





## FROM THE DESK OF MD

Dear colleagues,  
Happy New Year!



As we greet the New Year, I am delighted to join all Tata Pigments Family members in welcoming the Financial Year 2017. I would like to take this opportunity to thank all our employees for their sincere efforts in the past year.

2016 was by no means an easy year for us. We started off with a consolidated lower profit while withstanding the burden of excess finished products inventory, debtors and the pressure of rising prices of raw materials. To rub salt into the wound, we faced the daunting challenge of demonetization which ultimately slowed down our growth compared to last year.

In these challenging times, TPL was able to achieve two-digit profit margin by focusing on sales of high value-added products based on innovative marketing, engaging in extensive cost-saving efforts and generating revenues via the IDCS business. Such accomplishment was largely attributable to the devotion of all our team members.

I am happy to inform you that in the financial year just concluded, Company has registered sales growth of over 6% compared to the previous year and achieved net income of Rs.109 crore. The IDCS business also grew by 6% over the previous year. Although our company fell short of the ABP, considering the difficult economic situation, the highly competitive market conditions and the challenges thrown in by de-monetisation, the performance is commendable.

As the roll out of GST is planning to take from July onwards, we are expecting some improvements in the supply-demand imbalance since we are facing competition from the unorganized sectors. Moreover, the domestic paint demand is unlikely to pick up amid sluggish growth in paint-related industries and the persisting burden from the price of fuel and raw materials. The continuous inflow of imported pigments will add more pressure to the already troubled market from external woes.

Besides, our competition, the pigment & paint manufacturers have been accelerating consolidation and expansion to maintain their dominance in their respective local markets while also focusing on development of high-end products. All these factors point to ever intensifying competition both in terms of quantity and quality in the times to come.

Doing business in such a tough environment is much like fighting in a silent, yet intense battlefield. Globally, many companies in various sectors are battling hard and undergoing restructuring for their sheer survival especially if we look at the Northeast Asian region, Korea, China, Japan, companies are fiercely competing against one another to maximize their presence in the regional market. In order to remain competitive in this scenario, we should stay focused with a strong sense of urgency. In 2017, we must solidify our profitability at par with leading players, increase our market reach, make our processes more robust, and strengthen our capabilities for future growth.

We have to necessarily outpace our competitors and the industry in terms of topline and bottomline growth by upgrading our pigment and decorative business with proprietary technologies. Now that the competition in the paint industry is all about quality, we must focus on expanding sales of premium products and provide high quality services that differentiates us and is also in keeping with Tata values and performance standards, which is known for through the decades. We will be able to generate higher customer value and maintain our market share in the market only when we raise our product portfolio to premium level based on Innovative Marketing solution. At the same time, we must transform our production site into smart factory so that we can differentiate ourselves in terms of both production cost and quality.

To diversify and grow, we have taken baby steps in the field of waste management and we must ensure future growth by enhancing our competency in this new business vertical based and progress to being an expert provider of solution for waste management. Finally, we must engage in efforts to establish an innovative and agile corporate culture to deal with rapidly changing business environment, a culture that inspires employees to constantly come up with innovative ideas. By actively taking into account every employee's views and ideas, we should further develop them into worthwhile and profitable projects.

To that end, to promote new ideas, I strongly recommend a smart two-way communication in our daily working culture, one which is without any fear but with full of purpose and zeal. I would like to urge all employees to engage in building an action-driven organizational culture with a strong sense of ownership.

If we continue on with last year's endeavor with an equal amount of desperation and a sense of urgency, I am confident that we can achieve even higher goals in 2017. Instead of resting on last year's laurels, I urge all our TPL family members to bring out your best once again this year.

Let us all continue our journey towards progressing Tata Pigments to be the most wonderful place to work for.

Once again, I wish you all happiness, health and success in Fy18.

