We.....The People





NSL SUGARS Sustainable Food, Fuel & Power



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From the Desk of Vice Chairman & MD

Greetings Dear colleagues!!!

"it's not the situation that is bad, it is the mans desire that goes

<u>sour"</u> - Unknown

I take pleasure to communicate with you all.



The impact of past years adversity on cane availability and our crushing estimates is quite a big challenge for all of our five business units. All our units are crushing moderately for this season. We are aware of this impending situation and this was elucidated in all Corporate deliberations. The Corporate team has laid down a strategic plan to overcome these consequences and to steer the company past this situation, that strategic plan comprises of *Cost Reduction, Optimization, Containment & Avoidance; optimum utilization of resources and driving a sense of task ownership & accountability in our workforce.*

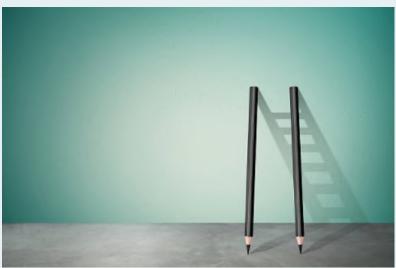
We must not compromise on our efforts on Cane front and at all means we must try and reduce losses in cane harvesting and transport. I also believe that Cane HOD's of all business units have been focusing on our **Cane Development Activities** for achieving budgeted **Cane Plantation** for this year.

I once again put utmost stress on **COST OPTIMIZATION & CANE DEVELOPMENT**, as this is the most crucial phase. All the strategic business unit heads and department HOD's have great responsibility laid on their shoulders to lead the teams, execute strategic plans and drive team cohesiveness. We all need to work very hard to achieve the desired goal.

The coming months demand complete goal oriented behavior from all of us and we must be committed to deliver our best. I once again assure that the Units will get best support from the Corporate Team.

The modern world we live in is built by the ever persuading noble men who have build the ladders for future opportunities that men will pursue in the times to follow.

Advance best wishes for the coming New Year to all of you and wishing you all the best!



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Leadership— A contemporary Affair !!!!!

- By Jitendra Kumar Sharma (VP-HR)

Is leadership an innate quality or a nurtured one? What are the Leaders of yesterday has to do to groom to be leaders of today/tomorrow? What are they made of? Putting the bits & pieces together I have fairly colluded, what I feel bare essentials for a person to establish himself as a Leader & nurture others as a leader. Here are my two cents on Leadership (Some of them which I have gloriously put to practice and some other were from my vivid observations).

In the age of information & Broadcasting revolution one cannot be just waiting for someone to come and instruct them towards their goals. The world is in want of more leaders now than ever before. The 7E's which play critical factor and help every person to become leader & every leader to become an exceptional Leader and build a great organization and achieve sustainable success.

1. Envision - Soar With a Worthwhile Cause

The first critical success factor to achieve success is to have a worthwhile vision, a vision that is so compelling that it will win hearts and minds of your key stakeholders. The rationale is simple. To achieve exceptional results, you should remember the words of Nelson Mandela, "There is no passion to be found playing small – in settling for a life that is less than the one you are capable of living."

2. Exemplify - Show the Way with the Right Conduct

As they say, the best way to be trusted is to earn it. And the best way to earn it is to walk the talk. Hence, leaders should say what they do and do what they have said to inspire their people to live out the vision and values. Leaders need to show the way. They should heed the words of Mahatma Gandhi, "**Be the change you want to see in the world.**"



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Leadership— A contemporary affair !!!!!

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3. Enroll: Shine with a competent team

As a leader, you need to recruit the right talents to carry out the right duties and to do so in the right way. You need to continue to forge a strong teamwork with and among them so as to develop better synergy and achievements. Just as importantly, you need to explore ways to bring out the best from your team and help them to be the best that they can be in order to fulfil everimproving results.

4. Entrench: strengthen the organizational culture

Leaders need to constantly strengthen the organizational culture to help fulfil the shared vision. There should be effective models, structures, and processes to support stakeholders in running farther and faster in the right direction.

5. Empower: Shape Your People To Make Positive Changes

To achieve sustainable growth, you need to develop more and better leaders on an ongoing basis. The next generation of leaders should continue to build on the cycle of leadership development so as to take the business to a higher level. This cycle of leadership development should become a vital and integral part of the enterprise, resulting in ongoing and better improvement and growth.

