



Vol. 2 Issue 6

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Editorial

The financial results for FY2011-12 were announced on 26th May. The overall performance of the Company was very good with the logistics businesses being the major growth drivers. SBU: Logistics Infrastructure was judged the best SBU for FY2011-12. Congratulations to SBU: LI and best wishes to all the SBUs for a great year ahead.

In this issue we have started a new column called EHS (Environment, Health & Safety) Corner. We all understand the importance of health and safety in the workplace and this column will aim at conveying the need for EHS in a lighter manner, such that we are able to make Balmer Lawrie a safe and healthy place to work in.

5th June was observed as world environment day. This year the United Nations Environment Programme kept the theme as "Green Economy: Does it include you?" This theme was chosen to stimulate the inspirational power of individual action that collectively becomes an exponential force for positive change. So let's pledge to make all efforts of going green and protecting the environment for the generations to come.

Hope you enjoy reading this issue of BLOOM and do not hesitate to send your feedback to mukhopadhyay.mohar@balmerlawrie.com.

Mohar

Financial Results for the year ended 31st March, 2012

The financial results for the year ended 31st March, 2012 were announced in the Board Meeting held in HO, Kolkata on 26th May 2012. The gross income increased by 14% to Rs 2450 cr for the year ended 31st March 2012 from Rs 2148 cr in the previous year. The net income also registered a growth of 14% to clock Rs 2337 cr as compared to Rs 2050 cr last year. While the Profit before Tax (PBT) saw a modest increase of 5% to Rs 190 cr from Rs 181 cr last year, the Profit after Tax (PAT) grew by 14% to Rs 138 cr from Rs 121 cr in the previous year.

Though, the manufacturing businesses showed weaker profitability trends as compared to the previous year, the Company overall delivered a good performance riding on the growth & profitability of the Logistics businesses. The net income for the fourth quarter of the FY 2011-12 grew by 20% to Rs 621 cr from Rs 516 cr in the corresponding quarter last year with the gross income registering Rs 651 cr. The PBT was Rs 41 cr and the PAT Rs 26 cr for the quarter ended 31st March, 2012.

In view of the good performance of the Company, the Board of Directors recommended a dividend of 280% for the FY 2011-12.

BL Updates



SBU: Logistics Infrastructure was declared as the best performing SBU for the year 2011-12 in the recently concluded Top Management Meet. The company has instituted a rolling trophy which will be awarded every year to the best performing SBU. Seen in photo are Shri Niraj Gupta and Shri R K Murthy receiving the trophy from C&MD.



SBU: IP won the Outstanding Partner award from Jubilant Life Sciences Ltd. in a "Partners in Progress Meet" held in Delhi last month. Seen in photo is Shri P Roy receiving the award on behalf of the SBU.



On 25th May, 2012 the Construction Chemicals Testing facility was inaugurated by Shri K Gopinathan, ED [Lubes & Chemicals] and Shri S Ravikumar, GM [Chemicals & R&D] in the G&L premises at Kolkata.



An in-house Organisational Orientation Program titled "Udaan" was organised on 18th & 19th May at the Tolly Club in Kolkata. The participants included all lateral recruits in the Company from April 2011 to May 2012. The programme was anchored by Director [HR&CA].



Glimpses of the Western Region Consolidation Project under progress in Silvassa! The existing Grease Plant is under operation to meet customer demands.

Letter of Appreciation for Muraleedharan

Shri K Muraleedharan, Branch Manager [Cargo], LS -Thiruvananthapuram, received a letter of appreciation dated 21st May, 2012 from Shri Ravindranath G, Director, ISRO Inertial Systems Unit. Shri Muraleedharan was appreciated for his exemplary services for arranging shipment of very high value, over dimensional cargoes from Switzerland to Mumbai, and their timely clearance from the customs dept. at different seaports and airports of the country. Congrats and keep up the good work!



An Executive Program on Stress Management was organised on 12th May, 2012 in the ARL Conference Room for the Officers of G&L, ARL, Tea, IP and CFS in Kolkata. The program was conducted by 'Change of Heart', Cardiac Wellness Centre.

ERP Update



On 31st May a BLESS Steering Committee meeting was held in HO, Kolkata. Present in the meeting were C&MD, Directors, members of the ERP Team, TCS and PWC.

Ms. Monalisa Dongre, Officer [HRS], HO - Kolkata was judged the winner of the "BLESS Poster Contest" held last month. She will be given away an attractive prize and her poster will be printed for display in all locations of the Company. Congratulations Mona!

