

SANDHAR darpan

From Editor's desk

April, 2011 started with a bang for the automotive sector, a growth of 20% as compared to last year and then gradually dropping to 15.8% by July. We have seen a drop in vehicle production and sales, especially petrol cars.

The real GDP grew at 7.7% as against 7.8% last quarter and 8.8% Q1, 2010-2011. Agriculture, Industry and Services grew at 3.9%, 5.1% and 10%, respectively as compared to 2.4%, 10.5% and 9.6% for the same period LY.

The outlook was to grow by over 9% in 2011-12, but consumer mood and sentiments are down because of various issues faced by the nation, like, increase in fuel prices, rise in interest rates, inflation touching 10%; uncertainty, corruption, land acquisition etc. The debt crisis and recession in the western world has also affected our manufacturing sector. We are witnessing a slowdown.

As against a GDP growth of 8.5% in 2010-11, 2011-12 outlook has been revised to be between 7.5% - 8%. However, this still looks good when compared to the annual average growth rate of 6.6% for last 20 years, from 1990 - 2010.

We have seen a lot of action from April to June in the automotive sector with launch of new models like Ford Fiesta Classic, Toyota Liva, Chevrolet Beat in diesel & electric variants, Renault Fluence, Tata Aria, Scorpio EX, 2011 Corolla Altis, 2011 Land Rover Freelander 2, Audi A7 Sportback & R55, M&M Maxximo Mini Van, Tata Magic Iris, Ace Zip & AL-Nissan Dost. Re-launch of Logan as Verito with the Mahindra tag.

Hero MotoCorp rolled out the new Glamour and Glamour FI variants. Other launches are Kawasaki Ninja 650R, Honda CBR250R, Bajaj Discover 125cc, Harley Davidson 2011 XL1200X Forty-Eight and Hyosung GT650R & ST7.

We have also seen the entry of Ferrari, Aston Martin and Maserati into India. Start of BMW X3 production at Chennai and the beginning of Nano exports from India.



The new aluminum die casting unit at **Bawal** has gone on stream, built over an area of 20,000 sq. mtrs. currently it is planned for 15 PDC machines, but capacities can be doubled on a short notice.

Eight machines ranging from 120T to 420T are already in production and by the end of this year it will have seven more machines with capacities ranging from 250T to 550T.

SANDHAR

Sandhar Technologies Limited

Growth, Motivation & A Better Life

Home Contacts Sitemap

About Us
Business
Products
Manufacturing Locations
Customers
Careers
Enquiry
News
E-Login

Competition is our way of Life, it keeps us Flexible & Motivated

Welcome to Sandhar

Sandhar started its journey in 1985 with Sheet Metal Stamping in Plot No. 3, Sector 18, Gurgaon with 12 employees and did a turnover of 12 lacs in the first year.

It went on to gradually add automotive locks and mirrors to its product range. Realizing the need for better quality control over child parts and economies of scale, it further expanded into manufacturing mirror plates, zinc die casting, plastic injection moulding, dies & moulds and body colored paint shops.

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- 22 Manufacturing Locations
- 3 Countries - India, Spain & Indonesia
- 5400+ Employees
- ISO/TS 16949 | ISO 14001 | OHSAS 18001
SA 8000 | ISO 9001

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We have a new website. The latest corporate presentation, product catalogue, news & updates are all posted for you to read. Please visit www.sandhargroup.com to read more....

Sandhar Components Attibele has developed two cavity tools for three 15 ton PDC machines which have been running with one cavity output for the past 20 years.

With this new development production has doubled and reached 6 lac nos. per month as compared to earlier 3 lacs, thereby generating additional capacity.

Corporate HR has been conducting **Monthly Meets**, which is now extended to participation of COOs' and Unit Heads. The first extended meeting for north zone units was conducted at Behrampur on 25th June and thereafter, in Bengaluru for south zone.

This meeting reviews pending HR & IR issues, manpower MIS, kaizen, quality circle, trainings, recruitment, statutory returns etc.



Know about

PLANT : SANDHAR

Sandhar Technologies Barcelona S.L.



