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### Editorial

*"The thing about performance, even if it's only an illusion, is that it is a celebration of the fact that we do contain within ourselves infinite possibilities." - Sydney Smith*

I feel that one can achieve the impossible with sheer grit and determination and we do contain within ourselves infinite possibilities. Today, the country is facing an economic scenario not very conducive to business growth. In these times, the onus is on all of us to give our best and sustain the good performance of the Company. Let's get together, tighten our belts and move forward with greater resolve.

The Hindi fortnight celebrations will commence on Hindi Divas, 14th September. A host of programs have been planned across locations for a fortnight. Let us all dedicate ourselves to the cause of our language and ensure that we enhance the use of Hindi in our official work.

As always, I'll look forward to your suggestions, contributions and feedback. Do send them to me at [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Mohar

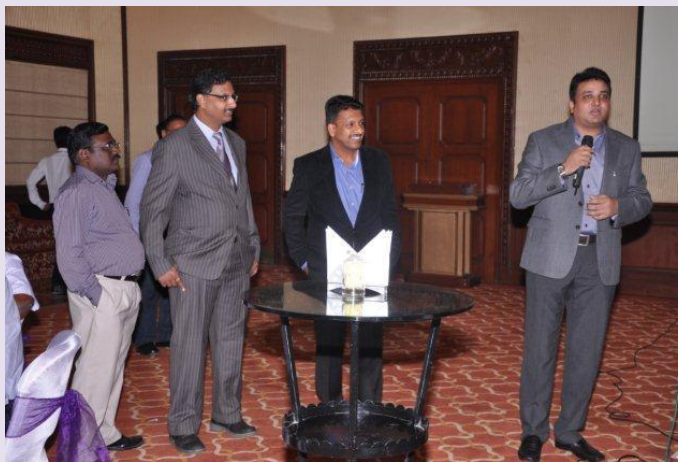
### BL Updates



SBU: Greases & Lubricants participated in "Foodpro 2013 - The 10th Indian Food Processing & Food Technology Fair" organised by CII at the Chennai Trade Centre from 30th August to 1st September. The event was supported by Ministry of Food Processing along with 29 sector based associations and 116 exhibitors. SBU: G&L put a stall and exhibited the Food Grade Lubricants.



Balmerol was one of the Co-sponsors of the "Farhan Live Rock On" Concert held on Friendship Day, 4<sup>th</sup> August 2013 at Netaji Indoor Stadium, Kolkata. Balmerol Race 4T, Super Star and Biker 4T targeted at the 2 Wheeler segment were promoted during the event.



CFS, Chennai organised a CHA Meet on 12th July 2013 at Hotel GRT Grand, Chennai. The Meet was well attended and the response from customers was very good. During the Meet, a presentation on SBU: LI was made, followed by an interaction with the participants. There was a lucky draw for the guests.



In August 2013 LS, Hyderabad and Chennai successfully executed the import of heavy lift cargo of Mishra Dhatu Nigam Ltd, Hyderabad from China via Chennai Port to Hyderabad. The scope of work included handling of cargo from the origin port till the consignee's site after conducting a detailed road survey from Chennai port to Hyderabad.



LS, Kolkata handled a power project consignment of M/s BHEL in the first week of August 2013 from Rotterdam port to Haldia port. The total volume of the parcel was 2254 freight ton which included several Heavy Lift packages. The consignment was meant for BARA Power Project, Allahabad.



In the same week LS, Kolkata also handled a project consignment of M/s Numaligarh Refinery Ltd. From port of Singapore to Kolkata port. The total volume of the parcel was 1247 freight ton which included several Heavy Lift packages.



A training program on Service Orientation was organised at Chennai on 31<sup>st</sup> August and 1<sup>st</sup> September for all front line staff of SBU: T&T. Similar programs were also conducted in Mumbai, Delhi and Kolkata.

राजभाषा हिन्दी के कार्यान्वयन के अंश के रूप में इस बार नवम्बर 2013 में आयोजित की जानेवाली हिन्दी प्रवीण और प्राज्ञ परीक्षाओं हेतु क्रमशः 9 तथा 8 कर्मचारी प्रशिक्षण कक्षाओं में भाग ले रहे हैं। ये कक्षाएँ दिनांक 22/8/2013 से 7/11/2013 तक (सप्ताह में 1 दिन के लिए) कार्यालय समय में ही आयोजित की जा रही हैं ताकि कर्मचारी अपने कार्यालय के काम-काज भी कर सकें और प्रशिक्षण भी पा सकें।



Mr. P P Sahoo, D[HR&CA] delivered the key note address at the HR Summit organised by Symbiosis Institute of Operations Management (SIOM) on 31<sup>st</sup> August at Mumbai. The recording of the live webcast may be viewed on the link <http://68.233.237.91/SIOM/>.



