

Edition - 2



# PRIDE

Spreading smiles



## MD's message

At GHCL, we are proud of our commitment to create sustainable value for all our stakeholders. Corporate Social Responsibility is not new to GHCL, it is firmly engrained in the DNA of the organisation and has evolved organically with our scope of operations enabling us to fulfil responsibilities that are directed towards helping society move ahead and progress.

In the last quarter, we expanded our footprint and made progress in the sustainability initiatives (Via CSR activities) in 'Salt and Marine Chemical Division' (SMCD).



We started our CSR activities in the area under the head 'Agriculture and Animal Husbandry' and with it, we also started healthcare services through 'Mobile Medical Unit (MMU)'. We are proud that we received an overwhelming response from the people residing in the area.

We are focussing on Primary Health Care (Primary health care & Cancer detection) and Education and Skill Development activities in the areas of our operations on a regular basis. In addition, this quarter has witnessed great increase in the various activities including training and capacity building and greenery development initiatives.

With immense pride, I would like to share with you that every day we are moving one step forward in our journey towards promoting sustainable development through our efforts. We are responsible for helping the society progress and will continue to work to accomplish these goals with our efforts.

"Pride" is an endeavour to keep all our stakeholders informed about the various inroads and the progress made in our sustainability initiatives. I invite you to read this newsletter to learn more about our strategy and how we are contributing to the global goals through our own sustainability commitments in our area of operations.

**Yours Sincerely,  
R S Jalan**

## Agriculture and Animal Husbandry



GHCL Foundation Trust is working towards improvement in agriculture and animal husbandry practises in the areas of its operation. Keeping the villagers informed about the new agricultural methods and ways of better animal care will help them improve the performance.

GHCL Foundation Trust proudly announces the start of the agriculture programme in the Salt and Marine Chemical Division (SMCD).

An exposure visit was arranged for 270 of farmers to Junagadh Agriculture University where they were briefed about new technologies for farming. Besides that, the effective usage of the seeds, pests, and measures to be taken for disease control, seed processing, harvesting techniques etc. were shared with the farmers. They were also briefed on how to care for their animals in terms of cleanliness, increasing milk production etc.





Animal treatment camp was organized where animals were treated for deworming. Vaccination camp was organized for treatment of Foot and Mouth disease for the animals in the area.

To promote zero budget agriculture, a workshop was organized for 30 farmers in Madhavpur village, Talal Block. The workshop focussed on techniques to prepare bio pesticide by using cow waste.



GHCL Foundation Trust is working hard on making primary health care available to the villagers residing near the plant area.

Health camp was organized at GHCL Limestone Mines at Sutrapada where 414 mining labours underwent general health check-up. Free medicines were also distributed.

General Health check-up camp was organized at the primary school for the villages near Salt and Marine Chemical Division (SMCD) where screening was done for waterborne diseases and TB.

- 87 students along with community members were checked in the camp.

Assessing the health emergency after heavy rainfall in Sutrapada area, GHCL Foundation Trust took responsibility and served 351 people of Meghpur and Sonaria village with required medical assistance through relief camps.



Cancer detection camp was organized at Vapi location with the support of Shri Shreeji Hospital – Bhilad. Initially 377 women were screened. 41 women underwent the second level of screening out of which two suspected cases were detected and were referred for further treatment.

## Education and Vocational Training:

Education and skill development plays a vital role in progress of the society. It helps the people to be confident. Various programs and trainings are organized for the students at the respective locations, especially in the remote areas.

### Empowering the Future

To enhance the quality of education in pre-primary schools, training program was organised for 62 Anganwadis and students were taken to Children University, Gandhinagar for capacity building

Parents' meet was organized where the representatives from GHCL Foundation Trust conducted a training session on 'how to groom children'. 2033 parents participated.



'Balmela' was organized in 3 primary schools at Sutrapada where 669 students participated in various activities – Science fair and student competition etc.