6. Encourage & Empathize: Step Up With Compassion, Care and Concern

As a leader, you need to have a servant's heart. If you don't have the heart to love and serve your people, it's unlikely that you qualify and deserve to be a leader. History has shown us that leaders who serve their people with love and wisdom can help their organizations to achieve greatness.

7. Excel: Continuous cycle of Learning & Unlearning.

There is great wisdom in the adage that what has worked in the past may not work in the future. In doing so, they fail to realize that the market that they once succeeded it may have been changed by the forces of the new economy. In the new world of disorder, the only true competitive advantage is continuous learning, unlearning, improvement and growth.

Leaders need to continue to improve their capacity, ability, agility and tenacity to redesign their businesses so as to manage their edge and capitalize on new opportunities in the fast-changing global landscape. The process of redesigning and re-creating your business is an ongoing process throughout your leadership journey

Let us not forget all those lessons we have learnt in this year either by formidable actions or by deliberate decisions we have made. Some actions or decisions have proved us that nothing in the business world can quiver the very fighting spirit of our NSL family and we stand testing the times to stay afloat and emerge victoriously.

Wishing you a Happy & Prosperous New Year ahead & wishing this company will see a lot of emerging leaders in action



Demonetization- A front line view aftermath by Satyabrata

It has been an eventful one year since the govt.'s decision to ban the big denominations & attempt to move towards a cashless society. Rather, it can be termed as Digimonitization than De-Monitisation The Reserve Bank of India vide its gazette notification No.2652 dated Nov, 08, 2016 issued by GOI had informed demonetization of bank notes of the existing series issued by RBI bearing Rs. 500 and Rs.1000 shall cease to be a legal tender w.e.f Nov 09, 2016. The decent move had created a lot of havoc and panic among the general public at large and the economy in particular.

However was it an expensive gift to the economy at length is the question to determine . Though the intent was good but the effects are repercussory as per the statistics. India's economy, as measured by the gross domestic product (GDP) is defined as the value of final goods and services produced by a country during a period minus value of imports and it has relevance to the Index of Industrial Production (IIP). The GDP grew by 5.7% in the first quarter of 2017-18, compared with 7.9% in the same quarter a year ago. This is the slowest pace of GDP growth recorded since the present government came to power in May 2014. India grew by a strong 9.1% in the quarter from January 2016 to March 2016. The growth recorded in the subsequent quarters was 7.9%, 7.5%, 7% and 6.1%. So this is the fifth quarter in

a row that the growth has slipped, with the pace of decline picking up momentum in the last two quarters. The gross valueadded (GVA) in the economy grew at 5.6% between April and June, the same pace as the previous quarter, but sharply lower than the 7.6% growth in the first quarter of the last year. Various economist of repute are of different views with regard to the numbers however, the government seemed to be optimistic and provided the reasons for the same as the implementation of GST among others . The GST is an excellent reforms in the history though difficult to implement in the short run.

This had a hit on the manufacturing sector which has increased by just 1.2% in the quarter, compared with 5.3% in the previous quarter and 10.7% a year ago. However, as per the statistical data available , the GDP rose 6.3% in the second quarter in line with the independent estimates compared with a three year low of 5.7% growth in the first quarter and 7.5% in the preceeding year. This may come a relief to the government of the day ahead of the crucial election in the coming days. The infrastructure sector are also mounted with cost overrun which is a matter of concern for the country. The other side of advantages is that it will stop funding to the unlawful activities that are thriving due to unaccounted cash flow. Banning high-value currency will rein in criminal activities like terrorism etc and shall prove to be beneficial on a long run. The ban on high value currency will also curb the menace of money laundering. Now such activity can easily be tracked and income tax department can catch such people who are in the business of money laundering. However the government of the day analyst are optimistic and believes in rebound of the growth , investment and creation of jobs







Karnataka Formation Day Celebrations











Various cultural programs were conducted & prizes were given away to the winners on the eve of "Kannada rajyotsava" celebrations, Karnataka state flag was seen hoisted by Sr.VP— Mr. Malhari naik.







Eye check up camp conducted for Employees by Dr. Rohini, Sushrutha Eye Hospital, Mysore



Awareness program for HALAL certification (A certificate which enables the sugar manufacturers to export their products to Middle east countries) was organized amongst the Process department.

BONSUCRO certification Body has conducted the Preliminary Audit in the plant & GAP Assessment sessions were conducted in coordination with process department.

