

Issue 27, April 2019

BLOG

● **Balmer Lawrie**
Organisational Gazette



EDITORIAL

It has now become customary to dedicate the April issue of Balmer Lawrie Organisational Gazette [BLOG], our quarterly house journal to the Foundation Day celebrations. Balmer Lawrie was founded on 1st February 1867 and for us Balmer Lawriens, this day is very close to our hearts. On this day we proudly tell the world about our rich legacy, heritage and history of more than 150 years. Balmer Lawrie stepped into its 153rd year on 1st February 2019. Every year on this day, the Balmer Lawrie flag is hoisted at every location, a pledge is administered and C&MD's message is read out. The celebrations follow on the Sunday post 1st February.

This event holds immense significance and is the most awaited event for the employees and their families. Various programs are organised in the four regions with the objective of bringing the entire Balmer Lawrie family together. I believe that the Foundation Day celebrations is a unique employee engagement forum. It is also a platform to showcase our in-house talent. On this day we actually sense the strength in our diversity, we realise how fortunate we are to be part of an organisation that has always made profits in its journey since inception, we cherish the feeling of being together and we remind ourselves of our Leaders' vision, our responsibility of upholding the reputation of our organisation, fostering our culture and enhancing our commitment to the various stakeholders. This issue of BLOG brings you glimpses of the different programs organised across locations pan India on 3rd February 2019.

With the beginning of the new Financial Year, our organisation signs the MOU with the Ministry of Petroleum and Natural Gas. The MOU targets guide us to further set our KPTs aligned with the organisational goals. In today's volatile business environment, it is extremely important for us to strongly drive excellence in performance and stay ahead of competition. Hope the new financial year is a harbinger of success for all of us at Balmer Lawrie. BLOG wishes all of you a great FY 2019-20! As always, please send me any suggestion, feedback or contribution at mukhopadhyay.mohar@balmerlawrie.com.



STOP PRESS

Balmer Lawrie signs MOU 2019-20 with Ministry of Petroleum & Natural Gas



Balmer Lawrie signed the Memorandum of Understanding (MoU) for 2019-20 with the Ministry of Petroleum & Natural Gas (MoPNG) on May 29, 2019 at New Delhi. The MoU was signed by Dr. M M Kutty, Secretary, MoPNG and Shri Prabal Basu, C&MD, Balmer Lawrie & Co. Ltd. in the presence of Senior Officials of the Ministry and Balmer Lawrie.

The MoU targets include revenue from operations, operating profit, return on investment with focus on capacity utilization, R&D, innovation and technology upgradation, capital expenditure, inventory management, return on investment in JVs, reduction in contingent liability and human resource management.

The MoU was signed by Dr. M M Kutty, Secretary, MoPNG and Shri Prabal Basu, C&MD, Balmer Lawrie & Co. Ltd.

SIGNIFICANT HAPPENINGS @ BALMER LAWRIE

» SBU: Greases & Lubricants participated in the 21st Lubricating Grease Conference organised by NLGI - India Chapter held from 7th to 10th February 2019 at Hotel Taj Vivanta, Guwahati. Mr. D Sothi Selvam, Director [Manufacturing Businesses] co-chaired the Technical Session-II: Grease – Composition & Performance, along with Dr. A K Bhatnagar, Founder President, NLGI - IC. Dr. Balaram Ghosh, Vice President [R&D and TS], ARL co-chaired the Technical Session-VII with Mr. N R Bhoopatkar, Sr. Vice President, Apar Industries Ltd. Dr. Ghosh was also felicitated and conferred the “Long Service Award” for his contribution to the NLGI - India Chapter, during the conference. Technical Papers were presented by Mr. S Murali, AVP [R&D], ARL on the topic Characterization of Non-Soap Thickeners based Lubricating Greases by Attenuated Total Reflectance (ATR) Spectroscopic Methodology and by Mr. N Parameswaran, Chief Manager [R&D], ARL on Development of Grease for Post - Tensioning Steel Wire Application.



