

TPL NEWS

SEPTEMBER-2018-MARCH-2019

ISSUE II



TATA PIGMENTS LIMITED

VISION

We aspire to grow significantly in line with stakeholder expectations by growing our existing businesses and developing into a leading integrated Mill Services Provider in India focussing on the areas of:

- Corrosion protection solutions and painting services,
- Sustainable creation of wealth from Industrial by-products & wastes and
- Other mill services

01 April, 2018
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 b :

- 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

VALUES

- ☞ Unity
- ☞ Integrity
- ☞ Understanding
- ☞ Responsibility
- ☞ Excellence

10 March, 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



Dear Colleagues,

The outcome of the forthcoming General Elections is going to determine in a big way the direction and pace of India's economic growth. A general air of positivity pervades Indian industry across sectors, supported by the encouraging upturn in new investments. The Government's continued focus on infrastructure is indeed a very positive sign. With linkages across sectors, infrastructure is the main driver and anchor of sustainable economic growth. It is expected that Infrastructure will remain in sharp focus of the Government, regardless of the electoral mandate, and continue to have a positive effect on the performance of paint manufacturers like TPL and also in industrial painting solution.



2018 has been a modest year for your company, and I would like to share with you about this in this newsletter. In the last fiscal year, Company has registered a marginal growth over the previous year, which is not a bad performance, considering the present volatile market conditions. Our prime pigment production has gone up by 5%. In the safety front, TPL maintained its record of Zero LTI for last three consecutive years. In the area of sale of products, the Company has achieved substantial growth in terms of revenue. In IDCS business, the Company has recorded 7% growth over the last financial year. In the Waste Management area, Company has established operations at TSJ & Galudih site for LD Slag management and weathering using modern methods like steam ageing, natural weathering, and Metal recovery and scrap management through lancing at Oxy Torch Plant, TSJ. The company will start high-speed balling operations later in 2019.

Our brand is our most treasured asset and the foundation on which TATA has built their companies. Everyone at TPL knows that the only way to protect and improve our brand is to exceed the client's expectations, meet our commitments, innovate in our business and deliver excellence (as our mantra says "Excellence Delivered"). Under this initiative, 50 new "Tata Colours Exclusive" Dealer Counters were opened and Tinting Machines installed across India for retailing of decorative products and paints.

By understanding, and embracing our clients' business problems, vision, project objectives and goals, we will be able to build stronger and lasting relationships that will yield long term results. The clients will start to look at us as their trusted advisor (someone they can count on) and which can help us grow our business through repeat business opportunities.

One of our major achievements in the past year has been our capability to develop new products, institutionalize operational processes, accelerating waste management projects, updated web presence (new websites/safety portal/online TA system), stabilize and strengthen our existing client relationships, define and start conversations with new prospective clients. We have seen the most growth in the decorative business mostly in the last six months and we expect to see greater opportunities in this space in the days to come. We have been able to streamline our technical services and have started to yield results from the fine tuning.

TPL is committed to delivering excellence and aspiring to be a world class service provider in IDCS & Waste Management businesses. We recognize the importance of the project initiatives entrusted on us by our clients and we need to ensure we take special care to meet and exceed their business objectives. In order to achieve this we are always investing in our existing people, improving our culture and work environment through activities and initiatives and retain our most important assets, our people. Also, at the same time, we are working to attract the best talent in the marketplace as the new opportunities pour in the company.

With the above background, we are very excited about what 2019 has in store for all of us. This will be a year of growth and new opportunities for everyone at TPL. We appreciate your continued commitment to the company and our growth. We are confident we can make this mutually rewarding.

We hope you enjoy reading this newsletter and we look forward to your feedback so we can continuously improve this along the way.

My very best wishes to you and your family!

Shubhenjit Chaudhuri

RESEARCH AND DEVELOPMENT:

PAINTS SECTOR ANALYSIS REPORT

- The paints sector is raw material intensive, with over 300 raw materials (50% petro-based derivatives) involved in the manufacturing process. Since most of the raw materials are petroleum based, the industry benefits from softening crude prices.
- 2017-18 was an eventful year for the domestic market. The introduction of GST ushered in a new era in Indian business. The Paint industry successfully adopted the new Tax system put in place.
- The industry did feel the impact of demonetization as well as GST and demand as a whole for the industry was subdued in both the segments. The organized players are expected to perform better than the small and medium scale players. The industry however views GST as positive and beneficial in the long run.
- Under the make in India initiative, the government of India aims to increase the share of the manufacturing sector to the gross domestic product (GDP) to 25% by 2022 from existing 16%.
- Manufacturing sector has the potential to reach US\$ 1 trillion by 2025 and India is expected to rank amongst the three growth economies and manufacturing destinations of the world by 2020. These factors expected to significantly boost industrial paint consumption.

