

## We The People – E – Magazine – Feb'15



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## Message from Mr. Arulappan. A

My Dear colleagues,

Now we are in the middle of 2014-15 season and I want to share the following things with you,

In India the sugar cane and sugar production data is compiled and kept from 1932. Once we go through the records there are sugar cycles, i.e., there will be surplus production of sugar for 2 to 3 years and during this period the cost of production is higher than the realization resulting in huge losses to the mills. In upward cycle lasting for one to two years the realization from sale of sugar and byproducts is remunerative and mills use to make up the losses made in downward cycle partially. Now we are in the downward cycle or call it a distress cycle, the sugar production is surplus for the fourth consecutive year the sugar price is at rock bottom and sugar mills are running at huge losses.

If we analyze the cost of production, the cost of sugar cane is about 75% and we do not have any say since the cane price is fixed by central and state governments and become statutory. The wages and administrative expenses are almost fixed and can't be reduced. The conversion costs such as chemicals, lubricants and packing materials are also almost fixed and only minor savings can be done.

In the above said adverse scenario still the plant operating managers can play a key role by improving the operational efficiency and physical turn over of the plant. I strongly feel that we can improve the financial status of our company as given below.

## Message from Mr. Arulappan. A

In all our sugar mills still there is scope for improving sugar recovery from 0.05 to 0.20%. This is well known to engineering and process managers and by implementing SOP's strictly the loss in bagasse, filter cake, final molasses and unknown losses are to be controlled.

There is a scope for improving the export of power 2 to 5 units/ ton cane crushed by controlling the moisture in bagasse and by reducing steam and power consumption for milling and processing, also by improving boiler operations.

There is a way to improve yield of alcohol 2 to 5 liters/Ton of molasses.

The engagement of overtime during season is to be done based on essential and necessity.

The sugar is manufactured in the field and not in the factory, it is well known axiom in the sugar industry. If we are able to reduce 1% extraneous matter in the cane supplied the corollary is 0.1% recovery will improve.

What ever today that we have planted that only will be available for next season crushing. Now if we plant more high sugar variety of cane then we cane taste more sweetness in the next season.

**“There is no substitute for hard work”**

**Arulappan.A**

**Vice President (Technical)**

## From the Desk of MD & CEO

Dear Colleagues,

I have pleasure in communicating with you through the E Magazine.

The season for crushing has started from October '14 & continuing at its peak. So far we have crushed nearly 25 lac tonnes & our aim is to reach to 40 lacs tonnes. I am sure with your commitment & dedication coupled with hard work we shall be able to reach 40 lac tonnes of crushing. In the pursuit of targets our few of the factories like Jay Mahesh, Aland & KSL will reach all time high crushing levels. The recoveries in all the plants are on rising trend(Except TSL) & the teams are working systematically with improving the quality supplies of cane. Koppa needs special appreciation for bringing a change in approach. Despite your best efforts we are suffering adversely because of the low sugar prices impacted by the last 4 years of surplus sugar in domestic & international markets.

Power segment is performing satisfactorily & some of the Cogen plants like Aland, KSL & TSL are performing at high efficiencies. Our power export for all the 4 factories have been contracted till May 2016 at a decent rate. The coal procurements are made by our commercial team efficiently. With the softening of the crude prices globally, the coal prices are continuously coming down which will be helping the Cogen plants to operate at a decent margin in off season.

Distillery segment is performing satisfactorily & both Koppa & KSL are operating at 100% or more then the capacity. We have recently participated in Ethanol tenders issued by OMC's & we have been able get orders for almost 25% of our distillery capacity. This will give us a cushion for improving our price of ENA in local markets. Overall I feel satisfaction at the distillery operations.



## From the Desk of MD & CEO

Cane planting is going on in all the factories & our colleagues need to pick up the pace now across all areas. This will be a very important to have high sugar variety with sufficient area so that we need not to high distance to procure cane. This is important for KSL & TSL teams. While Koppa needs to focus on varietal mix.

The finance team is doing all possible efforts to arrange the funds for you in time in order to enable you to fulfill your commitments. I am sure the finance constraint will be removed in next few weeks & we shall be able to pay our dues in time.

