

OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

Volume XXIV | Issue 1 | April-June 2018

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a better you



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with all your mind.
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with all your heart.
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with all your might.

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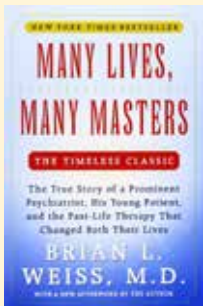
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good read



Many Lives, Many Masters is the true story of a prominent psychiatrist, his young patient, and a past-life therapy that changed both their lives.

It is interesting to see how a skeptic research scholar is drawn towards spirituality. His young patient named Catherine is troubled and suffers from anxiety. She seeks psychiatric evaluation and Dr Brian Weiss assists her in her therapy.

During the course of treatment, Dr Weiss stumbles upon some astonishing details that he finds hard to believe. Raised in a medical and clinical environment, he is shocked beyond measure. With every session he has with Catherine, he tries to unravel more of the other world that he never knew about. Through his patient, Dr Weiss discovers that there is a different kind of life, on a different level. He discovers amazing messages and truths. His skepticism very gradually disappears. He learns about his life, his dead son and more. He documents his findings and discoveries. In the process of her cure, Dr Weiss discovers the true meaning of life.

Dear Friends

Welcome everyone! A new financial year is always a fresh start for LNJ Bhilwara family. We overcame trials and tribulations last year with a positive outlook and made strides professionally and I am sure in many cases personally too. This year presents another opportunity to tighten your seatbelts and brace for a challenging but a year full of learning.



Some of the key challenges as a company that I feel would be – lingering impact of demonetization; GST implementation and its transitional difficulties; uncertainty about GST rates; exports might remain under pressure due to stronger INR; increase in power tariff by DISCOM and increase in raw material prices.

The performance by HEG Ltd has given the company a huge push towards maintaining quality standards and delivering as per expectations. It is a matter of great pride for LNJ Bhilwara group to see the growth shown by the company.

We are of the opinion if the trade war between US-China were to intensify, there is a possibility that a diminished US-China trade engagement could have positive results for countries such as Brazil and India from a trade perspective, at least in the short run. But in the long term, a full-fledged trade war is bad news.

Some achievements that we can boast of are six Group companies have been listed on the Stock Exchanges; there are over 1,000,000 stakeholders in the Group; the production units and corporate office are spread across the country at 38 locations; all the key companies are ISO certified and there is an over 28,000 strong workforce.

I hope and feel that it is very important to work with a positive mindset and strengthening relationships instead of straining the peace and balance.

Stay happy and cheerful..

Sudhir Sood

Skill India



Skill India
कौशल भारत - कुशल भारत

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

The Ministry is responsible for coordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created. The Ministry aims to Skill on a large scale with speed and high standards in order to achieve its vision of a 'Skilled India'.

Message from group's chairman

Dear All

Welcome to the new financial year. This being the first issue of the newsletter this year, I would like to share some of my thoughts about stellar performance by HEG Ltd. and the ongoing concerns at the global level.

At Present

HEG Ltd is one of India's leading graphite electrode manufacturer. The growth and progress has given the company a huge push towards maintaining quality standards and delivering as per expectations. HEG's average fund-based working capital limit utilisation was about 65% for the 12 months ending March 2018. It is estimated that HEG will generate strong free cash flow over FY 18-19 to continue supporting the liquidity.



Global demand-supply continue to remain favourable for graphite electrode players, as capacity closures have reduced the overall ultra-high-powered graphite electrode capacity to 717,000 tonnes per annum. There is expectation of robust graphite electrode demand that will sustain, in addition to overall steel demand growth.

Global Concern

A major concern in everybody's mind in the business world has been regarding the trade-off between US and China. Though, India will not be directly affected in case of a global trade war but in the long run it could impact the economy. While restrictive tariffs might not hurt the economy as much, factors like rising commodity prices could hurt the trade more. But the fact remains that dark clouds of a trade war hover over the horizon as countries like US and China harden their stances. If we go by the first round of tariffs announced in mid-June, then business worth \$100 billion out of a \$635 billion trade relation was affected and that wasn't much. That wasn't a trade war but the real issue is the escalation after the June 18 announcement of tariffs on \$200 billion of China's exports. That would mean tariffs on nearly half of China's exports to the US and that's a big issue. At the moment, we aren't in one but we definitely are on the brink of a trade war or you may call it a crisis.

Challenge

In addition to fixing financial markets, it is equally important to sustain momentum on increasing financial inclusion, improving financial literacy, and strengthening consumer protection.

India has enormous growth potential. To unlock this potential and to maintain an upward growth trajectory, it is crucial that the government pursue financial market development and reforms. It is clear what needs to be done - what is needed now is a strong political will to push through the unfinished reform agenda aggressively and rapidly.

Looking Ahead

In the coming financial year, what can we expect? As global economic activity continues to strengthen, global growth is forecast to grow by 3.9% during 2018 as per the International Monetary Fund's (IMF) January 2018 World Economic Outlook. The IMF expects India to grow at 7.4% during 2018 which could increase further to 7.8% during 2019 in contrast to 6.7% during 2017.

I think everyone should be prepared for all eventualities. Because the other side of this, of course, is that if the unexpected happens--trade war clouds disappear--that will give a big boost to the global economy. You should be prepared for that too.

Be happy, work hard and reap the results of your hard work.

Ravi Jhunjunwala

A Musical Bonanza

❧ Bhilwara Sur Sangam 2018 ❧



Bhilwara Sur Sangam, a rare initiative on promoting Indian classical music by LNJ Bhilwara Group is one of Delhi's most prestigious annual classical Indian music shows.

Bhilwara Sur Sangam was held on April 22, 2018. This musical fest saw top artists including Padma Shri Pandit Venkatesh Kumar (Hindustani Classical Vocalist), Pandit Ajay Shankar Prasanna (Flute), Ustad Shujaat Hussain Khan (Sitar), Shri Abhishek Borkar (Sarod), perform and enthrall the audience. BSS completed its 7th year in 2018, and like each year, left the audience mesmerised by the *ragas* and *jugalbandi* of artists.

Bhilwara Sur Sangam started in 2012. This classical musical fest has over the years featured exceptional and legendary artists including Pandit Jasraj, Pandit Hari Prasad Chaurasia, Ustad Shahid Pravez Khan, Ustad Rashid Khan, Pandit Ulhas Kashalkar, Ustad Shujaat Husain Khan, Gaansaraswati Kishori Amonkar, Dr N Rajam, Pandit Kumar Bose, Pandit Anindo Chatterjee, Pandit Ajoy Chakraborty, Sushri Kaushiki Chakraborty and Dr Ashwani Bhide Deshpande, to name a few. Bhilwara Sur Sangam has also received immense acclaim from its patrons every year.



