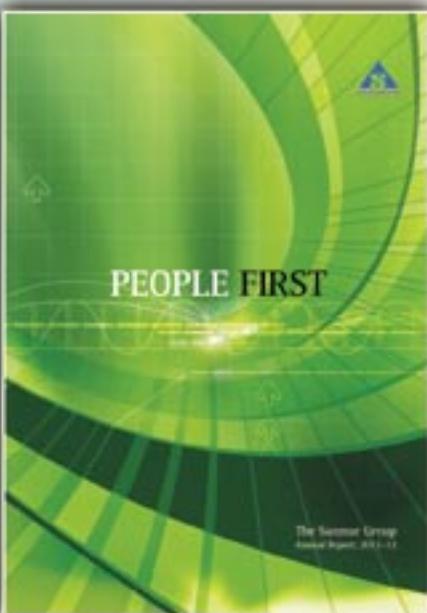


January 2013

A PUBLICATION OF **THE SANMAR GROUP**



## **KS Narayanan is no more**



Sri KS Narayanan, Chairman Emeritus of The Sanmar Group, breathed his last on 28 September 2012. He was 93. As demonstrated movingly by several speakers at a memorial event on 25 October 2012, his passing was an occasion to celebrate the rich and rewarding life he led, his pioneering example as an industrialist and ethical role-model, and the life-long friendships he forged. MATRIX will soon bring out a special issue to commemorate KSN's many-splendoured sojourn on earth.

# **The Sanmar Group**

**Sanmar Holdings Ltd**

**Chemplast Sanmar Ltd**

**TCI Sanmar Chemicals S.A.E.**

**Sanmar Speciality Chemicals Ltd**

**Sanmar Consolidations Ltd**

**Sanmar Shipping Ltd**

**Cabot Sanmar Ltd**

**Sanmar Engineering Technologies Ltd**

*- Products Divn.*

**Flowserve Sanmar Ltd**

**BS&B Safety Systems (India) Ltd**

**Sanmar Engineering Services Ltd**

**Xomox Sanmar Ltd**

Xomox Valves Divn.

Pacific Valves Divn.

**Tyco Sanmar Ltd**

*- Steel Castings Divn.*

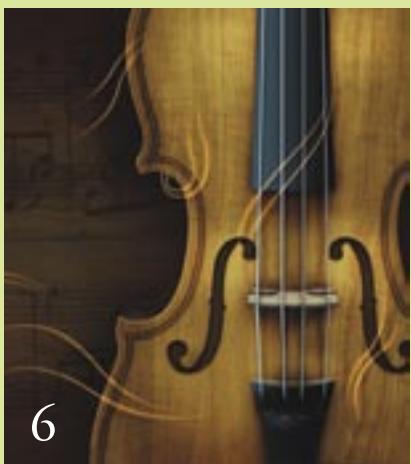
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# In this issue...



6



10



24

## West meets East

**4** When the West meets East in Classical Music

## Group Annual Day

**7** Group Annual Day  
Reinforcement of ethics policy and performance culture

**9** “Business Excellence through TQM”: L Ganesh (Summary of presentation by L Ganesh, Chairman, Rane Group at The Sanmar Group Annual Day 2012)

**10** Anand holds GAD audience in thrall

## Interview

**11** Viswanathan Anand  
He belongs to the crossover brigade in chess

## Annual Report

**12** The Sanmar Group Annual Report 2011-12

## People & Places

**14** TiE Chennai 2012  
Dr SS Badrinath receives Life Time Achievement Award

**15** CII Core Group meets Singapore PM  
CII National Quality Summit  
N Kumar on ‘Road to a Quality India’

**16** Sustainability Report  
Chemplast Sanmar publishes its fourth Sustainability Report 2011-12

**18** ‘Five Elements Towards A Cleaner World’

## Recognition

**18** Chemplast bags Tamil Nadu Government and National Safety Council safety awards

## Visitors

**19** Sanmar welcomes ‘Nahdha’ project team from Egypt

## Sanmartini

**20** Sanmartini, a cocktail of explosive games

## Sporting Sanmar

**22** Chennai Marathon  
Sanmar’s ‘Cath Rd Cats’ on the run at the Chennai Marathon

**23** Alwarpet Cricket Club Reunion

## Beyond Sanmar

**24** Chemplast organises free medical camps at Karaikal Awareness programmes on eye and respiratory diseases conducted at Chemplast Mettur

**25** Madhuram Narayanan Centre for Exceptional Children

## Legends from the South

**26** MAK Pataudi

# When the West meets East in Classical Music

When Baluswami Dikshitar (1786-1858), disciple and younger brother of the saint-composer Muttuswami Dikshitar, adapted the western violin as an instrument in Carnatic music, he did something epoch making, something that would today be termed as a game-changer. Vadivelu, a member of the famed Tanjore Quartet of musicians, also played a major part in popularising the instrument in south India.

The violin has since then been integral to Carnatic music concerts as an accompaniment to vocal (and other instrumental) music for well nigh a century. Some of south India's violinists have earned the approval and admiration of leading western musicians and critics, Yehudi Menuhin, one of the most celebrated of them, going so far as to rate a couple of them the greatest violinists in the world. From the 1950s to the 1970s, some of them, especially Lalgudi Jayaraman, TN Krishnan and MS Gopalakrishnan were superstars on a par with the great vocalists of the time. The violin is no longer

even considered a foreign instrument. There were brief instances of the viola being employed in south Indian classical music, for instance by the versatile prodigy turned maestro M Balamuralikrishna, but it has now vanished from the scene.

Essentially a western music ensemble, the



Madras String Quartet led by violinists VS Narasimhan has recently become a force to reckon with in the way it renders the great Carnatic music compositions in its own style, without the percussion support common to Indian music.

Some other instruments like the clarinet (obviously part of English bands), mandolin and harmonium soon became part of Indian music ensembles, though not necessarily classical music. Out of these, the clarinet became a kind of imitation of the nadaswaram, the pipe that is an essential component of temple music, towards the mid-20th century and there have been great clarinet players, one of them, AKC Natarajan, actually earning the highest title of Sangita Kalanidhi in Carnatic music. Greater success has been achieved by another wind instrument common to jazz and rock — the saxophone. The first musician to turn the sax into a powerful Carnatic instrument was Kadri Gopalnath, now a cult figure in the field, especially after the success of *Duet*, a Tamil film featuring

## A Carnatic music concert

Carnatic music is the classical or art music of south India. Originating as temple music and nurtured by royal patronage, today Carnatic music is performed on the secular stage. All the songs are based on ragas or individual expansions of the seven notes sa to ni analogous to do to te in Western music and microtones in between totalling 12, each raga characterised by specific melodic norms in the ascent and descent.

The typical Carnatic music concert is of approximately two and a half hours' duration. A vocal concert — the most common performance — has a singer, male or female, or sometimes a duo of singers, accompanied by a violinist seated to his or her left and one or more percussionists to his or her right. The most common percussion instrument is a cylindrical drum called the mridangam placed horizontally in front of the drummer. The ghatam, a mud pot, and a khanjira, a circular hand held tambourine-like instrument, complete the ensemble. There can be more or fewer instruments on stage, but the mridangam is mandatory, so that the standard minimum team is voice-violin-mridangam.

