

BALMER
LAWRIE

ONLINE

MONTHLY

BULLETIN

BLOOM

EDITORIAL

The second quarter results of our Company as per the accounts adopted for the quarter ending 30th September 2020 were announced on 6th November 2020. The results were approved by the Board in its meeting held at Kolkata. The total income for the second quarter registered an increase of 35.33% quarter on quarter and stood at Rs. 383.16 crores as compared to the previous quarter. The Profit Before Tax (PBT) saw a considerable increase and rose to Rs. 36.47 crores for the quarter ended 30th September 2020 as compared to the loss of Rs. 7.60 crores in the previous quarter. Correspondingly, the net Profit After Tax (PAT) during the quarter rose to Rs. 28.70 crores as compared to net loss of Rs. 6.36 crores in the previous quarter. The impact of COVID-19 is still looming large on the economy, which in turn is affecting our businesses. We have to continue to be resilient and keep walking the extra mile for our Company to grow and continue making profits.

On 8th October 2020, Hon'ble Prime Minister inaugurated the intensive and focussed COVID-19 campaign launched by Ministry of Information and Broadcasting for re-emphasizing on wearing masks, following physical distancing and maintaining hand hygiene. At Balmer Lawrie, the Leadership and employees across all locations joined Shri Dharmendra Pradhan, Hon'ble Minister of Petroleum & Natural Gas, Government of India, who administered the pledge by VC, to follow COVID-19 appropriate behaviour and to fight against the pandemic. The fight is not over and all of us have to continuously following the three mantras for our own safety and for the safety of our family members. Every year on 14th November, citizens across the globe observe World Diabetes Day. Though we are presently focussed on COVID-19 preventions, we should consciously work on a healthy lifestyle to prevent this deadly disease as well.

It is shocking to learn that every five seconds one person develops diabetes, every 10 seconds one person dies of diabetes and every 30 seconds a limb is lost to diabetes as per United Nations. The International Diabetes Federation (IDF) Diabetes Atlas states that 463 million adults (1 in 11) were living with diabetes in 2019. The number of people living with diabetes is expected rise to 578 million by 2030. 1 in 2 adults with diabetes remains undiagnosed (232 million). The majority have type 2 diabetes. More than 3 in 4 people with diabetes live in low and middle-income countries. 1 in 6 live births (20 million) are affected by high blood glucose (hyperglycaemia) in pregnancy. Two-thirds of people with diabetes live in urban areas and three-quarters are of working age. 1 in 5 people with diabetes (136 million) are above 65 years old. Diabetes caused 4.2 million deaths in 2019. Diabetes was responsible for at least \$760 billion in health expenditure in 2019 – 10% of the global total spent on healthcare. Startling facts indeed! Stay healthy and stay safe all of you. Best wishes for the festive season.

