



# We ...The People

February & March '17 Edition



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## From the Desk of Managing Director

Greetings Dear colleagues!!!

Another perfect day for us all to realize the fact that many great industries & people believe and put into practice **“TOUGH TIMES NEVER LAST BUT TOUGH PEOPLE DO”**.



I have always believed in this phrase and will continue to do so. As it has that magic wand to transform any ordinary individual or organization to be and become great. It takes perseverance and perception for everyone to stand apart from others.

Together we have experienced--and successfully navigated through--several periods of extreme phases of industry. Although we are not immune from the market conditions & invariable climatic factors, my confidence in our company and in all of you has never been greater.

We are in the wake of another unique financial year ready to combine our in-store experience with highly relevant industry exposure and with innovation in handling situations.

This risk is just one way in which the current circumstances have thrust you into a position where your actions will have a disproportionate impact on the company's prospects. As the famous World War II admiral Bull Halsey once said, "There are no great men, only great challenges that ordinary men are forced by circumstances to meet." I think the next couple of months will offer those "great challenges" and will require all your skill to meet them.

## From the Desk of Managing Director



As you know, I've watched this industry closely for many years—several of them as in the top echelon myself—and this isn't the first downturn I've seen. As I've thought about it, though, I've come to reject most of the analogies between this and previous recessions as flawed. In my view, the most important feature of this recession is what it tests our mettle as a team not just for survival but to emerge victorious belittling the challenges faced and the bullets we bore.

In retrospect, it is now clear that because of our desire to “meet or beat the competition,” we made a number of strategic choices and instigated a series of changes to the underlying management system necessary to strife enough.

Our growth plans for the future of our company will not be impacted by the turmoil of the present day scenario. We will positively manage through today's challenging environment just as we have positively navigated through challenging moments in the past. The experience we deliver in our products, the strength and equity of our brand, and the primary reason for our current and future success is because of all of YOU. I believe in you and have never been prouder to be your partner



YOU ARE ONLY  
EVER AS LIMITED  
AS YOU ALLOW  
YOURSELF TO BE.

## Ever Knew can you do such big things by being just you !!!

- By Jitendra Sharma (VP-HR)

Atomic energy is potent.it can be used as the most creative source and most destructive source. Similarly, knowledge, power, position and prosperity are potent forces. They can create like nothing and can destroy like nothing will. It depends on how it is directed. And how it is directed depends on your intelligence.

More than your intelligence it is the direction of your intelligence determines the pace of your progress. People who succeed may not have a higher state of intelligence but a better focused direction to their intelligence. Your intelligence can answer both the questions: why is this a bad day & why is this a good day?



Think troubles & your intelligence will give you a tray load of troubles to worry upon all through out your life.

Think solutions and your intelligence will lead you to another string of solutions and you will become an intelligence solution finder.

It is mind boggling to find that how much you can accomplish if you just stop thinking, “why it cannot not be done”? and start thinking “why it can be done & how it can be done?”

Get your life right by getting the right direction in your life. Simply learn to ask right questions in the life, whether it is others or you just asking right question in the right time .... It is as simple as that.



# NSL KOPPA IN PICTURES

## NSL Koppa Pre-Primary School Annual Day celebrations



Inauguration & Ceremonial Speech by Sr. Vice President – NSL Koppa



Prize Distribution for the outstanding performers of previous academic year



Cultural Performance by kids



# NSL KOPPA IN PICTURES

## Various Training Programs



Young Sugarcane Farmers Club training Programme conducted for farmers by Dr. Gopinathan, and Miss. Isprita, from Solidaridad .



# Fire

Prevention,  
Fighting  
Evacuation

training Programme conducted for Section Heads & Employees  
by Mr. Eswar Naik, Regional Fire Officer, Mysore and Mr. Bharathkumar, Fire Officer, Mandya .



# NSL KOPPA IN PICTURES

## International Women's Day Celebrations





# HEAT STRESS @ WORKPLACE

**W**orkers 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

## Free Health camps & other Activities



Free Health Check-Up camp conducted on 15-March-2017.



CSR Activities for construction of Dut-targeon Sree Veerbhadreshwar Temple.



Polio camp at Workers colony.







# 46TH NATIONAL SAFETY WEEK

## Celebrations across the units

### NSL Jay Mahesh Unit:



46th National Safety week was observed across all the Units.

Safety Flag was honored , Safety pledge and Oath taken by all the employees

Several competitive programs were organized to impart & aid the safety spirit







# 46TH NATIONAL SAFETY WEEK

## Celebrations across the units

### NSL KRISHNAVENI Unit:



46th National Safety week was observed in KSL Unit.

