SANDHAR darpan

Growth, Motivation & A Better Life

Volume 2011-1/APRIL 2011

From the desk of Jayant Davar

My Sandhar Family,

The fiscal year gone by has been one of celebration and yet, has been extra challenging. It marked the completion of our 25th centenary year and also had us clear the ₹1000 crores landmark.

The auto industry rebounded from the tough period of 2008-2009, but the growth was paralleled with record commodity prices and much higher input costs which brought in major challenges to our margins.

The Sandhar family has grown to over 5000 members and therefore stronger policy mechanisms need to be put in place to sustain the company and take it to the next level of growth.

I want to take this opportunity of thanking each one of you for your hard work and commitment; towards what we have achieved, as also your endeavour to improve Sandhar in every aspect as your Company.

This year will also see the establishment of new manufacturing plants and diversification into new products.

The new financial year is anticipated to bring in growth of about 31% and I am sure each one of you will take this up as a target not only to be met, but exceeded.

I also want to thank our esteemed customers who are the reason for our existence, our ancillaries, suppliers and others who are associated with Sandhar and continue to contribute to its success in their own ways.

Sandhar Foundation will continue to do its service to the community around our locations.

Warm Regards.

Jayant Davar

Chairman inaugurating the New Office Block in SCB

New Office Block in Behrampur

The new office block of **Sandhar Components Behrampur** was inaugurated by Chairman on 21st March.

It will seat the Sandhar Components Sub-Corporate Staff and the Unit Staff. Equipped with a number of meeting rooms and state of the art facilities, it provides seating for 80 people.

Sandhar Technologies Barcelona, has taken up a new initiative for cost cutting and improvement of EBITA in 2011; a savings plan by forming groups to ensure proper implementation of some of the key measures proposed in the Savings Program 2011.

This plan creates a forum to identify opportunities for improvement and establishes a participatory culture among the employees.

During the first month 122 ideas were proposed by the employees which are now in the process of being implemented. Potentially this plan can save us 1 Million Euros.

Four improvement groups are formed, namely, Aluminium Melting Process, Consumables & Broken items, Energy Saving and Group Efficiency Improvement for Mould Shop to work in parallel for generating additional savings and improvements in the year 2011.

Information Technology at Sandhar has been working continuously on upgrading facilities and services provided to the units.

It has established an internal replication site which replicates the Oracle data on near Real Time basis, this data can be used to restore the ERP services if there is any malfunctioning at the primary data centre or main ERP Server. It has also implemented scheduled automated backup systems with the use of Recovery Manager eliminating weekly downtime required for cold backups.

Oracle – Release 12 has been successfully rolled out in SAH, SAB, SAP, SCP, STPL and SMC without support from PWC or any other external agency resulting in substantial savings for us.

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What's new in 2010 -11

This year has seen a change of address for **Sandhar Components Attibele;** it has moved from 12C KIADB to 7A KIADB, an independent campus for Components.

At SCA a new initiative for daily work management has started, Gemba Meetings involving shop floor team at each machine. Production, quality, maintenance, tooling performance are all reviewed at the shop floor itself.

The results are encouraging as concerns are getting highlighted and the solutions are being finalized on the spot.

Daily Gemba Meeting at SCA

Inauguration Puja at Plating Plant, SMA

Bird's Eye View of SCP shop floor

Sandhar Caama Pvt. Ltd. a new joint venture with Talwar group was done for structural parts and hydraulic winches for Off Road Vehicles.

At Sandhar Caama we have started making booms, rear and front structures for F15 Escorts cranes which will peak at 22-25 sets per month and increase sales by 25%.

In April 12 – 13 sets are planned.

Shop floor at Sandhar Caama

We have a new tri - nickel chrome plating plant for handle bars in **Sandhar Automach, Attibele.**

It is a fully automated plant with SCADA system and has the capacity of plating over 3000 handle bars per day.