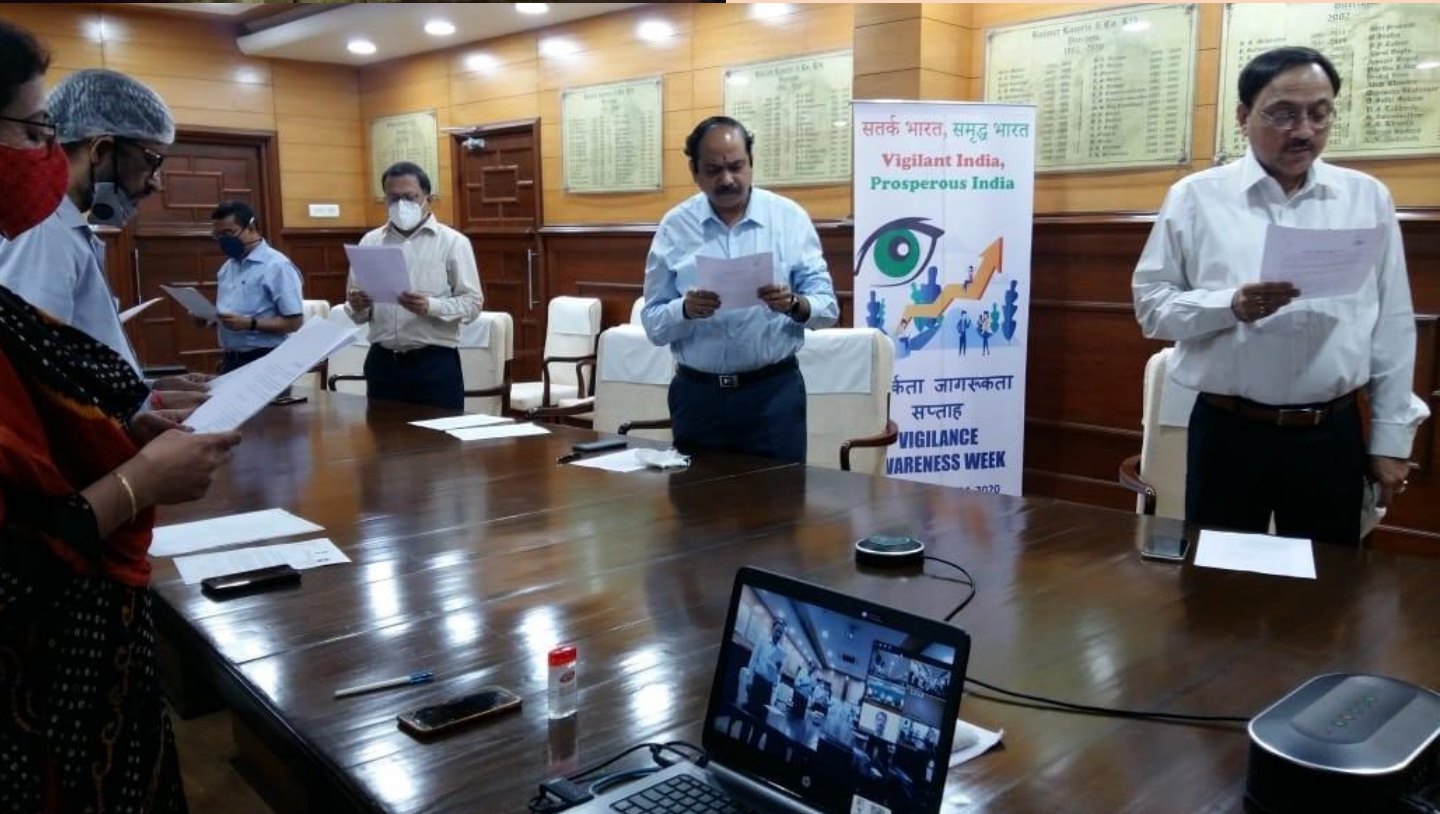
Happy Reading!

Mohar

बामर लॉरी एंड कं. लिमिटेड
(भारत सरकार का एक उद्यम)Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)



Logistics Services (LS) handled critical cargo for a prestigious private customer in the last week of September 2020. The LS team managed to reposition the 40' OT equipment from Chittagong to Kolkata within less than a week. Despite a persistent vessel space crunch and indefinite delays and cancellations, the team successfully got the equipment shipped on board on 26th September 2020. The entire movement included cargo pick-up from factory, stuffing into container at Balmer Lawrie - CFS, customs clearance and freight forwarding up to Bandar Abbas, Iran.



Vigilance Awareness Week was observed from 27th October to 2nd November 2020 in all the units and establishments of the Company. The observance of the week commenced with employees taking the vigilance pledge virtually. A series of online competitions like quiz, essay and slogan writing were organized for employees throughout the week to highlight the importance of integrity and iniquities of corruption. Online and in-person awareness sessions for vendors, customers and contractors of Balmer Lawrie were also organized in various units. Virtual outreach programmes were organised for schools and colleges in Kolkata to make the youth more cautious and vigilant.



