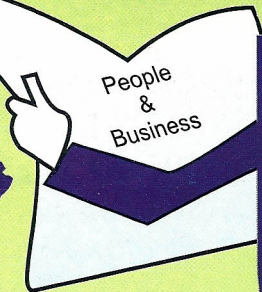


BLOG



Balmer Lawrie
Organisational Gazette

Issue 18

February 2017



SINCE 1867

150

years of commitment
and beyond...

EDITORIAL

On 1st February, 2017 our Company completed 150 years of its journey and it is a matter of great pride for all of us that we were lucky to witness the moment that was indelibly etched in the history of Balmer Lawrie. The 150th year was extremely significant and a host of programmes were organised not only for employees within the organisation but also for external stakeholders in association with various institutions. The year-long programmes culminated with the Foundation Day celebrations on 5th February 2017 across locations pan India. As promised, we are dedicating this issue of BLOG to Balmer Lawrie's completion of 150 years.

Balmer Lawrie's history is unique and its various archival trivia has been of interest to many. Recently, we received two emails, with trivia related to our Company's history. An email dated 16th March, 2017 was



received by Corporate Communications Dept. from Mr. Arthur Motley, Sales and Purchasing Director, Royal Mile Whiskies and Drinkmonger, Edinburgh, Scotland. Mr. Motley mentioned that he was researching an article highlighting some beautiful objects from past whisky history. One such item was a beautiful matchbook showing Laphroaig as solely imported by our organisation into Calcutta. He felt that their readers would be charmed by the idea of such a distinctive and important whisky being appreciated in Calcutta in the late nineteenth century! Hence, with reference to this, he was looking for some information on the history of our company. He found out that two Scotsmen Balmer and Lawrie were pioneers

in tea production and became sole agents for Laphroaig in the 1880s. He wanted to know if we had any further information on their whisky business and when they ceased to import Laphroaig. This would enable them to date the matchbook to a rough range and would greatly add to the story. We shared the picture of the coloured pamphlet of Laphroaig Islay Whiskey, which was brought out in the 1880s. This was the first product for which Balmer Lawrie brought out a coloured pamphlet.



A gentleman, Mr. James Clarke sent an email dated 18th March, 2017 to our C&MD, Mr. Prabal Basu, mentioning that he had a tray in his possession, which was a sample from our company. He sent us a photograph of the label which was affixed on the underside of the tray. He wished to know when our company might have used this; presumably as a gift to valued customers. He checked our website and learnt that the Managing Agency system was abolished in 1969, so he assumed that the tray would be from a period before then. He wrote that it is a very nice tray, very well made and quite special.



On 28th April, 2014 a gentleman names Mr. Scott Copes from GLC International LLC, South Carolina had written to Mr. R K Murthy, then COO [IP] enquiring about fibre composite drums. It was indeed interesting to know how Mr. Copes became aware of Balmer Lawrie. During that time he acquired a walking stick from the estate of an English gentleman in Charleston, South Carolina. The stick looks to date from latter half 19th century. On a silver plate attached to the shaft of the stick is engraved:

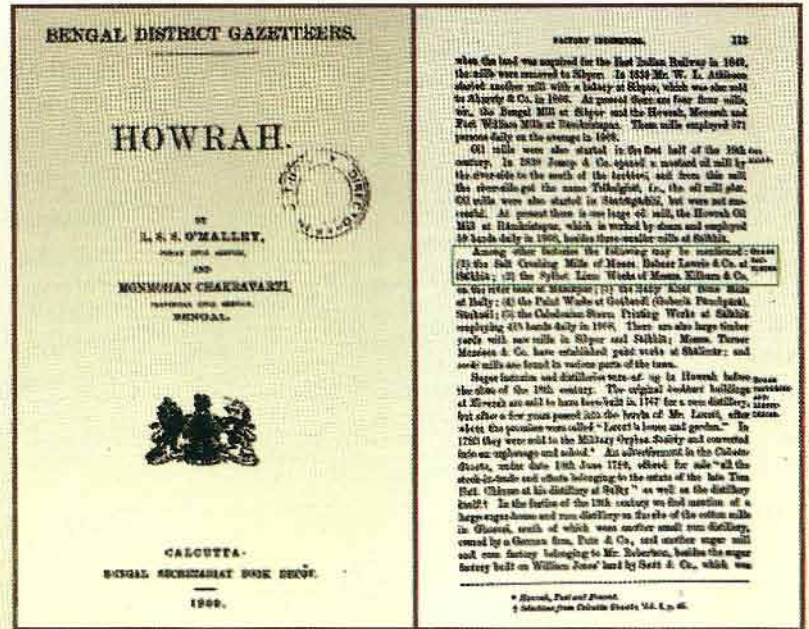
**From a Tea Bush
Burpatra Teas Estate
Messrs Balmer Lawrie Co. Ltd.
Calcutta**

He researched our organisation and found out that Balmer Lawrie is in the business of Industrial Packaging and hoped we could provide him Composite Drums. Though we were unable to meet Mr. Copes' request, we thanked him for this wonderful archival information.

EDITORIAL

Recently one of our colleagues, Mr. Amartya Basu from Taxation Dept. Kolkata shared with us a page of Bengal District Gazetteers –HOWRAH, published in 1909 in which Balmer Lawrie is mentioned. Page 113 of Chapter X on Factory Industries, mentions the Salt Crushing Mills of Messrs. Balmer Lawrie & Co. at Salkhia. We know that our Company was a managing agent for various products and this nature of the business continued to influence its present. Our Company is diverse and has a strong foothold in the various domains it operates in. The above trivia are certainly valuable additions to our Archives and we thank all of them for sharing the same with us.

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

उल्लेखनीय घटनाक्रम @ बामर लॉरी



24x7 संचालन की आवश्यकता है। परिसर की पूरी सुरक्षा को भारतीय संघ की सीमा सुरक्षा बल (एसएसबी) द्वारा नियंत्रित किया जाएगा। आईसीपी-जोगबनी से भारत और नेपाल के बीच व्यापार संबंधों में भारी वृद्धि होगी। बामर लॉरी ने निविदा में भाग लिया और इस अनुबंध को सफलतापूर्वक प्राप्त किया। लगभग प्रति वर्ष 90,000 ट्रकों द्वारा भारत-नेपाल सीमा पार करने का अनुमान है जो आईसीपी-जोगबनी द्वारा संचालित होंगे। यह अनुबंध सामरिक व्यापार ईकाई-लाजिस्टिक के लिए एक प्रमुख उपलब्धि है।



मुंबई में आयोजित नौवें एशिया ओशियानिक इस्पात ड्रम सम्मेलन (एओएसडी) के विदेशी प्रतिनिधियों ने 1 दिसंबर 2016 को तलोजा में हमारे अत्याधुनिक बैरल विनिर्माण संयंत्र का दौरा किया। 105 विदेशी प्रतिनिधियों के दल ने तीन बैचों में जापान, चीन, दक्षिण कोरिया, ऑस्ट्रेलिया, बेल्जियम, ताइवान, तुर्की, मलेशिया, सिंगापुर, नीदरलैंड और ग्रेट ब्रिटेन में संयंत्र का दौरा किया। बामर लॉरी ने प्रतिनिधि दल का स्वागत भव्य एवं पारंपरिक ढंग से किया। कॉर्पोरेट अवलोकन के साथ-साथ एचएसई (स्वास्थ्य, सुरक्षा एवं पर्यावरण) तथा सीएसआर (कॉर्पोरेट सामाजिक दायित्व) पहल पर प्रस्तुतीकरण किया गया। प्रतिनिधि दलों ने संयंत्र में सुरक्षा के सर्वोत्तम उपायों के बारे में बताया। श्री डी सोथो सेल्वम, निदेशक [विनिर्माण व्यवसाय] ने प्रतिनिधियों को संबोधित किया और संयंत्र की विशिष्टता, प्रौद्योगिकी, स्वचालन, हीलियम लीक मशीन, शून्य निर्वहन सुविधा, सौर ऊर्जा का उपयोग, जल संचयन आदि के बारे में बताया। संयंत्र देखने के पश्चात आईपी टीम ने अलग-अलग समूहों में प्रतिनिधियों के साथ चर्चा की और फीडबैक लिया। फीडबैक सत्र के दौरान सभी प्रतिनिधियों ने तलोजा संयंत्र द्वारा अपनाई गई स्वच्छता, एचएसई पहल और बेहतर तकनीक की सराहना की और संयंत्र की कार्यप्रणाली को कार्य करते हुए दिखाने के लिए बामर लॉरी का धन्यवाद किया। यह दौरा बेहद अच्छी तरह से समन्वित और बेहद सफल रहा।

उल्लेखनीय घटनाक्रम @ बामर लॉरी



माननीय प्रधानमंत्री श्री नरेन्द्र मोदी द्वारा "कैशलेस समाज" के निर्माण का आह्वान करने पर 1 दिसंबर 2016 को उत्तरी क्षेत्र के कर्मचारियों के लिए नई दिल्ली में 'कैशलेस सिस्टम' के महत्व पर एक इंटरैक्टिव सत्र आयोजित किया गया था। कर्मचारियों को व्यापारिक लेनदेन के लिए कैशलेस के प्रति प्रोत्साहित किया गया था। दिल्ली में कर्मचारियों को संबोधित करते हुए श्री प्रबाल बासु (अध्यक्ष एवं प्रबंध निदेशक) ने माननीय प्रधानमंत्री के 'कैशलेस सोसाइटी' के लक्ष्य की सराहना की और नकद रहित लेनदेन से होने वाले लाभ पर प्रकाश डाला। उन्होंने इस तथ्य पर बल दिया की ऑनलाइन बैंकिंग और डिजिटल भुगतान से पारदर्शिता बढ़ेगी और व्यापार करने में आसानी होगी। इस अवसर पर श्री के स्वामीनाथन, निदेशक [सेवा व्यापार] और श्री एस. एस. खुंटिया, निदेशक [वित्त] उपस्थित थे। इसके बाद कैशलेस सिस्टम को अपनाने के लिए सभी क्षेत्र में समान कार्यशालाएं आयोजित की गईं।



