



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

FROM THE DESK OF MD

Dear Colleagues,

The third quarter of this financial year is over and I wanted to share some of my thoughts with you about this period.

The government's demonetization move in the third quarter, sucked up cash from the system. Construction and paint purchase in our country is largely cash driven, and therefore the business has witnessed decline in sales in our products in the months of November and December compared to the previous year. Even, beside this, the Indian economy has not been going strong, with projects held up for lack of funds and a generally gloomy global economic scenario.



Considering the headwinds faced by the Indian economy, TPL's overall performance for the first three quarters has been reasonably okay, although we are reasonably behind our annual plans. In sales, TPL registered a growth of more than 6% over the previous year, while in the painting business, we are at the last year levels and behind the plan.

Our manufacturing unit has shown good progress and output has been satisfactory. Production of prime pigments has also gone up by 11% as compared to last year, which is the result of various improvement initiatives undertaken by the Company. However, the Cost of input materials particularly coke oven gas has risen considerably due to increase in coal prices globally, and our margins are under pressure because of the competitive market situation which is preventing us from price increases. This makes it imperative that yields are improved in all our processes and unnecessary costs are minimized. Our intermediate and finished stock levels are still too high and concerted action is needed by sales and production to lower this number. We have to find more customers and sell better, and to enable that we need to make good quality pigments, the first time and every time.

I am happy to inform you that Tata Pigments has been placed in the band of 450-550 and scored 500 points (out of 1000) in 2016 TBEM Assessment as compared to 476 in 2015. Congratulations to all colleagues in Tata Pigments. We however, have a long to go a long way in implementing systems to cross 650 points and become eligible to get coveted JRD QV Award. I am also happy to note that till date, the company has not had any significant safety incident and our LTIF score is zero. I look forward to a ZERO incident FY17 and beyond at TPL. Kindly ensure we are safe and our plant is clean and environment friendly.

Towards the end of December' 16, TPL witnessed the inauguration of Pilot Plant for De-Phosphorisation of LD Slag by Mr. T.V. Narendran, MD, Tata Steel and we look forward to starting our new projects under the business vertical of waste management in the days to come.

As we enter the last quarter of 2016-17, we commence planning for next year as well. It is very important that we develop ambitious but realistic goals for which we will be accountable. The credibility of the company must be established every year and none of us can rest on any laurels earned in the year that has gone by.

We at Tata Pigments need to look ahead for growth of our existing business, search for new opportunities, and recommit ourselves to excellence through TBEM, TPM etc.

I wish you & Pigments family a Very Happy and Prosperous 2017!

Shubhenjit Chaudhuri

SAFETY CAMPAIGN ON POSITIVE ISOLATION

The Safety Campaign on Positive Isolation was organised in the Indradhanush Hall on 4th October 2016 which was attended by all workforce of the company including Contractors. In his opening speech, Managing Director, Mr. Shubhenjit Chaudhury asked all present to adopt the learnings from the presentation given by Manager Projects, Mr B N Mitra. He gave a presentation on the Positive Isolation which covered all the areas where positive isolation is required to be followed in order to have safe working conditions. Various tools & equipments used for Lockout & tag out were demonstrated during the presentation. How Lock out and tag out is done and the procedure to be followed for shut down jobs were discussed at length.

WORKSHOP ON SMART SAFETY:

A two day workshop on Smart Safety was organized by Confederation of Indian Industry (Eastern Region), at ITC Sonar Bangla, Kolkata. The agenda of the workshop was to highlight the latest road safety practices being followed by some of the major industrial houses. The topics on which the discussion and exchange of information took place are as follows:

- 1) House Keeping
- 2) Implementation of 5S
- 3) Safety Management Systems:

Major participating industries were CSE, Power Grid, CIL, Tata Steel to name a few. Mr B N Mitra, Manager Projects attended this workshop from Tata Pigments Ltd. An assessment of participating organizations were conducted and companies such as JCAPCPL, ISWP were rated and were awarded with certificates.