A monthly knowledge sharing session for employees of Industrial Packaging, Silvassa was initiated in the month of October 2020. The topic of the first session was "Awareness on the Factories Act, 1948". Such sessions on various topics will be organised every month.



Greases & Lubricants, Silvassa organises weekly in-house training / knowledge sharing sessions to promote continuous learning. Various safety and motivational videos are shown to factory workmen every Saturday within the factory premises besides in-house training sessions on relevant topics. Continuous training on prevention of COVID-19 is provided by the Company doctor every Monday.



COVID JAN ANDOLAN



Shri Dharmendra Pradhan, Hon'ble Minister of Petroleum & Natural Gas, Government of India administered the pledge by VC, to follow COVID-19 appropriate behaviour and to fight against the pandemic, on 8th October 2020. This was part of the intensive and focussed COVID-19 campaign (COVID Jan Andolan) launched by Ministry of Information and Broadcasting for re-emphasizing on wearing masks, following physical distancing and maintaining hand hygiene. Mr. Prabal Basu, C&MD joined the VC and took the pledge along with employees at the Co-ordination Office, SCOPE Complex, New Delhi and Mr. Adika Ratna Sekhar, Director [HR&CA] joined from the Board Room at the Corporate Office in Kolkata along with other Senior Executives. Employees from other units and offices also joined the VC.

As part of the campaign, various programs were organised in the Company in the months of October and early November 2020.



The Company doctor at Greases & Lubricants, Silvassa conducted an awareness session on the requirement, need and the roles of individuals to stop the spread of COVID-19 on 8th October 2020.



At Industrial Packaging, Vadodara Medical Advisor Dr. D K Parekh took a short session for the staff and workers during which he stressed on the three important things to follow to contain the spread of COVID-19 that is 1. Wear Mask 2. Wash Hands Frequently 3. Social Distancing. He addressed the session in both Hindi and Gujarati focusing on preventive measures and how to be safe with friends and family during these tough times. On 5th November, mask and hand sanitizers were distributed to the truck drivers and cleaners of transporters' trucks at IP, Vadodara and they were educated on the importance of using masks and sanitizers to fight COVID-19. Banners were displayed on the trucks.



At Industrial Packaging, Navi Mumbai, banners were displayed on all the trucks operating in and out of the factory premises. Sanitizer bottles and masks were distributed to truck drivers, housekeeping and security personnel on 31st October 2020.



Awareness programs were organized for Aanganwadis / Government school children and communities residing in an around our factories in Silvassa (Sayli and Khadoli village) and Taloja (Padghe village). Mask and sanitizers were distributed to Government school students, Aanganwadi workers and villagers. Housekeeping team from Panvel Municipal Corporation was deputed at Padghe village to be part of the campaign.



Ayudha Puja was celebrated at Manali, Chennai on 24th October 2020. On the occasion, all employees prayed for the well being of the Company and the renovated Administrative Building was inaugurated by Mr. R M Uthayaraja, COO [Leather Chemicals].

HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

Balmer Lawrie

COMMON OFFICE "HEALTH & SAFETY" HAZARDS

- > Exit/ Egress
- > Fire hazards
- > Ventilation
- > Illumination
- > Handling & storage of materials
- > Office machinery
- > Office furniture
- > Electrical equipment/terminals




© HSE Department

An online safety training on "Health & Safety Awareness at Office" for employees in units and establishments pan India was conducted on 1st October 2020. More such training sessions will be conducted with the objective of covering all Balmer Lawrie employees.



Mock drills on firefighting were organized at IP, Taloja and CFS, Kolkata in the month of October 2020.

OCCUPATIONAL DISEASE

What is an occupational disease?

An occupational disease is a health condition or disorder (e.g. cancer, musculoskeletal disorders, post-traumatic stress, etc.) that is caused by the work environment or activities related to the work. In general, health conditions or disorders that occur among a group of people with similar occupational exposures at a higher frequency than the rest of the population are considered to be occupational diseases.

