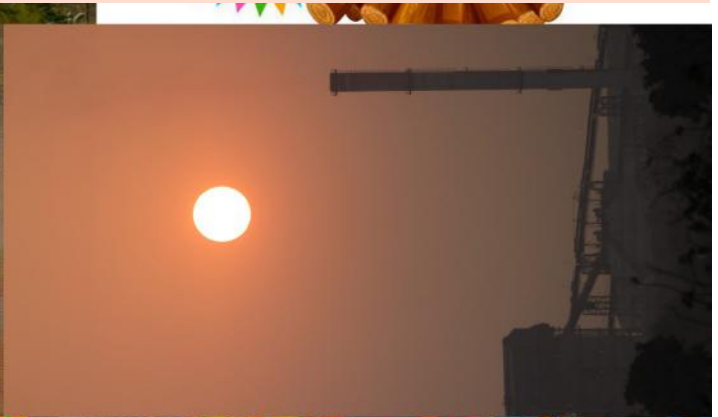




# We ....The People



# Inside this Magazine



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## From the Desk of Vice Chairman & MD

Greetings Dear colleagues!!!

***“THERE IS NOTHING SO USELESS AS DOING EFFICIENTLY  
THAT WHICH SHOULD NOT BE DONE AT ALL.”***

***- PETER DRUCKER***



I hope you all have welcomed the dawn of a new year with joy & piety.

Our focus on crushing season FY 2017-18 means we all must focus on fulfilling our targeted figures. We have faced some challenges in procurement of sugarcane and availability of cane causing short closure of the season in Koppa , Aland & Tungabhadra. However, it is a confidence boosting season for us as we are able to surpass our own best in Jay Mahesh. The KSL is striving to achieve their targets & I am positive that they will be surpass them.

This indeed improves our confidence to perform much better and estimates for the FY are far more eye candy than it is now. However we ought not to disremember the grim picture we faced for the past two years. Which in itself is an eye opener for us to identify various risks & evaluate opportunities not to just stay afloat but be prepared for the market scenarios.

I am happy to see that 47th national Safety week has been celebrated across all our units reiterating that fact that safety is our first priority. I believe that practicing safety starts from our thinking and ideology which can evenly applied across all the functions of the business operations.

All the units have set up the Budgets for FY 2018-19, while preparing the budget we should consider the learning from the past year and benchmark the neighboring industries. We also must strive to achieve operational efficiencies, cut down dead inventory, reduce wastage, improve the upkeep of our machinery during the annual maintenance. With dedication and commitment , we will accomplish our business objectives and send a positive message to all our stake holders. Wishing you all the very best for the rest of the crushing season.



**- By Jitendra Sharma (VP-HR)**



**Lower stress.** When you expect good things to happen, there are fewer reasons to experience stress. In fact,

**Optimism has a lot to offer.** You're hurting your future, yourself, and those around you by being pessimistic. Optimism is free and it feels good. Your health, success, and mental health are all enhanced when you hold a positive viewpoint. Let go of your pessimism and view the world from an enthusiastic perspective. You'll be glad you did!

# NSL KOPPA IN PICTURES

## Republic day celebrations





# NSL KOPPA IN PICTURES

## Various Training Programs



Training program conducted for Contract workers in respect of safety at height works and Safety in tube cleaning works.



**T**raining program conducted for HOD's and Section Heads on in respect of Operation & Maintenance of Kirloskar Pumps by Mr. Deepak K.S.

*"Give me six hours to chop down a tree and I will spend the first four sharpening the axe."*

*Abraham Lincoln*





# SAFETY WEEK CELEBRATIONS



**47th National week celebrations** have been observed in NSL Koppa, the safety Flag is seen hoisted & all the employees of the factory including their family members are seen taking the safety pledge. **Assistant Director of Factories, Mysore & Usha Armor Pvt. Ltd., Mysore** has honored the inaugural ceremony of the safety week celebrations which include Safety PPE's Display & Exhibition., Various mock-drills, demonstrations, Safety slogan, Essay, poem & drawing competitions, awareness skits are conducted and winners were given away prizes on the occasion.



