



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

Opinion

Quarterly Newsletter of LNJ Bhilwara Group

For Internal Circulation only



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Editorial Team

Editor-in-Chief: T. Dev Joshi

Editorial Board:

J. C. Laddha

M. M. Madan

O. P. Ajmera

Sanjay Sharma

Mohit Maheshwari

Rakesh Mahajan

Copy Editor: Pradeep Rai

Bhilwara Towers, A-12, Sector-1,
Noida-201301,
Tel.: +91 120 4390300
Fax: +91 120 2531648, 2531745
pradeep.raij@lnjbhilwara.com
www.lnjbhilwara.com

Dear All,

This year's Budget was significant in many ways as it was coming after a series of disturbing events which had rocked the global economy and India had emerged unscathed out of it. We have seen impressive recovery in past few months. I was quite happy to know that the 18.5% growth in manufacturing sector in December was the highest in last two decades and that sums up the resilience and robustness of our economy.

There is more to this story. Even as we were all grappling with rising food prices, we were happily informed that our Gross Domestic Product grew at a good 8.6%. Inflation has been a concern and the government has assured corrective monetary policy measures which are likely to ease the pressure. Growth of exports at 29.4% and imports at 17.6% is good news too. There are discussions to further liberalize the Foreign Direct Investment regime and that is a welcome news. Increase in allocation of expenditure on education by 24% too is a heartening feature. For us, what is especially noteworthy is the allocation of Rs 2980 cr for Technology Upgradation Fund Scheme (TUFS) which will help the textiles industry.

However, the government has also acknowledged that implementation gaps, leakages from public programmes and quality of outcomes pose a serious challenge.

While the economy looks set to be in the comfort zone and is slated to grow in the vicinity of 9% over the next fiscal, challenge for us is all the more glaring. A growing economy means bigger challenge as everyone is bracing to scale up operations and expand the scope of opportunities. Power and textiles sector especially pose bigger challenges as more and more companies begin to eye the tremendous potential that the two sectors offer, and especially in the hydro power sector.

I must also take this opportunity to inform you that we have done exceedingly well in RSWM which recorded a massive 312% jump in Q3 and this would not have been possible without your conviction. The expansion work at HEG is progressing well and so has been the case with RSWM where we are increasing the spindles. Overall we are happy with the performance of our companies in the last quarter and I sincerely hope all of you will continue working in the same spirit.

As we embark to script a new chapter in our power forays with our Tawang project, I am sure you would all join me in our endeavor to complete this project in time and set new benchmarks. We are always driven by our commitment to the highest quality standards and I am sure with your support we shall be able to achieve it. In the process, we shall continue to commit ourselves, as ever, to your welfare.

Best wishes

Ravi Jhunjunwala

Letter from Editor-in-chief



Dear All,

The ICC Cricket World Cup 2011 has gripped the cricket playing nations, and as it is being hosted in the cricket crazy subcontinent after 15 years, the cricket fever in the country is going through the roof. India and Sri Lanka are being considered the favorites to win the prestigious tournament. Of course, you can never discount the gritty Pakistanis for their fighting qualities and never say die approach towards the game. Having said that, it is never advisable to make predictions in a game of Cricket, and that is the very quality of the game which keeps it going.

In life, much like in cricket, nothing pays more than your desire to wear a steely resolve. If you have the will, you can conquest the Himalaya, crossover the Bay of Bengal. If you have the desire to alter the course of your destiny, you can do so. Always have a strong will to achieve something and you will.

The thrilling victory of Ireland over England, the former chasing a huge 327 on March 2 in the World Cup match beautifully brought to fore the critical role that teamwork, resilience, determination, and hard work can achieve. The scintillating knock by Kevin O'Brien – the fastest Century in the history of World Cup – also demystified the myth that only the Dhonis and Afridis can play swashbuckling cricket. O'Brien had nothing but the conviction of being himself.

The cricket match also highlights the significance of team work. We live in tough times. Competition is larger than ever before. Markets are getting volatile. Consumers are turning choosy given the choices available to them. In this scenario, nothing will pay more than a competitive spirit and the determination to work harder, together.

We are one large family, one of the largest in the corporate world in the country, and it is critical we maintain team solidarity to continue to achieve big things.

With Best Wishes

T Dev Joshi

Environmental Message



Global Warming: Time to Act

Corporate Overview

LNJ Bhilwara Group has completed 50 glorious years and it is a matter of pride for all of us. In 1961, on October 17, our flagship company RSWM Ltd was established and over the years we have grown to become one of the largest textile companies besides spreading wings in the Power and Graphite Electrodes sector. It is so heartening to note that the Quarter 3 net profit of RSWM Ltd. jumped by 312% at Rs 39.89 crs and we also declared a 100% interim dividend for our shareholders.

LNJ Bhilwara Group on 8th of February 2011 laid the foundation of 51,840 spindles at Gulabpura. We have taken a lead for Kharigram Unit where Rs 200 crores are invested and is soon expected to be one of the best ultra-modern units in India with Auto Link system in all spinning process. The Wi-Fi connectivity will add another new dimension and approach to our textiles venture.

Energy conservation Award to RSWM, Banswara

RSWM Limited, Lodha plant bagged the 1st prize for the 2nd Rajasthan Energy Conservation Award 2010 (Textile Sector) for the energy conservation initiatives taken by the plant in the year 2010. The Award ceremony was held at Jaipur on 14 December, 2010. The Honorable Chief Minister, Shri Ashok Gahlot gave the prestigious award to our company which was received by Shri Rajeev Singla, G.M. (Engg).



Executive Director, Sh. J.C. Laddha & Chief Operating Officer, Sh. Sanjay Sharma congratulated & give best wishes to all the employees for continuous efforts & initiatives taken for energy conservation.

Rajasthan Export Award to RSWM & BSL

RSWM & BSL have been selected for "Rajasthan Export Award" for the year 2009 -10. The award will be presented by the Hon'ble Chief Minister of Rajasthan in a function likely to be held in the month of March, 2011.

तवा प्लांट को सर्वश्रेष्ठ सुरक्षा अवार्ड

हर्ष का विषय है कि हमारे एच.ई.जी. कंपनी समूह के तवा हाईड्रो पावर प्लांट (इटारसी) को नेशनल सेपटी काउन्सिल मुंबई की म.प्र. शाखा द्वारा मध्य प्रदेश की पावर उत्पादन इकाइयों के समूह में चुनकर "सर्वश्रेष्ठ सुरक्षा अवार्ड-2009" से सम्मानित किया गया है। यह अवार्ड तवा पावर प्लांट के द्वारा लगातार पिछले तीन वर्षों से दुर्घटना रहित कार्य करने एवं संस्थान में उत्तम पर्यावरण संरक्षण हेतु प्रदान किया गया है। तवा पावर यूनिट को उनके द्वारा संस्थान में उत्कृष्ट सुरक्षा एवं स्वस्थ पर्यावरण बनाए रखने पर अर्जित सम्मान के लिए प्रबंधन एवं सभी कर्मचारियों की ओर से हार्दिक बधाई।

भीलवाड़ा नाट्य पुरस्कार

हिन्दी नाटकों को प्रोत्साहित करने हेतु एल एन जे भीलवाड़ा समूह की अनूठी पहल

देश में हिन्दी नाटकों को प्रोत्साहित करने हेतु व उभरते थियेटर कलाकारों को वित्तीय व संस्थानिक सहयोग प्रदान करने हेतु एल एन जे भीलवाड़ा समूह द्वारा भीलवाड़ा नाट्य पुरस्कार की घोषणा की गयी। नवम्बर माह में श्रीराम सेन्टर में तीनों नाटकों के प्रदर्शन के आधार पर निर्णायक समिति द्वारा मनोज जोशी द्वारा निर्देशित नाटक 'चाणक्य' को विजेता व प्रो. भास्कर भोवलकर के नाटक 'मैं राही मासूम' को रनर अप घोषित किया गया। विजेता को 2 लाख का नगद पुरस्कार तथा रनर अप को 1 लाख नगद, प्रशस्ति पत्र व जयचिन्ह प्रदान किया गया। पुरस्कार समारोह में श्री विनय भरतराम विशिष्ट अतिथि के रूप में शामिल रहे तथा निर्णायक समिति में शामिल थे - नेशनल स्कूल आफ ड्रामा के पूर्व निर्देशक प्रोफेसर मोहन महर्षि, उद्योगपति व जनहितैशी श्री राजिन्दर बगरोदिया व दिल्ली विश्वविद्यालय के प्रतिष्ठित नाट्य सिद्धांतकार प्रोफेसर भरत गुप्त।

सचिव, भीलवाड़ा नाट्य पुरस्कार समिति, श्री नरेन्द्र मुदगल के अनुसार सितंबर में हुए पहले चरण के प्रदर्शन के आधार पर देश के हर कोने से शामिल हुयी 20 से ज्यादा प्रविष्टियों में से मैं राही मासूम (निर्देशन: प्रो भास्कर भोवलकर ; प्रस्तुति: रंगधरा थियेटर, हैदराबाद), अंबेडकर और गांधी (निर्देशन: अरविंद गौर ; प्रस्तुति: अस्मिता थियेटर, दिल्ली) तथा चाणक्य (निर्देशन: मनोज जोशी ; प्रस्तुति: मनोज जोशी क्वेशन्स, मुंबई) को भीलवाड़ा नाट्य पुरस्कार के अंतिम तीन दावेदारों के लिए चयनित किया गया।

श्री एल एन झुनझुनवाला ने इस अवसर पर कहा कि- 'देश की हिंदी नाट्यकला को प्रोत्साहित करने का यह एक बेहतर कदम है, और आगे भी हम इसे इसी तरह प्रोत्साहित करते रहेंगे।'

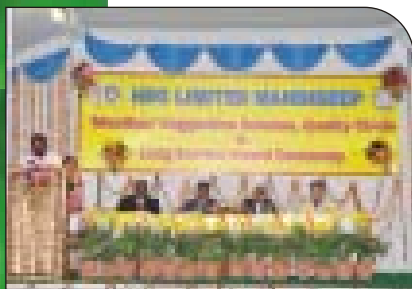


Group Activities

As ever, we continued our activities in the last quarter as well, and that comprised training programmes, entertainment trips, competitions, rewards and so on. An interesting Quality Life programme, Art of Living, and a day's workshop where executives performed Managerial tasks etc at Rishabhdev were among the many unique initiatives undertaken during this period.

