

EDITORIAL

Early February of this year was extremely joyous and pretty happening. Balmer Lawrie turned 150 on 1st February 2017. Employees and their family members enjoyed the Foundation Day celebrations across locations pan India on 5th February. In this issue of BLOOM we covered the glimpses of the flag hoisting ceremony and administering of the pledge. We plan to publish a special issue of Balmer Lawrie Organisational Gazette (BLOG) soon, in which we will cover all details of the celebrations. Wishes poured in from all well wishers. Below is the photograph of a beautiful bouquet of flowers and a delicious congratulatory cake sent by His Highness Hasher Al Makhtum, Partner of BLUAE, to Mr. Prabal Basu our C&MD.



The Company announced the third quarter results as per the accounts adopted for the quarter ending 31st December 2016 on 13th February 2017. The results were approved by the Board in its Meeting held the same day in Kolkata. The total income for the third quarter registered a growth of 3.59% quarter on quarter and stood at Rs. 407.51 crores as compared to the same period last year. The Profit Before Tax (PBT) stood at Rs. 42.99 crores for the quarter ended 31st December 2016 and the net profit (PAT) clocked was Rs. 26.07 crores. The net income for the nine-month period ended 31st December 2016 stood at Rs. 1328.80 crores, an increase of 2.44% over Rs. 1297.19 crores in the corresponding period last year. PBT for the nine-month period increased by 0.94% to Rs. 145.66 crores as compared to Rs. 144.30 crores in the same period last year.

Hope you enjoy reading this issue of BLOOM. As always please send your suggestions, feedback and contributions to mukhopadhyay.mohar@balmerlawrie.com.







Our Company completed 150 years on 1st February 2017. To mark this occasion, the BL flag was hoisted, the pledge was administered and C&MD's message was read out. As it was a holiday in the Corporate Office, the flag was hoisted by C&MD on 5th February during the celebrations. In few other locations too the flag hoisting was done on the day of the celebrations. Various employee activities were also organised. In photo are glimpses from various locations. Watch out for more on the celebrations in the February 2017 issue of Balmer Lawrie Organisational Gazette (BLOG).





A study visit of the Standing Committee on Petroleum & Natural Gas to Mumbai was organised from 11th to 13th January, 2017. The meeting with Balmer Lawrie was held on 12th January at The Lalit Mumbai and same was attended by our C&MD, Director [Finance], ED[IP], VP [Accounts & Budget] and Regional HR Head [WR]. BPCL was entrusted with the responsibility of organising the visit.







A study visit of the Committee on Papers laid on the table, Rajya Sabha to Guwahati, Shillong and Kolkata was organized from 11th to 17th January 2017. Balmer Lawrie hosted the visit on behalf of the Kolkata based PSEs at the Lalit Great Eastern, Kolkata on 16th & 17th January, 2017. Balmer Lawrie Directors are seen in photo with Dr. C P Thakur, Chairman of the Committee and other Members of the Parliament.



The PSPB Winter Half Marathon was organised in the memory of Netaji Subhash Chandra Bose as Desh Prem Diwas on 22nd January, 2017 at the Jawahar Nehru Stadium, New Delhi. The event was flagged off by Shri Dharmendra Pradhan, Hon'ble Minister of State [I/C], Ministry of Petroleum & Natural Government of India. Gas, Executives from our Delhi Office represented Balmer Lawrie at the event and they are seen in the enclosed pictures.



Advertisement and promotion of the Balmerol brand in the three ODI and three T20 cricket matches - India vs England, received very good response. In photo are glimpses from the first T20 between India and England held at Kanpur and the third ODI between India and England held at Kolkata. The advertisement and promotion of brand Balmerol was done bilingually.





Balmer Lawrie was awarded by Rashtriya Chemicals & Fertilisers Ltd. (RCF) – Trombay for excellence in performance during the year 2016 with respect to supplies while executing a 216KL order. Mr. N Ramesh from G&L - Silvassa received the award from the C&MD of RCF – Trombay at a function organized on the occasion of Republic Day. Kudos to team G&L – Silvassa!



A team led by Shri M.T. Krishna Babu, Hon'ble Chairman of Visakhapatnam Port Trust (VPT) along with senior officials of VPT visited Visakhapatnam Port Logistics Park Ltd. (VPLPL), Balmer Lawrie's Multi Modal Logistics Hub (MMLH) project on 2nd January 2017. During the visit, they inspected the site, took stock of the project progress and interacted with Mr. Sanjeev Rajauria, Project Head and other officials of MMLH.