23 दिसंबर को इंपीरियल होटेल, नई दिल्ली में चौथे सार्वजनिक क्षेत्र के उपक्रम प्रशासन पुरस्कार, 2016 का आयोजन किया गया। बामर लॉरी को पुरस्कार श्रेणी "एसेट यूटिलिटीज" [जूरी चॉइस] में विजेता घोषित किया गया। बामर लॉरी की तरफ से श्री रोमेश श्रीवास्तव, क्षेत्रीय बिक्री प्रमुख [उत्तरी और पूर्व], एसबीयू:लाजिस्टिक्स ने यह पुरस्कार प्राप्त किया।



एसबीयू: ग्रीस एवं लुब्रिकेंट नें जनवरी, 2017 में भारत बनाम इंग्लैंड के तीन वनडे और तीन टी 20 क्रिकेट मैचों में बामरॉल ब्रांड को विज्ञापित करने और बढ़ावा देने के लिए आयोजन का पहल किया जिसकी सहायता सभी के द्वारा की गई तथा बहुत अच्छा परिणाम मिला। बामरॉल ब्रांड के विज्ञापन और प्रचार को बढ़ावा देने के लिए इसे द्विभाषी रूप में तैयार किया गया था।



एक टीम के नेतृत्व में श्री एम टी कृष्ण बाबू, माननीय अध्यक्ष, विशाखापत्तनम पोर्ट ट्रस्ट (वीपीटी) व वरिष्ठ अधिकारियों द्वारा विशाखापत्तनम पोर्ट लाजिस्टिक पार्क लि. (वि.पि.एल.पि.एल.) एवं बामर लॉरी मल्टी माडल लाजिस्टिक हब (एमएमएलएच) परियोजना का दौरा 2 जनवरी 2017 को किया गया। इस दौरान उन्होंने साइट का निरीक्षण किया, परियोजना की प्रगति की जानकारी प्राप्त की और श्री संजीव राजौरिया, परियोजना प्रमुख और एमएमएलएच के अन्य अधिकारियों के साथ बातचीत की।



कोलकाता में कॉरपोरेट कार्यालय के बामर लॉरी ट्रेनिंग सेंटर में 4 से 6 जनवरी, 2017 तक लेटरल हॉयर की जानकारी के लिए एक अभिविन्यास कार्यक्रम आयोजित किया गया। ऊपर दिखाई गई तसवीर में श्री प्रबाल बासु, अध्यक्ष एवं प्रबंध निदेशक, अन्य निदेशक और श्री रत्नशेखर, वरिष्ठ उपाध्यक्ष [एचआर] संगठन के नये साथियों के साथ है।

उल्लेखनीय घटनाक्रम @ बामर लॉरी



मुंबई में 11 से 13 जनवरी, 2017 तक पेट्रोलियम और प्राकृतिक गैस की स्थायी समिति अध्ययन दौरा आयोजित किया गया। बामर लॉरी के साथ बैठक 12 जनवरी को ललित, मुंबई में हुई जिसमें हमारे अध्यक्ष एवं प्रबंध निदेशक, निदेशक [वित्त], कार्यकारी निदेशक [आईपी], उपाध्यक्ष [लेखा और बजट] और क्षेत्रीय मानव संसाधन प्रमुख [पश्चिम क्षेत्र] उपस्थित हुए। बीपीसीएल को यात्रा के आयोजन की जिम्मेदारी सौंपी गई थी।



11 से 17 जनवरी 2017 तक गुवाहाटी, शिलांग और कोलकाता में राज्यसभा के समक्ष दस्तावेजों का प्रस्तुति की एक अध्ययन यात्रा की मेजबानी का आयोजन किया गया। बामर लॉरी ने कोलकाता स्थित पीएसई की तरफ से ललित ग्रेट ईस्टर्न, कोलकाता में यात्रा की मेजबानी 16 और 17 जनवरी, 2017 को की। डॉ. सी. पी. ठाकुर, समिति के अध्यक्ष और संसद के अन्य सदस्यों के साथ बामर लॉरी के निदेशकगण को फोटो में देखा जा सकता है। उस बैठक के दौरान हमारे संगठन की बहुत प्रशंसा हुई।



दिनांक 20 जनवरी 2017 को संसदीय राजभाषा समिति द्वारा लॉजीस्टिक्स कार्यालय "अंधेरी" में राजभाषा कार्यान्वयन का निरीक्षण किया गया। निरीक्षण के दौरान संसदीय समिति द्वारा लॉजीस्टिक्स कार्यालय में राजभाषा कार्यान्वयन की स्थिति संतोषजनक पाई गई और उनके द्वारा प्रशंसा भी की गई। निरीक्षण बैठक के दौरान हमारे कार्यालय से सुश्री मंजूषा भटनागर, निदेशक (मानव संसाधन एवं सी ए), श्री बी. चक्रवर्ती, कार्यपालक निदेशक (आई पी), श्री रत्नशेखर अडिका, वरिष्ठ उपाध्यक्ष (मानव संसाधन), श्री पी पी रत्नाकर, क्षेत्रीय प्रमुख सेल्स (पश्चिम एवं दक्षिण) लॉजीस्टिक्स, श्री वी आर रायमाने, प्रमुख (मानव संसाधन)-पश्चिम, श्री केतन पोटे (शाखा प्रमुख), लॉजीस्टिक्स तथा सुश्री ममता प्रसाद (राजभाषा कार्यान्वयन), पश्चिम क्षेत्र आदि उपस्थित थे।



बामर लॉरी को राष्ट्रीय केमिकल्स एंड फर्टिलाइजर्स लिमिटेड (आरसीएफ), ट्रॉम्बे द्वारा वर्ष 2016 के दौरान 216 केएल, की आपूर्ति के उत्कृष्ट निष्पादन के लिए सम्मानित किया गया। जी.एन.एल., सिल्वसा के श्री एन. रमेश द्वारा गणतंत्र दिवस के अवसर पर आयोजित एक समारोह में आरसीएफ-ट्रॉम्बे के अध्यक्ष एवं प्रबंध निदेशक से पुरस्कार प्राप्त किया। सिल्वसा की टीम को बधाई!



एसबीयू: लेदर केमिकल्स ने 31 जनवरी, को चेन्नई में आयोजित भारतीय अंतर्राष्ट्रीय चर्म मेला 2017 में भाग लिया। मेले में बामर लॉरी स्टॉल का उद्घाटन श्री प्रवाल बासु, अध्यक्ष एवं प्रबंध निदेशक ने किया। श्री के. सी. करुपन्न, माननीय पर्यावरण मंत्री, तमिलनाडु सरकार एवं कार्यक्रम के मुख्य अतिथि ने हमारे स्टॉल का दौरा किया तथा अध्यक्ष एवं प्रबंध निदेशक तथा निदेशक (विनिर्माण व्यवसाय) द्वारा उनका अभिनन्दन किया गया।



बामर लॉरी की स्थापना के 150 वर्ष हो गये। मैं बामर लॉरी के प्रत्येक सदस्य को इस उल्लेखनीय सफलता के लिए बधाई देता हूँ। यह हमारे लिए गर्व का विषय है कि हमने इस प्रेरणास्पद संगठन का महत्वपूर्ण पथ सफलतापूर्वक पार किया और मुझे विश्वास है कि यह संगठन भारत में ऐतिहासिक महत्व प्राप्त करेगा। यह अवसर अपनी शक्ति एवं प्रशंसनीय कार्य का उत्सव मनाने तथा इससे विश्व को परिचित कराने का है। किन्तु जब हम अपने गौरव और विरासत का उत्सव मना रहे हैं उसके साथ मैं आपसे निवेदन करता हूँ कि आप इस प्रकार जागरूक रहें कि समय द्वारा परीक्षित हमारे मूल्य तथा हमारी सफलता में कभी हास न हो। हमें अपने महत्वपूर्ण संस्थागत मूल्यों तथा उत्कृष्टताओं की रक्षा करनी होगी और सुनिश्चित करना होगा कि बामर लॉरी अग्रणी उद्योगों के मध्य गौरवपूर्ण स्थान बनाये रखे।

हमने 1 फरवरी 2016 को 150 वर्ष संबंधी उत्सव प्रारम्भ किये और मुझे प्रसन्नता है कि हमने पूरे देश में आयोजनों का आतिथ्य सफलतापूर्वक किया जिसमें कर्मचारियों तथा उनके परिवार के सदस्यों एवं अन्य भागीदारों की सहभागिता रही है। बामर लॉरी ने एशिया ओसीनिक स्टील इम कांफ्रेंस, आयल