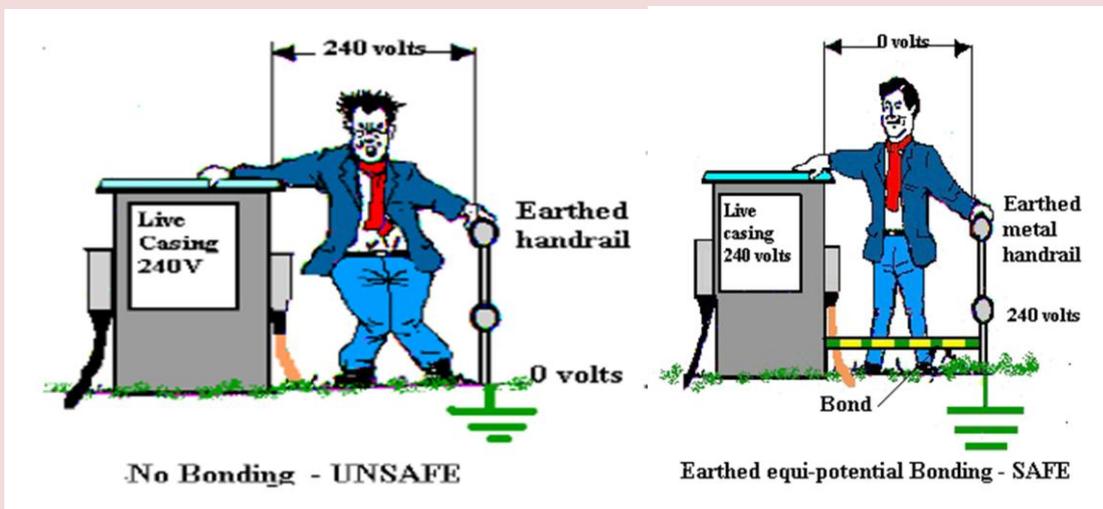


सीएसआर अद्यतनीकरण



सीएसआर के अंतर्गत सुन्दरवन ग्रामीण विकास एवं प्रशिक्षण केन्द्र (एसआरडीटीसी) के समर्थन में बामर लॉरी के सौजन्य से, श्रीमती कनक चतुर्वेदी द्वारा प्रस्तुत गीत एवं गजल संध्या "स्वर यात्रा" का आयोजन 12 मई 2012 को जी डी बिड़ला सभागार, कोलकाता में किया गया। इस कार्यक्रम का उद्घाटन श्री वी. सिन्हा, अध्यक्ष एवं प्रबंध निदेशक ने किया। पूर्वी क्षेत्र में बामर लॉरी के सीएसआर के कार्यान्वयन का भागीदार एसआरडीटीसी, एक एनजीओ है, जो सुन्दरवन क्षेत्र में गरीब पिछड़े महिलाओं तथा बच्चों की उत्थान के लिए कार्य करता है। इस अवसर पर एसआरडीटीसी के बच्चों द्वारा प्रस्तुत नृत्य से भी दर्शकों ने खुब आनंद उठाया। चित्र में कार्यक्रम की कुछ झलकियाँ।

EHS (Environment, Health & Safety) Corner



The National Safety Council estimates that 600 people die every year in India because of electrocution. Most of these accidents involve low voltage that is 600 volts & below. Electrocution continues to rank as the fourth highest cause of industrial fatalities (behind traffic, violence & construction incidents). So let's be careful and follow all Dos and Don'ts to avoid electrical hazards!

स्थानान्तरण / Transfer

श्री के जम्बुनाथन, सहा. महाप्रबंधक [एलएस] - एलएस, चेन्नै को एलएस, बेंगलूरु में सहा. महाप्रबंधक (एलएस) के रूप में स्थानान्तरित किया गया ।

Shri K Jambunathan, AGM [LS] - LS, Chennai has been transferred to LS, Bangalore as AGM [LS].

श्री एम पिवत्रन, प्रबंधक [विपणन & प्रचालन] - एलएस, बेंगलूरु को एलएस, चेन्नै में शाखा प्रबंधक (चेन्नै) के रूप में स्थानान्तरित किया गया ।

Shri M Pavithran, Manager [Marketing & Operations] - LS, Bangalore has been transferred to LS, Chennai as Branch Manager [Chennai].

श्री निर्मल चंदर, सहा. प्रबंधक [लेखा & वित्त] - यात्रा, लखनऊ को यात्रा बेंगलूरु, में सहा. प्रबंधक [वसूली] के रूप में स्थानान्तरित किया गया ।

Shri Nirmal Chander, Asst. Manager [Accounts & Finance] - Travel, Lucknow has been transferred to Travel, Bangalore as Asst. Manager [Collection].