Shri Ravi Jhunjhunwala, Chairman, LNJ Bhilwara Group, and key architect of this cultural show, said, "Bhilwara Sur Sangam is our modest endeavour to spread the rich heritage of Indian classical music. It is indeed heartening that in its seven years of existence many legendary artists of diverse classical traditions and genres have performed on this platform, and helped us reiterate the pride in our musical legacy." He also added, "We are proud that we have succeeded in making this a platform for showcasing the brilliant variety of Indian classical music. A journey which started modestly has come a long way and we hope that in coming times Bhilwara Sur Sangam will be successful in contributing to, and expanding the horizon of Indian music."



LNJ Denim



Participation in Denim Première Vision

LNJ Denim participated in Denim Première Vision held at Parc Floral de Paris, Paris on May 23 – 24, 2018. It presented their latest AW-19/20 collection in the show, with the focus on sustainable and clean manufacturing. The collection comprised six concepts - Close Fit, Pre-Loved, Clean Cut, Cosy Denim, Body Tech and Construction Blues. Many customers visited the booth and the overall response was positive and encouraging.

Customer visit from Hongkong

On June 06, 2018, Mr Ruwan Rodrigo, Mr Lal Karunaratne and his team from MGF Sourcing Far East, Limited, Hongkong visited LNJ Denim Unit. Shri Piyush Chandarana, COO, welcomed the delegates and showed them the Denim facility and explained the entire processes. The visitors appreciated the facility and the products.



Inauguration, New Office at Denim Admin Block

On April 18, 2018, Denim facility's new office was inaugurated at Denim Admin block, first floor, in the presence of COO Shri Piyush Chandarana. On this occasion, all staff members were invited for the inauguration and a puja was performed by Pandit Shri Vinod Upadhyay. It concluded with the distribution of sweets.

Instant Recognition & Appreciation



and Delivery by Operations and Maintenance Team.

To continue, create and sustain a high performance workplace, recognition is a motivating factor. It provides employees with increased job satisfaction and encouragement to perform more effectively. HR L&D launched an "Instant Reward Policy" in 2013, where any exceptional work/special tasks performed by the employee or a team, is recognised and rewarded on the spot by plant's senior officials. This quarter (Apr-Jun 2018), eight rewards were disbursed in various segments like Quality, Productivity, Cost,



Surveillance Audit OHSAS 18001:2007, ISO 14001:2015 & ISO 9001:2015

Surveillance Audit (SA2) of OHSAS 18001:2007, ISO 14001:2015 and Surveillance Audit (SA1) of ISO 9001:2015 was carried out by M/s Bureau Veritas India Pvt Ltd between April 23-27, 2018 at Graphite, CPP Plant and Marketing offices.

ADHPL

Visit of Norwegian Ambassador



The Ambassador of Norway, His Excellency Mr Nills Ragnar Kamsyåg and Lady Josephine Kamsyåg visited ADHPL on May 09, 2018, to see the CSR initiatives. The Ambassador and his team visited the plant, went to the Sewing Training Centre at Village Prini and Sahara, an old age home, Kalath, both are being supported by ADHPL. The team also planted deodar saplings near the Switch Yard area. The Ambassador, after the visit applauded the efforts of the company in the field of CSR. Shri OP Ajmera (CEO, ADHPL) and Mr Bredo Erichsen (Country Manager, Statkraft India) accompanied the Ambassador and his team.

Banswara

Surprise Audit

During the surprise audit of Shri Suresh Chandra Doshi, DM (Banswara), Minority Department, Rajasthan, on June 14, 2018. He visited the Board Room, Learning Centre, Computer Lab, Training Classrooms and interacted with RSLDC Trainees. He was very much satisfied with the infrastructure. After the audit, trainees were given kits comprising shirt/bag and copy/pen.



Lodha

Chief Minister's Visit



Smt Vasundhara Raje, Chief Minister, Rajasthan, was in Banswara, on a four-day trip. It was an honour for the Lodha team to welcome her. They ensured a comfortable stay in the guest house. She was welcomed by Shri Sukesh Sharma, COO, alongwith the other senior members on May 29, 2018.

Yoga Guru Baba Ramdev

Yoga Guru Baba Ramdev visited the Lodha Unit on April 23, 2018. He was in Banswara for three days for a free Yoga Camp, Government College, Banswara. It was an honour for the RSWM team to welcome the distinguished guest. Shri Sukesh Sharma, COO, and other senior officials welcomed him warmly. Lodha team and family members benefitted by his guidance and felt that there was a lot of positivity in the environment with his presence.



Staff Club – 2018-19



The Executive Committee members of Rishabhdev Staff Club, 2018-19, were announced in a function held on April 01, 2018. The programme was organised by the patrons of Staff Club and COO Shri K B Khatod. The committee members with their families attended the programme. The COO conveyed his best wishes to the new committee members and encouraged them to organise more entertainment programmes and also ensure full participation of staff and family members in each activity. A delicious dinner was served at the end of the function.

Ringas

Inauguration, New Guest House

On June 22, 2018, Shri Rajeev Jain, Business Head-Operations (YB) inaugurated the newly constructed Guest House at Ringas. Shri Avinash Bhargava, Dy. Chief Operating Officer, Ringas Unit and Shri Anurag Tiwari, Sr Vice President (Technical), RPSF, along with senior staff members were present. The function concluded with distribution of sweets followed by light refreshments.



MPCL

Statkraft AS visit to Allain Duhangan 192 MW & Malana 86 MW Hydroelectric Project



A high profile team from Statkraft AS, Norway visited AD Hydro 192 MW and Malana 86 MW hydroelectric plants at Manali, Himachal Pradesh, on April 6-7, 2018. Statkraft AS is a joint-venture partner of LNJ Bhilwara Group in the hydropower sector. Mr Jürgen Tzschoppe (Executive Vice President, International Power), Ms Tima Iyer Utne (Senior Vice President), Mr Haldun Kahyaoglu, Mr Bredo Erichsen and Shri Pradeep Yadav represented Statkraft AS. The Statkraft team were accompanied by Shri OP Ajmera (CEO, MPCL & ADHPL), Shri VD Bhatia (VP, O&M) and Shri RP Goel (Director). The dignitaries were given a warm traditional welcome at ADHPL Project site

Inauguration, Duhangan Control Room



At the Duhangan Barrage site, Mr Jürgen Tzschoppe inaugurated the recently constructed Duhangan Control Room (2787 m above sea level) in the presence of Ms Tima Iyer Utne, Shri OP Ajmera and the project team. The control room has been constructed keeping in view the best safety practices for the staff residing at high altitude, which can receive up to 3 m snow during winters. It can also accommodate stay of up to 6 people, has a kitchen and technology-enabled communication system. The visiting Statkraft team were overwhelmed to see the Management's focus on project operations and safety standards. They were grateful for the warm welcome received from the Management and Project teams during the course of their visit.