What factors may contribute to the development of occupational diseases?

Occupational diseases can be caused by:

1. Biological agents - bacteria, viruses, fungi, parasites, insects, plants, birds, animals, humans, etc.
2. Chemical agents - beryllium, lead, benzene, isocyanates, etc.
3. Ergonomic issues - repetitive movements, improper set up of workstation, poor lighting, poor design of tools, etc.
4. Physical agents - ionizing and non-ionizing radiation, magnetic fields, pressure extremes (high pressure or vacuum), extreme temperatures, noise, vibration, etc.
5. Psychosocial issues - stress, violence, bullying, harassment, lack of recognition, etc.

There are other factors that determine the development of an occupational disease, including:

1. Amount of exposure or dose entering the body
2. Duration or length of exposure
3. Route of entry into the body
4. Toxicity of the chemical
5. Removal from the body
6. Biological variation (individual susceptibility)
7. Effects of interaction, such as synergism (e.g., smoking, alcohol use, exposure to other chemicals).

Exposure to the hazardous agent may occur only once in a while or only in very small amounts, or the exposure may be daily and/or to very large amounts. The number of weeks or years on the job may provide an estimate of the degree of exposure. In general, the higher the exposure (duration and/or amount), the higher the risk of developing a health effect.

How can an occupational disease be prevented?

We have to know about the hazards associated with us then we have to think about the elimination/control of the hazards. After that we can mitigate the risks in our workplace. In all cases, the employer has a duty of due diligence and is responsible for 'taking all reasonable precautions, under the particular circumstances, to prevent injuries or accidents in the workplace'.

In general:

- ✓ Learn about the hazards at your workplace (e.g., find out what products are being used, understand how actions such as heavy lifting can affect the body, etc.).
- ✓ Employers shall develop - and employees shall follow - systems, programs, procedures, and practices that are designed to protect people from workplace hazards.
- ✓ Communicate all health hazards and exposures to employees. Provide the appropriate information and training for the hazards present.
- ✓ Work with health professionals to investigate injuries or illnesses that may have characteristics that suggest it may be work-related. (e.g., tell your health professional where you work, what you do, and what products you work with).
- ✓ Keep a list of all jobs and industries you have worked in.

Transfer

- **Mr. T S Sankar**, Regional Head [Travel]-East, Travel & Vacations - Kolkata has been transferred to Travel & Vacations, Chennai as Regional Head [Travel]-East.
- **Mr. James Gregory**, Chief Manager [Coordination], DCO has been transferred to the Administration Department, Corporate Office - Kolkata as Head [Administration & CSR].
- **Mr. Dilip Das**, Head [Administration & CSR], Administration Department, Corporate Office - Kolkata has been transferred to DCO, SCOPE Complex, Delhi as Head [Delhi Coordination Office].
- **Mr. Snehal Piyush**, Senior Manager [Operations], ICP - Raxaul, Logistics Infrastructure has been transferred to Logistics Services, Hyderabad as Senior Branch Manager [LS] - Hyderabad.
- **Mr. Prem Gautam**, Unit Head - TCW, Temperature Controlled Warehouse (TCW) - Rai, Logistics Infrastructure has been transferred to Travel & Vacations, Delhi as Deputy Manager [Collection].
- **Mr. Abhiroop Dutta**, Deputy Manager [SCM], Industrial Packaging - Mumbai has been transferred to Director's Office, Corporate Office - Kolkata as Executive Assistant to Director [Service Business].
- **Mr. Manoj Rawat**, Junior Officer [Warehouse Operations], Temperature Controlled Warehouse (TCW) - Mumbai, Logistics Infrastructure has been transferred to Temperature Controlled Warehouse (TCW), Rai as Junior Officer [Warehouse Operations].
- **Ms. Sumiran Maheshwari**, Leisure Consultant Trainee, Travel & Vacations - Mumbai has been transferred to Travel & Vacations - Delhi as Leisure Consultant Trainee.
- **Ms. Simran Shah**, Leisure Consultant Trainee, Travel & Vacations - Mumbai has been transferred to Travel & Vacations - Delhi as Leisure Consultant Trainee.
- **Ms. Anjali Tyagi**, Leisure Consultant Trainee, Travel & Vacations - Mumbai has been transferred to Travel & Vacations - Delhi as Leisure Consultant Trainee.
- **Ms. Garima Gupta**, Leisure Consultant Trainee, Travel & Vacations - Mumbai has been transferred to Travel & Vacations - Delhi as Leisure Consultant Trainee.
- **Mr. Arghadeep Pramanik**, Leisure Consultant Trainee, Travel & Vacations - Ahmedabad has been transferred to Travel & Vacations - Kolkata as Leisure Consultant Trainee.