एचआर समिट, एनएलजीआई इण्डिया द्वारा आयोजित 19 वीं लुब्रीकेटिंग ग्रीन कांफ्रेंस जैसे आयोजनों का आतिथ्य एवं प्रायोजन किया। हमारी व्यापारिक इकाइयाँ उत्कृष्ट निष्पादन करती रही हैं और सौभाग्य से हमने अपने द्वारा संचालित अनेक क्षेत्रों जैसे औद्योगिक पैकेजिंग, ग्रीस एवं लुब्रीकेट, चर्म रसायन, लॉजीस्टिक्स एवं ट्रेवल के क्षेत्र में बाजार में अग्रणी बने रहे। लॉजीस्टिक्स के क्षेत्र में गत वर्ष हैदराबाद के मेदचाल में स्थापित टेम्परेचर कंट्रोल वेयरहाउस (टीसीडबल्यू) इस क्षेत्र का सबसे बड़ा एक क्षेत्रीय टीसीडबल्यू है जो अपनी पूरी क्षमता से कार्यरत है। इसी क्षमता के दो अन्य टीसीडबल्यू एनसीआर में राई में तथा मुम्बई में स्थापित किये जा रहे हैं जो अगले छः महीनों में कार्य करना प्रारम्भ कर देंगे। हमने अपने ब्राण्डों बामरॉल तथा वैकेशन्स एग्जोटिका हेतु ब्राण्डिंग पहल को सशक्त किया है और मुझे पूर्ण विश्वास है कि हम इस वित्त वर्ष में भी अपने कार्य निष्पादन को यथावत बनाये रख सकेंगे। हम विकास के अवसरों तथा नये व्यापारिक पहलों के चिह्नीकरण पर भी कार्य कर रहे हैं।

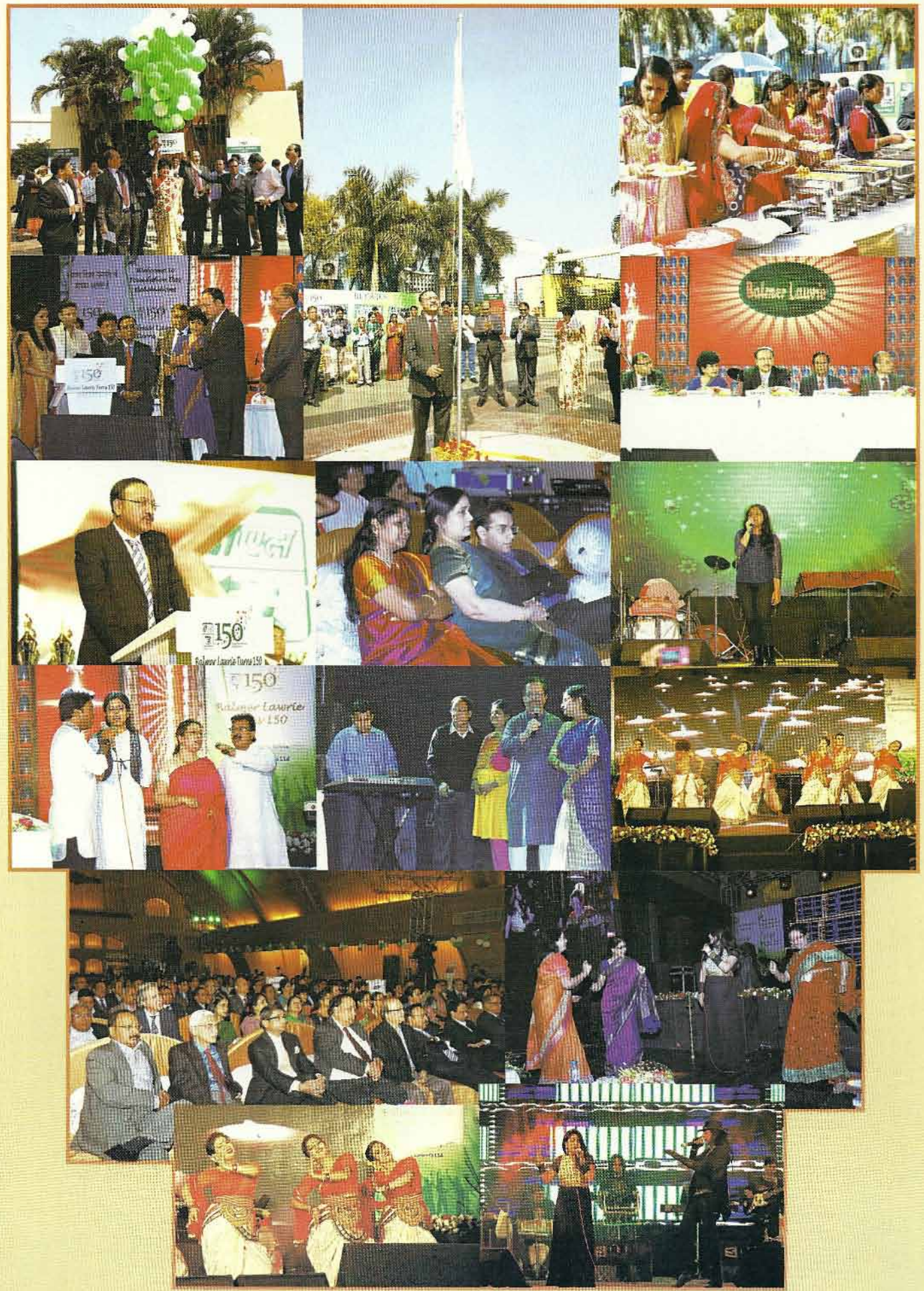
हम एक जटिल राजनीतिक, आर्थिक तथा पर्यावरणीय चुनौतियों वाले परिवेश में रह रहे हैं। अमेरिका के नये प्रचिनिधित्व, चीन के सुधारोन्मुखी नेतृत्व तथा सीरिया में धीमे किन्तु समाप्त होने की ओर अग्रसर युद्ध जैसे परिवेश में विश्व एक स्थायी शान्ति की अपेक्षा कर रहा है अतः वैश्विक अर्थव्यवस्था तेजी से परिवर्तन होना सन्निकट है। एक स्थिर केन्द्रीय सरकार तथा दूरदर्शी नेतृत्व से समर्थित हमारा देश आर्थिक गतिविधियों के उत्थान का पूरा लाभ उठाने के लिए तैयार है। हमारे माननीय प्रधानमन्त्री जी ने 'मेक इन इण्डिया' तथा 'कैशलेस इण्डिया' जैसे कदमों के माध्यम से पुनरुत्थानशील भारत का अपना दृष्टिकोण स्पष्ट कर दिया है। इन कदमों से देश की आर्थिक प्रगति को बल मिलेगा तथा बामर लॉरी जैसे परीक्षित तथा प्रमाणित उद्यमियों को विनिर्माण क्षेत्र, वैश्विक रणनीतिक सहभागिता तथा उत्कृष्ट सेवा क्षमताओं में सर्वोत्तम असीम अवसर प्राप्त होंगे।

23 जनवरी के सप्ताह में इस क्षेत्र में एक भव्य भू-राजनीतिक एवं आर्थिक उपलब्धियों देखी गयीं जिसमें सऊदी अरब तथा भारत के मध्य आर्थिक गतिविधियों के क्षेत्र सहित अनेक सहयोगपरक एवं सहभागी समझौतों पर हस्ताक्षर किये गये। अबू धाबी के क्राउन प्रिंस शेख मोहम्मद बिन जायेद तथा सशस्त्र सेनाओं के डिप्टी सुप्रीम कमाण्डर इस वर्ष के गणतन्त्र दिवस समारोह के मुख्य अतिथि रहे। द्विपक्षीय सम्बन्धों तथा उपमहाद्वीप में शान्ति एवं समृद्धि की दिशा में क्षेत्रीय सहयोगियों के साथ गम्भीरता से जुड़ने में भारत की सक्रियता प्रदर्शित करने के लिए यह एक महत्वपूर्ण कदम था।

देश में आर्थिक आशावाद हेतु अनुकूल ढाँचागत कारण हैं क्योंकि मुद्रा आपूर्ति नियमित है, मुद्रास्फोति निम्न बनी हुई है, जीएसटी क्रियान्वित होने के कगार पर है तथा न्यून व्याज दर की सम्भावना है। आयकर के क्षेत्र में एक अधिक अनुकूलता की यह आशा है कि इससे वस्तु एवं सेवाओं के अधिक उपभोग के माध्यम से अर्थव्यवस्था को बल मिलेगा। बाजार सार्थक रूप से पूर्व स्थिति में आने वाला है और आशा है कि निवेशक विकासपरक अर्थव्यवस्था की क्षमता में दृढ़ विश्वास रखेंगे। विकासशील अर्थव्यवस्था के लिए सभी मुख्य कारक अनुकूल हैं और हमें इन अवसरों की सर्वोत्तम उपयोग करने के लिए अपनी रणनीतिक प्राथमिकताओं पर ध्यान केन्द्रित रखना होगा।