The corporate team is geared to support you all out to meet your requirements to enable you to perform at optimum levels.

We have to severely cut our costs , improve our efficiencies & reduce our process losses in order to sustain the challenges.

Overall , I have confidence that with your spirited efforts NSL Sugars should be able to turn into black soon.

All the Best & good luck

Ravindra S Singhvi

## Koppa Unit

### SAP Training - Jan'15

All the HODs and employees who are required to access/use SAP application were trained on various modules of SAP



### Safety Training - Jan'15

Safety training has been conducted to workmen on How to use Fire Extinguishers ..





## Tungabhadra Unit

### Safety Training - Jan'15

Safety training has been conducted to workmen on Safety precautions to be taken in Material lifting



### Republic Day celebrations - Jan'15

We have celebrated republic day at our Tunga Bhadra unit on 26.01.2015, In this event all employees have participated .





## Aland Unit

### SOP Awareness Workshop - Jan'15

SOPs for all the 14 processes have been introduced in Aland Unit. Awareness workshops for all the employees of all the departments were conducted .



### Republic Day celebrations - Jan'15

We have celebrated republic day at our Aland unit on 26.01.2015, In this event Mr.Arulappan, Vice President Technical, participated and received the guard of honor and addressed the employees





## Jay Mahesh Unit

### Safety Training - Jan'15

Safety training has been conducted to workmen in Ware House



### Republic Day celebrations - Jan'15

We have celebrated republic day at our Jay Mahesh unit on 26.01.2015, In this event all employees have participated .



## KSL Unit

### Safety Training - Jan'15

Safety training has been conducted to workmen in Ware House



### Republic Day celebrations - Jan'15

We have celebrated republic day at our KSL unit on 26.01.2015, In this event Mr. Muralidhar Chowdary – Unit Head participated and received the guard of honor and addressed the employees





## Initiatives

## Employee Development

As part of Employee Development we have been conducting induction for new joiners and workshops on HR Policies for all the employees . We have been cascading the “Whistle Blower” policy to all employees





## Initiatives

## Employee Engagement

As part of employee engagement activities we had organized “**NSL Cricket Champions Trophy – 2014**”

A prize distribution ceremony is held on 5<sup>th</sup> January 2015 at NSL Icon Office.

The occasion was graced by our beloved Group Chairman Mr. Prabhakar Rao, Mrs. Asha Priya M, Mr. M Venkat Ram Chowdary, Mrs. Aishwarya M, Mr. Ravindra Singh Singhvi (MD& CEO –Sugars), Mr. D.K. Jain (CEO – Conventional Power), Mr. Shreyas Joshi (CEO Textiles), Mr. Basavaiah S (WTD-Sugars), Mr. Ajay Paturi (Director – Textiles), Mr. Appa Rao (Director – Textiles), Mr. Satish Kumar S (CFO – Textiles), Mr. Sivaji M (Head Hydro), Mr. Mukesh Mittal (Sr. VP Mktg. FC – Seeds), Mr. Tarak Dhurjati Vice President (Strategy & Business Coordination - Seeds), Mr. P K Singh (VP Corporate Cane) and all the team members of NSL.





## Initiatives

## Employee Engagement

Awards were presented to the players for their performance in the NSL Cricket Champions Trophy - 2014 for the below categories.

- Man of the Match
- Best Batsman
- Best Bowler
- Man of the Series
- Medals for Runner - up & Winner Team
- Runner-up Trophy
- Winner Trophy

Congratulations to all the prize winners and players for participating in NSL Cricket Champions Trophy -2014.