BONSCURO is a certification awarded for the sugar & bio-fuel manufacturers to enter into the European markets where the sustainability targets set by the European Union's Renewable Energy Directive (RED).



We.....The People



Dr. S.N. Swamygowda, Dr. V.N. Patel, Dr. C. Ramachandra, Dr. K.V.Keshavaiah & Dr. P. Thimmegowda, VC Farm, Mandya, have conducted the training program for farmers on the topic of "Increasing efficiency of water usage in sugar cane cultivation".

Certificates were awarded to the participants who attended the program.



NSL





Safety Training conducted for workers at sugar unloading & before attending the Height work

Working at height	X
CAN YOU AVOID WORKING AT HEIGHT?	CAN YOU PREVENT A FALL FROM OCCURRING?
Do as much work as possible from the ground. Some practical examples include: • Using extendable tools from ground level to remove the need to climb a ladder.	You can prevent a fall by: • Using an existing place of work that is already safe, e.g. a non-fragile roof with a permanent perimeter guard rail. • Using work equipment to prevent people from failing.
Installing cables at ground level. Lowering a lighting mast to ground level. Ground level assembly of edge protection.	Examples of collective protection when using an existing place of work: • A concrete flat roof with existing edge protection, or guarded mezzanine floor, or plant or machinery with fixed guard rails around it.
CAN YOU MINIMISE THE DISTANCE AND/OR CONSEQUENCES OF A FALL?	Examples of collective protection when using work equipment to prevent a fall: Mobile elevating work platforms (MEWPs) such as scissor/boom lifts. Scatfold Towers. Fixed Scatfolding. Examples of collective protection when using work equipment to prevent a fall: Using a work travel restraint system that prevents a worker getting into a fall position
the risk of a person falling remains, you nust take sufficient measures to minimise the distance and/or consequences of a fall. xamples of collective protection using work equipment	IF NO USING LADDERS/STEPLADDERS
minimise the distance and consequences of a fail: Safety neth/soft landing systems e.g. air bags installed close to the level of the work.	For tasks of low risk and short duration, ladders and stepladders can be a sensible and practical option.
n example of personal protection used to minimise the distance and consequences of a fall: • Industrial rope access, e.g. working on a building facade. • Fall-arrest system using a high anchor point. F NO	If your risk assessment determines it is correct to use a ladder, you should further minimise the risk by making sure workers: Use the right type of ladder for the job. Are competent (you can provide adequate training and/or supervision to help). Use the equipment provided safely and follow a safe system of work Are fully aware of risks and measures to help control them. Follow HSE guidance on safe use of ladders & step ladders at www.hse.gov.uk/work-at-helght/index.htm

NSL ALAND IN PICTURES





Various programs were conducted on the eve of "Kannada Rajyotsava" celebrations, Unit Head Mr. Gururaj Kulkarni and others are seen paying Homage to the State emblem & renowned poet.