All the musicians sit cross-legged on a mat on the floor of the stage. A concert comprises both composed and improvised music, with every musician on stage getting to showcase his or her creativity at appropriate times.

A typical present-day concert has mostly songs of devotional or spiritual content in the ancient pan-Indian language Sanskrit or one of the south Indian languages, predominantly Telugu. Every one of these songs is likely to contain improvisational elements, including wordless elaboration of the raga, variations on a single line of lyric or repeated combinations of the solfa syllables.

a saxophonist and his vocalist friend. Today more south Indian musicians are taking to the saxophone.

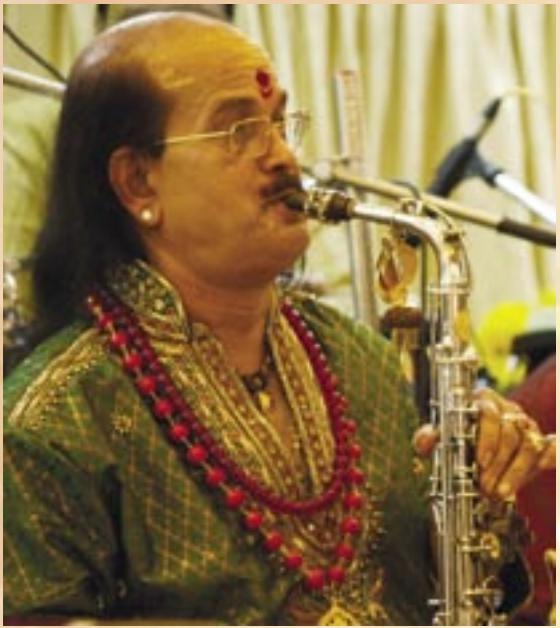
The mandolin did not become a Carnatic music concert instrument until the advent of U Shrinivas who took the world of music by storm in the late 1970s when barely 11 years old. He has exploited the potential of this hardly audible instrument magnificently, creating many followers after him. The number of mandolin players on the Carnatic music stage is steadily growing now.

Sukumar Prasad in the 1980s and Prasanna, still going strong, have been guitarists to introduce their instrument to Carnatic music. Coincidentally, both are alumni of IIT Madras, and both have been brilliant musicians. Prasanna went to study jazz composition at Berklee College of Music, Boston, and is now known internationally in fusion and world music circles.

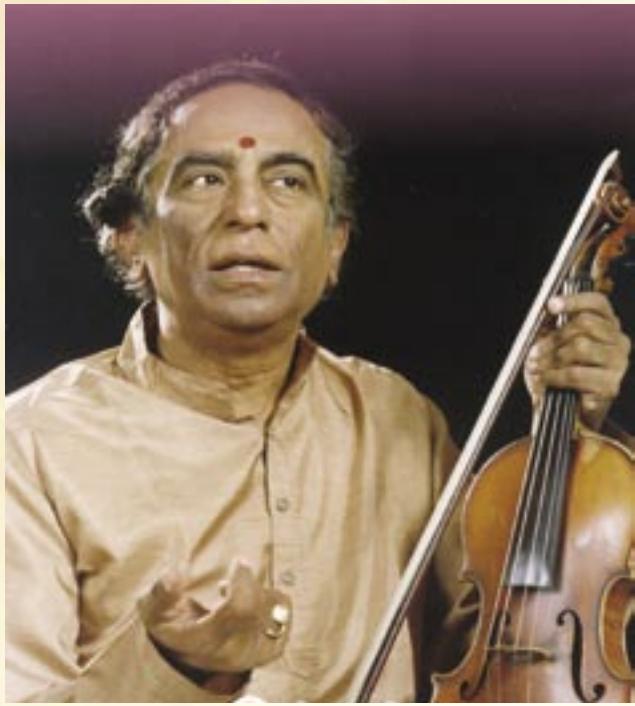
In a sort of reverse musical migration, Indian instrumentalists have frequently

figured in fusion concerts and albums in the West, starting from the late Ravi Shankar, posthumously awarded a lifetime Grammy, his daughter Anoushka Shankar, Zakir Husain, L Shankar and L Subramanian, Grammy winners Vikku Vinayakram (with his humble claypot, the ghatam) and Viswa Mohan Bhatt, Prasanna and a number of others.





Playing the piano, with its discrete notes, totally unsuited to Carnatic music with its accent on gamaka or ornamental grace notes, has still been attempted by some Carnatic musicians, notably Sister Linnet Antony of Kerala, a performing musician. Anil Srinivasan, trained in Western classical music, has made several successful forays into experimentation with traditional Carnatic musicians, both vocal and instrumental.



With tremendous interchanges taking between Indian and Western musicians and the power of technology and the Internet, the day may not be far off when new Western instruments are added to the Carnatic music repertoire. In the long run, however, only the fittest will survive.

*By V Ramnarayan*



# Group Annual Day

## Reinforcement of ethics policy and performance culture

The Sanmar Group Annual Day was held on 21 November 2012 at Hotel Sheraton Park, Chennai.

The major highlights of the event included presentations made by guest speakers L Ganesh, Chairman, Rane Group and Viswanathan Anand, World Chess champion.

L Ganesh's speech on "Sustaining Business Excellence through TQM" threw light on the pursuit and achievement of excellence through total quality management at Rane. Viswanathan Anand drew a classic comparison between the game of chess and management.

Vijay Sankar's presentation on 'Business Overview and Challenges' of The Sanmar Group from 2007-2013 captured the high points of the various Sanmar businesses and their status in a nutshell. He stressed the importance of the Sanmar culture of execution and dwelt at length on the role of a leader. "Success is no longer measured over the years. It's a daily thing", he said.

An Audio Visual covering the various competitions of Sanmartini 2012 was screened.

The Group Annual Dinner which preceded the Day function was held on 20 November 2012 at Hotel Sheraton Park. This was the

time for recognition of top performing employees and long service awards. Games and quiz competitions were held with Sanmarites and their families taking time off to bond with one another.

During the debate sessions on 21 November B Natraj and Sarada Jagan stressed the theme of 'Management process and Ethics'.



(L to r): B Natraj, V Narayanan, Vijay Sankar, Viswanathan Anand, N Sankar, L Ganesh, MN Radhakrishnan and PS Jayaraman





V Ramesh, JK Menon, N Dayakar Reddy and R Sugavanan receiving their awards from N Sankar.

#### Safety Awards



Victor Asir, Flowserve Sanmar, Karapakkam receiving the award for non - process category from MK Sharma, J Sridhar, Chemplast Sanmar, Cuddalore receiving the award for process category from V Narayanan and Capt B Muralee, MT Sanmar Sonnet, receiving the award for Shipping from MK Sharma.

#### Long Service Awardees



# “Business Excellence through TQM”: L Ganesh

(Summary of presentation by L Ganesh, Chairman, Rane Group at The Sanmar Group Annual Day 2012)

The Rane Group comprises seven companies with 25 plants and a varied product portfolio, with aggregate sales of Rs. 2,650 crore in 2011-2012.

