

**BALMER
LAWRIE****ONLINE****BLOOM****MONTHLY****BULLETIN****EDITORIAL**

While citizens of India gear up for the general elections starting 19th April 2024, let's pride on India's uniqueness and exercise our right to vote with utmost responsibility. We all know that India is the largest democracy in the world. India's uniqueness lies in its unity in diversity. What makes India unique is not only its geographical diversity but also diversity in languages, culture, cuisines, festivities ethnicity, religion etc. It is matter of great pride that India is all set to become the third largest economy with GDP of \$5 trillion in the next three years and touch \$7 trillion by 2030. The world is watching our country and its immense contributions in various areas. India is witnessing a consumption boom that is making it the place to be for all businesses. So, let's leverage 'Vocal for Local', 'Atmanirbhar Bharat' and 'Make in India' to contribute to the development of the nation and growth of our organisation as well.

We celebrated the International Women's Day (IWD) on 8th March 2024 and this year the theme was "Inspire Inclusion". We are fortunate to be part of an organisation that understands and values women's inclusion. Women have been leading businesses and functions in our Company and today our Company Secretary is part of the Top Management team. However, besides the various women workforce development initiatives taken by the Company, it is important for all women to be inspired to be included. We should make every effort possible to keep ourselves relevant, nurture a sense of belongingness and create an environment where we are empowered. Collectively we must forge a more inclusive workplace culture for women.

The 53rd National Safety Day was successfully observed on 4th March and the National Safety Week (NSW) celebrations continued till 10th March 2024. The theme for NSW this year was 'Focus on Safety Leadership for ESG Excellence / ईएसजी उत्कृष्टता के लिए सुरक्षा नेतृत्व पर ध्यान दें'. A host of programs centred on the theme were organised by the HSE Department. We will bring you details of the programs in the next issue of BLOOM.

With the onset of spring, we celebrated the festival of colours, Holi recently. During this time of the year, regional new year days are celebrated in our country. We will soon celebrate Ugadi, Gudi Padwa, Cheti Chand, Poila Boishakh, Baisakhi, Rongali Bihu, Vishu etc. in the coming month. Tons of new year wishes from BLOOM for all of you!

As always, please do send your suggestions, feedback and contributions to me at mukhopadhyay.mohar@balmerlawrie.com.

Mohar



Mr. Adika Ratna Sekhar, Chairman & Managing Director was conferred with the 'Business Leader of the Year' award by World HRD Congress. The award was given away in a function held in Taj Lands End, Mumbai on 17th February 2024.



Mr. Adika Ratna Sekhar, Chairman & Managing Director was invited as the Chief Guest of the Convocation Ceremony of Jagan Institute of Management Studies on 10th February 2024 at India Habitat Centre, New Delhi. His address was very well received.



Travel - Delhi received the best performance award for the Financial Year 2023-24 from Vistara at an event organised in New Delhi on 15th February 2024.



On 14th February 2024, the Travel vertical of SBU: Travel & Vacations signed an MoU with IIM - Nagpur for using Balmer Lawrie's flagship product, the Standard Self Booking Tool (SSBT) for their official air travel booking.



