

"We believe – Respect, Trust, Ownership and Integrated Team Work leads to Business Success "

TATA PIGMENTS LIMITED VISION

We aspire to grow our topline, five folds by 2021 in line with stakeholder expectations, by growing our existing businesses of Pigments, Decorative Products, Coating Services and also becoming a leading company in India for sustainable creation of wealth from Industrial by-products and Wastes.

06 April, 2016
Jamshedpur


(Shubhenjit Chaudhuri)
Managing Director



TATA PIGMENTS LIMITED MISSION

Tata Pigments will strive for significant sustainable profitable growth for enhanced stakeholders' value

We will achieve this by :

- Engaging extensively with stakeholders to identify sustainable growth opportunities;
- Investing and adopting modern technologies in existing and new businesses;
- Application of Total Quality for operational excellence and cost effectiveness in all our activities;
- Continually driving innovation and research in our processes, products and services;
- Driving customer centricity across our value chain

An engaged and skilled workforce with Tata values will ensure achieving our mission.

10 March, 2016
Jamshedpur


(Shubhenjit Chaudhuri)
Managing Director



TATA PIGMENTS LIMITED VALUE

- ☛ Unity
- ☛ Integrity
- ☛ Understanding
- ☛ Responsibility
- ☛ Excellence

01 April, 2016
Jamshedpur


(Shubhenjit Chaudhuri)
Managing Director



TATA PIGMENTS LIMITED HR POLICY

Tata Pigments believes "Human Resources" as its most important asset.

It shall strive towards :-

- a) Creating an environment of mutual trust, openness and teamwork,
- b) Empowerment of employees for performance of their responsibilities,
- c) Fairness, equity and transparency in dealings with all the employees
- d) Motivating and developing employees to contribute optimally to the profitable growth of the Company,
- e) Promoting an environment for innovation, creativity and learning,
- f) Providing equal opportunities to all employees irrespective of religion, caste and gender
- g) Enriching the quality of life of its employees, developing their potential and maximizing their productivity

Tata Pigments aims to become a preferred employer for high quality and motivated talent to realise its Vision and Mission.

01 April, 2016
Jamshedpur


(Shubhenjit Chaudhuri)
Managing Director



From MD's Desk

Dear Colleagues,

Happy New Year!

It has been an eventful year for TPL. Your hard work, customer commitment, contributions to Company's initiatives have been crucial for our achievements. In the coming year, my hope for everyone is to continue with our customer commitment, seek opportunities for personal growth through new tasks and initiatives, and continue addressing challenges head on. As an organization, we will continue to take on new challenges to seek growth, provide additional training opportunities, and develop partnerships that meets customer needs.



As we do this, I encourage everyone to look for ways to increase your participation in helping to make our company more effective, efficient and competitive in the future.

The year ahead will bring its own challenges but I am sure by working together, by being focused on our priorities and putting our customers first we can realize our ambitions. These will certainly continue to be my priorities and I am convinced I can count on you to do the same.

One of the questions, I am most commonly asked since I started is "what is going to change now". The fact is that TPL is a Company operating in a dynamic Indian economy. There are economic, competitive and operational influences pushing and pulling on us constantly. In order to succeed, TPL will need to adjust and adapt to these external influences, just as we have done over the past years. I would like to particularly focus on three specific areas:

1) Growth : We need to grow, to remain relevant. We will do so as we work together to focus on growth in the higher end-markets in the businesses we operate in. We will need to find more of these markets and aggressively enter them, be it the retail paint market segment, projects, speciality pigments, providing efficient painting services to variety of associated as well as independent companies etc. Our efforts to growth organically will be complemented by our efforts to utilize strategic opportunities to enter the waste management business that will make us aligned with our parent Company, Tata Steel.

2) Innovation : Innovation will be the engine, which will fuel our efforts to grow. We will increasingly translate business acumen and technological innovation capabilities into real-world product solutions that drive revenue generation and delight our customer base.

3) Excellence : I am 100% committed to excellence at TPL, not just on the factory floor, but in every area of the company, be it our customer interactions, our services, our teamness. Our unified focus in making better products at lower cost will be the recipe for our success. Our efforts towards operational excellence also includes an unwavering commitment to safety, and in making sure, every TPL employee can come to work and expect to be safe and healthy in whatever role they perform.

Wish you and your families a very happy and prosperous New Year 2018!

Shubhenjit Chaudhuri

Tata Pigments ushers in FY 17-18

The ushering in of FY 17-18 at Tata Pigments was underlined by a recollection of several achievements, outlining a list of challenges that need to be addressed in the current fiscal and, above all, Company's commitment towards safety journey. Tata Pigments welcomed the new fiscal with the traditional cake-cutting ceremony at the Indradhanush Hall on April 01, 2017. This was followed by the setting of key targets of operation and performance, release of Annual Operating Plan (AOP) by Mr. Shubhenjit Chaudhuri, Managing Director. Mr. Chaudhuri shared his reflections on the year gone by. He lauded the Company's efforts to sail through the challenging economic situation in the country during the last fiscal particularly the government de-monetization movement which de-railed the growth, on the back of a strong marketing and sales support that helped to counter the market forces. Speaking of competitive intensity, Mr. Chaudhuri said that Tata Pigments is likely to face a situation of tougher competition due to increased imports and competitors increasing their production base as well as productivity. Mr. Chaudhuri stressed on the need to develop and preserve the culture of excellence at Tata Pigments to achieve newer heights in the days to come.



