of around 34%. The company commissioned the Vadodara plant with the objective of catering to the large chemical industry in Gujarat with superior products and services. After inaugurating the plant, C&MD, Director [Manufacturing Businesses], Director [HR&CA] and Head

[IP] visited the facility, addressed the Executives and Workmen and planted saplings. On the occasion, a press conference was organized at Vivanta, Vadodara during which Mr. Basu, C&MD addressed the media.

■ Logistics Services participated in the India-Mongolia Oil & Gas Exhibition 2019 held on 13th and 14th May at the Buyant Ukhua Sports Complex in Ulaanbaatar. The Embassy of India in collaboration with the Ministry of Mining & Heavy Industry of Mongolia, the Mongol Refinery State Owned LLC and Engineers India Limited (EIL) organised the event in connection with the first ever 1.5 MMTPA refinery being set up in Mongolia. More than 35 reputed Indian companies in the Oil and Gas sector participated in the Exhibition, which was inaugurated by HE Mr. D Sumiyabazar, Minister of Mining & Heavy Industry of Mongolia. Mr. M P Singh, India's Ambassador to Mongolia and the Minister visited the Balmer Lawrie stall at the event.





■ An Ester Blending Kettle of 12 MT capacity was installed at the Ester Plant in Greases & Lubricants, Kolkata and inaugurated in the month of April 2019.

Kolkata



Delhi

Chennai



**Mumbai**

■ As part of employee engagement initiatives, every year Town Hall Meetings are organised across locations pan India, during which C&MD and the whole time Directors of the Company addresses all Executives and Officers. This initiative provides a platform for the employees to interact with C&MD and Directors and give suggestions. Town Hall Meetings were held in Kolkata on 2nd and 3rd May, in Chennai on 7th May, in Delhi on 9th May and in Mumbai and Silvassa on 15th and 16th May 2019 respectively.

■ To encourage the progressive usage of Hindi as Official Language, Mr. D S Rawat, Consultant and Mrs. Shobhna Srivastava, Asst. Director [Official Language], MOPNG, GOI visited our Company on 3rd June 2019 for an inspection. During the inspection they stressed on the need for Hindi training and had discussions with Mr. A Ratna Sekhar, Director [HR & CA] and members of the Official Language Implementation Committee of Balmer Lawrie.





■ The 5th International Day of Yoga was observed and celebrated across all the units and establishments of Balmer Lawrie on 21st June 2019. Yoga sessions to promote yoga and its benefits were organized for the employees which saw large participation. Employees also participated in the slogan and poster competitions organized on the occasion.

■ World Environment Day was observed with much fervour at various units/establishments of the Company. To create awareness on environmental issues and air pollution, an online quiz and essay competition on Environment was organised on pan India basis for all employees. Saplings were planted in various units and establishments across the country on 6th June 2019 to enhance the green cover.



■ As part of Swachh Bharat Abhiyan, Balmer Lawrie sponsored the construction of a toilet block at the Villupuram School, Chennai. The block was constructed by Lions Club of Villupuram. Mr. Prabal Basu, C&MD inaugurated the newly constructed toilet block in the presence of Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. A Ratna Sekhar, Director [HR & CA], Mr. R M Uthayaraja, COO [LC] and others, on 21st June 2019. During the occasion C&MD and Directors addressed the students, who were very happy to receive the new facility.

LEADERSHIP SPEAKS**Prabal Basu
Chairman & Managing Director**

On 2nd October 2014, when our Hon'ble Prime Minister issued a clarion call to all citizens of India to join the Swachh Bharat Abhiyan (SBA), all of us pledged to be part of the movement to pay tribute to Mahatma Gandhi, by presenting him a 'Clean India' on his 150th birth anniversary. It was a humongous job, but with the various initiatives undertaken by Government organisations, public sector companies, NGOs, educational institutions and other organisations a lot has been achieved. According to an UN Report released in 2014, India had the largest number of people in the world defecating in the open. According to the 2011 Census, only 32.70% of rural households had access to toilets. Today, our country is Open Defecation Free completely and sanitation facilities including toilets, solid and liquid waste disposal systems and safe and adequate drinking water supply are available in all villages. Now that we are close on the heels of the celebrations on 2nd October 2019, I feel very happy and proud that Balmer Lawrie has significantly contributed to SBA. The mission has also been successful in instilling a strong sense of responsibility in us to keep our surroundings clean. Mahatma Gandhi

said "Sanitation is more important than Independence". He made cleanliness and sanitation an integral part of the Gandhian way of living. He believed that development and well-being of common people was possible only if they lived in a clean and healthy environment, with proper public and personal hygiene. However, cleanliness has to be made a way of life and all of us consciously have to spread awareness to all stakeholders and act as ambassadors in not only keeping our homes and workplaces clean but also help in keeping public places garbage free.