Annual Award Ceremony held at HEG, Mandideep

Keeping the tradition, the Annual Award Ceremony was conducted at HEG Ltd on 29th Jan 2011. Mr. K.Vaidyanathan, COO, was present in the function as the Chief Guest. The function was inaugurated by Mr. Vaidyanathan by lighting the Ceremonial lamp. On this occasion Mr. K.Vaidyanathan, Mr. O.P.Manchanda (VP, CPP), Mr. M.M.Damani (AVP, Environment & Safety) and Mr. Maurice Sadzot (Consultant) felicitated the employees who have completed their 25 years and 10 years of services in the organization. The employees' whose suggestions were implemented under 'Manthan' suggestion scheme were also awarded during this program.



The Mechanical department won the award for maximum number of suggestions in three categories and Captive Power Plant in one category. Departments which scored maximum numbers in the annual 5s audit were recognized with annual rolling trophy under different categories in this function.

The Quality Circles who had represented the organization at the International and National level competitions and Won the awards were also felicitated. In his address, Mr. Vaidyanathan congratulated all the employees for their achievements in various organizational activities and appreciated the long association of employees with organization.

Online Leave Kiosk for Artisans at HEG, Mandideep

In order to facilitate the Artisans with easy Leave Application and Sanctioning process, the online leave application KIOSK system has been introduced at HEG Mandideep. On 27th January 2011, Mr. K.Vaidyanathan (COO), Mr. Jacob Mani (CSPO) and Mr. T. Dev Joshi (President HR&OD) inaugurated the KIOSK Machine at the Time Office of the company.



औद्योगिक सुरक्षा दिवस 2010

एच.ई.जी. मण्डीदीप

प्रति वर्ष की भांति इस वर्ष भी एच.ई.जी. लिमिटेड, मण्डीदीप में औद्योगिक सुरक्षा दिवस कार्यक्रम सम्पन्न हुआ। इस अवसर पर संस्थान में कार्यरत सभी वर्ग के कर्मचारियों के बीच औद्योगिक सुरक्षा के प्रति जागरूकता बढ़ाने के उद्देश्य से विभिन्न प्रतियोगिताएं



आयोजित की गई जिसके तहत सुरक्षा नारा, सुरक्षा पोस्टर, सुरक्षा निबंध प्रतियोगिता आयोजित की गई। कार्यक्रम के दौरान संस्थान के मुख्य संचालन अधिकारी श्री के. वैद्यनाथन, सी.एस.पी.ओ. श्री जैकब मणि, उपाध्यक्ष पावर प्लांट श्री ओ.पी. मनचन्दा, अति.उपाध्यक्ष श्री बी.के. पाणिग्रहि, एडवायज़र श्री रमेश गुप्ता एवं वरिष्ठ कर्मचारी श्री अज़हर खान द्वारा पुरस्कार वितरण किया गया।

RSWM, Kharigram received Certificate of compliance

RSWM, Kharigram unit has received the certificate of compliance for "One Certified Organic exchange blended standard 2009, Version 1.3". For the compliance certificate, a tough audit was held during the month of December, 2010 and later verification audit in January 11. The team members involved in the audit and verification deserve appreciation for their efforts.

RSWM, Kharigram participated in Indian Carpet Expo, Bhadohi

RSWM participated in Indian carpet expo at Bhadohi in Varanasi from 29th Oct to 1st Nov 2010 to promote speciality yarn in carpet industries. Development / Marketing team consisting of Shri A. Som, Shri Ajay Sharma & Shri K. C. Kogta attended the Expo. As a positive outcome of the event, the company has started business with reputed carpet exporters like Jaipur Rugs, Kapoor Carpet, Jain Carpet, J. R. Exports etc.

Group Activities

Bar - coding of Finished Goods (Yarn) RSWM, Ringas

Bar-coding System of Finished Goods was implemented at Ringas Unit, by installation of new ITW Automatic Box Strapping machine in Post Spinning Department, on 12th December 2010. Bar code is generated in packing department, pasted on cartons/bags and is used to transfer the packed yarn to warehouse and dispatch to customers. On the addition of this machine, a Pooja was performed by Shri Naresh Maheshwari, COO in the presence of workers, staff members and senior officers.

Cheslind Textiles, Bagalur

Surveillance audit on SA 8000 implementation was conducted by Mr. B.Venkata Rao and Mr. John Rajesh of SGS on 21.12.2010. Auditors recommended for continuation of certificate.

Customer visit at RSWM, Banswara

A team of four delegates of one of our important customers

M/s. Dekora, Czech Republic, Mr. Zdenek Misar - Production Director, Mr. JIRI Misar - Product Manager, Mr. Jakub Stary - Purchasing Manager & Financial Controller, Mr. Krishna Javaji - Our Agent (Germany) visited the plant

on 20th January, 2011. The team was highly impressed by the cleanliness and production facilities at plant, new product developed by RSWM and the greenery & beauty of orchard maintained at the premises.

Visit of Denim & Fabric plants by Banswara team

A team consisting of 31 shift staff members from Production & maintenance Departments visited Denim & Fabric plants on 8th January 2011 to Learn / See the Latest Technology / Facilities available within Group. A warm welcome was accorded to the visiting team by Shri Prabir Bandhopadhyay COO - Denim plant and Shri R.K. Choudhary COO - Fabric plant.

LNJ Denim, Mordi

Denim Intelligence Group has launched a new product line for Spring/Summer 2011 in the month of November 2010. The developments in the line are focused on light weights and stretches, looking into their increasing demand globally, with different colors. All in all, the line has 42 products, categorized in 5 categories.

Environment Audit:

Fabric Division, Mordi

On 3rd January 2011, a Team of 'Sense Consultant' arrived at the plant for the environmental audit. They visited all sections, like general store, chemical store, process house, yarn winding section, ETP, coal yard etc. The team inspected the process and safety measures taken by the plant and appreciated the working of plant in their report.

Cheslind Textiles, Bagalur

Shri Arun Churiwal, Managing Director visited Bagalur unit on



19.01.2011. He went around factory. Management team made a presentation on achievements during 2010 - 2011 and proposals for 2011 - 2012. The

Managing Director appreciated the management team for the presentation and for the continuous improvement in results.

ISO 9001:2008 Surveillance Audit at RSWM

The Surveillance audit for ISO 9001:2008 certificate was held at Banswara on 23rd & 24th November 2010, at Mandpam on 25th November 2010 & at Kharigram on 26th November 2010. A team of two auditors from Bureau of Indian Standards, conducted the Audit. The Team recommended for continuation of RSWM's ISO 9001:2008 certificates for Banswara, Kharigram, Mandpam and Rishabhdev Unit.

ISO 14001:2004 Surveillance Audit at RSWM

The Surveillance audit for ISO 14001:2004 certificate was held at Kharigram on 10th January 2011 & 11th January 2011, at Mandpam on 11th January, 2011 & 12th January 2011. A team of Three auditors from Bureau of Indian Standards, conducted the Audit. The Team recommended for continuation of RSWM's ISO 14001:2004 certificates for Banswara, Kharigram, Mandpam and Rishabhdev Unit.

4th SA 8000 - 2008 Surveillance Audit by BSI Auditors, RSWM, Banswara

SA 8000-2008 certification stage 4 Surveillance Audit was conducted by a team of 2 Auditors headed by Ms. Shammi Singh Kapoor from British Standard Institute, New Delhi on 15 and 16th December, 2010. In the concluding session the Audit team declared the continuity of the certificate.

Group Activities

RSWM, Ringas adds two New Machines



On 17th January 2011, two new 2 ply and 4 ply Reshmi Cheese Winding machines were installed in Finishing Department. On this occasion a Pooja was performed by Shri Naresh Maheshwari (Chief Operating Officer) which was also

attended by workers, staff and officers. With the installation of these new machines, per drum production of cheese winding would increase.

Customer Visits, RSWM, Mandpam

Team of ICICI Bank visited the Mandpam unit on 11.11.10 They took round of spinning division and showed interest in different value added products.

Mr. ZDENEK Misar- Production Director and other officials from customer M/s. Dekora also visited the Mandpam unit on 21.01.11 and have shown interest in Yarn Dyeing Section and other specialty fibers in process. Business discussions were held later on and some of the orders were finalized during this visit.



Shri M. L. Jhunjhunwala, RSWM, Mumbai elected as Vice President by Indian Spinners Association

Shri M L Jhunjhunwala, President, RSWM Ltd., elected as vice president by Indian Spinners Association in its recently concluded elections to form the new management team. Congratulations to him for this fantastic achievement.



Hum Tum Milenge (HTML), MPCL Site

The 3rd HTML was conducted on 18th December 2010..The evening started with warm wishes followed by brief presentation. The presentation explained the Safety & Security measures by Group 4 securities in wake of the news regarding threat to Power Plants. This was followed by some valuable words from the G.M - Shri J.K.Beri emphasizing on the safety concerns. After a healthy interaction with the audience and feedback, the other activities followed. "Team Work" being the theme of the evening, a small puzzle game was played with a strong message. This highlighted the importance of synergy amongst the various departments, communication, inter-dependence and understanding being the major tools of achieving common goal as well as day to day activities. The evening concluded with some Tea & Refreshments.



