

BALMER
LAWRIE

ONLINE

MONTHLY

BULLETIN

BLOOM



EDITORIAL

The editorial of the April issue of BLOOM is typically dedicated to welcoming the new financial year, KPT setting and meeting the major timelines of the Performance Management process. However, last year the editorial was no more customary as we were all gripped by the Coronavirus pandemic (COVID-19) that brought with it unimaginable disruptions. Though we maintained business continuity, employee safety and wellbeing were topmost priorities. Somehow with the passing months we were hopeful that April 2021 would herald in an Annus Mirabilis. Who knew that once again we would face a situation where the ever increasing COVID-19 infections would create such distress all around, in spite of vaccines and other medication. The second wave of COVID-19 has gripped us all! Hon'ble Prime Minister, Shri Narendra Modi has been reiterating his pitch for strict adherence to COVID-19 protocols in place, at a time when the country is witnessing a massive spike in daily cases. "Dawai bhi Kadai bhi" is not just a slogan, it has to become a way of life to combat the current challenges being posed by the pandemic in our country. We should not let our guard down and strictly abide by coronavirus preventive norms even after vaccination. We have to be together and resilient in our fight.

#Unite2FightCorona

ध्यान दें!
सावधानी बरतें,
सुरक्षित रहें!

वैक्सिनेशन करवाएं • मास्क पहनकर रखें
कोरोना नियमों का पालन करें

सफाई, दवाई और कड़ाई
जीतेंगे कोरोना से लड़ाई

Life has to go on and we have to continue performing our tasks and duties even if times are not easy. It's time to set KPTs and meet the Performance Management timelines circulated by the Corporate HR Department. All Executives would have received the circular on 'Performance Appraisal for the Appraisal Year (AY) 2020-21 and KPT Setting for AY 2021-22'. The Appraisal and KPTs have to be recorded online in the SAP system as per the set timelines. Brian Tracy said "Goals are the fuel in the furnace of achievement." So, go ahead set SMART KPTs and let's continue our endeavour to achieve performance excellence always. In this issue of BLOOM we have covered the 50th National Safety Week that was successfully observed from 4th to 10th March, 2021 across all the units and establishments of Balmer Lawrie. During this time of the year, various parts of the country celebrate the beginning of a new year. We just celebrated Gudi Padwa, Ugadi, Poila Baisakh, Vishu, Puthandu, Rongali Bihu, Baisakhi etc. BLOOM wishes all of you a great year ahead. Do not hesitate to mail your feedback, contributions and suggestions to mukhopadhyay.mohar@balmerlawrie.com. Stay healthy, stay safe!



Logistics Infrastructure signed an MoU with Ministry of Ports, Shipping and Waterways (MoPSW) on 1st March 2021 under Sagarmala Programme to develop General Warehouse and Temperature Controlled Warehouses (TCW). The MoU was signed by Mr. Dilip Kumar Gupta, Managing Director & Director (Projects) of Sagarmala Development Company Limited. Balmer Lawrie has expressed interest for development of such projects at Kolkata, Ahmedabad, Chennai, Mundra, Coimbatore, Pune, Bengaluru, Ahmedabad and Hyderabad.

THE ECONOMIC TIMES



Balmer Lawrie
LOGISTICS

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Appreciation for Logistics Services

Balmer Lawrie handled a shipment of S-band SAR payload from India to USA under NASA-ISRO Synthetic Aperture Radar (NISAR) joint mission, along with Air India, for Space Applications Centre (SAC), Ahmedabad in March 2021. The shipment was successfully handed over to NASA officials at San Francisco International Airport, and the payload safely reached NASA's Jet Propulsion Laboratory (JPL) at Pasadena, Los Angeles. SAC, Ahmedabad highly appreciated the Balmer Lawrie team including Mr. Koustav Banerjee at Ahmedabad, Mr. D B Sonawane and Mr. Ravi Sarode at Mumbai and all the other members who handled logistics, data entry etc.

Dr. K Sivan, Chairman, Space Commission and Secretary, Department of Space, Government of India in his letter dated 22nd March 2021 to Mr. Rajiv Bansal C&MD, Air India, which was marked to our C&MD as well, mentioned about the timely support extended by Air India and Balmer Lawrie for the movement of this important and sensitive scientific instrument, a significant contribution in India-USA space cooperation. Congratulations to the Logistics Services team!