अपने सभी साथियों एवं उनके परिवारों को मेरी हार्दिक शुभकामनाएँ।

FOUNDATION DAY CELEBRATIONS AT KOLKATA



Glimpses of the Foundation Day Celebrations at Kolkata

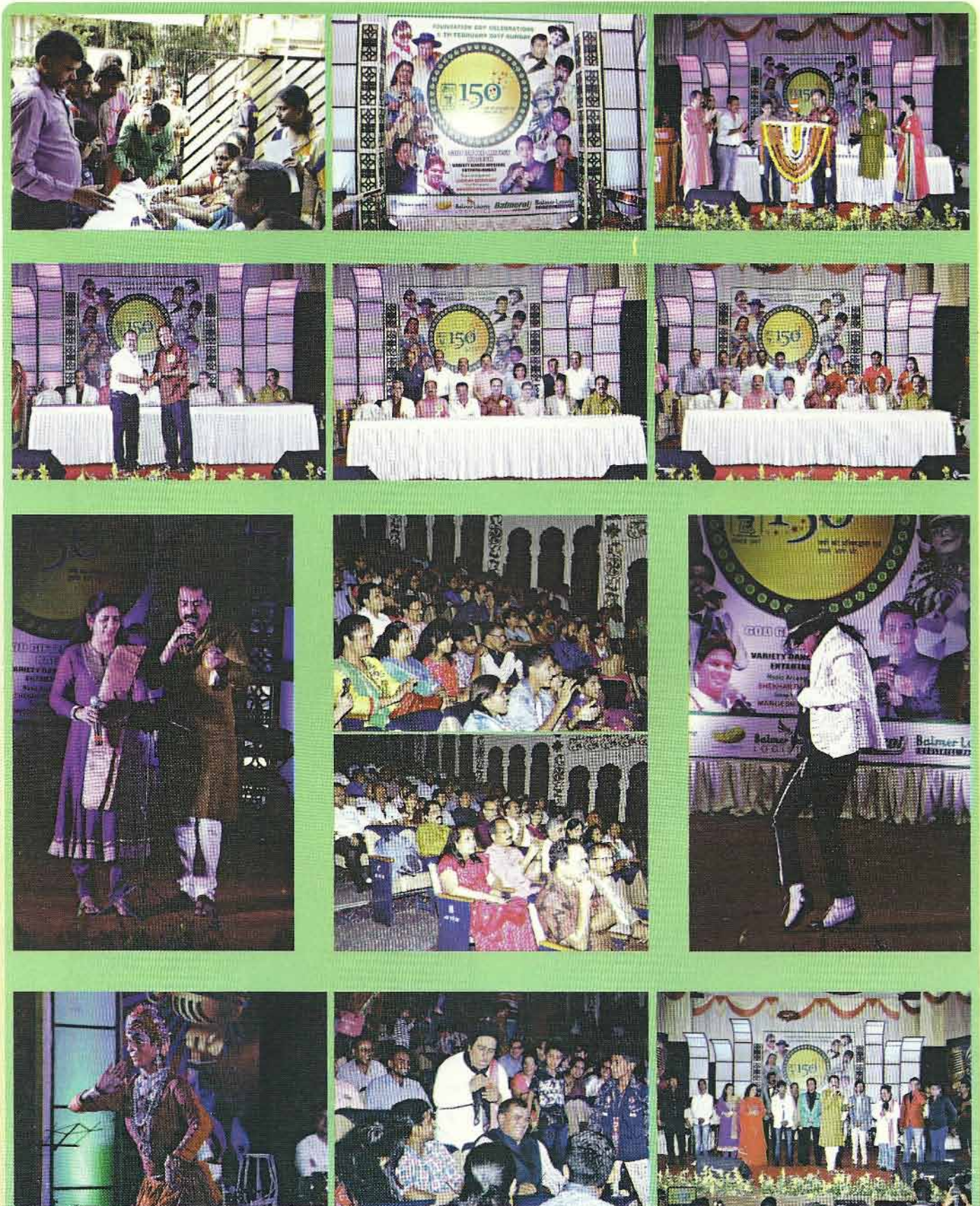
FOUNDATION DAY CELEBRATIONS AT KOLKATA



Ex-Directors being felicitated during the Foundation Day Celebrations

Our company turned 150 on 1st February 2017 and this occasion was celebrated on 5th February 2017, when employees and their families participated in host of programmes organised across locations pan India. In Kolkata the function was organised at Swabhumi. The day commenced with the flag hoisting ceremony followed by the performance of the finalists of BL's Got Talent. The evening programme was inaugurated by C&MD and our Directors. Ex-Directors were felicitated and the winners of various events were given away prizes. The highlight of the evening was an entertainment programme by Tanushree Shankar Dance troupe and the popular singer Vinod Rathod. Overall it was a fun-filled day enjoyed by employees and their families.

FOUNDATION DAY CELEBRATIONS IN THE WESTERN REGION



Glimpses of the Foundation Day Celebrations at Mumbai

The Foundation Day celebrations at Mumbai were fun-filled and pretty entertaining. During the function, a quiz contest was organised, long service awards were given away and an entertainment programme was put up by the popular God Gifted Artist Nagesh.

FOUNDATION DAY CELEBRATIONS IN THE WESTERN REGION



Glimpses of the Foundation Day Celebrations at Silvassa

Like every year, this year too an event was organised on 5th February 2017 for the employees and their families at Silvassa. Besides, various contests, entertainment programmes were held, which were enjoyed by all.

FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION



Glimpses of the Foundation Day Celebrations at Delhi

The Foundation Day celebrations at Delhi commenced with a Saraswati Vandana. Various contests like Sit & Draw, Golguppa Eating Competition, Race for children and Ladies Lemon Balance Race were organised during the day. The contests witnessed enthusiastic participation. A Lucky Dip was organised along with an entertainment programme. Employees and their families enjoyed the day and returned home with fond memories.

FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION

Winners of the contests held in Delhi during Foundation Day Celebrations on 5th February, 2017

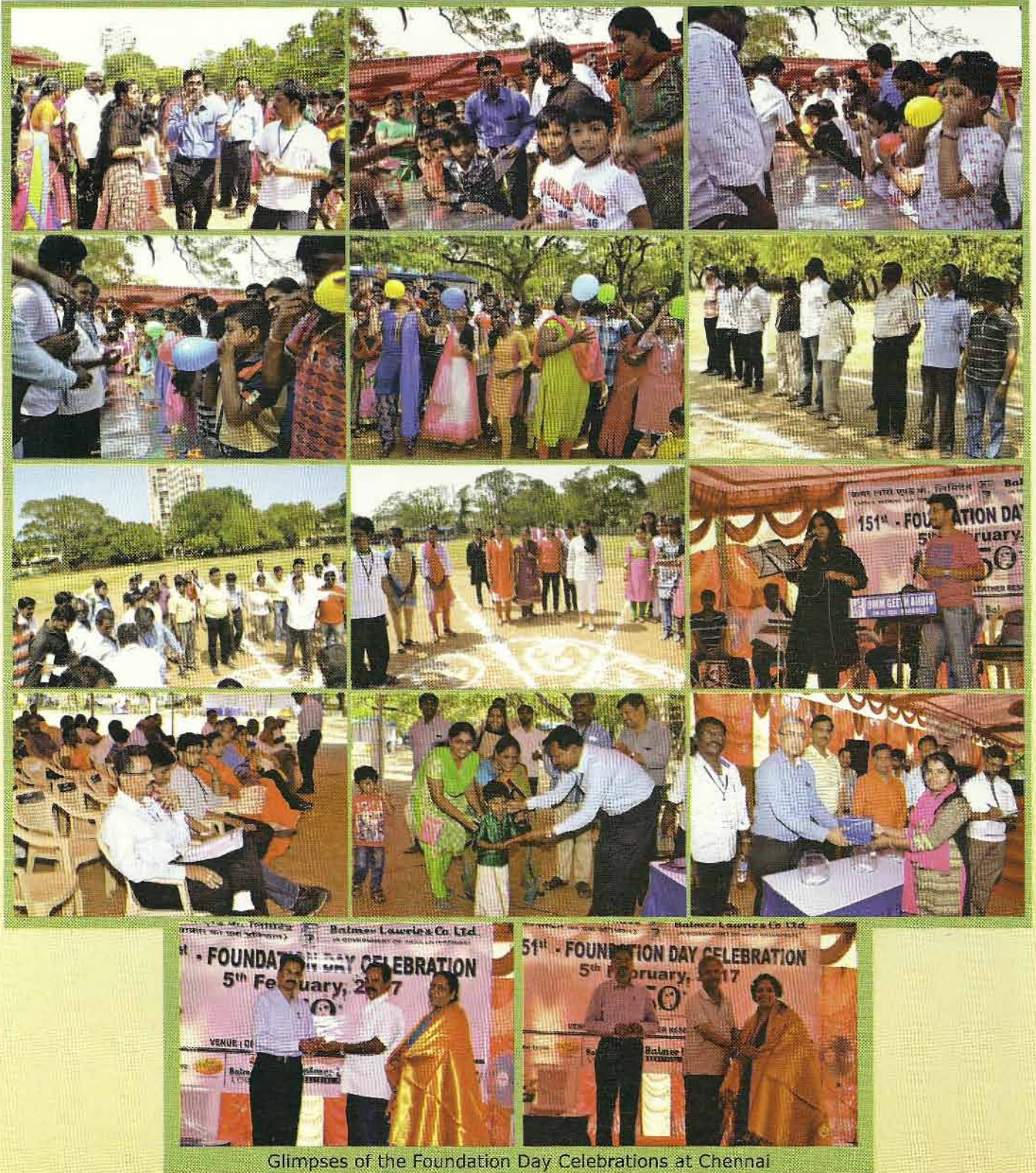
SIT & DRAW COMPETITION – TWO CATEGORIES				
BELOW 8 YEARS				
1.	Ganeev Kaur	D/o Ms. Baljinder Kaur	T&V-Delhi	1 st Prize
2.	Sukriti Chaubey	D/o Mr. Dhananjay Chaubey	Logistics-Delhi	2 nd Prize
3.	Keesha Gaba	D/o Mr. Anil Kumar Gaba	T&V-Delhi	3 rd Prize
4.	Kshitij Yadav	S/o Mr. Harihar Yadav	T&V-Delhi	4 th Prize
5.	Niharika Srivastava	D/o Mr. Dharmendra Kumar Srivastava	T&V-Delhi	5 th Prize
ABOVE 8 YEARS				
1.	Parkriti Chaubey	D/o Mr. Dhananjay Chaubey	Logistics-Delhi	1 st Prize
2.	Charu Sharma	D/o Mr. Sanjay Sharma	T&V-Delhi	2 nd Prize
3.	Shivansh Singh	S/o Ms. Mamta Singh	T&V-Delhi	3 rd Prize
4.	Akriti Sharma	D/o Mr. Vinay Sharma	T&V-Delhi	4 th Prize
5.	Krish Sharma	S/o Mr. Vinay Sharma	T&V-Delhi	5 th Prize
6.	Kushagra Mishra	S/o Ms. Shalini Mishra	T&V-Delhi	6 th Prize
RACE COMPETITION FOR CHILDREN – THREE CATEGORIES				
UP TO 8 YEARS				
1.	Chirag Arora	S/o Ms. Sarita Arora	DCO	1 st Prize
2.	Iqra Khan	D/o Aqueel Ahmad Khan	T&V-Delhi	2 nd Prize
3.	Shubham Arya	S/o Mr. Sunder Lal	T&V-Delhi	3 rd Prize
ABOVE 8 YEARS – BOYS				
1.	Anwesh Gupta	S/o Mr. Ashok K Gupta	RHR-NR	1st Prize
2.	Yashit Bhatti	S/o Mr. Arun Kumbar Bhatti	T&V-Delhi	2 nd Prize
3.	Ishaan Malik	S/o Shri Raj Kumar	T&V-Delhi	3 rd Prize
ABOVE 8 YEARS – GIRLS				
1.	Charu Sharma	D/o Mr. Sanjay Sharma	T&V-Delhi	1 st Prize
2.	Hiteshita Kapoor	D/o Ms. Chetna Kapoor	T&V-Delhi	2 nd Prize
3.	Aaniyah Khan	D/o Aqueel Ahmad Khan	T&V-Delhi	3 rd Prize
LADIES LEMON BALANCE RACE [2 GROUPS]				
GROUP – I				
1.	Ms. Babita Chaubey	W/o Mr. Dhananjay Chaubey	Logistics-Delhi	1 st Prize
2.	Ms. Mamta Mukherjee	Employee	T&V-Delhi	2 nd Prize
3.	Ms. Vinita Sharma	W/o Mr. Vinay Sharma	T&V-Delhi	3 rd Prize
GROUP – II				
1.	Ms. Sangita Baruah	Employee	T&V-Delhi	1 st Prize
2.	Ms. Geeta Acharya	W/o Mr. Santanu Acharya	T&V-Delhi	2 nd Prize
3.	Ms. Baljinder Kaur	Employee	T&V-Delhi	3 rd Prize
GOLGUPPA EATING COMPETITION				
1.	Ms. Alka Dhawan	Employee	T&V-Delhi	1 st Prize
2.	Ms. Deepika Tripathi	Employee	T&V-Delhi	2 nd Prize
LUCKY DIP				
1.	Mr. Santanu Acharya	Employee	T&V-Delhi	1st
SONG SINGING				
1.	Ms. Sara Acharya	D/o Mr. Santanu Acharya	T&V-Delhi	1 st Prize

FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION



Glimpses of the Foundation Day Celebrations at Asaoti

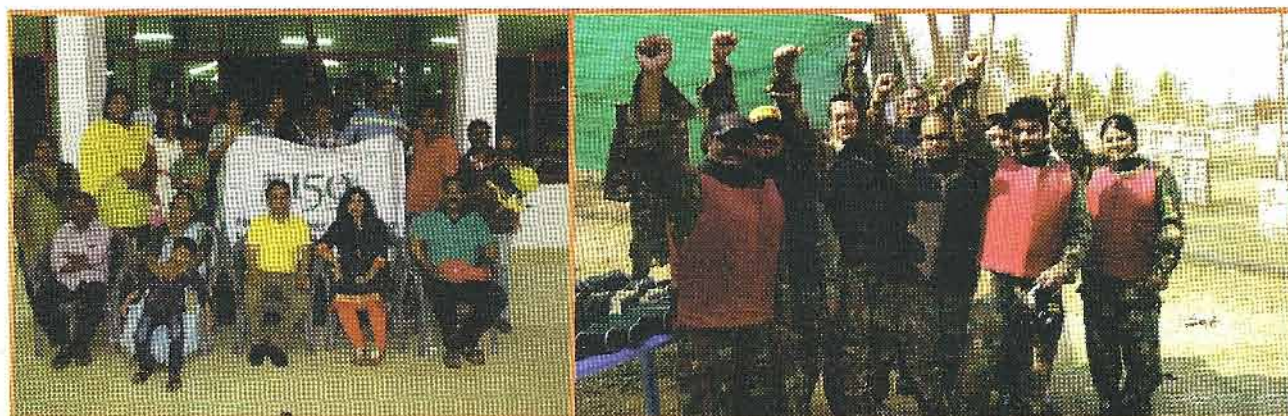
FOUNDATION DAY CELEBRATIONS IN THE SOUTHERN REGION



Glimpses of the Foundation Day Celebrations at Chennai

151st Foundation Day Celebration started on 1st February, 2017 at Chennai. Mr. R Uthayaraja, COO [LC] unfurled the Balmer Lawrie Flag and read out CMD's message. All the employees took the pledge and sweets were distributed to all at Manali Industrial Complex. On 5th February, 2017 a family get-together was organized in Central Leather Research Institute, staff club ground. Various sports events were organised for employees, their spouse and children. A light music performance by "Krishna Win Sruthilaya" was the highlight of the entertainment programmes. Long service awards were given away to employees during the day. This year, to recognize the support and contribution of the employee's spouse, we invited them to the stage along with the employee to receive the long service award. While receiving the award, the employee wrapped a shawl on his/her spouse as a token of honour for their contribution in receiving the long service award. COO [LC], presided over the function and distributed the long service awards to the employees. All present on the occasion enjoyed a lot.

FOUNDATION DAY CELEBRATIONS IN THE SOUTHERN REGION



Employees and their families at Vizag and Trivandrum went on a Team outing.

YEAR LONG CELEBRATIONS

The year-long celebrations commenced on 1st February 2016, and a host of events were successfully organised pan India, which witnessed the participation of employees and their family members and other stakeholders as well. All employees participated with great enthusiasm in the week long programs organised from 1st to 6th February 2016 in units / establishments across the country. Besides the ethnic day celebrations on 5th February 2016, tree plantation programs, medical talks, eye check-up and blood donation camps, sit-and-draw contests etc. were held. In Mumbai, a marathon, cleanliness drive and games and sports meet for employees and their families was organised.

After the week long celebrations starting from 1st February, all employees across locations celebrated the 150th Foundation Day along with their families with great enthusiasm. While the units and establishments across the country celebrated the occasion on 7th February, the Eastern Region celebrated it on 12th February. It was indeed a matter of great pride and honour to have Shri Dharmendra Pradhan, Hon'ble Minister of State (Independent Charge), Ministry of Petroleum & Natural Gas, as the Chief Guest of our function at Kolkata.

Year-long programmes were organized for employees across regions.

Mr. & Ms. BL Contest finals were held at a glittering function in December 2016 at Mumbai



(L) Fionna Xavier and
(R) Ruhi Singh



(L) Seemant Darbari and
(R) Nishant Gupta

The final round of the Mr. & Ms. BL Contest was held in Mumbai on 3rd December 2016 which involved showcasing talent, intelligence and elegance. The event executed by the RHR-Western region team, was extremely successful and appreciated by one and all. The winners of the event in the below 30 years category were Ms. Fionna Elvita Xavier, Jr. Officer [NRI Sales], T&V - Mumbai and Mr. Nishant Gupta, Asst. Manager [A&F], T&V - Delhi. The winners in the above 30 years category were Ms. Ruhi Singh, Sr. Manager [Vigilance], Delhi and Mr. Seemant Darbari, Dy. Manager [Air Operations], LS - Delhi. Congratulations to the winners and all the participants and organisers of the show.

YEAR LONG CELEBRATIONS

Swachh Karmsthal (Office Space decoration) contest



Eastern Region Cubicle Decoration Contest Proud Winners - RHR - East



Eastern Region Cubicle Decoration Contest 1st Runner-up – Corporate HR



Eastern Region Cubicle Decoration Contest 2nd Runner-up – Corporate IT

Swachh Karmsthal (Office Space decoration) contest in which participating employees (either individuals or groups) creatively decorated their workplace.

BL's Got Talent finals were held on 5th February 2017 at Kolkata

Song Competition

Above 14



Below 14 – Gairik Chowdhury son of Gopendra Nath Chowdhury, Logistics, Kolkata



First - S K Sathyanarayan, G&L - Manali



Second - Goutam Chandra Saha, E&P - Kolkata



Third – Aniket Preetish, RHR-West, Silvassa

Dance Competition — Below 14



First - Ishanwita Chatterjee daughter of Indranil Chatterjee, Administration - Kolkata



Second – K Priyesh son of Karthikeyan Kandan, A&F, Manali, Chennai



Third – Kanishka Malik daughter of Raj Kumar Malik, T&V - Delhi

YEAR LONG CELEBRATIONS

Dance Competition — Above 14



First - Pranoti Kesare, daughter of P P Kesare, RHR-West, Mumbai



Second - Arko Ghosh, W&D-Kolkata

Musical Instrument Playing Below 14



Below 14 - Aritra Paladhi son of Amit Paladhi, HSE, Kolkata

BL's Got Talent for employees and their families was organized in January 2017 and the finalists performed in Kolkata on 5th February 2017. The categories included song, dance and musical instrument playing contest. The winners were given away prizes during the occasion.