» SBU: Leather Chemicals organised the All India Dealers Meet 2018 - 2019 from 3rd to 5th February 2019 at Chennai. Mr. Prabal Basu, C&MD inaugurated the meet, which saw the participation of key dealers of SBU: Leather Chemicals.



» SBU: ROFS participated in “ENVIRO – 2019” held at the India Habitat Center, New Delhi on 25th and 26th February 2019. The theme of the event was “Process Safety and Environment Management for Petroleum Industry”. ROFS was the main sponsor of this seminar, which was attended by Senior Officials from various Refineries, MNCs, IIP-Dehradun and EIL. Mr. Amit Kumar Basak, Head [Technical] presented a paper on “Tank Desludging & Hydrocarbon Recovery”, which was well received by the audience.

» The technology partner of SBU: Refinery & Oil Field Services (ROFS), ORECO A/S Denmark, participated in “STOCEXPO EUROPE 2019” held at Ahoy Rotterdam in the Netherlands from 26th to 28th March 2019. During the Expo, ORECO organized a seminar on the latest developments of Automatic Tank Cleaning system by them. The Expo and the seminar were attended by Head [Technical] and AVP [ROFS]. A paper was presented by Head [Technical] on “The journey of Automated Tank Cleaning system in Indian Petroleum Industry and the future challenges”, which was appreciated by the audience.





» The 48th National Safety Week was successfully observed from 4th to 10th March, 2019 across all the units and establishments of Balmer Lawrie. The theme for the National Safety Week this year 'Cultivate and Sustain a Safety Culture for Building Nation'. The observance of the week commenced with employees taking the safety pledge followed by reading out of C&MD's message. At Balmer Lawrie 'Safety' is a way of life and the organization has successfully nurtured a culture that promotes Behaviour Based Safety (BBS). The Company achieved no Loss Time Injury (LTI) from the year 2017-18 till date. To further promote the safety culture, a series of contests like spot the hazard, quiz, extempore, safety skit, essay and slogan writing will be organized for the employees during the week. A training on 'Safety at Work Place' was conducted for Balmer Lawrie employees at the factory locations in Kolkata. Mock drills were also carried out during the week for creating safety awareness among employees.



» The 200 Ltr Plastic Drum Line and 20 Ltr PPCP Conipail Line at BL-UAE was inaugurated by Mr. Prabal Basu, Vice Chairman, BL-UAE and C&MD, Balmer Lawrie and His Highness Sheikh Hasher Makhtum, Chairman, BL-UAE on 5th March 2019 at Dubai. Present on the occasion were Mr. Biswajit Nandi, Chief Executive of BL-UAE and other employees.

» The Annual Sports Meet of the Balmer Lawrie Recreation Club was organised on 17th February 2019 at the Bengal Hockey Association Ground, Kolkata. The meet was inaugurated by Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. K Swaminathan, Director [Service Business]. Employees and their families participated in the various track and field events.



» An Official Language workshop was organised at the Corporate Office in Kolkata on 21st February 2019. Mr. A Ratna Sekhar, Director [HR&CA] inaugurated the workshop and speaking on the occasion, he stressed on the importance of the Prabodh, Praveen and Pragya training courses and examination. Ms. Qaisar Jahan, Retd. Asstt. Director – Central Hindi Training Institute, Kolkata conducted the workshop. Around 20 Executives and Officers participated in the workshop.



G&L – Silvassa



IP – Taloja



IP – Asaoti

» HSE has become a way of life in Balmer Lawrie. Our company achieved Zero LTI [Lost Time Injury] in the financial year 2018-19, the second consecutive year post achievement of the same in FY 2017-18. Internal HSE Audit for the year 2018-19 was conducted in the recent past. G&L - Silvassa obtained the highest HSE score, IP - Taloja secured the second highest HSE score and IP - Asaoti got the third highest HSE score among all units in the internal HSE Audit – 2018-19.



