

MATRIX

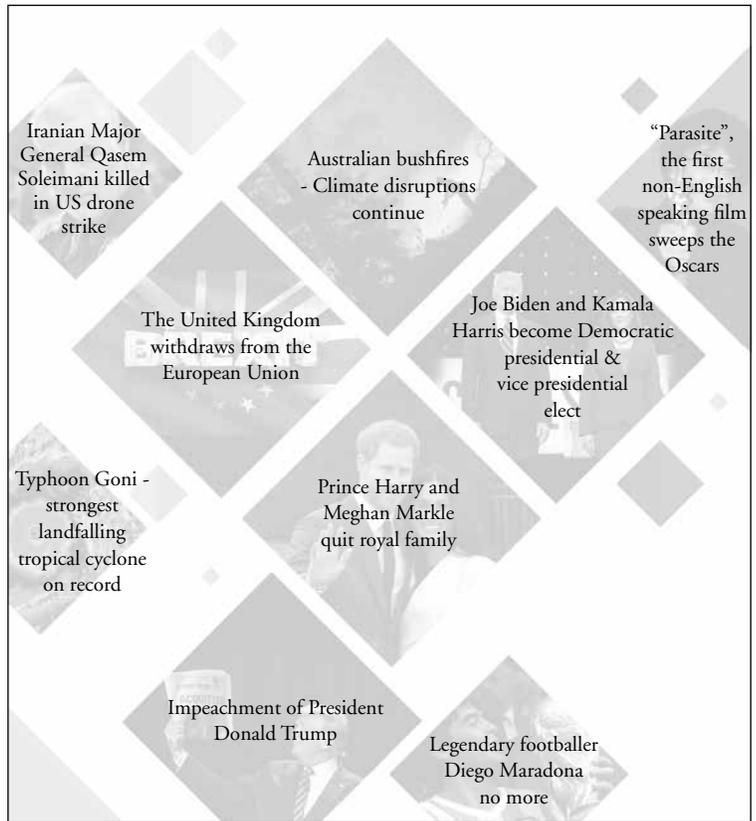
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2020

OTHER THAN COVID-19



The Sanmar Group

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SHL Chemicals

Chemplast Sanmar Ltd
Sanmar Speciality Chemicals
(A division of Chemplast Sanmar Ltd)
Chemplast Cuddalore Vinyls Ltd
TCI Sanmar Chemicals S.A.E.

Sanmar Consolidations

Sanmar Shipping Ltd
Cabot Sanmar Ltd
Sanmar Engineering Technologies Pvt Ltd
Flowserve Sanmar Pvt Ltd
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Matrix can be viewed at www.sanmargroup.com

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For Private Circulation Only.

Joe Biden - Kamala Harris and their Indian connect

Not only the Vice President elect of the US, Kamala Harris, President Joe Biden too claims an India connect. While Joe Biden speaks of a great great great great great grandfather who after service with the East India Company settled down in India, Kamala Harris, as a typical daughter of Tamil Nadu, likes to eat 'idli with really good sambar.'

“When a Biden exposed child trafficking in Madras”

[Excerpts from historian Sriram V's article]



Ever since **Joe Biden**, now the US President elect, announced his intentions to run for that high office, interest in his ancestor with Indian connections has peaked. He had himself spoken of his great great great great great-grandfather George Biden, who after service with the East India Company, settled down in India, marrying

a native woman. It is significant that no records of a George Biden have as yet surfaced. In August this year, an excellently researched article by Tim Willasey-Wilsey, Visiting Professor of War Studies, King's College, London, was published in the website gatewayhouse.in.

It has since made the rounds on social media. This concerned Christopher Biden, who was Captain of several ships of the East India Company and then returned to England in the 1830s only to return to Madras a few years later. Here he rose in position and society, and was known

for his charitable disposition. The Biden Home for Destitute Seamen at Royapuram was set up by him and this, in 1868, became the Biden Home for Sailors. By then, Christopher Biden was long dead, he having passed on in 1858 and being buried at St George's Cathedral, with a memorial plaque to him in it. Willasey-Wilsey has speculated that this may have been Joseph Biden's ancestor, though he points out that there are no records of Christopher having married an Indian woman. He, in 1819 had married Harriott, a Derbyshire girl and she accompanied him on his second and final voyage to Madras. The couple lost a daughter en-route. Mrs Biden lived long, dying in 1880, in London.

There however, appears to have been another daughter. And this is evident from the proceedings of the Committee of the Biden Testimonial Fund, which was formed immediately after his death, in 1858. This was headed by (afterwards Sir) Walter Elliot who is remembered today principally for



Christopher Biden, pic courtesy <http://www.artnet.com>

having excavated the stupa at Amaravati and shipped much of it to the British Museum, leaving some of the remnants at the Government Museum, Madras. The artefacts are even now known as the Elliot Marbles, after the more famous Greek equivalents named after Elgin, even though the Amaravati Stupa was of limestone. Be that as it may, Elliot and his Committee worked hard on the Biden fund and collected donations from Bombay, Calcutta and of course Madras, all testimony to the popularity that Capt. Biden enjoyed. The money, it was resolved, would be used “for the construction of a building or the endowment of an institution called the Biden Home for Sailors, the erection of a monument over his grave and of a tablet in the cathedral, and the payment of his funeral expenses.” The last appears to indicate that Biden, for all his sterling qualities, had not made sufficient money. This is further buttressed by the fact that the Advocate General, the Hon. Sydney Smythe petitioned the Honourable Court of Directors (the East India Company was still functioning) for an annuity for Mrs Biden and her daughter, in view of “his long, zealous and loyal service”. This the Company agreed to and the wife became entitled to a pension of 50 pounds per annum thereafter.

In the meanwhile, a sum of Rs 9696/1 was collected and out of this, after paying for the tablet and the funeral expenses, Rs 8,017-0-3 remained. It was deemed that this amount was too small for the construction of a Biden Home for Sailors and so the money was made over to the existing Sailors’ Home with the proviso that the institution



In this 2018 photo, Bidens of India and abroad gathered together for a family wedding in Nagpur. (courtesy: PTI)



A plaque commemorating 19th-century British ship captain Christopher Biden has been a popular selfie spot in the eastern city of Chennai since the US election.

changed its name to honour Biden. This the latter body was most happy to do and so it became the Biden Home for Sailors. It appears to have also been known as the Biden Home for Destitute Seamen. In 1939, the Madras Tercentenary Volume noted that the building was no longer being used for its original purpose. It is not certain if the structure still exists but there is an Indian Seafarers Welfare Organisation in Royapuram.