Starting in 1991, there were dramatic shifts in the policy environment. An economy closed for 45 years opened up. Major car companies from across the world set up manufacturing operations in India despite high import tariffs for parts. Some of them even encouraged their suppliers to come to India. These developments called for a total reappraisal of Rane's competencies and business processes.

An important decision was to adopt Japanese management principles considering the cultural similarities between the two countries. Rane felt embracing the Japanese management principles would help in its objective. A one-day TQM workshop by Dr Washio from JUSE in December 1999 confirmed Rane's belief that the holistic input of TQM would address the group's concerns.

The commencement of the Japanese way of TQM (in 2000) was a watershed in the evolving history of Rane. Pursuit of excellence through total quality management (TQM) became an integral part of the Group's Mission & Value.

With continuous improvement now an inseparable part of each and every business process, Rane created an environment that encouraged acknowledging problems.

- Culture of “openly admitting failures.” Senior management initiated this to set an example.
- This enabled mutual trust through which everyone shared problems for resolution.

It was accepted that thinking was not the prerogative of senior management and Rane created transparency through communication. This resulted in “open culture”, “breaking of functional silos” and “a sense of organisation-wide ownership”.

A structured system has been developed at the plant, companies and the group with clear responsibilities to promote and guide TQM. Based on reviews, specific improvements are taken up in the practice of TQM.

A structured training programme on DRM (Daily Routine Management) is imparted right at the induction stage.

Enumerating the benefits of TQM in the last 4 years, Ganesh said,

- The number of kaizens per supplier per year improved from 8 to 68.
- The supplier competency Index increased from 71 to 92.
- Delivery consistency was achieved at 99%.

Implementation of TQM for business excellence resulted in the Deming prize for 2 companies and the Deming grand prize for 4 companies.

Rane's last decade focused on “Operational & Business Excellence” through people, processes, system creation and continuous improvement.

Rane's theme for the next decade is Profitable Growth.



## An inspiring leader

*His brilliant tour-de-force of the Rane Group's TQM programme at the Sanmar GAD gave ample evidence of the reasons for the outstanding achievements of the group. L Ganesh is a shining example of how much the total involvement of the leader matters to any programme of transformation initiated by a business enterprise. It came as no surprise when the audience stood up as one man to applaud his well-structured, thought-provoking, enlightening presentation.*

# Anand holds GAD audience in thrall

## Traces his development into a world champion



FIDE World Chess Championship from 2000 to 2002, World Champion in 2007, 2008, 2010, and 2012.

### National honours

*Arjuna Award for Outstanding Indian Sportsman in Chess in 1985.*

*Padma Shri – 1987.*

*The inaugural Rajiv Gandhi Khel Ratna Award, India's highest sporting honour in the year 1991–1992.*

*Padma Bhushan – Third highest civilian award awarded by Government of India in 2000.*

*Padma Vibhushan – Second highest civilian award awarded by Government of India in 2007.*

Viswanathan Anand spoke with refreshing candour while drawing subtle parallels between his chess career and the challenges of corporate life.

He opened up to the audience with great wit, saying for a chess player, known for planning many moves ahead on the board, he was left embarrassed on one occasion when he forgot to greet his wife on their wedding anniversary.

He recalled his passion and enthusiasm for the game from a very young age, his admiration for the late Bobby Fisher (until whom the sport was dotted with Soviets) and his early inability to become a Grand Master (GM) despite vigorous participation. He took time off, set clear goals and meanwhile completed his Class XII Board exams. Success in this regard came to him when he least expected it, true to the dictum “Focus on the process, results will happen”.

Anand spoke of the usual paradox that bedevils most winners, the relative ease of reaching the top, but the difficulty of staying there. However, his love for the game pushed him to sort out his weaknesses, while his opponents posed severe hurdles, as he grew in stature in the world of championship chess post 2000.

Of the challenges he faced, he spoke of the difference between matches and

tournaments. In tournaments, you could pick your opponents, to meet the larger goal of winning the tournament; winning matches was hence tougher. This would be similar to business situations, where we create winning business portfolios, or in a simpler context, of “losing the war, winning the battle”.

He talked of his experience of building a team, with people of different cultures and backgrounds, with whom he could bounce off opinions, strategy, and logic as he prepared for a match. This again is much similar to our philosophy here, where we encourage a ‘second view’. Chess is similar to business, where the dynamics of the environment changes rapidly at times. Interestingly, he echoed another segment of our ethos; the need to be flexible. As you learn and unlearn, you realise that nothing is cast in stone in a changing situation and the penchant for learning takes precedence.

He stressed the need for emotional connect, the need to believe in yourself, and keep your spirits up in bad times, the need to visualise and reinforce the mind with stories of past victories acting as catalysts to pull yourself together in weaker moments.

Anand left a feeling of great equanimity in the hall and as he signed autographs, I heard a colleague reciting excerpts from Rudyard Kipling’s, “If”: “Or walk with kings - nor lose the common touch...”

# Viswanathan Anand

## He belongs to the crossover brigade in chess

World chess champion Viswanathan Anand, who floored everyone at The Sanmar Group Annual Day with his charm and delightful accessibility, was gracious enough to agree to an interview for *Matrix*. Here he answers V Ramnarayan's questions:

***What lessons for life do you gain from chess and vice versa? Do you see parallels between corporate and chess strategy?***

Of course chess is very much a mirror image of corporate strategy. You are trying to constantly gain the mindspace of your opponent. Each one's profession shapes how they choose to lead their life. Chess has taught me a lot and given me rich experiences.

***We know that visualisation plays a major part in sporting success. Can you throw some light on this and other methods of preparation, and how they may have changed through the decades?***

I am what you can call the crossover brigade in chess. We started out with books and board and now we singularly use only computers to work, analyse and research. For chess, memory plays a key role and any added gift is a plus. I am known to be intuitive and have a keen sense of danger. Chess is all about catching your opponent in uncharted territory.

***As a corollary, chess being such an intense mind game, how do you switch off when you are not playing or want a break from thinking of chess?***

I deliberately try to shut my mind from chess when possible. So we take vacations or now I tend to spend more time with Akhil. I am also fond of astronomy and mathematics.

***What keeps you motivated at this stage of your career? What do you do to stay hungry when you have done it all?***

I don't really sit back and think about what has been achieved. I rather like to play from game to game and maximise my result.

Chess by itself is complex and intense, so I try to avoid the additional baggage. But sometimes when people put you along with the all time greats, that's a special feeling. You can't deny it.

***You said you admired Bobby Fischer most among chess champions. Can you tell us why?***

What he achieved in 1972 was unthinkable in that era. He had a special feeling for chess and played with a lot of flair and style.

***After active chess, what, besides the initiatives in which you are already involved? Will there be a greater involvement in spreading the chess movement in schools? Writing/commentating on chess?***

Definitely, but I am not thinking about it.

