

**BALMER
LAWRIE**

ONLINE

MONTHLY

BULLETIN



BLOOM



EDITORIAL

Come September and our Company gears up to organise two significant events - The Annual General Meeting (AGM) and the Hindi fortnight celebrations. This year owing to precautionary measures for COVID-19 both the events are being conducted virtually. SBUs / Functions are consciously following the austerity measures, and operating in a restrained manner in order to rationalise expenses and optimise available resources. They are also proactively following all the precautionary measures to control the spread of COVID-19. In view of this, Vishwakarma Puja was celebrated thrifitly in our factories and offices in the Eastern Region. Employees paid reverence to the God of Tools and prayed for the well-being of the organisation and all employees.

The 103rd AGM of our Company will be conducted by NSDL on 25th September 2020 on their virtual platform. Directors of the Company, Company Secretary and Shareholders will be connecting virtually. Hindi Divas was celebrated on 14th September 2019. The Constituent Assembly of India adopted Hindi in the Devanagari script as the official language of India on 14th September 1949. The Hindi fortnight programs are being organised in all the four regions across the country in this month. In the Eastern Region the Hindi Pakhwara celebrations commenced on 14th September and would continue till 28th September 2019. On the occasion of Hindi Divas, Hon'ble Prime Minister Shri Narendra Modi said, "भाषा की सरलता, सहजता और शालीनता अभिव्यक्ति को सार्थकता प्रदान करती है। हिंदी ने इन पहलुओं को खूबसूरती से समाहित किया है।". Request all of you to proactively work towards enhancing the use of Hindi in our official work and communication. We will bring you glimpses of the AGM and Hindi fortnight celebrations in the forthcoming issue of BLOOM.

Recently, Mr. Prabal Basu, Chairman & Managing Director and our Company spokesperson was interviewed by the business channels CNBC TV 18 and CNBZ Awaaz. Please find below the youtube links of the interviews:

Interview of Mr. Prabal Basu with CNBC TV 18 on 4th September 2020

https://youtu.be/YAXHr_iC4MQ

Interview of Mr. Prabal Basu with CNBC AWAAZ on 8th September 2020

<https://youtu.be/BnozoCx6n40>

The festive season has set in! Though the enthusiasm levels are low owing to the COVID-19 pandemic, let's pray to God, to give us all the strength needed, to tide over this situation. We celebrated Janmashtami, Ganesh Chathurti, Bakri Eid, Onam and Vishwakarma Puja and in October we would celebrate Durga Puja / Vijaya Dashami / Dussehra and Diwali. BLOOM extends its best wishes to you and your family for all the festivals! Stay healthy and stay safe. As always, I'll look forward to your feedback, contributions and suggestions. Do send them to mukhopadhyay.mohar@balmerlawrie.com.

Mohar

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



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

In the month of August 2020, Logistics Services successfully handled various cargo movements for esteemed customers.



Balmer Lawrie handled ocean import of a hydraulic all terrain mobile crane for a leading PSU from Shanghai Port, China to Kolkata Port. The 150 MT cargo which more than 220 CBM was successfully brought to Kolkata Port within the stipulated time frame.

Balmer Lawrie executed a one ton export shipment of cut flowers [perishable] by air from Bengaluru Airport to Muscat (Oman) on a time scheduled delivery the next day. This service is a recent addition to the bouquet of services of Balmer Lawrie.



Balmer Lawrie executed a breakbulk export of oversized capital machineries and equipment. The Team managed the assembling of the complete package in the form of breakbulk and containers at Kolkata Port, took care of the customs clearance and finally shipping of the cargo to Chittagong, Bangladesh. Despite the hurdles faced due to lockdown and congestion at the ports, Balmer Lawrie successfully planned and executed this critical movement.

Balmer Lawrie door delivered a shipment of 11.2MT GSR Additive in 11 pallets to an esteemed PSU customer in the Oil and Gas sector. Balmer Lawrie air freighted the cargo from US in July amidst worldwide lockdown.



AWARD FOR IP, TALOJA

Our Industrial Packaging (IP) plant at Taloja, Navi Mumbai won the Gold in the India Green Manufacturing Challenge (IGMC) 2019-20 organised by International Research Institute for Manufacturing (IRIM), India. The IGMC is a prestigious platform in which top manufacturing units in India are evaluated and meritoriously recognised. Congratulations to team IP, Taloja.