HOW TO RESEARCH THE PAINTS SECTOR..

- **Supply** - Supply exceeds demand in both the decorative as well as the industrial paints segments. Industry is fragmented.
- **Demand**- Demand for decorative paints depends on the housing sector and good monsoons. Industrial paint demand is linked to user industries like auto, engineering and consumer durables.
- **Barriers to entry**- Brand, distribution network, working capital efficiency and technology play a crucial role.
- **Bargaining power of suppliers**- Price increase constrained with the presence of the unorganised sector for the decorative segment. Sophisticated buyers of industrial paints also limit the bargaining power of suppliers. It is therefore that margins are better in the decorative segment.
- **Bargaining power of customers**- High due to availability of wide choice.
- **Competition**- In both categories, companies in the organised sector focus on brand building. Higher pricing through product differentiation is also followed as a competitive strategy.

PROSPECTS:

- Decorative paints segment is expected to witness higher growth going forward. The fiscal incentives given by the government to the housing sector have immensely benefited the housing sector. This will benefit key players in the long term.
- The Indian paint and coating industry is expected to grow steadily in the short and medium term on the back of strong growth in Indian economy. India's young population represents a huge opportunity as more young Indians join the workforce and will have disposable income available.
- Manufacturing sector grew at a CAGR of 6.9% between FY12 and FY18.
- Huge domestic market with a rapidly increasing middle class and overall population. By 2030, Indian middle class is expected to have the second largest share in global consumption at 17%. (Source IBEF)
- Just like GST, the Government is expected to continue with its reforms agenda, with policy decisions to come in sectors like infrastructure and power. These reforms would provide great impetus to the economy as well as to the paint industry.
- Decorative paints segment is expected to witness higher growth going forward. The fiscal incentives given by the government to the housing sector have immensely benefited the housing sector. This will benefit key players in the long term.

Reported by Assistant Manager (R&D and TS)

TECHNICAL TRAINING SESSIONS AT THE LAUNCH EVE OF LUXORE:

A Technical training was organised at the Product launch eve of LUXORE by Ms Mohua (Assistant Manager R&D and Technical Services) for the distributors and their ASO's at Tarapith. The two days of extensive training (GURUKUL) contained detailed practical knowlegde session and theoretical classroom training sessions about our Decorative range of products. The ASO's were highly energenic and quick learners and had many questions related to coverage, application procedure, dos and dont's in application of paints. The best features of the product, benchmarking viz a viz competition, and the product USP's. The program was a grand success and we got huge orders.



Classroom Training sessions of Decorative Range of Products



TPL TEAM AND THE DISTRIBUTORS AND ASO'S

R&D AND TECHICAL SERVICES:

Ever since the merger of R&D and Process, we have significantly improved on the trends of internal rejection of Pigments from 8% in FY'18 to 1.5% in FY'19 by improvement of internal controls in processes like improving SOPs, First time right blending process from Technical Services, tighter monitoring of inprocess KPI's, Measuring color values of liquid slurry and thereby creating reactor standards, Reduction in blender hold Time by improving the testing pattern and quick decisions, Reduction in Reprocessing of FGs.

We are futher trying to strengthen the internal processes by capturing data at all the minute levels with the help of the newly procured instrument Precision Colorimeter which measures the color values of the liquid Pigment Slurry and by following stringent quality management system.

PAINTS:

- 1) Commercial trails of Premium Interior emulsion (LUXORE) for the retail market.
- 2) Quality enhancement of Enamel Paints for the retail market.
- 3) Benchmarking of Packaging containers viz a viz competition.