SAFETY CAMPAIGN ON 1S-2S:

Safety Campaign on "1S-2S" was organized on 5th December 2016. Ms. Saheli Dasgupta, GET along with Mr B. N. Mitra, Manager Projects presented on "1S-2S". The presentation gave a brief idea about the need to implement 1s & 2s in the plant & the benefits of adopting the culture. To make the matter easy for the audience to understand the areas where 1s & 2s can be implemented, images of the areas where improvement can be done were shown. Appropriate techniques to segregate & make proper arrangement for storage of the manufactured goods were also explained. Keeping this in mind, 1S-2S circles have been formed in TPL organization for the individual areas to take care for "1S-2S" activities of the plant.

SAFETY CAMPAIGN ON ELECTRICAL SAFETY:

As part of monthly campaign on Safety, a mass meeting on electrical safety was held on 4th November 2016. Mr B N Mitra, Manager Projects, presented a powerpoint presentation on Electrical Safety. During the presentation various PPE's used for safety from electrical hazard while handling High Voltage , Low Voltage Power were demonstrated. Mr Rakesh Kumar along with his team members demonstrated the PPEs used for HV power shutdown (6.6 KV/415 V).

SAFETY CAMPAIGN ON INTERNATIONAL CONFERENCE ON MANAGEMENT OF ERGONOMIC DESIGN, INDUSTRIAL SAFETY & HEALTHCARE SYSTEMS (MESH-2016) POSITIVE ISOLATION

A four day International Conference on Management of Ergonomic Design, Industrial Safety & Healthcare Systems (MESH-2016) was organized by the Department of Industrial & Systems Engineering, IIT Kharagpur from 20th December 2016 to 23rd December 2016. Mr. Aniket Sharma & Mr. Rahul Bose of Tata Pigments Limited attended the workshop. The agenda behind the workshop was to instill the importance of Industrial safety among the participating organizations. Some of the participating organizations included Indian Ordnance factory, Tata Technologies Limited, TVS Motor Company etc. who shared some ideas on topics such as Importance of Ergonomics in manufacturing in automobile industries, Design & industrial safety in defense, Digital Safety Management in automotive OEM etc. Paper presentations on various topics pertaining to the Health care sectors, Automotive sectors, Automobile sectors, Miscellaneous Manufacturing sectors etc. Overall it was a good learning experience for the officers of Tata Pigments Limited & implementation of those practices in the factory premises will definitely provide a safer & better working conditions to the workforce.

SEMINAR ON “CHANGING FACE OF LEADERSHIP”

Confederation of Indian Industry (CII) organized a Seminar on “Changing Face of Leadership” on 28 January, 2017 at The Oberoi Grand, Kolkata. Four officers namely Mrs. Nidhi Sinha, Ms. Shweta Suman, Ms. Sangeeta Kumari & Ms. Saheli Dasgupta attended the seminar. The seminar served the purpose of understanding the role of women in the senior strata of the corporate hierarchy. It was a wonderful opportunity for them to listen to some of the eminent women speakers who hold a supreme position in their own corporate domains from various walks of the society; as to how they started their journey & scaled up the success ladder. The seminar also highlighted the initiatives which the corporate should take to facilitate engagement, retention and promotion of women against gender social stereotypes. Overall, it was a great learning experience for us.

PARTICIPATION IN SHAVAK NANAVATI CRICKET TOURNAMENT

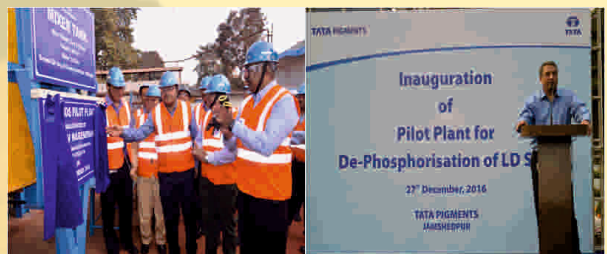


Tata Pigments Limited & Tubes Division came together for the very first time & participated in the Shavak Nanavati Cricket Tournament which was held at Keenan Stadium during the month of December 2016. The tournament was organized for officers above the age of 40 years. In this tournament, TPL played two matches. One was against RM Division of Tata Steel which was scheduled on the 4th of December 2016 & the other one against HRM Division of Tata Steel which was scheduled on the 10th of the

same month. The officers representing TPL displayed some amazing zeal with the bat & the ball & played the matches with true sportsmanship. First time participation in the event was a fresh start for all the participating officers & they are looking forward for such kind of opportunities in the near future.

