

# Scribbles

Bringing colour to your lives

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## From the Editor's desk...

*Dear colleagues,*

In a world that often moves at breakneck speed, it is crucial to pause, reflect, and celebrate the milestones that shape our journey. Recently, we had the privilege of commemorating Head Office Day, Annual day at various Factories, and Branch Office Day. The memories of these festivities still resonate in our hearts and minds.

For the first time, Head Office Day in Chennai had various sporting events like Cricket, Table Tennis, Badminton, Chess, and Carrom and received an overwhelming response from our colleagues, across all age groups. It was a day filled with engaging events and an electrifying atmosphere for our colleagues and their families.

Our manufacturing facilities are not just places where products are made; they are hubs of innovation, dedication, and unwavering commitment. The Factory Day celebrations at our various locations witnessed an amazing spirit of camaraderie and collaboration among employees.

The Branch offices play a crucial role in promoting the business of the various Sanmar Companies. They are the face of the business to our Customers and play a crucial role in Customer engagement, satisfaction and expanding the list of Customers. Branch Office Days celebrated the unique contributions of these offices and highlighted their positive impact on local communities. The cultural diversity that enriches our organisation was on full display as employees from different branches shared their traditions, creating an atmosphere of inclusivity and harmony.

These celebrations were not just about individual days but a reminder that we are part of something much bigger—a **family bound by a common purpose**. They reinforced the idea that we are not merely employees but stewards of a shared vision.

As we reflect on these celebrations, let us carry forward the spirit of unity and purpose that defined these days. We look forward to the challenges and triumphs that lie ahead, knowing that our shared commitment will propel us toward even greater heights. **“Together We Excel”**

Warm wishes,



Narayan Sethuramon



## *The Sanmar Group's Head Office Day: It's time for bonding and togetherness*

On the joyous occasion of The Sanmar Group's Head Office Day celebrations on 25th June 2023, employees and their families came together for a day filled with exhilarating activities, friendly competitions, and heart-warming celebrations. It was a day to cherish as the extended family of The Sanmar Group bonded and created lasting memories.

The festivities commenced with a warm and welcoming breakfast, setting the tone for the excitement ahead. The event was a true family affair, with children and adults enjoying many carnival games, fostering a sense of camaraderie and togetherness among all attendees. The atmosphere was electric with cheers and laughter as everyone enthusiastically participated in the games, celebrating each small victory as a collective triumph.

The spirit of friendly competition prevailed throughout the day as employees joined forces and showcased their skills in various games. The camaraderie and team spirit were evident as colleagues supported and encouraged each other, making the sports competitions not just about winning but also about fostering unity and collaboration.

The afternoon brought forth a delightful showcase of talents, with members from different age groups expressing their artistic talents. It was a pleasant surprise to witness hidden skills in colleagues we may have worked with for years. This creative showcase added a unique touch to the celebrations, making it an event to remember.

Beyond the fun and games, the Head Office Day celebrations provided an excellent opportunity for employees to unwind, connect, and strengthen their bonds in a fun-filled environment. The event's overwhelming participation and positive feedback underscored its significance in building a more cohesive and vibrant workplace culture within The Sanmar Group.

The day was not just about celebrations; it was a testament to The Sanmar Group's commitment to fostering a supportive and inclusive work environment. By bringing employees and their families together, the event reaffirmed the values of teamwork, camaraderie, and appreciation for each other's unique talents and contributions.

Overall, The Sanmar Group's Head Office Day 2023 was a resounding success, leaving everyone with unforgettable memories and a renewed sense of belonging to the extended family of The Sanmar Group. It was a day that truly exemplified the spirit of fun, teamwork, and celebration, and it will be cherished by all who were fortunate enough to be a part of it.





Guess Who?! Clue No. 1: He was born on 15 October 1931, in Rameswaram.

Once again, this year's Factory Day celebration at Karapakkam surpassed all expectations and proved to be a grand success. The day was filled with exciting games, engaging events, and there was a delightful feast to conclude the festivities. A highlight of the occasion was the recognition of long-serving employees and other outstanding individuals who received well-



@Karapakkam

deserved awards. The distribution of these honours was graciously conducted by B Visweswaran, Vice Chairman of SETL, adding prestige to the event.