Industrial Packaging - Northern Region partnered with Indian Institute of Packaging (IIP), Delhi for the National Conference on "Export Packaging and UN Certification of Hazardous Goods – Testing & Labeling of Bulk Containers" held on 13th January, 2017 at The Park Hotel, Delhi. The conference was chaired by Prof. (Dr.) N.C. Saha, Director - IIP, who was felicitated by the Chief Guest Dr. Manoranjan Hota, Advisor – Ministry of Environment. Officials from IIP officials and a large number of delegates from the industry participated in the conference. Balmer Lawrie was represented by Mr. M Mukhija, Sr. Manager - Mktg, Mr. Rohan Malik, Asst. Manager – Sales, Mr. Anshuman Duari, Executive – Production & Quality and Mr. Manish Kaushal, Jr. Officer – Sales Back Office from SBU:IP.







As part of the initiative to promote cashless payments in the organization, a training session was organized in association with Axis Bank for the employees of the Western Region at Mumbai on 10th January. The session commenced after an introductory talk by Mr. K Swaminathan, Director [Service Business] and Mr. S S Khuntia, Director [Finance].



An orientation programme for Lateral Hires was organised from 4th to 6th January 2017 in the Balmer Lawrie Training Centre at the Corporate Office in Kolkata. Seen in the picture above are Mr. Prabal Basu, C&MD, the Directors and Mr. A Ratna Sekhar, SVP [HR] along with the new joinees.



Criccon - III was organised on 8th January 2017 for the employees at Silvassa. Criccon, the annual cricket tournament has become very popular and is a much-awaited event in Silvassa. While Team Balspray walked away as winners, Team Liprex was the Runner-up. Congratulations to the teams!



As part of the 150 years celebrations, an inter-department Football Tournament was organised on 26th January 2017 at Kolkata for units/establishments in the Eastern Region. Eight teams participated in the event, which witnessed a lot of enthusiasm. Team CFS emerged winners while Team T&V was judged the runner-up. In photo the teams pose with Mr. Prabal Basu, C&MD, Ms. Manjusha Bhatnagar, Director [HR&CA] and Mr. A Ratna Shekar, SVP [HR]. Congratulations to the winners!



An eye camp was organised at the Ballard Estate office on 1st February 2017. Around 60 employees got their eyes checked.



Republic Day was celebrated with much fervor at MMLH – Vizag.

Reward & Recognition



Mr. P P Rathnakar, Regional Sales Head (West & South), SBU: Logistics was awarded "Employee of the Year", for the year 2014-15. The Award was given away by Mr. Prabal Basu, C&MD during the Foundation Day celebrations at Kolkata. Mr. Rathnakar has to his credit an incredible achievement of getting a turover of Rs. 102 Cr. for the Logistics, Mumbai branch. No Region or Branch in the SBU has ever achieved 100Cr. plus turnover in the past. With his excellent leadership skills and business acumen, Mr. Rathnakar helped to drive a growth of 32% in the turnover, 74% in PBT and 26% in tonnage over the previous year. He successfully achieved 100% growth within 5 years of taking over as Branch Head in Mumbai. The Western Region achieved Monthly Collection targets for all the 12 months of the financial year. He is well connected with the industry and has been regularly participating in the ACAAI Meeting as an active member thereby managing and influencing industry authority interface for improving the Company's as well as the industry's service delivery standards.

He leads from the front, is extremely clear in his communication and is highly result oriented. He is flexible and adaptive and proactive in managing change and inspires excellence. He always upholds organisational priorities while engaging with the team. A team player, he planned and led the internal celebrations for the achievement of 100Cr. turnover with an objective of motivating the team and achieving even better results.



Mr. Arpan Biswas, Assistant Manager Marketing, IP -Kolkata was awarded "Young Achiever of the Year", for the year 2014-15. The Award was given away by Mr. Prabal Basu, C&MD during the Foundation Day celebrations at Kolkata. Arpan helped to increase the market share among major MNC chemical companies substantially, since his posting with the Eastern Region IP Marketing team. He worked towards delivering 1.3 lakh barrels against his personal budgeted target of 85,000 barrels in 2015-16. He developed 17 new customers in the Eastern Region to whom around 30000 barrels were delivered in 2015-16 vis-a-vis target of 5,000 barrels. In 2016-17 he helped foray into a new segment - food & fruit sector, which was hardly explored earlier in the Eastern Region. Volume in this segment increased from 400 barrels in 2015-16 to 4000 barrels in current financial. He helped define the Private Bitumen Market in the Eastern Region with a detailed project report specifying the number of players, volume etc. He also carried out detailed market assessment in Bihar, Jharkhand, Orissa, Telangana, part of Uttar Pradesh etc. and a detailed survey of plastic drum market in the Eastern Region in 2016-17.