Christopher Biden had many great qualities but one of the most heart-warming stories about him is the way he exposed trafficking in children, all along the Madras coast. This was in 1839, while he was serving as the Beach Magistrate, Madras...

At the end of the story, I am not certain if this Christopher Biden was

really an ancestor of Joe Biden. But what is of interest is the humanity that was ingrained in the former. At his suggestion it became law all along Madras Presidency to have ships searched for unaccompanied children being kept captive and perhaps that did see some reduction in the trade. He is worthy of emulation for his humane qualities.



Much has been said about the US democratic Vice-President elect **Kamala Harris**, who has an Indian-born mother and Jamaican-born father, and her mother's keenness to instill a 'love for good idli' during Kamala's holidays in Chennai, India.

Born in Oakland, California to the Indian immigrant Shyamala Gopalan and Jamaican American Donald J Harris, Kamala mentions her Indian roots in her memoir where she recalls her childhood filled with books, Indian spices and her mother singing in the Hindu temples in the US. However, her parents got divorced when Kamala was only 7 years old. Her mother later became a breast cancer scientist and they moved to Montreal in Quebec, Canada. Shyamala Gopalan had a research position and taught at a hospital till she died from colon cancer in 2009.

Kamala's grandfather Gopalan was born in a small village south of Chennai called Painganadu, in 1911. He left the village as a young man to take a job as a stenographer for the British colonial government. After independence in

1947, he continued as a civil servant for the new Indian government. He was very progressive and so educated all his children well, the eldest being Kamala's mother, Shyamala. So when she won admission to a Ph.D. programme at the University of California, Berkeley, to study nutrition and endocrinology, Kamala's grandfather did not hesitate to pay, even though it was a lot of money for a civil servant.

Post retirement Kamala tagged along with her grandfather Gopalan in his



Kamala Harris, left, with her sister, Maya, and mother, Shyamala, outside their apartment in Berkeley in January 1970.

(Photos from Internet)

routine morning walks at the Besant Nagar beach, discussing equal rights, corruption and the direction India was headed.

In her speech to Indian-American group in 2018, Kamala cited that it was those walks on the beach with her grandfather in Besant Nagar that had a profound impact on who she was today.

Kamala often invokes her late mother, Shyamala, to strive for excellence and lift others up. These were principles Shyamala inherited from Gopalan and her mother, Rajam. In her interview with Oprah Winfrey in 2009, we hear Kamala say, “My mother who was a very strong influence on my life always said, Kamala, you may be the first to do many things but make sure you’re not the last.”

Kamala, though born as a Christian and baptized, used to visit Hindu temples with her mother. And her belief towards the Hindu religion is always explicitly displayed. When she contested the Attorney General election, she had called her maternal aunt Sarala Gopalan, with a request to break coconuts at the temple for her to win. Whether it is the coconuts or eternal blessings, she won the elections, and hence there was no looking back to add on feathers to her cap.

When her mother Shyamala passed away in 2009, Kamala flew down to Chennai to immerse her ashes in the Bay of Bengal according to her mother’s wish.

Kamala’s win, along with US President-elect Joe Biden, has delighted her relatives in India.

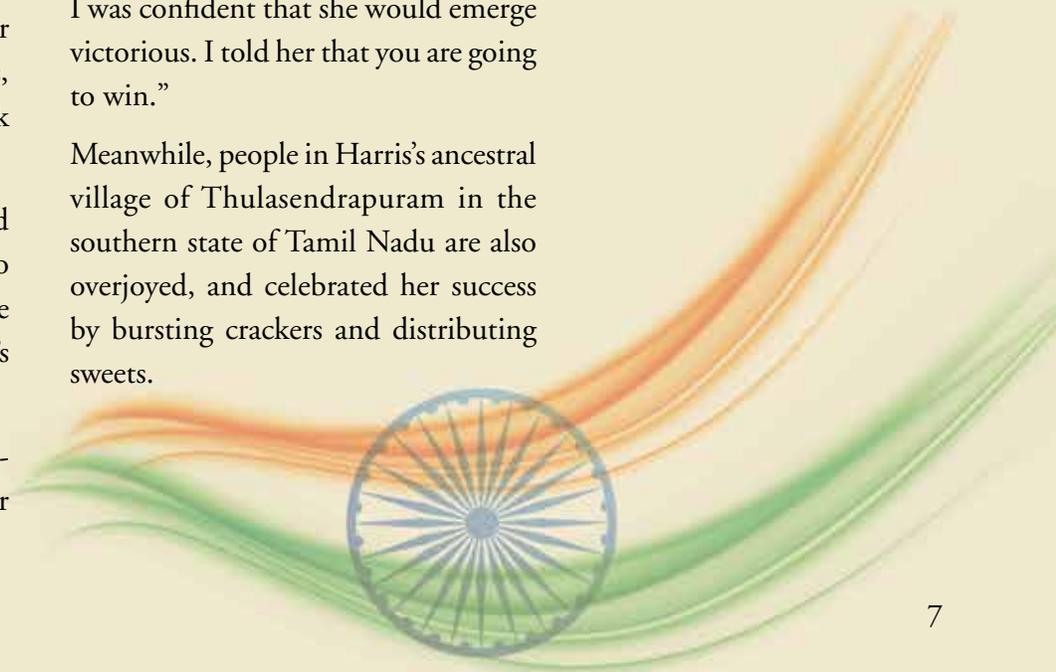


Kamala Harris, back row at left, in an undated family photo. Next to her, from left, are her grandmother Rajam Gopalan, grandfather P.V. Gopalan and sister, Maya Harris. With them are Maya’s daughter, Meena, left, and Harris’ cousin Sharada Balachandran Orihuela.

“She is my niece and we are obviously happy. The entire family is happy... we are on top of the world,” Sarala Gopalan, Harris’s aunt, told Anadolu Agency.

Her maternal uncle Gopalan Balachandran, who lives in New Delhi, said “I am proud and happy. I was confident that she would emerge victorious. I told her that you are going to win.”

