

From MD's Desk

Dear Colleagues,

At the outset I would like to congratulate all the employees of Tata Pigments for the splendid performance put in during the First Half of the year – April to September 2007 – Sales have surpassed by 435 MT i.e., 17 per cent over the corresponding period of last year. I also congratulate Mr. Rakeshwar Pandey, President, Tata Pigments Workers' Union and his team for their full and unstinted support and cooperation without which we could not have achieved this result.

As you all are aware that with effect from 1st August 2007, I have taken over the management of Tata pigments from Shri Brijpal Singh Panwar, a great contributor and stalwart to this company. During his tenure of almost one and a half decade, Shri Panwarji had brought all round prosperity to the company and happiness to its employees. On behalf of all of you and on my own behalf I would like to congratulate and thank Shri Panwarji for his splendid and wonderful contributions for the company and its employees and wish him a happy and joyful retired life.

During this period, we had detailed deliberations with our various dealers, distributors, C&FAs and Customers on various issues such as competition from China and domestic manufacturers and also to draw a strategy to meet the stretched targets set for the year under review. On the lines of feed back received, we have revisited our Vision and Mission so as to align with the present market scenario.

Rapid rising cost of various inputs and availability of imported finished products from China at much cheaper rates and stiff competition from domestic unorganized sectors are threatening our survival. As the proverb says "Fittest will survive", we have to improve our Internal Production and Productivity, with new Innovations and adopt all round Cost Reduction measures to survive.

I would like to tell you what my priorities are

- i) To keep our customers happy by providing good products and services;
- ii) To focus on Safety and Environment;
- iii) To adopt Tata Business Excellence Model to achieve excellence;
- iv) To explore new markets for our products.

I am fully confident that you all will put your maximum efforts in all directions for not only for your own benefit but also for the overall benefit of the organization.

With all good wishes and seasons' greetings to you and your family,

P. Sarode

(Prakash Sarode)

Performance - April-September 2007

	Actuals	ABP	Performance	
	2006-07	2007-08	April-Sep. 2007	April-Sep. 2006
1. Sales				
a) Pigments & Flooring Colours (MT)	3532	4150	1846	1641
b) Cemplus (Dry Cement Paint)	2106	2800	683	683
c) Ecoplus (KL)	111	250	56	43
d) Ecoplus Distemper (MT)	233	500	131	69
e) Wall Putty	647	1000	311	244
f) Cement Primer	14	200	88	-
Total	6643	8900	3115	2680
2. Total Income (Rs. in lakhs)	2329	3444	1141	1008
3. Profit Before Tax (Rs. in lakhs)	300	412	15	116

Mr P Sarode - Our New Managing Director



Mr. Prakash Sarode has been appointed as Managing Director of Tata Pigments Limited (a wholly owned subsidiary of Tata Steel) with effect from 1st August 2007.

After graduating in Electrical Engineering from Indore University, he joined Tata Steel as a Graduate Trainee in 1974. He has held several positions of responsibility in Electrical Division of Tata Steel. He rose to the position of Chief, Power System which he held during (2000-2007), prior to the present position of Managing Director of Tata Pigments Limited.

He brings a wide experience in the management of power generation, power system stability, safe islanding techniques and energy management system. He was instrumental in quantum improvement in Tata Steel power generating units through systematic implementation of TPM.

He has undergone extensive management training in International Management Programme for Practicing Managers (IMPM) at prestigious universities in the world (INSEAD). He was also nominated for management development training at Wharton School, Pennsylvania, USA.

Mr. Sarode is associated with professional bodies like Institutions of Engineers, Jamshedpur Chapter, as its Chairman.

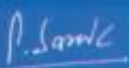
TATA PIGMENTS LIMITED

Vision

We shall retain national leadership status in Iron Oxide Pigment Industry and establish ourselves as the supplier of choice in eco-friendly paints by delighting our customers with our products and services. Leverage the growth environment prevailing in the country.

Guided by Tata Values, we shall continually strive to enhance the quality of life of our employees, create a knowledgeable workforce, improve the environment and also serve the community.

1st August 2007


(Prakash Sarode)
Managing Director



TATA PIGMENTS LIMITED


Mission

Guided by corporate vision and values TPL continues to modernize, update technology, expand and diversify through effective utilization of human and other resources.

We sincerely believe in application of total quality, cost effective practices and continual research and development activities essential for growing customer expectations and enhancing the shareholder value.

Achieving overall excellence in all spheres of activities by empowerment and upholding ethical values.