He achieved no negative variance in terms of price from almost all customers in 2015-16. In 2016-17 despite steep increase in steel price, he was able to recover the increase from all major customers. The budgeted debtors' factor days of 35 days was achieved in 2015-16 itself vis-a-vis budget of 36 days. This was done by encouraging customers to use RTGS as the payment mode rather than traditional cheque payments. In 2016-17 the debtors' factor days has been further reduced to 33 days. None of his assigned customers appear as debtors beyond 180 days. All his new customers are in complete compliance with Company's credit policy. He reconciled IOCL bitumen account from 2012 onwards and cleared all outstandings, converted number of customers of second-hand drums and HDPE drums to new MS drums, and contributed personally in development of the SBU's Microsite and was responsible for the content management also. He delivered drums to Orissa market for the first time in recent history. In spite of his stellar performance and achievements, Arpan remains a very down to earth person and is a thorough team player supporting all other departments and colleagues in range of operations at IP, Kolkata spanning from production planning to despatch.



A Performance Management Workshop was recently organised at BL UAE.



Employee Connect at BL UAE - Glimpses from the Staff Party organised annually to enhance employee bonding.



Innovative Steel Drum replica made by BL UAE Can Line Engineers.

Mr. A Mahindranath, Printing Officer at BL UAE superannuated on 31st December 2016.





दिनांक 20 जनवरी 2017 को संसदीय समिति द्वारा लोजीस्टिक्स कार्यालय "अंधेरी" में राजभाषा कार्यान्वयन के अनुपालन के प्रति निरीक्षण किया गया था। निरीक्षण के दौरान संसदीय समिति द्वारा लोजीस्टिक्स कार्यालय में राजभाषा कार्यान्वयन की स्थिति संतोषजनक पाई गई और उनके द्वारा प्रशंसा भी की गई। निरीक्षण बैठक के दौरान हमारे कार्यालय से सुश्री मंजूषा भटनागर, निदेशक (मानव संसाधन एवं सी ए), श्री बी चक्रबर्ती, कार्यपालक निदेशक (आई पी), श्री रत्नशेखर अडिका, एसवीपी (मानव संसाधन), श्री पी रत्नाकर, क्षेत्रीय प्रमुख सेल्स (पश्चिम एवं दक्षिण), लोजीस्टिक्स, श्री वी आर रायमाने, प्रमुख (मानव संसाधन) - पश्चिम, श्री केतन पोटे (शाखा प्रमुख), लोजीस्टिक्स तथा स्श्री ममता प्रसाद (राजभाषा कार्यान्वयन), पश्चिम क्षेत्र उपस्थित थें।



Electricity, which is one of the biggest killers in the industry, takes the shortest path to ground via a conductor. As human body is a conductor, it is very easy and likely for the human body to fall prey to electric shocks. Depending upon the voltage, even a small magnitude of electricity may prove fatal sometimes. For example though 100-200 milliamps appear to be of very small magnitude of electricity, it could take away a human life! Considering the seriousness of the hazard, a two-day workshop on electrical safety was organised in which employees from different SBUs pan India participated. The training gave a good insight on fault calculations, relay coordination, earth fault protection etc. At the end of the program each SBU developed JIP [Job Improvement Plan] and presented the same to Ms. Manujusha Bhatnagar, Director [HR&CA].



In compliance with SEBI guidelines, we have embarked on the journey of Business Responsibility and Sustainability Reporting from the financial year 2016-17. In line with this an appreciation workshop was organised at each of the Company's prime locations and SBU Headquarters along with materiality assessment with internal and external stakeholders.

कार्मिक स्चना - जनवरी 2017 / Personnel Information - January 2017

पुन: पदनाम/ Re-designation

श्री पी पी रत्नाकर, प्रधान मुख्य लेखा – पश्चिम & दक्षिण, लॉजिस्टिक्स [एफएफ] – मुंबई को क्षेत्रीय विक्री प्रधान [एफएफ] -पश्चिम & दक्षिण के रूप में प्न: पदनामित किया गया है ।

Mr. P P Rathnakar, Head Key Accounts - West & South, Logistics (FF) - Mumbai has been redesignated as Regional Sales Head [FF] - West & South.

श्री रमेश श्रीवास्तव, प्रधान मुख्य लेखा – उत्तर & पूर्व, लॉजिस्टिक्स [एफएफ] – दिल्ली को क्षेत्रीय विक्री प्रधान [एफएफ] - उत्तर & पूर्व के रूप में पुन: पदनामित किया गया है ।

Mr. Ramesh Srivastava, Head Key Accounts - North & East, Logistics (FF) - Delhi has been redesignated as Regional Sales Head [FF] - North & East.