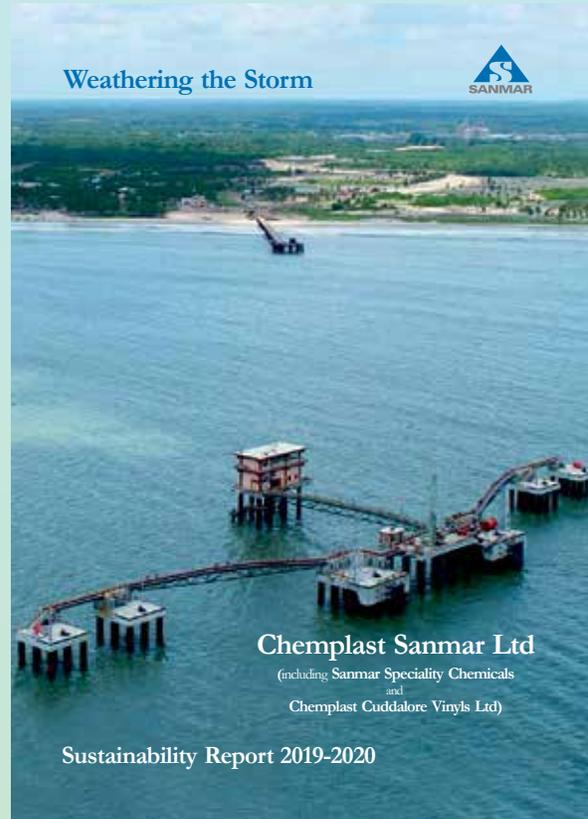
Meanwhile, people in Harris’s ancestral village of Thulasendrapuram in the southern state of Tamil Nadu are also overjoyed, and celebrated her success by bursting crackers and distributing sweets.



12th Sustainability Report published

Chemplast Sanmar and Chemplast Cuddalore Vinyls

Chemplast Sanmar Limited and Chemplast Cuddalore Vinyls Limited (CCVL) published their 12th Annual Sustainability Report for the financial year 2019-2020, prepared in accordance with the GRI Standards framework. Our sustainability journey has completed more than a decade, and we endeavour to continue the journey by bridging the gap between financial and non-financial reporting and promoting accountability and trust. With this report, we seek to demonstrate our sustainability efforts in the face of a global crisis and to generate long-term value for the stakeholders.

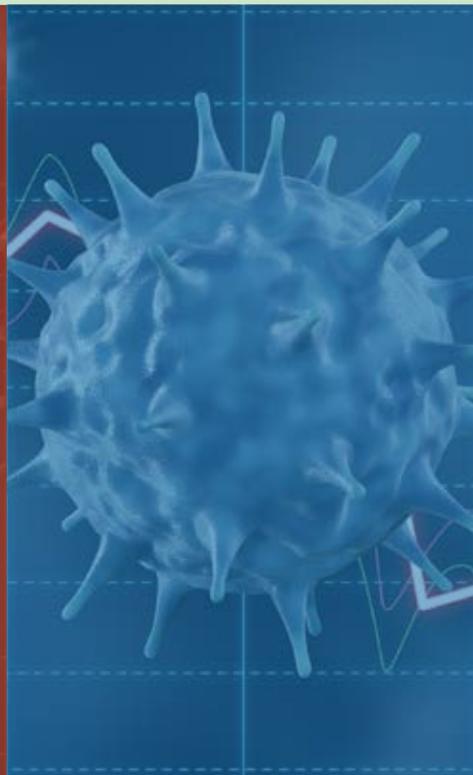


GRI Standards Content Index In Accordance - Comprehensive Option



COVID-19 Impact on Economic Performance

It is expected that, in the short term, COVID-19 will disrupt the current year's financial performance of companies as the virus created a supply and demand shock. However, considering our companies' strong business positions, we are well-equipped for recovery.



We are a leader in the Indian chemical industry with advanced technological and executive skills. A well rooted legacy of over fifty years in producing PVC, Chlorochemicals and speciality chemicals business, has allowed us to combine economic success with environmental protection and social responsibility.

We aim to grow our companies through the adoption of sustainable principles in our daily business practices. We shall achieve this through the incorporation of innovation both strategically and operationally to achieve sustainable business growth. The economic indicators stand testament to our distribution of direct economic value to various stakeholders.

Developing partnerships and trust with local communities

Enhancing living standards of local communities

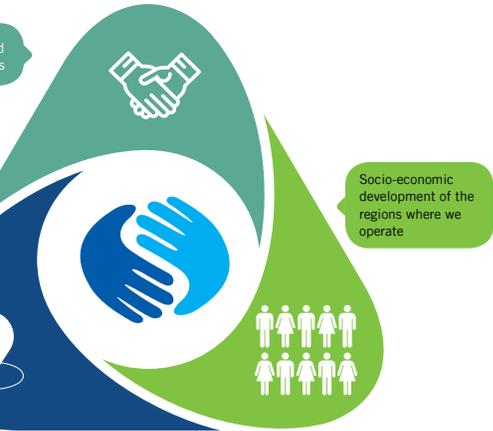
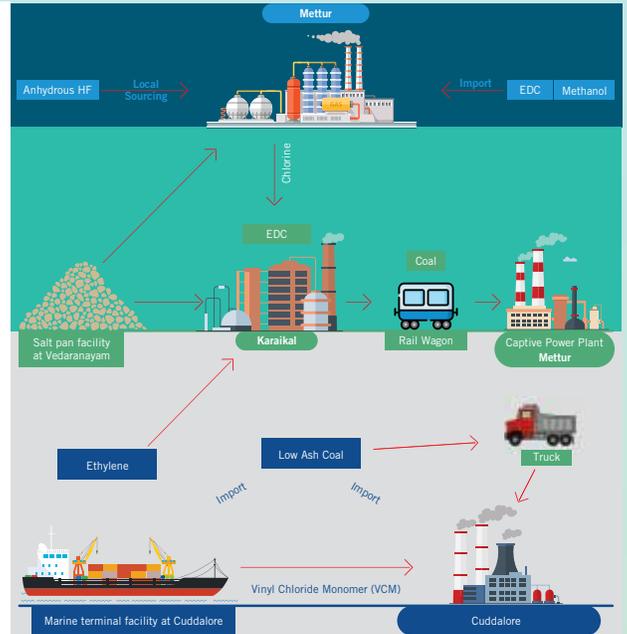
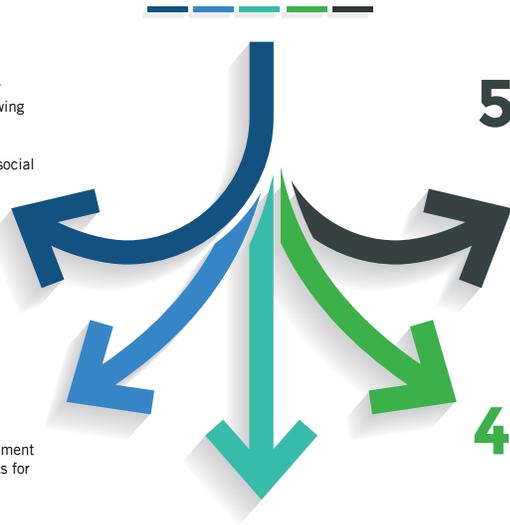
1 Identification of key suppliers and reviewing their management practices related to environmental and social performance.