Quality System in Melange, Mandpam

- ◆ QMS Audit: Shri R.K. Dua -Team Leader Expert & Shri S.K. Puri - Auditor conducted the audit on 25th Nov 2010. Both the auditors showed their satisfaction and continued the certification of Mandpam Unit.
- ◆ SA8000:2008 Audit by SGS, Mandpam: Mr. Gautam Mitra & Mr Rajib Mukherjee from S.G.S conducted the audit on 06th Jan 2011 for SA8000:2008 certification at Mandpam. Auditor visited the factory and interacted with the workers & Staff Members regarding the SA 8000:2008 policies. The Audit Team announced that all the System and Procedure related to SA 8000:2008 Certification is being fully followed.
- ◆ EMS Audit: The Surveillance Audit of Environmental Management System as per ISO 14001-2004 was conducted by BIS Team-on 10th of Jan 2011. Mr. AK Talwar, Shri Dk Mathur & Mr. Aseem Bera Expert was the Auditor from BIS, the Team was satisfied and continued the certification of Mandpam Unit
- ◆ Fire Audit: Fire Audit was conducted by the Apins Consultants Private Limited - Kolkata from 14th Jan.2011 to 16th Jan. 2011 by Mr Samir Paul, Vice President (Tech) & Chartered Engineer & Mr Deepak Sharma, Risk Engineer. The auditors visited the factory and interacted with Team Members Regarding Fire Issues. The Audit Team also suggested some observation regarding Fire Risks.

Customer visit, RSWM, Rishabhdev

Mr.Philip Low, customer from M/s. Kapak Textile, Taiwan along with Mr.Sanjay Satra from Mumbai Marketing office visited RSWM, Rishabhdev Plant on 20th December 2010. In the visitors' book, he remarked as "Great Factory, great people. Well management with good quality yarn. I do learn a lot from this visit. We shall bring solid and timely report about this good company to our customer. Bright cooperation is must. Thank you again all."



बीएसएल एजेंट एवं डीलर्स मीट “नवोदय-2011” सम्पन्न

बीएसएल लिमिटेड द्वारा गत 25-26 जनवरी 2011 को भीलवाड़ा के होटल हर्ष पैलेस में ऑल इण्डिया डीलर्स एवं एजेंट्स मीट “नवोदय-2011” का आयोजन किया गया। “नवोदय-2011” के दौरान कम्पनी द्वारा अपने ‘ज्योफरी हैमण्ड्स’ ब्राण्ड के तहत ‘शाकुन्तलम’ के नाम से एक नवीन वस्त्र श्रृंखला लांच की गई हैं। ‘शाकुन्तलम’ एक विषिष्ट रेंज है जिसे विशेष रूप से महिलाओं द्वारा पहने जाने वाले पाञ्चात्य परिधानों हेतु विकसित किया गया हैं।

शाकुन्तलम’ में तीन प्रकार के वस्त्रों को शामिल किया गया है भारत में अपनी तरह की यह पहली रेंज है जिसे बीएसएल द्वारा लांच किया गया है।

इस दो दिवसीय कार्यक्रम में देश भर से आए लगभग 125 चुनिन्दा एजेंट्स एवं डीलर्स ने अपनी उपस्थिति दर्ज कराई एवं प्रदर्शित रेंज को आगामी सीज़न के लिये सटीक बताया और सराहनीय बुकिंग कराई।



बीएसएल लिमिटेड के नये वॉरटेक्स स्पिनिंग का शुभारंभ

बीएसएल लिमिटेड के नये वॉरटेक्स स्पिनिंग प्रोजेक्ट का शुभारंभ कम्पनी के सी.ई.ओ. श्री आर. एन. गुप्ता द्वारा मण्डपम् में किया गया। इस अवसर पर चर्चा करते हुए श्री गुप्ता ने बताया कि यह प्रोजेक्ट राजस्थान में अपनी तरह का पहला प्रोजेक्ट है जिसके तहत कम्पनी द्वारा जापान से आयातित 5 मुराटा वॉरटेक्स मशीन लगाई गई हैं। जिसकी उत्पादन क्षमता 120 टन विस्कोस यार्न प्रति माह है। इसके अतिरिक्त इस प्रोजेक्ट से सम्बन्धित अन्य प्रमुख मशीनें एल.एम.डब्ल्यू, कोयम्बटूर एवं रिटर, स्वीट्जरलेण्ड से आयात की गई हैं। ज्ञातव्य हो इस प्लान्ट का भूमी पूजन गत 21 मई 2010 को किया गया था और मात्र छः माह के अल्प समय में इसमें उत्पादन शुरू हो गया है।



Cyber security awareness program at Corporate Office, Noida:

Cyber security awareness program was conducted by Shri C. Heer on 20th December 2010 at Corporate Office. The program which was for imparting the latest knowledge in the area of cyber security was well attended by IT team members of the entire LNJ Bhilwara group from different location. The program was very useful and proved to be a great success.



‘मयूर सूटिंग्स’ की ऑल इण्डिया एजेण्ट्स एवं डीलर्स कॉन्फ्रेंस मलेशिया में बड़े हर्षोल्लास एवं स्मरणीय पलों के साथ सम्पन्न

बांसवाड़ा/ देश की अग्रणी टेक्सटाइल उत्पादक कम्पनियों में शुमार आर एस डब्ल्यू एम लि. के फ्लेगशिप ब्राण्ड मयूर सूटिंग्स की ऑल इण्डिया एजेण्ट्स एवं डीलर्स कॉन्फ्रेंस मलेशिया में होटल बरजाया टाइम्स स्क्वायर में 21 से 24 जनवरी 2011 के मध्य बड़े हर्षोल्लास, स्मरणीय पलों के साथ सफलतापूर्वक सम्पन्न हुई।

श्री आर.एन. गुप्ता (बिजनेस हेड-मयूर सूटिंग), श्री आर.के. चौधरी (सी.ओ.ओ.-मयूर सूटिंग) की अध्यक्षता में आयोजित इस ट्रेड पार्टनर्स प्लेजर ट्रिप मलेशिया यात्रा में देशभर के विभिन्न राज्यों एवं शहरों में आए हुए एजेण्ट्स एवं डीलर्स ने भाग लिया। इस अवसर पर उपस्थित एजेण्ट्स एवं डीलर्स को सम्बोधित करते हुए मयूर बिजनेस हेड श्री आर.एन.गुप्ता ने मयूर में पिछले दिनों में आए बदलाव एवं उपलब्धियों की प्रशंसा की और आगे आने वाले दिनों में होने वाली तकनीकी एवं अन्य विकास योजनाओं की जानकारी दी।

इस अवसर पर प्लाण्ट हेड श्री आर.के. चौधरी ने पिछले दो तीन वर्षों की महत्वपूर्ण उपलब्धियों की जानकारी देते हुए बताया कि मयूर की सेल में दोगुनी से अधिक वृद्धि हुई है। उन्होंने नई प्रॉडक्ट रेंज एवं नई फिनिश तथा प्रॉडक्ट फीचर्स पर महत्वपूर्ण जानकारी दी।

इस वर्ष भी मयूर सूटिंग ने लोक से हटकर और समस्त भारत के व्यापारियों को प्रोत्साहित करने के लिये ‘मयूर बेस्ट परफॉरमेंस अवार्ड 2009-10’ में बहुत सी नई अवार्ड

श्रेणियाँ नामांकित की, जिसमें सिर्फ अधिक सेल होना ही एक पुरस्कार पाने का अनिवार्य कारण नहीं था अपितु वैल्यू ऐडेड प्रॉडक्ट सेल अवार्ड, ओल्डस्ट डीलर अवार्ड, हाइएस्ट सेलिंग एजेन्सी भी शामिल थी। मेक्जिमम् सेल अवार्ड में भी मेट्रोज के अलावा स्टेट केपिटल्स, बी और सी क्लास सीटिज को भी शामिल कर एक तर्कपूर्ण एवं अच्छा निर्णय लिया गया। सभी डेलिगेट्स ने इसकी खुले दिल से प्रशंसा की।



सुनहरी यादों के रंग, मलेशिया में ‘मयूर’ के संग

इस यात्रा के दौरान भारत के चार अन्तर्राष्ट्रीय एयरपोर्ट दिल्ली, मुम्बई, चैन्नई एवं बंगलुरु से सभी व्यापारी मलेशिया के लिये रवाना हुए एवं मलेशिया में नियत समय पर एकत्र हुए। चार दिवसीय इस यात्रा में जहाँ एक ओर साफ सुथरा एवं गगन चुम्बी इमारतों जैसे पेट्रोनिस् टावर एवं के.एल. टावर, किंग हाऊस, पुरातन म्यूजियम एवं अन्य आकर्षक एवं ऐतिहासिक स्थल थे वहीं दूसरी ओर शहर से 55 किलोमीटर दूर गेण्टिंग हाइलैण्ड की खूबसूरती ने सभी पर मानों वशीकरण कर दिया। गेण्टिंग हाइलैण्ड समुद्रतल से 6100 फीट की ऊँचाई पर है जहाँ पर एशिया की सबसे तेज एवं लम्बी (लगभग 4 कि.मी.) कैबिल कार यातायात सुविधा उपलब्ध है। बहते हुए बादलों के मध्य खूबसूरत झूले, मोनो ट्रेन, कैसिनो, डिस्को थैक एवं विश्व प्रसिद्ध हेरीटेज होटल्स (जिसमें 8517 कमरे हैं) एवं मनभावन बाजारों की रौनक ने सभी व्यापारियों को दीवाना सा कर दिया। इसके अतिरिक्त नया कुआलालम्पुर जिसे पुत्रजाया के नाम से जाना जाता है एवं सभी शासकीय इमारतें जैसे किंग एवं प्रधानमंत्री कार्यालय, सर्वोच्च न्यायालय, संसद इत्यादि विशाल, कोलाहल रहित एवं बेहद अनुशासित वातावरण ने सभी व्यापारियों को मंत्रमुग्ध कर दिया।