INAUGURATION OF PILOT PLANT FOR DE-PHOSPHORISATION OF LD SLAG

Mr. T.V. Narendran, MD (Tata Steel & SEA) visited Tata Pigments Limited on the 27th of December 2016 to attend the inaugural function of the Pilot plant for Dephosphorization of the LD Slag. It is one of the initiatives taken by Tata Pigments Limited along with the R&D department of Tata Steel Limited with the objective to



segregate the De Phos & Li Phos with the utilization of the spiral separation technique; which marks the company's entry into the new vertical of business on the Waste management. Other dignitaries present for the function included Mr. Sunil Bhaskaran (Chairman, TPL), Mr. B.K.Das (Director, TPL), Mr.Sandeep Bhattacharya (Director, TPL) & Mr. Rakeshwar Pandey (President, TPWU) & other respected officials from Tata Steel R& D division. After the inauguration, Mr. Narendran & the other dignitaries were escorted to the pigment manufacturing areas where the officers of TPL gave a brief outline of the manufacturing processes involved in making of the pigments. Later on, they were escorted to the garden area where a small exhibition was organized where standies highlighting the Company's history, Past performances, Product portfolio & market presence were displayed. In the concluding part, Mr. Shubhenjit Chaudhuri , MD (Tata Pigments Limited) expressed his gratitude to all the dignitaries for taking out time from their busy schedule & being a part of the inaugural function . Mr. Narendran addressed the audience & appreciated the efforts put forward by Tata Pigments Limited in setting up of the pilot plant & ensured Tata Steel's participation & active association with TPL in managing their business on waste management.

TBEM ASSESSMENT 2016

TBEM Assessors comprising of seven members represented from different Companies including mentor, Mr.David Landsman, Director, Tata Limited, UK visited and assessed our company from 23-29 August'16. During their two days site visit, they visited every sections of the company, talked to employees and tried to gather good things of the Company and what are the gaps, which needs to be pursued to take this Company to newer heights. During the final feedback session,



Assessment team appreciated the senior leadership commitment towards Company's growth and applauded the achievements made by TPL. This year, TPL has been placed in the same band of 450-550. However, team has suggested OFI's in different categories which are to be addressed for making this company industry leader.

STEAM ENERGY AUDIT CONDUCTED IN PLANT

A Steam energy audit was done in Tata Pigments Limited in association with Thermax Limited in the month of September 2016. The agenda behind the audit was to identify the areas where there are plentiful opportunities for savings related to fuel costs. The methodology adopted for carrying out the audit included basic data collection, analysis & measurement of the operating conditions of the power consuming equipments. A detailed report of the audit was prepared in the month of October 2016. Some of the key results areas identified for energy savings with broad cost benefits were noted. This includes reduction of excess air % in flue gases from the potential equipments such as boilers & SFDs, arrest of steam leakages in plant, establishment of condensate recovery system etc. The Boilers efficiency recorded after the audit came up to be 89.3 % which shows good Operational & Maintenance practice of our critical equipments in our plant.

IMPROVEMENT ACTIVITIES

Red Oxide Wet Cake Loading Platform for safe and proper loading of the wet cake in the truck with minimum spillage.

Re Routing of Service Water Line for increasing the number of outlets for water availability in the plant.



SUCCESSFUL SERVICING AND COMMISSIONING OF HT BREAKER

Successful servicing and commissioning of HT Breaker has been done to prevent any problem arising due to burning of the transformer, changes in the transformer winding temperature value, short circuit etc.