Wish you all the best in your new role!

Re-designation

- **Mr. Arun A**, Senior Manager [SCM], Leather Chemicals - Chennai has been redesignated as Senior Manager [Operations], Leather Chemicals - Chennai.
- **Mr. Ganesh Agarwal**, Senior Manager [Credit Control], Travel & Vacations - Delhi has been redesignated as Senior Manager [Credit Control & Collection], Travel & Vacations - Delhi.
- **Mr. Akhilesh Sharma**, Deputy Manager [Sales Administration], Industrial Packaging - Asaoti has been redesignated as Deputy Manager [Commercial], Industrial Packaging - Asaoti.
- **Mr. Hemant Sharma**, Deputy Manager [Sales], Travel & Vacations - Delhi has been redesignated as Deputy Manager [Key Accounts], Travel & Vacations - Delhi.
- **Mr. Deepak Singh**, Asst. Manager [Sales], Travel & Vacations - Bangalore has been redesignated as Head [Sales & Business Development]-South, Travel & Vacations - Bangalore.
- **Mr. S Thirupathiah**, Executive [Accounts & Finance], Travel & Vacations - Chennai has been redesignated as Executive [Collection], Travel & Vacations - Chennai.
- **Mr. Bibin Paul, Officer [Travel]**, Travel & Vacations - Cochin has been redesignated as Business Development Officer, Travel & Vacations - Cochin.
- **Ms. Vidhya T, Junior Officer [Travel]**, Travel & Vacations - Chennai has been redesignated as Business Development Officer, Travel & Vacations - Chennai.

Wish you all the best in your new role!

Farewell

- **Mr. Sudhir Ghosh**, Executive [A&F], Greases & Lubricants, Kolkata superannuated on 31st October, 2020 after successfully completing around 34 years of service.
- **Mr. Tapas Chakraborty**, Officer [Accounts], Greases & Lubricants, Kolkata superannuated on 31st October, 2020 after successfully completing over 32 years of service.

We wish you all the best in your future life!

New Members



Mr. Sriram Chavali joined Corporate IT as Chief Information Officer on 5th October, 2020. He is based at the Corporate Office in Kolkata.



Mr. Subhankar Majumder joined Greases & Lubricants, Kolkata as Head [Technical Services] on 16th October, 2020.



Mr. Suraj Tarlekar joined Greases & Lubricants, Delhi as Deputy Manager [Railway & Defense] on 9th October, 2020.



Mr. Vivek Dabral joined Industrial Packaging, Mumbai as Asst. Manager [Sales] on 1st October, 2020.



Mr. Sanjeet Purty joined Logistics Infrastructure (CFS), Kolkata as Asst. Manager [Operations] on 14th October, 2020.

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

कोरोना से बचें

हाथ धोएं बार बार

सही से मास्क पहनें

निभाएं दो गज की दूरी

भारत सरकार
Government of India



जब तक दवाई नहीं तब तक ढिलाई नहीं