श्री अमित शंकर दास, उप प्रबंधक [भण्डार & सामग्री] - आईपी, कोलकाता को आईपी, सिलवासा में उप प्रबंधक [भण्डार & सामग्री] के रूप में स्थानान्तरित किया गया ।

Shri Amit Sankar Das, Deputy Manager [Stores & Materials] - IP, Kolkata has been transferred to IP, Silvassa as Deputy Manager [Stores & Materials].

श्री एस कृष्णन, उप प्रबंधक [एलएस] - एलएस, हैदराबाद को एलएस, बंगलूरु में उप प्रबंधक [एलएस] के रूप में स्थानान्तरित किया गया ।

Shri S Krishnan, Deputy Manager [LS] - LS, Hyderabad has been transferred to LS, Bangalore as Deputy Manager [LS].

श्री अमित सरकार, प्रबंधक [विपणन] - आईपी, कोलकाता को आईपी, चेन्नै में प्रबंधक [विपणन] के रूप में स्थानान्तरित किया गया ।

Shri Amit Sarkar, Manager [Marketing] - IP, Kolkata has been transferred to IP, Chennai as Manager [Marketing].

श्री सौरिश चटर्जी, सहा. प्रबंधक [मा.सं.], कोलकाता को सीएफएस, कोलकाता में सहा. प्रबंधक [मा.सं.] के रूप में स्थानान्तरित किया गया ।

Shri Sourish Chatterjee, Asst. Manager [HR], Kolkata has been transferred to CFS, Kolkata as Asst. Manager [HR].

श्री नवीन चोपड़ा, अधिकारी [विपणन] - जी&एल, रायपुर को जी&एल, चंडीगढ़ में अधिकारी [विपणन] के रूप में स्थानान्तरित किया गया ।

Shri Naveen Chopra, Officer [Marketing] - G&L, Raipur has been transferred to G&L, Chandigarh as Officer [Marketing].

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new roles!

नया पदनाम / दायित्व में परिवर्तन

Re-designation / Change in Responsibility

श्री एन परमेश्वरन, वरि. प्रबंधक [गुणवत्ता आश्वासन] - जी&एल, चेन्नै अब वरि. प्रबंधक [प्रचालन] - जीएंडएल, चेन्नै है ।
Shri N Parameswaran, Senior Manager [Quality Assurance] - G&L, Chennai is now Senior Manager [Operations] - G&L, Chennai.

श्री सुब्रत देब, प्रबंधक [मा.सं.] - जीडीके, कोलकाता अब प्रबंधक [मा.सं.] - एचआरसी, कोलकाता है ।
Shri Subrata Deb, Manager [HR] - GDK, G&L, Kolkata is now Manager [HR] - HRC, Kolkata.

*आपको नए कार्यभार की शुभकामनाएं।
Wish you all the best in your new roles!*

विदाई / Farewell



A farewell function for Shri VRS Pillai was organised in HO, Kolkata on 31st May, 2012. In photo, Shri Viren Sinha, C&MD felicitates Shri VRS Pillai in the presence of Directors & CVO.

श्री वीआरएस पिल्लई, महाप्रबंधक [मा.सं.वि] - सीएचआरडी&सी, कोलकाता ने बामर लॉरी में लंबी सेवाकाल पूर्ण कर दिनांक 31 मई 2012 को सेवानिवृत्त हो गए ।

Shri VRS Pillai, GM [HRD] – CHRD&C, Kolkata retired on 31st May after successfully completing a long innings in Balmer Lawrie.

*हम श्री पिल्लई का सेवानिवृत्ति जीवन सुखमय एवं शांतिमय होने की कामना करते हैं ।
We wish Shri Pillai all the best in his future life.*

नए सदस्य / New Member

श्री अमित घोष को कंपनी सचिव के रूप में दिनांक 1 मई 2012 से कंपनी में आमेलन किया गया ।
Shri Amit Ghosh was absorbed on the rolls of the Company as Company Secretary on 1st May, 2012.

श्री अभिजीत घोष ने क्षेत्रीय मानव संसाधन, कोलकाता में सहा. महा प्रबंधक [मा.सं.] - पू.क्षे. के रूप में दिनांक 3 मई 2012 को कार्यभार ग्रहण किया ।

Shri Abhijit Ghosh joined Regional HR, Kolkata as Assistant General Manager [HR] - ER on 3rd May, 2012.