### Honours and awards

*National Citizens Award and Soviet Land Nehru Award in 1987.*

*British Chess Federation 'Book of the Year' Award in 1998 for his book My Best Games of Chess.*

*Jameo de Oro the highest honour given by the Government of Lanzarote in Spain on 25 April 2001.*

*Nilesh Murali and Rahul Desirazu Excellence in Chess Award (2004, 2007).*

*Chess Oscar (1997, 1998, 2003, 2004, 2007 and 2008).*

*Sportstar Millennium Award in 1998.*

*'Global Strategist Award' for Mastering many formats of World Chess Championships by NASSCOM in 2011.*

*Rs 2 crore Tamil Nadu Government award for winning the World Chess Championship for the fifth time.*

*'Indian sportsperson of the year' and 'Indian of the year' awards 2012.*



# The Sanmar Group Annual Report 2011-12

**“The achievements of an organization are the results of the combined effort of each individual.”**

The Sanmar Group has grown from a small institution into a respected conglomerate with business interests in Chemicals, Engineering technologies and Shipping. This growth has been built around a robust foundation of transparency, operational excellence and ethical practices.

Sanmar's success in manifesting these attributes has been derived from a deep, people-centric approach, reflected in a respect for merit, performance-linked remuneration, delegation, empowerment and recognition.

This people-oriented management philosophy is captured in The Sanmar Group Annual Report 2011-12, entitled 'People First'.

Here are sample pages from the report....

## CHEMICALS



### CHEMPLAST SANMAR LIMITED

Chemplast Sanmar is among the leading integrated chemical companies in India, manufacturing PVC, caustic soda/chlorine, chlorinated solvents, refrigerant gases, photovoltaic silicon wafers and PVC piping systems.

The Company's operations are dispersed across the following manufacturing facilities:

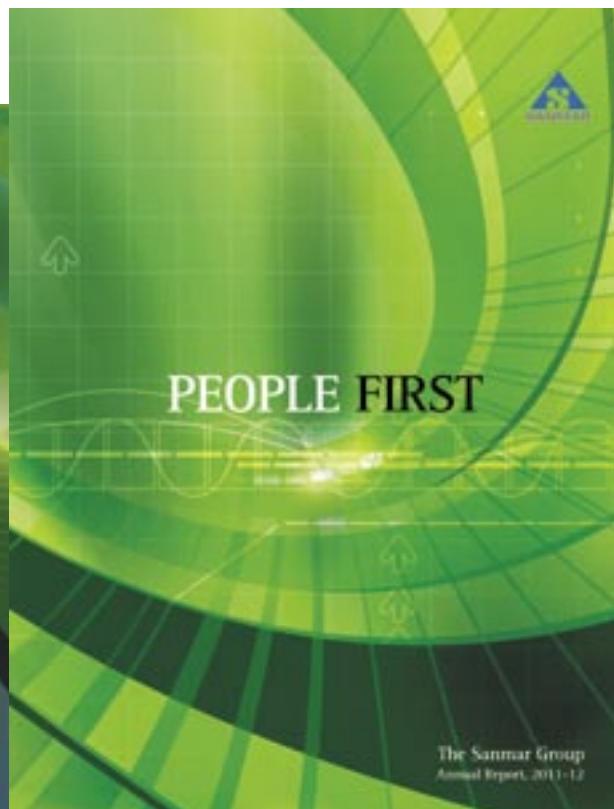
**Mettur Dam facility:** Comprises plants manufacturing PVC resins, refrigerant gases (HCFC), caustic-chlor (caustic soda and chlorine), chlorinated solvents and photovoltaic silicon wafers. The facility's entire power requirement is met by its

coal-based power plant.

The Company's Vedaranyam salt fields address the feedstock needs of its caustic soda plants.

**Karaikal facility:** It produces caustic soda and chlorine and meets a part of its power requirement through captive gas-based power generation. The Karaikal facility also has a marine terminal that facilitates ethylene import and the coastal shipment of caustic soda, as well as an EDC manufacturing plant.

**Cuddalore facility:** The largest chemical facility in Tamil Nadu, the plant manufactures PVC using VCM (imported)



Chemplast Sanmar Limited is the flagship company of The Sanmar Group, constituting 51 per cent of the Group's revenues.



# CORPORATE SOCIAL RESPONSIBILITY



## VALUES-DRIVEN WORK ETHIC

BUSINESS AND ETHICS. THESE TWO WORDS ARE SYNONYMOUS AT SANMAR. DESPITE SANMAR BEING SPREAD ACROSS BUSINESSES, COUNTRIES AND LOCATIONS, THE TWO BIG CONSTANTS ARE A CULTURE OF EXCELLENCE AND A TRADITION OF INTEGRITY.

THIS CULTURE OF EXCELLENCE IS DRAWN FROM A LEVEL PLAYING FIELD FOR EMPLOYEES, PROVIDING EACH ONE WITH A FAIR OPPORTUNITY, APPRAISAL WITHOUT PREJUDICE, LINKING COMPENSATION TO VALUE AND RECOGNITION BEYOND REMUNERATION.

## TAPPING POTENTIAL



THE KNOWLEDGE AND ABILITY OF PEOPLE are the only irreplaceable capital that an organisation possesses. The productivity of that capital depends on how effectively people share their competence and rapidly translate that learning into action.

Organisations excel when they harness the best of people. Therefore, the key to organisational success lies in its people.

In line with this conviction, The Sanmar Group puts people first and catalyses the dreams of its people.



### Tapping potential

Although our businesses are varied in terms of the people involved, the philosophy followed and processes undertaken, there is a common set of policies adhered to across our businesses. The culture at The Sanmar Group is to encourage performance. Professionals are challenged intellectually and strong ethical values are imbibed thereby binding us as Sanmar.

During the year 2011-12, the Group initiated lot of activities regarding retention of resources and their development. We focused on communication, execution and teamwork and conducted training drills involving the same.

Sarada Jagan, Dy Managing Director, Human Resources, 15 years with Sanmar.

During the year, 'Women at Work Leadership Award' was presented to Sarada Jagan at the Employer Branding Awards, 2012.

### About STI

SR Seshadri Training Institute (STI) was established on 24 September, 2007, in memory of SR Seshadri, a technocrat who strode effortlessly back and forth between the fields of chemistry and engineering.

STI's primary focus is on imparting technical training to the human resources at The Sanmar Group; the employees. With specialised training programmes, up-to-date methodology, and dedicated training resources (both internal and external) positioned at its Chennai, Viratnagar and Mettur facilities, its objective is to deliver consistently.

The training methodology involves both class-room and on-the-job training at different plant sites. The trainees are also sent to several institutes for their training purpose.

The Institute has adequate infrastructure facilities to provide a hands-on practical approach to training for the learners.



# TiE Chennai 2012

## Dr SS Badrinath receives Life Time Achievement Award

The TiE Chennai Entrepreneur awards honour the spirit and efforts of successful entrepreneurs across Tamil Nadu. This year Dr SS Badrinath, Chairman Emeritus, Sankara Nethralaya, was honoured with a 'Life Time Achievement Award' and N Sankar awarded the same at the grand annual conference TiECON 2012, held at the Hyatt Regency, Chennai on 3 December 2012.