2 Identification of significant issues related to Environment and Social aspects for suppliers.

3 Carrying out the audits of suppliers' facilities to verify environmental and social performance.

5 For any new supplier (significant material supply), screening based on our responsible sourcing programme on environmental and social aspects.

4 Influencing the suppliers to comply with our responsible sourcing requirements.



Stakeholder Engagement

The collective strength of our relationships with stakeholders empowers us to respond more effectively to crises such as the COVID-19 pandemic. We remain committed as ever to our stakeholder engagement. Stakeholders' views and suggestions are encouraged, and the issues raised by them are addressed to reinforce our internal systems. We regularly engage with our key stakeholders through a consistent channel of communication. We have diversified stakeholder engagement programmes which include formal and informal modes of communication.



Responsible Care®

Our Commitment to Sustainability

Presented to

CHEMPLAST SANMAR LIMITED

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Valid from JANUARY 2019 to DECEMBER 2021)



Indian Chemical Council

N. Sankar, at 75

[Courtesy: Madras Musings, Nov 16 2020;
article by V Ramnarayan]



If S. Muthiah was our founder, N. Sankar was our saviour. As Muthiah never tired of saying, had not Sankar stepped in at a crucial point in the life of Madras Musings and placed it on a sound financial footing with support from multiple corporate houses, the magazine would have been short lived. On the occasion of his 75th birthday, we wish our saviour and patron-in-chief many more years of good health and all happiness – The Editor

A true icon of Indian industry will turn 75 on November 19th. At the forefront of the Indian PVC manufacturing segment for over four decades, N. Sankar, the chairman of The Sanmar Group, presiding over a US \$ one billion diversified multinational group, has been a role model for entrepreneurs and institution builders alike, characterised by an unusual combination of business acumen and ethical conviction – upright, farsighted, innovative. A pioneer in PVC manufacture, he was responsible for some of the most original choices made in the field including the highly integrated manufacturing processes at the numerous facilities of Chemplast, its flagship company, now over fifty years old.

Though the son and grandson of trailblazers in the history of south Indian industry and commerce – respectively

“ Chemplast was inaugurated on 4th May 1967, the sequence of numbers 4/5/6/7 making it an unforgettable date. That was also the day I had my first interaction with the company, when I arrived at Mettur for the inauguration. A couple of weeks later, on the 22nd of May, I started working with Chemplast as an unpaid apprentice. My association has continued unbroken since then.”



At the Silver Jubilee of Chemicals and Plastics India Limited at Madras (31

K.S. Narayanan and S.N.N. Sankaralinga Iyer – Sankar was not born with a silver spoon, certainly not in a career sense. He obtained his B.Sc. (Tech) in Chemical Engineering from the AC College of Technology, Madras, graduating with distinction, and a Masters degree from the Illinois Institute of Technology, Chicago. He joined Chemplast in 1967 to help his father. In an interview years ago for Rediff News by Shobha Warriar, he recalled, “I was born in an entrepreneurial family of three generations, so automatically I also became an entrepreneur. I had no funds of my own to start an enterprise at that time. From 1967 to 1972, I worked with Chemplast, reporting to S. Ramaswamy, the chief executive of the company. I learnt a lot from him in those five years. He taught me simple things from how to draft a letter to how to manage people. Those were the most difficult times for Chemplast. But I learnt to cope with it.”



Laying the foundation stone for PVC Plant expansion to 44 KTPA at Mettur (1994).

“Honesty and transparency are essential features of our approach to joint ventures.” - N Sankar



May 1992).



A golden memento for N Sankar, commemorating fifty years with Chemplast.



“ This business represents my first step as an entrepreneur and its development and success really gave me the confidence to take up other ventures. When I first visited this location in 1974 or 1975, it was a distant lonely rice field with one half completed building standing on it. There were no other industries on this road. OMR is now an Electronic and Software development zone and is dotted with modern glass and steel buildings way past this location. That is progress and I am delighted to have been a witness and a small part of it. ”

Extract from N Sankar's speech during the 35th anniversary celebrations of Sanmar Engineering on 1 July 2011.

In 1972, Sankar started his entrepreneurial career, borrowing from friends and investors to acquire a majority stake in a company called Industrial Chemicals and Monomers. Determined to bring in technology to India to manufacture products of excellence as a measure of import substitution, he, all of 26 years old, was writing letters to foreign companies seeking collaboration with them, something very nearly unheard of then.

In search of mechanical seals it needed, Chemplast zoomed in on Durametallc of Michigan as its choice. Durametallc India at Karapakkam, Madras, resulted, growing into what is now Sanmar Engineering Technolgies Private Limited, an engineering group within The Sanmar Group, catering to a wide range of process industries – even India's space missions – in need of components that principally ensure safety where the slightest risks must be ruled out. Several successful joint ventures have followed Durametallc India (now Flowserve Sanmar).