Bagbazar Ghat

Moti Seal Ghat



Ram Krishnapur Ghat

» Balmer Lawrie, as part of the Swachh Bharat initiative, sponsored the beautification of three ghats along the Hooghly river. The Hooghly river holds immense religious and social significance for the people in Kolkata and the Eastern Region. Balmer Lawrie, in association with Kolkata Port Trust (KoPT) and Times of India, carried out the beautification of the Bagbazar Ghat, Moti Seal Ghat and Ram Krishnapur Ghat under the 'Ghat Kahon' project. The spruced up ghats were inaugurated in the month of February and early March 2019 and have been open to the public.

C&MD'S MESSAGE ON THE OCCASION OF 153RD FOUNDATION DAY (1ST FEBRUARY 2019)



Prabal Basu

Chairman & Managing Director

My Dear Colleagues,

On the occasion of the 153rd Foundation Day, while we celebrate more than a century and half of steady growth and evolution of our organization, let's pause and reflect on the years of transformation that has made Balmer Lawrie a formidable institution serving the nation. Let's also take a moment to pay homage to our Founders and express gratitude to all the men and women who worked tirelessly to make this institution a great place to work. Today, I can proudly say that if there's one thing that has kept us going, it is the trust of our employees, customers and various stakeholders in our company.

Change is the only constant in life and in business. Our company has adopted a host of initiatives to address its strategic priorities and future growth drivers, in a business environment that is becoming more demanding and dynamic, with each passing year. Our strategy plan is robust and I believe we are moving in the right direction. Our accomplishments are testimony to this fact. We continued to make profits during the year. Industrial Packaging, Asaoti and Greases & Lubricants, Silvassa won the National Award for Manufacturing Competitiveness (NAMC) 2017-18 under the "Silver Category". Balmer Lawrie was also recognized with a Special Award in recognition of its "efforts towards continuous diversification". Our company won the Best CHA in the Eastern Region Award 2017-18 given away by Gateway Media, the Best Industrial Packaging Company of the year award given away by ET Now and TCW, Hyderabad was awarded the 1st prize for "Best Practices in Cold Storage" in the 3rd Edition of CII - Cold Chain Awards. We also won the "Rajbhasha Award" for best performance in official language implementation.

Along with our financial performance, we have continuously endeavoured to drive up the sustainability index in our businesses and we are well on track as far as our sustainability roadmap is concerned. I am proud to state that we have successfully published the Business Responsibility Report [BRR] and Sustainability Report for Balmer Lawrie, thereby disclosing our performance on the triple bottom line to our stakeholders. We continued to support various initiatives of our Hon'ble Prime Minister. As a member company of the Ministry of Petroleum and Natural Gas (MOPNG), Govt. of India, Balmer Lawrie contributed Rs 150 Lakh for the Skill Development Institutes (SDIs) coming up at Guwahati and Rae Bareilly. Balmer Lawrie also contributed Rs 180 Lakh for SDIs at Bhubaneswar, Kochi and Vishakhapatnam, which are now fully functional and some of them have started the courses on skill development. Balmer Lawrie is also going to train apprentices in line with the National Apprenticeship Promotion Scheme in the Logistics and Travel & Vacations Business Units. As part of the Swachh Bharat Abhiyan, around 330 toilets were constructed in the states of West Bengal, Assam, Andhra Pradesh, Chhattisgarh, Haryana, Rajasthan and Maharashtra for the students of primary government schools. Balmer Lawrie has committed to maintain the toilets for at least 5 years. Balmer Lawrie also sponsored construction of water tanks and various Swachhata initiatives across the country.

2019 is a very important year for us and for the nation. The Lok Sabha elections are round the corner, and the political landscape of our country will continue to draw a lot of interest and attention till the results are out and an elected Government takes office. The global economy continues to experience significant headwinds with the trade war between the largest and the second largest economies of the world showing no signs of truce. This global economic headwind, even on the face of softening of global crude prices, may impact India's overall growth prospective. We are very closely integrated with our nation's economy and hence, we should tighten our seat belt for some exciting and turbulent navigation as we fly through 2019.