Caustic dosing facility in yellow reactor for quality improvement:

The caustic dosing tank has been kept on the standing platform of the yellow reactor to provide easy access to caustic for carrying out the reactions with proper compliance with the PH parameter as per the requirement of the process



NEW JOINEE

Mr. Amarjeet Kumar joined in the month of November as Sales Executive, Ghaziabad. He was working with Heubach Colour Pvt. Ltd. before joining The Tata Pigments Ltd.

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

RETIREMENT

Mr. Md Shariff, Sr. Associate (Electrical) retired on 1st December 2016 and had a long association of almost 43 yrs with Tata Pigments.

We wish Mr. Sharif and his 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 3 Days Eye Camp for eradication of Cataract at Lohianagar Netralay at Bagbeda between 22nd & 24th October.

Around 120 patients from financially weak background were examined for cataract out of which 25 were found fit for operation.



- 2) We have sponsored one student's education through Foundation for Academic Excellence & Access.
- 3) We have extended financial support to Tata Medical Centre in its fight against cancer.
- 4) We have extended financial support to Jamshedpur School of Arts for promotion of art and culture.
- 5) We have extended financial support to Prathamik Vidyalay Amal Sangh Pathshala for education of underprivileged children

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) Influence Strategies

Mr. O. P. Gupta, Sr. GM (M&S) had attended a 2 day workshop organized in TMDC at Dimna which focused on how to develop strategic influence through securing commitment and buy-in from key stakeholders.

2) First Aid Refresher Course

To build a competent in-house staff to provide First Aid in emergencies, we had provided First Aid Refresher Course to 10 of our employees in the month of October.

These employees have been trained on how to minimize injuries and the loss of life in the work place through providing First Aid skills, how to use basic First Aid and take various life supporting measures and how to deal with basic causalities in work place.

3) SAP Training

Our IT expert, Mr. Ritesh Kr. Gupta, Manager (IT) provided training on SAP to our EPA partners- Elechem & Gridchem and Universal & Shiva Organic.

4) Training on Working at Height

We had organized one day training programme in association with NTTF for our 6 employees and apprentices on how to Work at Heights.

The training focused on what are the precautionary measures to be taken while working at height and how to avoid any kind of injury due to a fall.

5) BELP

Mr. Ali. H. Khan, Sr. Executive Officer had attended a 4 day workshop on Business Excellence Leadership Programme (BELP) which is a TBEM Assessment-related programme.

The annual Tata Business Excellence Model (TBEM) assessment process is an integral part of organisational management practices in the Tata group. The process has been critical in strengthening the strategic and operational capabilities of Tata companies since its inception.

The BELP programme focuses on developing the skills of new TBEM assessors as well as enhancing their skills on business excellence assessment process.

6) Workshop on Collaborative Leadership

Mr. Pawan. K. P. Singh, Chief, Works Manager had attended a two day workshop on Collaborative Leadership organized by TMDC, at Dimna.

The workshop focused on how to develop essential collaborative skills to build and enhance team commitment and individual performance.

7) Personality Development & Positive Attitude

A 2 Days training programme was organized through Central Board of Workers' Education on Personality Development & Positive Attitude in Indradhanush Hall in the month of December where 16 employees participated enthusiastically.

The training focused on different kind of personalities, how to deal with them in various situations and how to remain positive even during adverse conditions.



8) Energy Saving Opportunity in Steam Engineering

Mr. D. K. Jha, Dy. Manager (Maintenance) attended a 2 days training programme on Energy Saving Opportunity in Steam Engineering at Thermax Limited, Pune.

The programme covered the following topics:

(I) basics of steam and generation, (ii) steam distribution and utilization (iii) stem traps, condensate return and (iv) heat load calculations

ANNUAL BONUS TO EMPLOYEES

On the 28th November, 2016 a Memorandum of Agreement was signed between the management of Tata Pigments Limited, and its workmen represented by Tata Pigments Workers' Union regarding payment of Annual Bonus for the year FY 2015-16 at 18.75% out of which 10% was already given in the month of September.