ORAL HEALTH: A GLOBAL VIEW

RISK FACTORS





NSL SUGARS



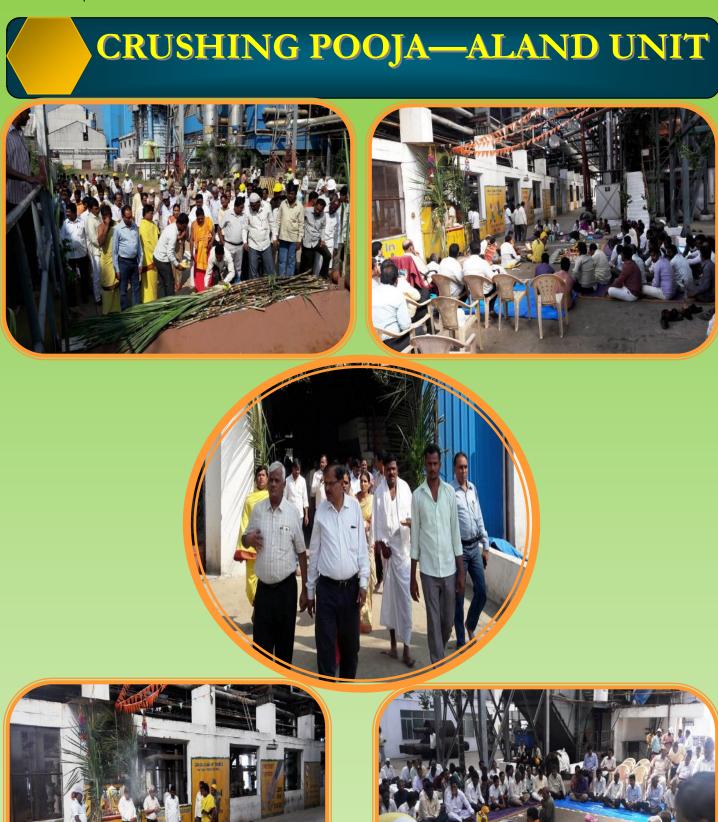
TOBACCO USE

CAN GREATLY INCREASE MANY SERIOUS ORAL HEALTH RISKS





We.....The People





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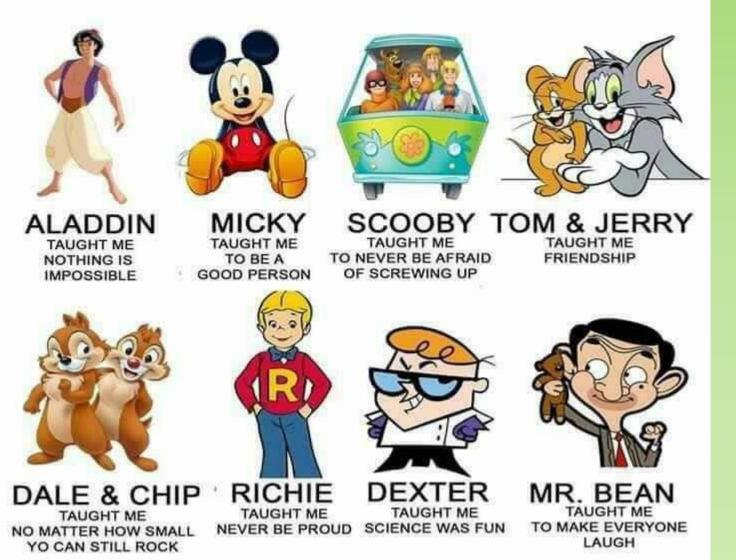


We.....The People

CHILDRENS DAY SPECIAL

All Throughout my childhood life I have fought with different people to claim the kingship of remote so that the Television will play as I want. In that age it was irrelevant for me as to why I am so addictive into watching those series, all I used to hear amongst the constant ranting of my parents is that Aladdin's magic carpet whooshing right past my face till I reach the school. There was this constant Question hung from the peoples faces whenever they look at me watching cartoon network in dazzle. **"What will you learn by watching this stupid cartoon network all the time"?** I never knew I would find an answer for them, but bit by bit I grew realizing and relating to each of the character means a lot to me in the real world. **They teach a lot in terms of life & perception**. I hope I never will stop any kid watching them again. Even I would love to travel again to watch them back to back.

They are just Cartoons but they teach us a lot.



NSL SUGARS 13



afety is a Non– Negotiable for us when it comes to NSL.

Various Safety programs such as Mock drills & fire safety are being conducted to create awareness and avert mishaps while handling the day to day operations & specialized works in the factory. Along

with safety committee meeting s to appraise the safety status in the factory to the representatives.



ISL SUGARS





Years ago in Scotland, the Clark family had a dream. Clark and his wife worked and saved, making plans for their nine children and themselves to travel to the United States. It had taken years, but they had finally saved enough money and had gotten passports and reservations for the whole family on a new liner to the United States. The entire family was filled with anticipation and excitement about their new life. However, seven days before their departure, the youngest son was bitten by a dog. The doctor sewed up the boy but hung a yellow sheet on the Clarks' front door. Because of the possibility of rabies, they were being quarantined for fourteen days.

The family's dreams were dashed. They would not be able to make the trip to America as they had planned. The father, filled with disappointment and anger, stomped to the dock to watch the ship leave - without the Clark family. The father shed tears of disappointment and cursed both his son and God for their misfortune.