My best wishes to all of you and your family!

Prabal Basu

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION





Our company celebrated its 153rd Foundation Day on 1st February 2019. To mark this occasion a function was organised at Swabhumi, Kolkata on 3rd February which was attended by the Board of Directors, employees and their families. The function was inaugurated by Mr. Prabal Basu, C&MD, Balmer Lawrie. The programs included distribution of long service awards and performances by the employees and their children. The Balmer Lawrie choir group together with the band "BL Melodies" had put up a musical performance for the audience. As part of the celebrations, Antakshari, Talent Hunt, Rangoli, Photography, Groufie and Sit and Draw competitions were organized besides an inter-office Cricket Tournament, which witnessed enthusiastic participation from the employees. The celebrations ended at a high note with the performance of the stellar singer Amit Sana from the Indian Idol fame.

Inter-unit Cricket Tournament



◀ Glimpses of the cricket tournament

The winners, Team HRC, receiving the trophy from C&MD and Directors ▶



▶ Team HO posing with the runners-up trophy with C&MD and Directors

The inter-unit cricket tournament was held on 26th January 2019 at Kolkata. The tournament was inaugurated by Mr. Prabal Basu, C&MD. HO and HRC participated in the event with much enthusiasm. While HRC emerged winners, HO walked away as runners-up. Mr. Subhadip Chattaraj was declared the 'Best Batsman' and Mr. Sidharth Udani was the 'Best Bowler'. The prizes were given away during the Foundation Day celebrations at Swabhumi.

Antakshri Competition

An inter-department Antakshri competition was organised at the Balmer Lawrie Training Centre in the Corporate Office at Kolkata on 31st January 2019. The teams were named after the musical notes.



First prize was won by Head Office 'RE' Team – Santanu Biswas, Mrigashikha Mitra Banerjee, Sumitra Bhattacharya, Ashmita Ray Chaudhury



Second prize was bagged by CFS 'MA' Team – Subhadip Chattaraj, Bimal Roy Chowdhury, Swarup Kumar Das, Rajkumar Nayak



Third prize was won by Head Office 'GA' Team – Siva Naga Kumar Cherukupalli, Ritabrata Chatterjee, Goutam Surul, Swapan Das

Rangoli Competition

A Rangoli competition was held on 1st February for units and offices in the Eastern Region. The Corporate Office was divided floor wise. In all there were eight teams.



First prize was won by 2nd floor, Corporate Office, Kolkata



Joint winners of the second prize were 3rd and Ground floors, Corporate Office, Kolkata



The third prize was jointly won by IP, Kolkata and 4th floor, Corporate Office, Kolkata



1st floor won a consolation prize

Groufie Competition

A groufie competition was held on 1st February for units and offices in the Eastern Region. The entries had to be submitted department wise. This was a new competition that was held this year.



First prize was won by ROFS - Kolkata



Second prize was won by CFS - Kolkata



Third prize was won by Logistics Services - Kolkata





Consolation prizes were won by Administration Dept., IP - Kolkata, Travel - Kolkata and RHR-East
Photography Competition

The theme of the competition was 'Colours of Life'.



First prize was won by Ms. Sagarika Basu, Vigilance Dept., Kolkata

Ms. Sarmistha Ghosh Manna, ROFS, Kolkata bagged the second prize

Ms. Moumita Karmakar, RHR-East, Kolkata won the third prize

Talent Hunt Competition

This year the Talent Hunt competition was organised unit wise and employees, their children and spouse were encouraged to participate. There were three teams – HO, CFS and G&L + IP. The Talent Hunt competition is held every year as part of the various competitions organised during Foundation Day celebrations. The teams performed on the day of the celebrations and the winners were given away prizes.



