

**BALMER  
LAWRIE**

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**BLOOM**



**EDITORIAL**

Balmer Lawrie completed 153 years on 1<sup>st</sup> February 2020. To celebrate this occasion employees and their family members got together in all the four regions across the country on 2<sup>nd</sup> February and spent a fun-filled day. In the Eastern Region a function was organised at Swabhumi, Kolkata which was attended by the Board of Directors, employees and their families. The function was inaugurated by Mr. Prabal Basu, C&MD, Balmer Lawrie. Various cultural programs were organized, which included performances by the employees and their children. As part of pre-events, an inter-office Cricket Tournament, Antakshari, Rangoli, Photography, Art out of Plastic Waste and Sit and Draw competitions were organised, which witnessed enthusiastic participation from the employees. The evening ended on a high note with a celebrity performance. Similar programs were held in the other regions as well.

Our Company announced the third quarter results as per the accounts adopted for the quarter ending 31<sup>st</sup> December 2019. The results were approved by the Board in its Meeting held in New Delhi on 4<sup>th</sup> February 2019. The total net income for the third quarter registered a decline of 6.52% year on year and stood at Rs. 383.31 crore as compared to the same period last year when the Company posted revenue of Rs. 410.04 crore. The net profit increased by 11.67% quarter on quarter and stood at Rs. 41.61 crore in comparison to the previous quarter (July - September 2019) when the Company reported profit of Rs. 37.26 crore. The profit increased by 6.20% year on year in comparison to the corresponding quarter in the previous year when the Company had posted profit of Rs. 39.18 crores.

The 49<sup>th</sup> National Safety Week will be observed from 4<sup>th</sup> to 10<sup>th</sup> March 2020. The theme for the National Safety Week this year is 'विकसित प्रौद्योगिकियों को अपनाये सुरक्षा एवं स्वास्थ्य के प्रदर्शन को बेहतर बनाए / Enhance Safety & Health Performance by use of Advanced Technologies'. A host of programs centered on the theme will be organized across locations. Request all of you to participate and make the week a success.

As always, please do send your suggestions, feedback and contributions to me at [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Happy Reading!

Mohar

**बामर लॉरी एंड कं. लिमिटेड**  
(भारत सरकार का एक उद्यम)



**Balmer Lawrie & Co. Ltd.**  
(A Government of India Enterprise)

**154<sup>th</sup> FOUNDATION DAY OBSERVED ON 1<sup>ST</sup> FEBRUARY 2020**



*Swabhumi, Kolkata*



*CFS, Kolkata*



*G&L, Kolkata*



*IP, Kolkata*



*Ballard Estate, Mumbai*



*IP, Navi Mumbai*



*IP, Vadodara*

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*T&V, Vadodara*



*G&L, Silvassa*



*City Office, Chennai*



*SCOPE Complex, Delhi*



*Manali, Chennai*



*Manali, Chennai*



*CFS, Chennai*



*City Office, Chennai*

The 154<sup>th</sup> Foundation Day of the Company was observed on 1<sup>st</sup> February 2020. To mark this occasion, the Balmer Lawrie (BL) flag was hoisted, the pledge was administered and C&MD's message was read out at all locations. Mr. Prabal Basu, C&MD hoisted the BL flag on 2<sup>nd</sup> February 2020 during the inauguration of the celebrations at Swabhumi, Kolkata. The long service awards were given away and various employee activities were organised in some locations. In photo are glimpses of the flag hoisting and pledge ceremony from different locations. Watch out for complete details of the 154<sup>th</sup> Foundation Day celebrations held on 2<sup>nd</sup> February 2020 in the four regions and the various pre-events, in the April 2020 issue of Balmer Lawrie Organisational Gazette (BLOG).



The 20 / 30 L Multilayer Blow Moulding Machine at Balmer Lawrie UAE LLC (BL-UAE) was inaugurated by Mr. Prabal Basu, C&MD and His Highness Sk. Hasher Makhtoum on 14<sup>th</sup> January 2020 at Dubai. Present on the occasion was Mr. Biswajit Nandi, CEO, BL-UAE and other employees.