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Barcelona, originally, a Roman city famous for its rich cultural heritage and renowned architectural works of Antoni Gaudi is the 2nd largest city in Spain and Europe's largest metropolis on the Mediterranean coast. It is the 4th best business city in Europe.

Fundicion Dalia the first foundry in Spain was founded in 1921, a 100% family owned business. In 1986 Dalia's owner founded Tècniques de la Foneria Injectada (Tecfisa) and in 1995 the plant moved to Monjos 50 kms. away from Barcelona. Sandhar acquired Monjos plant of Tecfisa in 2007 and re-christened it **Sandhar Technologies Barcelona S.L.**

The first die casting machine in Spain was put in Fundicion Dalia for making toys like zamak guns and cars later shifted to Tecfisa, Monjos plant in 1995. This machine is a part of our reception at Barcelona and adds to the pride and heritage of the plant.

Sandhar Barcelona manufactures thin wall aluminium pressure die cast parts of medium weight for vehicle restraint systems, windscreen wiper systems, anti-vibration systems and suspension systems.

It started production of spools for Autoliv in 1993 and thereafter for TRW in 1995. The PPAP for both the programs was done by Mr.Juan Vilar, the current MD of STBL.

Sandhar Barcelona with manpower strength of around 200 has an in-house design & development dept. for both dies and components, casting machines ranging from 320 tons to 1000 tons, 4 manual & 26 automated cells and an in-house testing & validation facility producing over 200,000 components per day. It is accredited for ISO/TS 16949 and ISO 14001.

Major customers of STBL are Autoliv, TRW, Bosch, Trelleborg and Saint Gobain.

VENDOR: kirat

Mr. H P S Bakshi, a mechanical Engineer by qualification started his career at Escorts Motorcycles in Vendor Development. After working there for about seven years he decided to start his own venture with support from friends.

Kirat Plastics was established in 1992 at Faridabad to manufacture intricate thermoplastic components for the automotive industry, the first customers being Escorts and Sandhar. Later it shifted to Dhumaspur in Gurgaon.

Today with approx 200 employees, 3 units - Gurgaon, Haridwar and Baddi, in-house Design & Development dept., a tool room, clean room and machines ranging from 60 tons to 500 tons it is producing sub-assemblies and components for the automotive industry, electrical, switch gear, industrial applications, it exports healthcare products to the US and Europe and is working on new product development for the material handling industry.

It has capabilities of taking a product from prototype to final design stage. The auto component industry is the main customer base of Kirat with around 65% of its turnover coming from Sandhar.

Kirat is accredited for WHO GMP, ISO / TS 16949 for automotive and ISO 9001 for health care products.



Awards & Recognitions

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Mr. Gopal Singh of Sandhar Automatives, Gurgaon received the Haryana **Shram Veer Puraskar** from the Haryana Labour Minister, Pandit Shiv Charan Lal Sharma and a sum of Rs.20000/- on 12th May 2011 for his discipline, efficiency and contribution in discharging his social responsibilities for the year 2008.



Mr. Nand Kishore of SCM received the **Best Kaizen Award** in May 2011 for his work in saving time and material in manufacturing slider for die P-60.

SAB Highest Kaizen Awards



Mr. Kumar N for May 2011



Mr. Pradeep K S for June 2011

SAB Best Employee Awards



April - Mr. Suresh M A, Mirror Section



May - Ms. Kantamma, Housekeeping working on a contractual basis through M/s Shree Vinayka Enterprises



The first internal 5S Audit was conducted at Haridwar on 6th June.

The Paint Shop Team scored the highest and received the **Best 5S Award**.

Sandhar Automatives, Haridwar plant started production in Feb. 2010 and the paint shop was added in Jan 2011.



Attendance Award was given at SCM to Mr. Devender of QA for perfect attendance of six months from Jan - Jun 2011.



A shadow board designed and made by Mr. Ram Shelar of SCP.



June - Mr. N Ravichandran, Quality

Environment Day at Sandhar



Workshop on Energy Conservation

A workshop on Energy Conservation “Save Fuel yaani Save Money” was conducted at Sandhar Components, Manesar for senior and middle management staff on 10th June and on 11th a domestic workshop for the families of the employees by the Petroleum Conservation Research Association (Northern Region).