MD

## NEW YEAR'S CAKE CUTTING

Like every year, this year also, on 1st January'17, a Cake cutting function was organized in the Works Lawn to welcome the New Year. This time our Chairman, Mr.Sunil Bhaskaran graced the occasion with his esteemed presence. Cake cutting was jointly done by the Chairman, Managing Director and Union President, Sri.Rakeshwar Pandey. The ceremony was attended by Company's BPO's Partners, namely, Mr.M.K. Lakhotia, Mr.Aswhini Thakur, Mr.Sushil Agarwal, Mr.Anil Agarwal, Mr.Arun Kumar Gupta and employees of the Company. In the inaugural speech,

Mr.Bhaskaran extended his good wishes to the entire TPL family and applauded the achievements made by TPL in the last few years. On this occasion, MD also extended his good wishes to the august gathering. In his speech, MD stated that the year 2016 was a challenging year for all of us but with concerted efforts and dedication, we were able to overcome the bottlenecks of the Company and came out with flying colours. He stated that in the third quarter of FY'17, country witnessed slowdown in the manufacturing sector due to impact of demonetization, a decision taken by the Government of India. He added that the TPL's workforce is dedicated one and hoped that with the teamwork, we will be able accomplish any goal.



## TATA PIGMENTS OBSERVED REPUBLIC DAY

Tata Pigments observed Republic Day on January 26, 2017. At the Company's Works Lawn, the tricolor was hoisted by Mr.Shubhenjit Chaudhuri, Managing Director. The ceremony was attended by Mr.Raju Tudu, General Secretary, Tata Pigments Workers' Union (TPWU), senior executives of the Company, members of TPWU, and employees of the Company.

Mr.Chaudhuri extended his good wishes to all employees on the occasion of Republic Day. He appraised the gathering on the challenges, opportunities and way forward for Tata Pigments. In his address to the gathering, Mr.Chaudhuri lauded the achievements of the nation in the years gone by as a Republic. Speaking on progressive growth, Mr.Chaudhuri said that there is a need for the government, the community and the industry to work together in a spirit of partnership. Ending on an optimistic note, Mr.Chaudhuri spoke highly of the effort being put in by the government, political parties and civil society to ensure good governance, transparency and honesty of purpose. He urged all to remember the dreams of the founding fathers of the nation, adding that while some of them have been accomplished, there was scope for rapid development on many fronts.



## VISIT OF MR.ANAND SEN, PRESIDENT, TATA STEEL





Mr. Anand Sen, President, Tata Steel visited Tata Pigments on 17th February'17. The other dignitaries present were Mr. B. K. Das, Director and Union President, Mr. Rakeshwar Pandey. An exhibition was organized wherein standies highlighting Company's history, performance, product portfolio and market presence were displayed. After going through the exhibition, Mr. Sen and other dignitaries were escorted to the plant area where the senior officers of TPL gave brief outline of the manufacturing process involved in making of the pigments. Mr. Sen also visited the recently inaugurated pilot plant of De Phosphorization of LD slag, which has been set up with the help of R&D department of TSL. In his address, Mr. Sen appreciated the efforts put in by Tata Pigments team in pursuing this Company to a newer height. Mr. Sen said that Tata Pigments should look opportunity growing the pigment business using wastes from TSL and also the paint business using channel strength of TSL. He further added that TPL should develop domain expertise in coating business and provide advisory services to TSL.

## MARKETING & SALES

TPL offered a wide variety of products for painting the DC Office at Daltonganj in Jharkhand.. Wallplus Putty, Ecoplus Distemper, Wallplus Primer and Ecoplus Exterior Emulsion were supplied to the site for this purpose. Materials were supplied through our authorized distributor, Pasa Resources Pvt. Ltd. and the project was supervised by our Sales Officer Mr. Vikas Kumar.



On the occasion of May Day, TPL's authorized distributor of North Bengal; M/s. Nandan Saha Steel Pvt. Ltd. (NSSPL) hosted a lunch party for their office employees and labours. Along with the higher management of NSSPL Mr. Swapan Samanta & Mr. Pravas Mondal from Tata Pigments were also present.

A Dealer's Meet was organized at Hotel Excellency in Bhubaneswar on 6th May 2017. Approximately, 16 major TISCON dealers from different parts of Cuttak and Bhubaneswar were present in that meeting.



Meeting was inaugurated by Mr. J. N. Das, BM, Odisha & Bihar. A brief description on company profile, future vision and product portfolio suitable for their area of interests was carefully outlined to the dealers by Mr. Gourab Dey, Dy. Manager, Marketing. We were successful in gaining their confidence on our products which led to the beginning of the business association with TPL. They raised their concerns over the promotional activities conducted by TPL in digital & print media & asked for doing brand promotions for better awareness acceptance of the products in the market..