Sankar has over the decades ensured that these joint ventures with global corporations are models for emulation. He has clearly enunciated a joint venture philosophy which can be summarised somewhat on these lines: Both partners should appreciate the need for the joint venture. They should clearly agree on the way the JV will be managed, they must work towards a system based on trust and transparency. There must be appropriate interaction at different functional levels for the ongoing operations of the



With N Kumar and Paul Jackson, President, Durametallc Corporation (1976).

JV, and clearly defined high level contacts at both ends for management decision-making on important issues calling for the involvement of both partners. Finally, both partners need to be equally able to serve the growing capital needs of the JV as it expands.

Always leading the way with its concern for the environment, the chemicals division of Sanmar under Sankar has made a fine art of ZLD or zero liquid discharge at its manufacturing facilities, amidst a whole slew of steps taken to ensure sustainable growth.

Corporate governance is an article of faith with Sankar, who must count among his contribution to best practices in business and industry the manner in which Sanmar has evolved a clear-cut management philosophy, its HR policy based on competence and a performance culture, and an elaborately spelt out ethics manual that guides employees on how they



With Charles F Knight, Emerson Electric Co., USA, during the 20th anniversary of Durametallic India (1996).

“ We believe our group has always been professionally managed, in the sense that the phrase is normally understood. There is nobody occupying a senior management position because of his relationship with the owners; all decisions are objective and the management process is transparent. ”



With JT Kenneally, BS&B, USA, and WM Jordan, Flowserve Corporation, USA (1996).



“From my father, whose people skills are legendary, I learned the value of openness and honest communication in dealing with people—not only our business associates and partners but also our own people.

My approach has always been to surround myself with excellent people and stay out of their way and let them do their work. I have been blessed with a number of extraordinary people who had come to work for me and have stayed with me.”

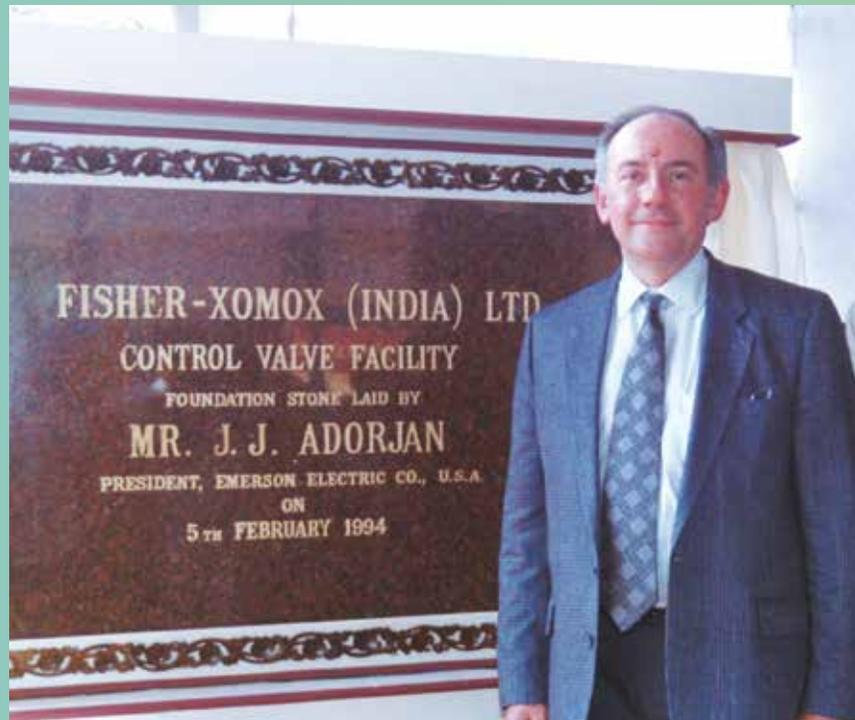
can implicitly follow the group’s code of conduct in a variety of circumstances that they may encounter.

Identifying the right person for the right job and empowering his employees to function competently and ethically without fear seem to come naturally to Sankar.

“Strictly follow the law of the land, so that we can all sleep well at night” could well be defined as his paramount mantra to them.

Make no mistake, N Sankar is a tough, demanding boss. Tasks must be completed in the proper timeframe, decisions should be based on irrefutable logic, information should be communicated clearly, honestly, and such communication has no hierarchy. It only takes him a couple of minutes to see through bluff and inadequate preparation for meetings. He is a master of follow-up, not for him dereliction in the guise of delegation. His attention to detail and meticulous planning do rub off on his managers who are empowered to discharge their responsibilities fearlessly, for so long as they do all that is required of them sincerely, failure will not be punished.

Sankar is known for his steadfast friendships and loyalties. Just as he treated S. Ramaswami, his first, and only boss with due respect until his retirement, he developed strong bonds with his mentors and senior colleagues. If he found in any of them qualities that could serve the group well, he took advantage of their expertise



Foundation stone laid at Karapakkam for a new Control Valve facility; with JJ

and wisdom for as long as possible. His professor Dr G.S. Laddha was one such person of eminence who served on the Chemplast board of directors for more than three decades. For all that his decisions seemed based on cold logic, they could be, and often were, tempered by the human touch – without prejudice to business sense. A sterling example was the way Sankar and his father Narayanan rallied round senior employee S.R. Seshadri, devastated by the loss of his wife while he was at Mettur working for Chemplast. They assisted his relocation to Madras and psychological rehabilitation by approving his pet project to manufacture mechanical seals, vital components required by Chemplast and the process industry in general. The end result was the joint venture Durametall India. Firmly of the belief that public recognition and



With Eric Fast, Crane Co.(2008).

“Looking back, I must confess to a feeling of pride that we have firmly established a corporate culture which combines excellence and integrity.”



Adorjan (1994).



With Dave Farr during the inauguration of Sanmar Foundries Limited, Viralimalai (1998).



“ Execution is a discipline, and integral to strategy. Execution must be a core element of an organisation’s culture. Execution is the major job of the business leader.”

approbation are more important than monetary rewards, Sanmar not only honoured him properly during his tenure there but also posthumously by the establishment of the SR Seshadri Training Institute for its employees. Sankar also never hesitated to utilise the services of his most accomplished colleagues beyond their retirement age. Examples are S.B. Prabhakar Rao, M.N. Radhakrishnan and R. Kalidas. He also did not hesitate to reopen Sanmar’s doors to employees who left the group when they sought reentry if he felt they could serve Sanmar well all over again.