मलेशिया की राजधानी कुआलालम्पुर में हुए अपने चार दिवसीय प्रवास के दौरान समस्त व्यापारियों एवं एजेण्ट्स ने कुआलालम्पुर एवं समीप के सभी दर्शनीय स्थलों का भ्रमण किया एवं मलेशिया की संस्कृति एवं तहजीब को नजदीक से समझा। पूरी यात्रा अत्यन्त सुखद एवं उल्लासपूर्ण वातावरण में सम्पन्न हुई। सभी व्यापारियों ने इसे अविस्मरणीय बताते हुए इसकी भूरि-भूरि प्रशंसा की।

कॉन्फ्रेंस में सूटिंग के नये उत्पाद लॉन्च

कॉन्फ्रेंस के दौरान कम्पनी द्वारा चार नई प्रीमियम कलेक्शन सूटिंग वैरायटियों ‘गजाला’, ‘इम्प्रेजा’, ‘फिसिया’ एवं ‘एकेडमी’ को लॉन्च किया गया। नई प्रीमियम एवं विशिष्ट रेंज के अतिरिक्त कम्पनी ने हाल ही में नवीनतम जारी वाइब्रेण्ट, एलबर्टो, रेड स्क्वायर, कौनकोर्ड, कोरोनेट, अंदाज, एंडवेन्सा, फैशन वियर, स्नोवाइट, वाइट पर्ल एवं ब्लैक फैशन को भी प्रस्तुत किया एवं मलेशिया में रंगों, डिजाइनों एवं फिनिश की अनुपम छटा बिखेर दी। इन नये उत्पादों को सभी व्यापारियों ने दिल खोल कर प्रशंसा की व बुकिंग में बढ़ चढ़ कर हिस्सा लिया और कम्पनी को इस तिमाही के लिए आशा से अधिक एडवांस बुकिंग मिली।

श्री आर.के. चौधरी (सी.ओ.ओ.-मयूर सूटिंग) ने नवीनतम उत्पादों के बारे में

विस्तार से बताया कि “नई रेंज का निर्माण एक नये संदेश के समान है, प्रायः वस्त्र निर्माण में अधिकतम ध्यान उसको डिजाइन एवं तकनीक पर दिया जाता है, किन्तु इन नई रेंज के निर्माण में डिजाइन तकनीक, फिनिश, पैकिंग इत्यादि पर पूर्ण दक्षता का समावेश किया गया है। यह वास्तव में उन उभोक्ताओं के लिये है जो अपनी पहचान स्वयं बनाना चाहते हैं।”

उन्होंने कहा कि “उत्तम गुणवत्ता के रॉ-मटीरियल व अत्याधुनिक तकनीक द्वारा उत्तम गुणवत्ता का फैब्रिक बनाते हुए कम्पनी इस भीड़ भाड़ वाले दौर में भी नवीनतम फैशन के उत्पाद देने में स्वयं गर्व का अनुभव करती है। ‘मयूर’ हमेशा अपने नये उत्पादों के लिए जाना जाता है और कम्पनी का हमेशा प्रयास रहता है कि अपने उपभोक्ताओं को हर समय नया उत्पाद दे जो अपने आप में अलग पहचान लिये हों।”



Training & Development

3 Days Programme on Quality of Life. RSWM, Kharigram

The HR Dept. of Kharigram Unit organized a 3 days' Programme on Quality of Life under the aegis of Central Board of Workers' Education (CBWE) Udaipur. The programme was attended by a team of over 25 Staff members. The inaugural meeting was attended by the COO and all HODs. The 3 days programme was held with difference this time by asking deliberations of different topics by various officers. The HODs of Kharigram prepared their material on their selected topics and were given 1 hour each to deliberate on the same. The enthusiastic participation of HODs to share their experiences on different topics brought a very good response from the participants. The Management also appreciated the efforts for this novel concept.



Refresher training programme on SA 8000 - 2008, EMS and QMS, RSWM, Banswara

A refresher training on SA 8000 - 2008, EMS and QMS was organised at HRD Learning Centre on 10th and 11th November, 2010. The training was given by Shri M.P. Pareek, Management Representative for SA 8000 and Shri D.K. Sharma, Sr.Manager (SQC) for SA 8000 - 2008, Shri Devendra Taank, Management Representative for EMS and Shri Narendra Doshi, Management Representative for QMS. This training was attended by all the officers and staff members at Lodha.

Cheslind Textiles Limited, Bagalur

- ◆ To develop employee handling skills of shop floor staff, a two days training was organized on 11th and 12th December, 2010. The training was conducted by Ms. Rajalakshmi a reputed psychologist and trainer from Continuing Education and Training Centre.
- ◆ A One day Training on "First Aid" was conducted on 17.12.2010 in collaboration with Salem Productivity Council. Mr. Vilvanathan faculty trained 35 of our employees. The participants are awarded certificate by St. Johns Ambulance.
- ◆ Parents of employees were invited for interaction with HR department periodically. One such interaction was held on 18.11.2010. Ms. M. Therasa Labour Welfare officer and Mr. S. Sivakumar, Sr. Personnel officer interacted with parents on various important issues.



Performance review meeting at Cheslind Textiles, Bagalur

The monthly performance review meeting at factory has paid rich dividends in all aspects of plant working. Members of the team have accepted ownership for their jobs and this concept has helped initiative, proactive actions and problem solving by cross functional teams. On the auspicious day of Swami Vivekananda's birthday on 12th January, 2011 the review meeting for review of performance for the month of December, 2010, started with Group tradition of Deep Prajwalan, Garlanding Ma Saraswathi and Swamy Vivekananda and prayer. This invoked renewed enthusiasm among the members of the team.



Training & Development

Leadership Development programme, Banswara

RSWM Limited is committed to developing its leaders in order to meet the organisational objectives. In order to drive the development agenda in the organisation, we launched a Development Program on 16-23rd November 2010 for a select group of leaders in the organisation for potential assessment and development of executives.

This program was initiated to understand and appreciate the inherent strengths of our leadership team and how we can best leverage our internal talent going forward. In this initiative we partnered with right management India Private Limited.

At the onset of the Development program, seven key leadership competencies were created for RSWM Ltd. after understanding the key strategic drivers for the organisation.

Select number of leaders went through a One-Day Development Centre process that consisted of a series of simulation exercise to help them gain insight into their own strength and areas of development. This was followed by one-on-one feedback sessions to help each of the leaders chart out their development going forward.



Leadership workshop, Banswara

A large scale interactive program on Leadership was conducted in Udaipur on 20th December 2010. The Workshop witnessed 70 leaders of the company from across all the locations and plants discussing RSWM Vision, Business Goals and Values. The leadership team created a concrete action plan for achieving each of the business goals and in order to implement the action plans, cross functional teams and value champions were identified.



Going Forward, workshops will be conducted at select locations, to communicate the Vision, Business Goals and Values across the organization.

Art of Living, MPCL, Kullu

The Art of Living basic course was conducted from 15th to 18th November, 2010.

The course started with registration of participants followed by a brief overview of the journey ahead by Art of Living Instructor, Mr. Neeraj Kohli. The program covered two aspects of human existence-mental and physical, which was discussed and experienced through the Art of Living Module. This was followed by members from the audience sharing their experiences about the course and giving a feedback.

Training programme on Fire Fighting & First Aid, RSWM, Mandpam

The HR department of Mandpam Unit organized a Training Programme on First Aid and Fire Fighting on 23rd of Dec 2011 for all the Contract Employees. Mr. Umesh Ameta (Executive - Labour Welfare) -demonstrated the principal of Fire safety.

Workers Participation in Management at RSWM, Mandpam

Melange Family always takes lead in different forms for increasing the Participation of workers in management. The HR Department organized the Workers Competition on 24th Jan 11. Different events like , Best House Keeping Competition, Essay Competition, Best Suggestion, Best Room in Each Hostel, etc, were organized. All the winners who performed well in these Competitions got the Prizes by Sh.S.C. Garg (C.E.O- MYB) on 26th January 2011.

Moral Classes For Trainees, Rishabhdev

In order to inculcate moral values, ethics, discipline and other traits required for the human being, classes have been taken for the Class Trainees by Shri B L Poojari, retired Education Officer, who is also a member of our School Managing Committee.

Quality life programme for workers, RSWM, Rishabhdev

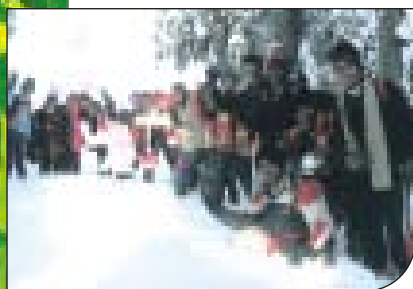
The Quality Life programme initiated at RSWM, Rishabhdev has been a great success with employees. To keep alive the positive interest in this novel programme, a two days' session under the auspices of Central Board for Workers Education was organized for worker couples on 25th & 26th November, 2010. The programme was conducted by Shri Sudhir Vadhwa, Education Officer and Shri Sushil Kumar Kothari, Regional Director of CBWE which was inaugurated by Shri M.S.Manilal, AGM (IR & HR). About twenty couples participated in the programme. In the two days' programme, the participants were given awareness about their responsibility towards job, family, society and nation. There were several topics for improving the quality of life like building better husband-wife relationship, personal hygiene, behavior towards elders & seniors, upbringing of children, balancing of budget etc.