A Painter's Meet was organized by TPL on 11th April 2017 at one of the Retailer's counters under Nagri Cement Center, Nagri, Ranchi which is one of the major Sub-dealer of Pasa Resources Pvt. Ltd., authorized Distributor of TPL at Ranchi. Product presentation along with proper application procedure of our decorative products was presented in front of 20 applicators by our Sales Officer Mr. Vikas. Mr. Vivek and Mr. Amit from Pasa Resources were also present for the program.



On the 2nd of June 2017 one Painters/Applicators meet was organized by Tpl's authorized distributor M/s. De Son Marketing Pvt. Ltd., W.B. at one of his retailer's counter M/s. Ghosh Traders, Khakurda, East Medinipur, W.B. In this program, around 20 applicators were present. Product knowledge and proper application procedure of decorative products were presented by TPL's SO Mr. Pravas Mondal.

A product training session was successfully organized on 15th June 2017 for the BM & ASOs of M/s. Bajrang Steel (Sales) Corporation, Guwahati which was appointed as TPL's authorized distributor for Guwahati & NE States two months back. The product training was conducted by Mr. Gourab Dey from TPL. Among the other seniors, Mr. Swapan Samanta from TPL and Mr. Vikas Agarwal from Bajrang Steel were also present for the program.





## MARKETING & SALES

TPL employee Mr. Gourab Dey, Dy. Manager(Mktg.) donating blood at the Blood Donation camp organized by Kerala Public School, Kadma at their school campus on 29th June 2017 as a voluntary service to the society.



News Paper advertisement being regularly published in the leading news papers in W.B. – Anandabazar Patrika and Uttar Banga Sanbad for better awareness of the wide spectrum of products offered by our organization under the brand promotional activities.

Architect Meet organized in Bhubanesware on 11th June 2017. Prominent architect and Civil Engineers engaged with TISCON channel were present at the program. The welcome speech was given by Mr. J. N. Das, B.M., Odisha branch. Company's profile and future strategy was presented by Mr. Anuj Kumar, then Manager(M&S) and product portfolio was presented by Mr. Gourab Dey, Dy. Manager(M&S). The program was interactive and discussions related to TPL's product performances and future business scope were discussed with the guests & other officials.



There was a long demand from the market that our company name 'TATA PIGMENTS' does not depict any features of decorative paints. That is why end customers often confuse whether the decorative range of paints actually belong to the house of TATA or not. To overcome this issue, TPL's higher management decided to promote an associate logo for TATA PIGMENTS in the name of TATA COLOURS – which will give clear message to the end



customer about the total paint solution available under TATA brand. The TATA COLOURS brand contains VIBGYOR colours in COLOURS word and also droplets of three primary colours RED, GREEN & BLUE (RGB) ensures the options of availability of huge range of colours those can be available in its wide decorative product range.

Mr. Swapan Samanta, BM, W.B. and Mr. Gourab Dey, Dy. Manager, Marketing on behalf of Tata Pigments Ltd. were greeted by Mr. Bajrang Lohia, proprietor of Bajrang Steel (Sales) Corporation, authorized distributor of TPL in Guwahati & NE on his 64th birth day on 15th June 2017 in his office at Lohia House, Guwahati.



A painters & applicators meet was organized by TPL, Bhubaneswar on 24th May 2017 through M/s. Mangala Enterprises, Jatani, Khorda. Almost 15 applicators were present at that event where application procedure and product knowledge were shared by Mr. Tanuj Das, SR, TPL. All applicators were felicitated with T-Shirt branded with the name of TATA RED OXIDE.

A new exclusive retail showroom of TPL products opened in the name of NIRMAN at Hatpura, Habra, N. 24 Pgs., W.B. by our our authorized distributor M/s. Nandan Saha Steel Pvt. Ltd. The shop was branded with newly designed glow sign board and all TPL product packs were nicely placed inside the counter. On the eve of inauguration all visitors were treated with sweet and snacks and customers were offered special discount on their purchases.



Van campaign at Bhubaneswar, Odisha in May'2017. This vehicle is regularly used by C&FA to deliver materials to the dealers counter as per order.