JCOO Mr.Sanjay Tripathi is seen taking the safety Pledge in the photos, He has curtain raised the system of “**Every HOD is Safety HOD**” & urged the company employees to maintain & follow the PPE culture, Safety standards.







# 46TH NATIONAL SAFETY WEEK

## Celebrations across the units

### NSL KRISHNAVENI Unit:



Various competitions were conducted & winners are awarded best 3 prizes in the respective categories.

Safety week closing meeting was addressed by JCOO & AGM-HR, Winners were given away the prizes for the event they participated.



Winner of Safety Quiz competition conducted as a part of Safety week Celebrations.



**“Certificate of Appreciation”** for Best Efforts to save the company property during Fire Accident..



# 46TH NATIONAL SAFETY WEEK

## Celebrations across the units

### NSL Koppa Unit:



Safety week inaugural speech by Sr.VP(Tech) - Mr.Arulappan on “Importance of Creating awareness among Contract workers on Safety”.



An Exhibition was organized displaying different PPE's used in various works & safe-postures creating awareness among the people .





# 46TH NATIONAL SAFETY WEEK

## Celebrations across the units

### NSL Koppa Unit:



Employees Performing Safety Skit during the Closing meet of 46th Safety week



Prize distribution to the winners of various competitions held in safety week.



As a safety promotional activity honored some of the Best safety employees and security personnel



# NSL TSL IN PICTURES



46th National Safety Week celebrations & safety Pledge seen in photos.



Ugadi Pooja & activities in TSL Unit



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



# NSL TSL IN PICTURES



Training on Awareness on Security Qualities of Security Guards



Awareness on General Safety meeting & safety procedures in factory.

Find the Missing Number?





# NSL JAY MAHESH IN PICTURES



Awareness Training on Safety while working at heights for the workers is seen imparted rough practical approach



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



# NSL KSL IN PICTURES



Students of Mechanical from Government polytechnic College, visited NSL KSL to Understand the know-How of Making Sugar, Equipment's used in the process.

Mr. J V Naresh (Asst. Engineer – Engg.Div.) is seen interacting with students & clarifying them of their doubts regarding the Technicalities of the machines involved.



A total of 85 students have interacted with the Engineers of the company covering various sections of Sugar making , Co-Generation & Distillery Process.

## LIFE'S WHAT YOU MAKE IT

Once upon a time a daughter complained to her father that her life was miserable and that she didn't know how she was going to make it. She was tired of fighting and struggling all the time. It seemed just as one problem was solved, another one soon followed.

Her father, a chef, took her to the kitchen. He filled three pots with water and placed each on a high fire. Once the three pots began to boil, he placed potatoes in one pot, eggs in the second pot, and ground coffee beans in the third pot.

He then let them sit and boil, without saying a word to his daughter. The daughter, moaned and impatiently waited, wondering what he was doing.

After twenty minutes he turned off the burners. He took the potatoes out of the pot and placed them in a bowl. He pulled the eggs out and placed them in a bowl.

He then ladled the coffee out and placed it in a cup. Turning to her he asked. "Daughter, what do you see?"

"Potatoes, eggs, and coffee," she hastily replied.

"Look closer," he said, "and touch the potatoes." She did and noted that they were soft. He then asked her to take an egg and break it. After pulling off the shell, she observed the hard-boiled egg. Finally, he asked her to sip the coffee. Its rich aroma brought a smile to her face.

"Father, what does this mean?" she asked.

He then explained that the potatoes, the eggs and coffee beans had each faced the same adversity—the boiling water.

However, each one reacted differently.

The potato went in strong, hard, and unrelenting, but in boiling water, it became soft and weak.

The egg was fragile, with the thin outer shell protecting its liquid interior until it was put in the boiling water. Then the inside of the egg became hard.

However, the ground coffee beans were unique. After they were exposed to the boiling water, they changed the water and created something new.

"Which are you," he asked his daughter. "When adversity knocks on your door, how do you respond? Are you a potato, an egg, or a coffee bean?"

**Moral:** In life, things happen around us, things happen to us, but the only thing that truly matters is what happens within us.





# NEW JOINEES - WELCOME ABOARD



**Mr. Rajan Vedpathak** has joined us on 20th March-2017 as **Sr. Deputy General Manager (Distillery)** based at **NSL KSL Unit Mahabubnagar Dist.** He will be reporting to the Jt. COO .

He has completed B.E –Chemical Engineering from UDCT, Mumbai.

He brings aboard with him more than 36 years of experience across the areas of distillery functions.