Kharigram

Visit of M/s Beekalene Fabrics and M/s Gaurav Syntex

Shri Raju Kamble (M/s Beekalene Fabrics) and Shri Gaurav Sharma (M/s Gaurav Syntex), visited Kharigram Unit, on April 02, 2018. Shri Sandeep Rohilla, DGM-NPD and Shri Gourav Bakliwal from HR department welcomed them. They visited dyed and grey units and SJ-11 Unit. They were satisfied with the hospitality and modern setup. "Amazing automation, cleanliness and systemization, loved it, keep it up, cheers," were the parting remarks.



Visit of M/s Thika Mills, Kenya

Mr Janardhanan from Thika Mills, Kenya, visited Kharigram Unit, on May 05, 2018. Shri V R Joshi, COO and Shri Sandeep Rohilla, DGM-NPD, welcomed him. He visited dyed and grey units and SJ-11 unit. He complimented the latest technology and wide-product range with remarks, "Wonderful, amazing plant, fully automated operations, hats off to the management."

Visit of M/s MARUSA, Japan

A team from M/s Marusa, Japan, visited Kharigram Unit, on May 16, 2018. Shri Rajeev Jain, Business Head-Operations (Yarn Business) and Shri V R Joshi, COO, gave them a warm welcome. The visit started from Mill no 1 and concluded at NPD, where various new RSWM innovations were discussed. They were delighted to see state of the art technology with comments, "We are very happy that we have got good opportunity to visit your factory and it was a pleasant surprise."



RSLDC Batch Assessment

A project by RSLDC (Rajasthan Skill and Livelihood Development Corporation) is successfully running at Kharigram Unit. There are three batches under HR/Training department. In this context, an assessment by Third Party was done on June 20, 2018, and trainee candidates underwent a written test, viva and practical in the presence of District Coordinator, RSLDC, HR Head & Training Incharge. The trainees scored above 78%.

Mandpam

Client Visit, M/s Monti

Mr Pao'lo Benedetti and Mr Cordiali Saluti, M/s Monti, visited both Mandpam and Kanyakheri plants on April 17, 2018. They held business discussions and appreciated the complete plant setup and the housekeeping.

Client Visit, M/s Qualitex SA

Mr Deo Tripathi of M/s Qualitex, SA, visited Mandpam mill on June 18, 2018. He was welcomed by Shri Ashwani Mittal (COO). Mr Deo Tripathi went around Mandpam and Kanyakheri units and was impressed and showed a keen interest in the product range.

SA: 8000 Audit

SA:8000 audit took place at Mandpam Unit, by BSI Auditor Shri Vivek Jha on June 29-30, 2018. Management representative Shri Sudhir Tiwari ably supported by HODs and their respective teams in conducting the audit successfully. The certification continues after audit clearance.

Rishabhdev

Emotional Intelligence

A session on 'Emotional Intelligence' was organised at Rishabhdev on June 18, 2018. Shri Siraj Delhve from Enhancing HR, Udaipur, was the speaker and the session was attended by Managers and other senior officers.



Training Programme for Workers

Shri NN Sharma from Techno-HR Consultancy & Training Services, Ghaziabad, conducted a two-day training programme at Rishabhdev for Engineering, Maintenance & SQC departments. The training session saw attendance in large number and was well appreciated.



Quality Life Workshop

A two-day workshop on Quality Life was held on June 13-14, 2018, at Rishabhdev. 20 workers from various departments from Pipli village with their spouses, participated in the workshop. Shri KS Yadav, Regional Director and Shri Punit Goutam from CBWE, Udaipur, conducted the programme. The closing session was attended by Shri MS Manilal, DGM (Personnel & HR) and senior officers of the Unit.

LNJ Denim



Fire and Safety Training

An hour long special training on fire prevention and safety was conducted on May 24, 2018, for the staff, security guards and workers. Demonstration on how and when to use the required equipment with all the possible safety measures was the focus. The main objective was to create an awareness about the use of fire fighting equipments at the time of fire. The training session was conducted by Safety Officer, Shri Trilok Vyas.

Emergency Mock Drill & Fire Drill

A mock fire drill was conducted at Denim Plant, on April 4, 2018, under the supervision of the Safety Officer. An emergency code was declared and responses of various individuals and groups were noted, timed and recorded for further analysis and improvement.

Taking clue from the readiness and alertness response in the mock drill, Safety Officer, Shri Trilok Vyas imparted on the spot training to the participants regarding handling of fire extinguishers, hydrants and other equipments, and safety and rescue measures.



Lodha



Fire Mock drill

The safety department of Lodha unit organised an awareness session on the use of 'Fire hydrant and Mock Drill' for the employees. It was held on May 03, 2018, and was well coordinated by Shri Solanki, Safety Officer and Shri Satyender Singh.

HEG

Team Management Workshop for Seniors

To build on the spirit of strong bonding among the team/s, a one day refresher workshop was conducted at HEG Ltd. for all HODs. Group activities based on creativity and innovation along with team work was the focus. The workshop was conducted by Shri Sanjay Upendram, Amarthi Consulting Firm. Shri Upendram emphasised on enhancing team work by building trust, being open, aware and realising the importance of interdependence. The presence of COO Shri Raju Rustogi, added more value to the workshop.



Agrawal, who owns his business in the nearby industrial area. He shared his viewpoint and gave valuable practical inputs to make the session interesting and relevant.

Session on Business Acumen

Business acumen among managers means they can make more profitable decisions, by thinking more strategically and looking at the bigger picture in context to organisational success. HR-L&D organised a session based on the book 'What CEO Wants You to Know' by renowned management consultant Shri Ram Charan. The session included how a company really works, business finance, and sound business and leadership practices to work. The session was conducted by Shri Rajeev

Workshop – Total Productivity Maintenance

With a view of instilling a systematic approach to planning and implementing the Autonomous Maintenance in Shop Floors, HR L&D organised a TPM workshop cum brainstorming session, which was attended by HODs and shop managers. They focused on identifying persistent problems, how to resolve these problems and encourage the participation of workmen for giving inputs and suggestions for taking care of these issues. The purpose of the two day workshop was to ensure employees' commitment towards TPM activities and making it part and parcel of their work life. This was done with a view to help both employees and the management so that they could align themselves along the same vision and keep HEG onto a continuous progress path.



graphics in excel sheets, etc. The workshop was conducted in a single batch of 39 employees. Learnings were captured through pre-training and post-training tests. It was evident from the scores that their knowledge was enhanced. In the series of MS Excel knowledge upgradation among employees, the next workshop has been planned for the senior team members in the forthcoming quarter.