Two major Dealers Meet were organized at Hotel Taj, Chandigarh by Tata Steel Distributors M/s. MRH Associates, Panjab and M/s. Daga Trading Co. Pvt. Ltd. New Delhi, on 21st & 22nd April 2017. TPL was also invited at that program to present company's profile and product details in front of the channel



partners present at that program. From Tata Steel among other dignitaries Mr. Amit Agarwal, Sales Head, North India was the key speaker of the events. From TPL Mr. B. B. Bhowmic, B.M., North India, Mr. Gourab Dey, Dy. Manager, Marketing and Mr. Manish Chaudhary, SO, Panjab & Ludhiana were present in both the program. Company Profile and TPL Product Portfolio were presented by Mr. Gourab Dey at the events. Dealers were very much convinced with the TATA's 'Under One Roof Building Solution' concept and agreed to start with TPL's decorative paint products at their earliest.



**NEW PACKAGING:**  
ECOCEM CEMENT PAINT BUCKET PACK



**NEW PACKAGING:**  
WALLPLUS CEMENT PRIMER (Ext. & Int.)



**NEW PACKAGING:**  
ECOPLUS ACRYLIC DISTEMPER



**NEW PACKAGING:**  
ECOPLUS EXTERIOR ACRYLIC EMULSION



**NEW PACKAGING:**  
ECOPLUS INTERIOR ACRYLIC EMULSION

## SAFETY CAMPAIGN:

Mar'17: Gas Safety & Use of PPEs :

The Safety Campaign on Gas Safety & Use of PPEs was organized on 4th March 2017. Mr B N Mitra, Manager (Projects & Safety) gave the power point presentation of Gas Safety & Use of PPEs at Indradhanush Hall. All workers , supervisors and Officers attended the meeting to gain insights on the various procedures employed in ensuring safety from gas leakage & use of PPEs at various locations. Discussion on this topic was vital due to the heavy dependency on coal gas from Tata Steel Coke oven plants for the production of Pigments. Mr Mitra enlightened the gathering about the various types of gases which are used in Industries and their effects on human beings. The various PPES (Personal Protective Equipments like Gas masks, Air respirators used for prevention exposure to harmful gases was also discussed during the presentation.





## ONSITE FIRE FIGHTING TRAINING

An Onsite fire fighting training was organized on 19/04/2017 inside TPL premises. Mr Santosh Shukla (Manager TSL Fire Brigade) conducted fire fighting demonstration at 10:30 am. 33 workers & 11 officers attended the onsite fire fighting training program. With help of maintenance team of TPL, a mock fire in Cotton waste soaked with Diesel was made & the type & way the fire extinguisher is to be used was demonstrated. Mr Santosh Shukla also demonstrated our workers how to use Right Fire Extinguisher for Right class of Fire. All the employees gained insights on the topic & were trained on different class of fire & selection of proper Fire Extinguisher & operating procedure for extinguishing the flames.



## SAFETY POSTER COMPETITION

A Safety poster competition was organized in the month of Apr'17 for all the employees of TPL. The competition saw an active participation from the enthusiasts & many posters were sent from various departments. Evaluation of the posters was done in the month of Jun'17. Based on evaluation, Officers (03 nos.) & workers (04 nos.) were awarded with Recognition. The posters of the winners were displayed inside Indradhanush Hall. Winners were also rewarded on 04/07/17 in Safety mass meeting.



## PAINTING APPLICATION SERVICES

### Industrial Painting Services

Earlier known as Apply and Supply Services this division came into existence in the year 2008. Later it was renamed as IDCS, which stands for Industrial & Decorative Coating Services.

The sole objective for formation of this division is "the protection of Steel & Civil Structures from corrosion."

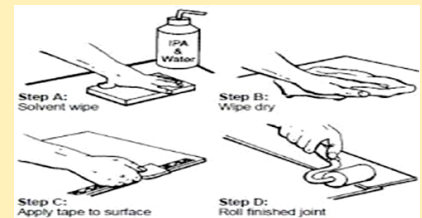
### IDCS Style of Working

- Technical manpower and Paint Technologists & NACE Certified Coatings Inspector
- Estimation of project painting cost by our team through physical or drawing base measurement of the structure or building for calculating the paintable surface area. Based on cost approval we deploy our application team to execute the job on or before schedule.
- Pre job meeting with client to discuss the strategy for painting as per prescribed specification using all safety compliance.
- Surface Preparation methods deployed are as follows:

#### SSPC-SP-1

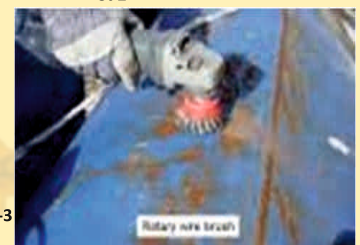
Solvent Cleaning - Removal of all detrimental foreign matter such as oil, grease, dirt, soil, salts, drawing and cutting compounds, and other contaminants from steel surfaces by the use of solvents, emulsions, cleaning compounds, steam or other similar materials and methods which involve a solvent or cleaning action.