Interestingly, N Sankar was the 2010 recipient of TiE's Life Time Achievement Award.



N Sankar with the TiECON awardees.

# CII Core Group meets Singapore PM



On 27 November 2012, the Confederation of Indian Industry (CII) Core Group led by Adi Godrej called on Prime Minister of Singapore Lee Hsien Loong and Emeritus Senior Minister Goh Chok Tong. The Core Group exchanged views

with PM and the Singapore Ministers on the global and regional economic outlook and provided an update on recent economic policy reforms in India and its potential business implications.

*CII Core Group members with Emeritus Senior Minister Goh Chok Tong during the Group's Annual visit to Singapore. N Kumar is seen fourth from right.*

## CII National Quality Summit

### N Kumar on 'Road to a Quality India'



CII National Quality Summit 2012 on 'Innovation of Quality- Quality of Innovation' was held at Hotel Vivanta by Taj at Bangalore on 2 and 3 November 2012. Chief Minister of Karnataka Jagadish Shettar inaugurated and addressed the gathering.

In his opening remarks, N Kumar, Chairman, CII Institute of Quality and Vice Chairman,

The Sanmar Group, spoke of the commitment of the Institute of Quality to continue building an India full of quality over the past 30 years. He recalled the significant decision to set up a National Committee on Quality with Dr V Krishnamurthy as Chairman, effectively establishing a private-public partnership on the road to a Quality India. This year's theme on Innovation provided a new face to quality in this journey.

N Kumar has been nominated as Chairman of National Accreditation Board for Certification Bodies (NABCB) by Arun Maira, Chairman, Quality Council of India, for a term of 2 years from September 2012. NABCB is one of the constituent Boards of Quality Council of India. This is an honorary position and requires providing leadership and guidance in shaping the policies of NABCB and monitoring its performance. NABCB provides accreditation service to certification and inspection bodies.

# Chemplast Sanmar publishes its fourth Sustainability Report 2011-12

## 'Five Elements Towards A Cleaner World'

At Chemplast Sanmar, our commitment to sustainability is not a knee-jerk reaction to the requirements of the day. It represents our personality. It influences the manner in which we think and the way we act.

By an extension, environmental considerations cut across our divisions, strengthening our long-term existence, increasing our profitability, mitigating risks and helping make the world a safer place.

The fourth sustainability report of Chemplast Sanmar Limited, 'Five Elements Towards A Cleaner World' bears testimony to this. The report, covering a period from April 2011-March 2012, is based on G3.1 guidelines of the Global Reporting Initiative (GRI), and relevant technical protocol has been followed for reporting various indicators. The Sustainability Report has received an A+ in the GRI grade check.