ET Edge recognised Balmer Lawrie Logistics Infrastructure as one of the Economic Times Champions of Supply Chain Management 2020 for its significant contribution to the industry.

Logistics Services (LS), Hyderabad received an appreciation letter (dated 5th April 2021) from the Avionics Division of Hindustan Aeronautics Ltd., Hyderabad for providing excellent services in Freight Forwarding and Customs Clearance and seamless implementation of various reforms initiated by the Government of India. The letter has special mention of Mr. Uma Maheshwar, Mr. Suresh and Mr. Praveen of the Airport Office and Mr. Deepak, Mr. Pavan Kumar and Mr. Samuel of City Office for implementation of changes like withdrawal of duty exemption, changes in duty structure, implementation of GST, SWS, digital processing of BEs through e-Sanchit system, eGatePass, eOut of Charge, implementation of faceless assessment system etc. Mr. Uma Maheshwar was also appreciated for the good work done related to customs clearances. LS, Hyderabad has been servicing HAL for more than a decade now. Kudos to the team!



Balmer Lawrie won the "WEST BENGAL BEST EMPLOYER BRAND AWARDS 2021" given away by World HRD Congress in a virtual event on 18th March 2021. The award recognises organisations that have used marketing communications effectively in attracting, retaining and developing talent, and features the top organisations from West Bengal who are exemplary in HR. Some of the key criteria for assessment included:

- Translating and Combining vision with action with HR Strategy
- Building line to mesh HR Strategy with Business
- Cultivating competencies for the future to enable building the organization to be future-ready



The Long-Term Settlement with Union representing unionized staff of Travel & Vacations - Mumbai, Logistics Services - Andheri and Mumbai General was signed by the Union and Committee members concerned of the Company and was duly endorsed by the Dy. Chief Labour Commissioner (Central), Mumbai on 31st March 2021, in resolution of the Union charter of demands regarding pay and benefits etc.



A free COVID-19 vaccination camp was organised at Manali industrial complex, Chennai on 30th March 2021. The vaccine was administered irrespective of age and an option of choosing Covaxin or Covishield was given to the individual.



In order to contain the spread of the coronavirus, G&L – Silvasa continues to organise the training session on 'Prevention of COVID-19' on every first working day of the week. In photo is a session being conducted in March 2021. As part of the Jan Andolan initiative, hand sanitizer bottles and masks were distributed in the factory in the month of March.

Women's Day Celebrations

The women employees of Balmer Lawrie came together to celebrate the International Women's Day on 8th March 2021. Mr. Adika Ratna Sekhar, Director [HR & CA] and C&MD [Additional charge] addressed all the women employees during the inaugural function. Expert talks were organized virtually on 8th & 9th March for all the women employees pan India. Small events around the women's day were also conducted at the regions.



Women employees of Balmer Lawrie's Eastern Region during the celebrations



In the Delhi office at NBCC Centre, Okhla, a session called Vent-o Box was organised on 8th March where all the women employees deliberated on topics of concern to them in their daily lives and probable solutions. A team game was also conducted.

A health check-up camp was organised at the Ballard Estate office in Mumbai on the occasion of Women's Day.



A CSR initiative was also taken to mark the occasion. Balmer Lawrie provided funds for books and notebooks for children of Universal Smile, an orphanage in Kolkata. On 15th March few women employees at the Corporate Office in Kolkata visited the orphanage along with Head [CSR & Admin].



Painting by Ms. Aashna Mukhija daughter of Mr. M M Mukhija on Women's Day at Pacific D21 Mall, Dwarka, New Delhi

Ms. Aashna is a self-taught Illustrator, Product Designer and Wall Mural Artist with six years of experience in the same field. She aspires to spread art across the world and also provide a creative space to artists. The painting is a representation of the journey of a woman's life through a collection of words like bold, patient, hardworking, loving and empathetic. It depicts that even though each woman is different from the other, they are still the same. They all have multiple layers of strength, courage and the ability to care. Not only do they inspire us with their agility but also teach us to stand our ground in tough situations.

Vacations Exotica Stars

Vacations Exotica (VE) rolled out the monthly awards initiative in January 2021 to recognise the top performers in Sales (Retail) and Corporate business (maximum money collection). The winners of the various awards are handed over certificates signed by the Leadership. All the winners exhibit excellence in their work keeping up the healthy spirit of competitiveness. Below are the top performers in the month of March 2021. Hearty congratulations to all the winners of the Vacations Exotica monthly awards!