We recently celebrated the Swachh Bharat Pakhwada organised by MOPNG and DPE and the response was very good. Not just our employees but also villagers and members of the communities residing around our factories in various locations actively participated in the activities organised to spread awareness on keeping the environment clean and green. I thank all those who are involved in taking SBA forward. As we are nearing the culmination of the SBA, Hon'ble Prime Minister has now urged all citizens to join the "new mass movement" against single-use plastic from 2nd October 2019 and has called for efforts to ensure proper collection and storage of plastic to save the environment. He has also urged all Indians to join hands and save every drop of water. I will request each and every Balmer Lawrien to stop single-use plastic and rigorously spread the message to one and all.

LEADERSHIP SPEAKS**Adika Ratna Sekhar
Director [HR&CA]**

We celebrated the Swachh Bharat Pakhwara (SBP) from 1st to 15th July 2019 as part of the Swachh Bharat Abhiyan (SBA) initiative. The SBP was part of the celebrations taken up by the Ministry of Petroleum & Natural Gas, GOI. As Director [HR&CA] I oversee the CSR function and all the Swachhata activities are mainly driven by the CSR Department and Regional HR teams. Owing to this, I am very closely involved with the initiatives taken as part of SBA. I feel happy that we are making a difference to the communities close to our factories and it gives me a strong sense of satisfaction. During the fortnight we undertook cleanliness drives all around our plants, offices and the surrounding areas. We organised tree plantation drives in our factories, conducted awareness workshops, activities, contests, distribution of sanitary napkins, swachhata kits and health & hygiene talks in various schools in the Eastern and Western Regions of India, training session for contract labourers in Chennai, besides various other activities. We have manufacturing units in Silvassa and as a good corporate citizen we have adopted the nearby Sayli village. As part

of SBA, a capacity building on health & hygiene project was initiated there in the month of December 2019 and the project is being driven with great enthusiasm as per a Memorandum of Agreement (MOA) signed between Balmer Lawrie as sponsor, Swadeep Shikshan Vikas Sanstha, Ahmedabad, the Implementation Partner and the Collector District Magistrate, Dadra & Nagar Haveli, Silvassa, the Operating Partner.

Taking the SBA a step forward, Hon'ble Prime Minister, Shri Narendra Modi, in one of the recent sessions of Mann Ki Baat said, "Let us celebrate Mahatma Gandhi's birth anniversary as a special 'Shramdaan' Festival, where everyone will donate one's own labour. I urge all municipalities, municipal corporations, District Administration, Gram Panchayats, Government & non-governmental bodies, organisations; in fact, each and every citizen to work towards ensuring adequate arrangement for collection and storage of plastic waste. I also appeal to the corporate sector to come out with ways and means proactively for appropriate disposal of all accumulated plastic". He said that the accumulated plastic can be recycled and transformed into fuel. This would help in ensuring safe disposal of plastic waste.

In this issue of BLOG, special impetus has been given to the events and activities organised as part of the Swachh Bharat Pakhwada. While you read through the issue, do remember to fulfil your duties as a responsible citizen and also be conscious about stopping single-use plastic. The onus is on all of us to build a clean and green India. So, let's pledge to enhance our efforts and create more awareness amongst all around us.

SWACHHATA PAKHWADA @ BALMER LAWRIE

As part of Swachh Bharat Abhiyan (SBA), the Swachh Bharat Pakhwada was celebrated from 1st to 15th July 2019. The SBA, India's largest cleanliness campaign till date, was launched by Hon'ble Prime Minister of India, Shri Narendra Modi on 2nd October 2014. Since then, millions of Government employees, students and other citizens from all walks of life became a part of this campaign. During the Pakhwada, the Swachhata pledge was administered and various programs were organised in units and establishments across the country. At the Corporate Office in Kolkata the pledge was administered by Mr. Prabal Basu, C&MD in the presence of Directors and employees. Employees across units and establishments pan India took the pledge to propagate the message of Swachh Bharat Mission all over and endeavour to devote 100 hours for cleanliness. A host of activities were initiated to further the 'Clean India' movement not only in our plants and offices but also in the communities residing close to our establishments.