CSR Updates

At LNJ Bhilwara, we have always cared for our people, our communities and our environment. Keeping this spirit, we define CSR as making socially responsible products, engaging in socially responsible employee relations and making a commitment to the community around it. At LNJ Bhilwara, it's not a duty but, a way of life. And it is seen in the way we conduct ourselves.

On 3rd December 2010, a four-member team from Rishabhdev visited Parai Village. They educated the Mill workers, Sarpanch and Ward Sarpanch of the village about the company's basic ethics and norms. The team also highlighted the importance of compulsory education for children. The Bhilwara Group has been organising and sponsoring small trips, events and get together to help students of different schools, colleges and rural poor for their around development. Recently the HR department sponsored 2 day sporting competition between trainees of Engineering/ Maintenance department and Security Guards at Maharana Shramik Colony in Gulabpura on 21st & 22nd January 2011.



Students of Graphite School, Mandideep

Participated in National Himalayan Trekking Programme

The Children of Graphite Higher Secondary School are bubbly, energetic and full of vigour who are ever ready to throw and face challenges in a very positive way. A team of 20 students and two escort teachers Mr. Nitin Dasaundhi and Ms. Anjula Shrivastava participated in the Trekking programme organized by Youth Hostels Association of India from 26th Dec'2010 to 4th Jan'2011. The Team reported at Ranikhet, the base camp on 28th Dec'2010 and was sent on trekking in groups. It was an adventurous trip in the lap of nature amongst the snow clad mountains.

Annual Sports Day at Graphite School, Mandideep

On 22nd Dec'2010 the Annual Sports Day was organized by the Teachers and Students of the Graphite School, Mandideep. Mr. M.L.Meena (IAS) District Collector, Raissen witnessed the program as Chief Guest. The program was inaugurated by lightning the lamp by Mr.M.L.Meena. Students of the Graphite School performed some cultural events like haryanvi dance, patriotic drama etc.

On this occasion Mr.K.Vaidyanathan, COO, Mr. M. M. Damani, AVP and President School Managing Committee were present as special guests. Ms. Vinita Mishra, Principal, Graphite School presented the School Annual progress Report. Mr. Balram Chandrakar, Secretary School Managing Committee delivered the vote of thanks to all the dignitaries and parents of the students present in the program.

Volleyball Tournament, Mandpam

A Volleyball tournament was held on 25th Jan 2011 at RSWM-Mandpam between Staff Team and Worker Team Members. In a very well contested match, both the Teams Played well and the Staff Team became the winners.

Plant Visit by Students of Bhartiya Public School – Ringas

A large group of 102 students from Bhartiya Public School visited Ringas unit on 23rd December, 2010. Dr. Naresh Maheshwari welcomed the students and introduced them with entire unit while key team members explained them the concept of our products and services. Students and the teachers were highly impressed to see the plant and campus environment.



Sports Event, RSWM, Kharigram

In order to provide for better interface and involvement and to foster healthy relations amongst the interstate trainees, the Management decided to organize a Sports Event at the "Maharana Shramik Colony" on 21st & 22nd January 2011. Lot of sporting events were organized between various teams, drawn from learners/workers as well as Engineering/ Maintenance Departments and Security Guards. Sporting events like, Volley Ball, Kabaddi, Tug of war, Lemon spoon race, etc were organized and appreciated by all concerned. The arrangements of two days' sports event was done by IR / HR Dept. followed by Dinner for all the members of the Colony / Staff.

Pilgrimage Cum Excursion tour - BMD, Mordi

BMD Staff Club, LNJ Nagar, Banswara Organised Pilgrimage Cum Excursion tour to Dwarka - Somnath & Nageshwar Jyotirlingah for

Staff members in two batches in the month of January - 2011. About 80 Members including Sh S.N.Goyal & other senior executive with spouses & children's participated in the tour spanning around 6 days. The Tour was enjoyed by all participants in a very cordial & harmonious manner. This tour

helped in breaking routine monotony & to relieve the fatigue & also brought families of staff members together for a better understanding at personal level. During the tour plant operation was running smoothly with the appreciable working support of staff members who stayed back.



RSWM Staff Club, Ringas Unit organized

Kerala Tour

RSWM Staff Club, Ringas Unit organized an Excursion Tour to Kerala in two batches in the month December 2010 & January 2011. A total of around 100 staff members along with their family participated in this 8 days tour. During this tour all the participants enjoyed the green Hills like Munnar, famous beaches like Kovallam and Alleppey, Houseboating on the backwaters.

The journey had troupe leaders to ensure comfort & safety of all the participants. The excursion was undertaken under the guidance of Shri Naresh Maheshwari, Chief Operating Officer.

Plant Visit by Students, Fabric Division, Mordi



On 23rd December 2010, Students from New Look Sr. Secondary School, Banaswara, Class VI to Xth & M.Sc. Students from Government College, Banswara visited Mayur Fabric Division, Mordi unit. Mr R.K. Chaudhary (COO - Mayur Suitings) welcomed the students. Students witnessed the production process

the manufacturing of Fabric from yarn to Finish Fabric. A presentation on RSWM and an interactive session was held by Mr P.K. Bhatt (Dy. General Manager - HR). Students enjoyed the visit & high tea arrangements were also there for them.

Tree Plantation at Fabric Division, Mordi

In the beginning of Year 2011, Mr. R.K. Chaudhary (COO - Mayur Suitings) has given resolution to each staff member to plant atleast one tree during the year. In



first phase, Tree Plantation was organized on January 05, 2011. In this event total eighty staff members participated & Planted various types of trees like Satphani, Neem, Gulmohar, Shisham, & Bottlebrush etc. staff members have also taken the responsibility to look after the tree planted by them.

Colony Sport, RSWM Power, Mordi

On 26th January 2011, a sporting event was organized in Thermal Power Plant colony. All staff & their families participated with great enthusiasm. Prizes were distributed to encourage the winners and participants.

Sports Meet: Mayur Fabric Division, Mordi

Staff Club (Fabric & Denim) organized Annual Sports Championship for staff members & family from December 19 to December 30, 2010. Everyone participated with full excitement & enthusiasm in the Tournament. The meet was Inaugurated by Sh. Y.C. Gupta (CEO - Denim) & Sh. Prabir Bandhyopadhyay (COO - Denim) with a Badminton Match. In first Six days Badminton matches & next six days volleyball matches were organized. There were six Teams in Volleyball Tournament three from each unit Fabric & Denim. It was a successful sporting event and was well appreciated by everyone.



CSR Updates



Sports Day Celebration, Mandpam



On 30th Jan 2011 Melange Staff Club & HR Dept Organized Sports Day for all the Staff Members and their Families in Staff Colony. It was a wonderful Event with Lots of games like Musical Chair ,Slow Cycling, Race, Sack race, Jalebi Race, etc, followed by delicious Lunch. All the winners of the events received the Prizes from Sh. S.C. Garg.

Excursion cum Pilgrimage Tour, Mandpam



From Oct to Dec 2010, excursion cum pilgrimage tour was organized by Staff Club of Melange for Staff Members along with their family members under the guidance of Sh. R.S. Acharya (Head HR & ER). The Trip went in three batches consisting of almost 150 members. Places visited were Mumbai, Nasik, Trayambakeshwar, Shirdi, Ajanta Caves, Aurangabad, Mahabaleshwar, Lonawala and Khandala. During the picnic everybody got the opportunity to interact with each other and their family members and enjoyed the tour.

Volley Ball Match for staff, Rishabhdev



The annual Volleyball tournament at the unit level was held at RSWM, Rishabhdev from 13th to 20th December, 2010 in which Four teams drawn from Officers/staff participated. The final match was held on 21st December, 2011 in which the team managed by Shri Anil Dalawat and captained by Shri Hemant Sharma was the winner. Officers and staff members witnessed the match everyday and encouraged the team members.

योग शिविर बीएसएल मण्डपम

दिनांक 16 नवम्बर 2010 से पतंजली योगपीठ के सानिध्य में योग शिविर का आयोजन बीएसएल स्टाफ क्लब मण्डपम् में किया है। योगप्रशिक्षक श्री छितरमल पारीक द्वारा योगाभ्यास करवाया जा रहा है, जिसमें प्रतिदिन 10-15 कर्मचारी सपरिवार विभिन्न योग कर स्वास्थ्य लाभ प्राप्त कर रहे हैं। यह शिविर प्रोसेसिंग डिविजन के उपाध्यक्ष श्री ए.के. मेहता के सानिध्य में नियमित रूप से चल रहा है।

Free Eye check up Camp, RSWM, Rishabhdev

A three days long Eye Check up camp was organized at Rishabhdev by Lions Club, Rishabhdev and RSWM, in collaboration with ARBIS International, First Sight & Alakh Nayan Mandir, Udaipur from 10th to 13th November, 2010. About 4,600 persons in and around Rishabhdev town got benefited from this camp, out of which free specs were given to 4,200 persons. Those who needed eye surgery were operated at Alakh Nayan Mandir, Udaipur.

Students visit, RSWM, Rishabhdev

A team comprising of 50 students from Sreenathji Institute of Technology & Engineering, Nathdwara visited Rishabhdev plant on 22nd November, 2010. They took round of the whole plant and were highly impressed with the state-of-the-art technology and the campus environment. Mr. M. S. Manilal, AGM (IR & HR) replied to the queries raised by the students about the Unit and Textile industry and other matters of their interest. The students and teachers thanked the management for the arrangements made for them.