Above 14



First - S Shyamkumar, son of S Sunderakumar, LC-Chennai



Second - Sanchari Roy Chatterjee, A&F, LI - Kolkata



Jingle Competition - First - Durvesh Pednekar son of Vikas Pednekar (T&V, Mumbai)



Rangoli Contest, Corporate Office, Kolkata - Winners - 4th Floor



Rangoli Contest, Corporate Office, Kolkata 1st Runner-up - 3rd Floor



Rangoli Contest, Corporate Office, Kolkata 2nd Runner-up - 1st Floor



Football, Winner - Team CFS - Kolkata



Football, Runner-up - Team T&V - Kolkata

As part of the 150 years celebrations, an inter-department Football Tournament was organised on 26th January 2017 at Kolkata for units/establishments in the Eastern Region. Eight teams participated in the event, which witnessed a lot of enthusiasm. Team CFS emerged winners while Team T&V was judged the runner-up. In photo the teams pose with Mr. Prabal Basu, C&MD, Ms. Manjusha Bhatnagar, Director [HR&CA] and Mr. A Ratna Shekar, SVP [HR]. Congratulations to the winners!

Other events organized were photography competition, jingle contest, rangoli competition and sports events like cricket and football tournaments.

YEAR LONG CELEBRATIONS

Year-long external events



Balmer Lawrie hosted the 53rd Oil HR Summit for Oil & Gas PSUs in November 2016 at Kolkata.



Balmer Lawrie was a sponsor of the 9th Asia Oceanic Steel Drum Conference (AOSD) 2016 held on 29th and 30th November 2016 at Mumbai.

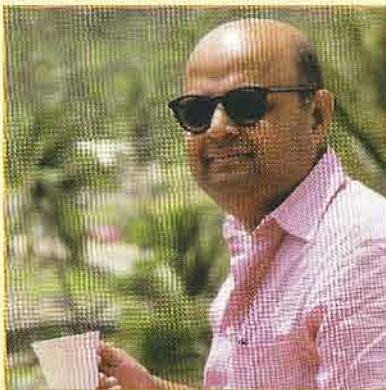


Balmer Lawrie organised the 19th Lubricating Grease Conference organised by NLGI India Chapter etc. held at Varanasi from 2nd to 4th February 2017.



Balmer Lawrie along with HPCL hosted the Tolic Seminar held in Mumbai on 18th November 2016.

Know Your Leader...



Manas Kumar Ganguly
COO [Logistics]

1. Your motivation to stay with Balmer Lawrie

Balmer Lawrie is a 150 years old organisation. Logistics is the most critical SBU and the main bottom line driver of our company. We pride ourselves on being one of the most reputed and respectable Indian logistics service providers in the country. I was entrusted with the responsibility of reengineering and restructuring the Logistics Business Unit. I believe that in every adversity there is an opportunity and the opportunity to grow the logistics business space is also great and I would like to fulfil the dream of my Management and my colleagues by boosting the top line and bottom line of the organization. Also, my professional goal as a business leader is to take Balmer Lawrie Logistics amongst the top 5 in this domain.

2. Significant professional and personal achievements

I commenced my career at a very young age in a leather export firm and was adjudged the youngest Commercial Manager there. After successful completion of 3 years, I was hired by the then largest Freight Forwarding company in India, where I joined as an Assistant Manager - Accounts & Operation and graduated to Branch-in-Charge in a short span of time. **I learned the nuances of Project Logistics in that organisation and spearheaded a route survey in Southern/Eastern India, staying around 35 days continuously on wheels. I handled 3 major projects two for L&T and one for Krupp Industries (Thyssen Krupp). Overcoming the challenges of the logistics sector being completely unstructured then, I earned a certificate of appreciation from the Directors/Partners and was also lauded as the youngest Branch-in-Charge.** My successful stint of 8 years in that organisation enhanced my knowledge in a myriad number of ways related to Logistics.

I was instrumental in founding a global organisation in India with 4 other colleagues. I was in the Sr. Management Group in that company. **The inception of the Kolkata Branch took place below the shade of a Banyan tree in 2001 and we were able to make the venture profitable in 2 years. I would like to humbly add that I still adorn their global website as a case study.** I travelled extensively and not only was I instrumental in core business activities of the organisation, but also initiated project logistics, hotel logistics and fine arts handling in India and South Asia. I was responsible for India operations in logistics and successfully signed an MOU with a Bhutanese partner. I further established an office in Bangladesh and worked closely with the South Asia Head and South East Head for other different projects including the complete restructuring and re-engineering of the organisation in India.

Prior to joining Transafe, I was also integral to starting another operation in Kolkata and Delhi. A 360 degree approach right from branding, web designing, logo selection, content writing to launching the business was taken up by me. Conceptualized and executed state-of-the-art facilities pertaining to international standards in both the cities and consecutively made it profitable in a span of 4 years.

I joined as MD of Transafe Services Limited (TSL) in the year June 2013. The business was lacklustre and all the three divisions weren't performing. There were no orders at Coimbatore CCDC Factory. I was instrumental in getting the orders for CCDC Factory along with a contract of job work from a leading private

Know Your Leader...

Genset manufacturer. **Also, collected old TDS Certificates which were time barred and stuck up old dues; was able to increase the cash flow.**

Under the guidance of the Current C&MD and the then C&MD of Balmer Lawrie we made some successful strategies for the manufacturing units and we believe TSL is still enjoying the fruits of the same.

I joined Balmer Lawrie as COO [Logistics Services] in June 2015, and subsequently was made COO [Logistics] and the journey has been very challenging and exciting. I with the support of my experienced Team have been able to retain some major customers and contracts as well as introduce some new ones. Post Transchart dismantling we increased the Ocean Import volume and introduced some new customers, I was instrumental in activating the CPD Team and the re-engineering process which is still ongoing. We are also able to introduce multiple Associates in different countries to avoid the dependency on some of our Associates and we are expecting a good volume of reciprocal business from them. Currently, I am working closely with the Top Management and the Strategy Team towards achieving the targeted goal of the organisation.

In my career, my "Best Achievement" lies in the development of personnel who are now stalwarts in their respective fields and industries.

Besides work I have had keen interest in sports always. I represented the school/college in various games/quizzes. I am also a National Scholarship Holder. I was a cricket/football player and represented school/college. The day we won the game against Don Bosco, Park Circus (DBPC) on 24th December 1984 was a memorable day for me as we were the underdogs and DBPC was represented by three Bengal under-19 players.

3. Who all are there in your family?

I grew up in a joint family and I have lovely memories of Durga Puja being celebrated in our house till 1978. Since my father had a transferable job we travelled with him to different places and because his last assignments were in the city, we finally settled down in South Kolkata.

We are a very closely knit family. My mother, the grand old lady of our household, is a housewife who at the age of 75 still runs our home. Though physically not well, emotionally she is a very strong woman. I have a 4 and a half years old son and my wife Paramita who was a teacher and currently a homemaker. She still dabbles in some teaching and some art work to keep her passion alive. My best friend is my elder sister who got married at a very young age. She resides in Jamshedpur with her husband. My brother-in-law is an ex Tata Steel employee and now runs a consultancy firm in Jamshedpur itself. My nephew is married and is settled in Mumbai.

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

My Father! He was a Revenue Services Officer and was the most disciplined person I have ever seen. He always believed in the adage "simple living, high thinking". He was a great artist and a national level body builder. He was a highly ethical and honest person. He had initiated a lot of good work in the community, donated most of his personal savings to Bharat Sevasram Sangha and Ramkrishna Mission. He is still highly regarded amongst his friends and juniors. When I was young he wrote an excerpt from William Ernest Henley's poem "Invictus" on the back of my bedroom door -

"I am the master of my fate: I am the *captain of my soul*" which made an indelible mark on my psyche. We were very close and he taught me the most valuable thing in life that *money is very important for living, but one cannot eat money.*

5. What is your favourite one liner?

"Dream is not that which you see while sleeping it is something that does not let you sleep." APJ Abdul Kalam

6. What are your hobbies?

Reading books mainly classics on adventures, detective novels, thrillers and comics like Tintin, Asterix and Obelix. I also enjoy watching movies mainly English classics. Whenever time permits, I love listening to Rabindranath Tagore's songs sung by the late Debabrata Biswas or Late Konica Bandopadhyay, old English country music and vintage Kishore Kumar- Lata Mangeshkar duets.

Within my tight and busy schedule I still spend some quality time with old buddies who have known me since childhood. I am blessed to have some very good friends who have supported me throughout my life and through the vagaries of time.

7. Which is your favourite travel destination?

From 1995 onwards I have been travelling to various Indian and international destinations. I have travelled to Bhutan extensively. It still remains my favourite travel destination.

Goa in the monsoons also brings back brilliant memories.

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

"Life has knocked me down a few times. It has shown me things I never wanted to see. I have experienced sadness & failures and success in equal measure. But one thing remains certain, I shall always Get Up." I am a very emotionally attached with my assignments and very focused towards my goal.

9. Your management style or mantra

I believe in two things - one "Work is God", Hard Work & Teamwork are required to achieve the desired goal. Be honest in approach ultimately it pays off.

10. Message for all Balmer Lawrie employees

I would like to comment on couple of things in life which are very important. Parents and Time. Both are too

Know Your Leader...

precious and irreversible. Please take care of your parents. Their blessings shall only carry you further. As far as Time is concerned use it wisely, otherwise you might regret at some point of time.