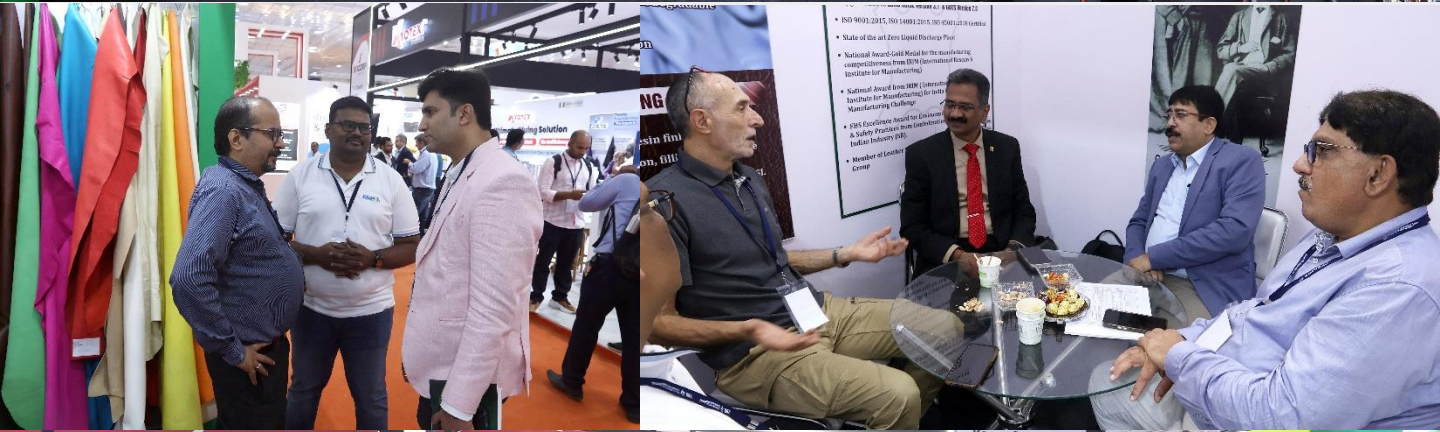
Balmer Lawrie successfully hosted the 26th Lubricating Grease Conference under the aegis of National Lubricating Grease Institute (NLGI) - India Chapter at the JW Marriott Hotel, Kolkata from 22nd to 24th February 2024. The Conference was graced by Hon'ble Governor of West Bengal, Dr. C V Ananda Bose. It was a matter of great pride to have the august presence of Hon'ble Governor. The Lubricating Grease Conference is a much-awaited forum which gives the participants a chance to deliberate on the latest developments, technological innovations, opportunities and challenges related to the Greases & Lubricants industry. This year the theme for the Conference was "Sustainable Grease Solutions". Mr. Adika Ratna Sekhar, C&MD, Balmer Lawrie was the Conference Chairperson. Over 500 delegates representing companies and institutions participated in the event which witnessed paper presentations, panel discussions, exhibition etc. Kudos to SBU: Greases & Lubricants for the great show!



A puja was organised as part of the ground-breaking ceremony at Cold Chain - Vijayawada on 29th February 2024. Mr. Adika Ratna Sekhar, C&MD and Mr. Adhip Nath Palchaudhuri, Director [Service Businesses] participated in the puja along with Senior Officials and Executives of SBU: Cold Chain.



Balmer Lawrie signed an MOU with IIM Lucknow Enterprise Incubation Centre (IIML EIC) on 6th February 2024 for incubation of Start-ups. The MOU was signed by Mr. Adhip Nath Palchaudhuri, Director [Service Businesses] and Mr. Saurav Dutta, Director [Finance] of Balmer Lawrie and Mr. Yamini Bhushan Pandey, MD, IIML EIC in the presence of Mr. Adika Ratna Sekhar, C&MD, Mr. Abhijit Ghosh, Director [HR & CA] and Ms. Kavita Bhavsar, Company Secretary, of Balmer Lawrie and Mr. Aditya Prasad, Head Business Development, IIML EIC. Balmer Lawrie had launched its Startup fund in May 2017 in line with the flagship initiative of 'Startup India' launched by the Hon'ble Prime Minister Shri Narendra Modi in 2016. Balmer Lawrie has been instrumental in driving this initiative for the last 6 years and funded quite a few Startups to promote innovation by creating a healthy ecosystem conducive for the growth of Startups. IIML EIC has collaborated with various PSUs, Banks, MNCs as an incubation partner and has a robust structured framework of accelerator program, seed capital, corporate venture capital funds, smart co-working space, corporate market access, mentoring and training programs to foster the growth of Startups. Presently, Balmer Lawrie and IIML EIC are collaboratively inviting applications for the Corporate VC Startup Engagement Programme (CSEP).



SBU: Chemicals participated in the 37th India International Leather Fair (IILF) held from 01st to 03rd February 2024 at the Chennai Trade Centre, Nandambakkam, Chennai. A stall was put up at the fair to showcase Balmer Lawrie's end-to-end leather chemicals products. Mr. R M Uthayaraja, Director [Manufacturing Businesses] visited the IILF and the Balmer Lawrie stall. The fair witnessed the participation of Buyers, Wholesalers / Dealers, Manufacturers, Corporate decision makers and Marketing professionals from the industry. A wide range of leather industry items such as raw materials, finished products, shoes, garments, accessories, machinery and chemicals were displayed at IILF. The fair has all along been a vivid presentation of the leather industry. Latest expressions of the trends, styles, designs and colours in the world fashion were showcased.



Balmer Lawrie participated in the Study Visit of Parliamentary Standing Committee on Labour, Textiles and Skill Development held in Siliguri on 15th & 16th February 2024. Mr. Saurav Dutta, Director [Finance] and Mr. Abhijit Ghosh, Director [HR & CA] represented the organisation.