The recipient of honours and awards of every description including lifetime achievement awards from state level and national level apex bodies for the chemical industry, Sankar has been a highly respected figure while helming such bodies as Assocham, the Madras Chamber of Commerce and the Madras Management Association, besides sports bodies like the Tamil Nadu as well as the All India Tennis Association, the Madras Cricket Club and Tamil Nadu Cricket Association.

A keen sportsman, Sankar had to forego his ambition to become a top flight cricketer after polio struck him when he was 17, but a doubles champion at the university level partnering N. Srinivasan of India Cements, he continued his love affair with tennis well into his sixties, playing regularly at the Madras Cricket



With international players during Sanmar family-Jolly Rovers Golden Jubilee (2016).

Club courts finding in it the perfect relaxation after a hard day's work. It is very well known that Sankar has been one of the finest patrons of cricket in India. The Sanmar family started supporting the iconic team Jolly Rovers Cricket Club in 1966, when India Cements adopted the team and hired cricketers from far and wide inviting players from other states like Mysore and Andhra, with the company's director K.S. Narayanan enthusiastically leading the search party, as it were. Jolly Rovers dominated Madras cricket for many years, sweeping the league title repeatedly.

The golden jubilee of the Sanmar family-Jolly Rovers association was made memorable by an emotional gathering at Chennai of all living members of that first champion side in July 2015 and exactly a



At the inauguration of the SR Seshadri Training Institute, Karapakkam (2007).

“ Management is nothing but common sense. No bells and whistles. ”



At a panel discussion during the Sanmar TNTA silver jubilee (2017).



year later by the release by the great all rounder Kapil Dev of a book Cricket for the Love of it to commemorate this record association, accompanied by a presidential lecture by historian Ramachandra Guha. The inaugural KS Narayanan Memorial Oration was delivered on January 30, 2016 by former England cricket captain David Gower. Every year since then, the Oration has maintained its high standards in both the quality of discourse as well as the unimpeachable credentials of the speakers. The crowning glory was the KS Narayanan Centenary Oration by former British Prime Minister David Cameron on January 30, 2019. Sankar has never done anything by half measures and the way he has honoured his father's memory is second only to the devotion with which he cared for him in his lifetime.

With son Vijay Sankar ready to take over from him whenever he is ready to hang up his boots, Sankar can look back with satisfaction at his journey as entrepreneur, institution builder and enabler of human potential in diverse fields.



Presenting a memento to Rt Hon David Cameron at the KS Narayanan Centenary Oration (2019).



Receiving the ICC Lifetime Achievement Award (2015).

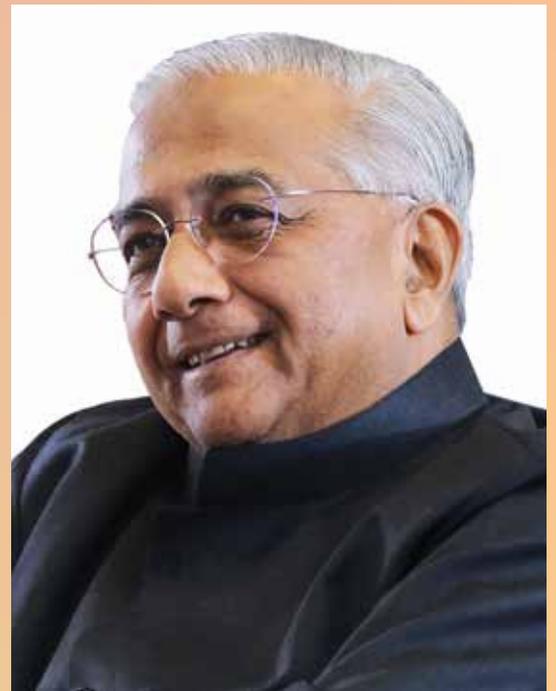
(Photographs from Sanmar Archives)



At the KS Narayanan Oration 2018 with Uday Kotak, Anu Aga, N Kumar, Adit Jain and Vijay Sankar.



Receiving the TiECON Lifetime achievement entrepreneur award (2010).



“ He is a Proneurial leader - a leader who combines the skills and competence of a professional manager with the vision and instincts of an entrepreneur is in American parlance Proneurial.

He is a People Centric Leader. People Orientation is central to Sankar's Leadership. He spends time and money to recruit talented people and to train and develop them.

A passion for excellence and the relentless pursuit of perfection have been the hallmarks of his leadership.”

- V Narayanan, former Chairman and Managing Director, Pond's (India) Ltd. and Independent Director, The Sanmar Group Corporate Board, on N Sankar completing 50 years milestone at Sanmar.

The Madhuram and KS Narayanan Department of Imaging at the VHS

Beginning with a state-of-the-art CT Scanner at a cost of Rs 1.62 crores, a new imaging department has been established at The Voluntary Health Services (VHS) at Tharamani, Chennai by The Sanmar Group through its CSR Trust. The Madhuram and KS Narayanan Department of Imaging is named after the parents of N Sankar and N Kumar.

The Department was inaugurated on 11 December 2020 by N Kumar, Vice Chairman, and Vijay Sankar, Deputy Chairman, The Sanmar Group, when the CT scanner was dedicated to the VHS. The wide range of benefits of the CT scanner will effectively help medical management and surgeries at VHS, improving diagnosis and treatment, reducing the need for exploratory surgeries and reducing the length of hospitalisation. Sanmar has committed to the establishment of a full-fledged Department of Imaging involving, apart from the CT scanner, other critical equipment like MRI scanner etc in due course.

The Sanmar CSR Trust is one of the charitable outreaches of The Sanmar Group. Sanmar, as part of its CSR activities over the years, has been supporting education, health care, sports and other social welfare activities, primarily directed towards the welfare of the underprivileged, both directly and through voluntary and non-profit organisations.

Speaking on the occasion, N Kumar, said, “CSR, a very commonly used word, is really Community Service and not Corporate Social Responsibility, according to me! As all of us want to give back to community and this event is a small part of such a journey.

Vijay Sankar cutting the ribbon and N Kumar commissioning the CT Scanner at the inaugural function.



I have been hearing of the outstanding service that VHS has been providing to a cross section of the population who otherwise may not be able to afford the medical facilities and the specialists who give their time gladly for this cause here at VHS.