Some of his core competencies are setting up Green field Projects, R&D, Quality Control, Cost Control, Efficiencies Monitoring.

His Hobbies are Gardening, Book reading & Painting.

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



**Mr. Gowri Venkateswara Rao K** has joined us on 01st March 2017 as **DGM (Accounts)** based at **Corporate Office, Hyderabad.**

He will be reporting to CFO.

He is a Chartered Accountant & Cost Accountant.

He brings with him more than 19 Years of experience in Finance & Accounts functions.

Some of his core competencies are Annual Accounts, Direct & Indirect Taxation, MIS & Cost Controlling.

His Hobbies are Journal Reading.

Let us wish Mr. Venkateswara Rao a long & mutually beneficial Journey



**Mr. Durga Prasad G** has Joined us on 02nd Feb 2017 as **DGM– HR & Administration**, based at **NSL Tungabhadra Unit.**

He will be functionally reporting to Vice President- HR and Administratively reporting to Unit Head –TSL.

He has done MBS(HR) from Goa University.

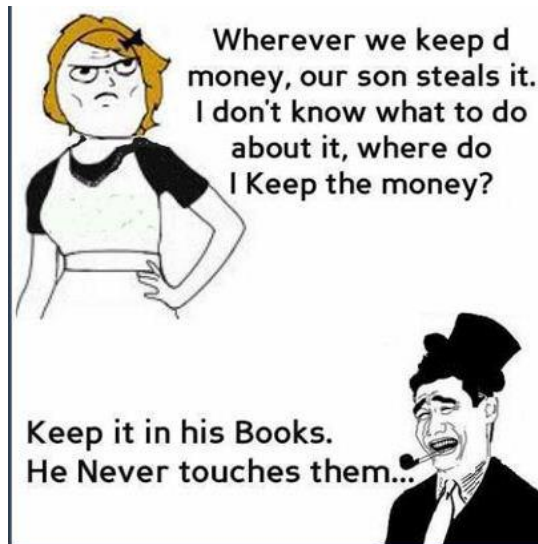
He brings with him more than 41 years of experience across a range of functions in HR & Admin.

His Core competencies are Industrial relations, Statutory compliances, public relations & Liaisoning with governmental & Non-Govt. Bodies, Payroll management & administration.

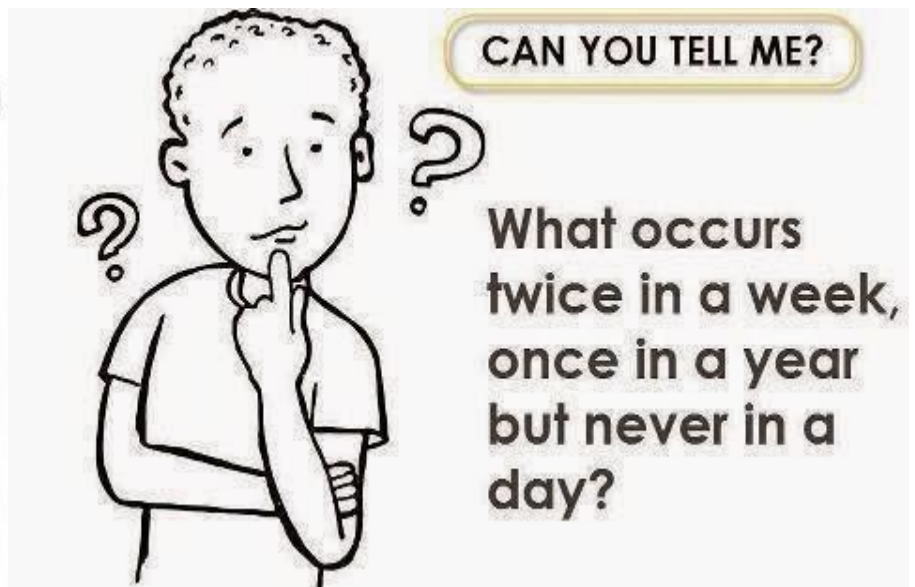
His hobbies are studying & analyzing security deployments at various levels of organizations, Reading books.

Let us wish Mr. Durga Prasad a long & mutually beneficial Journey.

# FUN ZONE



## The Height Of Mobile Addiction



Check the next Magazine for the Answers of Riddles asked!!!

Can't wait ?? Ask on  
"Saikrishna.v@nslsugars.com"

She : Darling, how much do you love me ?

He : 82%

She: Huh, why it is not 100%

He : 18% GST is applicable on all transactions. 🤪😂😏😊



# Birthday Celebrations @ Corporate