ADMINISTRATION OF PLEDGE

All employees took the Swachhata pledge across locations pan India and promised to take the Swachh Bharat Abhiyan forward. In some Government schools, the pledge was administered for students and teachers.



Corporate Office, Kolkata



IP, Kolkata



CFS, Kolkata





Delhi and NCR



TCW, Rai



Lucknow



IP, Asaoti



Chennai



Khadoli, Silvassa

CLEANLINESS DRIVE

Cleanliness drives were organised in plants and offices of Balmer Lawrie across the country, in which employees participated with much enthusiasm.



IP, Kolkata



IP, Asaoti



TCW, Rai



Lucknow

TREE PLANTATION DRIVE

In the tree plantation drives organized across locations, G&L - Kolkata planted around 240 saplings in and around the factory premises. Tree saplings were also planted in IP - Kolkata, CFS - Kolkata, G&L - Silvassa and Manali, Chennai

**G&L, Kolkata**



CFS, Kolkata



IP, Kolkata



G&L, Silvassa



Chennai

ENGAGEMENT WITH COMMUNITY

Various activities were organised for students of Government schools in Kolkata, Silvassa and Chennai.





In Dara, West Bengal drawing competition, workshops, sapling distribution and cleanliness drives were organised in the Government schools.





In Silvassa, workshops were conducted in schools covered as part of the capacity building project on health and hygiene and swachhata kits were distributed. Drawing competition and cleanliness drives were also organised.





In Chennai, a workshop on “Importance of Sanitation During Menstruation” was organised for the girl students of Manali High School. Ms. Valarmathi, Manager [SCM - CAPEX & Projects] and Ms. R Sandhya, Jr. Officer [HR]-SR, addressed the students on the topic. During the event sanitary napkins were distributed to all the girls in the school.

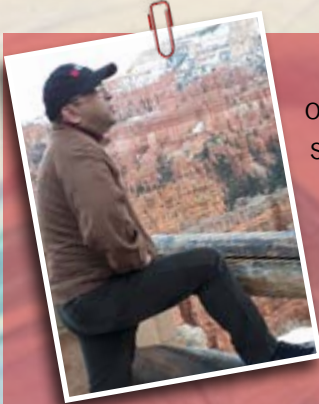


An awareness program for the contract labourers engaged in Manali Industrial Complex was organised during the pakhwara. Dr. K. Manivarma, Lecturer in Madras Medical College conducted the training session on health and hygiene and other related facts. 43 contract workmen participated in the program.

BALMER LAWRIENS SPEAK

Some Executives and Officers in the Company are very closely involved with the Swachhata initiatives. We asked the following question to few of them:

The Swachh Bharat Abhiyan is one of the world's largest cleanliness drives. You have been actively involved in the various Swachh Bharat initiatives undertaken by Balmer Lawrie. How does it feel to be part of this mission?



I feel that the Swachh Bharat Abhiyan should be considered as a way of life and be ingrained in our personal lifestyle including our family and society. I am honoured to get the opportunity to be associated with this mission in a predominating tribal village at Silvassa where the focus is on inculcating the Swachhata practices in the Anganwadi and pre-primary students and through them into their families and their village. Children are the future citizens of our country and if we can inculcate such good practices in them, the future of our great nation will definitely be bright. Further as part of this mission, capacity building of Anganwadi workers and training them in new methods of teaching Anganwadi students are being undertaken. This initiative has been highly appreciated by the District Collector who is the Operating Partner and they are planning to use the Balmer Lawrie project as a Model for the entire Union Territory.

Partho Chatterjee, VP [HR], RHR – WR, Mumbai



Swachh Bharat Abhiyan, one of the massive mass cleanliness missions, which was the dream of Mahatma Gandhi, was initiated by the Hon'ble Prime Minister, Shri Narendra Modi. I feel proud and honoured to be part of this noble cause which has enhanced awareness in us on how to adopt healthy sanitation practices and waste management both at the workplace and at home. With the active support and involvement of individuals, this mission is showing positive results and is ensuring hygiene across the country. However, it requires active participation of each and every individual in making the country clean and green. If we want our country to be respected and revered in the world then it is the duty of each and every citizen to devote themselves in this campaign by contributing to the cause and spreading awareness. In the Northern Region, employees have been actively involved in various Swachhata related activities like cleanliness drives both in the work place and surrounding areas, plantation drives, awareness workshops and competitions.