Officer's Get-Together - Fusion Night

A small get together was organized by the management of Tata Pigments Limited for the officers & their family members at Imperial Hall of Hotel Ramada in Jamshedpur on 10th April, 2017. The agenda behind the gathering was to bring together all the members of the company to celebrate the success of the financial year. Some noted dignitaries like Mr. Anand Sen, President (TQM & Steel Business), Tata Steel, Mr. Sunil Bhaskaran, Chairman, TPL, Mr. B.K. Das, Director, TPL, Father E. Abraham, Director, TPL, Mr. Ashish Mathur, MD, JUSCO, Mr. Adarsh Agarwal, MD, JAMIPOL, Mr. Neeraj Kant, MD, ISWP, Mr. B.P.S Panwar, Ex-MD, Tata Pigments were invited to make the get together a grand success. The main highlight of the evening was the humorous stage play performed by the talented officers of the company which depicted the day to day working life of the employees. To make the get together even more memorable, "Passing the pillow" game was organized. A musical event was also performed during the course of the event which helped in bringing all the guests to the dance floor. The guests were also served with some amazing mouth watering delicacies. Overall, the event was successfully in bringing together the family members of Tata Pigments Limited & also helped in boosting up the spirits of the employees.



Annual Marketing Conference at Tribal Culture, Jamshedpur on April, 2017

The "Annual Marketing & Sales Conference 2017" of Tata Pigments Limited was held at Tribal Culture Center in Jamshedpur from 11-13th May, 2017. The main highlights of the conference was to applaud the achievements made by the dedicated team of the sales/ marketing from the product division side & IDCS department from the services side. Information on the achievements pertaining to product-wise Sales performance Analysis vis-a-vis ABP/LY region-wise (Centre-wise) Sales Performance Analysis vis-a-vis ABP/LY. Territory wise Individual Sales Performance Analysis vis-a-vis ABP/LY were shared during the course of the event. Information on the achievements pertaining to

the performance from our service division like Site-wise performance Analysis vis-a-vis ABP/LY was also discussed. The Research & Development wing of Tata Pigments Limited took the opportunity & conducted a Training program on Recommended Standard Product application Guidance, Sampling & testing Procedure & Complaint Handling Exercises for some of the products like Putty, Premium Emulsion paints, Water based Primers, Distemper paints & solvent paints. The department also presented the information pertaining to the new product developments that took place in the financial year.



Information related to the New Trends & Technologies in Coating Industry, new innovative Paints Products & allied Products were shared by Mr.Ashish Marudhar of Marudhar Paints & Polymers, Jodhpur who is one of our External Processing Agencies. A Presentation on Modern Techniques of Pigments Selling was done by Asst. G.M. (Marketing & Sales) which gave the audience the information related to the Pigments Market Challenges & opportunities, Selling techniques & Skills enhancement, New Products requirement by market with estimated business size (Volume). A Presentation on Financial performance of the organization was made by Chief (F&A) where information related Centre-wise Profitability, major outstanding & Inventory status was provided. To add to the fun quotient, some management games were organized by the budding youngsters of the company & dinner was organized at MD bungalow to celebrate the success of the conference. Overall the conference gave good insights on the current position of the company & strategies were made for a better & fruitful upcoming financial year.

World Environment Day

5th June 2017 was celebrated as World Environment Day in Tata Pigments. On this occasion, besides other functions, our Managing Director, Mr.Shubhenjit Chaudhuri, Sr.General Manager (M&S), Mr.O.P. Gupta, Chief Works Manager, Mr.P.K.P. Singh and Mr.Binod Kumar Singh, President, Tata Pigments Workers' Union and other employees have actively participated in planting saplings.



Our MD, Mr.Shubhenjit Chaudhuri emphasized that all our efforts should be made by each and every one of us to reduce/eliminate the emission of obnoxious gases which are depleting the ozone layers and to reduce the global warming and climate change. He further added that emphasis should be given for use of renewable energy and conservation of non-renewal energy, water and natural resources.

Ethics, Above Everything else

Tata Pigments observed July 2017 as Ethics Month with a Theme "Respected served, Dignity preserved". The month long program was started with hoisting of Ethics Flag by Mr.Shubhenjit Chaudhuri, Managing Director at Works Lawn in presence of all employees. The common Ethics Pledge was taken by all present. Mr.V. Natarajan, Ethics Counselor communicated the theme of the current year, namely 'Respectful Workplace' to all employees and encouraged them to come forward and enhance their participation in various improvement activities to help in



Company's journey into excellence. While addressing the gathering, the Managing Director emphasized that Tata Values and Tata Code of Conduct are the key drivers to uphold stakeholders trust and sustain the business for long

term. He encouraged everyone to work cohesively with all our colleagues, suppliers to create respectful work culture with a healthy relationship to achieve business goal and also serve the community.

During Ethics Month 2017, several interactive and informative events were organized. A group of employees went to participate in Ethics Quiz organized by Tata Steel in Jamshedpur. With the help of Vigilance Department, Tata Steel, awareness programme was conducted on 'Vigilance Awareness' for officers of the Company, wherein Mr.Anjan Dasgupta, Chief Vigilance Officer presented 2-3 cases of ethical concerns of Tata Steel.