Day



Guess Who?! Clue No. 2: He served as the Chief Scientific Advisor to the Prime Minister and later as the Principal Scientific Advisor to the Government of India.

# Factory Day at Sanmar Engineering, Viralimalai

## Time for Recognition

On the joyful day of 2nd July 2023, the vibrant Sanmar Engineering employees of Viralimalai came alive as they and their families gathered to celebrate their much-awaited Annual Day. The event was filled with enthusiastic participation and showcased the company's commitment to creating a strong sense of community and camaraderie among its members.

The day started with various energetic track and field events, igniting a spirit of healthy competition and teamwork. Employees of all ages and their family members participated in exciting activities like 100m running, long jump, shot-put, and more. The atmosphere was electric as everyone cheered and applauded each other's efforts, highlighting the support

Engineering Campus prioritises the well-being of its employees and places great emphasis on maintaining a safe working environment. These awards were a testament to the company's unwavering commitment to employee safety and performance excellence.

The event also offered a platform for the business heads of various units in the Viralimalai campus to share insights into the highlights of FY 2022-23 and discuss the prospects for the current Financial Year. This open communication helped foster transparency and unity within the organisation, ensuring every member felt valued and informed about the company's progress.

Recognising the significance of teamwork and sportsmanship, various team events were held before the occasion. Winners of cricket, volleyball, kho-kho, table tennis, carrom, and chess tournaments were applauded for their dedication and fair play. These sporting events promote physical well-being and enhance the spirit of collaboration among employees.

The day reached its pinnacle with a mesmerising cultural program presented by talented employees and their family members. The performances, ranging from dance and music to drama, captivated the audience and showcased the diverse talents within the Sanmar family. It was a heart-warming display of unity and creativity, leaving a lasting impression on everyone present.

The Annual Day at Sanmar Engineering Campus was more than just a celebration; it reflected the organisation's core values and dedication to fostering a supportive and inclusive work environment. The day's festivities provided employees and their families with unforgettable memories and reinforced the bond that unites them as a strong and closely-knit community within the Sanmar family.



@ Viralimalai

and encouragement prevalent within the Sanmar family.

Dedicated to acknowledging the talent and creativity of the women in the organisation, a special Rangoli competition was organised, showcasing their artistic flair and adding vibrant colours to the occasion. This event not only celebrated their skills but also underscored the importance of gender inclusivity and recognition in the workplace.

The afternoon session was a momentous occasion where long-serving employees were honoured for their unwavering dedication and loyalty. The company took the opportunity to recognise and appreciate these individuals' hard work and commitment, acknowledging their invaluable contributions to the organisation's growth and success.

Another significant aspect of the Annual Day was the Safety and Performance Awards presentation. Sanmar





Guess Who?! Clue No. 3: He was a scientist and an engineer, he was a distinguished aerospace engineer who played a crucial role in India's space and missile development programme.

## Triumphant Branch Day Celebration Unites Employees

Kolkata Branch Day fete was an energetic triumph, radiating unity and zeal among staff. From the invigorating "5 Minutes Plank Challenge" to the entertaining "Chinese Whisper" game, the event encapsulated teamwork and communication. Honouring cricket match victors highlighted individual excellence. The HR team's commendable support,

including token appreciations, added a special touch. This celebration underscores the significance of fostering connections beyond work and enabling a tighter-knit community. In a bustling corporate world, such events serve as reminders that shared moments of joy are as vital as professional achievements, making the day truly memorable.



## Vibrant Sanmar Day Celebrations: A Day of Sportsmanship and Togetherness

On 24th June 2023, we marked Sanmar day near our Mumbai office with spirited carrom and cricket tournaments on a turf. Infused with energy and camaraderie, the event was orchestrated by three young sales engineers who adeptly managed teams, matches, and logistics. Fostering teamwork and healthy rivalry, four diverse teams were formed: Akash, Prithivi,

Agni, and Jal. Amidst cheers, the matches showcased skill and unity. The gripping carrom finals heightened suspense. Post-event, awards were conferred, and celebrations continued with a delightful lunch at a nearby restaurant, culminating a successful day of sports and togetherness.