Five days later, the tragic news spread throughout Scotland - the mighty Titanic had sunk. The unsinkable ship had sunk, taking hundreds of lives with it. The Clark family was to have been on that ship, but because the son had been bitten by a dog, they were left behind in Scotland. When Mr. Clark heard the news, he hugged his son and thanked him for saving the family. He thanked God for saving their lives and turning what he had felt was a tragedy into a blessing. - **contributed by Avinash, Corporate-HR**



NSL SUGARS

NSL TSL IN PHOTOS

TTANK TO THE TANK









Karnataka Rajyotsava Day & Durga Pooja celebrations on the eve of Diwali in the Unit is seen in the pictures





Farmers Training session on conservation of water while cultivating sugar cane crops





Communication must be HOT,

H-onest O-pen T-wo Way

COMMUNICATION

A comprehensive training involving role plays & interactive games was conducted for both the managerial Staff & workers on the importance of communicating effectively to achieve the results which is expected out of them. The y have undergone various aspects of Verbal, Non-verbal cues to communicate under stressful situations to get the better out of them.







Dr. Pankaj Shukla a renowned life coach & Maha motivational trainer has delivered training on "Being Capable" for the staff of Jay mahesh & Stress management workshop for the workers which was received very well by the participants.



One dream destination left, Short of 70 - Sai Krishna, Asst. Manager (L&D)

"If you really wish to chase your dreams, nothing can stop you from it," a line like this may sound tacky in isolation, but when Vijayan, a 65-year-old wayside tea-seller owning a tiny tea shop in Kochi says it, a decade's worth of stories echoing hard work, sweat and conquered dreams tumble out.

Vijayan has been a tea-seller for over forty years, however, that hasn't stopped him and his wife from touring almost every scenic destination in India along with a whopping 16 other countries-Britain, France, Austria, Egypt, UAE, the list goes on.

His tea-stall is his only source of income, something that has never been an obstacle in fulfilling his dream of travelling all over the world. "I got the obsession in traveling from my dad; he took me to different places since I was 6 year old. We went to Madurai, Palani and many other places. Those travel memories with my dad helped me unleash my dreams", says Vijayan.



It hasn't been easy for the couple to

sustain such a lifestyle. With their sole source of income coming from their tea-shop, the only way out for them to pursue their love for travelling was via help through bank loans.

Despite all financial insecurities, the couple would take a loan, travel to a foreign destination, come back and spend the next three years repaying the debt they owed, and the cycle would go on.

Has toiling and working so hard helped him? "There will be many hurdles, but we can overcome that through hard work. If you really wish to chase your dreams, nothing can stop you from it," he says.

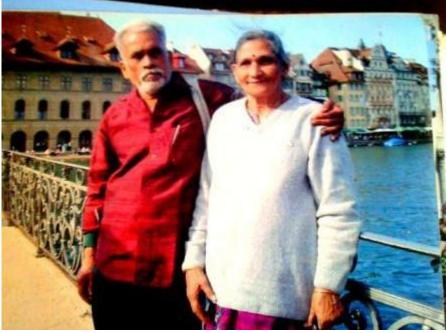
Vijayan follows a very simple funda for saving money, "I save rupees 300 a day for our tickets and spend just 10 dollars or less on picking up some tiny souvenirs from the places of visit. We don't spend anything more."



One dream destination left, Short of 70 - Sai Krishna, Asst. Manager (L&D)

There is no question of spending lavishly for this couple.

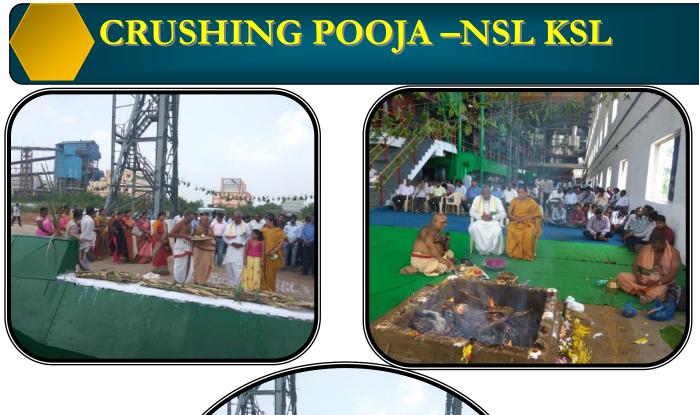
They may have travelled to 16 countries, but one country on their to-golist still eludes them is the United States of America, a place they have been wishing to go for a long time now since their last trip to Europe in 2012. What is the point of fulfilling your dreams if you have nobody to share it with, says Vijayan as he refers to his wife Mohana, who joined him forty years ago. Back then her life revolved around Kochi, but post marriage, the couple have



explored exotic cities, all on their own. Excitement lights up her face as Mohana explains her most enjoyable journeys."I was really excited when we first travelled abroad. Belonging to a very poor family, I never dreamt of a life like this. Later along with him I too became obsessed with the journeys. Switzerland is my favorite among the places we visited"•, she says. Switzerland may have been her favourite but according to her, seeing the statue of Jesus in Israel left her rooted to her spot for a long time.