A one-day training program on 'Customer Service Excellence' for all employees (all categories viz. Permanent, FTCs, Outsourced, Apprentices, Trainees etc.) of SBU: T&V in the Eastern Region was conducted on 17th February 2024 in the Corporate Office at Kolkata in association with the trainer, Mr. Sanket Potdar. The training was attended by a total of 23 personnel including outstation employees from Nazira, Bhubaneswar.



A training session on the GIT Products of Vacations was organised for the implant staff of Travel, Delhi in the Northern Region Office at Okhla, New Delhi on 24th February 2024. A total number of 18 participants attended the training program. The Vacations team trained the implant staff of Travel, Delhi.



Ms. Konica Tayal, Deputy Manager [Sales], Logistics Services - Delhi made it to the 10% Club Winners List of the 1000 Women Leaders Program 2023 by Jombay. She received the award at a function organised in Pune in February 2024. Hearty congratulations Konica!



The annual Health Check-up for all the employees was conducted on 1st February 2024 at Industrial Packaging, Navi Mumbai.



Balmer Lawrie



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Re-designation

- **Mr. Ashish Kumar Chandra**, Associate Vice President [Marketing]-E, Chemicals - Kolkata has been redesignated as Associate Vice President [Vigilance], Vigilance - Kolkata.
- **Mr. Tapan Sarkar**, Associate Vice President [FC & South Mkt-I], Chemicals - Chennai has been redesignated as Head [Marketing], Chemicals - Chennai.
- **Mr. V Saravana Kumar**, Chief Manager [Marketing-South Market-II], Chemicals - Ranipet has been redesignated as Head [Marketing]-South Market, Chemicals - Ranipet.
- **Mr. Mahadev Gayen**, Manager [Marketing], Chemicals - Kolkata has been redesignated as Manager [Marketing]-E, Chemicals - Kolkata.
- **Ms. Malati Surendra Mishra**, Secretary, Industrial Packaging - Mumbai has been redesignated as Officer [Sales Coordination], Industrial Packaging - Mumbai.

Wish you all the best in your new role!

Farewell

- **Mr. Dinesh Chander Joshi**, Manager [B2C Refund], Travel & Vacations - Delhi superannuated on 29th February 2024 after successfully completing 36 years and 7 months of service.

We wish you all the best in your future life!

New Member (Note: Write-up on new members is as per inputs received from them.)



Mr. Prabhu Anand M joined Logistics Services - Mundra as Asst. Manager [Branch In-charge] on 05th February 2024.

Prabhu Anand is a dedicated professional specialising in export and import documentation. He has honed his skills in navigating the intricacies of international trade, ensuring seamless and compliant transactions. When he is not immersed in his work, you'll often find him exploring the cinematic realm. He has a deep-seated love for movies and series, finding joy in the storytelling and the creativity that they bring to life. Beyond that, his passion for exploration extends to travel, discovering new cultures and embracing the diversity that our world has to offer. He is happy to bring his expertise to Balmer Lawrie and contributing to the success of the Company and its global ventures.



Mr. Dharani Dharan joined Travel & Vacations - Chennai as Officer [Visa] on 15th February 2024.

Dharani Dharan belongs to Chennai and secured his Under Graduation Degree in 2017 from A M Jain College and then a Diploma in Tourism Aviation and Airport Management. He started his career in Teamlease Services as a Processor in the Operations Department. Then he got the opportunity to work in the field of Travel and moved to VFS Global working as Senior Officer in the Visa Department. Now after getting the opportunity to work in Balmer Lawrie as Officer [Visa], he wants to learn new things here and give his best to the organisation. His hobbies include playing football, cricket, carrom and snookers.



Ms. Nivedhitha Karthykayini A joined Travel & Vacations - Chennai as Officer [Operations] on 19th February 2024.

Nivedhitha is from Chennai. She completed her Post Graduation in Tourism Management from College of Engineering, Anna University in 2018. She started her career with Parry Travels, Murugappa Group, as a Trainee in Chennai and has 5+ years of hands-on experience in various organisations in the same field. She loves arts, music and as a proud Chennaiite, she explores her city's vibrant cultural backgrounds whenever she can. She is part of writers' groups where she shares her love for novels and poems with her fellow writers. She volunteers in her free time in organisations like Bhumi for various social activities in and around her city. Getting an opportunity to work in Balmer Lawrie as Officer [Operations] in the Vacations sector is a great pathway for her as she is looking forward to learn, grow and contribute her skills with her fellow Vacations members.

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