Workshop on Advanced MS Excel

HR-L&D organized a two day refresher workshop on Advanced MS Excel for employees, where they were taught about presentation and analysis of Charts, Pivot Tables, Macros, Data calculations through advanced formulas, linking sheets, V-Lookup & H-Lookup, usage of

English Classes for IDP Batch

AT LNJ Bhilwara, we believe in Individual Development Plan, and recognise the importance of English in corporate communication. A nine member team from our talent pool was sent to a prominent institute by the HR and LD. The focus was on enhancing and improving English vocabulary. The participants attended the sessions on their off days. A second batch is scheduled to join soon thereafter.



Life Skills Workshop



Today's child is the future of tomorrow. Keeping this in mind, it is necessary to help children learn – to explore, discover, observe, experiment, analyze, solve problems, adapt, and learn from oneself, others, the past and to lead. Life skills training was conducted at HO, LNJ Bhilwara, Noida, on April 20, 2018. Teachers of all the four group schools attended the training, which was conducted by resource persons Smt Padmamalini Rao, Smt Protima Naidu and Smt Anita Nayyar. The training centered on Blooms' Taxonomy (cognitive, affective and sensory domains), Gardeners' Multiple Intelligences and UN17 sustainable goals and initiatives of Soka Gakkai International on four Cs of learning (critical thinking, communication, collaboration and creativity).

Implementation of Life Skills Lessons in the Classroom

Teachers are the real movers and shakers. They are

responsible for the all-round development of a child. With the support and encouragement of the management, teachers from Group Schools, LNJ Bhilwara, have been at the forefront of many success stories. The lessons imbibed in Life Skills workshop have had a tremendous influence on classroom teaching. Some of the outcomes are as follows.

Children are happier and more relaxed especially in the mornings right at the start of the day. They are more willing to share and extend themselves to ensure that their peer group is comfortable and everyone works as a team. The interaction with the teachers has increased and this is a big help because if something earlier took two classes to finish now it is completed in a single class. They have started organising themselves better and keep their surroundings clean.

Life skills are not only for now but they last for a lifetime. The management has seen a change in the attitudes of children and teachers and a small change will go a long way in a more holistic development.

Taste of Success is Sweet

In Bhilwara District, in Air Weapon Shooting Competition, 60 students from different schools had participated in the competition. Out of 33 students from Vivekananda Kendra Vidyalaya, Hurda, 12 students won gold medal, 12 students won silver medal and 9 students won bronze medals. It is a matter of great pride that Farheen Khan, Class XII, who had participated in the 17th State Open Championship was the Gold Medallist and has qualified for Nationals.



VIVEKANANDA KENDRA VIDYALAYA
HURDA - 311 022, DIST. - BHILWARA (RAJ.)

CONGRATULATIONS

The management of Vivekananda Kendra Vidyalaya joins the whole team in congratulating who got selected in Medicine, IIT, NIT and their proud parents on their achievement. Heartiest congratulations to all those who completed CA in July 2018 to join our T12 earlier CAs and to complete the magical 119.

FOR COMPLETING CA IN JULY 2018

CA Akhil Baser	CA Ashwin Jain	CA Neha Rawal	CA Sunny Dhasper
CA Surbhi Pant	CA Vishal Kohra	CA Piyush Dhasper	

SELECTED IN MEDICINE, IIT & JEE

Direy Gupta NIT - Raigarh	Anshika Jain NIT - Raigarh
Arshant Lodha NIT - Raigarh	Vikas Choudhary NIT - Raigarh



In the State Level open Chess Tournament, 40 students from different schools participated in the event. Master Kartik Bhandari from VKV Rishabhdev was the champion of the event. The 2nd position was secured by

Master Sankalp Lodha and Master Ayush from VKV Hurda.

This year three students cleared NEET (Medical Entrance Examination) and joined Government Medical Colleges. Two students were selected in NIT, one student in IIT (Engineering) and seven alumni have completed Chartered Accountancy.

Art Integrated Learning

A Joyful Approach to Learning



“Logic will get you from A to B. Imagination will take you everywhere.”—Albert Einstein

The initiative at LNJ Bhilwara Group schools to make learning immersive has seen effective outcome in teaching-learning process in classrooms. LNJ Bhilwara organised an Art Integrated Learning (AIL) workshop for Group schools. The five-day workshop was attended by 30 teachers from VKV – Hurda, VKV – Rishabhdev, VVV – Maral, Graphite School-Mandideep.

Art is fundamental to the healthy development of children’s minds and spirits. Aiming to take learning experience closer to children’s heart, Art Integrated Learning (AIL) methodology has brought about a paradigm shift from traditional education philosophy, based on teacher-centric pedagogy to child-centric pedagogy. Dr Ashok Arora and Dr Pawan Sudhir, both prominent AIL educationists have been instrumental in guiding and aiding teachers for an impactful change in attitude, approach and effort to reach out to every child, thereby covering all the three domains such as cognitive, affective and psychomotor.

Teachers have started designing lessons that highlight content through art. They have aligned themselves with ideals that focus on valuing the learning process as much as the results. They feel liberated and understand their greater roles as educators, facilitators and harbingers of knowledge in developing 21st century skills.



Learning the concept of solubility and properties of water.



Learning the concept of shapes with art and craft.



Learning to make bridges and building structures.

Parents Orientation Programme



In the quest to provide quality education to the students, Graphite Higher Secondary School, Mandideep, organised an orientation programme for parents of children from classes V to X on March 28, 2018. A brief was shared with the parents about the new examination pattern for the new academic session. Parents also came forward and put forth their experiences and problems that they face. Teachers assured them and gave worthy suggestions for easier and better transition.



Safety Training

The HR department conducted a Safety Awareness cum Training programme for staff officers of Production, Commercial and Engineering departments on April 18, 2018. Shri Dilip Chaurasia explained about fire fighting, safety at workplace, chemical and tools handling. The know-how of fire extinguishers and a hands-on training was given to the employees.

Workshop on PCO Implementation through Quality Circle

A training programme on Process Cost Optimization (PCO) was organised at Gyan Mandir, Kharigram. HOD's and PCO (Process Cost Optimization) owners attended the programme. During the training session, Dr SK Aggarwal and his team highlighted aspects relating to QC in running PCO projects at department/unit level. Shri Vinod Purohit, CTSC explained about basics, uses of quality concepts, techniques and its importance. The programme was very useful in terms of higher productivity and cost saving.



Interactive Session, Statutory Auditors

An interactive session was organised by Corporate Finance Department (CFD), at Kharigram, on June 11, 2018, under the chairmanship of Shri BM Sharma (CFO). The agenda was to have an update about the new Accounting & Auditing standards that were implemented from April 18. An open house discussion with the auditors was held to smoothen the audit processes and bring in discipline in the accounting practices. Shri Yogesh Gupta, Sr Partner, Shri Ashish Mishra, Shri Utkarsh Gulati, and Shri Abhishek Sethia represented Lodha & Co., Chartered Accountants, New Delhi. CFD team and Unit Commercial Heads attended the session.