PIGMENTS:

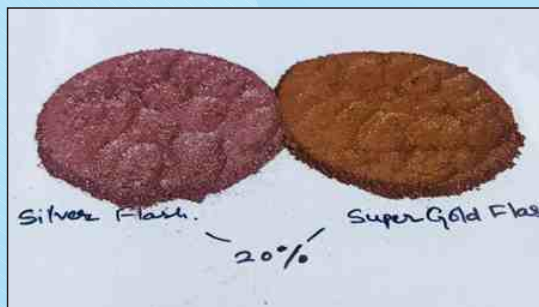
- a. Trials of Easily Dispersible Pigment- Lab scale trails were conducted for development of easily dispersible pigments.
- b. Standardization of semifinished grades of Pigments for better blending.
- c. Development of customized grades of Pigment for leatherite segment.

PLANT TRAILS of SOIL CONDITIONER:

We have conducted joint trails along with Tata Steel R&D for beneficiation of LD Slag.



Flooring Colors: - Trails of GLITTER FLOOR COLOR



GLITTER FLOOR COLORS



AFTER REDUCTION WITH CEMENT IN TILES

The concept of glitter floor colors for the elite customers. The development work is done and the concept is to be implemented in our lawn.

EXTERNAL PROCESSING AGENCIES:

- 1) Conducted SUPPLIER AUDIT at EPA's.
- 2) Created new PROCESS SOP's for better inprocess controls.
- 3) Joint trails conducted for quality enhancement of DECORATIVE PRODUCTS.
- 4) Training imparted to Plant operators of EPA for testing of DECORATIVE PRODUCTS.

NEW YEAR CAKE CUTTING FUNCTION

Cake cutting function was organised on 1st Jan 2019 at 9 am in the works Lawn. Managing Director cut the cake along with company officials and vendors and suppliers of the company.



INAUGURATION OF BADGE READERS

On 1st January'19, (RFID) Badge readers for Attendance Recording System was inaugurated by MD and President and General Secretary of Tata Pigments Workers Union. The Radio Frequency Identification system (RFID) has various features to capture the attendance and display duty timings as per the business requirement.



Employees have the option to book their attendance by display of RFID, punching card or through finger impression.

HONING SKILLS:

Learning is a continuous process and we ensure that our employees keep up-dating their knowledge and skill and at the same time keep abreast with the outside world. Keeping in mind the all round development of our employees following training programme was organised by HRM team during the quarter safety training was organised for our business partners on safe operation procedure and positive isolation on 8th January'19. The training was imparted by Mr.H.S.Jha safety consultant

We have a tie up with board of practical training (BOPT) Jharkhand to organise three workshop for our employees in a year. Training programme was organised by BOPT (10th & 11th January, 2019) for employees on the subject on motivating employees for higher production.



Training programme was organised for security personnel on 22nd January'19 by captain Sanjay kumar Mishra, Head (Vigilance), Tata Steel.

The programme was organised to train our security personnel on gate management, up keep of arms, emergency preparedness etc.

Training programme was attended by TPL employees and security personnel deployed by business partners



Flag Hoisting by Managing Director on Republic Day, 26th January'19 at Works Lawn



Reward & Recognition

Small group activities and initiative is a very part of its operational spread across the TPL.

Forming teams of employees to compete against other employees and generate new ideas and take improvement initiatives is the objective of such small group's activity. Following employees were awarded during the month for 5S competition.

Congratulations to the awardees of 5S winners on 4th January'19



Congratulations to the awardees of suggestion award given to employees on 5th February'19

Improvement Initiatives

Under change initiative and to enhance production, Auto temperature control fitted in Reactor no.1 on 13.03.19, for Conservation of natural resources & consistent quality pigment production through Reactor.



On 19th January,2019, Managing Director inaugurated an Emergency Gate near seed plant. The exit gate has been provided to ensure safety of our employees in case of emergency.



HOMAGE TO THE FOUNDER ON 180th BIRTH ANNIVERSARY



Tata Steel's 180th founder's day celebration was held to commemorate the birth anniversary of Tata Steel founder Jamsheji Nusserwanji Tata, on March 3, 2019. Tata Pigments also participated in the celebration. The team headed by our Managing Director, Mr. Shubhenjit Chaudhuri assembled near the Tata Steel gate for paying homage to the founder. A short video was played during the march past procession

which gave a brief idea about the business of the company & also highlighted on the achievements of the organization. A short program was also arranged inside the company's premises wherein all the employees paid homage to the founder by offering garlands to the Founder's 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.