श्री दनयनेश्वर बाब्राव सोनावाने, वरिष्ठ प्रबंधक [मुख्य लेखा] – पश्चिम, लॉजिस्टिक्स [एफएफ] – मुंबई को प्रधान [बिक्री] – एफएफ, मुंबई के रूप में पुन: पदनामित किया गया है ।

Mr. Dnyaneshwar Baburao Sonawane, Sr. Manager [Key Accounts] - West, Logistics (FF) - Mumbai has been re-designated as Head [Sales] - FF, Mumbai.

श्री गंगिरी उमा महेश्वर राव, प्रबंधक [ओसन सेल्स] – दक्षिण, लॉजिस्टिक्स [एफएफ] – चेन्नई को प्रधान [बिक्री] – एफएफ, चेन्नई & हैदराबद, लॉजिस्टिक्स [एसफएफ] चेन्नई के रूप में प्न: पदनामित किया गया है ।

Mr. Gangiri Uma Maheswar Rao, Manager [Ocean Sales] - South, Logistics (FF) - Chennai has been re-designated as Head [Sales] - FF, Chennai & Hyderabad, Logistics (FF) - Chennai.

श्री अनिन कुमार बिस्वान, उप प्रबंधक [बिक्री] – लॉजिस्टिक्स [एफएफ] - अहमदाबाद, को प्रधान [बिक्री] – एफएफ, गुजरात के रूप में पन: पदनामित किया गया है ।

Mr. Anil Kumar Biswal, Dy. Manager [Sales], Logistics (FF) - Ahmedabad has been re-designated as Head [Sales] - FF, Gujarat.

श्री राहुल जगन्नाथ पाटिल, उप प्रबंधक [बिक्री] – लॉजिस्टिक्स [एफएफ] – पुणे को प्रधान [बिक्री] – एफएफ, पुणे के रूप में पुन: पदनामित किया गया है ।

Mr. Rahul Jagannath Patil, Dy. Manager [Sales], Logistics (FF) - Pune has been re-designated as Head [Sales] - FF, Pune.

श्री दीपेन गोपालदास विरोजा, सहायक प्रबंधक [एयर सेल्स], लॉजिस्टिक्स [एफएफ] – बंगलुरू को सहायक प्रबंधक [बिक्री] – एफएफ, बंगलुरू के रूप में पुन: पदनामित किया गया है ।

Mr. Dipen Gopaldas Viroja, Asst. Manager [Air Sales], Logistics (FF) - Bengaluru has been redesignated as Asst. Manager [Sales] - FF, Bengaluru.

श्रीमती इति चौधरी, सहायक प्रबंधक [मुख्य लेखा], लॉजिस्टिक्स [एफएफ] – हैदराबाद को सहायक प्रबंधक [बिक्री] – एफएफ, हैदराबाद के रूप में पुन: पदनामित किया गया है ।

Ms. Iti Chaudhary, Asst. Manager [Key Accounts], Logistics (FF) - Hyderabad has been re-designated as Asst. Manager [Sales] - FF, Hyderabad.

श्रीमती क्षमा अग्रवाल, सहायक प्रबंधक [मुख्य लेखा], लॉजिस्टिक्स [एफएफ] – मुंबई को सहायक प्रबंधक [बिक्री] – एफएफ, मुंबई के रूप में पुन: पदनामित किया गया है ।

Ms. Kshama Agarwal, Asst. Manager [Key Accounts], Logistics (FF) - Mumbai has been redesignated as Asst. Manager [Sales] - FF, Mumbai.

श्री निलेश सुरेश धमनकर, सहायक प्रबंधक [एयर सेल्स], लॉजिस्टिक्स [एफएफ] – मुंबई को सहायक प्रबंधक [बिक्री] – एफएफ, मुंबई के रूप में पुन: पदनामित किया गया है ।

Mr. Nilesh Suresh Dhamankar, Asst. Manager [Air Sales], Logistics (FF) - Mumbai has been redesignated as Asst. Manager [Sales] - FF, Mumbai.

श्री आर अनंतरमन, सहायक प्रबंधक [मुख्य लेखा], लॉजिस्टिक्स [एफएफ] – बंगलुरू को सहायक प्रबंधक [बिक्री] – एफएफ, बंगलुरू के रूप में पन: पदनामित किया गया है ।

Mr. R Anantharaman, Asst. Manager [Key Accounts], Logistics (FF) - Bengaluru has been redesignated as Asst. Manager [Sales] - FF, Bengaluru.