Training Programme, Fire Fighting & Fire Hydrant System

A training programme on Fire Safety and how to use Fire Hydrant System was organised at Mandpam Unit on June 28, 2018. The main objective was to train and create awareness for use of fire hydrant systems at the time of fire accidents. Shri Anil Bishnoi, Executive-Fire & Safety, was responsible for this training programme.

Maral, Unit 3



Safety Awareness Programme

On April 23, 2018, Safety Awareness Programme on the importance of using Personal Protective Equipment (PPRs) was organised in Maral Overseas Ltd, Unit 3, Noida. The purpose of conducting such a programme was to increase awareness and attentiveness among employees on safety issues to avoid accidents.

First Aid Training

A three and a half hour training session on how to carry out First Aid treatment in case of an emergency was conducted in the factory premises on May 1, 2018. The team demonstrated on how to handle fractures, arrest bleeding and also administer (CPR) Cardio Pulmonary Resuscitation. Employees from different departments took part in the training session. The training was given by Dr Abhishek and further coordinated by Ashok Kumar Chaudhary (Welfare Officer).



Bagalur



Awareness Programme, Shop Floor Staff

A one day awareness programme was organised on April 09, 2018, at Bagalur Unit, to develop employee handling skills of the shop floor staff. The training was conducted by Smt Thilagavathy, a reputed psychologist.

Health is Wealth

A presentation on 'Health is Wealth' was given by late Shri VV Raju, Vice President (O) at Bagalur Unit, on April 21, 2018. The staff with their family members were present to hear his views on the topic. Shri Raju also interacted with the staff and shared his views and asked for their feedback. It was an interesting session with a healthy takeaway.



Banswara

NLP Training

Shri Sukesh Sharma, COO and Shri RK Gagrani, attended the NPL training programme at Gulbarga and shared their learning with the core team members. They also imparted training to 38 leaders, on June 10, 2018.



WORLD ENVIRONMENT DAY JUNE 5

Manoj Garg (GM-Engg.), Shri DB Mulley (GM-WD), Shri VK Chouhan (AGM-IR), Shri AS Bhati/Shri Atul Shah (Sr.Manager-Engg.) and Shri Ashok Kumar Tripathi, actively participated in the plantation drive.

BSL

BSL Limited, Mandpam, Bhilwara (Rajasthan), celebrated the 46th World Environment Day, on June 5, 2018, with great enthusiasm to create environment conservation awareness among BSL's staff/workmen and people living in the nearby areas.

Fabric bags were distributed among people to discourage them from using plastic/polythene bags. Saplings were planted to increase the green area cover at plant premises. An environment protection slogan competition was organised between workmen, employees and their children. An awareness programme was also held to stress upon the importance of adopting eco-friendly attitude and practices for the residents and company employees. Banners and circulars could be seen all around stressing upon protection of the environment.

The programme started early morning at 6:00 with a "Run For Environment" by BSL team members/officials. Business Head Syt. JC Soni, Sr Vice President Shri AK Mehta (PD), Sr Vice President Shri Praveen Jain (Account), Vice President Shri RK Katyal (WD), Vice President Shri Paramjeet Singh Phogat (SD), Vice President Shri Ravi Choudhary (Mktg.), Shri HP Mathur (AVP- IR & HR) , Shri

RSWM, Kharigram

On June 5, 2018, Kharigram Unit, celebrated World Environment Day with great zeal and enthusiasm. Shri VR Joshi, COO, HODs and staff members planted trees in the mill premises. Over 100 saplings were planted. Smt Seema Jain, W/o Shri Rajeev Jain, along with Ladies Club Members planted 50 trees in the staff colony premises. All employees were reminded again to protect the environment by planting more and more trees and avoid the use of plastic bags.



ADHPL

The World Environment Day was celebrated at ADHPL on June 5, 2018. It provided a unique opportunity to raise environment awareness among the public. T-shirts and caps carrying the message "Beat Plastic Pollution" were distributed among the participants.



In the first phase, plastic cleaning campaign started from colony gate number 1, RD was conducted by the ladies from ADHPL colony, village Mahila Mandal and female employees of the company. The programme started at 10:30 am, after reading the message from CEO's desk, cleaning campaign took off. In the second phase, 525 saplings of hamta potato were planted by the employees of ADHPL. Cleaning activities were undertaken under "Beat Plastic Pollution" campaign at various sites in Transmission Line also.

Maral

World Environment Day was celebrated at Maral Overseas Ltd, Noida, Unit 3, on June 2, 2018. On this occasion, Shri S K Shukla (Head HR & Admin), explained the importance of environment day and also planted trees with staff members. The programme was organised by HR department.

HEG

World Environment Day was celebrated on June 9, 2018, followed by tree plantation drive by COO & CFO Shri Raju Rustogi. 20 trees were planted near CPP. HEG also participated in a campaign organised by MPPCB Bhopal.



Celebrating World Environment Day

MPCL

The “World Environment Day” was celebrated on June 05, 2018, in the premises of MPCL Project Area. All the employees participated in the “Beat Plastic Drive”. During the celebrations, Plant Incharge conveyed the importance of preservation of environment and a pledge was taken to avoid the use of plastic use in routine life. The premises in and around the plant was declared plastic-free zone after the cleaning drive.



LNJ Denim

On June 05, 2018, World Environment Day was celebrated at LNJ Nagar Gamdi Colony, Mordi. On this occasion, Shri Piyush Chandarana (COO), explained the importance of a clean and healthy environment. He encouraged the staff members and their families to plant more trees. World Environment Day is a day for everyone around the world to take ownership of their environment and to actively engage in the protection of our planet. Staff members along with their family members planted trees in colony. Each tree was given a unique name and a caretaker.



Lodha

World Environment day was celebrated at RSWM, Lodha, on June 5, 2018. On this occasion, senior officials explained the importance of a clean and healthy environment. Everyone pledged to eradicate the use of polyethene from their daily lives, thus supporting the cause to save the environment and earth. The programme was organised by Safety Officer, Shri Satyender Singh Solanki.



Mandpam

World Environment day was celebrated at RSWM, Mandpam, on June 5, 2018. On this occasion, Shri Ashwani Mittal, (COO), explained the importance of Environment Day and plantation to the staff members. The programme was organised by Safety Executive, Shri Anil Kumar Bishnoi.

HEG, Annual Cultural Evening



HEGites came together to celebrate unity and sovereignty on the event of the Annual Cultural Evening at Bhilwara Sabha Grih on June 9, 2018. The event was inaugurated by our COO Shri Raju Rustogi. It is worthy to note here that the event was a great success inspite of heavy rains that evening, due to the commendable efforts of cultural committee members and volunteers. The event kicked off with a dazzling performance by honourable chief guest and renowned classical dancer, Smt Anuradha V Singh. There were dance performances by the family members of the employees, who were selected through auditions and had practiced under the supervision of professional choreographers. Best in class participants were awarded by the COO, and the memorable evening concluded with a dinner.