WOMEN'S DAY CELEBRATION:



Function started with Lighting of lamp by Mrs. Ujwala Asundi chief Guest

Tata Pigments Ltd. celebrated International Women's Day on 8th March, 2019 at Indradhanush Hall with all its women employees along with the spouses of our officers and supervisors.

The women employees had organized a skit which emphasized on why gender equality is the need of the hour and how women contribute towards the development and well-being of the society.

A session on prevention of sexual harassment to create among female employees was organized by the speaker Mrs. Subhshna, Head, Corporate Ethics, Tata Steel. Further, Mrs. Anupama Sinha, w/o. Mr. B.K. Sinha and Mrs. S. Maitra, Officer (HRM) were invited to share their experience as working women as well as housewife.

TATA PIGMENTS PARTICIPATION IN SHAVAK NANAVATI CRICKET TOURNAMENT



Since last three years, Tata Pigments is participating in Shavak Nanavati Cricket Tournament, jointly with Tubes Division. This tournament was played in Keenan Stadium in the month of December '18 in which TIS Group Companies and different divisions of Tata Steel had participated. For the first time, Tata Pigments qualified for semi-final after beating JUSCO and

Raw Material of Tata Steel. The semi final match was played with Tata Steel (Non-Works) team and we lost the match by narrow margins. The tournament gave an opportunity to the officers of TPL to display their talent & they displayed some amazing stunts with the bat & ball. Our team members played with a great zeal & enthusiasm and played the matches with true sportsmanship.

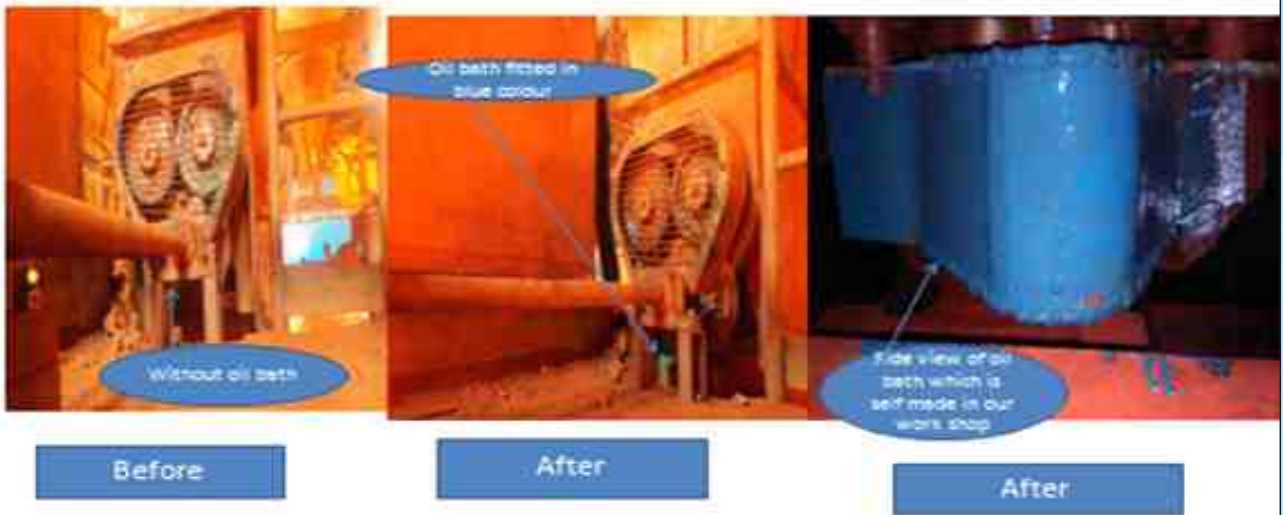
First time application of epoxy painting in complete structural shed of Reactors



Under Improvement activity, initiative taken by Mechanical team i.e., installation of