One is having an equipment and VHS serves a cross section of people who will not be able to use this outstanding equipment available elsewhere due to various reasons. They also will not be able to get the specialists they have here and I think, this community owes a debt of gratitude to the people serving here as it is that service which helps. I want to thank the nursing community also because without the support staff that will not work – whether it is the technician looking after the CT or



N Kumar and Vijay Sankar with the VHS team of doctors.

Ultrasound, they are critical and I think in VHS you are very lucky that you have an outstanding team.”

31st Annual Day Madhuram Narayanan Centre for Exceptional Children

Madhuram Narayanan Centre for Exceptional Children celebrated its 31st Annual Day on 12 December 2020.

In keeping with the present pandemic situation, the theme of this year was STAY SAFE, STAY HEALTHY. The cultural programme revolved around this theme and the video recordings presented by parents of MNC children conveyed their resilience and patience.

N Kumar was the chief guest and he gave a message of hope and support and thanked the many philanthropic individuals and organisations who had helped MNC parents and children during this crisis.



Jolly Rovers player T Natarajan's impressive international debut

Innovative training methods during lockdown pay off



Hailed as ‘Yorker King’ and the biggest find of IPL 2020, T Natarajan has displayed exemplary talent in the T20Is against Australia.

Natarajan’s yorker is accurate, precise and consistent – and he has returned with figures 6 /83 in 12 overs in the 3 games against Australia in T20Is, with his admirable ‘death bowling.’

Thangarasu Natarajan, the left-arm medium-fast bowler from the village of Chinnampatti, in Salem, Tamil Nadu, was spotted by Bharath Reddy, who heads the Sanmar cricketing teams – Jolly Rovers and Alwarpet CC. Bharath lost no time in roping in Natarajan to play for Jolly Rovers in June 2014.

“I saw a glimpse of talent in him in a match six years ago. He came from a humble background and I thought if his financial side is taken care of, then he can focus on cricket. His work ethics and culture are great and he is a quick learner. For supporting Natarajan, I must thank N Sankar, who to me is a role model,” says Bharath Reddy.

Bharath Reddy who along with his support staff monitored Natarajan’s and other players’ daily video (with

date and time) of training sessions during the lockdown explains, “I was very impressed with his commitment. He used everything he possibly could to work on his fitness. His improved fitness helped him perform so well at the top level. He is known for his accurate yorkers. Earlier, he would bowl five to six yorkers in a day during the Ranji Trophy. I think the training he did during the lockdown helped him strengthen his muscles and gave him confidence to bowl more yorkers. Also the encouragement provided by the Indian team’s support staff will make him a better bowler. I am sure he can bowl a bit quicker.”

Sanmar has produced 35 international cricketers and the Jolly Rovers team is privately owned and run for the last 55 years, an unbeaten record in itself.

“I must thank Mr Sankar for supporting cricket passionately for more than five decades. He has always believed in my eye for talent and has supported me to build the teams, in turn, supporting many cricketers. He has been magnanimous with his continued support even during these difficult



times. The cricketers are indebted to his support and I am sure that when the players from the club, like Natarajan, go on to don the Indian colours and do well, it makes it worthwhile and a feather on the cap”, says Bharath Reddy.



“Natarajan was my hero of the IPL. Young boy was fearless and bowled so many yorkers. The yorker is the best ball, not only today but even in the yester years” Congratulations Bharath and your boss, Sankar. What a fantastic job you are doing, looking after so many cricketers over the years. Hats off to you and him.



- Kapil Dev



“Natarajan, was outstanding this series. To perform brilliantly in difficult conditions on your India debut speaks volumes of your talent and hard work”

- Hardik Pandya

“Composed, humble and hard-working guy. T Natarajan can be an asset heading into T20 World Cup”

- Virat Kohli



Kaizen, a way of life at Sanmar Engineering, Viralimalai

Kaizen means continuous improvement at workplace, and involves the entire hierarchy of employees from top management to workers. It is a methodology to improve performance, morale and safety of the employee.

Kaizen is also an important tool for lean manufacturing which also promotes continuous improvement across organisation.

Kaizen is often practised as a small group activity such as

Team-based, problem-solving (TBP) initiative. Narayan Sethuramonn flagged off the kaizen journey at the Sanmar Engineering Technologies Viralimalai campus in the month of June 2020 with a clear goal of “One Kaizen per employee per year”.

Subsequently Kaizen training was given to all

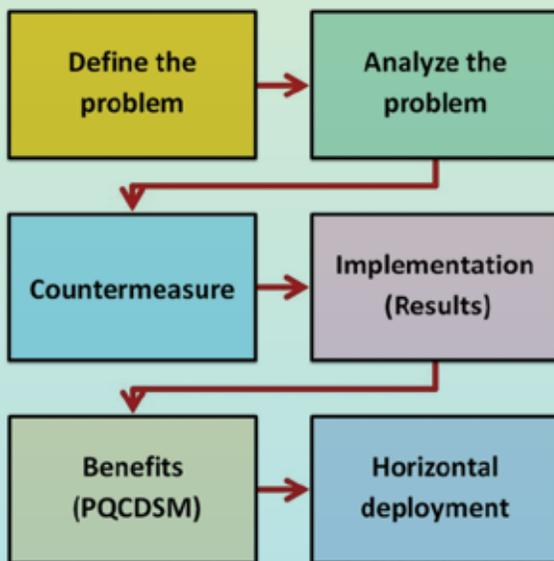
employees across the organisation by the

SR Seshadri Training Institute (SRSTI). Follow up is done on a monthly basis.

Kaizen is now becoming a way of life at Sanmar Engineering, Viralimalai. This tool is also used for problem solving in manufacturing, development, quality and customer support functions.

It is considered as the best approach to accomplish meaningful change on the shop floor, and empower employees to create their own unique measures to adjust processes, procedures and utilise them for continuous improvement.

- Kaizen implies change. It implies small changes done reliably over a drawn out stretch of time.
- It promotes Total Employee involvement and thinks of new ideas for continuous improvement.
- The kaizen methodology endeavours to give unified consideration to both process and result.
- Kaizen gives reliable information for faultless execution of ideas and opportunities.