ADHPL



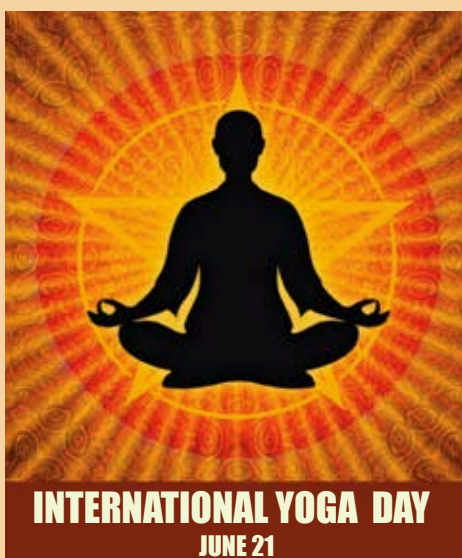
Fire Service Week was celebrated between April 14-20, 2018, at ADHPL, Prini. During the week long programme, training on topics like firefighting, rescue and first-aid was imparted to ADHPL firefighting and rescue teams, in order to enhance the awareness in dealing in emergency situations and assess the availability of resources to deal with any unforeseen event. On April 16, 2018, a hose drill was conducted in presence of Civil Firefighting Department, Manali.

RSWM, Kharigram



On April 14, 2018, Fire Service Day was celebrated at the Kharigram Unit. Shri Dileep Chourasia, Safety Officer, organised a Fire and Safety Exhibition in Manav Vikas Kendra (training centre) to make employees aware of various fire and safety dos and don'ts. Shri VR Joshi, COO, inaugurated the exhibition in the presence of HODs and staff members. He also emphasised upon the importance of careful handling of fire and safety equipments during work and in emergency situations. All staff members voiced their commitment to follow fire safety rules at the workplace.

Celebrating International Yoga Day



Mandpam

4th International Yoga day was celebrated at RSWM Limited, Mandpam, on June 21, 2018. Staff and their family members participated in the event. Shri MP Pareek was the Yoga instructor for the event. Shri Ashwani Mittal, COO, addressed the staff members regarding the importance of Yoga in day-to-day life.

HEG

Since the inception of 'International Yoga Day' in 2015, HEG Limited has carried forward the momentum with enthusiasm and active participation from employees. This year HR L&D roped in renowned Yoga trainer from Patanjali to conduct the workshop. The location was changed from an enclosed auditorium to lush green landscape of Graphite Guest House lawn. Shri Raju Rustogi, COO, senior officials and staff participated in the workshop. After the session, the trainer explained that Yoga is an approach to create consciousness of inner well being in all human beings. The literal meaning of Yoga is 'to join.' The participants

vowed to spread awareness on maintaining a healthy lifestyle and contribute in a positive manner to the society.

Kharigram

Staff Club organised a "Yoga Shivar" on June 21, 2018 to celebrate the "International Yoga Day" at Kharigram. Staff members and their families participated in the Yoga Shivar. Shri Rajeev Jain, BH-O (YB) and Shri VR Joshi, COO were also present. Shri HL Dhanopia, a certified Yoga Trainer from Patanjali Yogpeeth taught various asanas and gave health tips. Towards the end, "Embrica and Aloe Vera Juices" were distributed to all and the session concluded with a vote of thanks. All arrangements of this Shivar were managed by the staff club team.



PREVENTION IS BETTER THAN CURE

Rainy season is fun for some and messy for others. Hot tea and fried snacks; muddy shoes, dripping clothes and water puddles give pleasure to some or can be irritants for many people. High humidity levels reduce the capability of the body to digest and could lead to an upset stomach. Some tips to keep your gut healthy this rainy season.

Don'ts

Do not eat heavy foods no matter how irresistible they are. The humid weather tends to cause the digestion process to slow down, which can cause problems like acidity and indigestion.

- You may love golgappas, but the water used can be a host to bacteria that can cause severe stomach infection.
- Avoid too many dairy products like milk as they take time to digest.
- Fresh juices are great as long as they are made at home, especially during monsoon.
- While all vegetables are healthy, one should avoid buying leafy greens. The grime and dampness present in them can make them high susceptible to germs.

Price of a Miracle



Tess, an eight-year-old heard her Mom and Dad talking about her little brother, Andrew. All she knew was that he was very sick and they were completely out of money. Only a very costly surgery could save him now and it was looking like there was no one to loan them the money. She heard Daddy say to her tearful Mother, "Only a miracle can save him now." Tess went to her bedroom and pulled a glass jelly jar from its hiding place in the closet. She poured all the change out on the floor and counted it carefully. She slipped out the back door and made her way 6 blocks to the pharmacist. She waited patiently for the pharmacist to give her some attention but he was too busy at this moment. Finally, she took a quarter from her jar and banged it on the glass counter. That did it! "And what do you want?" the pharmacist asked. "Well, I want to talk to you about my brother," Tess answered. "He's really, really sick... and I want to buy a miracle." "I beg your pardon?" said the pharmacist. "His name is Andrew and he has something bad growing inside his head and my Daddy says only a miracle can save him now. So how much does a miracle cost?"



"We don't sell miracles here, little girl. I'm sorry but I can't help you," the pharmacist said.

"Listen, I have the money to pay for it. If it isn't enough, I will get the rest. Just tell me how much it costs."

The pharmacist's brother stooped down and asked the little girl, "What kind of a miracle does your brother need?"

"I don't know," Tess replied with her eyes welling up. "I just know he's really sick and Mommy says he needs an operation. But my Daddy can't pay for it, so I want to use my money."

"How much do you have?" asked the man from Chicago.

"One dollar and eleven cents," Tess answered. "Well, what a coincidence," smiled the man. "A dollar and eleven cents—the exact price of a miracle for little brothers." He took her money in one hand and with the other hand he grasped her mitten and said "Take me to where you live. I want to see your brother and meet your parents. Let's see if I have the kind of miracle you need."

That well-dressed man was Dr Carlton Armstrong, a surgeon, specializing in neuro-surgery. The operation was completed without charge and it wasn't long until Andrew was home again and doing well.

A miracle is not the suspension of natural law, but the operation of a higher law!



Kharigram

Industrial Visit

As a part of CSR, a group of 50 students, Sangam University, visited Kharigram Unit. HR team welcomed them and training incharge Shri Ambuj Saxena explained them the different processes. The students learned about various stages of yarn manufacturing. The school's principal proposed a vote of thanks to the Kharigram Management and said this visit will help students in understanding yarn business and help in knowledge development.