Tata Pigments Conferred with "Active Promotion of TBEM" Award

In the JRD QV Nite held at Mumbai on 29th July, 2017, Tata Pigments was awarded with the honor– "Active Promotion of TBEM". This is a clear validation of the alignment of Company's processes to its business goals and the Company demonstrates effective, systematic approaches to the overall requirements of the framework. The award was jointly received by Mr.Shubhenjit Chaudhuri, Managing Director, Mr.O.P. Gupta, Sr. General Manager (Mktg.&Sales), Mr.V. Natarajan, CQH and Ms.Mohua Sinha, Sr.Officer (R&D).



Tata Pigments Bagged 524 Marks in TBEM Assessment

Tata Pigments formal journey within the framework of TBEM began in 2003. Since then, it has traversed a long way in its voyage to excellence, which was also evident from the leap in the score on the TBEM applications. Continuing the streak of steady improvement, the Company made its application which was assessed by a team of proficient & experienced assessors, ably led by Mr.Anirudha Ulabhage, and mentored by Mr.Avijit Mitra, CEO, Infinity Retail in August, 2017.

It is a matter of pride for all of us that assessors found our Company competent to scale up to the 451-550 band and secured 524 marks.



Safety Month Celebrations

At Tata Pigments, safety has been a way of life for its employees, embedded in the very core of its work culture which reflects in every single aspect of organizational behaviour. While safety is an ongoing journey, several key processes of improvement and learning enrich the employee's learning experience over course of time. The National Safety Month was recently observed likewise every year in the Company. A plethora of activities were conducted like training of 5S, training on safety standards, working at height, fire safety, metal handling, road safety, positive isolation, annual health checkup of contractor workforce. Other activities like campaign on Road safety, safety quiz, safety poster competition, safety talk & firefighting demonstration were conducted for employees to raise their awareness levels



Annual Business Associate Meet

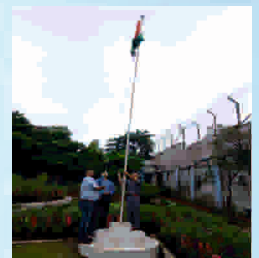
Annual Business Associate Meet was held at Vedic Village, Kolkata on 4-5th August 2017. Day 1 marked the presence of authorised distributors of TPL & their Business Managers from Bihar, Jharkhand and West Bengal as well as top dealers associated with them. There was a discussion which emphasized on the present scale of business, market scenario and opportunities lying for the business in the future. The discussion was followed by an Award Distribution Ceremony to recognize our Top dealers and their performance throughout the year.



Day 2 was majorly an Internal Business Meet, wherein the discussions continued along with our Distributors and their Business Managers. The day started off with Cake cutting ceremony, which marked a Glorious journey of 90 years for TPL. This was followed by Certificate distribution to our Channel partners and a discussion on further Strategy of TPL and their Enablers.

Independence Day Celebrations

The Independence Day was observed in the Company with usual fervor, as the Managing Director unfurled the Tricolour at the Works Lawn amongst a large crowd of employees. Managing Director appealed to the gathering to recall and relive the philosophy of the great leaders of the country. As a fitting tribute to the sacrifices made by the martyrs of our country, he emphasized on the need to exercise self restraint from the political scene and to shun all such misleading forces who were trying to disturb the peace & prosperity of our country.



Transition of Integrated Management System from 2008 to 2015 Version

As per ISO certification, every year surveillance audit is being carried out for validation of certificates. As per the audit schedule, three auditors from BSI, namely, Dr.Sanjib Kumar De, Team leader, Mr.Sanjib Das Team leader and Mr.Jayanta Chakraborty, Team member visited and conducted IMS Surveillance Audit from 11-13th September, 2017. Surveillance audit was carried out successfully and found two minor non-conformities. BSI has recommended for validation of certificates and transition from 2008 to 2015 version for Quality Management System & Environment Management System. Accordingly, Tata Pigments has been accredited with ISO: 9001: 2015, ISO: 14001: 2015 & OHSAS 18001: 2007 for a further period of one year.



Celebration Of Vishwakarma Puja at Tata Pigments

Vishwakarma is known as the divine Engineer since the Puranic age. As a mark of reverence he is not only worshiped by the engineering community but also by all other professionals. This festival is celebrated on 17th September every year. On this day all the workers in the Company and offices worship their tools and instruments in front of Lord Vishwakarma, which are generally used in their profession.

Vishwakarma Puja was celebrated with traditional fervour in TPL. The Company was decorated with flowers and other decorative items. Several officers, along with their family members, participated in the Puja.

The portraits of Lord Vishwakarma were worshiped and cultural programmes were organised like every year. Managing Director Mr. Shubhenjit Chaudhuri, Sr. General Manager (M&S), Mr. O.P. Gupta and Chief Works Manager, Mr. P.K.P. Singh and other senior officers were present on the occasion. The rituals were followed by the distribution of "Prasad" and "Sweet Coupons".