# WOMENS DAY—KOPPA



***Women are the real  
Architects of the  
society***

**WOMEN'S DAY**

**108th Women's Day NSL KOPPA**

Cultural Program's were conducted to acknowledge the importance of women empowerment in todays world.



# NSL KOPPA IN PICTURES

## Health check up camp—by Apollo Hospital



# EAT HEALTHY

## LOOK HEALTHY

If you want radiant, healthy skin, the right nutrition will keep you looking your best. Make sure you get plenty of these skin-nourishing nutrients and take a look at your digestive health to help you get that healthy glow from the inside out.

### CHOW DOWN FOR HEALTHY SKIN

**Vitamin A**  
is important for overall skin health. It's found in carrots and low-fat dairy products.

**Lycopene**  
can help with age-related issues caused by sun exposure. You'll want to eat tomatoes, guava, and watermelon.

**Vitamin E**  
helps repair damaged cells. Get the benefits by eating nuts and seeds.

**Vitamin C**  
helps fight wrinkles. Get a healthy dose in sweet potatoes, winter squash, melons, and citrus fruits.

**Omega-3 Fatty Acids**  
nourish the skin and help regulate oil production. You can find them in fish and flax seed.

### Foods to Avoid

- Candy and Sweets
- Trans Fats
- Salty Snacks

### SUPPLEMENT YOUR COMPLEXION

It's weird but true: having a healthy digestive tract can make your skin look amazing. So take care of your gut with the right stuff.

**Fiber**  
Foods rich in fiber help your digestive system remove waste.

**Probiotics**  
These healthy bacteria can help bring balance to your digestive tract.

**Digestive Enzymes**  
You want to get as much nutrition from the foods you eat as you can, so look for a quality digestive enzyme supplement.



# NSL KOPPA IN PICTURES

## Various training Programs for employees & farmers



**Training program conducted for HOD's and Section Heads in respect of Solar Thermal Technology and Increasing water use efficiency in sugar cane cultivation training program conducted for farmers by Dr. S.N. Swamygowda, Dr. T.E. Nagaraj, Dr. K.V. Keshavaiah & Dr. S.B. Yogananda, VC Farm. Farmers were given away participation certificates.**



# IN MY OWN WORDS—AMAZING RESEMBLANCE

– BY SHRESTA NAMBURI



Recently the most awaited Telugu movie, Bahubali 2 was released. As we all know, Bahubali is a very big hit in India and all over the world. Like many others, I was also eager to watch the movie to know the mystery behind Kattappa killing Bahubali. I was lucky to watch the movie on the first day of the release. It was a visual treat.

I had recently watched Mahabharat on hot star which was also a very interesting story. I could relate many characters in Bahubali 2 to Mahabharat.

Let's start with Bijjala Deva, father of Bhallala deva. He was very cunning like Shakuni and does a lot of manipulation. He has tricked Sivagami who is a brave and a strong lady. His character also resembles Dhritarashtra especially his way of thinking. He wants to become king and also wants to make his son as next king. Dhritarashtra madly loves his son. Similarly, Bijjala deva loves Bhallala deva and want him to become the king.

Then let's talk about Sivagami, who resembles Satyawati, wife of King Santhanu. Like Satyawati, Sivagami influences all the important decisions including the successor of the throne. In Mahabharat, Satyawati was confused between good and evil and took emotional decisions. Similarly, Sivagami took emotional decisions without properly investigating the facts. Prabhas who played the role of Baahubali is a big admirer of his mother. He, however, gives importance to what is right rather than who is right. In one of the occasion, he takes a decision in support of Devasena which is also the right thing to do. This upsets Sivagami and disturbs her deeply. In Mahabharat, Satyawati begins to lose her influence and chose to go to the forest and meditate for penance.

I could relate Kattappa to Pitamaha Bhishma who has promised not to be married and always be a guardian of the Kingdom. He is very courageous and brave. Kattappa character is similar to Bhishma. Kattappa blindly obeys the instructions of the ruling King. These both characters knew what is right but they are bound by their promise. They consider keeping up their promise is 'Dharmam' even if it is the wrong thing.

