



BLOM

Balmer Lawrie Online Monthly Bulletin

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Editorial

The Vigilance Awareness Week was observed from 28th October to 2nd November 2013. This year the theme was "Promoting Good Governance" and a number of programs centered on the theme were organised in the Company across locations. Being vigilant starts with self and if we all work towards maintaining transparency and following good governance practices, we will surely be successful in eradicating corruption. The Company has adopted several initiatives like e-procurement, e-payment, e-tendering etc. to curb possible corrupt practices. Let's pledge to be transparent and demonstrate integrity in all forms whether financial or otherwise to promote good governance. We bring you glimpses of the various programs organized during the Vigilance Awareness Week in this issue of BLOOM.

We will be publishing the next issue of Balmer Lawrie Organisational Gazette [BLOG] shortly. Request all of you and your family members to contribute for the 'Talent Unlimited' column. You can send across poems, sketches and paintings to me by the 15th of November. Also, if any of you or your family member has won any award or accolade, please share the details with me.

Festivities continue to take the center stage. We celebrated Diwali and Chhath Puja recently and will be soon celebrating Muharram and Guru Nanak Jayanthi in this month. Christmas and New Year are not far away! Greetings of the season and wish all of you and your family lots of happiness for the festivities.

Do take time off to read BLOOM and remember to send your feedback & suggestions to mukhopadhyay.mohar@balmerlawrie.com.

Mohar

Q2 FY 2013-14 Results

The Company announced the financial results for the quarter ended 30 September, 2013 in its Board Meeting held at Kolkata on 8th November, 2013.

The total income for the second quarter registered a gain of 2% quarter on quarter and rose to Rs. 663 crores from Rs. 647 crores for the same period last year. The Profit Before Tax (PBT) was down by 16% and stood at Rs. 43 crores for the quarter ended 30th September 2013 as compared to Rs. 50 crores for the same quarter last year. Correspondingly, the net profit (PAT) during the quarter was down by 15% to Rs. 29 crores compared to Rs. 34 crores for the corresponding period last year.

The financial results for the first half of 2013-14 have not been very encouraging. It is needless to mention that all of us need to work really hard in the rest of the Financial Year to meet our Business Plan targets.

Glimpses of the Vigilance Awareness Week programs held across units and establishments





The Vigilance Awareness Week commenced on 28th October with C&MD administering the pledge at Corporate Office, Kolkata. Present on the occasion were all the Directors and employees based at HO. The week-long observance across all locations included various programs. At HO, an essay competition for employees and an extempore contest for management students of institutes in Kolkata were organized. Vendor interaction sessions were held at G&L - Kolkata, CFS - Dronagiri and at Delhi. The pledge was administered and C&MD's message was read out in all locations. In photos are glimpses of programs organized in HO - Kolkata, Delhi, IP - Silvassa and CFS - Dronagiri.

SBU: G&L's Diwali Branding





During Diwali, as part of its festival branding initiative, SBU: G&L put up special hoardings in the eastern region and in-shop branding was done in the northern region of the country.

Letter of Appreciation for LS - Vizag

LS - Vizag received a letter of appreciation dated 30th October 2013 from Naval Science and Technology Laboratory, Defence Research & Development Organisation, Ministry of Defence, GOI, Visakhapatnam for timely clearance and successful delivery of Ocean consignments of the Laboratory that were imported.

- ✦ A meeting with the W&D team at Kolkata was held on 8th October, when the ERP solution for warehouse was demonstrated.
- ✦ On 20th October, issues related to SBU: IP's FICO were discussed during a meeting, and a review meeting of the SBU was held in Mumbai on 29th October 2013.
- ✦ A steering committee meeting was held on 4th November at HO, Kolkata. The status of SAP implementation and FICO implementation at SBU: IP was discussed in detail. Progress for implementation of W&D, SBU: PC and e-rec was also discussed. The meeting was attended by all Directors and project management teams of both BL and TCS.

HSE (Health, Safety & Environment) Corner

INCIDENT INVESTIGATION

An incident is "an unplanned event with potential for undesirable consequences". Incidents include both accidents & near misses. The undesirable consequences include happenings such as: injury, death, loss or property damage, release of hazardous materials etc.

An incident investigation is the process of gathering & analysing evidences and developing conclusions and recommendations to control or eliminate a recurrence.

The incident investigation process is important because:

- It provides information about the cause of each incident [immediate & underlying cause]
- It provides the basis of corrective action
- It provides an opportunity to prevent similar occurrences.

In Balmer Lawrie we have established a system of notification of any incident within 24 hrs & carrying out investigation by a team preferably multi-disciplined within 7 days, and concluding on the root cause to prevent reoccurrence.