Village Tour, RSWM, Rishabhdev

A four member team consisting of Prodn. and Pers.& HR people visited Parai village, about 10 K.M. away from the plant on 3rd December, 2010. Apart from Mill's workers, Sarpanch and Ward Panchs of that particular area attended the programme. Shri M.S.Manilal, Head (IR &HR) briefed about the company and various welfare activities going on/initiated by the Unit for the well-being of its employees. He also mentioned about the chronic problem of absenteeism among the workmen and requested the Village dignitaries present over there to motivate the workers to be regular on duty and take full benefit. This forum has provided an opportunity to workers for raising their unresolved grievances in an informal atmosphere.

Pariwar Milan Programme, RSWM, Rishabhdev

As a part of HR activity, a 'Parivar milan' programme was held at the residence of Shri Ratan Lal, Autoconer Checker of Mill No.1 at Bayadi, about 15 K.M. away from the plant on 6th December, 2010. It's a kind of Tiffin picnic as the food is also carried to the residence of the checker and the visiting members dine along with the family members and friends of the checker. In this informal get together, senior officers and staff with their family members spend a few hours with the family of the checker. The occasion provides a forum where everyone interacts freely with the family members, friends, neighbours and the workers from our plant. The programme helps to create a sense of belongingness among the workmen towards the organization.



Corporate Social Responsibility



Sports Day Celebration, Rishabhdev

RSWM, Rishabhdev Staff Club organized a one day sports event for staff and family on 26th January, 2010, on Republic Day. Shri P.Sethi, COO inaugurated the sports events by lighting the mashaal brought from the nearby Hanuman Mandir, accompanied by motor cycle rally of staff members. Interesting events like 100 mtr. race, spoon race, long jump, high-jump, shotput, Needle & Thread for gents, ladies and children were held. A volley-ball match held between 'Chacha & Bhatija' (Staff & Children) was the main attraction of the day. All staff members with their families enjoyed the day by participating in various events. At the end of the programme, prize distribution and dinner was also arranged.

Badminton Tournament, Maral Sarovar

Maral Sports Committee organized Badminton tournament in Men's Doubles and Couple's Doubles groups for its employees and family. The tournament got excellent response from the employees, which was conducted from 14th January to 26th January 2011. In Men's Doubles, Shri Tarun Baldua & Shri Vivek Kushwah bagged the trophy and Shri Murli Purohit & Shri Brij Bhushan got Runners trophy. In Couples Doubles Shri & Smt. Tarun Baldua took away the trophy while runners were Shri & Smt. Onkar Tiwari.

Annual Sports Day, Maral Sarovar

On 26th January 2011, Annual Sports Day was celebrated at Maral Sarovar. The main attraction was "Marathon Run for Global Peace" in which a lot of employees and their family members took part. Competitions like 100 mtrs & 50 mtrs. Race for different age group of Children and Tug of War for Men and Women held as a part of Annual Sports Day.

Maral ISCC-2011

Maral Interdepartmental Staff Cricket Championship (MISCC) – 2011 was conducted at Maral in the last week of February 2011. Six teams from various departments participated in the tournament and the matches were played in the night in floodlight. In the exciting final match played between the teams of P&A/PS/IT/Planning Vs Spinning/Maintenance, the Championship was won by P&A/PS/IT/Planning team. The champions took away the Rolling Trophy of MISCC 2011. Congratulations to the winning team.

Welcome Aboard

Joining announcement, RSWM, Kharigram

Shri Brij Mohan Sharma has joined the organization as CFO of the RSWM w.e.f. 15th January, 2011. Based at Kharigram, he shall be functionally reporting to MD under guidance from Shri J.C.Laddha.



Shri Brijesh Joshi - GM (P&IR) joined the Kharigram plant on 15.11.2011 to look after the work of Personnel Dept on retirement of Shri R.B. Gupta, the previous HOD of the department.

Cheslind textiles, Bagalur



Mr. V. V. Raju joined as Vice President (Operations) in Cheslind Textiles. A Textile Technologist of 1980 Batch from Guntur (Andhra Pradesh), he brings with him rich experience of more than 30 years, working with reputed organizations in Gujarat, Madhya Pradesh and Rajasthan. His last employer was M/S Surya Jyothi Spinning Mills Limited, Hyderabad where he worked as a Unit Head.

Maral Overseas Ltd., Maral Sarovar

Mr. Surender Kumar Bhatt joined Maral Overseas Ltd, Maral Sarovar as Vice President (Spinning). Having rich experience of about 26 years in the field of textile technology, Mr. Bhatt has worked with reputed textile groups like Vardhman, STI, Ginni etc. Prior to joining Maral, he was working with Ginni group. Welcome Mr. Bhatt to Maral fraternity.



Interactive Section

Health Tips

Season transition, Beware

When we talk of Spring we think of nature renaissance, season of joy and happiness. Spring is the perfect season for adjusting your way of living, for eating healthier and for spending more time outdoors. Hence no more cuddling under a hot and heavy blanket because its time to enjoy and move out in the sunshine.

But things doesn't easily move the way we want in this season. Spring is the season when certain disorders are more prevalent than at other times of the year. Allergies can affect almost any area of the body. Close relations to allergies are asthma and dermatitis including eczema and psoriasis can make their presence known most often this season. Eye problems, menstrual cramps, digestive problems, headaches and constipation occur more in Spring than any other time.

So, in honour of spring and all manner of couch spuds heading outdoors, here's top ways to be a healthier this spring:

- Eat more sprouts, shoots, and greens: Remember, those baby plants are chlorophyll-rich manifestations of the wood element. And they're really good for you.
- Start a garden: Whether you grow some lettuce in pots on your balcony or convert part of your back yard into a pumpkin patch, gardening is good for your soul .
- Get your eyes checked: While this may seem unrelated to anything, your liver is actually responsible for the health of your eyes. So take care of them this spring by getting your vision checked.
- Get moving: Get off the couch and get the sap going in your veins. Take a walk, take stairs instead of lifts, play outside, ride your bike. Whatever you do, a little movement will wake you up and make you feel good.
- Go outside: Get in touch with the natural world around you. Be a witness to the incredible changes this season brings. .
- Eat well: Eat fresh food. Take a little break from adult beverages. Skip highly processed foods and foods with very long ingredient lists. It will feel like a mini detox.
- Eat darkly coloured foods to enrich Liver blood: Black beans, eggplant, greens, blueberries, spinach, peppers, beets, etc.
- Start something new: Spring is a time of growth and expansiveness. By starting a new project, hobby, skill or relationship, you're creating movement, change, and growth that are the essence of this time of year.



Career Talk (For Students)



Career in Fire Engineering

Fire engineering is a field which explores various possibilities of preventing fire. It can be defined as an art and science of designing buildings with providing facilities for life safety and protection of property keeping any unwanted incidents of fire in mind. This includes the application of scientific and engineering principles, based on an understanding of the effects of fire and its reaction along with understanding the behaviour of people. Aspects such as property, environment as well as the impact of fire protection systems including detection, alarm and sprinkler systems should also be kept in mind. Fire Engineering is becoming world's noblest professions by virtue of its growing role in saving life and property. The variety of building uses, sizes, shapes and construction values, makes it a varied job and a rewarding career. In India, with the spurt in industrialisation and modernisation we have seen congestion in cities as a result of which there has been a rise in the number of fire cases. Precious human lives are at risk and those opting this profession will have this tremendous satisfaction of coming to their rescue.

Fire Engineering: Eligibility

This field requires proper degree and good personality. Fire blaze can take place at any sensitive area like acid factory, densely populated areas, chemical factory and forest areas as well. Hence courage, patience, leadership quality, quick decision making ability is a must to control any fire mishap easily. A candidate can pursue diploma or degree only after he has passed Class 12 where he has to have 50% marks either in Physics or Maths along with Chemistry. He has to crack All India Entrance exam of Fire engineering and essentially meet the physical standards. Height of a boy should be 165 cm and weight 50 kg whereas a girl's height should be 157 cm and weight 46 kg. Eye vision for both sex should be 6/6 and age limit is between 19- 23 years.

Fire Engineering Career Options:

There are lot of opportunities in Fire Engineering. It all depends on the type of course one pursues.

- Fire Engineer
- Fire Extinguisher
- Fire Technological Industrial Safety Manager
- Industrial Safety Supervisor
- Rescue and Fire Fighter

Fire Engineering: Institutes in India

Here are listed few Institutes in India imparting courses in the field of Fire Technology :

- Indian Institute of Technology, Kharagpur (www.iitkgp.ac.in)
- Rashtriya Agni Mission Seva Mahavidyalaya, Palampur, Nagpur (www.nfscnagpur.nic.in)
- Delhi College of Fire and Safety Engineering, New Delhi (www.dcfse.com)
- College of Fire Technology, Ahmedabad (www.collegeoffiretechnology.com)
- International Institute of Fire Engineering Safety and Security Management, Pune (www.nifsindia.net)

Festivals & Celebrations

It has been a period of festivities. All our plants across the country saw celebrations of festivals with employees and their families enjoying in full fervor.

Celebrations at HEG Ltd., Mandideep

New Year: Executives & Staff of HEG LIMITED, Mandideep organized a colorful event at Bhopal to say goodbye to 2010 and to welcome 2011. The function was held at Golde Oak Garden, Bhopal on 31st December 10. The function was well attended by HEGites with their family members.

Republic Day: The Republic day was celebrated with zeal at HEG Mandideep. Program started with the unfurling of the National Flag in HEG premises by the Chief Guest Mr. K.Vaidyanathan (COO). The chief guest inspected the guard of Honor and March past by the security personals.

Cultural Activities at BIL, Bangalore

Deepawali: Bhilwara Infotech celebrated this year's deepawali with a day out on a picnic to a nearby resort. On the occasion of Deepawali, Pooja was performed at the Bangalore office, Sweets and Gifts were distributed to the employees. The employees were invited for a day out from their regular, routine and tight schedule. It was a fun filled outing as many games and activities were organised and the employees were able to showcase their talents. Some of the main events were Archery and Water games which was most exciting and thrilling among the games played.