श्री सिद्धार्थ उदानी, सहायक प्रबंधक [मुख्य लेखा] – पूर्व, लॉजिस्टिक्स [एफएफ] – कोलकाता को सहायक प्रबंधक [बिक्री] – एफएफ, कोलकाता के रूप में पुन: पदनामित किया गया है ।

Mr. Sidharth Udani, Asst. Manager [Key Accounts] - East, Logistics (FF) - Kolkata has been redesignated as Asst. Manager [Sales] - FF, Kolkata.

श्री श्रीनिवास पी रेड्डी लेक्कला, सहायक प्रबंधक [एयर सेल्स], लॉजिस्टिक्स [एफएफ] – हैदराबाद को सहायक प्रबंधक [बिक्री] – एफएफ, हैदराबाद के रूप में प्न: पदनामित किया गया है ।

Mr. Srinivas P Reddy Lekkala, Asst. Manager [Air Sales], Logistics (FF) - Hyderabad has been redesignated as Asst. Manager [Sales] - FF, Hyderabad.

श्री अभिषेक भद्दाचार्या, कार्यपालक [एयर सेल्स], लॉजिस्टिक्स [एफएफ] – कोलकाता को कार्यपालक [बिक्री] – कोलकाता के रूप में पुन: पदनामित किया गया है ।

Mr. Abhishek Bhattacharya, Executive [Air Sales], Logistics (FF) - Kolkata has been re-designated as Executive [Sales] - Kolkata.

आपको नए कार्यभार की शुभकामनाए। Wish you all the best in your new role!

विदार्ड / Farewell

श्री विभाष चंद्र घोष, प्रबंधक [बिक्री समन्वयन], जी&एल - कोलकाता 36 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जनवरी, 2017 को सेवानिवृत्त हो गए ।

Mr. Bibhas Chandra Ghosh, Manager [Sales Co-ordination], G&L - Kolkata superannuated on 31st January, 2017 after successfully completing over 36 years of service.

श्रीमती स्टेला वर्जीनिया, सहायक प्रबंधक [समन्वयन], लॉजिस्टिक्स (फ्रेट फारवार्डिंग) – मुंबई में 30 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जनवरी, 2017 को सेवानिवृत्त हो गए ।

Ms. Stella Virginia Dias, Asst. Manager [Co-ordination], Logistics (Freight Forwarding) - Mumbai superannuated on 31st January, 2017 after successfully completing around 30 years of service.

श्री सलील कुमार बंदोपाध्याय, कार्यपालक [परिचालन], सीएफएस - कोलकाता 35 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जनवरी, 2017 को सेवानिवृत्त हो गए ।

Mr. Salil Kumar Bandopadhyay, Executive [Operations], CFS - Kolkata superannuated on 31st January, 2017 after successfully completing over 35 years of service.

हम आपके भविष्य की मंगलमय कामना करते हैं। We wish you all the best in your future life.

<u>नए सदस्य / New Members</u>



सुश्री अंकिता सिंह की नियुक्ति 2 जनवरी, 2017 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Ms. Ankita Singh joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 2nd January, 2017.



श्री महेश चंद्र की नियुक्ति 2 जनवरी, 2017 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Mr. Mahesh Chandra Joshi joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 2nd January, 2017.



सुश्री शिखा की नियुक्ति 2 जनवरी, 2017 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Ms. Shikha joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 2nd January, 2017.



श्री गुरविन्दर सिंह की नियुक्ति 5 जनवरी, 2017 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Mr. Gurvinder Singh joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 5th January, 2017.



श्री एनस एडिल पखमोरे की नियुक्ति 6 जनवरी, 2017 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Mr. Anas Adil Pakhmore joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 6th January, 2017.



सुश्री मिनाक्षी प्रदीप म्हात्रे की नियुक्ति 6 जनवरी, 2017 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Ms. Minakshi Pradip Mhatre joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 6th January, 2017.



श्री मोहसीन उष्मान खान की नियुक्ति 9 जनवरी, 2017 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Mr. Mohsin Usman Khan joined Travel & Vacations Mumbai as Ir Officer [Travel] on

Mr. Mohsin Usman Khan joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 9th January, 2017.



श्री शिशिर हरीश सेट्टी की नियुक्ति 23 जनवरी, 2017 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Mr. Shishir Harish Shetty joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 23rd January, 2017.



सुश्री दिव्यादर्शनी एम की नियुक्ति 25 जनवरी, 2017 को ट्रैवल & वेकेशंस, चेन्नई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

Ms. Divyadharshini M joined Travel & Vacations, Chennai as Jr. Officer [Travel] on 25th January, 2017.

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!