Officer's Outbound Leadership Programme at Tumung

A two day event under the Outside Leadership Program was organized by the Tata Steel Adventure Foundation on 17th & 18th Sep'17. The event was attended by the officers of Tata Pigments Limited with great zeal & enthusiasm. The first day of the event was organized in Tumung. The officers were made to perform the set of team building activities like rock climbing, abseiling, flying fox, caving etc which went in a long way to bring out the full

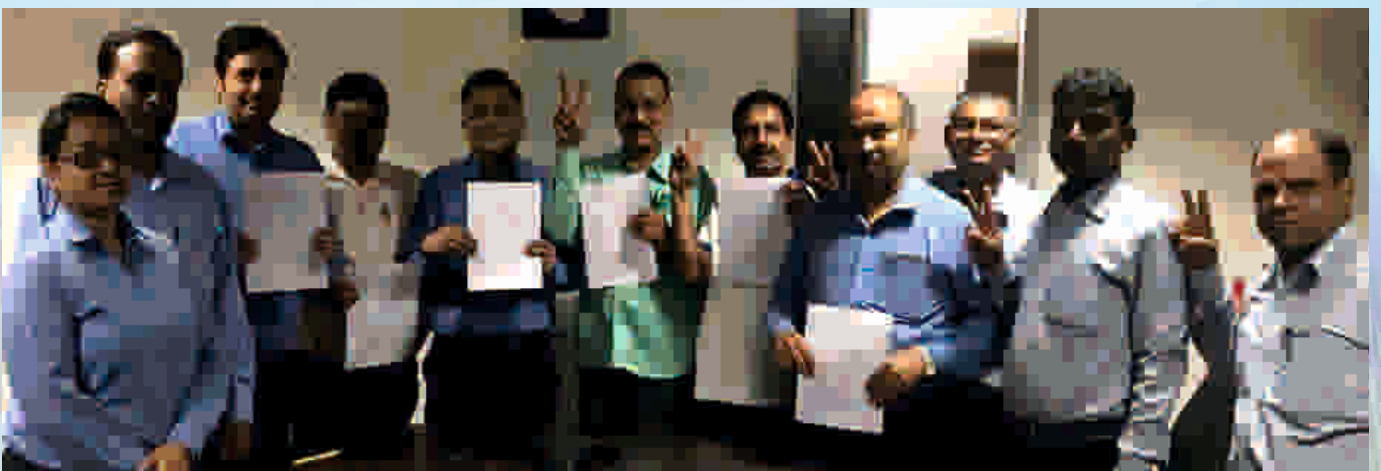


potential of the participants. The second day of the event was organized in Dimna where the participants were taught rafting. A competition on improvised rafting was also organized. The event was graced by Ms Bachendri Pal, first Indian Woman to Climb Mt Everest in 1984". She shared her experiences & challenges which she faced while climbing up Mount Everest which truly inspired all the attendees. The event went in a long way to make us understand the importance of team work & also how to successfully face the obstacles & challenges in our day to day life.

Annual Bonus

A Memorandum of Agreement was signed on the 15th September, 2017 between the management of Tata Pigments Limited, Jamshedpur and its Workmen represented by Tata Pigments Workers' Union regarding payment of Annual Bonus for the year 2016-17.

The minimum and maximum annual bonus payable to employees was Rs. 18,745 and Rs. 51,341.



Tata Pigments Participation in Canvas India Trade Fair

Like every year, this year also, Tata Pigments participated in Canvas India Trade Fair, which was organized by Concern (India) Shows Private Limited from 1-10 October, 2017 in Gopal Maidan Bistupur, Jamshedpur wherein Company showcased its products and promoted its brands. The 10 days exhibition witnessed an overwhelming response from around 2231 visitors, which includes trade visitors, delegates as well as retail customers. From consumer electronics to apparels



maker almost all the major players were participated in the fair and came up with attractive offers. Over the years 'Canvas India has become the favourite destination of the buyers. Canvas India fair has always provided platform to the medium and small entrepreneurs and handicraft sector added to the trade fair it will boost up the rural industry.

Quality Month Celebrations

Every year, November is observed at Tata Pigments as the Quality Month, with an objective to focus everyone's attention on quality. Quality in totality, at Tata Pigments, transcends beyond maintaining product quality, encompasses every walk of life at Tata Pigments and caters to the interest of stakeholders and in particular people living



in the periphery as well as the ecology. This year too, the Inaugural Day was celebrated with the usual pomp & fervor, amidst a variety of programmes which included several competitions, talks on quality and saw encouraging numbers of participants. The Quality Month was ended with recognition of seven nos. Continuous Improvement Projects, wherein team members were awarded with Certificate along with Gift Coupons.

Learning, A Way of Life at Tata Pigments - Stress Management Program - Healthy and Happy Living

21st century lifestyle and cut throat competition have exposed us to hardships of work related stress. This evidently culminates in emergence of a host of ailments which directly or indirectly have adverse affects on our physical and mental state.

To introspect into the causes of such problem and arrive at the most desired solutions, several stress control techniques have been researched which have been successful in their own way in addressing these issues. On the same lines, a stress management program under the theme of "Healthy and Happy Living" was organized for officers at the Indradhanush Hall during 22nd November to 24th November, 2017. Mr.MBN Raju, Head, Tata Steel and an expert on Yoga conducted the programme for a total of 35 participants, who gained valuable insight into various techniques that keep stress at bay and help in maintaining mental equilibrium. Participants expressed their satisfaction over the contents and inspired by the programme to derive the benefit of yoga on a daily basis.



Suggestion Award Distribution

Suggestion Box committee has organized a suggestion award ceremony in the Quality month- November'17. This was a major event and there was a special craze among the employees regarding this award ceremony. Altogether 13 suggestions were rewarded and give coupons of varying amounts were distributed depending upon the value the respective suggestions have added to the organization.



Inauguration of Union Office

To facilitate better working conditions to our Union officials, a separate Union office with all facilities have been added. The Union Office was inaugurated on 23rd November 2017, by our Managing Director, Mr. Shubhenjit Chaudhuri.