Special session for Maths and English for secondary school students was organised. 430 students participated.

Education awareness programme was conducted in 28 villages of Rajula near our Salt and Marine Chemical Division (SMCD) for parents to create awareness about the value of education and its benefits in the life of an individual.



A motivational seminar was organized for students who were not able to clear their Higher Secondary Examination. 27 students participated in the session.

#### Extra-Curricular Activity

-Storytelling sessions were organized in 8 schools - 95 students participated.

-Tree plantation drive was organized in Khera Primary School - 30 students participated.

-Art & Craft competition was organized in village Rajula, 211 students participated from 11 different schools.



To support infrastructure, Salt and Marine Chemical Division (SMCD) distributed 253 education kits in 6 primary schools which included bags, notebooks, uniforms etc.



To support education, Veda Salt Works is paying salary of 8 teachers of 3 Elementary & 3 High schools of Nagapattinam District, Tamil Nadu who handle the PTA works. Total 2500 students have benefitted from this initiative.

CPD		
1	Elementary School,Kadinalvayal	2Staffs
2	High School,Kadinalvayal	2Staffs
3	High School,Siruthalaikadu	1Staffs
4	Elementary School,Pannal	1Staffs
5	High School ,Pannal	1Staffs
6	Elementary School, Ayakkaranpulam-4, Nagapattinam Dt. TamilNadu	1Staffs

Veda Salt Works supported upgradation of Kadinanvayal School from High School to Higher Secondary School in Nagapattinam district, Tamil Nadu. The donation was made to the principal of the school. Total 380 students will benefit from this.

## Vocational Training and Skill Development



Vocational training and skill development is an area where the GHCL Foundation Trust is trying to help youth by training them in various skills that can improve their employability.

On the job training was organized for 9 Nursing students of Jafrabad VTC at Saboo Hospital, Mahaveer Hospital and Hope Hospital at Bhavnagar.

Exposure visit was organized for 11 nursing students of Jafrabad VTC where they were taken to Hanumant Hospital, Mahuva and community health center, Jafrabad.



Counselling Session: VTC team conducted the career counselling programme for 250 students to inform/update them about several career options.

Bhilad VTC arranged exposure visit for 58 students to ASM Industry- Umargam (Garment Manufacture), GHCL Limited, Bhilad (Home Textile) and Welspun India Ltd. – Vapi (Teri Towel Manufacture)



### ***Achievements of VTC Trainees***

Mr. Rajesh Bhambhaniya – Pursued BPO Training / Batch - 4  
Resident of Mitiyala village, Jafrabad block was selected in Sytex Yarn Pvt. Ltd.  
(Salary : Rs. 12000/- per month)



Mr. Sakib Arab – Pursued Fitter training / Batch 1  
Resident of village Jafrabad, was placed through VTC in Bacon Ltd.  
Vadodra as CNC operator.  
(Salary : Rs. 9000/- per month)



## Rural Development and Infrastructure Initiatives



The Foundation works on need basis and based on the demand of the villagers the Foundation has taken up the responsibility to develop resources that aim at providing safe drinking water and sanitation for the households in the villages.

GHCL Foundation Trust provided water chlorination machine to Bherala village, Gir-Somnath district, with the support of TATA trust. Safe drinking water reached 190 households.



GHCL Foundation Trust for the first time in this quarter started the solid waste management, in Kadvar Village, Gir-Somnath district. Placed 1375 dustbins with 20 lit of capacity for waste collection.

Cleanliness Drive 'Swachhta hi Sewa campaign' was organised from 15<sup>th</sup> September to 2<sup>nd</sup> October 2018 in Lati, Meghpur, Kadvar, Bij villages, Gir-Somnath district.



The movement marks the fourth anniversary of Swachh Bharat Mission, on 2<sup>nd</sup> October 2018. The mission also marks the commencement of the 150<sup>th</sup> year celebrations of Mahatma Gandhi.