Now let's examine the character of Bhallala deva, the villain of the movie. It is obvious that this character is similar to Duryodhana. He doesn't mind doing anything in order to get power. They both are very selfish and greedy. They don't respect anyone. Bhallala deva kills his own mother Sivagami as she declares Baahubali's newborn son as the king. In Mahabharat, Duryodhana asks his parents to leave Kingdom and go to vanavas so that he could become the next king.



Now, we have Devasena who resembles Draupadi. Bhallala Deva disrespected Devase-na and treated her very badly like Duryodhan's approach towards Draupadi. Devase-na is very firm and bold just like Draupadi. In Mahabharat, Draupadi's humiliation after the game of dice is the main cause of the Kurukshetra war. Similarly, in Baahu-bali, insult and wrong punishment was given to Devasena for the sin she has not committed. This was the reason for the final war. Devasena character also has resem-bles of Mahabharat charter, Amba. Devasena, similar to Amba, demands her right to choose the bridegroom.

Finally, we have our hero Baahubali. It is clear that he is a person who is as strong as Bheema and as intelligent and wise as Arjuna. Do you remember the three arrow sce-ne? They are good natured and always want to do things for everyone's benefit. Their brave instincts always make them face tough situations. They can clearly know dif-ference between good and evil. They work hard towards the betterment of the peo-ple. That is the reason why everybody wants them to be their leader. They are role models for others.

It appears to me that Mahabharat story was retold in Bahubali 2 however with differ-ent character names. In my opinion, the fights are well picturized and the movie is well directed. I liked when Bahubali and his soldiers cleverly swing the tall trees to get inside the fort. Overall, in my opinion, the storyline is inspired by our great epic Mahabharat and its characters.

About the 12 year old Author

Shresta Namburi,

D/o Srnivas Namburi (CFO NSL Sugars)

Class VII, Sreenidhi international School Hyderabad



# HEAT STRESS @ WORKPLACE

Workers at risk of heat stress include outdoor workers and workers in hot environments such as firefighters farmers, construction workers, and others. Workers at greater risk of heat stress include those who are 65 years of age or older, are overweight, have heart disease or high blood pressure, or take medications that may be affected by extreme heat resulting in heat stress.

Prevention of heat stress in workers is important. Workers should understand what heat stress is, how it affects their health and safety, and how it can be prevented. Let us Understand various forms of Heat Stress.

## Heat Stroke:

Heat stroke is the most serious of health problems associated with working hot environments. It occurs when the body's temperature regulatory system fails and sweating becomes inadequate. The body's only effective means removing excess heat is compromised with little warning to the victim that a crisis stage has been reached.



A heat stroke victim's skin is hot, usually dry, red or spotted. Body temperature is usually 105°F or higher, and the victim is mentally confused, delirious, perhaps in convulsions, or unconscious. Unless the victim receives quick and appropriate treatment, death can occur. Any person with signs or symptoms of heat stroke requires immediate hospitalization. However, first aid should be immediately administered.

This includes removing the victim to a cool area, thoroughly soaking the clothing with water, and vigorously fanning the body to increase cooling. Further treatment at a medical facility should be directed to the continuation of the cooling process and the monitoring of complications which often accompany the heat stroke. Early recognition and treatment of heat stroke are the only means of preventing permanent brain damage or death

# HEAT STRESS @ WORKPLACE

## Heat Exhaustion:

Heat exhaustion includes several clinical disorders having symptoms which may resemble the early symptoms of heat stroke. Heat exhaustion is caused by the loss of large amounts of fluid by sweating, sometimes with excessive loss of salt.

A worker suffering from heat exhaustion still sweats but experiences extreme weakness or fatigue, giddiness, nausea, or headache. In more serious cases, the victim may vomit or lose consciousness. The skin is clammy and moist, the complexion is pale or flushed, and the body temperature is normal or only slightly elevated in most cases, treatment involves having the victim rest in a cool place and drink plenty of liquids



Victims with mild cases of heat exhaustion usually recover spontaneously with this treatment. Those with severe cases may require extended care for several days. There are no known permanent effects

**CAUTION :** Persons with heart problems or those on a low sodium diet who work in hot environments should consult a physician about what to do under these conditions

## Heat Cramps:

Heat cramps are painful, brief muscle cramps. Muscles may spasm or jerk involuntarily. Heat cramps can occur during exercise or work in a hot environment or begin a few hours later.