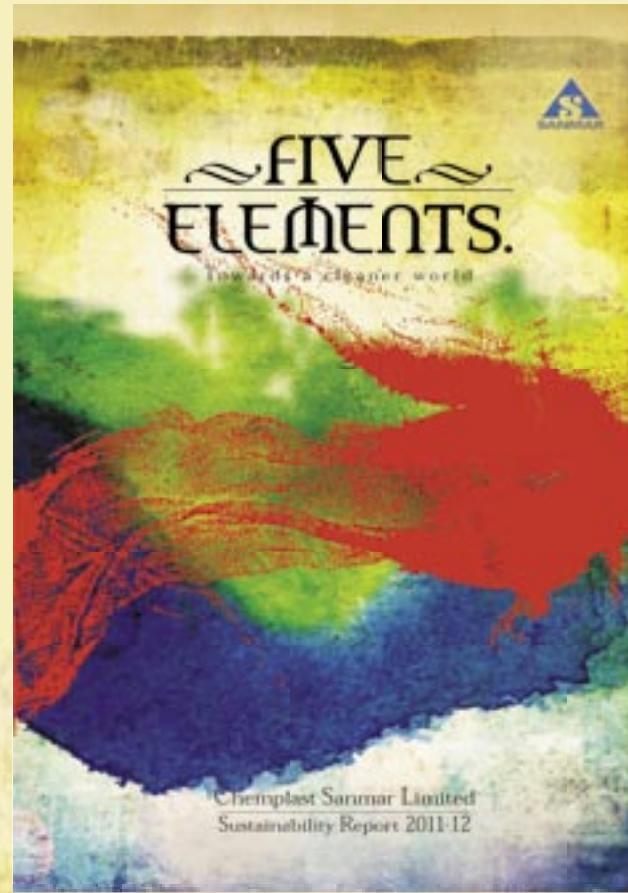
## Balance

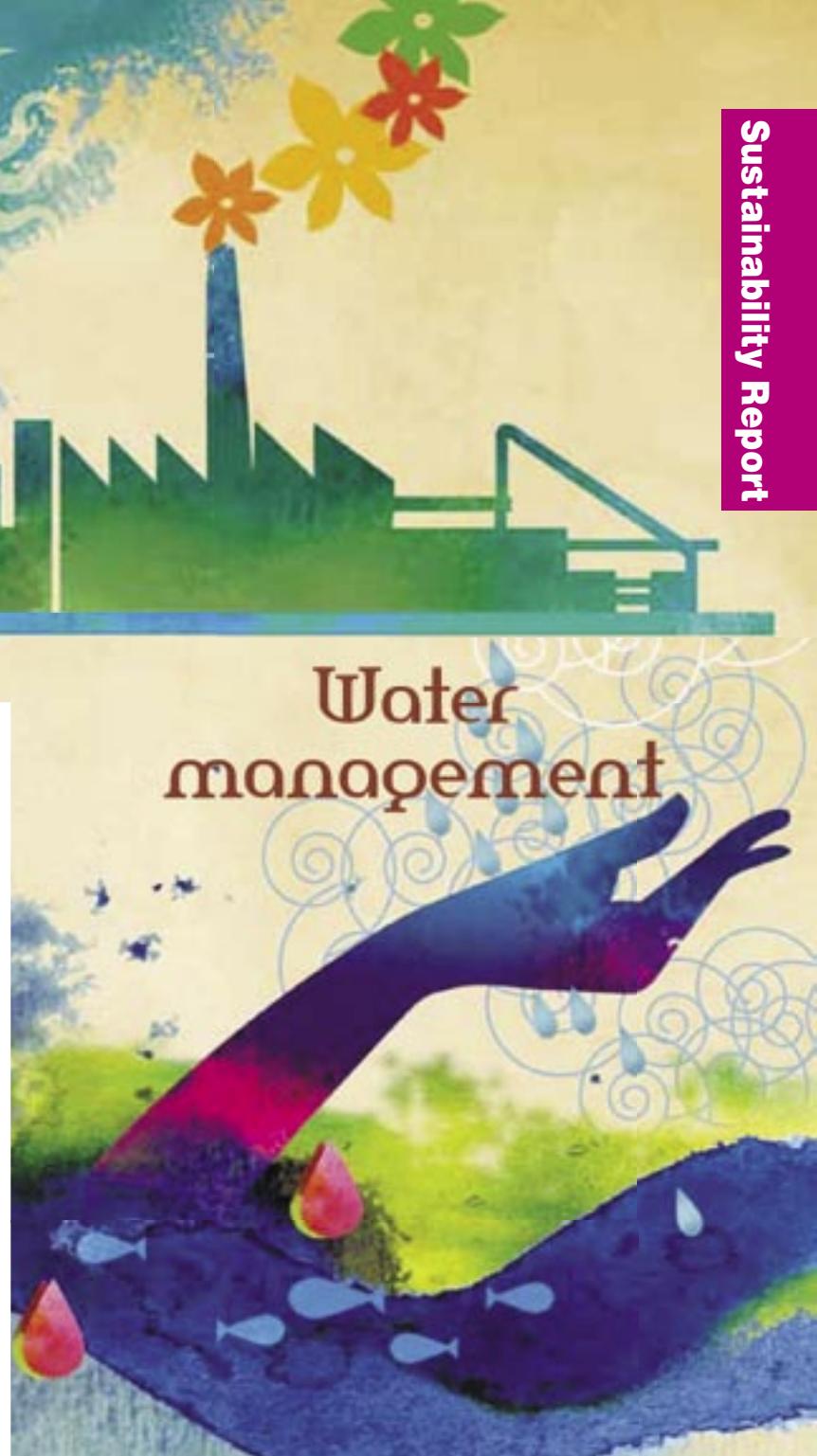
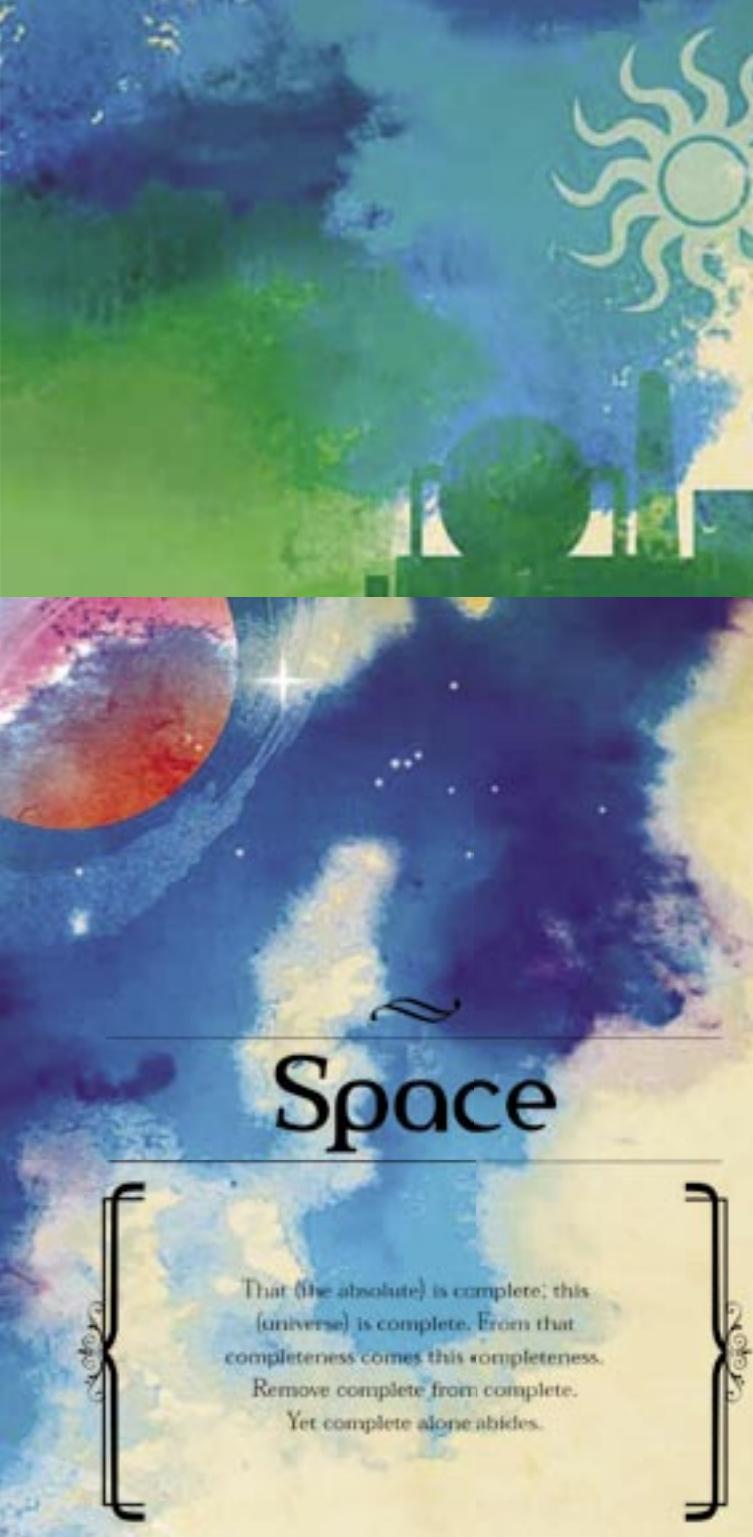
No single word captures more succinctly what the world truly needs today.

This is why: there are diverse positive forces at work in the world. Their positive contribution depends on two variables – the extent to which they play a role in their individual capacities and the equation between the two.

At Chemplast Sanmar Limited, we have regulated the roles of all the elements and balanced them in proportion to one another.

The result is that we make a clean and positive contribution to the world wherever we are present.





At Sanmar, we believe that the water adequacy can be achieved only through rigorous water management. The following guidelines are followed at Sanmar for water management:

- Every facility must achieve Zero-Liquid-Discharge status
- No ground water shall be utilised for industrial operation of chemical plants in coastal areas
- All new plants will ensure water conservation at the design stage itself
- Operating plants will continuously innovate to reduce water consumption



# Chemplast bags Tamil Nadu Government and National Safety Council safety awards



Chemplast Sanmar, Mettur Plant-II won the Safety Appreciation award from the National Safety Council (NSC) recently.

The award function was held on 25 September 2012 at Hotel Ambassador Pallava, Chennai. Dr R Palaniappan received the award on behalf of Chemplast from Chellapandian, Minister of Labour, Government of Tamil Nadu.

Others present at the ceremony were Mohan Piyare, Principal Secretary, Labour & Employment, Government of Tamil Nadu, K Ayyanu, Chief Inspector of Factories and Chairman of NSC, VR Srinivasan, Secretary- NSC and Ravi, Joint Secretary, NSC.

Chemplast Sanmar Mettur Plant II has been awarded three first prizes for highest reduction in accident rate, lowest weighted accident frequency rate and for the longest accident free period among factories which have worked for not less than 10 lakh man hours. Chemplast Sanmar Mettur plant III has been awarded third prize for its safety performance.

Cuddalore plant has been awarded two first prizes for lowest weighted accident frequency rate and for the longest accident free period among the factories which have worked for not less than 2.5 lakh man hours.

These prizes were presented by Chellapandian, Minister of Labour, Government of Tamil Nadu in a function held on 19 December 2012 at Chennai. P Manoharan and S Ravichandran received the award on behalf of Chemplast, Cuddalore and Dr R Palaniappan and S Gajendran received the award on behalf of Chemplast, Mettur Plants II and III.