Officers Dialogue

Dialogue sessions at Tata Pigments have proved to be an effective platform provided to the officers to share their suggestions and other issues with the management. The objective is to provide a platform to the officers, to express their views and concerns on various issues concerning company's growth & current operations, including HR related issues. Quarterly dialogue sessions with officers are one of the key initiatives at Tata Pigments to ensure proper dialogue with officers and appraisal of latest developments in and around the Company. Continuing the tradition, a Dialogue Session was organized at the Indradhanush Hall on December 04, 2017. The session began with MD's address. This was followed by a synopsis on the operational, financial, marketing, R&D & financial performance of the Company so far. Awards were distributed to the star performers Ms.Mohua Sinha, Md.Khalid, Mr.Nishant Pandey & Mr.M. Sai Krishna who went beyond their call of duty to accomplish the tasks assigned to them & successfully completed the painting job of JRD Sports Complex & Flat-let.



Achievements

Ms Mohua Sinhababu is certified the Silver standard in BELP programme for TBEM assessment from TBEX.

ASSESSMENT:

She was the associate assessor for Tata Martrade International Logistics Limited (TMILL) for FY17.



Recognition of Mr. A. H. Khan, TBEM Associate Assessor in Business Excellence Meet

Mr.A.H. Khan, Sr. Executive Officer was selected as an Associate Assessor in the TBEM Assessment of Indian Steel Wire Products Ltd. In the Business Excellence Meet held on 8th December,2017 at Bangalore, ISWP TBEM Assessment Team was recognized as one of the best three teams, in which our Mr.A.H. Khan, Sr. Executive Officer was presented a trophy for this achievement. TPL family congratulates Mr.Khan for this achievement.



Tata Pigments Participates in Inter Department Cricket Tournament

For the first time, Tata Pigments participated in Inter Department Cricket Tournament arranged by Sports Department of Tata Steel. In the knock-out match, Tata Pigments team was represented by 7 players from the workers/supervisors side and balance 4 from the officer's side. The first match was played with Shared Services, Tata Steel on 13th December,2017 at the Keenan Stadium. The players displayed some amazing skills with the bat & ball. We congratulate all the participants for their hard work & enthusiasm & expect more & more participation in the near future.



29th Annual Flower Show

The 29th Annual Flower Show brought together flowers lovers of the city to celebrate an extraordinary exhibition of flowers. Tata Pigments participated in the Annual Flower Show from December 22 to December 24, 2017. The competition drew participants from both the Amateur and institutional categories. Tata Pigments took this platform to showcase the product "Gamla Paint", which is used to highlight the earthen ware pots with some bright range of colors like blue, green, red, orange & yellow. The product was well received by the customers & we expect a positive acceptance of the product in the market.

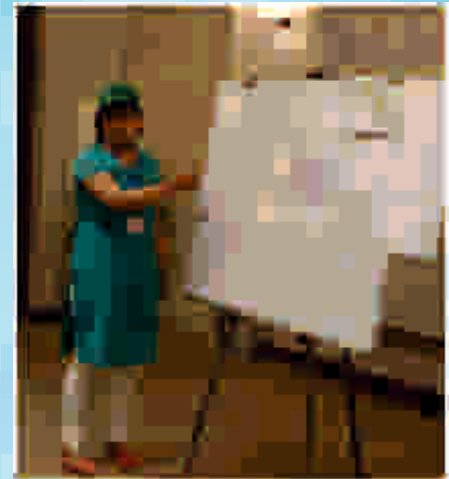


TPM Initiatives

Total productive maintenance (TPM) is a system of maintaining and improving the integrity of production and quality systems through the machines, equipment, processes, and employees that add business value to an organization. We have started TPM in the month of April'17 and hired a Consultant Mr.Surajit Deb who has also been guiding various Tata group companies and others in this endeavour. Ms. Sangeeta Kumari has been made the TPM Coordinator after she has completed the TPM training organized by JMA Consultants, Japan. Under TPM, we have taken various initiatives like 2 Manager Model Machines namely RO SFD, Ribbon blender. We have reached step 2 of JH activity in the MMM and now mainly involved in the closure of SOC's and fuguai's.



TPM Roadmap



Training imparted

Several new SOP's from various departments has been incorporated in the system. Almost we have doubled the SOP's which were earlier there in our organization. 8 Pillar teams have come into action in the month of September and all team are working dedicatedly to achieve TPM Culture in the organization.

5S in TPL

Going with the theme of the Swacch Bharat Abhiyaan, we have also recently started Swacch TPL Abhiyaan in the organization. It is being coordinated by TPM Coordinator and headed by CWM in the organization. We have identified 24 5S areas in the plant and have put 5S boards in all those respective areas. 5S boards contain the names of the 5S coordinator and the team members which cultivate a sense of responsibility to team members for ensuring 5S in those areas. While some areas have successfully deployed 1S-2S in their areas like Stores, Process Lab etc others are still on the verge of implementing it.

5 S क्या है ?	
1. Seiri (सीरी)	छंटाई
2. Seiton (सीतो)	सुसज्जित व्यवस्था
3. Seiso (सीसो)	स्वच्छता (साफ-सफाई)
4. Seiketsu (सेकेत्सु)	स्वच्छता - प्रबन्ध
5. Shitsuke (शितसुके)	स्व-अनुशासन

Major Initiatives under the TPM Pillar:

Regular meeting are being conducted for all the TPM Pillars and each pillar meetings are attended by TPM coordinator who is in totality driving the whole process. Apart from the completion of various regular tasks that have been assigned by the TPM Consultants, some major initiatives have been taken under these 8 Pillars:



Stores department

Purchase department

Planned Maintenance

Headed by CWM, this pillar has categorically identified all the equipment's in the plant and working on taking out the total equipment history present in the plant. Breakdown and shut-down history of equipment are now being captured in a better format.