Heat cramps usually involve muscles that are fatigued by heavy work, such as calves, thighs, and shoulders

Heat cramps usually go away on their own, but you can try one of these home remedies:

Rest in a cool place and drink a sports drink, which has electrolytes and salt, or drink cool water.

- Make your own salt solution by mixing 1/4 to 1/2 teaspoon table salt dissolved in a quart of water.



# HEAT STRESS @ WORKPLACE

## Fainting/Fatigue:

Someone who is not accustomed to hot environments and who stands erect and immobile in the heat may faint. With enlarged blood vessels in the skin and in the lower part of the body due to the body's attempts to control internal temperature, blood may pool there rather than return to the heart to be pumped to the brain. Upon lying down, the worker should soon cover. By moving around, and thereby preventing blood from pooling, the patient can prevent further fainting. Heat Rash

Heat rash, also known as prickly heat, is likely to occur in hot, humid environments where sweat is not easily removed from the surface of the skin by evaporation and the skin remains wet most of the time. The sweat ducts become plugged, and a skin rash soon appears. When the rash is extensive or when it is complicated by infection, prickly heat can be very uncomfortable and may reduce a worker's performance. The worker can prevent this condition by resting in a cool place part of each day and by regularly bathing and drying the skin.



## 10 Summer Diet Tips To Keep You Healthy

1. Minimum 8 Glasses of Water
2. No to Deep Fries and Oil Foods
3. At Least One Fruit per Day
4. Include Salads
5. No to Stale and Long Frozen Left- Over Food
6. Avoid Consuming More Coffee and Tea
7. Take Timely Meals
8. Prefer Less Chilled Liquids
9. Saboo, Sabza, Barley and Ragi
10. Wash the Hands before Eating



# NSL ALAND IN PICTURES

## Republic Day Celebrations in Aland Unit



**The Govt. officials have identified the efforts put in by the management of NSL for getting the road sanctioned to improve the conditions of the village and felicitated Vice president Radhakrishnan & Mr. Gururaj Kulkarani at road construction inaugural function in Bhusnoor village. .**



# NSL ALAND IN PICTURES



**Australian Sydney University Students Plant Visit as a part of Educational tour**



## FAREWELL.. MENTOR

We are who we are today , Much to your efforts in our team. You are a truly a great mentor Hard to find, difficult to part with and impossible to forget.





# NSL TSL IN PICTURES



**Republic day celebrations at Unit**



**Mock drill for fire safety in Coal Storage yard & hydrant testing.**



# NSL TSL IN PICTURES



Training on Awareness on Heavy material Lifting for workers.