A K Gupta, AVP [HR], RHR – NR, Delhi

BALMER LAWRIENS SPEAK



I had my best opportunity to drive 'Swachh Bharat Abhiyan' (SBA) in the Southern Region. With the help of Mr. R N Krishnan of RHR-SR, we implemented various initiatives there. All of them were very impactful and what made the initiative unique was the 'breadth' of the concept; the best part of the initiative was that promotion of personal hygiene was made part of the activities. In Chennai, we had once collaborated with the Municipality for the project entailing health check-up for those undertaking manual scavenging works. The officer who was in charge took personal initiative and the result was inspiring to say the least. I still feel proud of driving this initiative. It made me feel, "yes we can make a difference in the lives of all around us through SBA".

Siddhartha Das Barman, AVP [HR], CHR D – Kolkata

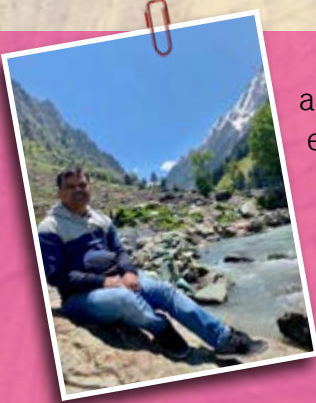


Swachh Bharat Abhiyan (SBA) was indeed a thoughtful and timely initiative of our Honourable PM, Shri Narendra Modi. What could be a better gift than dedicating a 'clean India' to Mahatma Gandhi on his 150th birth anniversary. It's a reality that even today, majority in our community do not have proper awareness/education on self-hygiene and do not understand the importance of keeping the surroundings neat and clean. I have seen this closely by being an active member in implementing the initiative at Balmer Lawrie. SBA is not a one-time event; it is a journey and for the success of this journey educating and providing required support to the communities is imperative. Identifying a correct target group plays a vital role for success of any mission; our Company rightly targeted the future generations in school and colleges along with communities residing in areas surrounding our factories. We have been organising awareness workshops and competitions for children besides other activities like building toilets, cleanliness drives, distributing dustbins, organising medical camps, distribution of sanitary napkins, tree plantation drives etc. in the Manali region in Chennai.

Along with Mr. R N Krishnan, Manager [HR]-SR, we been working with various agencies to drive the SBA activities in the Southern Region. He is very enthusiastic in conducting the activities. Not only him, all the persons who are involved in SBA activities, are wholly involved. I feel happy to see this zeal and dedication.

Subrata Deb, AVP [HR], RHR – SR, Chennai

BALMER LAWRIENS SPEAK



It's indeed a pleasure to be an integral part of the Swachh Bharat Mission, and I feel privileged to be part of Balmer Lawrie, wherein I have been entrusted with the responsibility to drive Corporate Social Responsibility (CSR) and Swachh Bharat activities for the organisation. By design, I chose this profession to be a social worker and being Head of CSR, I have been involved in the plethora of activities being undertaken across India on various theme areas. It always gives you the sense of accomplishment, if you can bring about a positive change for the community. The activities being undertaken as part of the Swachh

Bharat Mission are tangible and the results are realized immediately. Therefore, one can easily witness the benefits, which the community gains from the project. I am thankful to all my colleagues, who are part of this Mission and without their support, the Company could not have achieved success in the Mission.

Dilip Kumar Das, Head [Administration & CSR], Kolkata



I have been involved in various Swachh Bharat Abhiyan (SBA) activities implemented in the Southern Region. Though I enjoy being part of the activities undertaken as part of CSR, SBA activities are special to me since I get a chance to directly interact and serve the community; I specifically like interacting with the underprivileged school and college students. Recently, we have dedicated a toilet block at Villupuram Boys Higher Secondary School at a total cost of Rs. 24.6 lakhs. I was little worried about the maintenance/usage of the toilet by the students, since it is a boys' school with a total strength of 1,200. However, after receiving

confirmation from the school, 2 months post inauguration, that the facility was being maintained properly, I felt happy that the effort taken by Balmer Lawrie was worth it. We have done lot of awareness programs in schools and colleges. When we conducted medical camps for Safai Karmacharies of Chennai Corporation, I felt happy to be part of the activity and witness the happiness and satisfaction in them. One of the best and most important initiatives we undertook was tree plantation drive; we started with planting 25 nos. of tree saplings with mesh-guards at Manali High School, and now we plan to plant at least 250 tree saplings in and around Manali. One of the best gifts we can leave for our future generations is the clean and green environment, and thus, it gives me a sense of satisfaction that I'm doing something for the future generations through the Swachh Bharat activities.