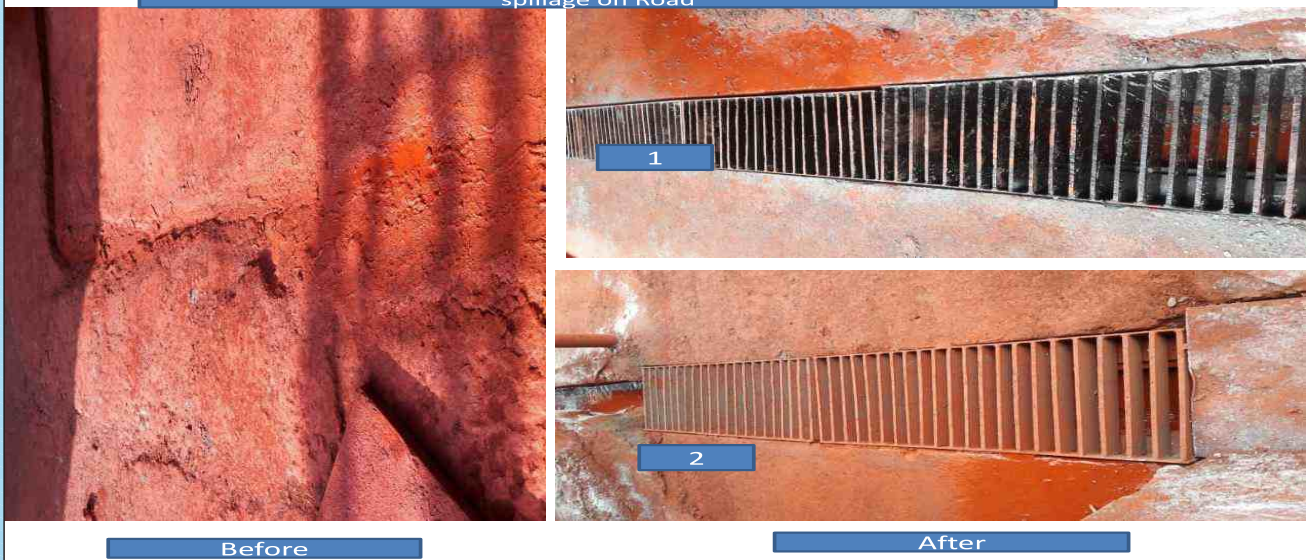
- Digital weight display near SFD operator
- Auto temperature controller with display fitted in oil Tank
- Flexible skirt fitted in YO-Filter press to minimise SOC

Improvement in RO-SFD Feeding screw for lubrication in open gears & pinions to minimise wear & tear



Safety improvement & minimise SOC

Cow catcher made in front of Filter press no.4 & 5 for reduction of Water spillage on Road



Improvement in air circulation inside YO reactor & RO reactor no 5 quality improvement in pigments

Improvement initiative taken for air distribution in Reactor no.10 for quality improvement in Reaction Tank no.10



Before (Both Air line given in Reactor from one side

After (Air line given in Reactor from both side for uniform distribution

Lot of improvements done like Weight display near RO-SFD operator, Auto temperature controller with display in oil tank, Flexible skirt in YO-Filter press conveyor to minimise SOC.

Waste Management Activities

To err is human, and this thought is totally taken Tata Steel as its main priority is to preserve our environment. Basically waste management concept is surrounded by 3 R's Reduce, Reuse & Recycle. Hence Tata Steel drives this concept and utilizes its maximum waste generated in the steel making processes. As a parent company, with Tata steel's support, Tata Pigments thought to expand its business from core to projects. And so Tata Pigments-Waste Management Projects started in 2015 as a contractual job with IBMD – TSJ at present. Moreover, as long term plan going to start the operational work at Angul & TSK. Thus, it is Tata Pigments good initiatives by way of creating job opportunities in market place and carrier boosting of young generations. Also there are many upcoming projects which can create a different identity of a new vertical in Tata Pigments Limited.

Manual Lancing at Oxy Torch Plant

This plant established with the objective of low metal fume emission as per the TSL standard. It is a mechanized plant in which the Tundish jam, steel skull, ladle jam etc. are processed by cutting less than 500kg and dispatch to LD shop for re melting. Moreover, this operational project is for 5 yrs with expected turnover Rs. 1.721 (cr per annum FY 20) margin Rs. 0.281 (cr per annum FY20).

Open Steam Aging of LD Slag

LD slag directly cannot be used as a replacement of natural aggregates. So in order to safe guard our environment steam aging of LD slag to make it expandable & bring it in.