INDEPENDENCE DAY CELEBRATED

Independence Day was celebrated with much fervour in various units / establishments on 15th August 2020. Mr. Prabal Basu, C&MD hoisted the national flag in the Corporate Office at Kolkata in the presence of Directors. At Manali, Chennai the housekeeping, security, gardening, ETP & water pumping and OHC team members were felicitated for their contribution during the COVID-19 lockdown situation. Below are glimpses from various locations.



Corporate Office, Kolkata



G&L, Kolkata



IP, Kolkata



CFS, Kolkata



IP, Vadodara



IP, Silvassa



Manali, Chennai





As part of CSR initiatives, a Memorandum of Agreement (MOA) was signed between Balmer Lawrie and Saksham Foundation for implementing the 'Capacity Building on Health, Clean Water and Sanitation' project at Padghe Village, Panvel, Navi Mumbai. The MOA was signed in the Industrial Packaging plant at Taloja, Navi Mumbai on 21st August 2020 and the signatories were Mr. Partho Chatterjee, VP [HR], Balmer Lawrie and Ms. Shubhangi Kadam, Program Director, Saksham Foundation.

HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

All units and offices of Balmer Lawrie are continuing to maintain precautionary measures for the containment of COVID-19 as per the Government Directives. The fortnightly all India HSE meeting was organised on 28th August 2020 virtually. During the meeting, training on proposed Labour Code and Ergonomics was imparted and other safety related issues were discussed.

Chapter XI: Part VI: Factory: containing Section 72 to Section 86.

- (i) Dangerous Operations...Section 75.
- (ii) Specific responsibility of the occupier in relation to Hazardous Processes...Section 78.
- (iii) Emergency Standards...Section 80.
- (iv) Permissible Limits of Exposure of Chemicals and Toxic Substances...Section 81.
- (v) Workers' Participation in Safety Management...Section 82.
- (vi) Rights of Workers to warn about imminent danger....Section 83.
- (vii) Power to direct inquiry into cases of accident or disease in a factory...Section 84.

On 8th August the annual medical health check-up was organised for employees at the Temperature Controlled Warehouse, Hyderabad. Vaccinations were also done for Hepatitis A, Typhoid and TT.



HEINRICH DOMINO MODEL OF ACCIDENT CAUSATION

Heinrich's Domino Theory states that accidents result from a chain of sequential events, metaphorically like a line of dominoes falling over. When one of the dominoes fall, it triggers the next one, and the next... - but removing a key factor (such as an unsafe condition or an unsafe act) prevents the start of the chain reaction.

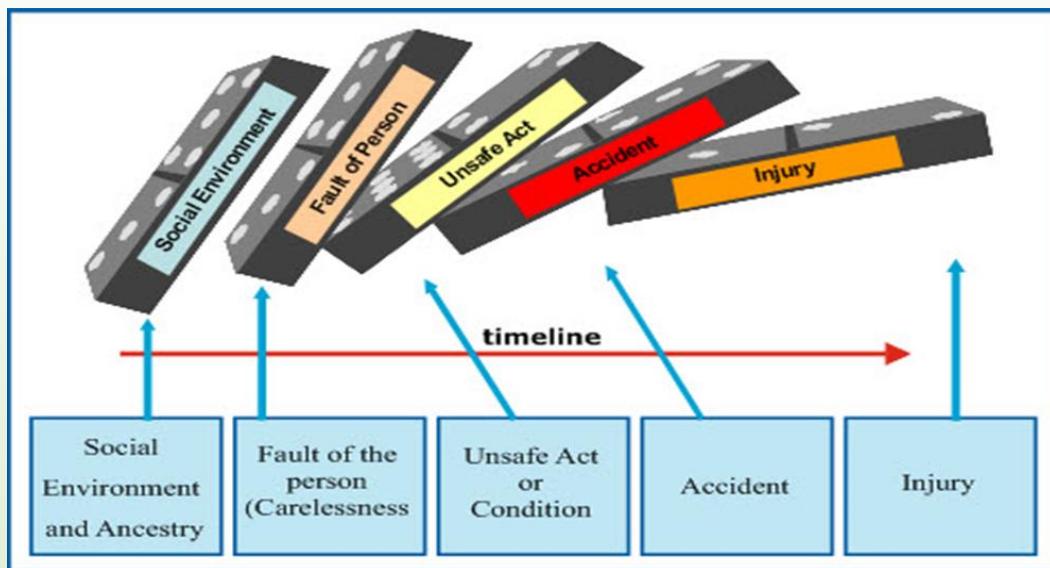
What are Unsafe Conditions and Acts?