Construction of community hall was partly funded for 3 villages (Siruthalaikadu, Ayakkaranpulam-4, Sakkaranpettai) in Nagapattinam District, TamilNadu in Vedaranyam region near our Veda Slat Works in order to support general function gatherings for the villagers.

Support was extended to the villagers for pumping the water source in Kadikodi Kulam & Karuppampulam South village of Nagapattinam district, TamilNadu near Veda Salt Works that is used by families in their day to day needs and for cattle rearing.

## Women Empowerment

GHCL Foundation Trust works efficiently towards women empowerment. Many initiatives are undertaken and support extended by the Foundation to support women, make them confident and employable by learning various skills.



50 SHGs (Self Help Groups) received agarbatti making training and 50 SHGs were given kitchen garden kits.

Income generation centre for women started at VTC with 12 trainees.

Accounting and record keeping training was given to leaders of 6 SHGs.

SHG members and 200 farmers were taken on an exposure visit to Ahwa-Dang to show rice cultivation practice.



## Health Safety And Environment Events

### Environment Care:

#### Tree Plantation Drive at Sutrapada:



101 mango saplings were planted at GHCL Sanjay Nagar Colony on 10<sup>th</sup> August 2018 and 45 new trees were also planted on the occasion of International Day for the preservation of Ozone Layer on 16<sup>th</sup> September 2018.

#### Quality Management System



GHCL continuously works towards improvement of processes. Taking this forward, GHCL initiated transition of QHSAS 18001:2007 to ISO 45001:2018 version of occupational health and safety. New ISO 45001 standard is in line with new high level structure of ISO and is same as 14001:2015 that GHCL has already upgraded to earlier.

## Safety Training



Training session was conducted for security staff at Soda Ash Plant, Sutrapada on fire safety.



Training session was organised on 14<sup>th</sup> and 15<sup>th</sup> September 2018 for the HSE stewards at Soda Ash Plant, on handling types of hazards and associated risks. The session was conducted by the representatives from Gujarat Safety Council



Safety Tamre Angna (Safety at your door) was organised at Soda Ash Division with discussions on potential safety and health hazards.



Contractor safety meeting was organised in September 2018 at Soda Ash Plant to discuss various safety related risks associated with different departments.



Safety training given to new employees at GHCL plant for emergency preparedness.



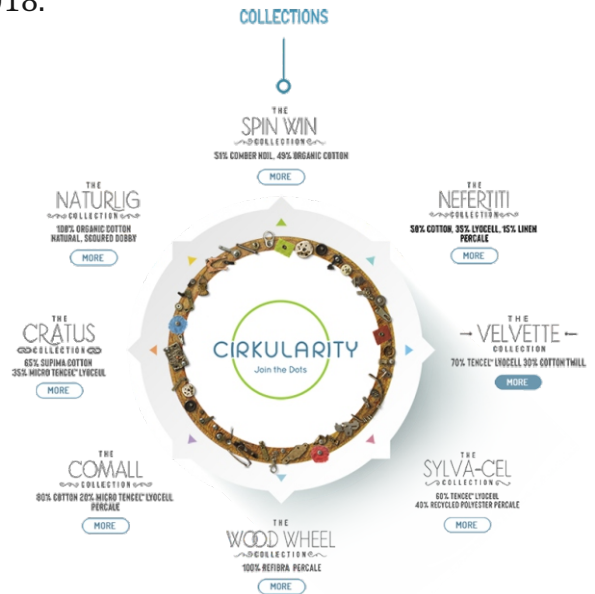
Basic First-Aid training was organised on 10<sup>th</sup> and 22<sup>nd</sup> August 2018 for employees of Home Textile Division on CPR, care for minor and major injuries, sprain, emergency rescue procedures, Snake bites and Trauma etc. The session was conducted by Dr. Anil Kshirsagar, Mr. Santosh Dhumal and Dr. KP Sinha.