The findings & recommendations are clearly documented, and shared with larger group as 'lessons learnt'.



CSR Update



Balmer Lawrie was presented the prestigious "Social Responsibility Award" by the Governor of Tamil Nadu, Dr. K Rosaiah in a special function organised by Help Age India on 1st October, which is observed as the "International Day for Older People". Balmer Lawrie was given this award for its unstinted support to cause of elders in collaboration with Help Age India. Ms. Shyama Gopakumar, SR Manager (HR) SR received the award on behalf of the Company.



Mr. Dilip Kumar Das, Head CSR & Mr. Abhijit Ghosh, AVP [RHR-ER] visited Dimapur for partnering with ANMA Integrated Development association (AIDA), a social development wing of Don Bosco for distribution of water backpacks in the North East states. A presentation on CSR activities was made and the advantages of the water backpack were demonstrated to the 45 Rectors & Incharges from the North East States.



The team at Prakriti Parichay Kendra



Interaction with collector G S Meena

The BL team at Silvassa handling CSR projects in the region visited the project executed by Rotary Club of Silvassa as part of Integrated Village Development at Khadoli, and also interacted with the collector of Silvassa, Mr. G S Meena.

पुनः पदनाम / Re-designation

श्री आनंद सेनगुप्ता, मु.प्र.अ.[एलआई], को वरिष्ठ उपाध्यक्ष [नई पहलें], के रूप में स्थानांतरित एवं पदानामित किया गया है ।

Mr. Ananda Sengupta, COO [LI], has been transferred and designated as Senior Vice President [New Initiatives].

श्री के स्वामीनाथन, मु.प.अ.[एलएस], को मु.प्र.अ. [एलआई] के रूप में स्थानांतरित एवं पदानामित किया गया है ।

Mr. K Swaminathan, COO [LS], has been transferred and designated as COO [LI].

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new role!

स्थानान्तरण /Transfer

श्री तपन चौधरी, सह-उपाध्यक्ष [विपणन], पीसी - कोलकाता को पीसी - चेन्नई में सह-उपाध्यक्ष [विपणन] के रूप में स्थानांतरित किया गया है ।

Mr. Tapan Chaudhuri, Associate Vice President [Marketing], PC - Kolkata has been transferred to PC - Chennai as Associate Vice President [Marketing].

श्री पी सी श्रीनिवास, मुख्य प्रबंधक [सामग्री], जी&एल - सिलवासा को जी&एल - चेन्नई में मुख्य प्रबंधक [सामग्री] के रूप में स्थानांतरित किया गया है ।

Mr. P C S Srinivas, Chief Manager [Materials], G&L - Silvassa has been transferred to G&L - Chennai as Chief Manager [Materials].

श्री के एस सरवनन, वरि. प्रबंधक [विपणन], पीसी - चेन्नई को पीसी - रानीपेट में वरि. प्रबंधक [विपणन] के रूप में स्थानांतरित किया गया है ।

Mr. K S Saravanan, Senior Manager [Marketing], PC - Chennai has been transferred to PC - Ranipet as Senior Manager [Marketing].

श्री ए जे चौधरी, वरि. प्रबंधक [ले&वि], टी&टी - मुंबई को टी&टी - दिल्ली में वरि. प्रबंधक [ले&वि] के रूप में स्थानांतरित किया गया है ।

Mr. A J Chaudhuri, Senior Manager [A&F], T&T - Mumbai has been transferred to T&T - Delhi as Senior Manager [A&F].

श्रीमती संचारी चटर्जी, उप प्रबंधक [ले&वि], कार्पोरेट ले&वि - कोलकाता को एलआई - कोलकाता में उप प्रबंधक [ले&वि] - एलआई के रूप में स्थानांतरित किया गया है ।

Ms. Sanchari Chatterjee, Deputy Manager [A&F], Corporate A&F - Kolkata has been transferred to LI - Kolkata as Deputy Manager [A&F] - LI.

श्री सुभाष अगवाने, उप प्रबंधक [मा.सं.], सीएफएस - मुंबई को आईपी - मुंबई में उप प्रबंधक [मा.सं.] के रूप में स्थानांतरित किया गया है ।

Mr. Subhash Agawane, Deputy Manager [HR], CFS - Mumbai has been transferred to IP - Mumbai as Deputy Manager [HR].

श्री सिद्धार्थ उदानी, सहा. प्रबंधक [विक्री], एलएस - मुंबई को एलआई - कोलकाता में सहा. प्रबंधक [विक्री] के रूप में स्थानांतरित किया गया है ।

Mr. Sidharth Udani, Assistant Manager [Sales], LS - Mumbai has been transferred to LI - Kolkata as Assistant Manager [Sales].