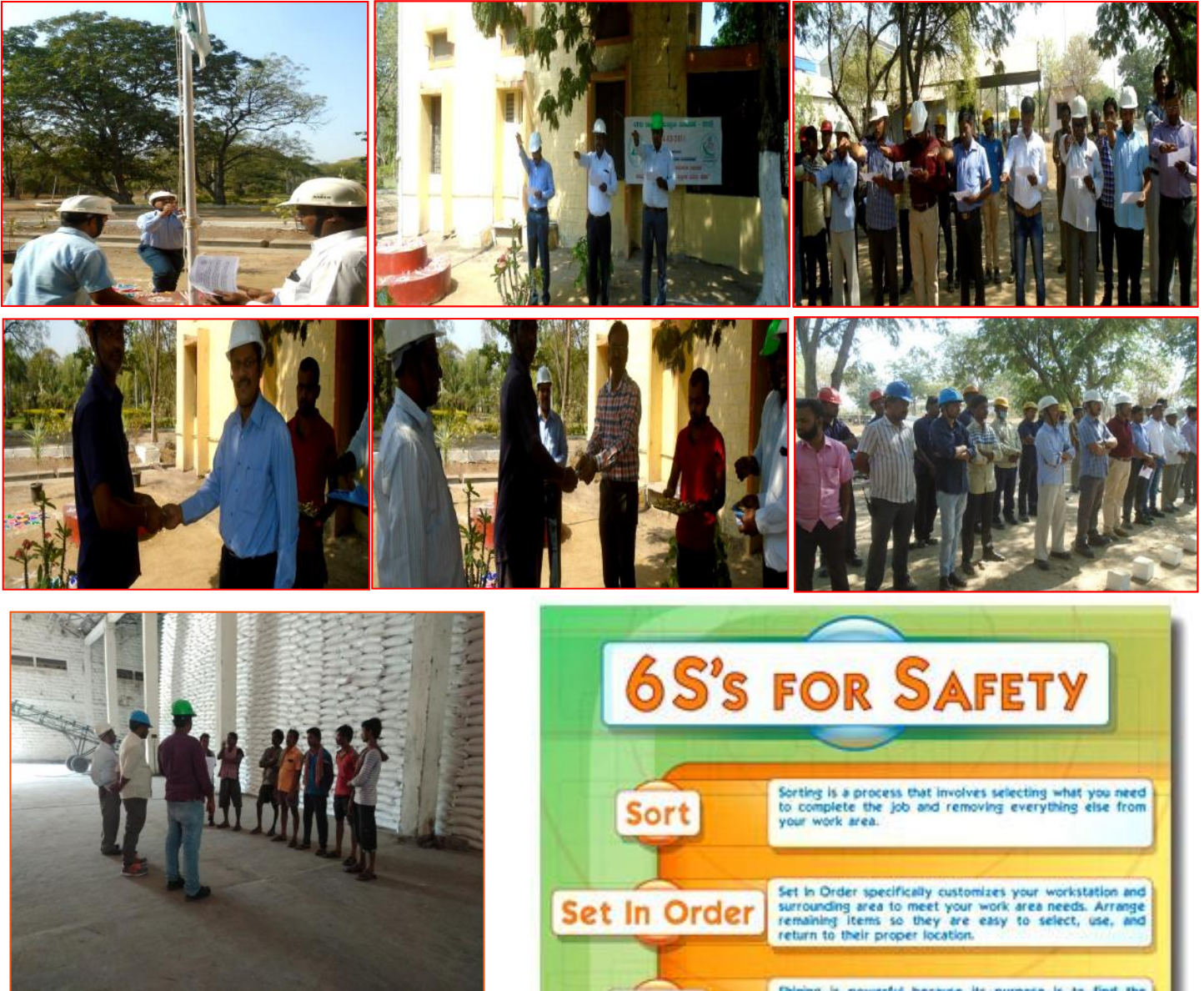
Awareness on General Safety committee meeting & safety procedures in factory.

Find the Missing Number?