MPCL

Donation of Semi Automatic Blood Analyser

A Semi-automatic Blood Analyser was donated to the Community Health Centre, Jari, to facilitate the people living in Parvati Valley. This is an essential machine for Bio-Chemistry lab test. Earlier in the absence of this machine, delay in diagnosis resulted in delayed treatment. Introduction of this modern equipment will facilitate early detection of disease and cut cumbersome visits to the RH Kullu.

Development, Govt Sr Sec School, Jari



Stadium stairs and the footpath approaching the school building were slippery and unsafe, to eliminate these problems and to serve the society, MPCL took the initiative to construct a footpath along the school ground of Govt Sr Sec School, Jari.

Toilets in La Montessori School

Taking inspiration from the "Swachha Bharat Abhiyan," the school management and MPCL constructed four toilets each for girls and boys in the school premises. This was to ensure privacy, hygiene and sanitation of the students.

Construction of Drain and Path Repair Work

Under the rural development programme of schedule VII of CSR Rule 2014, MPCL took up the responsibility to repair and reconstruct the damaged drains, walls and footpaths in the adjoining village Chowki.

ADHPL



Swachh Bharat Abhiyan

ADHPL participated in Swachh Bharat Abhiyan (cleanliness drive) on May 15, 2018, Club House, Manali. The State Forest Department, Manali organised a Riverfront Cleanliness Campaign from May 15-June 05, 2018. The theme of the campaign was "Beat Plastic Pollution". On May 15, 2018 ADHPL provided them material (gloves, safety vests and masks) to support the drive. 18 employees from ADHPL voluntarily participated in and cleaned the area near Old Manali Bridge and around the Club House, Manali.

Banswara



Renovation of Library, Nutan School, Banswara

LNJ Group, Banswara Unit, contributed towards the renovation of the library in Nutan School to encourage reading habits in children. Senior officials of Banswara Group were present at the inauguration ceremony on May 05, 2018.



Inauguration, Synergy Room

LNJ Group, Banswara Unit, has developed Synergy Room at DIC office with full infrastructure. Senior officials of Banswara Group, along with government officials were present at the inauguration ceremony of the Synergy Room, on May 05, 2018. This room is a platform for enthusiastic entrepreneurs to indulge headlong into research for better performance in Banswara district.



This story is about a US jet fighter pilot in Vietnam – Charles Plumb. He had completed 75 combat missions when he was shot down. Plumb was ejected and parachuted into enemy hands, where he spent six years in a Vietnamese prison. One day, a man came up to him and said, “You’re Plumb! You flew jet fighters in Vietnam from the aircraft carrier Kitty Hawk. You were shot down!” Plumb was confused and asked how the man knew about that. “I packed your parachute,” the man replied.

The man then shook his hand and said, “I guess it worked!” Plumb assured him and said, “If your parachute hadn’t worked, I wouldn’t be here today.” Plumb thought a lot about that man who held the fate of someone he did not even know, in his hands. He kept pondering how many times he might have seen the guy, and not even said anything because he was a fighter pilot and the stranger was just a sailor.

Charles Plumb is now a motivational speaker telling this story to hundreds. After telling it, he always asks his audiences, “Who’s packing your parachute?” In our life, be it personal or work related, many people have a hand in our parachutes. Are you taking the time to acknowledge, thank, and reward them? It is very easy to overlook the work of many. It takes a lot of people to create a team.

Mumbai

achievements



SRTEPC Export Awards

RSWM Ltd. has been awarded with

- 1) Best Export Performance Spun Yarn;
- 2) Second Best Export Performance Man-made Fibre Yarn blended with natural fibre;
- 3) Third Best Overall Export Performance in Synthetic & Rayon Textiles, 2016-17.

The award function was held on Saturday evening, January 27, 2018, Ball Room, Hotel Taj Lands End, Bandra, Mumbai. Smt Smriti Zubin Irani, Hon’ble Union Minister of Textiles

was the Chief Guest at the function and presented the awards. Shri Ashutosh Sharma, Vice President-Export Marketing, Shri Rajesh Bajjal, DGM-Export Marketing and Shri Piyush Verma, Asstt. Manager-Export Marketing received these awards on behalf of RSWM Limited.



Workshop on Neuro Linguistic Programming (NLP)

A workshop on “Confidently Vibrant, Being Proactive & Situational Smart” was organised at Kharigram, between June 12-16, 2018, with the help of Neuro Linguistic Programming (NLP) strategies. Most of the plant chiefs as well as the senior officials across various Group Textile Business Units participated in this programme and explained the need and methods to create a work-life balance and hold the team together successfully.

A group of 18 participants, belonging to various plants of RSWM Group, were selected carefully in consultation with Business Heads, CFO and Shri Sudhir Sood, Group President and CHRO. This programme was successfully organised by HR department, Kharigram, under the leadership of Shri Rajeev Jain, BH-O (YB) and Smt Seema Jain, W/o Shri Rajeev Jain, BH-O (YB), who extended her full support and played an instrumental role at each step.

HEG

Paper Presentation by CES Team at AISTech, USA



Customer Engineering team at HEG brought laurels again. They presented a paper titled “Improving Energy Efficiency of EAF with optimum setting of Arc Stability” at Association of Iron & Steel Technology (AISTech 2018), Pennsylvania, USA, May 7-10, 2018. Shri Bipin Richharia, Shri T. Nagarajan, Mr Juan Ramon Fernandez Jorge and Shri Alok Jaiswal comprised the team. HEG commends their efforts, and wish they will bring many more accolades to the organisation in future by being the best in their domain.

RSWM

Winner of “Dream Employer of the Year” Award

RSWM Ltd won the “Dream Employer of the Year” award on June 27, 2018. Dr SK Aggarwal, Sr VP-CTSC on behalf of RSWM Ltd received this prestigious award during the “Rajasthan Best Employer Brand Awards,” 2018. This event was held at Hotel Radisson Blu, Jaipur, and the award function was hosted by World HRD Congress.

Ms Anamika Sharma, A Brilliant Achiever

Ms Anamika Sharma, D/o Shri Arvind Sharma (AGM-Civil), successfully completed NCC training at 1HP BN, Kunihar Solan, Himachal Pradesh. She was declared the best cadet and won Gold medals in firing and cultural activity, silver in sports, out of 650 competing cadets. She has been selected for Thal Sainik training at Kangra, HP. She is presently doing BE in Electronics and Communication, from Chitkara University, HP. She has made her parents and ADHPL family proud. We congratulate her on this achievement and wish her a bright future.



BSL Ltd.