# Initiatives

## Employee Engagement

### Details of the Prize Winners

Date	Match	Man of the Match	Team	Details
23-Nov-14	1	Sai	SCM Lions	49 Runs
	2	Arun	Sugar Riders	113* Runs & 1 Wicket
	3	Nagesh	Textile Tigers	63* Runs
30-Nov-14	4	Naveen	PPY Challengers	37 Runs
	5	Sai	SCM Lions	42 Runs & 3 Wickets
	6	Arun	Sugar Riders	23 Runs & 6 Wickets
7-Dec-14	7	Ravi	PPY Challengers	37 Runs & 2 Wickets
	8	Sai	SCM Lions	4 Wickets
	9	Naveen	XI Avengers	81* Runs
14-Dec-14	10	Arun	Sugar Riders	83* Runs & 2 Wickets
	11	Naresh	Power Rangers	25 Runs & 3 Wickets
	12	Nagaraj	SCM Lions	57* Runs
21-Dec-14	13	Ratalu	SCM Lions	44 Runs
	14	Naveen	PPY Challengers	24* Runs & 4 Wickets
	15	Arun	Sugar Riders	83 Runs & 2 Wickets
28-Dec-14	16	Ravi	PPY Challengers	43* Runs & 2 Wickets
	17	Ramesh	Sugar Riders	46 Runs
4-Jan-14	18	Arun	Sugar Riders	106* Runs

### Best Batsmen of Series :

Arun (SUGAR RIDERs) Top scorer of the Tournament: 497 runs with 2 centuries and 3 half centuries.

### Best Bowler of the Series :

Arun (SUGAR RIDERs) Top wicket taker of the Tournament: 14 wickets with one 5 wicket haul.

### Man of the Series :

ARUN (SUGAR RIDER'S) with 497 runs & 14 wickets Best player of the tournament..



We have organized a Rangoli competition for all at Corporate office in the month of Jan'15 as part of Employee Engagement activities

We are pleased to share the Highlights of Rangoli Competition held at NSL Corporate Office premises on 12<sup>th</sup> January 2015 from 04:00 PM to 05:30 PM at Cafeteria.

The Prize distribution ceremony is graced by Mrs. M Ashapriya and she has presented the awards in three categories for winners.

- “Most Traditional Rangoli” won by Ms Gnanashree & Mrs V Nirmala team
- “Most Creative Rangoli” won by Mrs Maharani & Mrs Shuchi Sharma team
- “Most Colorful Rangoli” won by Mrs Shanti & Ms Venkata Tulasi team

A consolation prize in Special category for “Most Attractive Rangoli” won by Ms Vamshadhara & Mrs KV Rani team

Congratulations to all the winners !!!!!

# Initiatives

## Employee Engagement

### Prize Distribution – Rangoli Competition – Jan'15





## Initiatives

## SOP Implementation

### SOP Implementation at Jay Mahesh & Aland - Jan'15

After successful launch of SOPs at Jay Mahesh & Aland , we have conducted Hand holding sessions on SOP for all the departments in both the units .

In these sessions we have facilitated practice on SOP Implementation to all the stake holders in each department.

Sessions were received well and all the Employees of both units have assured of hundred percent implementation of SOPs



## Initiatives

## Quality Management

### 5S Implementation – KSL Unit

We have conducted awareness workshops for Workmen at KSL on 5S Implementation from 7<sup>th</sup> January '15 to 10<sup>th</sup> January '15 .

Dr. B.R. Bangarey from QCFl had facilitated the work shops , we have covered 200 employees in the unit under this training .

With this we completed Awareness Workshops for employees and Zones were identified . Steering committee to drive 5S in the unit is formed . We will start 1S Implementation very soon....





## Message from Managing Director & CEO

Dear Colleagues,

In line with the changing pace we need to constantly introspect and upgrade ourselves with respect to the outside world.

In the past few years we have seen that globalization and liberalization has made the world a small village. To excel in this scenario we need to think globally and act locally. We are confident that as a team we will be able to meet this need.

As a first step towards the same we have taken up “Total Quality” initiatives, in this Five-S , Kaizen & Quality Circles are primary activities .

The Five-S, is a first and basic step towards “Total Quality” which will orient us in the direction of Good housekeeping, Proper handling of documents/materials and Optimization of inventory shall indicate a culture of self-discipline.

To explore latent potentials in individual employee and allow them to think and act in a more creative manner at the work place, we have planned to introduce Five – S at KSL to start with.

The Five-S initiative shall not only enlighten all those involved in it , but shall also help them to become more meaningful & responsible stake holders in the organization.

In the mutual interest of the employee and organization, I request all the employees to extend their whole support and co-operation by actively participating in the initiative.