Navaneetha Krishnan, Manager [HR], RHR – SR, Chennai

BALMER LAWRIENS SPEAK



दान हमेशा घर से शुरू होता है। सफाई केवल देश के लिए ही आवश्यक नहीं है। हमारे घर, कार्यालय, संगठन और यहाँ तक की हमें खुद को भी साफ रखना चाहिए। यह केवल हमारी पसंद ही नहीं बल्कि इंसान होने के नाते हमारी ज़िम्मेदारी भी है। हमें अपने घर, आसपास के इलाकों, हमारे समाज, समुदाय, शहर, उद्यान और पर्यावरण को दैनिक रूप से साफ रखने की आवश्यकता है। एक स्वच्छ व्यक्ति का व्यक्तित्व किसी आदमी से संपर्क करने के लिए हमेशा आकर्षित करता है। लोग हमेशा ऐसे लोगों की सराहना करते हैं और उनसे जुड़ना पसंद करते हैं जिनके पास स्वच्छ आदतें हैं। इसी तरह यदि हमारी कंपनी साफ दिखेगी तो हम कितना अच्छा महसूस करेंगे। जब हम अपनी कंपनी की प्रशंसा करते हुए बाहरी लोगों या पर्यटकों को देखते हैं तो हमें बहुत खुशी होती है। सफाई एक बार नहीं बल्कि हमारे दैनिक अभ्यास में होनी चाहिए। मैं, सिलवासा में, कंपनी द्वारा लिए गए स्वच्छता संबंधी गतिविधियों से जुड़ा हुआ हूँ और मुझे इसके लिए बहुत खुशी और गर्व महसूस होता है।

Jitendra Rohit, Officer [HR], G&L - Silvassa

KNOW YOUR FELLOW BALMER LAWRIEN...



Satyajit Shankar Guha, Regional Head [Logistics Services] - East

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

It's just about 3 years; I joined Logistics Services (LS) on 18th of July 2016. I have the profit and loss responsibility of Eastern Region LS working in the capacity of Regional Head – East.

What do you like about Balmer Lawrie?

More than 150 years of profitable existence speaks a lot about the organisation's corporate culture and governance. The diversified portfolio is very interesting and probably is the strength of the organisation.

Personally, I find, the organisation adequately flexible under a Government laid down structure and policies. The freedom and independence reposed on me largely fulfils my entrepreneurial quest and keeps me driving for overall performance enhancement and sustainable growth.

What is your most memorable moment in Balmer Lawrie?

The very fact that I am being accepted as a senior in the team with all my weaknesses gives me a sense of contentment. The team took the oath to set the ball rolling, now it's time to gain momentum. The change is visible and I am happy to be a part of this changing scenario.

Who is your inspiration in life and why?

Parents: They are the ultimate role models for children and for me it is no different. Every word, movement and action has an effect. No other person or outside force has a greater influence on a child than the parents.

Bosses: To be truly effective, one must master the ability to influence others. Effective leaders don't just command, they inspire, persuade and encourage. Leaders tap the knowledge and

skills of a group, drive individuals towards a common goal and draw out commitment to achieve results. I have been lucky to work under such leaders.

Wife: To respect and nurture the institution of marriage and work towards making it a success.

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

I am basically from Kolkata and we are three brothers - I being the eldest. My father is a retired public servant and continues to be the head of the family. My better half, Sudeshna is a music teacher and a successful homemaker and Srijeeta my daughter is pursuing her B.TECH in (EIE) Techno Main (Salt Lake).

What are your hobbies?

Debating, travelling, getting to know different cultures and soul searching other than actively following cricket and football at world stage. I also enjoy beach side trips with family and engage in water sports and long beach walks.