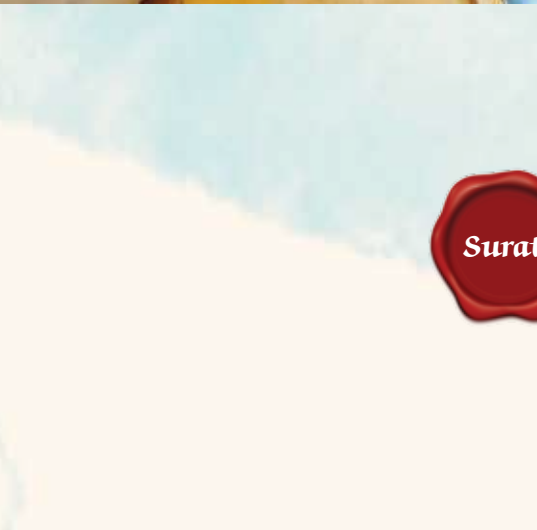
Baroda



Jamnagar



Delhi



Surat



Guess Who?! Clue No. 4: He also played key roles in Indian Space Research Organisation (ISRO), and the Defence Research and Development Organisation (DRDO).

## A Memorable Outing at Townhall, Chondhe Farms Pune branch

# Town

Like last year, our branch organised a Townhall meet on 6th August 2023 at Chondhe Farms near Pune. It was a one-day outbound picnic with 36 family members, achieving 100% attendance. The focus was entirely on understanding, bonding, and spending quality time together.

Everyone relished the adventure sports such as zipline, zip bike, rappelling, dash ball, rock climbing, gyro, bullock cart ride, shooting, archery, and water sports. On our way back, we visited the Shri Ranjangaon Maha Ganpati Mandir and enjoyed a delightful dinner in the evening.



## Unveiling the Impact of Kolkata's Transformative Townhall Sessions

The Townhall sessions held in Kolkata have proven to be an exceptional HR initiative that has significantly transformed workplace dynamics. This innovative approach has led to a remarkable enhancement in employee engagement while also providing a platform to recognise exceptional performances. The SETL Kolkata Townhall sessions have emerged as a pivotal opportunity for employees to come together as a team, celebrate achievements, and acknowledge outstanding efforts. These monthly gatherings have become highly anticipated moments where employees congregate to share their thoughts and revel in collective accomplishments. It's a dedicated platform for us to collectively applaud the hard work and dedication that has propelled us towards achieving our targets and yielding exceptional results.

Our Town Hall Sessions are marked by forward-looking discussions that pinpoint avenues for growth, strategies for enhancement, and the actionable steps required to

achieve our "Mission - 100 Cr Branch" goal within this fiscal year.



# hall *Unveiling Achievements and Insights: Highlights from a Dynamic Session*

Townhall at Chennai, the CMO showcased nationwide figures for the past year, highlighting record-breaking achievements in Order Booking and Sales for SETL. Q1 FY23-24 statistics were also shared. The RSM focused on Chennai's Q1 performance, addressing strategies to overcome shortfalls in Q2. Lieutenant Colonel Kartik Datt's presentation drew parallels between military

tactics and our sales operations. R Santosh Raja discussed insights from "The Struggle & The Promise," linking China and South Korea's post-WWII progress to India's development. An industry quiz spurred team competition. Nakshatra awards honoured outstanding sales engineers, and the session ended with a team lunch.



Chennai

## *Comprehensive Insights: Assessing Performance, Projections, and Market Dynamics*

The Mumbai branch's recent townhall meeting covered a wide array of subjects. These included assessing branch performance qualitatively, analysing year-to-date (YTD) July 2023 order bookings across all product lines, evaluating the top 10 OEMs and top 20 MRO customers' performance. The presentation also highlighted industry-wise product line performance, sales engineers' customer coverage, and provided an overview of accounts receivable status encompassing due, overdue, and provided accounts. Projections for August 2023 order bookings and expectations to meet the YTD target were discussed. The meeting also examined the current market scenario and shared insights on significant ongoing regional project activities.