During the anniversary celebrations of Vigilance Study Circle, Kolkata Chapter, Mr. P C Ojha, Vice President (Vigilance) and SA to CVO was presented with a citation in recognition of his dedicated service in the area of Vigilance. The award was given away by Mr. R Srikumar, Vigilance Commissioner, Central Vigilance Commission, New Delhi.



Independence Day was celebrated with much fervour at LS, Bangalore. The function was attended by employees and their family members.

### BLESS Update

- The FICO module on ERP formally went live on 2<sup>nd</sup> August. There are around 400 users who are using the system across various locations and SBUs of the organization. The user base includes around 130 users from SUB: IP, around 35 from HR and rest from Corporate Accounts & Finance and also Authorized signatories across SBUs and other functions.

Initially support was provided by posting support personnel across major locations and a central support team in Kolkata. In the beginning a number of issues were being faced related to authorizations and hand holding of users to perform basic tasks. There were a large number of issues related to vendor masters and printing of reports as well. The same were addressed by the central team as and when reported.

- A steering committee meeting on implementation of ERP was held on 27th August 2013. The same was attended by all Directors and the project management teams of both TCS and BL.

### HSE (Health, Safety & Environment) Corner

#### Importance of Safety Risk assessment:

To carry out a risk assessment, we need to understand what, in your business, might cause harm to people and decide whether we are doing enough to prevent that harm. Once we have decided that, we need to identify and prioritize putting in place, appropriate and sensible control measures.

Steps of Risk assessments are:

- identifying what can harm people in our workplace and who might be harmed and how
- evaluating the risks and deciding on the appropriate controls, taking into account the controls we already have in place
- recording the risk assessment
- reviewing and updating the assessment

Recently a one day workshop on Group Risk Assessment (GRA) was carried out at CFS Kolkata and was attended by all the HODs of the unit. The team systematically identified the risk level of all the activities in CFS and developed a control action plan for all the high risk activities. The exercise evolved out of the brain storming exercise was also shared with other CFS units for adopt & adapt. Now the challenge for the team is to periodically review and close the action points so that risk levels of the high risk activities are reduced to acceptable limits.





15 अगस्त 2013 को स्वतंत्रता दिवस के शुभ अवसर पर सामाजिक दायित्व के तहत, खड़ोली, सिलवासा के निवासियों के जीवन को सहज बनाने एवं मूलभूत/ बुनियादी सुविधाएं उपलब्ध कराने के लिए बामर लॉरी को माननीय प्रशासक महोदय श्री बी एस भल्ला (Administrator) एवं माननीय सांसद श्री नटू भाई पटेल द्वारा अवार्ड/पुरस्कार से सम्मानित किया गया।

### कार्मिक सूचना - अगस्त 2013 / Personnel Information - August 2013

#### पदोन्नति / Promotion

श्री के स्वामिनाथन, उपाध्यक्ष [ईआरपी], कार्पोरेट आईटी - कोलकाता का मुख्य प्रचालन अधिकारी [लॉजिस्टिक सेवाएं], कार्पोरेट कार्यालय - कोलकाता के रूप में पदोन्नति हुई है।

**Mr. K Swaminathan**, Vice President [ERP], Corporate IT - Kolkata has been promoted as Chief Operating Officer [Logistics Services], Corporate Office - Kolkata.

श्री प्रियब्रत सिन्हा, अधिकारी [वेतन], कार्पोरेट [ले&वि] - कोलकाता का कार्यपालक [वेतन & न्यास निधि], कार्पोरेट [ले&वि] - कोलकाता के रूप में पदोन्नति हुई है।

**Mr. Priyabrata Sinha**, Officer [Salary], Corporate [A&F] - Kolkata has been promoted as Executive [Salary & Trust Funds], Corporate [A&F] - Kolkata.

बधाई हो एवं भविष्य में आपकी सफलता की कामना करते हैं।

*Congratulations and wish you all success in the years ahead!*

## पुनः पदनाम / Re-designation

श्री रथीन घोष, अधिकारी - विशेष कार्य [रक्षा व्यवसाय], टी&टी - दिल्ली को सह उपाध्यक्ष [व्यवसाय विकास], टी&टी - दिल्ली के रूप में पुनः पदानामित किया गया है ।

**Mr. Rathin Ghosh**, Officer on Special Duty [Defence Business], T&T - Delhi has been re-designated as Associate Vice President [Business Development], T&T - Delhi.