Mr. Prabal Basu, C&MD was invited to address students of IIM-Ahmedabad on 11<sup>th</sup> January 2020. He spoke on the topic "Making of a CEO", which was very well received and highly appreciated by the participants.



The new plush and modern Northern Region Office in the first floor of the NBCC Centre at Okhla, Phase 1, New Delhi was inaugurated by Mr. Prabal Basu, C&MD in the presence of Mr. K Swaminathan, Director [Service Businesses], Mr. S S Khuntia, Director [Finance] and Mr. A Ratna Sekhar, Director [HR&CA] on 5<sup>th</sup> February 2020. A puja was performed on the auspicious day of 22<sup>nd</sup> January 2020. Mr. Prabal Basu, C&MD was present during the puja. The Office is divided into blocks (North, West and South), has a large reception area, board room, spacious cabins and cubicles, break-out areas, meditation centre, training centre, VC rooms, cafeteria and twenty-one counters for point of sale customer interface, which will be used by the Travel & Vacations team. All the SBU / Function teams in the Northern Region will now operate from under one roof in this wonderful facility.

The postal address of the new facility is as follows:  
Balmer Lawrie & Co. Ltd., NBCC Centre, 1st Floor, Plot No. 2, Okhla, Phase 1, New Delhi-110 020



Mr. K Swaminathan, Director [Service Businesses] and Mr. S S Khuntia, Director [Finance] along with the Independent Directors of our Company visited state-of-the-art barrel manufacturing plant of SBU: Industrial Packaging at Navi Mumbai on 22<sup>nd</sup> January 2020.



Major General Sandeep Mahajan, VSM-ADG ST (FT) visited the Applications Research Laboratory, the R&D Centre of SBU: Greases & Lubricants (G&L) at Kolkata and the manufacturing facility on 28<sup>th</sup> January 2020. During his visit, he assessed the production / technical capacity and suggested to develop few new import substitutes. SBU: G&L has been serving the defence as one its major customers and will now be associating with AHQ - Ministry of Defence for a period of three years.



As part of its marketing and branding initiatives SBU: Greases and Lubricants participated in different trade events in the recent past. A stall was put up at 7<sup>th</sup> CII Biz Bridge, Eastern India's Premiere Engineering & Manufacturing Exhibition, held from 27<sup>th</sup> to 30<sup>th</sup> November 2019 at ECO Park, Kolkata. The SBU participated in CII EXCON 2019, the largest construction equipment event in South Asia, organised at Bengaluru from 10<sup>th</sup> to 14<sup>th</sup> December 2019. An attractive stall exhibiting Balmerol lubricants was set up, which saw good footfall.

Mr. A Ratna Sekhar, D[HR&CA] was invited as a speaker at the 21<sup>st</sup> Edition of the National Management Summit organised by Top Rankers Management Club held on 17<sup>th</sup> & 18<sup>th</sup> January 2020 at Hotel Le-Meridien, New Delhi. He addressed the participants on the topic 'Nurturing the culture of customer service for facilitating business' on 17<sup>th</sup> January. He was also invited to be part of a panel discussion on 'Managing Millennials and Multigenerational Workforce' at Samanvay 2020 - The HR Conclave organised by MDI Murshidabad on 25<sup>th</sup> January 2020. All the sessions were highly appreciated by the participants.





Mr. Prabal Basu, C&MD and Mr. A Ratna Sekhar, D[HR&CA] was invited for the Leadership and Emotional Intelligence Summit and Awards 2020 co-hosted by Forum for Emotional Intelligence Learning (FEIL) and Indian Institute of Public Administration at the DMRC Auditorium, New Delhi from 15<sup>th</sup> to 17<sup>th</sup> January 2020. D[HR&CA] was part of a panel discussion on 'Emotional Intelligence and Change Management' and was given away the 'Most Admired Leader Award'.