Mr. Mohammed Ather, VE - Mumbai

"Top line - Performer of the Month - March 2021" for achieving maximum revenue in International Holidays - Retail

"Pillar of the Month - March 2021" for achieving maximum margin for the month in Pure Holidays - Retail



Mr. Karthik Reddy, VE - Hyderabad

"Top line - Performer of the Month - March 2021" for achieving maximum revenue in Domestic Holidays - Retail

"Star Striker of the Month - March 2021" for achieving maximum no. of passengers in Pure Holidays - Retail



Ms. Sudipta Seth and Mr. Tanishq Shah, VE - Mumbai
"Star Seller of the Month - March 2021" for achieving maximum no. of bookings / transactions in Pure Holidays - Retail



Mumbai Branch (Ms. Mugdha Chaturvedi, Ms. Dakshita and Team)
"Best Branch of March 2021" for Maximum Revenue - Retail; Pure Holidays - Retail



Dental Council of India Team (Ms. Ridhi Sharma and Ms. Sonali Adhikari), VE - New Delhi
Maximum collections in March 2021 among the Corporates - Corporate Businesses Team
Tours Delhi - Corporates



As part of CSR initiatives, the Northern region units, Industrial Packaging – Asaoti, Temperature Controlled Warehouse – Rai and Delhi Office, NBCC, Okhla organised to install essential items like water coolers, water purifiers, RO machines and creativity boards in schools for underprivileged children. The schools are located in villages around the two units and in Indra Kalyan Nagar, Okhla. Around 1200 students will benefit from this initiative. The inauguration ceremony was graced by Mr. Adika Ratna Sekhar, Director [HR & CA] and C&MD [Additional Charge].

HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

The 50th National Safety Week was observed from 4th to 10th March 2021 in all units /establishments across locations. The week commenced on 4th March, observed as National Safety Day, with the administering of the safety pledge and reading out of Director [HR & CA] and C&MD [Additional Charge] message. In line with the theme "Learn from disaster and prepare for a safer future", various programs were organized over the week. The programs included extempore, online quiz, online spot the hazard contest, mock drills, online safety slogan & online essay writing competitions.

The winners of different competitions held during the National Safety Week are as follows:

Extempore Competition (Head Office)	First	Mr. Ranotosh Banerjee, BL HO
	Second	Ms. V Shweta Chandrika, BL HO
	Third	Mr. Rohan Nag, BL HO
	Third	Mr. SK Abu Jafor, BL HO
	Third	Mr. Ashmita Ray Chaudhury, BL HO
Extempore Competition (HRC)	First	Mr. Subhadip Chattaraj, CFS, Kolkata
	Second	Mr. Asim Samanta, G&L, Kolkata
	Third	Mr. Sudip Kumar Dhar, G&L, Kolkata
Online Safety Quiz Competition	First	Mr. Pannalal Das, G&L, Silvassa
	Second	Sk. Abul Kalam Mistry, G&L, Silvassa
	Second	Ms. Payel Sengupta, BL HO
	Second	Mr. Ranotosh Banerjee, BL HO
	Second	Mr. Amit Chatterjee, BL HO
	Second	Mr. Dharmendu Mandal, BL HO
	Second	Mrs. Chaitali Datta, BL HO
	Second	Mr. Abhishek Gupta, BL HO
	Second	Mrs. Damayanti Sikder, BL HO
	Second	Mr. Vijay Kumar Das, BL HO
	Third	Mr. Sriraman D, Manali
	Third	Mr. SK Abu Jafor, BL HO
	Third	Mr. Mrityunjay Acharjee, BL HO
Third	Mr. Soumya Datta, BL HO	
Online Safety Essay Competition	First	Mr. Roshan Anand, G&L, Silvassa
	Second	Mr. Soumya Datta, BL HO
	Second	Ms. V Shweta Chandrika, BL HO
	Third	Mr. Manish Sood, IP, Asaoti
	Third	Mr. V H Davada, IP, Taloja
	Third	Mrs. Sagarika Basu, BL HO
Online Spot the Hazard Competition	First	Ms. V Shweta Chandrika, BL HO
	Second	Mr. SK Abu Jafor, BL HO
	Third	Mr. Vijay Kumar Das, Kolkata
Online Safety Slogan Competition	First	Mrs. Sarmistha Ghosh, Kolkata
	First	Mr. SK Abu Jafor, BL HO
	Second	Mrs. Payel Sengupta, BL HO
	Second	Mr. Mehul Vala, IP, Silvassa
	Second	Mr. Ranotosh Banerjee, BL HO
	Second	Mrs. Chaitali Datta, BL HO
	Second	Mr. Snehal Jitendra Gaikwad, IP, Ballard Estate
	Third	Mr. Gopal Das, BL HO
	Third	Mr. Dishant Ramteke, IP, Silvassa
	Third	Mr. PCS Srinivas, G&L, Kolkata
	Third	Mr. Pannalal Das, G&L, Silvassa
	Third	Mr. Sai Srinivas Allu, IP, Gurgaon