आपको नए कार्यभार की शुभकामनाएं।

Wish you all the best in your new role!

नए सदस्य / New Member

श्री प्रसेनजीत महतो की नियुक्ति 21 अक्टूबर, 2013 को आरओएफएस, कोलकाता में कनिष्ठ अधिकारी [साईट परिचालन] के रूप में हुई ।

Mr. Prasenjit Mahato joined Refinery & Oil Field Services, Kolkata as Junior Officer [Site Operations] on 21st October, 2013.

श्री सांतनु कयारी की नियुक्ति 21 अक्टूबर, 2013 को जी&एल, कोलकाता में कनिष्ठ अधिकारी [ईलेक्ट्रिकल] के रूप में हुई ।

Mr. Santanu Kayary joined G&L, Kolkata as Junior Officer [Electrical] on 21st October, 2013.

श्री देब मुखर्जी की नियुक्ति 22 अक्टूबर, 2013 को जी&एल, दिल्ली में कनिष्ठ अधिकारी [औद्योगिक विपणन] के रूप में हुई ।

Mr. Deb Mukherjee joined G&L, Delhi as Junior Officer [Industrial Marketing] on 22nd October, 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!

विदाई / Farewell

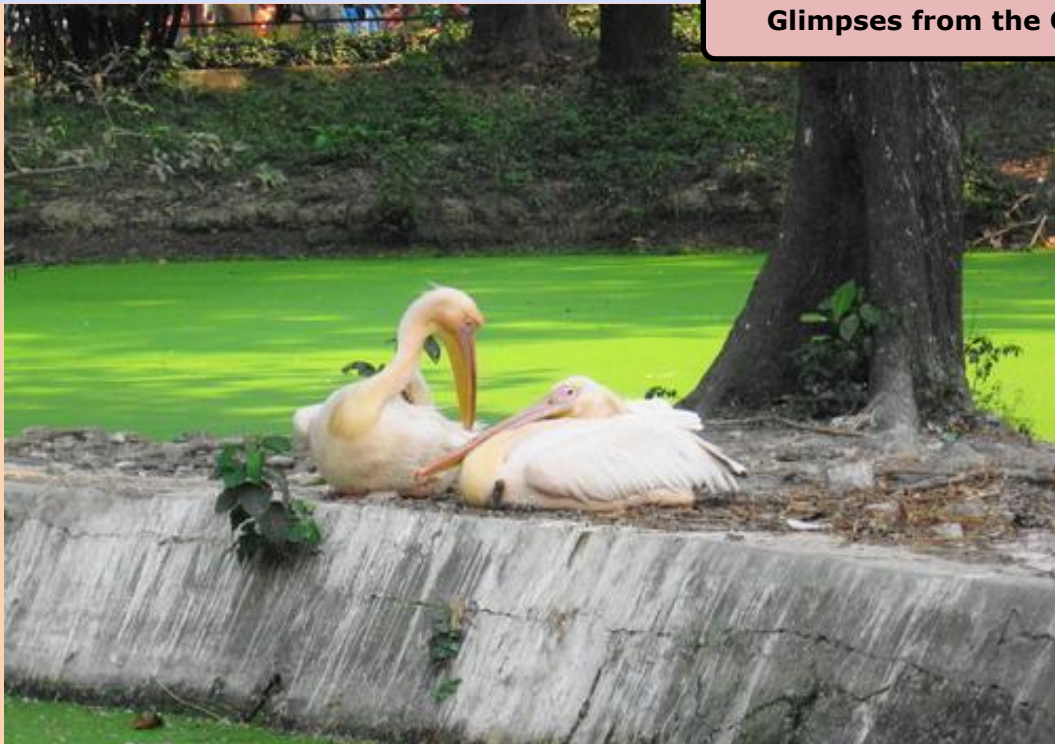
श्री ए के शर्मा, प्रबंधक [वसूली & समन्वय] एलएस - दिल्ली 33 एवं 1/2 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 अक्टूबर को सेवानिवृत्त हो गए ।

Mr. A K Sharma, Manager [Collection & Co-ordination] LS - Delhi retired on 31st October after successfully completing 33 and 1/2 years of service.

हम आपके भविष्य की मंगलमय कामना करते हैं ।

We wish you all the best in your future life.

Glimpses from the City of Joy



The Alipore Zoological Gardens is India's oldest formally stated zoological park (as opposed to royal and British menageries) and a big tourist attraction in Kolkata, West Bengal. It has been open as a zoo since 1876, and is spread across 46.5 acres. It is probably best known as the home of the now expired Aldabra Giant Tortoise Adwaita, which was reputed to have been over 250 years old when it died in 2006. It is also known for one of the few captive breeding projects involving the Manipur Brow-antlered Deer.