We.....The People









SL SUGARS



Unit head in a unprecedented move was seen interacting with factory workers & wishing them Diwali in person









"Great leaders find ways to connect with their people and help them fulfill their potential."





Safety PPE Awareness Campaign in support with the M/s Karam Industries was conducted in the Unit. The Workers & all the staff were briefed about the safety measures that has to be taken while working in heights, hot working areas, confines spaces etc. Consequences of not wearing PPE's was demonstrated through the safe acts infornt of them.

Any suggestions/ Appreciation/addition for the magazine will be welcomed & can be sent at : **saikrishna.v@nslsugars.com**

SUGARS





Relationship with a nice person is like a sugarcane, You break it, Crush it, Squeeze it, Even beat or grind it, Still you will get only sweetness.

Mesn Quoi

Farmers are called in for village meetings and efforts to motivate them for cultivation of sugar cane in their fields is being carried out. Mr. Prabhakar & team is seen interacting with farmers.



NEW JOINEES - WELCOME ABOARD



Mr. Prasad Babu has joined us as **Chief Operating Officer** in our NSL Sugars Ltd based at **Corporate Office**, Hyderabad w.e.f. 13th November 2017. He will be reporting to the Vice Chairman & Managing Director at Corporate Office.

He has done MBA from Indian School of Business (ISB) & B.E (Computers) from Ramrao Adik Institute of Technology, Mumbai.

He brings with him more than 18 plus years of specific hands on experience in evaluating, selecting & executing projects and strategic disinvestment.

Some of Mr. Prasad Babu's core competencies are Strategic Leadership, Plant Operations Planning & Management, Project Management, Budgeting, P&L Management, Banking Liaison, Project Financing, Risk Management.

Let us welcome Mr. Prasad Babu & wish him a long and mutually beneficial journey!!



Mr. K V prabhakar Reddy has joined us on 29– Nov- 2017 as Senior Deputy General Manager (Cane) based at Aland unit. He will be reporting to Unit Head.

He has completed B.Sc (Agriculture) from Gorakhpur University.

He brings with him more than 35 years of specific hands on experience in Cane functions Some of his core competencies are like cane development, Harvesting & transport Management.

His hobbies are reading Books.

Let us welcome Mr. Prabhakar Reddy & wish him a long and mutually beneficial journey!!



Mr.Satyabrata Padhi has joined us on 24– Nov-2017 as **Company Secretary** based at **Corporate Office**, Hyderabad. He will be functionally reporting to CFO.

He is a qualified CS & completed integrated B.A.LLB (hons.) from Utkal University.

He Brings with Him More than 10 years of Specific hands on Experience in across all the areas of secretarial, Legal & Finance function functions.

Some of his competencies are Secretarial, Legal compliances & Audit.

His hobbies are reading novels, Journals and writing articles.

Let us welcome Mr. Satyabrata & wish him a long and mutually beneficial journey!! .



Mr. JayaKumar S has joined us on 20-Nov-2017 as **Deputy Manager (Security)** based at **Aland Unit**. He will be functionally reporting to AGM HR & Administratively reporting to Unit Head.

He is an Ex-ASI in CISF and a decorated officer. He brings with him more than 25 years of specific hands on experience in security, Administration & vigilance.

Some of his core competencies are Compensation, Liaising, Identifying white collar crimes, Fire Brigade training, Quick response Mock drills & Vigilance

His hobbies are practicing martial Arts.

Let us welcome Mr. Jayakumar & wish him a long and mutually beneficial journey!!.

NEW JOINEES - WELCOME ABOARD



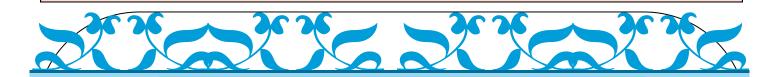
Mr. Vamsee Krishna has joined us on 17– Nov-2017 as **Officer (Pre-Auditor)** at **NSL Krishnaveni Unit**. He will be functionally reporting to Sr.DGM (Accounts &Business Analytics) & administratively reporting to Unit Head.