1st August 2007


(Prakash Sarode)
Managing Director



Business Associates' Meet



For overall growth of an organization, it is very important that we build a win-win relationship with our Stakeholders – Business Associates viz., Contractors, Suppliers/vendors, transporters, BPOs. In this direction, Business Associates Meets were organized and presentations were made by company officials to make each one



of the members aware of the various activities undertaken by the Company for overall benefit of the organization as well as employees. Besides Company's Profile, Vision, Mission, Objectives and Tata Code of Conduct were communicated

Gift Of Vision

Dr. NITIN M. KULKARNI L.A.S
Deputy Commissioner cum Chairman
INDIAN RED CROSS SOCIETY
DIST. EAST SINGHBHUM



Phone (C) : 0657 - 2421062, 2448277
(R) : 0657 - 2421061, 2448277
0657 - 2421062, 2222411
Jawaharnagar, Jharkhand - 831 001
E-mail : dr_nmk@redcross.in

Ref No. 1297/221/18/Prdgn-Sp Date 10-1-2017

विषय में,
श्री एच.एस.एस. मुखर्जी
उपनि. (प्रशासन)
आर.एस.एस.ओ., आर.एस.एस.

विषय - मेरा ज्योति महाराज (Mega Eye Camp) में सहभागिता के लिए धन्यवाद

प्रति महोदय,

आभार 2017 की प्रतिष्ठा प्राप्त करने के लिए

आभार के लिए मैं आपको धन्यवाद देता हूँ। आपने मेरा ज्योति महाराज (Mega Eye Camp) में 23 से 26 जनवरी 2017 तक आयोजित मेरा ज्योति महाराज के आयोजन के लिए आपका योगदान देना मुझे बहुत ही प्रेरणा दी है। आपने मेरा ज्योति महाराज के आयोजन के लिए आपका योगदान देना मुझे बहुत ही प्रेरणा दी है। आपने मेरा ज्योति महाराज के आयोजन के लिए आपका योगदान देना मुझे बहुत ही प्रेरणा दी है।

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आभार के लिए मैं आपको धन्यवाद देता हूँ।
Dr. N. M. Kulkarni
Deputy Commissioner cum Chairman
INDIAN RED CROSS SOCIETY
DIST. EAST SINGHBHUM

Indian Red Cross Society is doing exemplary service in mitigating preventable blindness particularly amongst the under-



privileged who cannot afford eye treatment and operation such as Cataract Removal. Indian Red Cross Society organizes Mega Camps every year. Tata Pigments actively takes part and contributes to such events. Dr. N. M. Kulkarni, Deputy Commissioner, East Singhbhum,



and Chairman of the Society, Dist: East Singhbhum, expressed his gratitude for the generosity.

Customers' Meet

It is always our endeavour to communicate with our customers, dealers, distributors and business partners and inform them about the various policies adopted and activities undertaken by the Company for the overall benefits. Our Managing Director and other senior executives communicate with them to have first hand information. Company publicly felicitates those dealers and distributors who have contributed substantially for the growth of the company as well as their own in their respective areas.

Bhubaneshwar



Kolkata



Siliguri



Masons Meet - Kerala



First Aid Training Programme

First aid training programme was organized to refresh the existing First Aiders and also to increase the team members to take care of in case of any eventuality not only



within the factory premises and duty hours but also at any time and

anywhere. Dr. N. C. Mahanta and Mr. A. K. Singh, Technician, from our parent company Tata Steel Occupational Health Centre imparted training to our employees.



Sports activities

First time the Tata Pigments was also invited to participate in the Tata Inter-Company Football Tournament organized at Jamshedpur by the Tata Sports Club, Mumbai. We listened the proverb: "A child needs to stumble before he learns to rise," and therefore to judge their potential, the Employees of Tata Pigments have shown splendid courage to take part in the tournament and to rub their shoulders with Tata Steel, Tata Motors Pune and Tata Chemicals in their Group "A" League match.

Initially for two days there was cloud hovering over our team showing no way to move forward. But then came 15th February, Tata Pigments excelled over Tata Chemicals by 3:1 goals. It was the day we embarked upon an organizational transformation process involving each and every member of the

family centred around awakening of, latent potentials and creativity of the organization. Our initial emphasis was to infuse a feeling of belonging and pride among employees, ensuring their involvement in organizational matters and so we have discovered Raju Tudu, Ramo Mardi and Sundar Majhi who are the real claimant of this victory over others. Nothing but through this new endeavor it was our motto to discover the



latent talent of employees individually and in teams which helps to tap potential to the fullest.

Mother & Child care

FPA India

Fulfilling People's Aspirations

All India President

DR. M. N. TAVARGERI

**Family Planning Association of India
Singbhum Branch**

Qr. No. 205, Road No. 3, B. H. Area, Kadma,
Jamshedpur-831005 (Jharkhand)
Phone/Fax : 91-657-2302559
E-mail : fpaindia@rediffmail.com
singbhum@fpaindia.org

Mobile Clinic

Sponsored by: - Tata Pigments Ltd.

Date: - 15th June 2007.

Place: - Village-Salampathur, Panchayat-Burudih
Block-Gandharis, District-Saraikela-Kharwaran.