# Sanmar welcomes 'Nahdha' project team from Egypt

'Nahdha' or The Egypt Renaissance project is a pioneer initiative steered by Eng. Khairat Al Shater, the Deputy Supreme Guide of MB and his advisory team to achieve comprehensive development in Egypt. The Sanmar Group hosted the Nahdha team during their recent visit to Chennai on 7-8 November 2012 . The visit was facilitated by Confederation of Indian Industry (CII).

A two day presentation by prominent experts in various fields was arranged by Sanmar. The presenters included PS Jayaraman, Chairman, TCI Sanmar Chemicals, Adit Jain, Chairman and Editorial Director of IMA, India, T Shankar, Chief Executive Officer, Management Studies, Dr Preetha Reddy, Managing Director, Apollo Hospitals, Prof SP Thyagarajan, former Vice Chancellor, University of Madras, Dr Tara Thiagarajan, Scientist and entrepreneur, M Velmurugan, Vice Chairman, Tamil Nadu Industrial Guidance Bureau, Government of Tamil Nadu, and C Velan, CEO Ramanujam IT City.

The Nahdha team visited the Sanmar Engineering facilities at Karapakkam, Mahindra Industrial Park at Maraimalainagar and Infosys corporate office and Industrial Tech Park at Bangalore.



Nahdha team members at Sanmar Engineering Technologies, Karapakkam.



Vijay Sankar making a presentation to the Nahdha team during their visit to the Sanmar Head Office, Chennai.



(L to r): Ihab El-Fouly, Dr Ahmed Delf, Gehad El Haddad, and Ashraf Serry of the visiting Nahdha team.



Dr Ahmed Delf and Ihab El-Fouly with N Sankar.

# Sanmartini, a cocktail of explosive games

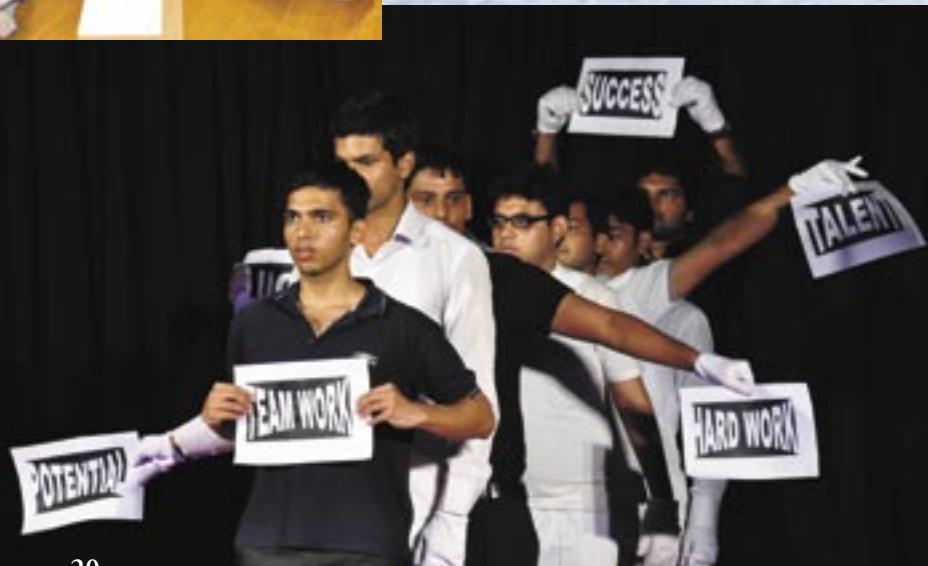
## Inter-business group competitions



*G Senthamizh Chelvan and J Sridhar receiving Sanmartini 2012 Championship Trophy on behalf of Team Socrates from N Sankar during The Sanmar Group Annual Day 2012.*

The inter-business group competitions, 'Sanmartini' resumed this year with explosive force. As a platform for spotting individual talent, Sanmartini brought to the forefront young Sanmarites from locations such as Viralimalai, Mettur, Karaikal, Cuddalore and Berigai, who participated with such flair and enthusiasm. The best performance was the show put up by the GETs from Karapakkam on the theme of Teamwork.

There were five events in all which began on 13 October with 'Talk it Out' (Debate) and concluded with Bridges and Tunnels



(Presentations) on 6 November 2012. Sandwiched were the other three interesting events – Cricket Medley (a skill and mind game combo), All Roads Lead to Rome (a variety programme) and Off Beat! (quiz programme).

As B Natraj succinctly put it, two words described it all. 'Well done'.





# Chennai Marathon

Sanmar's 'Cath Rd Cats' on the run at the Chennai Marathon



Krishna Kumar Rangachari

Twenty three Sanmarites/families, led by the ace Sanmar runner Krishna Kumar Rangachari, a seasoned marathoner, participated with gusto at the Wipro Chennai Marathon organised by the Chennai Runners at the pristine IIT Madras campus. A distinct route, Chennai 'Beach and Beyond' had been mapped for the event.

Various categories such as full and half marathon for professional athletes, a 5-km city run for everybody and a 10-km mini marathon for juniors and senior citizens marked this year's event.

The Wipro Chennai Marathon was held on 2 December 2012, with over 5000 runners participating, making it the first of its kind in Chennai.

*Sanmar's 'Cath Rd Cats' at the Chennai Marathon.*



# Alwarpet Cricket Club Reunion

Alwarpet Cricket Club, a senior division team of the Tamil Nadu Cricket Club, which has been under the Sanmar umbrella for over a decade recently celebrated six decades in the league. Many players, past and present attended the nostalgic reunion on 10 November 2012.

The occasion was used to recall the founding and early days of ACC, to rewind to its highs and to applaud the men who had seen it through the ages.

It was also a time to recall the work done by its founder, V A Parthasarathi (VAP as he was fondly known).

Speakers recalled the immense support ACC got in its early days – from S Parthasarathy (or Papa as he was known) of The Hindu newspaper, V Pattabhiraman, once a senior head of TNCA (TN Cricket Assn.), TVS' R Ratnam and K S Narayanan of The Sanmar Group.

Three people who played in the first match for ACC in 1949 – Samuel Raja, TK Lakshmanan and R Krishnamurthy – were felicitated.



Bharat Reddy and K Balaji,  
Managing Director, The Hindu.



N Sankar addressing the gathering.



N Sankar with former ACC captain  
M Subramaniam and former Indian  
captain S Venkataraghavan.



(Front row L to r): P Mukund, U Prabhakar Rao, K Srikanth, M Subramaniam, KR Geethalakshmi, PK Dharmalingam. Several former ACC cricketers are in the background.

# Chemplast organises free medical camps at Karaikal

Chemplast Karaikal arranged medical camps free of cost for the public at Mudali Medu and Vadakku Vanjore on 22 September 2012. Two teams of doctors conducted general health checks including eye examinations in coordination with Vinayaga Mission Medical College

and Hospital, Karaikal. The camps were conducted on the advice of the district collector J Ashok Kumar and under the supervision of M Kandaswamy, Medical Superintendent, Government General Hospital.