He is a B.com from Nagarjuna University.

He brings with him 5 years of specific hands on experience in Audit function.

Some of his core competencies are Process Audit, Risk based audit, Inventory Audit, Statutory audit, performing surprise audits.

Let us welcome Mr. Vamsee Krishna & wish him a long and mutually beneficial journey!! $! \ .$



Start Early, than you want to

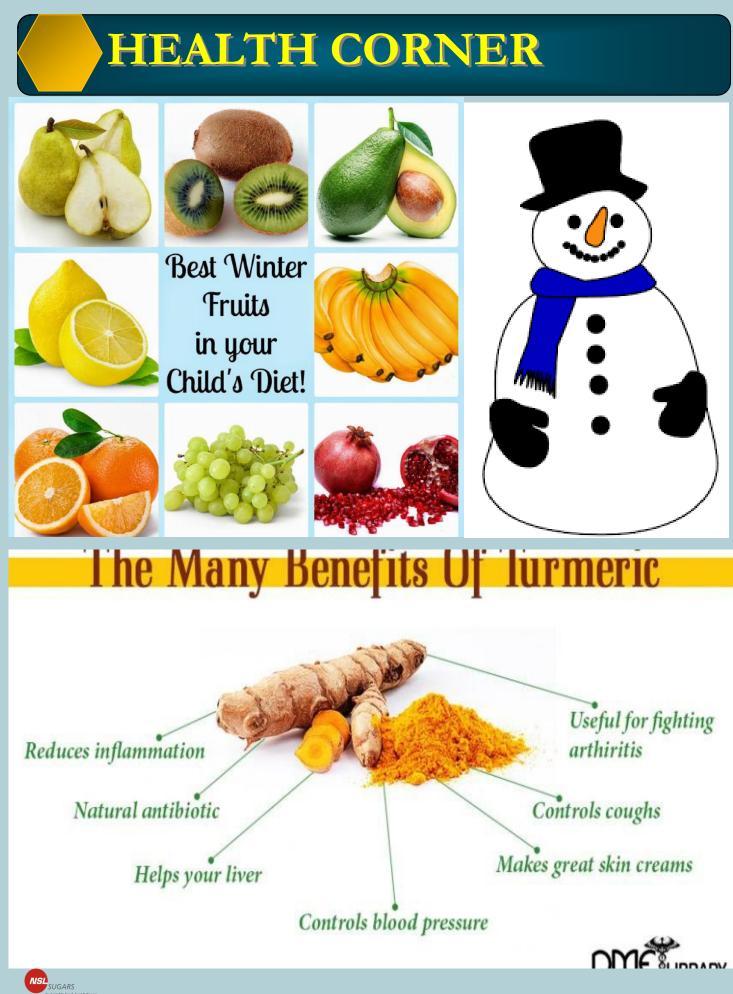
Jingle Bells ! Jingle bells! Ringing not at the time but should be ahead of the time. Christmas is around the corner & people are geared up for the New years celebration.

New year brings us a lot of energy to start a lot of things which were in the incubation state for the past 6 months. Obviously anything that is new and unknown will bring us thrills at the same time some times powerless vulnerability. Making a list of things to be achieved in the coming year and starting them right on Jan-1 may not actually help!! Or atleast waiting for the right time wont do good either.

It is often an epiphany for the wannabe fitness warriors, goalies and the last but not least "the lets us start from this new year" - guys that starting on the bang on day is not appropriate. We cannot make a baby eat pizzas on his first birthday right away!! Just like he gets used to the taste of it bit by bit, we also have to put our selves into the state of doing by actually warming up. For example if one of your new year plans is to get fit and you are planning to take a gym membership from Jan-1 then you should not be snoozing off your alarm until Dec-31. it should start right way. As per the scientific study , <u>any habit to get cultivated</u> <u>should require relentless pursuing it for minimum of 21 days at the same time every day</u>. In the above example you can actually start waking up on the time starting from today, do some warm up exercises daily for half of the time you want to spend in the Gym actually which not only sets you going but also help the initial enthusiasm keep alive. We tend to overestimate ourselves while setting the goals that we wanna achieve ignoring the facts that we also worry a lot. **To help with that list out all your excuses upfront for each of the goals & divide them into mental/physical boxes**. Start working on mental excuses by giving positive affirmations and physical ones by approaching practically in the situation.













Birthday Celebrations @ Corporate