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

For me, joining Balmer Lawrie was a welcome change, as I shifted from a company under the 120 yrs Tata group to an organisation that has a rich legacy of 150 yrs. Over and above working for a Government of India Enterprise gives me lot of pride. It is certainly a great feeling to be part of an organisation that has a history of steering successfully through the ever-changing dynamic business scenarios and yet remaining essential for the stakeholders. This is truly commendable.



Rajiv Nagpal, Senior Manager [Co-ordination]

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

It was in November 1990 that I started my association with Balmer Lawrie and have spent over 28 years of my career in the Company in its Delhi Coordination Office. Starting at the level of a Junior Officer, I have now reached the level of Sr. Manager [Coordination]. My role involves liaison with various Government Departments for expediting approvals/clearances of our Company's

various proposals/issues, besides maintaining rapport at different levels in all the Govt. agencies to ensure smooth functioning of the various activities of the Company.

What do you like about Balmer Lawrie?

Although the list is very long but to recall a few - Accessibility at all levels, support system for its employees by the seniors/mentors, hand holding, growth opportunities, infrastructure and highest standards of ethics being followed by our leaders are few aspects which contributed a lot in my liking the Company very much. In fact, even the outsiders, given an opportunity, would love to be a part of the Company and they express this wish when they observe and interact with us. In Balmer Lawrie, we are like a small family and know almost everyone closely. I am extremely lucky and blessed that I got the opportunity to work under various Officers (both past and the present) who have been very cooperative, helpful and supportive in my ultimate grooming and development.

What is your most memorable moment in Balmer Lawrie?

My most memorable moment in Balmer Lawrie was in the year 2016 when our Company was celebrating 150th Foundation Day and "as an icing on the cake" I was also fortunate to receive the Long Service Award after successfully completing 25 years of service that year.

KNOW YOUR FELLOW BALMER LAWRIEN...

Who is your inspiration in life and why?

My inspiration in life has been my uncle who is a retired teacher. Although around 70 years old, he is living a very active life and is my guide and mentor even now. When I was pursuing my studies, I used to help my father who was engaged in a very small business. It was my uncle, who at that time not only encouraged me to concentrate on studies/education but also extended help as and when I was in need. Finally, when I completed graduation/professional studies, in the year 1985 I got a Government job. In my whole life, I therefore, can never forget my uncle's timely guidance and support.

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

I was born in Gurgaon, Haryana and I completed my schooling/education at Haryana and Delhi. I have a younger brother and two elder sisters; they are all are settled in Gurgaon. My wife is also employed with New India Assurance Co. Ltd. and we have a daughter Sanjana, who is presently employed with M/s Deloitte and a son Naman, who is a final year student at Delhi University. We have an independent house in Gurgaon where we are staying with my parents.

What are your hobbies?

I love to listen to old/classical songs and read newspapers. I also enjoy travelling to various exotic tourist places. I especially love to visit forests where I can be very close to mother nature. My interest in going to the forests has grown over the years. I love watching birds and listening to their tweeting.

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

I feel immensely proud and honored to be a part of Balmer Lawrie which has a rich legacy and corporate culture of over 150 years. Only very few companies in the country's corporate history have achieved this milestone. I feel proud that the Company has never made losses in its entire journey of over 150 years. With a committed workforce and under the astute leadership of our Management, I have no doubt that the Company will attain even greater heights in the years to come.



M Chandra Bose, Manager – Marketing [PM & TS], LC - Chennai

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

I joined as a Management Trainee on 05th July 2004 in SBU: Leather Chemicals, Manali-Chennai and I'm presently designated as Manager - Coordinator (Marketing & Product Development).

What do you like about Balmer Lawrie?

A long and rich history of being market leaders in the industry in diverse business activities, freedom at work, a culture which supports learning and development on

the job and recognition of the hard-working employees.

What is your most memorable moment in Balmer Lawrie?

There are many memorable moments in the last 15 years tenure. Among them some that I cherish a lot are my presentation in front of then Director (HR) and Director (Technical) at the

KNOW YOUR FELLOW BALMER LAWRIEN...

Corporate Office in Kolkata during my induction, the responsibility of handling a project with CLRI, Marketing responsibility in Ambur region, 10 years award, a letter I received with more number of responsibilities in the year 2011 and as a team member acceptance of our new product in the market.

Who is your inspiration in life and why?