Office TPM

Headed by Sr. GM, this pillar is continuously pushing the 5S activities in office areas. Record room was cleaned and major losses in each office areas have been identified. Next, they would be working in reducing these losses.

Quality Maintenance

Better sampling process of pigments through pictorial representation has been made and deployed in the plant level. Better formats to capture re-blend values were made which ensured tight control to reduce re-blend work. QM Matrix for each defect and defect pareto will soon be published.

SHE Pillar

Noise survey and illumination level at different locations in the entire plant was done. Also corrective action has been initiated in some areas. Categories of entire waste which has been generated in the plant has been listed and segregation methods are being devised.

Research & Development Initiatives

The Research & Development department of Tata Pigments has continually focussed on development of new products to satisfy customer needs.

The key focus areas of this department are:

- 1) Alternate vendor development, fine-tuning shades, incorporating feedback to further develop formulations, and customer complaint resolution along with ensuring hygienic working conditions.
- 2) It works on developing new products like creating new shades for different products as well as customizing shades based on client requirements. Product improvement and upgrading are carried out here.
- 3) It also works on the development of decorative paints, automotive paints, industrial paints, wood paints, and adhesives.
- 4) It focuses on product development and improvement, cost reduction, benchmarking, complaint management, and localizing products.



Facilities



Tubular Impact Tester



Halogen Moisture Balance



Hot Plate Magnetic Stirrer

fig:- improvement in pigment and paint testing facilities at laboratory

Product Development

- 1) Development of High Gloss Premium Enamel:- To cater into the premium segment of Solvent paints, the development of Premium Satin Enamel paint took place.

The special features of the product are:

- 1) High Gloss
 - 2) Quick drying property
 - 3) Smooth Satin Finish
 - 4) Higher Coverage
 - 5) High DFT
 - 6) Enhanced flow properties
 - 7) Uniform dispersion
 - 8) Attractive Color Range
- 2) Development of Premium Exterior Emulsion: - We have developed attractive shades for Premium exterior emulsion as per customer specific requirement.

PRODUCT TRAINING TO DISTRIBUTORS (at Kolkata)



Classroom Training



Field Training

The Product Training was conducted in Kolkata and the benefits of this training were:

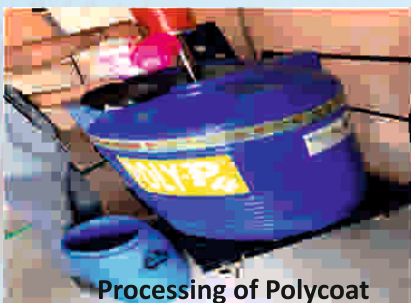
- 1) Improved Product knowledge including method of application.
- 2) Awareness about product superiority viz a viz competition.
- 3) Awareness of handling customer complaints.

Training Feedback



Commercialization

- 1) **COARSER PUTTY:** - TATA Coarse Putty is a white cement based, purely white coarser putty, which can be applied to cement plastered walls and ceiling. TATA COARSE PUTTY is used for leveling unevenness of plastered walls and also used to cover the pinholes present in the cement plaster. TATA COARSE PUTTY is a powder form product. It is used by mixing with specific amount of water on the cement plaster wall to make the level of wall surface. First 1 or 2 coat (Depending on finishing of cement plastered wall) on cement plastered wall should be always of Coarse Putty (TATA COARSE PUTTY) and, Other two coat (Depending on finishing of wall) should be of Fine Putty (TATA WALLPLUS PUTTY).
- 2) **POLYCOAT GA for TATA STEEL**
Inauguration of the manufacturing process of Polycoat GA at Universal Industrial Paints, Gamharia and subsequent commercial supplies to Tata Steel, CRM for fuel tank application.



Processing of Polycoat



Application of Polycoat



Application of Polycoat

The process was inaugurated by our MD, Chief Researcher, Surface Engineering, TSL R&D and Chief of R&D and Scientific services Tata Steel for a successful long term supply relationship with Tata Steel.



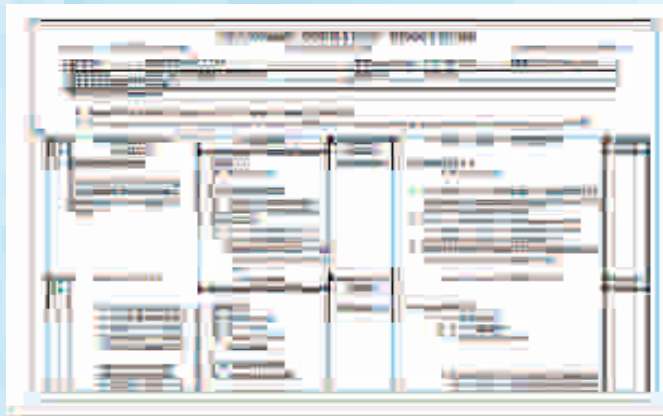
PRODUCT FEATURES:

- 1) Protects the layer of zinc from corrosion
- 2) Antirusting Property

Application:

- Fuel Tank

DEVELOPED NEW SOP'S FOR EPA'S



BENEFITS:

- 1) Reduction in batch to batch variation
- 2) Reduction in external complaints

Inauguration of Colour Tinting Machine at R&d:

Tinting machines (also called paint dispensers) are known worldwide for their quality, innovative technologies, accuracy, high dosing speed and easy operation. The Colour Tinting machine is a useful tool for developing various ranges of colours from different base sample of Paints. This machine has served as the changeover in the paint sector which can minimize the wastage of colorants and tedious blending activities to create a particular color shade.