Salampathur village is tribal dominated village. There are 88 household and the total population is 750 approximately according to 2001 census. The families are mainly depended on Agriculture. There are few people work as daily labour in Adityapur small industries.

The objective of running a Mobile Clinic in the village is to provide Health Care services especially for Mother and Child Health. This Mobile Clinic provides service in the village on each Friday.



Address
Mrs. S. NATHARAJAN

President
Mrs. S. SAGAR

ICE President
Mrs. S. MURHERJEE
Mr. G. K. TANEM

Miss. Secretary
Mrs. A. TANESA

Miss. Treasurer
Mrs. N. B. SIRHA

Branch Manager
Mr. B. TOFFI

HEAD QUARTERS

Family Planning Association India
Buddi Bhawan, Narayan Pura, Mumbai-400 021
Tel : 2302 9000 / 2302 5174, Coimbatore : 422000, Fax : 91-22-2203 9036/2204 8513
E-mail : fpaindia@rediffmail.com, fpaindia@fpaindia.org, Web : http://www.fpaindia.org

FOUNDER MEMBER



International
Planned
Parenthood
Federation

Working for sexual & reproductive health & rights

Mr. Rakeshwar Pandey Felicitated

The employees of Tata Pigments Limited felicitated Mr. Rakeshwar Pandey, on completion of his one year as the President of Tata Pigments Workers' Union in the factory



premises. On this occasion, the various activities successfully carried out by him were highlighted by the Union Office Bearers, such as historical Wage Revision, Medical facilities to employees' sons till the age of 25 years from 21 years etc. etc...

The Managing Director, Mr B.P.S. Panwar and Mr. J.B. Gupta, Sr. General Manager (Works) also congratulated on this occasion and appreciated his contribution for the overall benefit of the Tata Pigments Limited and its employees.

Blood Donation Camp

Jamshedpur Branch of the Indian Red Cross Society organized voluntary Blood Donation Day. Tata Pigments help was sought in extending support to this initiative. Besides one of the sponsors of the event, the employees of the company have also come forward and provided unstinted and voluntary support. Thus they have indicated their commitment towards social responsibility. Programme was organized in the Singbhum Chamber of Commerce.



World Environmental Day



Mr. B.P.S Panwar
Managing Director



Mr. Nanadlal
Vice President TPWU

5th June is being celebrated as Environment Day throughout the World. Tata Pigments has also celebrated Environment Day by organizing various functions on this occasion. Our Managing Director, Mr. B. P. S. Panwar and Executive Director, Mr. Prakash Sarode, started the function with plantation of saplings. From Union Side, Mr. Nand Lall, Vice President planted a sapling.

Main function was organized in the Knowledge Centre. Detailed discussion was held on the main theme of the United Nations - "THE GLOBAL WARMING & CONSEQUENTIAL EFFECTS". Mr. Panwar emphasized for conservation of water, energy and natural resources.

Mr. Sarode said that it is our responsibility to protect the flora and fauna. Equilibrium has to be maintained between carrying out the development activities and conservation of natural resources. To reduce the Global Warming and Changing Climate our all out efforts should be to eliminate/reduce/minimize the emission of obnoxious gasses, which are depleting the ozone layers.



Mr. P. Sarode
Executive Director

Tata Code of Conduct

Gifts and Donations (5)

A TATA Company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits which are intended to or perceived to obtain business or uncompetitive favours for the conduct of its business. However, a TATA Company and its employees may accept and offer nominal gifts, which are customarily given and are of commemorative nature for special events.

Quality of Products and Services (7)

A TATA Company shall be committed to supply goods and services of the highest quality standards backed by efficient after-sales service consistent with the requirements of the customers to ensure their total satisfaction. The quality standards of the Company's goods and services should at least meet the required national standards and the Company should endeavour to achieve international standards

Use of the Tata Brand (12)

The use of the TATA name and trademark owned by Tata Sons shall be governed by manuals, codes and agreements to be issued by Tata Sons. The use of the

TATA brand is defined in and regulated by the TATA Brand Equity & Business Promotion Agreement.

Ethical Conduct (17)

Every employee of a TATA Company, which shall include Whole-time Directors and the Managing Director, shall deal on behalf of the Company with professionalism, honesty, integrity as well as high moral and ethical standards. Such conduct shall be fair and transparent and be perceived to be as such by third parties.

Every employee shall be responsible for the implementation of and compliance with the Code in his professional environment. Failure to adhere to the Code could attract the most severe consequences including termination of employment.

Regulatory Compliance (18)

Every employee of a TATA Company shall, in his business conduct, comply with all applicable laws and regulations, both in letter and in spirit, in all the territories in which he operates. If the ethical and professional standards set out in the applicable laws and regulations are below that of the Code then the standards of the Code shall prevail.