This project is for 3 yrs with estimated turnover Rs 5.040 (cr per annum FY20) margin Rs.0.416 (cr per annum FY20).

Galudih Site

This project is all about natural weathering of LD slag at Galudih under MRD-IBMD Tata Steel. This contract is also for 3 years. At Galudih, Tata Pigments has fulfilled its CSR activity by deploying villagers at the workplace.

SHOP MEET

Marketing Activities



On 15th Jan'2019 at M/s. Satyam Traders Aurangabad organized shop meet.



On 12th Feb'2019 Shop meet at M/s. Narayani Hardware, Bhubaneswar



On 23rd Jan'2019 at M/s. Gupta Traders, Khurshida, Samsi, Chachol, Malda, W.B.



BRANDING ACTIVITY



Tata Colours' branding during 'All Bengal Tata Tiscon Distributor cricket Tournament'2019



BRANDING ACTIVITY



From 8th to 11th feb'2019 participated in 7TH INTEX EXPO, Chandigarh, Punjab – INTERIOR- EXTERIOR EXPO

Some Snaps of MUKHIYA MEETS



On 12th Jan'2019 at M/s. Shri ram Sales, Dhanbad Office – 'Prachanda Mukhiya meet, where approx..30 delegates attended the event.

Some Snaps of Project Sites



TPL's T-110 grade S.I.O. Pigments being used at 'Sri Rajarajeshwari temple of health & education', Raja Rajeshwari nagar, Bengaluru, Karnataka

New Exclusive Dealers (Paint House M/c Counters)



On 11th Jan'2019 new Paint House machine installation at M/s. Poddar Hardware, Narayanpur, Jamtara, Jharkhand



On 9th Feb'2019 New Exclusive Tata Colours counter opened, M/s. Vinayak Steel at Lumding, Hojai district, Assam



On 14th March'2019 appointed M/s. Mahamaya Mable & Builders, Canning, South 24 PGS, W.B. the First exclusive machine dealer of R G Steel's area



On 9th March'2019 1st Tata Colours Exclusive Dealers appointed at Umreth, Anand Gujrat



On 22nd Feb'2019 at M/s. Anima Paints, Bankura, Medinipur, W.B.

BUSINESS PARTNERS MEET



On 21st Feb'2019 conducted 'PROMICE' Engineers meet at Siliguri under PROMICE banner in which prominent, Engineers, architects and builders of siliguri attended the meeting.



On 22nd Feb'2019 conducted Business partner meet at Lataguri, Siliguri



Consumers Meet



On 5th Jan'2019 at Adarso Enterprises, Deganga north 24 PGS district, W.B.



On 12th Jan'2019 at Gagnapur Exclusive dealers, Nadia, W.B.



On 16th March'2019 conducted "Holi Milan Samaroh"-cum- painter Meeting at Biroul Bazar, Supaul, Darbhanga, Bihar



On 16th March'2019 done Painter meet Cum Holi Milan at Rama hardware stores Muzaffarpur



On 11th March'2019 at M/s. Das Cement Corner, Tantra, 24 PGS, W.B. conducted Mason meet and consumer meet.

CSR Activities



Under CSR Initiatives Drinking Water facility has been provided for the poor students in Ram Janaki School Jugsalai



Mega Eye Camp was organised at Ram Manohar Lohiya Hospital by TPL under CSR activity in the month of April 2019 Camp in Baghbera



Construction of Deep Borewell in Somai Jhopdi



On Founders Day i.e. 3rd March, Under CSR activity. TPL MD and Union President of TPWU, inaugurated a Deep Bore well drinking water facility for the villagers of Somai Jhondi. The Bore well was constructed under CSR activity as the TPL has adopted the above village to provide basic amenities



Under CSR initiative Incinerator has been provided in Jamshedpur High School Bistupur



Volunteering done on topic "Menstrual Hygiene" conducted in Ram Janki School, Jugsalai

New TOLL-FREE Number Introduced wef 1st March'2019

NEWS INPUTS BY:

Rajesh James (Chief HR Officer)
 Gourav Dey (Branch Manager Mktg. & Sales)
 A H Khan (Dy Manager)
 Mohua Sinha (Asst. Mgr. R&D & Technical Services)

Navneet Kaur Bhatia (Dy. Company Secretary)
 S.M. Maitra (Sr Officer Admn. & Training)
 Aniket Sharma (Officer-IDCS)
 Beauty Keshri (Mgmt Trainee)

CONTACT THE EDITORIAL TEAM

Editorial Team would like to hear from you

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

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TATA PIGMENTS LIMITED
CORPORATE SUSTAINABILITY POLICY

Tata Pigments believes that the primary purpose of business is to improve the quality of life of its various stakeholders.