BSL awarded with V-Level Certificate

BSL has been awarded Vegan Certification by V-Label GmbH, Switzerland, for polyester blends with viscose, cotton and other cellulosic fabric. BSL Limited is the first Indian Textile Manufacturing Company, which has been awarded this certification. The V-Label is an internationally recognised, registered symbol for labelling vegan and vegetarian products and services. The European Vegetarian Union (EVU) is the initiator of the V-Label. The EVU is an umbrella organisation for numerous European organisations active in the field of veganism and vegetarianism and aims to promote collaboration among them. Standardised criteria ensures that the V-Label is a unique seal all across Europe. For consumers, it is a simple and reliable guide to help them when they are shopping. The legal registration of the V-Label started in 1996, in Switzerland and has been used since then on countless products, ranging from small brands to the biggest supermarket chains across Europe, making it the most widely used vegetarian symbol worldwide. The V-Label is registered in Austria, Belgium, Great Britain, Denmark, Luxembourg, The Netherlands, Finland, France, Germany, Norway, Poland, Portugal, Slovakia, Spain, Switzerland and many other countries. IPEKER Textile, Turkey has become world's first producer of Vegan fabric and in India BSL will be the first textile manufacturing company having this certificate. It is our privilege and matter of pride that our fabric is 100% is polyester and polyester blend with cellulose and meets the requirements of Vegan certification since no harm is caused to nature and life.

Bagalur



Farewell Dinner

A farewell dinner was organised at Bagalur Unit by the staff members on June 2, 2018. Shri Vinod Mehta delivered a motivational speech. All the staff and their family members were present.

Demise

With deep sorrow, we inform you about the sad demise of Ex Quality Incharge, Shri V Vasudeva Raju (59), who left us for his heavenly abode. Shri Raju retired on June 15, 2018. Shri Gopalan and his wife Smt Rama Gopalan of Bagalur Unit, died in a tragic car accident on June 24, 2018.

RSWM family expresses deep and heartfelt condolences to the bereaved families and join them in their prayers. May the lord almighty give the families strength to bear the irreplaceable loss.



MPCL

Adieu Shri H S Beshtoo



Shri HS Beshtoo, after serving MPCL for five years as Vice President Operations and Maintenance, decided to take voluntary retirement on April 30, 2018. The organisation will always remember him for his hard work and dedication. We wish him a happy and healthy retired life.

Joining, Shri TK Trehan as Plant Incharge

Shri TK Trehan joined MPCL as Vice President, Operation & Maintenance on April 01, 2018, while also continuing as Incharge of Transmission Lines of both MPCL and ADHPL Hydropower plants, of which he has been responsible for since 2007. Shri Trehan is an Electrical Engineer, MBA & PGDEM and has over 38 years of experience in the field of Hydropower & Electrical Energy Management. We are glad to have him on board and wish him the very best for his continued engagement in the company.



Ringas



Retirement, Shri RS Arora, Dy General Manager (QAD)

A felicitation programme was organised by Staff Club, RSWM, Ringas Unit, on June 30, 2018, in the HRD Centre, in the honour of Shri RS Arora who retired after 26 years of services with the three units of RSWM Ltd., 3 years in Kharigram, 10 years in Banswara and 13 years in Ringas. We'll miss him.

On this occasion, Shri Avinash Bharagava, Deputy Chief Operating Officer appreciated his contribution to the growth of the organisation. All the staff members expressed their best wishes for peace, prosperity, happiness and sound health after retirement.

Superannuation of Shri Durga Singh, Shri BS Gaur

Shri Durga Singh retired on March 31, 2018, after serving as Sr Executive-Post Spg for twelve years. Shri BS Gaur (Sr. Executive-P&A) also retired on March 31, 2018, after serving the organisation for over thirty-six years. Their farewell was attended by Shri Rajeev Jain, Business Head-Operations (Yarn Business), Shri VR Joshi, COO and Dr SK Aggarwal, Sr VP-CTSC, who spoke about their loyalty, hard work and contribution to the growth of the organisation. HODs and staff members expressed best wishes for their peace, prosperity, happiness and good health after retirement.



Ladakh

The land of golden mountains

Ladakh is the largest province in the state of Jammu and Kashmir. The landscape is defined by craggy, barren cliffs and plateaus. It is a favourite destination among adventure sports enthusiasts, offering unique opportunity in trekking, mountaineering and white-water rafting. Ladakh celebrates a number of monastic festivals – annual events of the major monasteries primarily in winters. The month of September, hosts the Ladakh Festival, that gives a peek into the richness, depth and pageantry of Ladakh's centuries-old culture, traditions and folk heritage.

Some must see places in Ladakh are Shanti Stupa, Lamayuru Monastery, Sangam Point, and Hemis National Park. Activities that you can undertake are trek to Markha Valley, Chadar Trek, cycling, motor biking, white-water rafting on Indus river, camel safari and yak safari.

Ladakh is especially famous for the following destinations.

Pangong Lake:

The ever-changing colours of Pangong lake against the intense blue sky makes it one of the most spectacular sites in Ladakh. It is a glacial lake approximately 150 kilometres long, spreading out over India and China.

Royal Leh Palace: The Royal Leh Palace is a 17th-century medieval palace that stands overlooking the town of Leh. It is one of the most important cultural destinations in Ladakh. The palace also includes a museum which has artefacts dating back almost 450 years.

Magnetic Hill: The Magnetic Hill is a "gravity hill", capable of enacting a unique optical illusion that baffles tourists every time they view it. The hill gives the illusion that an object which is going downhill is actually following an uphill track. Cars that are travelling down the slope seem to be going uphill, thereby apparently defying gravity.

Nubra Valley: Trekking and camping is an adventurous way to enjoy Nubra Valley but you can also engage in jeep and camel safaris. The 150-kilometre-long valley is rich in sightseeing opportunities. From the Diskit monastery to the sand dunes to the Shayok and Nubra rivers, there is a lot to enjoy here.

Travel in Ladakh

Ladakh is not accessible throughout the year. The highways leading to Leh-Ladakh are open mostly from the months of May to October because they remain submerged in snow for rest of the year.

By Air: The most comfortable way of travelling to Ladakh is taking a flight. There are several flights to Ladakh during the peak season and also during the off-season. The closest airport to Leh is the Kushok Bakula Rimpochee Airport. It operates flights to major cities like Delhi, Jammu, Srinagar and Chandigarh, to name a few.

By Road—Biking: Travelling by bike to Ladakh is something that is eagerly looked forward to by adventure enthusiasts. It can be so adventurous and thrilling. **Driving:** Lots of adventure lovers prepare to go for a self-drive run over the roof of the world via the ever-enthralling and adventurous Manali-Leh Highway and Srinagar-Leh Highway.

Accommodation

The accommodation options in Ladakh are varied and affordable. One can find guest houses and hotels in the price range of Rs 700 per night to Rs 2500 per night depending upon the facilities and comfort level one is looking for.

Zaskar Valley: Zaskar valley is one of the most isolated places to visit in Ladakh where about 14,000 people comprising mainly Buddhists live. The valley is sandwiched between the Great Himalayan ranges and the Zaskar mountain ranges. It is surrounded by lofty mountains, deep gorges and is closed for about eight months in a year due to heavy snowfall in the region.