Mumbai



*Guess Who?! Clue No. 5: He was an inspiring leader, he was a great motivator and inspiration to millions of people, especially the youth.*

## TCI Sanmar Chemicals Receives Government Recognition for Exemplary CSR and Sustainable Initiatives in Egypt

TCI Sanmar Chemicals has earned commendable recognition from the Government of Egypt for its outstanding Corporate Social Responsibility (CSR) and Sustainable initiatives carried out during 2021. The company was honoured as one of the top 15 pioneering companies in Egypt for its remarkable commitment to making a positive impact on society and the environment.

On 13th July 2023, S Vadivel, the Chief Operating Officer of TCI Sanmar, had the privilege of receiving this prestigious accolade from Mr Hossam Heiba, the CEO of General Authority for Investment & Free Zones (GAFI), on behalf of the Government of Egypt.

TCI Sanmar's selection was based on a range of impressive initiatives that demonstrated their dedication to social and environmental responsibility. Notably, their efforts in implementing Vocational Training programs, contributing to the Polio Vaccination campaign, and taking significant measures to combat the COVID-19 pandemic were acknowledged and highly valued. Moreover, the company's commitment to

adopting other environment and sustainable practices played a pivotal role in securing this well-deserved recognition.

The recognition not only highlights TCI Sanmar Chemicals' remarkable contributions but also sets an inspiring example for other businesses, illustrating how integrating CSR and sustainability into their operations can create a positive and meaningful impact on the community and the world at large.



# TCI Sanmar Chemicals Chairman Discusses Strengthening India-Egypt Relations and The Sanmar Group's Role in Investment: An Exclusive Interview

TCI Sanmar Chemicals Chairman, PS Jayaraman shared his insights during an interview with Vishal Baristo of Doordarshan on Prime Minister Narendra Modi's state visit to Egypt.

Jayaraman believed the visit represented a significant step in fortifying the bilateral relations between India and Egypt. He acknowledged the visionary leadership of both countries' Prime Ministers, who have prioritised development, leading to substantial progress in their respective economies. Additionally, Jayaraman emphasised that India and Egypt, with their large populations, possess advantageous positions to attract investments and stimulate domestic consumption, fostering further growth.

The Chairman highlighted the vast opportunities for India in Egypt, especially in crucial sectors such as IT, healthcare, education, and petrochemicals, to which The Sanmar Group belongs. He commended the Egyptian government's keen interest in seeking Indian expertise to develop these industries and their commitment to providing the necessary infrastructure



and creating a favourable ecosystem for investments from India.

During the interview, Jayaraman proudly mentioned The Sanmar Group's significant contribution to Egypt's development. With an impressive investment of 1.5 billion dollars, The Sanmar Group is the country's largest investor, demonstrating their confidence in Egypt's potential and dedication to supporting its progress.

Overall, the interview with PS Jayaraman shed light on the promising prospects of collaboration between India and Egypt, underscoring The Sanmar Group's instrumental role in bolstering economic ties between the two nations.

**Longest Celebration:** The New Year's Eve celebrations in Sydney, Australia, including the iconic fireworks at the Sydney Harbour Bridge, are among the longest celebrations, spanning over 12 minutes.

**Birthday Candles:** The tradition of placing candles on birthday cakes dates back to ancient Greece when they believed that the smoke carried their wishes and prayers to the gods.

**Piñatas:** Piñatas, popular at parties, originated in China as lanterns that were filled with seeds. They were eventually adopted by Spanish missionaries in Mexico for religious celebrations.

**Wedding Bouquet Toss:** The tradition of throwing the bridal bouquet comes from ancient times when guests would try to tear off pieces of the bride's dress and flowers to share in her good fortune.

**Cheers!:** The tradition of clinking glasses and saying "cheers" dates back to ancient Rome. It was believed that the sound helped to ward off evil spirits.

## The Sanmar Group Empowers Women Globally with Dedicated Women Empowerment Projects in Egypt

The Sanmar Group, in its pursuit of creating a positive impact on society, has taken significant strides towards empowering women through its Women Empowerment Projects in Egypt. In collaboration with the National Council for Women (NCW), TCI Sanmar Chemicals conducted a transformative workshop to enhance the lives of 135 women engaged in various craft forms.

The workshop served as a powerful platform for these women, providing them with essential skills and knowledge that enriched their craft and opened doors to economic independence. By fostering their capabilities and nurturing their talents, The Sanmar Group is relentlessly committed to empowering women and promoting gender equality in the community.