## Business Updates

### Textile Division launches its new Product 'Cirkularity'

We are pleased to announce the launch of new range of bedding product "Cirkularity" at New York Home Fashions, USA on 24<sup>th</sup> September 2018.

This bedding product supports the Circular Economy and centres on 'Reduce, Reuse and Recycle', reinforcing passion towards sustainability, traceability, innovation and giving back to society.



### The collections of bedding launched under the name tag 'Cirkularity' are:

The Spin WIN  
Collection

The Nefertiti  
Collection

The Velvete  
Collection

The Sylva-Cell  
Collection

The Wood Wheel  
Collection

The Cornall  
Collection

The Cratus  
Collection

Speaking on the occasion Mr. Manu Kapur, President and CEO of GHCL Home Textiles said "We are proud to unveil "CIRKULARITY" a range of bedding the supports the Circular Economy. The entire range of collection which is a part of this range centers around the concept of Reduce, Reuse and Recycle. Thus reinforcing our passion and commitment towards Sustainability. With the launch of CIRKULARITY, we aim to target the ecologically conscious consumer who is making purchase decisions to support the environment and is supportive of initiatives which help reduce the carbon footprint."

## Yarn Division introduces new technology at Manaparai



GHCL Yarn division -Manaparai - Vortex project. "VORTEX spinning" is a technology which uses an air vortex to spin out the yarn. Fibres formed by the air flow possess a unique structure, and this provides the yarn with a wide range of functionalities.

### **The STS (Spinning Tension Stabilizing) System is the key technology for VORTEX.**

In the mechanism which draws the yarn from the spinning nozzle a friction roller is adopted instead of the nip roller. This system and newly developed spinning sensor realize stable yarn structures as well as consistent and reliable yarn qualities. This epoch-making technological innovation was possible because of Muratec's intimate familiarity with VORTEX spinning and the yarn clearing method. We firmly believe the 3rd generation VORTEX III 870 will contribute to the development of the fashion world.

### **Advantages;**

- Less hairiness & Clear appearance
- High resistance to Pilling & abrasion
- High moisture absorption & Fine printing
- Less shrinkage & High wash resistance
- Can be spun with various other materials such as synthetic fibre, regenerated fibre and blended fibre.

**Unit Specification:** 5tons /day (Future projects are going on)

## Consumer Product Division

### Blended Spices- New product range from i-FLO

i-FLO Biryani Masala (available in packs of Rs.10 and 50gms) and i-FLO Idli Chilli Powder (available in packs of 50gms) are a few products under this category.



Blended spices are a range of mixed spices made with high-quality whole spices, grounded and blended together to perfection. This brings the right flavour, colour, and taste to a variety of dishes. The Indian culinary practice of preparing a blend of spices dates back to ancient times. i-FLO introduced a variety of blended spices into the market in 2018.

These blended spices are a flavorful and aromatic mixture of various spices that makes any ordinary food extremely delicious.

**Make your everyday meals scrumptious with i-FLO!**

## Events

### Core Value Carnival at GHCL Corporate Office, Noida

At GHCL we try to bring people together with various activities that reflect our core values. Core value committee organized “Core Value Carnival” from 20th August to 24th August 2018 at Noida office. The content of the carnival was designed so that everyone understands our core values in a better way. The activities of the carnival were distributed through 4 days



These events provided great exposure to all of us as individuals on how we can practice our core values. MD's live talk show gave us the opportunity to listen and understand the views of Mr. R S Jalan, MD GHCL. He spoke on how the core values transformed him as a leader

**Day 1 - MD's Live Talk Show**

**Day 2 - Talk with the Top**

**Day 3 - Cross the border**

**Day 4 - Family get together**



and have become an integral part of his life. Mr. Jalan discussed how these core values helped him progress in his career. He further showed us how we all can inculcate these values within ourselves so that they help us achieve our goals. He also suggested, that as individuals, we should always take ownership of our mistakes, learn from them and find out new ways of improving.