Hand Tool Cleaning - Removal of all rust scale, mill scale, loose rust and loose paint to the degree specified by hand wire brushing, hand sanding, hand scraping, hand chipping or other hand impact tools or by a combination of these methods. The substrate should have a faint metallic sheen and also be free of oil, grease, dust, soil, salts and other contaminants.



SSPC-SP-2  
St 2

SSPC-SP-3  
St 3



Power Tool Cleaning - Removal of all rust scale, mill scale, loose paint, and loose rust to the degree specified by power wire brushes, power impact tools, power grinders, power sanders or by a combination of these methods. The substrate should have a pronounced metallic sheen and also be free of oil, grease, dirt, soil, salts and other contaminants. Surface should not be buffed or polished smooth.



SSPC-SP-10  
Sa-2-1/2  
NACE 2

Near-White Blast Cleaning - Removal of nearly all mill scale, rust, rust scale, paint, or foreign matter by the use of abrasives propelled through nozzles or by centrifugal wheels, to the degree hereafter specified. A Near-White Blast Cleaned Surface Finish is defined as one from which all oil, grease, dirt, mill scale, rust, corrosion products, oxides, paint or other foreign matter have been completely removed from the surface except for very light shadows, very slight streaks or slight discolorations caused by rust stain, mill scale oxides, or light, tight residues of paint or coating that may remain. At least 95 percent of each square inch of surface area shall be free of all visible residues, and the remainder shall be limited to the light discoloration mentioned above.



## COMPANY'S ANNUAL PICNIC

Company's annual picnic was organized on January'17 at Narwa, wherein all employees including officers participated with full enthusiasm and zeal. On picnic day, games and events like cricket, badminton and housie were also organized and our Managing Director distributed prizes to winning members.



## RESEARCH & DEVELOPMENT



A research and development department conducts a thorough study to support a project. The research phase includes determining product specifications, production costs and a production time line. The research also is likely to include an evaluation of the need for the product before the design begins to ensure it is a functional product that customers want to use.

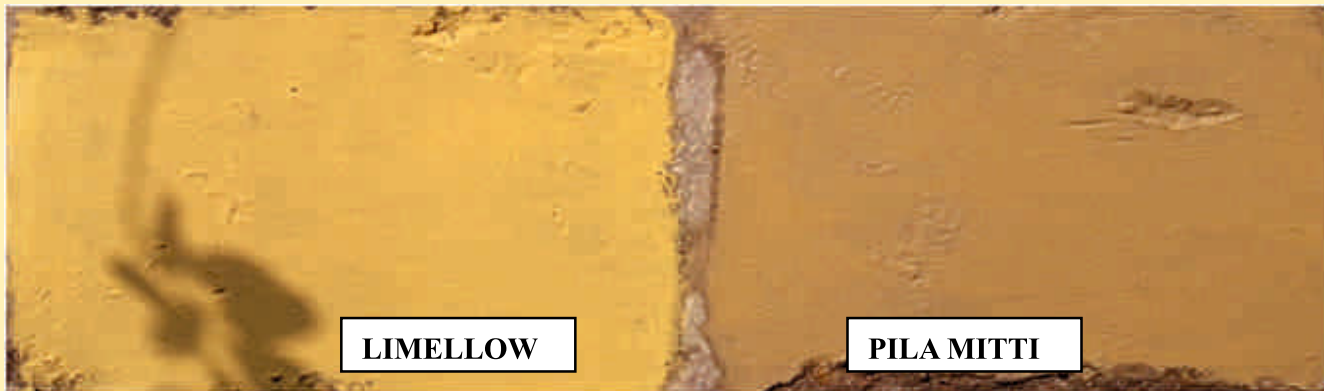
During the Jan-Mar'17 quarter, we have conducted some laboratory trials and commercial pilot trials for product developments and benchmarking it simultaneously with the competitors.

### Product Development:-

#### a. New Product for Jusco(Limellow)

LIME BASED PRODUCT is developed for the replacement of "PILA MITTI" which has a huge demand in interiors and villages.