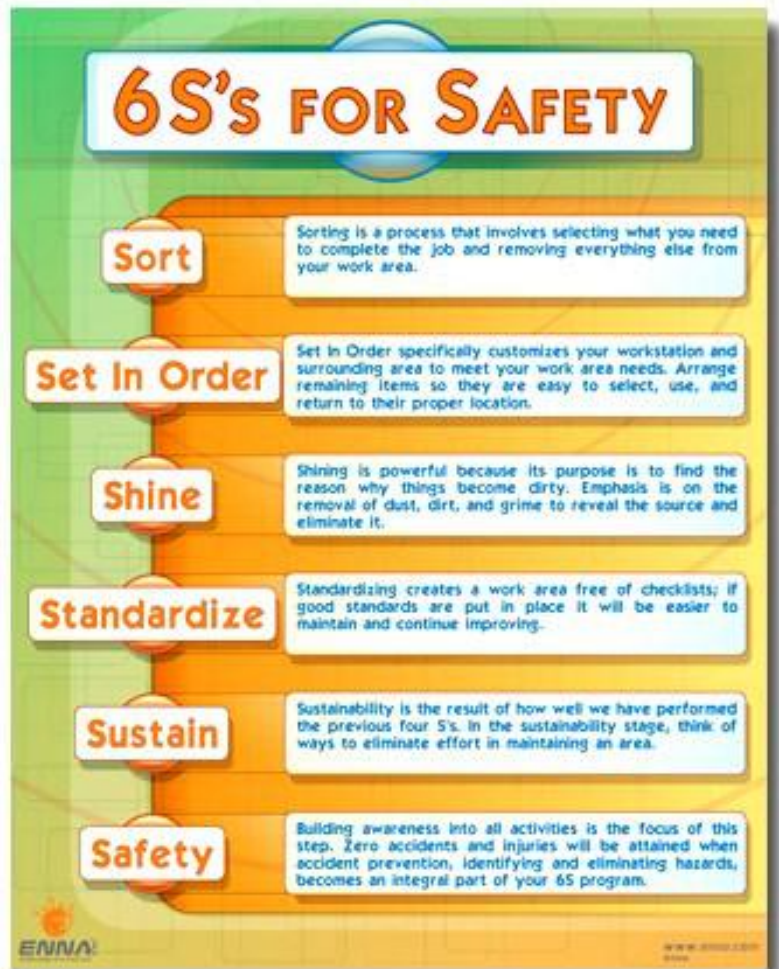
# SAFETY WEEK CELEBRATIONS



## 47th Safety Week

National Safety week was observed in Tungabhadra unit. Pocket safety calendars were distributed to improve the awareness of safety among the employees.

Adding to that various mockdrills & trainings were also conducted.





# NSL JAY MAHESH IN PICTURES



As



Republic Day celebrations in Jay Mahesh





# SAFETY WEEK CELEBRATIONS



Various Programs were conducted on the eve of Safety week celebrations to give impetus to the belief **"SAFETY FIRST EVERYTHING NEXT"**. HEALTH Camp was conducted for all the employees.



# NSL JAY MAHESH IN PICTURES



**Felicitation of Ms. Anshu Yadav (DRM- Nanded-IAS Officer) & RJD, paid a visit to unit**



**Safety Officer giving training on Proper usage of Fire extinguishers for the workers.**



# NSL JAY MAHESH IN PICTURES



**Welcoming & felicitation of COO & others by Mr. Bajaj to the Jay Mahesh Unit.**



**Record  
Production**

**BEAT YOUR OWN BEST**

Jay Mahesh unit celebrates this season with its record breaking crushing since its inception. 8.4 lakh tones of cane crushed as on date breaking its previous record of 6.9 lakh tons.



## BAD + TIME = GOOD —SAI KRISHNA AM (L&D)

It's the summers that reminds me one very good incident that is at the top of my mind.

While in my schooling days, the summer was a time of excitement and also learning.

We were bound by the rules of my eldest ones in the family. No playing outside after 11 in the morning and before 4 in the evening, just to ensure that we don't fall sick out of sunstroke. All we do is to play indoors and indoor games. Sisters gather a group of their own as they outnumber the boys in the family.

We boys were specially chosen to do all the macho work like moving almirah's, shaking the beds, helping moms in the kitchen to carry the pots of water from the back yard.

My mom before she gets the beans cooking, she carefully scans through the spread pile of them to separate bad one from the good ones. All the bad ones are thrown into the back yard through the window by me, it was fun throwing them as I played one man show cricket with them.

It went on for a while and forgot about them and then monsoon came. During the monsoon, we played in the backyard which is full of flowers and vegetable bearing plants. I found a little demarcation of the area in which tiny sprouts are seen.

Now my mom who threw the seeds away thinking these were unfit for cooking, harvesting beans from the same plants rose from the bad beans.

It struck me, those were the bad beans which have turned to seeds and begin to sprout. The activity seemed so unimportant to me, separating bad ones from the good ones. But yet it left a profound lesson which I carry with my whole life.

The once bad beans transformed in the face of scorching heat and monsoons to spring life in them.

This has left me with three learning which keep on refreshing as I look at it time from time.

1. Don't cry when people throw you in the back yard.
2. Don't cry when they reject you, while they look down upon you.
3. Rain is coming and the same people who rejected you will come to pick you up.
4. Never feel ashamed or abandoned, instead work in silence until your work speaks about you.