The session was hosted by Mr. Manu Kapur, CEO & President – Home textiles and received great comments from all the participants.

Day 2 of the carnival gave us the opportunity to listen to the success mantra of our top leaders from different sectors like Finance, Marketing, Communication, Sustainability, and Secretarial.

The participants of the session were Mr. Raman Chopra, Mr. Sunil Bhatnagar, Mr. Rajesh Tripathi, Mr. Lovish Ahuja, Mr. Bhuwaneshwar Mishra and Ms. Deepika Abrol. The discussion saw our leaders talk about what withholds us from coming together as a team and how to overcome these inhibitions. The session gave direction to all on what role values play in the development of a person as a true leader.

One of the most enjoyed events was that of day 3 – Cross the borders. This day all the workstations were swapped for each and every employee at Noida office to give a feeling that we are above all the boundaries like designation, levels, and department and we work as one team. The seniors were given a chance to sit in the open spaces and many from open spaces were given a chance to sit in the senior's cabin.

This experience made people realize the importance of responsibility that each person holds in their respective roles. Also, this change made us all realize the challenges that are faced by people in their respective workspace assigned to them.

On the fourth day, the carnival ended with family get together that was planned on the very last day. It was mainly to thank all the family members of the employees who act as the pillar of support and gives them the vision to work more efficiently in their field. The carnival was concluded by saying slogan **“together for each other”** where all the employees and their family members let the balloons go off in the open sky.

With the success of the event, the team is looking forward to organizing more of such events where people can join each other and inculcate new learnings from the experiences that are shared on an open platform.



## Awards & Recognitions

### Great Place to Work Certification

#### GHCL Limited among the best workplaces in India

Our organisation has been certified as one of the best workplaces by the Great Place to Work Institute and has been ranked no. 67<sup>th</sup> among the top 100 workplaces in India for the second consecutive year.

This recognition highlights our phenomenal success in driving an environment of trust, respect, fair compensation, camaraderie, internal communication, training, and diversity. Over the years, we as an organisation have strengthened our position that encourages all of us to focus on our priorities without interruption fostering a culture of strategic and innovative thinking. This is culture has helped us as to attract and retain talent.



Commenting on the recognition, our MD **Mr. R.S Jalan** said “We are extremely proud to be certified as a Great place to work for the second consecutive year. All this has been possible due to the collective effort of team GHCL. The recognition bears testimony to the organizational culture and the set of fundamental beliefs and values which guide the day to day operations and decisions. We have raised the bar for ourselves”

Commenting on the achievement our VP and Head – Corporate HR said “At GHCL we believe in creating a culture which fosters freedom of thought and creativity, encourages behaviour in line with the values and an open door policy. Apart from all this, we are a close knit organization where employees are considered family which is demonstrated in all our policies.”

We @ GHCL are very proud and thrilled with this achievement and hope that with our efforts will take this ranking to new height in the next year ranking too.

## Silver and Bronze awards for GHCL Weaving Team



In the annual convention organised by the Quality Circle Forum of India (QCFI), Vadodra on 10<sup>th</sup> September 2018, the weaving team representing GHCL received Silver and Bronze award for their case studies.

The participating two teams were named as Unnati 1 and Unnati 2.

The topic presented by the team was:

Unnati 1: Interface Loss in Loom

Unnati 2: Fringe Length Loss in Loom

Mr. L. H. Saiyed was leading both the teams.

## Quality Circle Award for GHCL Yarn Division at Tiruchendur, Tamil Nadu



Yarn division participated with 6 teams in the chapter quality circle competition on 23<sup>rd</sup> September 2018. In this state level competition, GHCL's six teams received 'Golden Award' and were also given second prize for the poster competition and 5s skit. In total 135 Quality Circle teams had participated in the competition from various industries.