According to Heinrich, all incidents directly relate to unsafe conditions and acts, which he defines as "unsafe performance of persons, such as standing under suspended loads horseplay, and removal of safeguards"; and "mechanical or physical hazards such as unguarded gears ... and insufficient light."



The Dominoes

Heinrich posits five metaphorical dominoes labelled with accident causes. They are Social Environment and Ancestry, Fault of Person, Unsafe Act or Mechanical or Physical Hazard (unsafe condition), Accident and Injury. Heinrich defines each of these "dominoes" explicitly, and gives advice on minimizing or eliminating their presence in the sequence.



Social Environment and Ancestry: It deals with worker personality. Heinrich explains that undesirable personality traits, such as greed, stubbornness and recklessness can be "passed along through inheritance" or develop from a person's social environment, and that both inheritance and environment contribute to Fault of Person.

Fault of Person: Heinrich explains that inborn or obtained character flaws such as bad temper, inconsiderateness, ignorance and recklessness contribute at one remove to accident causation. According to Heinrich, natural or environmental flaws in the worker's family or life cause these secondary personal defects, which are themselves contributors to Unsafe Acts, or and the existence of Unsafe Conditions.

Unsafe Act and/or Unsafe Condition: The third domino deals with Heinrich's direct cause of incidents. Heinrich defines these factors as things like "starting machinery without warning and absence of rail guards. Heinrich felt that unsafe acts and unsafe conditions were the central factor in preventing incidents, and the easiest causation factor to remedy, a process which he likened to lifting one of the dominoes out of the line. These combining factors (1, 2, and 3) cause accidents.

Accident: Heinrich defines accidents as, "events such as falls of persons, striking of persons by flying objects are typical accidents that cause injury."

Injury: Injury results from accidents, and some types of injuries Heinrich specifies in his "Explanation of Factors" are cuts and broken bones.

Heinrich specifies that a truly safety-conscious manager will make sure that his "workers" are doing as per the given instructed and "exercise his prerogative and obtain compliance follow through and see the unsafe conditions are eliminated."

Heinrich's remedy for such non-compliance is strict supervision, remedial training, and discipline.

CONCLUSION

Near Miss / Unsafe Act / Unsafe Condition Reporting

Reporting near miss incidents / unsafe act / unsafe condition can significantly improve worker safety and enhance an organisation's safety culture. The National Safety Council (NSC) and OSHA (Occupational Safety and Health Administration) recommend implementing the following best practices for near miss reporting:

- ❖ Leadership should reinforce that every opportunity to identify and control hazards, reduce risk, and prevent harmful incidents must be acted on
- ❖ Reporting systems needs to be non-punitive and, if desired by the person reporting, anonymous
- ❖ Conduct root cause analyses to better understand the weaknesses in the system that resulted in the circumstances that led to the near miss
- ❖ Use investigation results to improve safety systems, hazard control, risk reduction, and share lessons learned

Farewell

Mr. Satya Priya Ghosh, Executive Secretary, Director [Service Business]'s Office, Kolkata superannuated on 31st August, 2020 after successfully completing around 35 years of service.

We wish you all the best in your future life!

New Members



Mr. Ravinder Singh Makan joined SBU: Industrial Packaging as Head [Marketing] on 6th August, 2020. Mr. Makan is based at Mumbai.



Mr. Surender Bisht joined Greases & Lubricants, Nagpur as Deputy Manager [Industrial Sales] on 25th August, 2020.



Mr. Yogesh Meena joined Industrial Packaging, Asaoti as Asst. Manager [Sales Administration] on 18th August, 2020.



Mr. Gokul Nair joined Greases & Lubricants, Kolkata as Junior Officer [Accounts & Finance] on 13th August, 2020.



Ms. Nadine Ebenezer joined Travel & Vacations, Chennai as Leisure Consultant Trainee on 3rd August, 2020.

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

PREVENTION



LET'S FIGHT COVID-19 TOGETHER!