# NSL KSL IN PICTURES

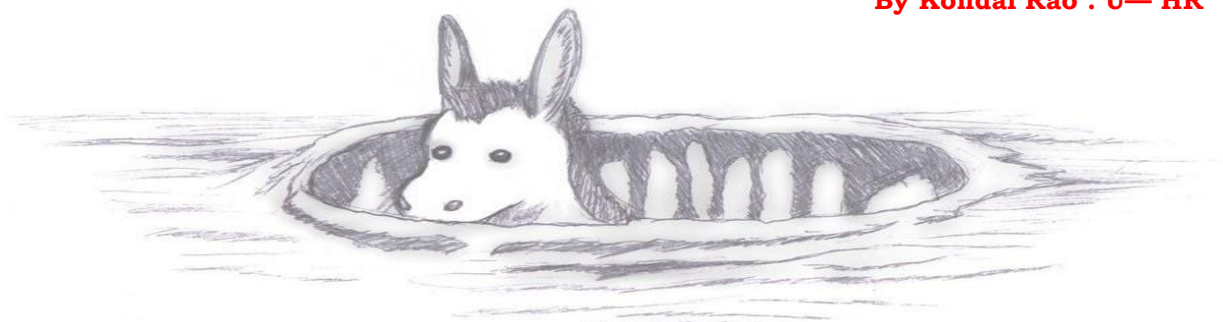


Republic day celebrations in the Unit



A man's favorite donkey falls into a deep precipice; He can't pull it out no matter how hard he tries; He therefore decides to bury it alive. Soil is poured onto the donkey from above. The donkey feels the load, shakes it off, and steps on it; More soil is poured. It shakes it off and steps up; The more the load was poured, the higher it rose; By noon, the donkey was grazing in green pastures. After much shaking off (of problems) And stepping up (learning from them), One will graze in **GREEN PASTURES.**

By Kondal Rao . U— HR





# SAFETY WEEK—NSL KSL



47th National Safety Week was observed in NSL Krishnaveni sugars Unit. Safety week was inaugurated by Unit Head with the flag hoisting & safety pledge. Various programs conducted under the safety week are :

1. Safety PPE's display & improving awareness campaign especially focused towards contractual workers.
2. Safety slogans, Essays, Quiz competitions are conducted along with prize distribution.
3. Fire Extinguisher mock drills & line walks are conducted along with HR—AGM to improve the safety conditions in the unit.
4. Major evacuation boards , No smoking boards are revived to emphasis on awareness in the workers.

# NEW JOINEES - WELCOME ABOARD



**Mr. PGK Dutt** has joined us on 19th April 2018 as **Vice President (Unit Head)** based at **NSL Koppa Unit, Karnataka**.

He has done his B.Sc (MPC), ANSI (Sugar Technology) and PGDPM from NIPM Calcutta.

He brings aboard with him more than 34 years of experience in the areas of Sugar, Cogen & Distillery Operations.

His core competencies are Erection & Commissioning, Operations & Maintenance, Process Improvement, Energy Savings, Project Execution, Budgeting & Administration of Sugar & Co-Gen, Cost Reduction, Strategic Planning, Execution, Control and Co-Ordination of all Departments Activity and Team Management.

Let us wish Mr. PGK Dutt a long & Mutually beneficial Journey.



**Mr. Ravi Kumar** has joined us on 01st February-2018 as **Sr. Manager (Security & Admin)** based at **NSL Aland Unit, Kalaburgi**.

He has completed his graduation from Airforce Training center

He brings aboard with him more than 36 years of experience in the areas of Security & Vigilance.

Some of his core competencies are Administration, Security & Vigilance Management, Preventing Fire Hazards, Monitoring security Systems.

Let us wish Mr. Ravi Kumar a long & Mutually beneficial Journey.



**Mr. Mahendra H Bavistale** has joined us on 29th January 2018 as **Sr. Manager (Finance & Accounts)** based at **NSL Jay Mahesh Unit, Beed, Maharashtra**.

He is a Chartered Accountant. He brings with him more than 22 Years of experience in Finance & Accounts functions.

Some of his core competencies are Finalization of accounts, Indirect Taxation, Statutory Compliances, Budgeting, Costing & MIS.