## Awareness programmes on eye and respiratory diseases conducted at Chemplast Mettur



An awareness programme on eye infections and related injuries was organised by Chemplast Mettur on 27 December 2012 with Dr Arul Mozhi Varman from Agarwal Eye Hospital, Salem, lecturing on eye infections.

A medical camp on asthma, allergy and respiratory diseases was conducted on 16 December 2012. Respiratory Physician Dr Krishnaveni spoke on asthma allergic related complications and preventive measures.

# Madhuram Narayanan Centre for Exceptional Children

## Events

The 9th National workshop on 'Integrating Therapy in Classroom and Home in Early Intervention Programmes' was organised by MNC and held on 23-24 November 2012. VK Jeyakodi IAS, Principal Secretary, State Commissioner for the Differently Abled, Government of Tamil Nadu, was the chief guest.

Bhavani Kumar released MNC's audited second cycle of Social Accounts during the inaugural session of the 9th National Workshop on 23 November 2012. The first copy was accepted by VK Jeyakodi IAS.

Children of Madhuram Narayanan Centre for Exceptional Children made a colourful thematic presentation on 'Seven Sacred Rivers – lifelines of India's civilization' during their 23rd Annual Day function held on 12 December 2012.





## **MAK Pataudi** **(1941 - 2011)**

Sachin Tendulkar may be the greatest batsman in the world, and Sunil Gavaskar, Kapil Dev, Anil Kumble and Rahul Dravid some of India's greatest achievers in cricket, but there can be little argument about who has been Indian cricket's most charismatic player and captain. The vote for that distinction easily goes to the late Mansur Ali Khan (Tiger) Pataudi, born on 5 January 1941 at the city of Bhopal.

Of Maharaja Ranjitsinghji, the Jamsaheb of Nawanagar, it was said that he was the prince of a small state but the king of a great game. The same might have applied to the erstwhile Nawab of Pataudi, who first captained India in 1962, nine years before the Indian government abolished the Privy Purse enjoyed by the

heads of the country's princely states. The son of Iftikhar Ali Khan Pataudi, who scored a hundred on debut for England and later captained India, was so gifted that his Oxford University and Sussex peers expected him to develop into one of the greatest batsmen in the world. Unfortunately, that was not to be, as Pataudi Jr. lost vision in one eye in a car accident before he turned 21. By his own admission — in his autobiography *Tiger's Tale* — he had to be content after that to be known as a good not great batsman.

That Tiger Pataudi at all played cricket after losing an eye was a miracle, but he went on not only to play international cricket again, but was India's leading batsman for a number of years in the 1960s. Appointed vice-captain for the West Indies tour of 1962 with a view to grooming him for a future leadership role, he was pitchforked into captaincy when he had to take over from his grievously injured captain Nari Contractor. At 21, he was the youngest captain in Test history. With generous support and guidance from senior players in the side, he gradually grew in confidence, and earned a reputation as a positive, inspiring captain, though he was criticised early in his career as a defensive captain. He led by example and instilled in Indian cricketers national pride and self-confidence to a degree not known before. He made them believe that India could beat Englishmen and Australians at their own game.

After a very impressive series at home against Australia, Tiger faced his first challenge abroad in England in 1967. Though India lost the England series 3-0, they did put up a fight, with Tiger's 64 and 148 in the second Test earning him the sobriquet "His Excellency the Nawab of Headingley." He showed his teammates that they could do battle with courage even in alien, hostile conditions. India again lost the next series in Australia 4-0, but each Test match was closely fought, with Pataudi playing many fighting innings despite a serious hamstring injury.

A tour of New Zealand followed, and Pataudi became the first Indian captain to lead the

country to a series victory abroad. It was again a creditable performance by the team, as the weather was cold and the playing conditions were extremely tough.

Back in India, Pataudi's men lost 1-3 a series which they had a good chance of levelling 2-2 for the major part of the fifth and final Test at Madras, with a dream spell of bowling by off-spinner EAS Prasanna raising Indian hopes, before he missed a chance or two and a typically gallant rearguard action by Australia resulted in victory for the tourists.

A poor series against the touring New Zealand team followed, leading to Pataudi falling out of favour with the selection committee and losing the captaincy. Though still a part of the selectors' plans as a player, Pataudi declined the offer to tour West Indies under the leadership of new captain Ajit Wadekar. In fact, though he made a comeback to Test cricket again, he made himself unavailable for tours abroad.

Ajit Wadekar led India to its first victories over West Indies and England in those countries. Soon after India beat West Indies 1-0, it defeated England by the same margin.

Back in India, Wadekar, a protégé of Pataudi like many other players of outstanding talent, insisted on having his former captain back in the team, and Pataudi returned to the side and played a couple of very good innings against England in the 1972-73 home series.

Ironically, Wadekar was forced into retirement after India made a disastrous tour of England in 1974, and the captaincy went back to Pataudi. The home series against Clive Lloyd's West Indies was a thrilling one, with India fighting back to level the series after losing the first two Tests, and eventually losing 2-3 after the final Test at Bombay. Pataudi's captaincy, now experienced and mature, came in for a great deal of praise, but his batting form sank to an all-time low, with his impaired vision now deteriorating to such an alarming extent that he had trouble seeing the express deliveries of the fearsome West Indies fast bowlers. He too announced his retirement at the end of the series, confiding to his friends that he did not

wish to get killed on a cricket ground. It was the end of a distinguished international cricket career during which the bouquets he earned far outnumbered the brickbats that came his way.

As a batsman, Pataudi never rose to the great heights he was expected as a young prodigy at Oxford, following in the footsteps of his illustrious father who died on Mansur's fifth birthday in a polo accident. His considerable if not consistent batting exploits with one good eye however earned him the respect of his teammates and opponents worldwide. He was a brilliant fielder, setting high standards for his men, and motivating them into improving their showing in the department. As a captain, he was responsible for knitting the team together as one unit representing India, and ending the ills of regionalism that used to plague Indian cricket before his time. He was a great spotter of young talent responsible for the induction of many a good player earlier ignored by the selectors for reasons other than merit.

Mansur Ali Khan Pataudi came to the south from Delhi after raising his voice against the maladministration of the cricket association there. Delhi's loss was Hyderabad's gain. Tiger's sisters lived in the twin cities of Hyderabad-Secunderabad in the Deccan, and he transferred there in 1966 to play all his future first class cricket under the captaincy of his friend ML Jaisimha, a member of Pataudi's India eleven on many an occasion. During the Pataudi era, some fine southern cricketers like Viswanath, Prasanna and Chandrasekhar, who otherwise might have been overlooked, became established in the Indian team and made it a strong outfit. The introduction of meritocracy was perhaps Pataudi's greatest contribution to Indian cricket.

Greatly respected for his views on cricket after his playing days, Mansur Ali Khan succumbed to a lung ailment on 22 September 2011, survived by his film star wife Sharmila Tagore, and three children. His son Saif Ali Khan is a leading Hindi film actor and his daughter Soha too is a Hindi film actor, while another daughter Saba is a jewellery designer. His passing away was greatly mourned by the cricket world.