New Year: On the eve of New year, a get together was organized with many cultural program and activities. This has been appreciated by all the employees.

Celebrations at RSWM Power, Mordi

Republic Day: India's 62nd Republic Day was celebrated at Thermal Power Plant, Mordi. After hoisting the National Flag, awards were given to company employees and contractors for exceptional work. Sh Rakesh Kumar Sitoke was the Chief Guest.

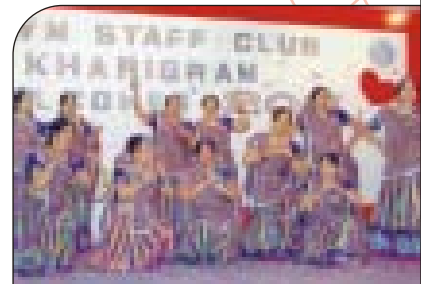
Christmas: Power Plant Family celebrated Christmas with Musical Chair race for Gents, Ladies, & Children on 25.12.2011 evening in Colony's Central Park. All Employees and their families enjoyed the memorable day. Christmas gifts were given to all children and a Lucky Draw was also held for the staff.

Celebrations at RSWM, Kharigram

New Year: This year's New Year eve Celebrations had a different theme in Kharigram Unit with full participation by the Younger team for it's preliminary preparations of the Celebration and involvement of families. The Rajspin Staff Club organized a sumptuous dinner and later-on a cultural programmes managed by the young team. The whole team of KGM and their families



participated with enthusiasm for the complete programme and at the conclusion, the lucky draw with various items were distributed to the winners. The celebrations also marked felicitation of the members whose Birth Day fell on 31st Dec. and 1st January.

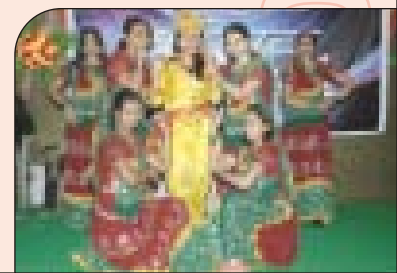


Republic Day: The 62nd Republic Day Celebrations at Kharigram Unit was celebrated on 26th Jan. 2011 and National Flag was hoisted by Shri J.C. Laddha, Executive Director, followed by cultural programmes performed by the School children of neighbouring schools. On the occasion, prizes were distributed to the Winners of the sports event held on 21st & 22nd January, 2011 at Maharana Shramik Colony for the workers. Sh. Laddha also informed about the Management's decision to go for expansion of Kharigram Unit for an investment of appx. Rs.200 Crores for an ultra - modern plant as independent Unit.

बीएसएल आगाज़ 2011 का भव्य आयोजन

नववर्ष के अवसर पर दिनांक 8 जनवरी 2011 को स्टॉफ क्लब में एक भव्य कार्यक्रम आयोजित किया गया जिसका शुभारंभ कम्पनी के सी.ई.ओ. श्री आर. एन. गुप्ता ने दीप जलाकर किया। रात्रि 8:00 बजे से मध्य रात्री तक चले इस कार्यक्रम के दौरान कम्पनी परिवार के सदस्यों एवं बच्चों द्वारा अनेक रंगारंग कार्यक्रम प्रस्तुत किये गये एवं स्टाफ मेम्बर्स की एक लॉटरी भी निकाली गई।

कार्यक्रम के दौरान कम्पनी के सभी प्रमुख अधिकारी, कर्मचारी सपरिवार उपस्थित थे।



Republic Day Celebrations at Maral



63rd Republic Day of the Nation was celebrated at Maral Sarovar on 26th January 2011. At 7.25 a.m. flag was hoisted by the Unit President Shri Tarun Baldua. As a mark of tribute to the patriots who gave up their lives for the Nation, "Amar Jyot" lamp was lit up by Shri Tarun Baldua. Workers who have contributed maximum number of attendance in the year were also honored in this occasion.

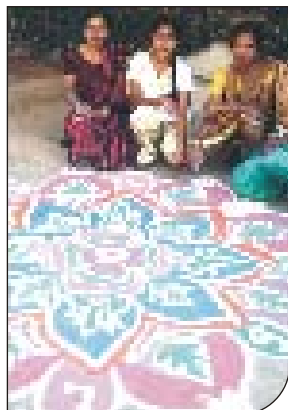
Celebrations at Cheslind Textiles, Bagalur



day celebrations on 26.01.2011.

Pongal (Sankranti) was celebrated with joy and cheer on 15th January, 2011. Games, sports and cultural activities were conducted and the winners were awarded prizes.

Republic Day: Mr. V. V. Raju, Vice President (Operations) hoisted National flag as part of Republic



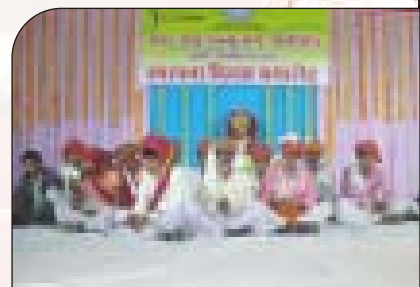
Celebrations at RSWM, Banswara

Uddaan - 2011 - New Year Celebration: RSWM Lodha Staff Club organised a cultural even " Uddaan 2011" to welcome the new year on 31st Dec'10 . The Theme of the event was "Anekta Main Ekta" which was defined at Stage by the staff & family members by " Mile Sur Mera - Tumhara to Sur Bane Hamara" depicting India as well as LNJ group having people of different regions & culture, working together as a team .



Children, Ladies & staff members presented the beautiful dances of different regions on the occasions. Chief Operating Officer Sh. Sanjay Sharma gave the best wishes to all the staff & family members for the new year & congratulated the Club committee for organizing a joyful event. Prizes were distributed in the end for the performers.

22nd " Sthapana Diwas " on 18th January, 2011 at Workers hostel, RSWM, Banswara, Lodha, the 22nd foundation day of Lodha Unit was celebrated with great enthusiasm at workers hostel. The celebration started with garlanding of Ma Sarasvati by Executive Director Shri J.C. Laddha, Chief Operating Officer of Lodha Unit Shri Sanjay Sharma and Chief Operating Officer of Kharigram Unit Shri Rajeev Jain. A folk dance (Gher) performed by nearly 50 workmen and class trainee in traditional dresses and costumes was the main attraction on this celebration. The devotional songs and Bhajan in Bhojpuri were presented by old and new workers. The programe was appreciated by all the staff and workmen.



Republic Day celebration:

The celebration was started with flag hoisting by Shri Sanjay Sharma at 8.30 a.m. The main attraction of the function was parade organised by Security Personnel and Class Trainees. On this occasion, the workers having highest attendance record in the calendar year 2010 were rewarded.



Festivals & Celebrations

Celebrations at RSWM, Ringas

Samoohek Bhoj on Dipawali: RSWM, Ringas Parivar celebrated the grand Dipawali Festival on 05.11.2010 in the Mill Premises. On this day a Lakshmi Poojan was organized in the Administrative Office and Factory Main Gate which was performed by COO, Dr. Naresh Maheshwari along with entire Core Team Members. As a part of celebration, a Samoohek Bhoj was also organized wherein all the workers, staff members and officers enjoyed the delicious food. The celebrations culminated with the various types of Firework in the Staff Colony.

Republic Day: Ringas unit celebrated 62nd Republic Day with unfurling of the National flag, followed by National Anthem with patriotic fervor by Dr. Naresh Maheshwari, COO, staff members, their families and workers. Hoisting the National Flag, Dr. Naresh Maheshwari, COO conveyed his best wishes to all employees and also emphasized the need to increase quality and productivity.

Celebrations at MPCL, Kullu

Lohri: At MPCL the occasion was celebrated on 13th January, 2011, venue being V.I.P. Guest House entrance (Parking Area). All employees, workers and families gathered



around a lit bon-fire. After the puja the celebration began with sharing of peanuts, chikis, gajak and other sweets. Tea and pakoras were served to all followed by music and some lively singing.

Celebrations at RSWM, Rishabhdev

Annual Day-cum-New year celebrations were part of the activities on 31st December, 2010 under the Staff Club banner with lot of fervor and frenzy. The function began with a delicious dinner enjoyed by the management, staff and their families and the dignitaries from nearby towns, viz. Udaipur, Kherwara and Rishabhdev. The cultural evening commenced at 9.00 PM with lighting of lamp by the COO, Shri P.Sethi along with his wife, followed by Saraswati Vandana by a section of children. Variety of cultural events like Solo dance, solo song, Ladies' dance, gents' & children's play, fancy dress, ramp walk, etc. presented by staff and their family members enlivened the evening and the whole programme lasted till 2.30 AM on 1st January, 2011. Shri P. Sethi conveyed his good wishes to all for a Happy and Prosperous New Year.

Republic Day: Republic Day was celebrated at RSWM, Rishabhdev on 26th January, 2011 by hoisting the National Flag in the morning by Shri P.Sethi, COO of the unit, in presence of senior officers, staff and workers.

Celebrations in Melange Family, RSWM, Mandpam

Diwali Celebration:

Diwali was celebrated on 05.11.2011 followed by Laxmi Poojan at Adm. Block. All staff

members attended the Pujan along with family members and got blessing of Goddess Lakshmi. The pooja was followed by distribution of prasad and bursting of crackers.

New Year Eve: On the occasion of New Year Celebration Melange Staff Club organized the New Year Culture Eve (Kalash-2011). In this Event Mr. Amit Tiwari (Dy. Manager- H.R) showed the Documentary Movie name as "HR Sampark" with a coverage of different Events in Melange Family in the Year 2010. This event was full of fantastic performances by the Family Members of Melange.