Let us wish Mr. Mahendra a long & mutually beneficial Journey



**Mr. Rajesh A Yaligar** has joined us on 23rd April 2018 as **Sr. Manager (Cane & H&T Accounts)** based at **NSL Aland Unit, Kalaburgi**.

He has done M.Com from Karnataka University. He brings with him more than 25 Years of experience in Cane & H & T Accounts functions.

Some of his core competencies are Cane Billing, H&T Billing, Statutory Compliances, MIS & General Accounts.

Let us wish Mr. Rajesh A Yaligar a long & mutually beneficial Journey



# NEW JOINEES - WELCOME ABOARD



**Mr. Suresh Desai** has joined us on 05th March-2018 as **Dy. Manager (HR)** based at **NSL Aland Unit**, Kalaburgi.

He has completed his MBA from Bangalore university.

He brings aboard with him more than 7 years of experience in the areas of Generalist HR functions.

Some of his core competencies are Industrial relations, Statutory Compliance, talent Acquisition & PMS, Compensation & Benefits.

Let us wish Mr. Suresh Desai a long & Mutually beneficial Journey.



**Mr. Madhava Reddy** has joined us on 20th April-2018 as **Dy. Manager (Commercial)** based at Corporate Office,, Hyderabad.

He has done his mechanical engineering from JNTU University. He brings aboard with him more than 8 years of experience in commercial Function.

Some of his core competencies are techno commercial Operations, Strategic Sourcing, Vendor Management, SCM, Store operations.

Let us wish Mr. Madhava Reddy a long & Mutually beneficial Journey.



**Mr. Naga Devi Prasaad** has joined us on 20th April-2018 as **Sr. Officer (Pre-Audit)** based at NSL Krishnaveni Sugars Unit, Mahbubnagar, Telangana.

He has completed ICWAI. He brings aboard with him more than 5 years of experience in Audit Function.

Some of his core competencies are Process Audits, Risk based Audits, Statutory Audits, Inventory Audits, Surprise Audits.

Let us wish Mr. Naga Devi Prasad a long & Mutually beneficial Journey.



**Mr. Sukanta Kumar Biswal** has joined us on 22nd January-2018 as **Sr. Officer (Pre-Audit)** based at NSL JayMahesh Unit, Beed, Maharashtra. He will be reporting to Sr.DGM (Accounts & Business Analytics).

He has completed his ICWAI.

He brings aboard with him more than 5 years of experience in Audit function.

Some of his core competencies are Process Audit, Risk Based Audit, Statutory Audit, Inventory Audit, Preparing Audit schedules & performing Surprise Audits.

Let us wish Mr. Sukanta a long & Mutually beneficial Journey.

*Suggestions / inputs are open*

*to reach on*

*"Saikrishna.v@nslsugars.com"*

# FUN ZONE

**Class teacher once said: "Pick up the paper and fall in the dustbin!"**

**"..DON'T TRY TO TALK IN FRONT OF MY BACK.."**

**Don't.. laugh at the back benches...otherwise teeth and all will be fallen down.....**

**It was very hot in the afternoon when the teacher entered.. She tried to switch the fan on, but there was some problem. and then she said " why is fan not oning" (ing form of on)**

**Teacher in a furious mood... write down your name and father of your name!!**

**"Shhh... quiet... the principal is revolving around college"**

**"Will you hang that calendar or else I'll HANG MYSELF"**

**Chemistry HOD comes and tells us... "My aim is to study my son and marry my daughter".**

**Tomorrow call your parents especially mother and father.**

**"Why are you looking at the monkeys outside when I am in the class?!"**



**Lab assistant said this when my friend wrote wrong code.. "I understand. You understand. Computer how understand??**

**Seeing the principal passing by, the teacher told the noisy class.. "Keep quiet, the principal has passed away".**

**Once Teacher Told "If you Talk So Loudly I Will Stand Uping you"**

**Teacher to students: Don't spit outside, the understanding people will suffer.**

**I have 3 daughters, all are girls.**

**This is what my manager said, "Peoples, please sit down and take your seats".**





# Birthday Celebrations @ Corporate Office