First – Head Office, Kolkata



Second – Greases & Lubricants + Industrial Packaging, Kolkata



Third-Container
Freight Station,
Kolkata

Sit and draw Competition



A sit and draw competition was organised for employees' children on 3rd February at Swabhumi during the celebrations. There were three categories. The names of the winners are as follows:

Group A	
1 st	Aishika d/o Mr. Mitava Ganguly, Logistics Services - Kolkata
2 nd	Aritrisha d/o Mr. Mitava Ganguly, Logistics Services - Kolkata
3 rd	Adrita d/o Ms. Ashmita Ray Chaudhury, Corp Comm - Kolkata
3 rd	Satadyuti d/o Mr. Santanu Biswas, CHRD - Kolkata
Group B	
1 st	Aditri d/o Mr. Amit Sarkar, IP - Kolkata
2 nd	Iraban s/o Ms. Damayanti Sikdar, Travel - Kolkata
3 rd	Ayesha d/o Mr. Md Mustaque, IP - Kolkata
Group C	
1 st	Rajni d/o Mr. Ram Ekbal Yadav, G&L - Kolkata
2 nd	Nishita d/o Mr. Dilip Kumar Das, Admin & CSR - Kolkata
3 rd	Sridatri d/o Mr. Siddhartha Das Barman, CHRD - Kolkata
3 rd	Anushikha d/o Mr. Dinesh Yadav, G&L - Kolkata

Congratulations to all the winners!

FOUNDATION DAY CELEBRATIONS IN THE WESTERN REGION





The Foundation Day celebrations at Mumbai commenced with lighting of the lamp by the senior leadership team in the Western Region. During the function long service awards were given away and variety of programs like magic show, dance performances, quiz contest etc. were organised. Over all it was a fun filled show with employees and their families enjoying thoroughly. Various competitions like sit and draw contest, tailing the cat, poem & dance competition, sack race, running race, cotton ball picking, throwball, badminton and cricket tournament etc. were organised prior to the celebrations held on 3rd February 2019.





The winners of various competitions are mentioned below:

Sit and Draw Contest

1 st	Rifa Zia d/o Mr. Md Ferozkhan U, LI
2 nd	Mayank s/o Mr. Santosh Bane, Vacations
3 rd	Kashish d/o Mr. Sunil Ambulkar, Travel

Tailing the Cat

1 st	Rucha d/o Mr. Nitin Bhoir, LI
2 nd	Anushka d/o Mr. Amol Chopdekar, Travel
3 rd	Mayank s/o Mr. Santosh Bane, Vacations

Performance [Poem/Dance]

1 st	Rifa Zia d/o Mr. Md Ferozkhan U, LI
2 nd	Hansi d/o Mr. Kaustubh Thakur, LI
3 rd	Harshvi d/o Mr. Shalin Joshi, IP

Sack Race

1 st	Vedant s/o Mr. Nitin Bhoir, LI
2 nd	Hardik s/o Mr. Hemant Patil, LI
3 rd	Simran d/o Ms. Sashikala Patil, Travel

Running Race

1 st	Vedant s/o Mr. Nitin Bhoir, LI
2 nd	Hardik s/o Mr. Hemant Patil, LI
3 rd	Aditi d/o Ms. Priyanka Patil, LI

Cotton Ball Picking

1 st	Rita D' Souza, LS
2 nd	Bela w/o Mr. Shalin Joshi, IP
3 rd	Naina Suvarna, LS

Throwball Tournament (Women) - Winners - Trupti Karungutkar (Travel), Shobha Nandakumar (HR), Shefali Rane (Travel), Pooja Nivalkar (LS), Rita D'Souza (LS), Naina Suvarna (LS), Priyanka Patil (LI)

Badminton Tournament - Winners - Pradnya Naik and Sudipta Seth, Vacations

Cricket Tournament - Winners - IP Avengers and LS Chettahs

Man of the Series - Shaktisingh Pawar, IP





There were celebrations galore at Silvassa as well. The employees and their families enjoyed thoroughly during the day.

FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION







In the Northern Region the Foundation Day celebrations commenced with releasing of BL coloured balloons. The various programs included sit and draw contest for children, races, skit and group dance performance by employees of Travel - Delhi, musical programs, just a minute games and long service award distribution amongst others. The winners were given away attractive prizes. The employees and their families had a great day and cherished every moment.

Sit & Draw Competition

There were two categories and the names of the winners are as follows:

Below 8 years	
1 st	Dishita d/o Mr. Debasish Mallick, Travel - Delhi
2 nd	Yakshit s/o Mr. Dinesh Chand, LS - Delhi
3 rd	Lehar d/o of Mr. Anil Kumar Gaba, Travel - Delhi
4 th	Akshita d/o Mr. James Paul Gregory, DCO - Delhi

8 - 15 Years	
1 st	Adya d/o Mr. Bismay Mohanty, Logistics - Delhi
2 nd	Akriti d/o Mr. Vinay Kumar Sharma, Travel - Delhi

Race Competition

There were three categories and the names of the winners are as follows:

Upto 8 years	
1st	Yakshit s/o Mr. Dinesh Chand, Logistics - Delhi
2nd	Dishita d/o Mr. Debasish Mallick, Travel - Delhi
3rd	Udayvir s/o Ms. Baljinder Kaur, Travel - Delhi

Above 8 to 15 Years [Boys]	
1st	Manas s/o Mr. Vinod Kumar, Travel - Delhi
2nd	Ishan s/o Mr. Raj Kumar Malik, Vacations - Delhi
3rd	Chirag s/o Mrs. Sartia Arora, DCO - Delhi

Above 8 to 15 Years [Girls]	
1st	Kanishka d/o Mr. Raj Kumar Malik, Vacations - Delhi
2nd	Saanvi d/o Mr. Puneet Singhal, Travel - Delhi
3rd	Adya d/o Mr. Bismay Mohanty, Logistics - Delhi

Just a Minute Games

Below are the winners of the one-minute games:

Inflating the Balloons	1st	Ms. Vinita Sharma wife of Mr. Vijay Kumar Sharma, Travel - Delhi
Tying of Ribbons	1st	Ms. Rita Mallick wife of Mr. Debasish Mallik, Travel - Delhi
Face par Bindi lagana	1st	Mr. Rajesh Kumar, IT - Delhi
Rubber band on hair	1st	Mr. Pawan Kumar Tripathi / Ms. Neeti Tripathi, RHR - Delhi

FOUNDATION DAY CELEBRATIONS IN THE SOUTHERN REGION





In the Southern Region as part of the Foundation Day celebrations employees and their families visited a theme park near Chennai on 3rd February 2019. It was a day long outing which was enjoyed by one an all. The long service awards were distributed on 1st February at Manali, Chennai. The families of employees in Trivandrum got together for the celebrations as well.

KNOW YOUR FELLOW BALMER LAWRIEN...



Anil Gaba
Finance Head - Travel, Delhi

How long have you been working with Balmer Lawrie and currently what is your role/dept?

My association with this legendary organization is 15 years long. I had joined Balmer Lawrie in 2003 as Assistant Manager [A&F] - Hyderabad. Currently, I am Head [Finance] of the Travel vertical in SBU: Travel & Vacations.

What do you like about Balmer Lawrie?

I truly appreciate our seniors for their support and encouragement. Ours is a very closely-knit organization wherein we can easily interact with our top management, in case of any need. Our management has an exceptional knack to leverage and reward experience and innovation together, which has been the mantra of our survival in the last ever-challenging 150 years.

What is your most memorable moment in Balmer Lawrie?

The yearly Senior Accountants offsite conference in Balmer Lawrie is full of moments to remember. I have enjoyed and cherished every Senior Accountants conference, which has always been loaded with learning and fun.

Who is your inspiration in life and why?

I draw inspiration from everybody and everything positive in life every day. I believe in an egalitarian society and feel an inherent responsibility to give back to society and thus, make the world a better place to live in.