“LET US JOIN HANDS TODAY FOR BUILDING A BETTER TOMORROW “

With best wishes

Ravindra S Singhvi  
Managing Director & CEO

## Message from Managing Director & CEO

ప్రియమైన సహోద్యోగులారా..!!!

ఈ పోటీ ప్రపంచంలో మారుతున్న పరిస్థితుల నేపథ్యంలో మన సంస్థ అగ్రగామిగా నిలవాలంటే మనం నిరంతర ఆత్మ పరిశీలనతో ఆధునికరణ దిశగా ముందుకు వెళ్ళవలయును. గత కొద్ది సంవత్సరాల మార్పుని గమనించినట్లయితే ప్రపంచీకరణ, సరళీకరణ వంటి విధానాల వలన ప్రపంచం మొత్తం ఒక చిన్న కుగ్రామం అయింది. ఈ క్రమంలో మనల్ని మనం గొప్పగా తీర్చిదిద్దు కోవాలంటే , ప్రపంచస్థాయిలో ఆలోచిస్తూ స్థానికంగా వ్యవహరిస్తూ విజయం సాధించాలి. ఈ విజయం మనం అందరం ఒకే టీం గా ఉన్నప్పుడు మాత్రమే సాధ్యం అవుతుంది.

ఇందులో భాగంగా మొదట మన సంస్థ “Total Quality “అనే ప్రక్రియ ని ప్రారంభించటం జరిగింది , Five-S, Kaizen, Quality Circles అనేవి ఇందులో ప్రముఖమైనవి.

Five-S అనేది “Total Quality” లో ప్రాథమిక మరియు మొదటి అంశము. ఇది మనల్ని గుడ్ హౌస్ కీపింగ్ , పత్రాల నిర్వహణ/పదార్థాల నిర్వహణ , స్టాక్ ని సానుకూలంగా ఉపయోగించుకోవటం లోను, మరియు మనల్ని స్వీయ క్రమ శిక్షణ దిశగా మనల్ని నడిపిస్తుంది . అంతే కాకుండా కార్యాలయంలో ఒక ఉద్యోగి తనలో అంతర్దీనంగా ఉన్నటువంటి ఆలోచనలు మరియు సృజనాత్మకతను వెలికి తీయటంలో సహాయ పడుతుంది. ఆధునికరణ లో భాగంగా Five-S అనే ప్రక్రియ ను KSL యూనిట్ లో ప్రారంభించటం జరిగింది.

Five-S అనే ప్రక్రియ కేవలం సంస్థ లో ఉద్యోగుల పని సుళువు చేయటమే కాకుండా పనిలో మరింత సార్థకతని చేకూర్చి వారిని మరింత భాధ్యత గల నాయకులుగా తీర్చిదిద్దుతుంది.

ఉద్యోగులందరు కలిసి కట్టుగా మీ యొక్క సహకారాన్ని మరియు మద్దతుని అందించి చురుకుగా, చొరవతో ఈ Five-S ప్రక్రియ లో పాలు పంచుకోవాలని విజ్ఞప్తి చేస్తున్నాను.

రండి.....మెరుగైన రేపటి నిర్మాణం కొరకు మనమందరం ఈరోజే చేతులు కలుపుదాం...

ధన్యవాదములతో,

Ravindra S Singhvi

Managing Director & CEO



## Fun Zone

### THE SIGN DOWN THE ROAD

**Teacher:** Why are you late, Joseph?

**Joseph:** Because of a sign down the road.

**Teacher:** What does a sign have to do  
with your being late?

**Joseph:** The sign said, "School Ahead, Go  
Slow!"



**Evridiki Dakos**

## Welcome to NSL Family

**Mr. Srinivas Sunkara** has joined us as Sr. General Manager at NSL Sugars Ltd – TSL on 1<sup>st</sup> January '15



**Mr. Vijay Sunder Reddy** has joined us as Dy. Manager (Co-gen ) at NSL Sugars Ltd – Aland on 23<sup>rd</sup> Jan'15



**Mr. Kamala Kanta Patra** has joined us as Asst. Manager (Drip Irrigation ) at NSL Sugars Ltd – TSL on 28<sup>th</sup> Jan'15



## Inspirational Quote of the Month

The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence.

Shared by NSL KSL HR Team

***Happy Reading....***