Below are glimpses of some programs organised during the National Safety Week:



Inauguration of the 50th National Safety Week and administration of safety pledge by Mr. Adika Ratna Sekhar, Director [HR & CA] and C&MD [Additional Charge], at the Corporate Office in Kolkata.



Administration of Safety Pledge at Mumbai Office and G&L – Kolkata



Administration of Safety Pledge at CFS - Kolkata and CFS – Chennai



Administration of Safety Pledge at IP - Taloja and IP - Vadodara



Administration of Safety Pledge at TCW - Hyderabad and TCW - Patalganga



Administration of Safety Pledge at Chennai City Office and Manali Complex



Extempore Competition at Corporate Office, Kolkata



Extempore Competition at HRC, Kolkata



Fire Mock Drill at IP – Vadodara



Fire Mock Drill at Corporate Office, Kolkata



Fire Monitor operation and demo at G&L - Silvassa. The training was conducted for the fire fighting team.



Safety Week closing ceremony at Corporate Office, Kolkata

Transfer

- **Mr. Amit Sarkar**, Chief Manager [Operations], Industrial Packaging - Kolkata has been transferred to Industrial Packaging - Mumbai as Chief Manager [Marketing].
- **Mr. Sanjib Roy**, Chief Manager [New Initiatives], Corporate Management Services - Kolkata has been transferred to Chemicals - Chennai as Chief Manager [Finishing Chemicals].
- **Mr. Sibdas Sarkar**, Manager [Vigilance], Vigilance Dept. - Kolkata has been transferred to Industrial Packaging - Kolkata as Manager [Production].
- **Ms. Vidhya K G**, Asst. Manager [A&F], Travel & Vacations - Chennai has been transferred to Logistics Services - Chennai as Asst. Manager [A&F].
- **Mr. Manoj Karmakar**, Executive [A&F], Industrial Packaging - Chennai has been transferred to Greases & Lubricants - Kolkata as Executive [A&F].

Wish you all the best in your new role!

Re-designation

- **Mr. Arvind Kumar Singh**, Officer [A&F], Travel & Vacations - Lucknow has been redesignated as Officer [Commercial Accounts], Travel & Vacations - Lucknow.
- **Mr. Bhagat Ram**, Junior Officer [Collection], Travel & Vacations - Delhi has been redesignated as Junior Officer [Travel], Travel & Vacations - Delhi.

Wish you all the best in your new role!

Farewell

- **Mr. N Ramesh**, Chief Manager [Marketing], Greases & Lubricants - Vadodara superannuated on 31st March 2021 after successfully completing 33 years and 7 months of service.



- **Mr. N Parameswaran**, Chief Manager [Product Development], ARL, Greases & Lubricants - Kolkata superannuated on 31st March 2021 after successfully completing 33 years and 4 months of service.
- **Mr. Gautam Paul**, Senior Manager [Technical & Liaison], Logistics Infrastructure (CFS) - Kolkata superannuated on 31st March 2021 after successfully completing 32 years and 6 months of service.
- **Mr. Dinesh Prasad Sharma**, Manager [Accounts & Finance], Industrial Packaging - Asaoti superannuated on 31st March 2021 after successfully completing around 33 years service.

We wish you all the best in your future life!

New Member



Mr. Koushick Dutta joined Corporate IT, Kolkata as Deputy Manager [IT] on 30th March, 2021.



Mr. Shantanu Bera joined Corporate IT, Kolkata as Asst. Manager [IT] - SAP HCM on 24th March, 2021.

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