श्री वी आर रायमाने, मुख्य प्रबंधक [मा.सं.] - प.क्षे. ने क्षेत्रीय मानव संसाधन प्रधान - पश्चिमी क्षेत्र, - मुंबई के रूप में कार्य भार ग्रहण किया ।

**Mr. V R Rayamane**, Chief Manager [HR] - WR has taken over as the Regional HR Head - Western Region, Mumbai.

श्रीमती त्रुपति करनगुटकर, प्रबंधक [यात्रा & पर्यटन], टी&टी - मुंबई ने टी&टी - मुंबई के शाखा प्रधान के रूप में कार्य भार ग्रहण किया ।

**Ms. Trupti Karangutkar**, Manager [Tours & Travel], T&T - Mumbai has taken over as the Branch Head, of T&T - Mumbai.

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new role!*

## स्थानान्तरण / Transfer

श्री आर श्रीधर, मुख्य प्रबंधक [विपणन], जी&एल - हैदराबाद को पीटीबीएलआई - इंडोनेसिया में प्रधान [विपणन] के रूप में स्थानांतरित किया गया है ।

**Mr. R Sridhar**, Chief Manager [Marketing], G&L - Hyderabad has been transferred to PTBLI - Indonesia as Head [Marketing].

श्री रोबिन मार्टिन, प्रबंधक [गुणवत्ता नियंत्रण], आईपी - कोलकाता को आईपी - मुंबई में प्रबंधक [कंज्युमेबल/स्पेयर्स/ए एम कंट्रैक्ट] के रूप में स्थानांतरित किया गया है ।

**Mr. Robin Martin**, Manager [Quality Control], IP - Kolkata has been transferred to IP - Mumbai as Manager [Consumables/Spares/AM Contracts].

श्री सुभंगकर बनिक, प्रबंधक [टीक्यूएम इनिशिएटिव], सीएचआरडी - कोलकाता को कोयम्बटूर में - विशेष कार्य अधिकारी के रूप में स्थानांतरित किया गया है ।

**Mr. Subhangkar Banik**, Manager [TQM Initiatives], CHRD - Kolkata has been transferred to Coimbatore as Officer on Special Duty.

श्री अनिकेत प्रीतिश, सहा. प्रबंधक [मा.सं.], सीएचआरडी - कोलकाता को सिलवासा में सहा. प्रबंधक [मा.सं.] - के रूप में स्थानांतरित किया गया है ।

**Mr. Aniket Preetish**, Assistant Manager [HR], CHRD - Kolkata has been transferred to Silvassa as Assistant Manager [HR].

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new role!*



## नए सदस्य / New Member

श्री जस्टस प्रवीण अम्ब्रोस की नियुक्ति 27 अगस्त, 2013 को दक्षिणी क्षेत्र, चेन्नई के क्षेत्रीय मानव संसाधन प्रधान के रूप में हुई और उन्हें सह उपाध्यक्ष [मा.सं.] के रूप में पदनामित किया गया।

**Mr. Justus Praveen Ambrose** joined on 27<sup>th</sup> August, 2013 as the RHR Head of Southern Region, Chennai and is designated as Associate Vice President [HR].

श्री अम्लान गुप्ता की नियुक्ति 12 अगस्त, 2013 को आईपी - मुंबई में मुख्य प्रबंधक [एससीएम] के रूप में हुई।

**Mr. Amlan Gupta** joined IP, Mumbai as Chief Manager [SCM] on 12th August, 2013.

श्री मनोज कुमार की नियुक्ति 1 अगस्त, 2013 को एलआई - चेन्नई में उप प्रबंधक [ले&वि] के रूप में हुई।

**Mr. Manoj Kumar** joined LI, Chennai as Deputy Manager [A&F] on 1st August, 2013.

श्री अभिषेक अमिय कुमार राय की नियुक्ति 23 अगस्त, 2013 को आरओएफएस - कोलकाता में उप प्रबंधक [व्यवसाय विकास] के रूप में हुई।

**Mr. Abhishek Amiya Kumar Roy** joined ROFS, Kolkata as Deputy Manager [Business development] on 23rd August, 2013.

श्री गौरिश सावंत की नियुक्ति 1 अगस्त, 2013 को जी&एल - सिलवासा में कनिष्ठ अधिकारी [उत्पादन] के रूप में हुई।

**Mr. Gourish Sawant** joined G&L, Silvassa as Junior Officer [Production] on 1st August, 2013.

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

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

## Glimpses from the City of Joy



*The small house at Kamarpukur where Sri Ramakrishna lived (centre); the family shrine is on the left and the birthplace temple is on the extreme right.*

*Kamarpukur village situated in Hooghly District is famous for being the birthplace of Sri Ramakrishna Paramahansa. This hamlet is a place of pilgrimage and thousands visit it every year from the various parts of the world. A beautiful temple of Sri Ramakrishna with his marble statue was built in 1951 at Kamarpukur. With the construction of guest houses, a library, a dispensary and schools and the re-excavation of the tank called Haldarpukur, along with the development of the surroundings, the village has become a place of tourist attraction.*