These initiatives stand as a testament to The Sanmar Group's strong dedication to social responsibility, as it actively works towards creating a more inclusive and supportive environment for women. The projects not only uplift these women's lives but also contribute to the overall development and progress of the community.

By investing in skill development and economic empowerment, The Sanmar Group enables women to

become self-reliant and confident contributors to their families and society. These projects are not just about imparting skills but about instilling a sense of dignity, pride, and financial independence among the women involved.

The collaboration with the National Council for Women further underscores The Sanmar Group's commitment to working hand in hand with local organisations and authorities to make a lasting impact on women's lives in Egypt. By joining forces, they can create a more substantial and sustainable change in the community.

The Sanmar Group continues to expand its Women's Empowerment Projects globally, demonstrating its dedication to social and gender equality causes. These projects serve as a beacon of hope, empowering women, breaking barriers, and paving the way for a brighter and more inclusive future.

Through its unwavering efforts, The Sanmar Group sends a powerful message to the world—that empowering women is not just a goal but a catalyst for positive transformation, enabling individuals, families, and entire communities to thrive.



## Historic State Visit to Egypt: Indian Prime Minister Interacts with TCI Sanmar Chemicals Representatives

On the 24th and 25th of June, 2023, the honourable Prime Minister of India, Shri Narendra Modi led a successful and historic state visit to Egypt, accompanied by esteemed dignitaries from the Indian government, including Dr S Jaishankar, Minister for External Affairs, and Ajit Kumar Doval, National Security Advisor.

During this momentous occasion, the Indian Embassy organised an Indian community interaction with Prime Minister Narendra Modi on 24th June 2023. P S Jayaraman, Chairman of TCI Sanmar Chemicals, Egypt, along with S Ganeshkumar, Managing Director, and several senior executives of the company, had the privilege of meeting the Prime Minister.

In the meeting, P S Jayaraman expressed his gratitude and mentioned that TCI Sanmar Chemicals, a

constituent of the Sanmar Group from India, has been present in Egypt since 2007 and holds the distinction of being the largest investor in the petrochemical segment in the country. He took the opportunity to extend his heartfelt thanks to both the Government of India and the Government of Egypt for their unwavering support and guidance provided to the company.

This significant interaction highlighted the close ties between India and Egypt and underscored the commitment of TCI Sanmar Chemicals to contribute positively to Egypt's growth and development. The meeting with the Indian Prime Minister further solidified the partnership between the two nations, fostering a stronger and more prosperous relationship for the future.



**Song for Celebrations:** "Happy Birthday to You" is one of the most recognised songs in English. It was written in 1893 by two American sisters, Patty Hill and Mildred J. Hill.

**Christmas Trees:** The use of Christmas trees for decoration began in the 16th century in Germany. Queen Victoria's husband, Prince Albert, brought the tradition to England in the 19th century.

**Largest Parade:** The Macy's Thanksgiving Day Parade in New York City is one of the world's largest parades. It has been held annually since 1924 and features giant balloons, floats, and performances.

**Valentine's Day Cards:** Valentine's Day cards have been exchanged since the 17th century. The first commercially printed cards appeared in the 19th century, and today, over a billion Valentine's Day cards are sent each year.

# SANSAFE: Navigating Towards a ZERO Harm Culture with Process Safety Management and Behaviour-Based Safety

The Sanmar Group has embarked on a journey towards achieving a ZERO Harm Culture, prioritising safety through a systematic approach to Process Safety Management and Behaviour-Based Safety since 2022. To foster a cultural shift and ensure profitable safe production, the group has enlisted the expertise of “DuPont Sustainable Solutions” as a consulting partner for the “Transformation of safety culture” through the implementation of Process Safety Management and Behaviour-Based Safety programs. SANSAFE initiative was inaugurated on 21st July 2023, by Vijay Sankar, Deputy Chairman in the presence of corporate business managers. This initiative is set to manage operational and process safety risks and drive the company towards operational excellence in a sustainable manner.