The minimum and maximum annual bonus payable to employees was Rs. 17577 and Rs.49556 respectively.



RESEARCH & DEVELOPMENT INITIATIVES

Continuous innovative ideas and implementation of the innovative ideas checking the techno-commercial feasibility is very important for an organization to grow. R&D department serves as a multidisciplinary character and its involvement so as to provide safe, economically feasible, environmentally sound and socially acceptable solutions along the entire value chain of human activities.

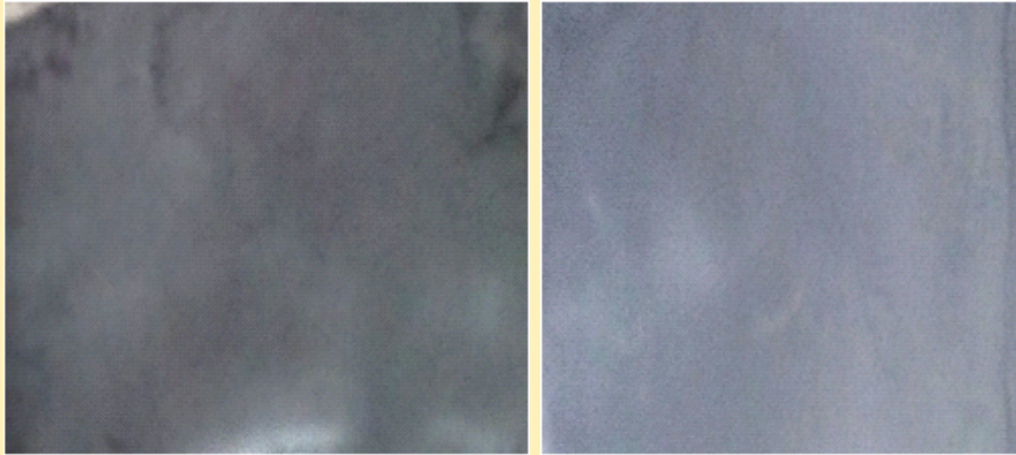
In the Oct-Dec'16 quarter we have conducted some



laboratory trials and commercial pilot trials for product developments and benchmarking it simultaneously with the competitors.

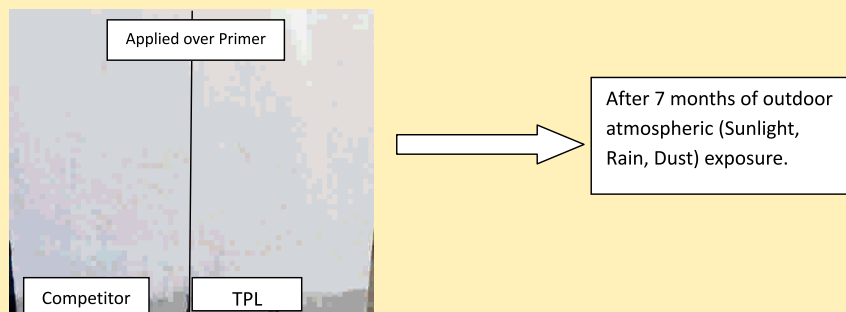
Product Development:-

1. Dark grey Pigment & Silver Grey Pigment- Both the Pigments have huge demand in Kerala Market. Best compatibility with Cement hence end application is tiles & Paver Blocks.