We are the generation that's seen the best and the worst of times. It was the age of wisdom, it was the age of foolishness, it was an epoch of belief, there was a crescendo of incredibility, it was the season of light, it was the season of darkness, it was the spring of hope and it was the winter of despair. We have seen failures of communism and now we are witnessing the failures of capitalism. We have seen globalisation now we are seeing protectionism. Probably we are the only generation that has gone through so much change and seen so much in one life time. The internet has changed the complete concept of global communication. The world, is as such now, in your handset. It is an absolute miracle. In this ever changing world your intelligence, knowledge should be put together and as we are in logistics we must work hard and respond timely to our customers to achieve the destination. So just like Heraclitus of Ephesus, I would like to reiterate "Change is the only constant in Life".

I also keep telling my Team in each and every forum that if you want to climb the hierarchy of the Corporate ladder, you need to use your feet and both hands, luck is like a lift but don't depend on that, only focused all out hard work and honest target will take you to your destination. But you also need to acquire domain knowledge, be an honest Team player and be patient as it cannot happen overnight.

Basic soft skills and absolute truths will never change. Your honesty, integrity, ethical way of communication and doing business shall always give you an upper hand against the competition. Do not only think about today, kindly think about the future - what type of environment we are creating for next generation. Be gentle, be tough, be upright – **"Stand up, be bold, be strong. Take the whole responsibility on your own shoulder, and know that you are the creator of your own destiny. All the strength & success you want is within yourself. Therefore make your own future."** Swami Vivekananda

Know Your Fellow Balmer Lawrie...



A Thiruvambalam
Associate Vice President
[Works], LC - Chennai

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

I joined Balmer Lawrie (BL) on 19th December 1990 in the Leather Chemicals Division at Chennai. So, I am with BL for more than 27 years. Presently, I am working as Associate Vice President (Works) of SBU:LC in Manali Factory, Chennai.

What do you like about Balmer Lawrie?

Balmer Lawrie always accepts different challenges thrown by the changing business environment, to improve the business for growth and success in line with the market demands. The people in the Company are highly knowledgeable and experienced. It is a pleasure to perform the job in this great organisation, which appreciates and recognises hardworking employees.

What is your most memorable moment in Balmer Lawrie?

This year, our SBU participated in the Manufacturing Excellence Award, Audit conducted by International Research Institute for Manufacturing (IRIM), Mumbai and for the first time, we are proud to get the Bronze Award.

I was a core team member in SAP implementation in Balmer Lawrie during the year 2014, which was really wonderful.

The successful completion of the Syntan project during 1995-96 for a capacity of 5000 MT and the timely completion of the ZLD plant are also memorable moments in Balmer Lawrie.

Who is your inspiration in life and why?

My inspiration is myself because I have learned many things from my experiences in life. Apart from this, all my senior colleagues who motivated me to grow in life are my inspiration.

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

I am a native of Salem (Tamil Nadu). My family comprises my wife Smt. Vasuki who is working as a Teacher, my daughter Shalini, married and settled with a cute baby girl and my son Guruprakash, who did his Mechanical Engineering and who aspires to pursue MS in the near future.

What are your hobbies?

My hobbies are watching movies and listening to music.

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

I feel very proud to be part of the Company which has crossed 150 years. It was a great moment to celebrate this occasion and I cherish the memories of working with this great organisation, which has overcome various global recessions, turmoil, huge disruptions in terms of technology changes, market dynamics and policy changes in the macro levels.

Know your fellow Balmer Lawrien...



Jai Sharma
Sr. Manager [Vacations],
T&V – Bangalore with his wife
Jaya and son Dhruv

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

I have been associated with Balmer Lawrie from 3rd October, 2016 and I am currently serving the Vacations Exotica, Bangalore branch as Senior Manager.

What do you like about Balmer Lawrie?

Balmer Lawrie to me is a professional organisation, which strives for continuous product development and is customer oriented. The company is open to suggestions and feedback, with sustainable growth in its respective Strategic Business Units. In the market, Balmer Lawrie has a reputation of providing best in class service and is known for its quick responsiveness in case of inquiries and job responsibilities. Balmer Lawrie is a responsible corporate driven by ethics and morals working towards the development of the Nation.

What is your most memorable moment in Balmer Lawrie?

It is very rewarding to see someone's vision come to life. I believe life is made up of small moments, and when you have the chance to make one of those small moments large for someone, the gratifying feeling is what makes those moments worthwhile.

I had joined Vacations Bangalore branch in October after it had a vacuum period and I was overwhelmed with the warmth and love of the team who had supported me to sail through the times. I get to work with interesting and enthusiastic people and every once in a while I have moments in which I suddenly understand the solution to a problem that I've been working on - those are great moments.

Who is your inspiration in life and why?

My inspiration in my life is my father. While growing up, my father taught me many valuable lessons, specifically to be kind to everyone and to never give up.

These simple but important lessons have shaped my life in its entirety. He advised me never to talk bad about others, always help other people, and always try to do the right thing no matter whatever the consequences are. I attribute much of who I am as a person, to my Dad and I thank him for his dedication to our family.

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

I belong to New Delhi and currently based in Bangalore and I have a small family comprising of my mom, wife and my son.

What are your hobbies?

I like travelling, reading and football.

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

150 years!!! WOW! That's a great achievement and I am proud to be a Balmer Lawrien. When I came to Balmer Lawrie (Vacations Exotica), I didn't feel that my job was missing anything. I instantly felt that there was a bigger picture to which I belong and that is why I am here; and that my being here at Balmer Lawrie was really making a difference in people's lives. Not only did I feel that I was making a difference in the world, but every person that I work with, feels the same as well. The work environment is so different from other work environments that I have experienced. I believe this is because each person that I work with, not only chooses to be here, but they really LOVE their work. I feel so honored to be part of such a wonderful organization that truly understands the importance of family and their employees. Working in Balmer Lawrie is also an opportunity to learn and grow, and find a whole new outlook of life.

Know your fellow Balmer Lawrien...



Arpan Biswas
Asst. Manager, IP - Kolkata

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

I joined Balmer Lawrie in June, 2012 and will be completing 5 years soon. Currently, I am working as Assistant Manager, Marketing in Industrial Packaging (IP) Eastern Region and I am posted at IP - Kolkata.

What do you like about Balmer Lawrie?

There are lots of positive things in Balmer Lawrie and among those, I mostly like the open door culture of Balmer Lawrie. You can approach anyone at any level for any of your needs and all are ready to help you. Though Balmer Lawrie is a PSU but the work culture is similar to that of the Private Sector.

What is your most memorable moment in Balmer Lawrie?

On 5th February 2017, during our company's 150 years celebrations, when I received the Young Achiever award from our honourable C&MD, it was a moment that I will cherish all my life.

Who is your inspiration in life and why?

My mother is my role model, not only in my professional life but also in my personal file. Also, I draw motivation from my seniors and peers with whom I work closely.



Congratulations Arpan!

Know Your Fellow Balmer Lawrien...

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

I was born and brought up in a small village of West Bengal. We have a joint family where I live along with my grandmother, parents, uncle, aunt and my cousin.

What are your hobbies?

I am fond of cooking new dishes after watching the recipes on YouTube.

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

Completing 150 years is a major milestone and being part of it is a matter of prestige and I am fortunate enough to be part of it. I believe Balmer Lawrie shall continue its never ending journey in the years ahead.

Know Your Fellow Balmer Lawrien...



*U Nayeek
Sr. Manager [Manufacturing],
G&L - Silvassa*

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

Time is not measured by the passing of years but by what one does, what one feels, and what one achieves through life's journey both personally and professionally. My journey in Balmer Lawrie has been wonderful both personally and professionally. I joined SBU: Greases & Lubricants (G&L) on 22nd January, 1991. Initially I was posted at G&L, Kolkata (ARL). Then I shifted to G&L, Bombay (now Mumbai) in the year 1992 and completed 26 years of service in Balmer Lawrie.

Working in the plants of G&L across India under the highly experienced and caring leadership was a great experience. It was good to work with all the seniors, juniors and the wonderful people of different parts of the country speaking different languages. Now I am working as Senior Manager, Manufacturing, G&L - Silvassa. I head the Production department with a small

and young team of Executives and Officers. G&L - Silvassa is the most cost effective and efficient plant catering to all India retail requirements in addition to Western Region's industrial requirements.

What do you like about Balmer Lawrie?

I like many things in Balmer Lawrie; it's not possible to list down all of them here. Balmer Lawrie successfully completed 150 years and has occupied a pride of place in the history of Manufacturing in India. Transparency and Care for People is something that I like about Balmer Lawrie. In case any Executive or Officer is not keeping well, colleagues send get well messages and pray for their good health and happiness. Our Directors drive our success and along with the entire Balmer Lawrie Family they join in to celebrate every success on the same platform. We Balmer Lawriens remain well connected and because of this while working we forget our hardships and problems in life and try to deliver our best.

What is your most memorable moment in Balmer Lawrie?

There are plenty of memorable moments in my years at Balmer Lawrie. Here, I am sharing few of them.