## SANSAFE: Training Sessions



Mettur

Cuddalore

## Enhancing Operational Safety: A Journey through Safety Risk Assessment Tools and Advanced Measures

Plant critical operational risks are effectively managed using various safety risk assessment tools such as HAZOP, QRA, HAC, and LPS. Over the years 2022-23, a significant number of recommendations were implemented to mitigate these risks successfully.

Additional measures have been initiated to further enhance the management of operational risks and reach the highest level of safety. These include the implementation of Barrier Health Management (BHM)

studies, layer of protection analysis (LOPA), and safety integrity level (SIL) studies, which began in 2022 and continue to be an ongoing focus.

By incorporating these advanced risk assessment methodologies and safety measures, the plant aims to fortify its safety barriers and ensure the utmost protection against potential hazards, solidifying its commitment to maintaining a secure operational environment.



## ***Viralmalai Employees United Planted 2700+ Saplings on***

To commemorate World Environment Day, the Viralmalai employees came together for a collective tree plantation event. Following the Miyawaki method, they successfully planted over 2700 saplings. The collaborative efforts of the staff contributed to the remarkable achievement of this mass sapling plantation.



# for a Green Initiative: World Environment Day



Guess Who?! Clue No. 9: He was often referred as “Missile Man of India” for his contributions to India’s successful Pokhran-II nuclear tests and the development of ballistic missile technology.

## Mettur Music Club

The music club at Mettur, Tune Team, hosted a karaoke evening on the 15th July 2023. The two-hour program, which mixed retro music from the 80s and 90s with contemporary hits, was a feast for all music lovers. Over a hundred employees and their families thoroughly enjoyed the event. The Location Head, Gajendiran, and his spouse attended the event and appreciated the efforts put into organising it.

The event was well-received by everybody; it evoked feelings of nostalgia, taking them back on a journey through their lives. The evening concluded with applause, and everyone was happy with the outcome. At the end of the event, the employees expressed their gratitude to S Gajendiran for his support in organising such a memorable occasion. The program was a huge success, leaving everyone with beautiful memories to cherish.



**Contest 1**

**Colouring Winners**



**Gia Gopalakrishnan, D/o G Gopalakrishnan,**  
*Products Personnel, Xomox Sanmar Limited, Viralmalai.*



**M Anandhita, Niece of D Manikandan,**  
*Civil Maintenance, Chemplast Sanmar Ltd, Karaikkal.*



**M Kamalarajan, S/o N Manivannan**  
*Power Plant, Chemplast Sanmar Ltd, Karaikkal.*



**K Keerthik, S/o R Kanagaraj**  
*Products Security, AGCSL, Viralmalai.*



**R D Sanghamithraa, D/o S Rajesh Kumar**  
*Instrumentation Maintenance, CCVL, Cuddalore.*

**Contest 2**

**Sketch your Toon**



**P Sri Jhanavi, D/o K Prabhakaran,**  
*Human Resources, Chemplast Sanmar Limited, HO.*



**Logesh V, S/o K Vijayakumar,**  
*Corporate Administration, Chemplast Sanmar Limited, HO.*



**M Soundharya, D/o N Manivannan**  
*Power Plant, Chemplast Sanmar Ltd, Karaikkal.*



**S Ridhvik, S/o S Sundararaman**  
*Electrical Maintenance, CCVL, Cuddalore.*

## Other Best Entries



**S Murugeswari, W/o B Srinivasan**  
*Maintenance, SMML, Viralimalai.*



**S Vetha Abinaya, D/o B Srinivasan**  
*Maintenance, SMML, Viralimalai.*



**K P Kanishka, D/o G Karthikeyan**  
*Machine Shop, SMML, Viralimalai.*



**Deeptha H,**  
**D/o G S Harihara Balaji**  
*CTD, CCVL, HO.*



**S Krishna Varma,**  
**S/o S Satheesbabu**  
*Common, SMML, Viralimalai.*



**DORAEMON**

**K Keerthik S/o R Kanagaraj,**  
*Products Security, AGCSL,*  
*Viralimalai.*



**SHINN-CHAN**

**K Chirisanth S/o R Kanagaraj,**  
*Products Security, AGCSL,*  
*Viralimalai.*



**A Nishanth, S/o K Alagarsamy**  
*Sales & Marketing, Xomox Sanmar*  
*Limited, Viralimalai.*