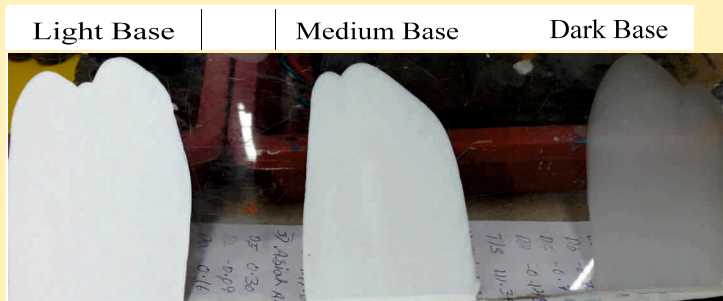


**Features of the Product:-**

1. Smooth Matt appearance and Economy grade product.
2. Better light fastness as compared to Pila Mitti.
3. Good pot life and Quick Drying for Hassel free application.
4. Great adhesion to the wall for longevity and best value for money.
5. Good coverage.

**B. Premium Emulsion Base:**

Premium base for Emulsion paint (Light, Medium & Dark) developed to match the range of competitors and to switch into the premium category of paint section.



The gloss value of our developed emulsion is at par to our competitor.



**C. DEVELOPMENT OF THERMAL RESISTANT YELLOW OXIDE PIGMENT:-**

The decomposition temperature of yellow oxide ( $\text{FeOOH}$ ) is less due to a water molecule present in its molecular structure. Due to increasing demand of heat stable yellow oxide from customers using it in Coil coating, Plastics, Stoving coatings, the need for developing the heat resistant yellow oxide is triggered.

Heat resistant yellow oxide pigment which has been encapsulated to withstand high temperatures, allowing its use in plastic and coil, Powder and stoving coating without acquiring the typical red iron oxide shade. This encapsulation has specially been developed by Tata Pigments and it is completely inorganic, which guarantees compatibility with different Polymers/ Binders in all sorts of Plastic and Coating applications. It shows the general attributes of synthetic iron oxide and the special features of yellow iron oxide with one exception: heat fastness is

260 degrees for 5 mins (measured in plastic)

**BASIC FEATURES:-**

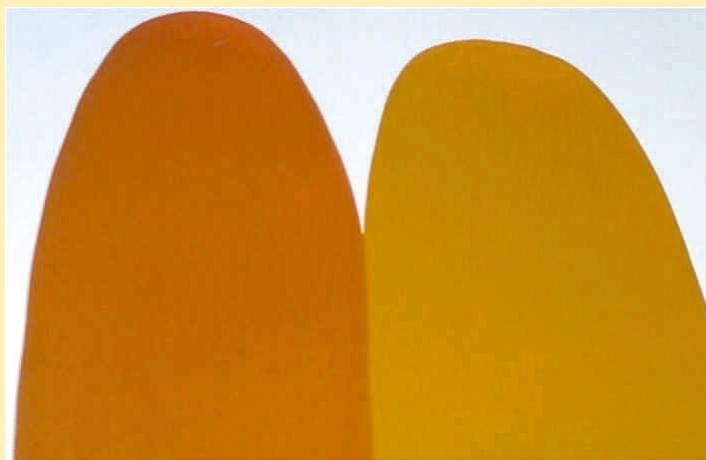
Basic Chemical Composition: - FeOOH

Colour Index (C.I.) – 77492(PY 42)

Heat fastness 260°C for 5 mins

**APPLICATION PROFILE**

- 1. Plastics
- 2. Coil Coating
- 3. Powder Coatings
- 4. Stoving coatings



**D. NEW SHADES IN ACRYLIC EMULSION AND DISTEMPER**



**HEADLAND**

**WINDSPRAY**

**TORRES BLUE**

**INK JET**

**SUMMER DEW (EPAD)**

**MECHANIZED PAINTING**

**High Speed Airless Painting Machines**



Spray coating is the process of coating an object with a liquid spray of paint or other fluid. Airless spray coating technology uses a spray produced by forcing a fluid under high pressure 500-5000 psi (34-340 bar) through a small nozzle (spray tip) to atomize the fluid. The fluid emerges as a narrow sheet at a high speed. The friction between the fluid and the air disrupts the sheet, breaking it into fragments initially and ultimately into droplets.