Ever since the inauguration by our MD we have improved our existing Ecoplus range of bases (10 bases). We have matched our range of bases viz a viz the Color Fendek with the help of this Tinting Machine.



Inauguration of Colour Tinting Machine at R&D by our MD

Process Control Initiatives:

Process lab has undergone a major revamp in this calendar year. Not only have we strengthened the infrastructure of the lab, but several initiatives have been taken to improve the overall blending process in the plant. New formats have been developed for better data capturing which has resulted in tight control of blending and has improved the blending speed and accuracy by about 15%. New system has been provided to lab and several parameters which was earlier not being captured like wet-cake moisture details, product quality lab values, blender's records, daily lab blending are being recorded and we are updating daily blend record in the central server file which is accessible to MD, thus improving the overall information system.



Marking showing demarcation of apparatus



New Cabinet labeled in Process Lab

Major Plant initiatives

Some of the significant improvement measures taken by the maintenance team for the plant has resulted in the improvement of the quality of the pigments and also led to an increase in productivity of the plant. Following are the major areas where improvement initiatives have been taken:

- 1) Seed Plant: In the seed plant area, new air ring has been installed in the seed reaction tank #3 which has positively impacted the particle size of the pigment which is now smaller and more uniformly distributed resulting in improved shade compliance. The above has been ascertained by particle size analyzer tests that have been conducted by the Tata Steel R&D team to arrive at this conclusion.
- 2) Filter Press: Additional 4 number polypropylene plates have been added in the filter press replacing the side bars. This has resulted in improving the efficiency of the filter press by an estimated 6.5%.
- 3) SFD: Due to the continuous wear and tear of the ID fan, the SFD efficiency had reduced. The ID fan has now been replaced by a higher duty ID fan for greater suction and thereby better SFD performance by an estimated 10%. Also, the electric panel of the SFD has been newly installed which has reduced electrical maintenance.
- 4) Reuse of water from Root Blower # 4: The waste water (~ 1600-2000m³ per month) from the root blower #4 has been channelized and fed to the feed water pump of the boiler. Now we are saving more than Rs. 25000 per month due to this initiative. The specific consumption of water has reduced by 5.2 cum/Mt of production due to this thereby also reducing effluent treatment load.
- 5) Reactor 4: To ensure faster heat up of the reactors, as a trial, additional steam line and steam ring was provided for reactor#4. This resulted in achieving heat up of reactor in 2.5 hours vis-à-vis 4 hours earlier. Auto temperature controller has been fitted in addition to this reactor to ensure uniform heating for maintaining constant desired temperature. The quality consistency of this reactor has now significantly improved. This will be gradually replicated for the other reactors also, starting from Reactor #5.



Electric Panel newly installed



Automatic Temperature Controller



Inauguration of new steam line in Reactor no.4

6) WPL Generation:

Manufacturing of liquor Ferrous sulphate was outsourced to our EPA partner M/S Shiva Inorganics, Jamshedpur. This was a major event and it was inaugurated by our honorable MD.



7) Ink Jet printing machine for printing on plastic & Wonder Containers. New Initiative taken by EPA Universal Industrial Paint & Shiva Inorganic.



New Joinee

Let's welcome below officers to Tata Pigments Ltd. family and wish them a successful and bright future with us.

- 1) Mr. S. Rama Mohan joined in the month of May as Asst. Manager (M&S) for Vijayawada location.
- 2) Mr. Pinaki Basu joined in the month of June as Asst. Manager (M&S) for Siliguri & North Bengal location and was working with MYK Laticrete before joining Tata Pigments Ltd.
- 3) Mr. Pramod Vishwakarma joined in the month of Aug as Sales Executive, Mumbai location and was working with Kairav Chemofarbe Industries Ltd. before joining Tata Pigments Ltd
- 4) Ms. Meena Kumari joined in the month of August as Trainee Associate.
- 5) Mrs. Devki Baskey joined in the month of September as Trainee Associate.

Promotions



Mr. Anuj Kumar
Sr. Manager (M&S)



Mr. Harendra Kumar Ray
Manager (F&A)



Mr. Om Prakash Singh
Officer (Production)



Mr. Barma Sona
Chauffer attached to MD



Ms. Preeti Goswami
Sr. Technician



Mr. Balram
Sr. Associate

Mr. Anuj Kumar was elevated as Sr. Manager (Marketing and Sales)

Mr. Harender Kumar Ray was promoted as Manager (Finance and Account)

Mr. O. P. Singh was promoted as Officer (Production)

Ms. Preeti Goswami was promoted as Sr. Technician in E-5 grade wef 1st July, 2017.

Mr. Barma Sona was promoted as Chauffeur attached to Managing Director in NS-1 grade wef 1st Aug, 2017.

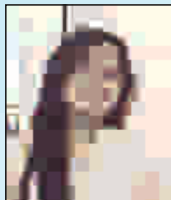
Mr. Balram was promoted as Sr. Associate in e-5 grade wef 1st Sept, 2017.