Place you belong to and who all are there in your family?

I belong to New Delhi. My strong-willed and pious mother, intelligent wife Ekta and two sweet daughters, Keesha and Laranya are my family and my emotional support system.

What are your hobbies?

I love reading newspapers and books. I also love singing at times. I'm also drawn towards new technological advancements and am interested in understanding its implications through application for future generations.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

I feel honoured and proud being part of an organisation that has a rich history of over 150 years. It has given me ample opportunities to learn and I hope to contribute with my hard work and dedication to further enrich the enviable legacy for many glorious years to come.



Prakash Rout
Sr. Manager [A&F], IP - Mumbai

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie in 2007 as Assistant Manager [A&F] in the Industrial Packaging Division at Sewree and I'm going to complete my 12 years journey in this esteemed organisation. I am currently looking after the Accounts & Finance function of all divisions of SBU: Industrial Packaging in the Western Region.

What do you like about Balmer Lawrie?

I love Balmer Lawrie because everyone working here shares the same vision and is dedicated to the Company. I like the autonomy I have here because my superiors allow me to perform freely but within rules and regulations of being a PSU. I feel blessed that all my bosses under whom I worked till date have trained me, developed me and disciplined me a lot. Here we get exposed to more things faster and the company has a culture of meritocracy.

What is your most memorable moment in Balmer Lawrie?

The most memorable moment in Balmer Lawrie was the day I got promoted as Senior Manager along with additional responsibility to oversee the A&F function of all the establishments of SBU:IP in the Western Region. This has strengthened my confidence and motivates me more to give my earnest best in facing new challenges.

Who is your inspiration in life and why?

There are two persons in my life who inspired me a lot. In the personal front my brother-in-law who is a retired DGM from MMTC, inspired me a lot to become chartered accountant. He always stood my side and supported me a lot. In the professional front, Mr Manoj Lakhanpal Ex-ED of our organisation has influenced me a lot and it is for him that I am in the current position. I learned a lot from Mr. Manoj Lakhanpal and admired his working style and disciplined life. I will be thankful to him for his trust, guidance and support given to me.

Place you belong to and who all are there in your family?

I am basically from Odisha, which is famous for its temples. Currently, I'm living in Mumbai along with my wife Divya and son Priansh, who is 6 years old.

What are your hobbies?

I love watching news and movies, listening to music and reading.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

This is a very good organisation and we have direct access to all levels of the organisational structure along with an approachable leadership. Vertical or horizontal, everybody knows each other across locations pan India in their respective businesses/functions. In Balmer Lawrie we have strong inter personal relationships. I like my job and the people around me and at the end of each day I feel happy at work. It gives me immense pride when I share with outsiders about our company being more than 150 years old and ever since its inception, it has maintained a positive bottom line and has been a cash rich company. Balmer Lawrie has a great working atmosphere with an open, energetic and creative environment.

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I had joined Balmer Lawrie [BL] as a permanent staff on 1st December 1988. Prior to that I had worked as a temporary staff from April 1986. Presently I am working as Executive [HR] – ER at the Corporate office in Kolkata.

What do you like about Balmer Lawrie?

It is a closely-knit company where learning opportunities are bountiful, and the guidance from superiors and freedom to work is a constant motivator.

What is your most memorable moment in Balmer Lawrie?

I feel proud to be a part of 125th and the 150th Foundation Day celebrations.

Who is your inspiration in life and why?

My parents are my greatest inspiration. They taught me how to build a life through hard work.

Place you belong to and who all are there in your family?

I am born and brought up in South Kolkata. I have my wife, Kakali and my son Souptik with me in my family. My son is pursuing his BSc (Statistics) from Calcutta University.

What are your hobbies?

Gardening and photography.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

I feel very proud that I am working in a 152-year-old Company, which has always been creating wealth for the Nation and its employees.