**Rollers**

Rollers can maintain a constant painting contrast and density. For this rollers are widely used for painting walls and floors. It is mostly chosen for industrial and professional works. But it's important to choose the appropriate fabric of the roller as there are variations; For example, for rough surfaces long pile, foam for plain surface, semi pile for medium rough surface etc. Paint rollers give extremely thinner layer and totally smoother after drying. Paints using rollers are seen to be much more absorbed than brush or sprayer. There are also thrill rollers of small length which can be used for short width painting and finishing touch up.



**NEW JOINEE-**

Mr. Amrendra Kumar joined in the month of January as Asst General Manager (Marketing & Sales), Kolkata. He was working with Sudarshan Chemicals Ltd. before joining The Tata Pigments Ltd.

Mr. Gaurav Shridhar joined in the month of February as Sales Executive, Jamshedpur

We welcome Mr. Kumar and Mr. Shridhar to Tata Pigments family and wish them a successful and bright future with us.



## PROMOTION-

Mr. Pravash Mandal, Sales Supervisor, T. No- 950, was promoted as Asst. Sales Officer, West Bengal with effect from 01 January, 2017.

Mr. Vikas Kumar, Sales Supervisor, T. No- 963, was promoted as Asst. Sales Officer, Jharkhand with effect from 01 January, 2017.

## RETIREMENT -

Mrs. Pano, Reja (MH)) retired on 20th April 2017 and had a long association of almost 35 yrs with Tata Pigments.

We wish Mrs. Pano and her family a happy and healthy life.

## CORPORATE SOCIAL RESPONSIBILITY

Tata Pigments continues to extend its unconditional support to various organizations for carrying out noble cause

1) Tata Pigments Ltd. in collaboration with Indian Red Cross Society conducted 2 Eye Camps for eradication of Cataract at Lohianagar Netralay at Bagbeda in the month of January.

Around 120 patients from financially weak background were treated for cataract.



- 2) We provided vocation training in Retail Management to 20 under privileged youth of Jamshedpur in association with Skilvel Ventures Private Ltd.
- 3) We had procured and donated 6 computers and donated to. Loyola Hindi School and Bharati Madhya Vidyalaya
- 4) We provided dustbins to Jugsalai Municipality under Swachh Bharat Abhiyan
- 5) We painted the Assembly hall of School of Hope building.

## EMPLOYEE DEVELOPMENT

Tata Pigments is committed for capability enhancement of our human resources. In this endeavour, we imparted functional and managerial training to our employees. Few of the trainings that were given to employees are:

1) CII Eastern Region Safety Mission

Mr. V. K. Jha, Officer (Production Coordinator - BPO) and Mr. Rahul Bose Sr. Officer (Production) attended a 1 day Safety Mission visit to Tata Steel and JUSCO organized by CII in the month of January. The best practices followed by Tata Steel and JUSCO in safety were shared in this programme.



2) Changing Face of Leadership

Our lady officers had attended a programme on Changing Face of Leadership conducted by CII in the month of January in Kolkata. The programme highlighted the journey of female leaders from various walk of lives.



3) Implementation of Tata Safety Standards on Road / Driving Safety Training

Mr. B. N. Mitra, Manager (Projects & Safety) & Mr. Rahul Bose, Sr. Officer (Production) had attended 1 day training programme on safety organized by TBEx Group in the month of February in Jamshedpur.

The training focused on Key elements of the Road / Driving Safety Standard and Tools & techniques that can be used for implementing these standards in our company.



4) Leveraging Simulation Techniques & Digitalization for Productivity Improvement

Ms. Mohua R. Sinha Babu, Sr. Officer (R&D), Ms. Sangeeta Kumari, Sr. Officer (Process Control) & Mr. Rahul Bose, Sr. Officer (Production) had attended the programme organized by Tata Steel in the month of February to emphasize the importance of productivity improvement through digitalization across the for Tata Steel Group companies.



5) Productivity Improvement through 3 R's - Reduce, Recycle & Reuse

Mr. V. Natarajan, AGM (HR&BE) &CS and Mr. P. K. P. Singh, Chief Works Manager had attended a programme on Productivity Improvement through 3 R's - Reduce, Recycle & Reuse. The programme was conducted by Tata Steel in the month of February.

The programme focused on the "three R's" of waste management, this waste hierarchy is the guidance suggested for creating a sustainable business.