During their visit to SCM the families also visited the shop floor and production facilities at Manesar, had lunch at the plant canteen. A quiz was organized for the children and a competition for the wives.



PCRA Domestic Workshop



Employee families on a shop floor visit



Lunch in the SCM Canteen

Visitor's Corner

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Faurecia Team at Sandhar Corporate Office with Mr. Jayant Davar and Mr. Arvind Joshi on 9th May



Faurecia Team at Sandhar Components, Behrampur



A Team from Alpha Security Systems visited Sandhar Components, Attibele on 21st June



Brose Team at Sandhar Components, Manesar



HMSI Team at Sandhar Automotives, Bommasandra



HMSI Team at Sandhar Automach, Attibele



Mr. Yoshinori Tsuneyoshi and Mr. Satoru Sueyoshi from Honda Lock, Japan visited HSCI Division from 30th May to 4th June



A **20:20 cricket tournament** was organized by SCM at Bhora Kalan on 10th April, there were knock out matches between Zinc Die Casting, Plastic Injection Moulding and Common Team.

The final match was played between Common Team and HR Team which constituted SCM HR and villagers of Bhora Kalan. The HR Team won the match by 40 runs.

A **Health Check - up Camp** was conducted at Corporate Office for the staff and support staff on 11th July by Alchemist Hospital. In this camp general check up, ECG, blood test & sugar test were done.



Eye Check-up Camps conducted for staff and workers at Sandhar Automach Manesar on 11th Jun, Sandhar Components Manesar on 24th & 25th Jun and HSCI Division on 16th Jul.

We wish the couples a very happy and prosperous life ahead:



Anjali daughter of Mr. Mahipal of SAD married Parminder on 5th May 2011.



Pooja daughter of Mr. Suresh Kumar of SCB tied a knot with Birender on 17th June 2011.

We welcome:



Mr. J H Lee joined Corporate Office as Advisor – Business Development on 3rd May. An Engineering Graduate from Seoul with 4 years in

the Korean Air Force. Mr.Lee has worked with LG Chemicals, Hyundai Heavy Industries, Toy N Toy and Eliakim. His last assignment was as MD at Jireh International. He has a rich experience of 35 years, with 24 of them in India. The recipient of 1998 Korean President's Prize for commerce and industry related activities in India.



Mr. R Ragothaman has joined Sandhar Automotives Bommasandra as Vice President - Operations on 1st June.

A Diploma in Mechanical Engineering from Chennai and a PGDM from Delhi University. Started his career as an MT in Lucas TVS, then moved to Rockwell, India Nippon and Varrac. His last assignment was as Corporate Vice President in Meenakshi Polymers. He joins us with a rich experience of supply chain and operations.

Farewell



Mr. Kanaka Raj, AGM – Production, Wheel Rims at Sandhar Automach, Attibele retired after a tenure of over 10 years from Sandhar on 20th May.

Learning

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Sandhar has tied up with Hero Mindmine for conducting **Badhte Kadam**, a motivational training for its Associates.

The training touches on role clarity, business etiquette, role grooming, belongingness, communication & interpersonal skills, listening skills, employee involvement, problem solving, team work etc.

Training on this platform has already been conducted at SCM from 8th to 12th April and at SAH from 16th to 19th May which was attended by 119 workers. Similar trainings will be replicated in other units, too.



A four day training session was conducted for Associates on Basic Computer and English Learning in SCB, SAD and HSCI Division.

Quality Circle Training at Sandhar Tooling



One day **Safe Driving** training was conducted by Mr. P K Tiwari – Safety Instructor of HMSI at SCM. It included practical driving session on two wheelers and road awareness training for all the employees and workers of the plant on 5th May.



One day **Stress Release Camp** was conducted by Brahma Kumaries for senior and middle management at SCM on 24th May 2011.

Brahma Kumaries Falguni and Ranjana briefed the employees on “How to avoid stress”.

South Zone Annual Day held in Bengaluru on 1st May 2011



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