श्री निकेत रवीन्द्रन ने एलएस, मुंबई में कनिष्ठ पर्यवेक्षक [कार्गो] के रूप में दिनांक 17 मई 2012 को कार्यभार ग्रहण किया।

Shri Niketh Ravindran joined LS, Mumbai as Junior Supervisor [Cargo] on 17th May, 2012.

श्री नितीन माथुर ने टीएंडटी, दिल्ली में कनिष्ठ पर्यवेक्षक [टीएंडटी] के रूप में दिनांक 24 अप्रैल 2012 को कार्यभार ग्रहण किया ।

Shri Nitin Mathur joined T&T, Delhi as Junior Supervisor [T&T] on 24th April, 2012.

बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।

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

Tete-e-tete with Shri VRS Pillai

Shri VRS Pillai, popularly known as VRSP, after a long and successful innings at Balmer Lawrie, superannuated on 31st May, 2012. VRSP proved to be one of the most valuable persons in the Corporate HR function. His immense knowledge of the function, rules and procedures had made him a "go-to" person for various HR issues. We had a chat with him to know more about his journey in Balmer Lawrie and to discover the person he is.

Your journey in Balmer Lawrie...

My association with Balmer Lawrie (BL) dates back to October 1982 when I joined the Company at Cochin after a stint in the erstwhile Group Company IBP for around three years. Prior to joining IBP, I was working with the MP State Electricity Board. In 1994 I moved to one of Balmer Lawrie's JVs, Cochin Refinery Balmer Lawrie Ltd. (CRBLL) and then moved back to BL in Nov, 1997. I had a short stint in BL Freight Containers Manufacturing Limited (BLFCM) also. I became an integral part of the HR function and had significantly contributed to HR policy formulation, recruitment, training & development besides other areas. I moved to CHRD in November 2000. I am grateful to my seniors for recognizing my capabilities, providing me a very supportive environment and continuously entrusting me with greater responsibilities.

Your accomplishments in Balmer Lawrie...

During my tenure I was entrusted with important responsibilities because of my commitment, trustworthiness, patience, resilience and attention to detail. I willingly accepted all the challenges and have largely been successful even during stressful moments. I was called upon to play a pivotal but emotionally painful role when operations at Freight Containers Division at Cochin, which had a large pool of workmen, were closed down. I was also instrumental in introducing manpower outsourcing in BL.

Your leadership style...

I was a hands-on person and had endeavored to play the role of mentor and coach to my team to achieve excellence in whatever they did. I believed in giving freedom and space for my younger colleagues to learn and deliver. I feel that I was an empathetic person, easily accessible and was liked by most of the people with whom I was associated with. I was a silent doer, yet candid in my views. This helped in resolving issues fast and most of the time in amicable ways.

I am a soft spoken person and believed in equity and transparency. My flexibility and ability to adapt to change probably made me acceptable amongst all age groups. I am a team man and believe that my accomplishments are principally because of the contribution by my team. I was only a cog in the wheel.

Reminisces...

During my tenure at CRBLL I had attended an outbound training program in a remote forest by the riverside in Chittoor, Andhra Pradesh. The place had no electricity and no habitat. We were put up in makeshift tents and had to undergo rigorous exercises as part of the training. On the third day of the training we had to cross the river balancing on a rope that was held at both ends by the team members. While I was crossing the river, members holding the rope at one end lost hold of the rope, and I fell into the river along with another participant. I didn't know how to swim and others were unaware of this fact. However, I was saved and interestingly I repeated the exercise with no fear. "Trust in People" was the reason for me to dare.

How do you spend your leisure hours?

When not working I like to read newspapers & magazines and watch TV. I enjoy watching Malayalam movies, mostly comedy and action movies. I liked reading James Hadley Chase and Agatha Christie novels. I also like sleeping, when there is nothing else to do.

Your message for youngsters and newcomers in BL...

BL is an organization that recognizes talent and provides its employees with immense growth opportunities. Contribution by the employees is definitely valued. One has to accept challenges, exhibit sincerity and commitment, and put in hard work; opportunities for learning and development are unlimited; this would help in career growth.

Glimpses from the City of Joy



The Town Hall in Kolkata was built by the architect Col. John Garstin in 1813 in Roman-Doric style, with a fund of Rupees seven lakhs raised from lottery to provide the Europeans with a place for social gatherings. At first, the hall was placed under a committee, which allowed the public to use the hall under such terms and conditions as were fixed by the Government. The public could visit the ground floor hall to see statues and large size portrait paintings but they were not allowed indiscriminate access to the upper storey. In 1867 Town Hall came under the custody of the Calcutta Municipality (later on Kolkata Municipal Corporation). At present, the Town Hall houses a Municipal Court.