6) Introductory Session on GST Implementation

Our officers attended a half day programme on GST implantation that was organized in collaboration with KPMG.

The programme focused on current tax scenario and the scenario when GST will be implemented, what will be the impact on business and how to approach the changes.

7) Training on 5S & QC

We had organized 1 day training programme on 5S & Quality Circle (QC) in the month of February. Mr. Supratik Mukherji from Tata Power had conducted and interacted with all the officers and workers and explained what is 5S and Quality Circle.



5S is a lean manufacturing approach to “A place for everything, and everything in its place” based on the Toyota Production System.

QC circle activities are small-group activities whereby people working on the front line carry out improvements to products, service and work, etc., continuously.

#### 8) SAP HANA- Sales & Distribution Module

Mr. Anuj Kumar, Sr. Manager (M&S) & Mr. Ritesh Kr. Gupta, Manager (IT) attended a 2 days session on SAP HANA-Sales & Distribution (SD) Module organized by Tata Steel in the month of March in Kolkata.

SAP S/4 HANA is the new offering from SAP built on the high performance In-memory platform HANA with an enriching user experience. This new system includes major changes and massive simplifications ranging from changes in underlying data models to new user interface. The session focused on the data model simplifications in SD area through a comparative study with a non S/4 system.

#### 9) Smart Retailing

Mr. Subhasis Bhattacharjee , Dy. Manager (M&S) and Mr. Gaurav Shridhar, Sales Executive attended a 1 day training programme Organized by CII in Kolkata on Smart Retailing.

The programme had eminent speakers from Shoppers Stop, Aditya Birla Retail, Primarc and Amazon who highlighted on key issues like the Future of Retail – What is trending: what , how and why consumers are buying, what are consumers looking for in terms of Value, Convenience & Experience, The New Age Consumer & How Retail Brands, formats and channels must adapt . How to maintain low prices and maintain quality, newer models of distribution besides the future of Brick & Mortar and Online Retail in Eastern India.

#### 10) S4HANA F&A Module

Dinesh Agarwal, COFA, MR. Harendra Kr. Ray, Manager (F&A) and MR. Ritesh Kr. Gupta, Manager (IT) had attended one day introductory session on S4HANA F&A Module organized by Tata Steel in Jamshedpur in the month of March.

The session focused on how S/4 Hana Finance Add-on running on HANA database provides enterprise users a new way of performing finance operations with great benefits like real time data, easy period closing and faster analytical capabilities along with feature rich user interface.

#### 11) Workshop on Work Permit

Mr. M. Sai Krishna, Asst. Manager (IDCS) and our Safety Consultant, Mr. Vasant Khale had conducted a half day training programme for our contractors where they demonstrated what is the correct procedure to fill the Work Permit.

#### 12) Transition Training on ISO 9001:2015

Tata Steel had organized a 2 days training programme on Transition Training on ISO 9001:2015

In Jamshedpur. Mr. Ali H. Khan, Sr. Executive Officer, Mr. Chandrashekhar Prasad, Sr. Officer (Purchase & Stores), Ms. Sangeeta Kumari, Sr. Officer (Process Lab) & Mr. Rahul Bose, Sr. Officer (Production) had attended the training programme.

The programme focused on the new ISO high level structure for management system standards and explored the changes between ISO 9001:2008 and ISO 9001:2015.

### 13) 4 Q Model Training

4Q Model evaluates the functional level of employees i.e. whether they are Beginner, Learner, Competent or Expert by asking them a set of questions from their respective field. According to the response, the level of the employees is decided and training is imparted to the employees.

We are conducting training programme under the 4 Q model for our employees at Works with respect to their area of function.

## HOMAGE TO THE FOUNDER ON 178TH BIRTH ANNIVERSARY

Tata Pigments team headed by our Managing Director, Mr. Shubhenjit Chaudhuri paid tribute to the Founder, Jamsetji Nusserwanji Tata on his 178th birth anniversary on March 03, 2017 at his statue near Works Main Gate of Tata Steel. Floral tributes were also offered by our MD. After paying tribute at Tata Steel, Tata Pigments team moved to the Company premises wherein all the employees paid homage to the founder at his statue and remembered the great visionary of the country for his contribution to India's industrialization and his vision for the welfare of the community.



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We Welcome your valuable feedback and inputs to help us to improve further

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