We wish all our promoted employees our heartiest congratulations!!

Confirmations

Following officers were confirmed in the month of April, 2017:

- 1) Ms. Saheli Dasgupta was confirmed as Sr. Officer, Planning.
- 2) Ms. Sangeeta Kumari was confirmed as Sr. Officer, Process Control .
- 3) Mr. Brijesh Dhakar was confirmed as Sales Executive, Indore.
- 4) Mr. Manish Chaudhary was confirmed as Sales Executive, Chandigarh.



Ms. Sangeet Kumari
Sr. Officer (Process Control)



Ms. Saheli Dasgupta
Sr. Officer (Planning)



Mr. Brijesh Dhakar
Sales Executive

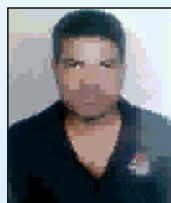


Mr. Manish Chaudhary
Sales Executive

Following employees were confirmed in the month of September, 2017:



Mr. Mohan Yadav
Jr. Associate



Mr. Robin Lohra
Jr. Associate



Mr. Vikesh Mahato
Jr. Associate

We congratulate all our officers and employees on their confirmation.

Retirement List

- 1) Having a long association of around 35 years with Tata Pigments Mrs. Pano, Reja (MH) retired on 24th April, 2017.
- 2) Mrs. Sita Devi, Head Malini with a long stint of more than 35 years with Tata Pigments retired on 10th May, 2017.
- 3) Mr. Dinesh Sharma, Operator Seed Making retired on 16th September, 2017 and had a long association of almost 31 yrs with Tata Pigments.

We wish all our superannuated employees and their family a happy and healthy life

CSR

Tata Pigments' employees enthusiastically participated in the Blood Donation drive that was organized on 8th May, 2017 in association with Indian Red Cross Society, Jamshedpur where our employees enthusiastically donated blood in the camp.

T. No.	Name
898	TIRBAN BODRA
911	DULU MURMU
955	DHIRAJ KUMAR PANDEY
959	ANUJ KUMAR
969	BIR BAHADUR
975	M SAI
1018	SUNIL PRASAD
2154	ROBIN LOHARA

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

- 1) We conducted one Eye Camp at Bagbera in collaboration with Indian Red Cross Society in the month of April where 21 patients suffering from cataract were treated.
- 2) We sponsored the 8th Santhali Film Festival.
- 3) We are continuing to extend our support to Mother & Child care unit at Bagbera
- 4) We conducted one Eye Camp at Bagbera in collaboration with Indian Red Cross Society in the month of July where 28 patients suffering from cataract were treated.
- 5) We sponsored the education of 1 student under TAAP
- 6) We are supporting education of children from poor family through Madrasa Samellini, Rotary Club of Jamshedpur and Inner Wheel Club of Jamshedpur
- 7) We are promoting local artist through J. H. Tarapore
- 8) We adopted a peafowl through Tata Zoological Society
- 9) We are promoting sports like Tennis in Jamshedpur by sponsoring AITA Tennis Championship and Merchants Cup



Eye camp conducted in the month of April

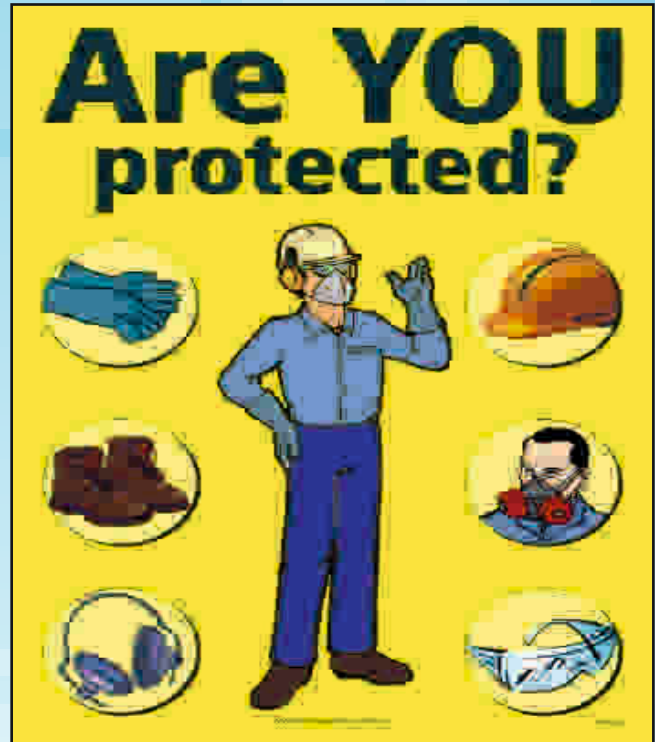


Eye Camp conducted in the month of July



**SAFETY
FIRST**

**SAFETY IS
EVERYBODY'S
JOB**



NEWS INPUTS BY :-

Rajesh James (Chief HR Officer)
Gourav Dey (Dy. Manager M&S)
A H Khan (Dy. Manager)
Mohua Sinhababu (Asst. Manager R&D)
Sangeeta Kumari (Sr Officer, Process Control)
Jaswinder Kaur (Sr Officer-Accounts)
Saheli Das Gupta (Sr. Officer Planning)
S. M. Maitra (Officer Administration)
Aniket Sharma (Officer-IDCS)

Editorial Team would like to hear from you:

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

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