I have been inspired by many people at different periods of my life, as each and every one of them instilled a different kind of good and positive attitude in me. However, among them I was impressed much with my father and one of my senior colleagues.

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

I belong to Bodinayakanur, Theni District, Southern part of Tamil Nadu. My family consists of my mother Unnamalai, my wife Vijaya Kamatchi Devi who is a homemaker, my son Harsath Bose studying in UKG and my daughter Jeevika Bose studying in Pre-KG.

What are your hobbies?

Travelling, watching sci-fiction movies, small trips with friends whenever possible and playing with children.

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

I consider myself a very lucky person and I am very proud to be a part of this multi business organization, where we have the freedom to learn and develop and ethics & values are instilled in the system and in its culture.



Roshan Anand, Deputy Manager [Production], G&L - Silvassa

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

I have been working with Balmer Lawrie the last five years. I joined the Company as an Executive Trainee on 1st July 2014. Recently, I have completed five years of my tenure. I am a Production Executive (Dy. Manager – Production) and my job is to produce lubricants of desired quality during the given time frame with an aim to maximize productivity.

What do you like about Balmer Lawrie?

The kind of business and cultural diversity Balmer Lawrie possesses is what I like about this Company most. Throughout its journey spanning a century and decades, the Company ventured into different kinds of businesses and has successfully driven them. I had the opportunity to visit almost all the plants of Balmer Lawrie, wherein I found people from all corners of India working together for the prosperity of the Company and take it to new and greater heights. This is something unique which differentiates Balmer Lawrie from other corporate entities in India.

Another aspect of Balmer Lawrie that stands out is the blend of experienced and new employees, which has turned out to be the strength of the Company. Furthermore, involvement of Top Management even in small/miniscule activities brings out accuracy and transparency in the system.

KNOW YOUR FELLOW BALMER LAWRIEN...

What is your most memorable moment in Balmer Lawrie?

When I joined the Company as an Executive Trainee, we were a batch of thirteen new recruits. During the period of induction, we got the opportunity to visit plants and offices of Balmer Lawrie situated in different parts of India. We visited LS Delhi Office, IP Asaoti plant, plants in Chennai, Silvassa, Mumbai and Kolkata. The tour of ten days was a lifetime experience for me and for my colleagues too. We enjoyed a lot, developed strong bonding with each other and with all the Balmer Lawriens we met. We came to know how diverse our Company is.

Who is your inspiration in life and why?

My parents are my inspiration in life. Whatever I am today, is only because of them. My father taught me the dedication and honesty for work. I have grown up watching my father working and managing household problems in difficult situations. This always gave me strength to tackle all the problems in life. My mother taught me patience. She is my biggest support and the person on whom I can rely on when no hope can be seen in life. They have, unknowingly, given me practical demonstrations of dedication, honesty, patience and many other virtues which I always keep in my mind and try to implement them in my lifestyle.

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

I am from a small town called Deoghar, which is the cultural capital of Jharkhand. It is a holy place and very famous for Lord Shiva's temple situated here. I have a joint family that consists of my grandparents, my parents, uncle, aunt, a brother and two cousins (all siblings including cousins are younger than I am).

What are your hobbies?

I like to read novels and poetry. My hobbies also include writing poetry, shayari and ghazal. I like listening to Hindi music as well.

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

'Balmer Lawrie', the name itself describes the kind of legacy this company possesses. I feel very proud to be a part of this organisation which has already completed 150 years. Balmer Lawrie has given me an opportunity to serve for my nation as I am associated with SBU: Greases & Lubricants which is a direct supplier of greases and lubricants to Railways and Defence. Sustenance of an organisation for more than one and a half centuries, sailing through multiple recessions and still making profits in every single year during the period of 152 years is a very big achievement by any standard.

AWARDS & ACCOLADES

Dr. Jyoti Baghel, daughter of Mr. Murarilal Baghel Mathura, Manager [Manufacturing], Industrial Packaging, Asaoti was awarded a gold medal and felicitated for securing the first position in her last year of MS (Obstetrics & Gynecology) at JIPMER, Pondicherry. Ms. Baghel completed her MBBS from the same college and had received a gold medal then as well. She will be joining AIIMS, Nagpur as a Senior Resident Doctor. Congratulations and best wishes for her new journey!