Republic Day: The Celebrations took place at RSWM – Mandpam Main ground. The flag hosting and unfurling of tricolor flag of India by Shri S.C Garg. (C.E.O - Melange Yarn Business) Mr. R.S. Acharya (Head HR & ER) He wished and addressed all the staff and workmen.



Festivals & Celebrations

बीएसएल लिमिटेड मण्डपम्

बीएसएल लि. के मण्डपम् स्थित कारखाना परिसर में 26 जनवरी 2011 को 62 वें गणतन्त्र दिवस समारोह मनाया गया। झण्डारोहण सी.ई.ओ. श्री आर.एन.गुप्ता ने किया। परेड निरीक्षण के पश्चात् सुरक्षा गार्ड्स द्वारा परेड कर राष्ट्रीय ध्वज को सलामी दी गयी। इस अवसर पर श्री आर.एन.गुप्ता ने सभी उपस्थित स्टाफ व कर्मचारियों को संबोधित करते हुए कहा कि इस गणतन्त्र रूपी धरोहर को प्राप्त करने में देश के कई सपूतों ने अपनी कुर्बानी दी व खून बहाया है हम आज अपने अधिकारों के साथ-साथ कर्तव्य के निष्पादन को सूनश्चय कर देश को ओर खुशहाल बना सकते हैं। अतः अपने कार्य के प्रति ईमानदार व निष्ठावान रहकर देश को बहुत कुछ दे सकते हैं। श्री आर एन गुप्ता, श्री जे सी सोनी, श्री ए के मेहता, श्री एस सेनगुप्ता, श्री मनोज गुप्ता व श्री एच एस राठौड़ ने वर्ष 2009-10 में उत्कृष्ट कार्य करने वाले 20 श्रमिकों (प्रोसेसिंग डिविजन-5, विविंग डिविजन-5, स्पिनिंग डिविजन-9 व सिल्क डिविजन-1) को शाल ओढ़ाकर व प्रशंसा-पत्र देकर सम्मानित किया, साथ ही जिला उद्योग मेला, भीलवाड़ा में आग बुझाने में साहसिक कार्य करने पर कम्पनी के सुरक्षा गार्ड श्री मानसिंह मीणा व श्री छितरलाल मीणा को भी सम्मानित किया गया।

दिवाली मिलन समारोह 08 नवम्बर 2010, बीएसएल स्टाफ क्लब द्वारा दीपावली के पावन अवसर पर एक भव्य समारोह का आयोजन किया गया जिसमें कम्पनी के चैयर मैन एवं मैनेजिंग डायरेक्टर श्री ए. के. चूड़ीवाल ने दीप जलाकर कार्यक्रम का शुभारम्भ किया। इस अवसर पर कम्पनी के सीईओ श्री आर. एन. गुप्ता, बिजनेस हेड श्री जे. सी. सोनी, आर.एस.डब्ल्यू.एम. के सीईओ श्री जे. सी. लद्दा, बीएसएल के पूर्व मैनेजिंग डायरेक्टर श्री आर. एल. नौलखा, पूर्व प्रेसीडेंट श्री एम. डी. गगराणी सहित सभी कर्मचारीगण सपरिवार उपस्थित थे। श्री चूड़ीवाल द्वारा समुद्र मंथन से प्राप्त लक्ष्मी के सम्बन्ध में विस्तृत विवेचना करते हुए सभी को दीपोत्सव की मंगलकामनाएं ज्ञापित की गई।

New Year Celebrations at Maral Sarovar

"Maral Parivar" welcomed the New Year with variety of cultural programs. The new year celebrations began at 8.00 p.m. on 31st December 10 after the group dinner hosted by the Staff Club. Dances by all age groups were conducted which was loudly appreciated by the audience. Other attractions were karaoke songs presented by Anil P. R. & Shreya Tiwari and open dance at 12 midnight as a mark of welcome to the New Year.

Farewell

Farewell to Shri Jorawar Singh, RSWM, Banswara

Shri Jorawar Singh retired from the services of the organisation on 31st March, 2010. After his retirement, he was with the company on retainer-ship till 31st December, 2010. A farewell was organised in his honour on 20th January, 2011.

He joined the organisation on 4th April, 1992 as Factory Manager and served the organisation for more than 18 years in various capacities and at the time of retirement, he was Sr. Manager (Legal & Public Relations). The management placed on record its appreciation for the dedicated and valuable services put in by Shri Jorawar Singh during his tenure with the company. Management wishes good health and a happy retired life to Shri Jorawar Singh.

ए.डी. जल विद्युत परियोजना में हर्षोल्लास से मनाया गया गणतंत्र दिवस।

ए.डी. जल विद्युत परियोजना, मनीली के प्रांगण में राष्ट्र के 62वें गणतंत्र दिवस को धूमधाम से मनाया गया। इस उपलक्ष्य में आयोजित कार्यक्रम में परेड एवं ध्वजारोहण के उपरान्त परियोजना प्रभारी ने सभी उपस्थित लोगों को राष्ट्र के गणतंत्र दिवस की बधाई दी और राष्ट्र की प्रगति एवं खुशहाली का संदेश दिया। कार्यक्रम के दौरान परियोजना प्रबन्धन ने परियोजना क्षेत्र की ग्राम पंचायतों के नवनिर्वाचित पदाधिकारियों को सम्मानित करते हुए क्षेत्र के विकास में उनके द्वारा किये जा रहे प्रयासों की सराहना की।



Celebrations at LNJ DENIM, Mordi

Children's Day Celebration

On the occasion of Children's Day, a get-together of children was organized at LNJ Nagar in which every thing was arranged according to the taste of children i.e. Chocolates, a Nice Funny Movie, which was played on large screen through projector, followed by Surprise gifts distributions and refreshments.

Annual Family Get Together

LNJ Denim Parivaar celebrated "Annual Family Get Together" on 21st Nov-2010 in Relax Inn Hotel, at Banswara. The function was full of remarkable programs, like Games, Magic Show & group dance. All Staff members enjoyed the Show and Dinner, with their family members.



MANAGING REDUCTION OF GREEN HOUSE GAS EMISSION AND CARBON FOOT PRINT

At LNJ DENIM (A Unit of RSWM Ltd), we always strive to minimize the negative impact of our operations on the environment. Climate change being a global cause of concern for social, economic and environmental development, we recognize its importance and strive to mitigate the effect which is also a part of our corporate social responsibility.

The rule of 3 R's i.e., "Re-use, Recycle and Recover" is being followed at the appropriate level to reduce the carbon foot print.

Our continuous efforts are built around the following pillars:

- 1. Efforts to Reduce Power consumption** - The power consumption has reduced from 2.2 units per meter to 1.78 units per meter of Denim Fabric. This has resulted in reduction of green house gas emission from 1.196 kg to 0.968 kg per meter.
- 2. Collection and reusing condensate water in Process** - Condensate water of approximately 50 kl /day is being recovered and reused in the process. This has resulted in reduction of Green house gas of 403.5 tons per month.
- 3. Installation of Exhaust Gas Boiler** - We have installed Exhaust Gas Boiler in our Generating sets and generated 150 tons of steam per month. This has resulted in saving of 40 tons of green house gas per month.
- 4. Reusing cooling water** - In processing, water is used for cooling the rubber belt and singeing heaters. Instead of passing the used water to Effluent treatment plant, we are reusing this water for Gardening. Thus, we reduced the use of chemicals for water treatment at ETP and this reduction has resulted in reduction in production of Green House Gas.
- 5. Installation of Heat Recovery system at Stenter** - Earlier exhaust hot air from Stenter was going out, now, it is being used for heating up of the water. This has resulted in substantial savings in emission of Green House gas.
- 6. Installation of Reverse Osmosis Plant in Effluent Treatment Plant** - By installation of R.O Plant we are able to reuse 400 kl of water per day in processing.

7. Spinning Recycle Plant - We have a plant to recycle the cotton fiber and we are recovering approx. 50 % of the cotton waste and reusing it in the mixing.

8. Recycling of Indigo dyed Fabric- Our "Recycled" Denim fabrics are made from waste dyed yarn and waste dyed fabric. The waste (scraps) are collected and garnetted (converting fabric / yarn into fibre) . The garnetted fibers are reprocessed, blended and re-spun into yarn and ultimately converted into fabric. In our "RECYCLED" product range, we are having pre-use and post use RECYLED DENIMS . Our recycled Denim Fabrics are now certified to the Global Recycle Standard (GRS) from "Control Union" of U.K.

9. Sizing Chemicals - We have replaced Starch based Sizing chemicals by Synthetic sizes as they reduce pollution loads because of lower biological oxygen demands.

10. Plantation - For the last two years we have done good number of Plantation at our Plant site and also at our staff colony. We have restored the waste land by plantations and use treated effluent water for watering those plants. Approx. 80 Bigha land is used for growing vegetables, wheat, mong dal, corn etc. During the year we have planted more than 5000 trees.

11. Use of Organic Cotton - We are using organic cotton as per the specific requirement of some customers and our plant is certified by Control Union of U.K for Organic cotton. It is known that growing of Organic fibres uses less energy for production and has unlimited social ,environmental and health benefits . 43 % less green house gases are emitted per unit under organic agriculture which also uses 63% of the energy required for the conventional farming system.

12. CRP - We have caustic recovery plant where the mercer liquor (caustic) from mercerisation process is collected and processed. There after it is reused for the mercerisation process.

13. Sewage Treatment Plant - The entire domestic and human waste is treated at the sewage treatment Plant at staff colony and the treated water is used for gardening and farming at the colony.

We are committed to make, and making sincere efforts, to promote better environment and full implementation of the slogan **"Re-use, Recycle and Recover"**

(The Article is written by Shri Prabir Bandyopadhyay, C.O.O., LNJ Denim, Mordì)