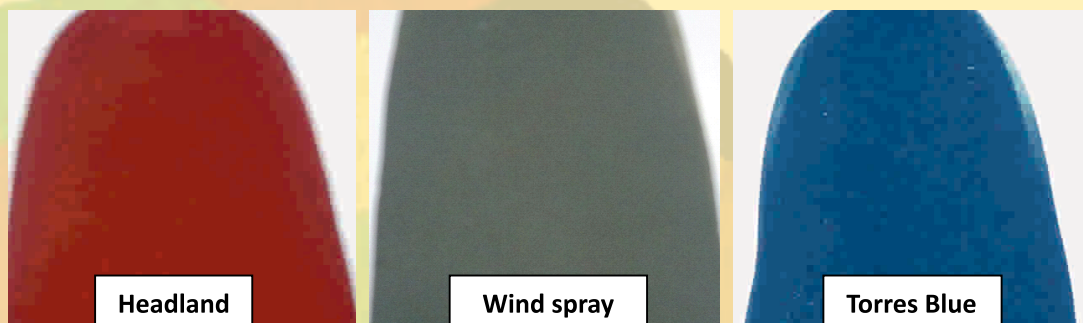
Features of the Product:-

1. Good colour values in visual appearance.
 2. Best compatibility with grey and white cement which makes its suitability with Paver blocks & Tiles manufacturing.
 3. Glossy appearance which gives shine
 4. Economy Product compared to Black Pigments.
2. **Premium Emulsion Classic White**- The Weathering test of the Premium Exterior Emulsion is giving comparable results vis a vis competitors.



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

3. **New Shades**:- 3 New Shades in exterior acrylic emulsion was developed for our KPO site.



4. Bituminous Black Paint:- A Pilot Trial of Bituminous black paint for DI pipes was conducted.

Features of the Product:-

1. Quick surface dry(5 mins) compared to competitors.
2. Smooth & Uniform in application.
3. Semi glossy(22 GU) finish.
4. Dry film thickness of 80 microns.
5. Good Coverage

COMMERCIAL TRIALS AT TUBES DIVISION (TSL)

Product:- Blue Oxide Primer/ Red Oxide Primer





Tubes Division is using a Thin Organic Coating (**TOC**) which doesn't dry quickly as per their requirement. So we have developed a paint which has a quick drying tendency, anticorrosive and good aesthetics,

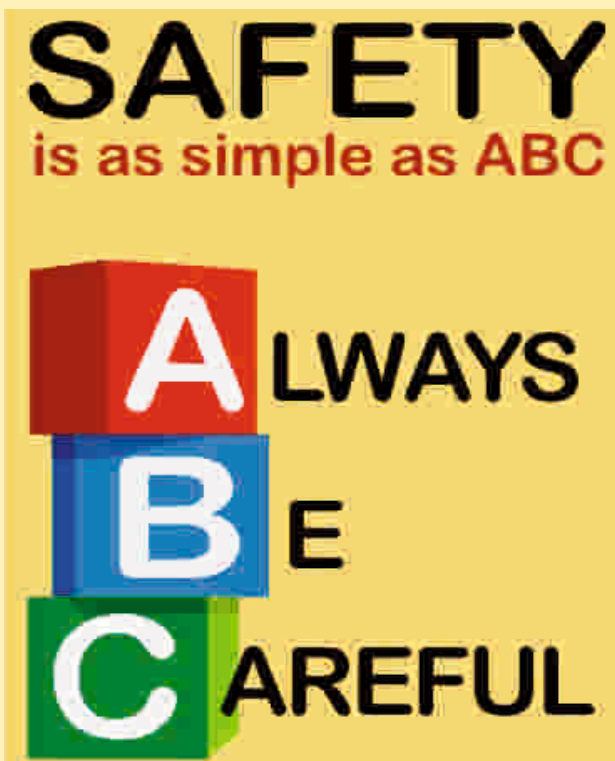
BENEFITS OF OUR PRODUCT OVER TOC:-

- Quick drying of the tubes thereby reducing peel off.
- Higher DFT(46 microns) of coating
- Improved aesthetics
- Uniform coating
- Better hiding power/Opacity

POEM : THE WAITING

Waiting is persistent, never goes away
 It starts with the break of dawn,
 When you get your gloves, boots
 and helmets and are on the run,
 You join friends on the shopfloor, toiling and
 Probably having some fun
 However meanwhile don't forget to be safe
 While your work be done
 Remember some back home is still waiting
 For your return.

- by S.Maitra



NEWS INPUTS BY :-

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- Gourav Dey (Dy. Manager M&S)*
- A H Khan (Sr. Executive Officer)*
- Mohua Sinha (Sr. Officer R&D)*
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We Welcome your valuable feedback and inputs to help us to improve further

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