To achieve this primary purpose, Tata Pigments will strive to constantly operate efficiently to achieve a safe, healthy and environmentally friendly workplace.

It will commit resources to the extent it can reasonably afford, to improve the quality of life of its stakeholders near the area in which it operates.

01 April, 2016
 Jamshedpur


 (Shubhenjit Chaudhuri)
 Managing Director



TATA PIGMENTS LIMITED
INTEGRATED QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

WE at TATA PIGMENTS LIMITED dedicate ourselves to "TOTAL QUALITY" with a commitment to produce and supply reliable and consistent quality Pigments and Flooring Colours. We are committed to enhance customers' satisfaction on a continuous basis through implementation of an effective **Integrated Quality, Environment and Occupational Health & Safety Management System** with innovation, keen involvement of employees, up-gradation of technology and human resource development.

OUR concern for environment as a responsible corporate citizen shall be based on the following values:

- Conduct all our operations in an environmental friendly manner.
- Compliance with statutory regulations and wherever possible exceeding the standards by continual improvement.
- Conservation of resources like raw materials, water and energy by minimizing their waste and promoting their recovery, recycling and reuse.
- Prevent pollution; protect and promote health and welfare of the employees, community and environment.
- Enhance the environmental awareness of the employees and general populace.

AS a responsible employer we shall give due importance to safety and occupational health of our employees based on the following guidelines:

- Preventing accidents, injury, ill health and loss of property.
- Implementation of and abiding by all statutory rules and regulations.
- Enhancing skill and knowledge of all the employees on all issues of safety and health.
- Undertaking continuous review and maintaining comprehensive safety and occupational health management system to achieve this goal.

WE seek the active involvement of our employees in successful implementation of this Integrated Management System Policy.

01 April, 2016
 Jamshedpur


 (Shubhenjit Chaudhuri)
 Managing Director



TATA PIGMENTS LIMITED
CLIMATE CHANGE POLICY

Tata Pigments is aware that Climate Change is a serious problem for our planet going forward and commits itself toward taking steps for mitigation.

It will play a leadership role in climate change by being knowledgeable, responsive and trustworthy, and by adopting environment-friendly technologies, business practices and innovation, while pursuing its own growth aspirations and the enhancement of shareholder value.

Tata Pigments will strive to :

- ❖ Be the benchmark in their segment of industry in energy consumption, for their plants and operations.
- ❖ Engage actively in climate change advocacy and spreading awareness about climate change among its stakeholders
- ❖ Incorporate 'green' perspective in all key organizational processes.

01 April, 2016
 Jamshedpur


 (Shubhenjit Chaudhuri)
 Managing Director



TATA PIGMENTS LIMITED
SAFETY AND HEALTH POLICY

The Tata Pigments is committed to providing a safe and healthy working environment and achieving an injury and illness free work place. Economic considerations will not have priority over implementation of safety and health protection measures. While safety is everyone's prime responsibility, senior leaders are expected to demonstrate visible commitment through their behaviour. To meet our commitment, we will:

- Recognize safety and health as an integral part of our operations; consider Safety and Health in every decision we make and in every activity we perform.
- Comply and endeavour to exceed applicable regulatory safety and health requirements and set the highest standards.
- Impart appropriate training and develop skills by engaging employees to help them work safely.
- Assess risks and provide controls for safety and health hazards in our operations and activities and use audits to check compliance.
- Promptly report incidents, investigate for root causes and ensure lessons learnt are shared and developed across the Group companies.
- Influence our business partners in enhancing their Safety and Health standards.
- Set safety and Health metrics as indicators of excellence, monitor progress and continually improve performance.

We aspire to become world leaders and be a benchmark in safety and health performance in our respective business sectors. The key is in internalization of safety and engagement with our employees.

01 April, 2016
 Jamshedpur


 (Shubhenjit Chaudhuri)
 Managing Director