Kaizen Idea	
Company : ANDERSON GREENWOOD CROSBY SANMAR LIMITED	
Theme : Setup Time reduction	
Problem statement	Implementation/ Benefit
Body machining process is being done in two settings	Body machining is done in one settings
Setup time 195 min	Setup time reduced from 195 min to 90 min
Before	After

XOMOX Kaizen Idea	
Company : XOMOX SANMAR LIMITED	
Theme : New fixture development	
Problem statement	Implementation/ Benefit
10" Cage bottom milling is done in Manual milling with a cycle time 120min	New fixture designed and developed for HMC to do slot milling
Cycle time 120 min	Cycle time reduced to 50min
Before	After

Kaizen Idea	
Company : SANMAR MATRIX METALS LIMITED	
Theme : Process time improvement in Investment Foundry	
Problem statement	Implementation/ Benefit
Wax poured manually in loose pieces for 1 X 0258 which is high volume, running item	Manual die made from scrap materials in house for pouring the wax
Process time 10 min / piece	Process time reduced to 3min with better dimensional stability
Before	After

Chemplast Sanmar, Mettur aids temple renovation

Chemplast Sanmar donated towards renovation of the Madeshwaran temple at Panangadu, Mettur and a cheque was presented to the chairman of the temple committee on 3 December 2020. Chemplast has taken up painting of the temple.



Siblings enter 'India Book of Records'

Daughters of Rajesh Jagan of Chemplast Sanmar

Eight year old Samhita and four year old Dhanyata have entered the 'India Book of Records' on 12 November 2020. While Samhita holds the record title for being the fastest to draw a portrait of the great Tamil poet Avvaiyar, in just 3 minutes and 23 seconds, while reciting 109 *Aathichoodi* written by the same poet, Dhanyata recited all 109 verses from Avvaiyar's *Aathichoodi* in just 2 minutes and 3 seconds.

Samhita is studying in the III standard and Dhanyata in LKG. They are daughters of proud parents Rajesh Jagan and Chitra. Rajesh works for the Global Sourcing and Strategy department of Chemplast Sanmar.



Dhanyata



Samhita

Iconic Institutions of Chennai

Higginbothams: India's oldest bookstore



In 1840, a 21-year-old Abel Joshua Higginbotham attended the services of the Methodist chapel in Madras' Black Town. In time, Higginbotham came to be associated with the mission's activities, helping at their schools and managing the bookstore in the chapel's basement. It is during this time that he discovered his love for books. His dedication to the store, which largely sold religious works, was soon evident. But the Mission saw it as a losing proposition. In 1844, when they decided to shut the store down, they offered Higginbotham the option of buying out the stock on reasonable terms. He did, thus began the iconic institution 'The Higginbothams.'

Higginbotham established the store in Mount Road. The store gained popularity for its quality of books and

diversity of subjects, for its proprietor had the skill to track down rare and in-demand books.

In the 1860s, substantial renovations were made to the store by John Law, a well-regarded builder and architect. The opening of the Suez Canal in 1869 provided Europe with direct access to Asia in record time. This shortcut impacted shipping routes, world trade, and passenger travel. The three-month journey from England to India was reduced to three weeks. Ships arrived at Indian ports carrying foreign goods. Large crates for Higginbothams were being offloaded at the Madras port. They contained precious cargo—books and publications that were topping the bestseller lists in Europe.

Higginbothams started selling stationery and also publishing and printing their own books from the 1860s onwards. Higginbothams was appointed as the "official booksellers to His Royal Highness, the Prince of Wales" during the latter's visit to India in 1875. Its first publication 'Sweet Dishes: A little Treatise on Confectionery' by Wyvern, came out in 1884. Higginbothams became the official book-supplier to government and to various institutions. Higginbothams were the sole suppliers to the Connemara Public Library.

History has it that Prince of Wales, later King Edward VII, was a voracious reader. Higginbotham was called upon to provide the prince with appropriate reading material following his arrival at the Royapuram Station in Madras.

This led the bookshop to attract a large number of elite clientele. Soon their clientele ranged from the British Prime Minister Clement Attlee to the Maharaja of Mysore, Jayachamarajendra Wodeyar. It is widely speculated that the Mulligatawny Soup and Madras Curry Powder became legacies of the British Raj only after Higginbothams first printed their recipes.

Higginbothams was renamed Higginbotham & Co in 1888. A J Higginbotham passed away in 1891, and just before his death, he served as Madras' sheriff. His younger son, Charles Herbert Higginbotham, joined the family firm in the mid 1880s and the bookstore scaled further heights.

In 1904, the company's diamond jubilee year, the bookstore shifted to its current location on Mount Road. The new bookstore was specifically built for the firm, and designed to house books. Its high, sloping roof provided improved air circulation, and the number of windows was kept to the bare minimum to protect books from the dust of the unmetalled roads and was decorated with stained glass imported from Europe. The Indo Saracenic architecture has Italian marble floors and the roundabout staircase and the grandfather clock further added to the colonial charm. This splendid staircase leads to the second floor which adds to the building's ornamentation. The building's heritage structure gives the discerning visitor a major art deco era feeling.

Higginbothams opened its first bookstore in Bangalore at MG Road (then known as South Parade) in 1905. This is the oldest bookstore in existence in the city.

In 1925, John Oakshott Robinson of the Spencer's conglomerate purchased Higginbothams, and merged the company with his printing firm

Associated Printers, to establish Associated Publishers, acquired by S Anantharamakrishnan of Amalgamations Group in 1945. Higginbothams remained a part of the conglomerate ever since, thus making it an Indian company from a foreign owned one. Since 1944, Higginbotham bookstalls were established in many railway stations on the South Indian Railway and the Southern Mahratta Railway.

Higginbothams was the largest bookstore in India until the 1990s. Even today, it houses rare books. A large section devoted to Indian writers covering all genres of books. The shelves are overflowing with books for all ages, including the latest in fantasy for young adults along with colourful stationery, comics, drawing books and more for children. Higginbothams' has books for competitive exams, rare journals, greeting cards, gifts and interactive books as well and also a pretty large section devoted to just Tamil writing including fiction, non-fiction and magazines.

Grab a chair on the first floor of the building and lose yourself into your favourite books here. While the steps into it might have changed, the warmth and the ambience still harness the culture of the past, making us come back to the store over and over again.