With an objective to develop future ready teams, Development Centers (DC) were organized in the Balmer Lawrie Training Center at the Corporate Office in Kolkata from 14<sup>th</sup> to 25<sup>th</sup> January 2020. The two-day sessions were conducted for five batches and were attended by the Executives [Grade E5 to E7] from all SBUs and Functions in the Company. The DCs were designed based on the recently developed BL Competency Matrix by People in Business [PiB]. PiB is a reputed consultant, headquartered at Bangalore, with relationships with global players in the subject consulting space.

Development Centers, as the name suggests is a process directed to generate developmental insights for professionals. In a DC, participants actively participate in various exercises viz. Case-Study, Role Play(s), In-Tray activities, Behavioural Event Interview [BEI] etc. and are required to work in simulated environment(s) where their performance and approach to business are observed by trained observers during the process. Post DC, the performance / style insights are shared with participants on a one-on-one basis as feedback, for them to identify their developmental path.

The DCs in Balmer Lawrie were organized around a set of competencies, which varied Grade Band wise; a snapshot of the matrix is as under:

Grade Bands	Think	Act	Engage
E6 & above	Strategic Orientation	Leading & Managing Change	Customer Focus
	Business Acumen	Execution Excellence	People Leadership
Grade Bands	Think	Act	Engage
E4 & E5	Business Acumen	Dealing and Adapting with change	Customer Management
		Drive for Results	Managing Performance
			Personal Effectiveness



With the objective of enhancing managerial and leadership competence across the organisation, the Company has tied up with Indian Institute of Management Lucknow to conduct six days Modular Management Development programs, which are customised for Balmer Lawrie Executives in Grade Bands E1/ E2, E3/ E4 and E5/ E6. The tie up is for three years and each year one Module shall be conducted for each Grade Band. The first of these programs were conducted for the Executives in the grades E5 and E6 from 6<sup>th</sup> to 11<sup>th</sup> January 2020. The program was inaugurated by Mr. Prabal Basu, C&MD in the presence of all Directors of the Company and Program Directors at IIM-Lucknow. The second program was held from 3<sup>rd</sup> to 8<sup>th</sup> February 2020 for Executives in Grades E3 & E4, the last program for the current year, for Executives in Grades E1 & E2 is scheduled in the month of March 2020.



The Income Tax Department organised the Indian Revenue Service (IRS) Cricket tournament at Goa in the month of January 2020. Eight teams of IRS Officers from zones all over India participated in the tournament. The team exclusively comprised IRS (Income Tax) Direct Officers. As part of branding initiatives, Balmer Lawrie sponsored the IRS (Income Tax) West Bengal and Sikkim Cricket Teams from the Eastern Zone. The 'Balmerol' logo was printed on the jersey of the individual players from the Eastern Zone. Very senior Income Tax Officials were present at that tournament and it was a good opportunity to promote Balmer Lawrie products and services.



OPPO F11 · © Amit Sarkar



Republic Day was celebrated with much fervor in units and establishments across the Company. In photo are glimpses from IP - Kolkata, IP - Navi Mumbai, IP - Vadodara and Chennai.



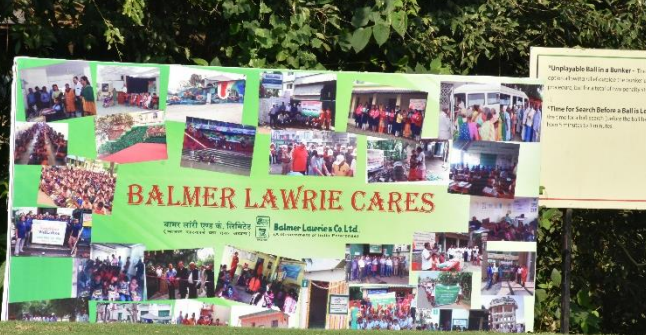
On 29<sup>th</sup> January 2020, Mr. Kaushik Prasad, Deputy Manager [OL] and Mr. Gopal Das, Officer [OL] received an award from Mr. Jagdeep Dhankhar and his wife during the six-monthly meeting of Town Official Language Implementation Committee (TOLIC) at Kolkata, for successfully organising an inter-company essay writing competition for Hindi and Non-Hindi speaking people on 13<sup>th</sup> December 2019 under the aegis of TOLIC and for active participation in the committee.