1. - I am from a very remote area of Odisha. I joined Balmer Lawrie at the age of 19 after completing my academics. I underwent training at the Application Research Laboratory (ARL) of G&L's Kolkata plant, and then I was transferred to Bombay (Now Mumbai). One day the then GM, G&L - Bombay called me to the Corporate Office and asked me to go to Bombay. Going to the Corporate Office, which is a Heritage Building and meeting a senior was a dream for me. Going all the way to Bombay for the first time was a challenge for me at the age of 19. I didn't know the local language and even Hindi properly. However, I was guided by our GM; he contacted me and asked me to go to the guest house at Malabar Hills. I had no idea of the place, but I was able to reach the guest house at Malabar Hills only because of the support from our GM. I trust him wholly. He was very caring and kept a close watch on me so that I didn't face any inconvenience while going to the factory daily. That is the care Balmer Lawrie seniors exhort.

2. - Once there was big problem in production of a special product, during my initial days of joining Sewree. There was an urgent requirement from a customer for the product but we were not able to get it ready. My GM called me on a Saturday and asked me to go to the plant on Sunday and ensure production of the product without any quality issues. Along with the support of some seniors I undertook the task and completed 4 batches non-stop up till 5.00pm. We produced the product as per desired quality and quantity for dispatch. Next day on Monday morning the material was tested and declared fit for dispatch. I was highly appreciated by my GM and seniors. I cannot forget such moments!

3. - In the year 1993 Bombay witnessed riots. At that time I was staying in Vashi and took a local train to travel to Sewree. There was curfew in many places in the city. One day I was stuck in the factory and was unable to return home. There was heavy firing and army patrolling outside the factory premises. Mobs had gathered near our factory. One of my seniors and I closed the gate and locked it. All the fire extinguishers and water pipe lines were kept ready near the Base Oil Storage Tank. Throughout the night the entire 2nd shift work force, my senior and I kept vigil to protect the company assets. Once again we were appreciated for not stopping production in spite of the disturbances and going beyond the call of duty.

4. - One of the most memorable moments in my life in Balmer Lawrie happened recently and it gives me immense satisfaction as we were able to avert a major accident and prevent huge losses for the company.

Know Your Fellow Balmer Lawrien...

The incident happened in our big base oil storage tank, which was filled with base oil. A very small crack had developed in due course of time due to rust and thickness problem in its outlet valve. I got a call that oil was leaking through a broken valve. I rushed to the spot and saw a jet of oil flowing out of the leak. There was chaos all around and the workmen were shouting for help to prevent the leakage. I placed myself with some plastic and cloth to block the oil flow. There was heavy pressure. Our aim was to block the leak; along with a workman I tried to use all kinds of material to control the flow. After seeing me, all the workmen jumped to stop the flow and save oil. Together we saved approximately 22 KL of base oil; thus, saving the precious property and our environment.

Who is your inspiration in life and why?

My mother is great inspiration in my life. I lost her when I was in Class 8. My father and mother were very simple people. They would do farming and they met both ends meet with much difficulty. They didn't think much about my education. One day I told my mother that I wanted to go to school and I wanted to be a big man, so that there would be no poverty and hardship in our simple life. Immediately my mother took me to school and got me admission. After that, I never looked back and studied hard for giving a better life to my parents. My mother expired because of lack of proper medical attention. If she was alive today, I would give her the luxuries of life. My aim was to become a doctor and help the poor in our society. But destiny made me an engineer; I feel happy to serve Balmer Lawrie and the nation. I will be happy if my daughter becomes a doctor and serves the poor. My mother must be smiling at me from heaven.

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

As I have mentioned earlier, I belong to a remote area of Odisha which is rich in natural beauty. The greenery, forests, hills and river in my hometown are beautiful. After my I lost my parents I don't have much connection with the place except for my childhood memories. I have two sisters, who are married. Today, I am fine with staying in any part of the country and I feel Balmer Lawrie is my second parent in life. I have been blessed by God and have a simple small family including my wife and daughter. Both of them are very dear to me and are God's best gift.

What are your hobbies?

I am a workaholic and my hobby is only work and work. My duty is my God. However, I like to travel to places with natural beauty. Once, I had travelled on foot for 20 days in the state of Sikkim. We also trekked and set up a camp during my NCC days, near the third highest peak in the world, the Kanchenjunga. I also like the Andaman and Nicobar Islands. I enjoy playing football, cricket and badminton, and I am very fond of swimming in the river.

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

I feel very proud to be part of Balmer Lawrie and that too at a time when it has completed 150 years. In spite of all odds the company continued to be profitable throughout its entire journey. Balmer Lawrie has faced the challenges of economic slowdown both in the domestic and international market. Also, it passed through so many business changes. In all these situations, my company remained like Amaranthine. Being Balmer Lawrien, I feel privileged and I am fully confident that Balmer Lawrie will continue to do well and witness many moments of celebrations.

TALENT UNLIMITED



She never ended her conversations. He liked things short and precise.
She produced curiosity. He gave completion.
She divided the conversation. He encapsulated the conversation.

They met, and fell in love.

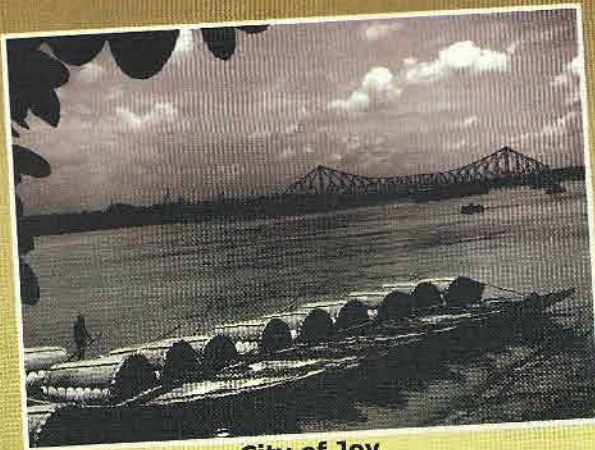
She was a comma, he was a full stop.
And the line below had both of them together, forever.

"They met, and loved."

Sidharth Udani, Asst. Manager - Logistics, Kolkata

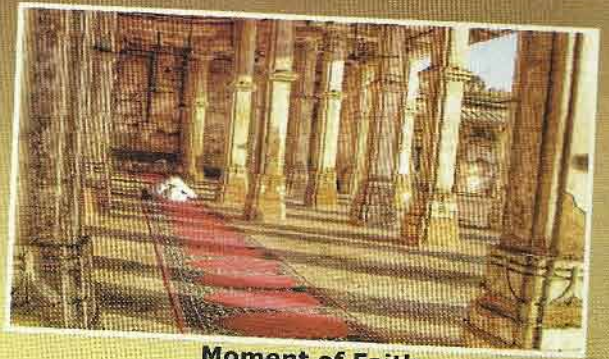
THE PERFECT SHOT!

An All India Photography Competition was organised as part of the 150 years celebrations.
The shots are indeed perfect ...Congratulations to all the winners!



City of Joy

First - Amrit Mukhopadhyay, SVP [Technical]



Moment of Faith

Second - Niketan Ravindran, Officer
[Freight Forwarding], Logistics



Royal Ritual

Third - Avishek Sarkar, Asst. Manager [IT]
Corporate IT, Kolkata



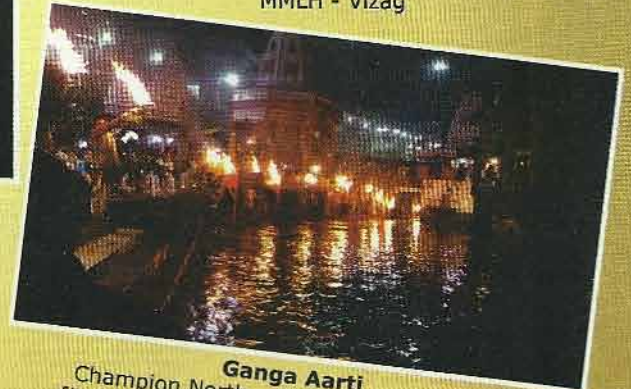
Fire Above

Champion East - Abhrajit Sett,
Dy. Manager [Commercial],
CFS - Kolkata



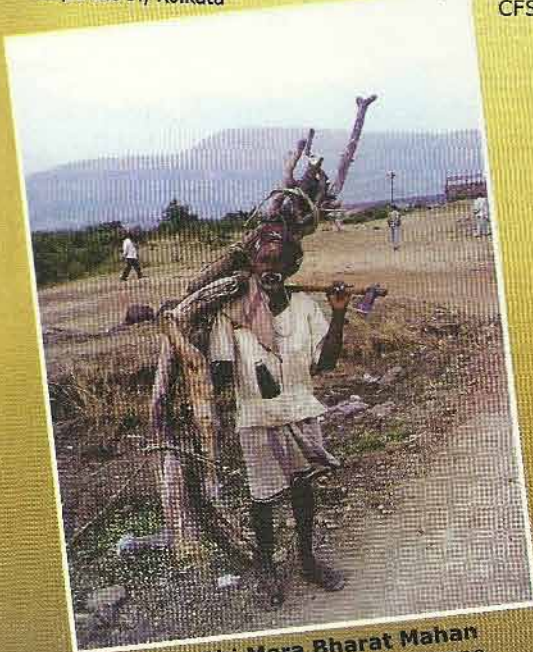
Little Monk : Holy Shade of India

Consolation - Dhritiman Nandi, Dy. Manager [Civil]
MMLH - Vizag



Ganga Aarti

Champion North - Mukesh Agarwal, AVP
[Industrial Marketing] - North, G&L - Delhi



Phir Bhi Mera Bharat Mahan

Champion West - V R Rayamane,
RHR Head, Western Region - Mumbai



Innocent Devotee

Champion South - T Thanga Solomon, Junior
Supervisor [Branch Operations], Logistics - Chennai