Sukanta Sinha

*Executive [HR] - ER, Regional
HR – East, Kolkata*



Sandhya Ranganathan

Junior Officer [HR], RHR – South,
Chennai

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie on 25th April 2016 as part of Human Resource Department at Manali, Chennai. Currently I am taking care of payroll of Executives and Officers from O1 to E3 and establishment activities for Executives and Officers in the Southern Region.

What do you like about Balmer Lawrie?

The company's overall reputation and the great legacy of 152 years. Cooperative and understanding colleagues, who help me in delivering my role successfully. The ample learning opportunities and the ease of approaching seniors for any concern and a supportive team. I am the only female employee in the Southern Region HR department and since the day I have joined, I have been treated like a queen. I feel so happy to be a part of the SR-HR team.

What is your most memorable moment in Balmer Lawrie?

My first visit to the Corporate Office at Kolkata in May 2017 for a 2-day workshop on Compliance of Presidential Directives on Reservation. I felt very glad to visit the headquarters, which is a heritage building.

Who is your inspiration in life and why?

For me, my husband has always been my inspiration, who supports and motivates me to achieve what I pursue. He advises me always that I should be dedicated to my work. He makes me feel like I am okay just the way I am. He reminds me that a good laugh can cure most things. He helps me find perspective.

Place you belong to and who all are there in your family?

I belong to Chennai. My family comprises of my mother who is like my backbone looking after my son and managing home during my working hours, my husband and my son, who is 9 years old and is studying in class 5.

What are your hobbies?

The time available to cope with hobbies is very limited. If at all I get time I would love to listen to Illayaraja songs and read self-help books.

How does it feel to be part of an organisation that has a rich legacy of over 150 years?

I feel proud to be a member of great company like Balmer Lawrie. It is an immense pleasure for me to be a part of such an organization, which has a very long and rich history along with a healthy reputation of being profitable since 1867.

AWARDS & ACCOLADES



It is a matter of great pride that 'Balmerol Lubricants' has been recognized as one of 'The Economic Times Best Brands 2019'. The award was given away during the mega conference, The Economic Times (ET) Best Brands Carnival held on 30th March 2019 in Mumbai. Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. Sreejit Banerjee, COO [Greases & Lubricants] received the award. ET in association

with their Knowledge Partner, 'Nielsen', conducted a detailed survey across 15 industries in 12 tier 1 and tier 2 cities amongst demographics from the age of 21 to 50 years covering sample size of 7500+. Finally, best 30 brands were identified, which was the result of the analysis of the voice and opinion of the Indian consumer. The research parameters included innovation, uniqueness, engagement, heritage and trustworthiness of the brand. ET will also feature the brand journey and accomplishments of the best brands in an exclusive coffee table book titled 'The Economic Times Best Brands 2019'. As part of the Best Brands 2019 campaign, Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. Sreejit Banerjee, COO [G&L] were interviewed by ET Now during which they spoke about brand 'Balmerol', the lubricants industry, R&D and innovations in the domain, how Balmer Lawrie is planning to combat future challenges and way ahead for brand 'Balmerol'.



► The Travel branch of SBU:T&V at Kolkata was recognized and awarded by Air India for its outstanding performance in the financial years 2017-18 and 2018-19. Air India hosted an award function in Hotel Hindustan International, Kolkata on 26th April 2019 where Balmer Lawrie was awarded a Certificate of Excellence for securing the second position in Passenger Sales (Domestic in Eastern India) in the year 2018-19 and the third position in the same category in 2017-18. Mr. Rajib Saikia, Branch Manager, Travel - Kolkata and his team received the award from Ms. Meenakshi Malik, ED [Marketing], Air India and Ms. Jhulan Goswami, ace cricketer and an Air India employee. Congratulations Travel – Kolkata!

TALENT UNLIMITED



Paintings by Itakshi, daughter of Ms. Mithu Chakraborty, Secretary to D[MB], Corporate Office, Kolkata

As part of the Foundation Day celebrations held on 3rd February 2019, a Sit and Draw competition was organised for employees' children in some regions. Below are four paintings that won prizes:



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