A 'Hasya Kavi Sangoshtthi' was organised on the terrace of Ballard Estate Office on 24<sup>th</sup> January 2019. Two poets were invited and the employees enjoyed the program very much.



Balmer Lawrie employees from the Western Region voluntarily engaged with children in the YMCA boys' home at Andheri, Mumbai on 26<sup>th</sup> January 2020 as part of CSR initiatives.



Balmer Lawrie associated with 'Hope Cup 2020', a charity golf tournament in aid of Indian Institute of Cerebral Palsy (IICP), as a tee sponsor. The tournament was organised by IICP along with Tollygunge Club at the Tolly Golf course on 24<sup>th</sup> & 25<sup>th</sup> January 2020.

## Personnel Information – January 2020

### Transfer

- **Mr. Arumoy Khan**, Senior Manager [SCM], Greases & Lubricants - Chennai has been transferred to Vigilance Dept. - Kolkata as Senior Manager [Vigilance].
- **Mr. Prakash Ahire**, Senior Manager [Production & HSE], Greases & Lubricants - Chennai has been transferred to Greases & Lubricants - Silvassa as Plant Head.

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

### Farewell

- **Mr. Anil Chavan**, Chief Manager [Marketing], Industrial Packaging - Mumbai superannuated on 31<sup>st</sup> January, 2020 after successfully completing 37 years of service.



- **Mr. Narinder Sharma**, Chief Manager [Travel], Travel & Vacations - Delhi superannuated on 31<sup>st</sup> January, 2020 after successfully completing over 35 years of service.
- **Mr. Sushanta Roy**, Chief Manager [Technical Service & ISO Certification], Greases & Lubricants - Kolkata superannuated on 31<sup>st</sup> January, 2020 after successfully completing 29 years and 9 months of service.
- **Mr. Alok Das**, Senior Manager [Quality Assurance], Greases & Lubricants - Kolkata superannuated on 31<sup>st</sup> January, 2020 after successfully completing 31 years and 5 months of service.



- **Mr. Narbadeshwar Pandey**, Senior Manager [Industrial Sales], Greases & Lubricants - Delhi superannuated on 31<sup>st</sup> January, 2020 after successfully completing over 32 years of service.
- **Mr. Arup Das**, Manager [Commercial], Industrial Packaging - Kolkata superannuated on 31<sup>st</sup> January, 2020 after successfully completing 32 years and 9 months of service.
- **Mr. S Chandrasekaran**, Manager [Accounts & Finance], Greases & Lubricants - Chennai superannuated on 31<sup>st</sup> January, 2020 after successfully completing 31 years and 5 months of service.

*We wish you all the best in your future life!*

## New Members



**Mr. Shibanta De** joined HSE Dept., Kolkata as Deputy Manager [HSE & SD] on 16<sup>th</sup> January, 2020.



**Mr. Arun Krishnamurthy** joined Travel & Vacations, Chennai as Deputy Manager [Channel Sales] on 27<sup>th</sup> January, 2020.



**Mr. Mayur Chandore** joined Logistics Services, Mumbai as Asst. Manager [Project Logistics] on 2<sup>nd</sup> January, 2020.



**Mr. Satyaki Ghosal** joined Greases & Lubricants, Silvassa as Asst. Manager [Industrial Sales] on 13<sup>th</sup> January, 2020.



**Mr. Jyoti Mondal** joined Logistics Services, Hyderabad as Asst. Manager [Sales] on 30<sup>th</sup> January, 2020.



**Mr. Vishal Tripathi** joined Regional HR - West, Mumbai as Junior Officer [Official Language] on 20<sup>th</sup> January, 2020.



**Mr. Saroj Rout** joined Greases & Lubricants, Kolkata as Junior Officer [Accounts & Finance] on 27<sup>th</sup> January, 2020.



**Mr. Babu Palakeerthi** joined Logistics Services, Delhi as Junior Officer [Operations] - Freight Forwarding on 29<sup>th</sup> January, 2020.

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