TALENT UNLIMITED**में, प्लास्टिक और पर्यावरण**

भारत सरकार चाहती है, Say No to Single Use Plastic. प्लास्टिक व्यापारी कहते हैं, “कैसे संभव है” ? पानी की कंपनी कहती है, “विकल्प नहीं” !!!

यह एक विचार उठा है, पहले से लोग, संस्था और बहुत से सामाजिक संगठन कहते आये हैं - प्लास्टिक को ना कहो, पर इन सबके बीच खड़े हैं, मैं आप और हम सब। कैसे बंद करें ? बंद करने से किसी को नुकसान तो किसी को फायदा। इस सब से ऊपर उठकर देखें तो हम हो चले हैं आराम तलब; बस बोल दें करना न पड़े। प्रधानमंत्री जी ने कहा तो सबने सोचा और जब अम्मा या दादी ने कहा कि अरे सब्जी के छिलके अलग रखो, पन्नी में मत डालो, पशु खा लेंगे; ध्यान नहीं दिया हमने।

300 मिलियन टन प्लास्टिक उपयोग करते हैं प्रति वर्ष हम। लगभग 10 लाख प्लास्टिक बोतलें प्रति मिनट हम सब उपयोग करते हैं। 20 साल पहले कितना प्लास्टिक उपयोग करते थे हम ? कहाँ गया कागज का लिफाफा ? कितना कूड़ा निकालते थे हम, और कूड़ा करकट निकलते भी थे तो आदत में था सब्जी के छिलके अलग, काँच अलग, बाकी बचा खुचा कम्पोस्ट कर दिया। क्या हमने 20 साल पहले यात्रा करने से पहले कभी सोचा पानी कहाँ से पीयेंगे ? उत्तर नहीं में ही होगा। भौतिकता की दिशा में उपभोग और दोहन इतना कि अपने समाज, राष्ट्र और संस्कृति के उत्कृष्ट कार्यों का निष्पादन ही न कर पायें। पानी की बोतल उस देश में आयी जहाँ पानी पिलाने को श्रेष्ठ कर्म माना गया और धर्म से जोड़ा गया।

एक प्रश्न ? गरीब व्यक्ति कैसे खरीदे पानी की बोतल, कहाँ पीये पानी ? कहाँ है हमारी पौशाला ? कितने प्याऊ हैं ? गरीब, अमीर सबने हाथ लगाकर ओंके से पानी पीया और पिलाया है इस देश ने। पर्यावरण का देखभाल हमारी संस्कृति में है, हमारे रग – रग में है। पानी की बोतल तो एक मात्र उदाहरण है; न जाने कितने कार्य हम रोज करते हैं पर्यावरण को तबाह करने के लिए। विचार करें अगर ऐसे ही रहा तो भविष्य में क्या खायेंगे हम सब ? क्या पीयेंगे हम सब ?

मेरा विचार है, इसकी पहल मैं से करनी होगी, मैं कोई अच्छा शब्द नहीं है, पर इस शब्द का उपयोग अब आपके अहं को भी शांत करेगा और पर्यावरण को बचाने में आपका योगदान, आपको समाज में एक उचित स्थान भी दिलाएगा। इसमें लगाये होड़, किसकी कितनी लंबी है दौड़ ।।।

जैसे: मैं होटल खाना खाने जाऊंगा पर वहाँ पानी की बोतल नहीं खरीदूंगा। मैं प्लास्टिक के थैले का उपयोग नहीं करूंगा इत्यादि। आपका एक संकल्प एक बड़ा योगदान होगा आने वाली पीढ़ी के लिये। जिसके पास जो होता है, वह वही देता है। विचार करें हमारे पास क्या है ? क्या दे सकते हैं ? आराम तलबी छोड़ें और मैं से हम इस यात्रा में कहें - Say No to Single Use Plastic.

मैं से हम पर आये और फिर कहें : उपभोग नहीं उपयोग।

Vikas Kumar, Asst. Manager [Retail Sales], G&L - Raipur



Paintings by Itakshi, daughter of Ms. Mithu Chakraborty, Secretary to D[MB], Corporate Office, Kolkata

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During the Swachh Bharat Pakhwada celebrations, sit and draw competition was organised in select Government schools in the Eastern and Western Regions. Below are some paintings of students studying in schools located in Dara, Joynagar, West Bengal:



This House Journal contains information relating to Balmer Lawrie and is published for circulation amongst its employees. This has no commercial value and is not sold to the public.