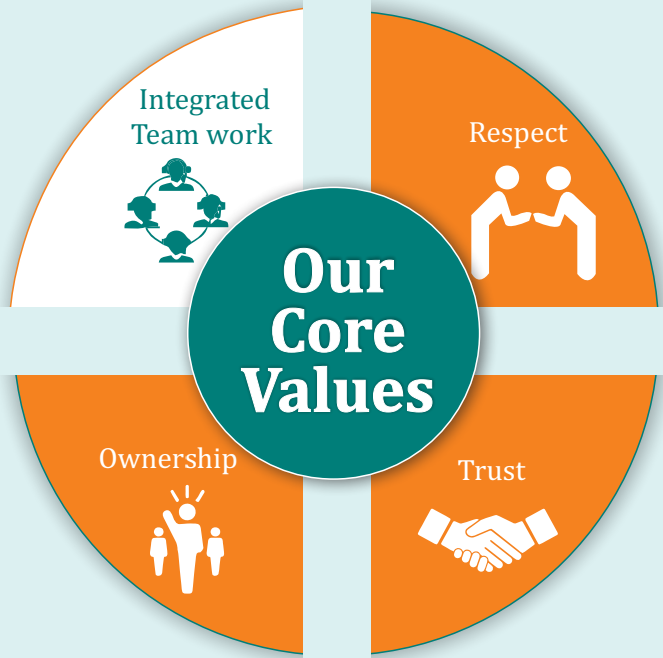
## Quality Circle Award for GHCL Yarn Division at Coimbatore, Tamil Nadu



GHCL yarn division participated in the state level Quality Circle competition organised in Coimbatore, Tamil Nadu with five teams on 30<sup>th</sup> September 2018. All the five teams were presented golden award and were also given for knowledge test. Total 140 Quality Circle teams participated from various industries.

## Know our Core Value Integrated Team Work

Integrated Team Work focusses on the actions of all the individuals for achieving common goal/purpose irrespective of their departments or functions. At GHCL, we invite each person in the team to work towards the larger group objective.



***“No matter how brilliant your mind or strategy is, if you are playing a solo game, you will lose out to a team” - Ried Hoffman.  
Co-founder, LinkedIn***

When any organisation operates with effective team for the designated task / project, the result is outstanding. Each team members need to work in collaboration with each other with well-defined tasks for each one of them, in order to achieve the set goal.

One such instance of 'Integrated Team Work' at GHCL is the Gold Award received by Yarn Division recently at ICQCC held at Singapore. “Innovation & Quality Control Circles are timeless tools for organizations seeking to achieve excellence. A group of 13 regional economies, including Singapore, have been taking turns to annually

host an International Convention on Quality Control Circles (ICQCC) since 1976. The other 12 regional economies include: Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Sri Lanka, Taiwan and Thailand.



GHCL Yarn Division, Madurai team won “Gold Award” in this 43<sup>rd</sup> International Level Quality Control Convention held at Resort World Sentosa, Singapore from 22<sup>nd</sup> to 25<sup>th</sup> October 2018. The theme selected this year was “Future-proof, Future-ready Organisations through Innovation and Quality Circles and business Excellence”.

1 QC Team – “HIT” from GHCL Yarn division, Madurai participated in the competition. The objective of the project was “Reduction of Spinning Pneumafil waste from 0.79% to 0.25%”. The team had 4 participants with 3 Women Apprentices- Ms. Jeyanthi, Ms.Gowsalya, Ms. Hemalatha and Jr. Executive – QAD – Mr. Subramani Sekar.

This team from GHCL had the youngest team members with education only up to the school level. The members of the Jury appreciated the efforts of GHCL team for their performance, energy levels and the way presentation was given to the jury members

This win displays great team achievement as we emerged winners out of 460+ teams which had participated in the event from various countries like Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Singapore, Malaysia, Philippines, Sri Lanka, Taiwan and Thailand.



For feedback please write to [corpcommunication@ghcl.co.in](mailto:corpcommunication@ghcl.co.in)