A new plant for Plastic Injection moulding with paint shop has been set up in Pune for supplies to consumer durables major LG.

Sandhar Components, Pune manufactures front cabinet assemblies and back cover panels for LCDs and TVs. It also makes front grill assemblies for LG air conditioners.

New office at SCM

A new office has been made at **Sandhar Components, Manesar** which is seating 40 people, a server room, meeting rooms, training room and an exclusive Engineering Section.

Count Free Bins at SCB

Sandhar Components, Behrampur has initiated Count Free Bins which have been designed for a specific quantity and introduced for two high volume parts.

This helps to identify the quantity in a bin with a glance, removing chances of error in dispatch and receipt.

Other than the above, we have taken up expansion activities in the following units:

- Plastic Injection moulding section, Sandhar Components, Manesar
- Additional assemblies lines at Sandhar Automach, Chennai
- New Assemblies lines at Sandhar Automotives, Gurgaon
- A new paint shop at Sandhar Automotives, Haridwar.

In Feb. 2011 Sandhar has taken over the shares of Steady Stream Business of Taiwan in SSSTPL.

SSSTPL is now Sandhar Tooling Pvt. Ltd. a wholly owned subsidiary of Sandhar.

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Awards & Recognitions

In the **24th National Convention on Quality Conception** held from 27th– 30th Dec. 2010 at Vishakhapatnam for Quality Circle Forum of India, Sandhar bagged a number of prizes.

Sandhar Automotives Dhumaspur, Sandhar Automotives Gurgaon and Sandhar Automach, Attibele all bagged Gold in their categories of Excellence Awards.

Sandhar Automotives Bommasandra bagged Silver in Distinguished Category and Sandhar Automotives HSCI Div. received a Bronze Meritorious Award.

SAD Team with Gold Excellence Award

SMA Team with Gold Excellence Award

SAG Team with Gold Excellence Award

SAB Silver Award Winner Team

HSCI Div. Team with Bronze Meritorious Awards

Sandhar Automotives, Bommasandra received a Gold Award in the International Convention On Quality Concepts Circle 2010 held at Hyderabad.

Sandhar Automotives, Gurgaon received a Silver Certificate of Merit from The Economic Times India Manufacturing Excellence Awards 2010.

Sandhar Automotives, Bommasandra received the Excellence Award for Development from Godrej Interio for the year 2010-11.

FCC Rico awarded **Sandhar Components, Manesar** the Best Cost Effectiveness Award on 12th March 2011, for the year 2010-2011.

Sandhar Automotives, HSCI Division received a Certificate of Appreciation for Outstanding Performance in Quality, Cost & Delivery for the year 2010-11.

The certificate was given by Honda Motor India Pvt. Ltd. on 18th Apr. 2011.

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Social Initiatives

Sandhar Foundation is our front runner for social activities; it is working for improvement of society and environment.

Pilot projects for introduction of Vocational Training to students in rural and semi rural areas from Class VII- IX have been taken up with an aim of making them self reliant.

Sandhar Foundation has also started community development activities by constructing a RCC road from the main road in Dhumaspur village for public use to prevent water logging and all weather traffic movement.

An ambulance along with life saving medical equipments have been provided to Bal Sahyog, an organization nurtured under the vision and guidance of the Prime Ministers of India to provide home, care, development and protection to orphan and destitute children.

Ambulance donated to Bal Sahyog

Road constructed at Dhumaspur

A **Blood Donation Camp** was organized at SAG along with Rotary Blood Bank Charitable Trust, Faridabad wherein over 100 employees of Sandhar have donated blood.

Sandhar Automotives, Haridwar has started a new initiative of requesting all visitors to plant trees.

A **Medical Camp** was organized at Sandhar Automach & Alumunium Die Casting Plant , Manesar by R G Urology Hospital for the employees, workers and their families on 8th March.

In this camp ultrasound was done free of cost and medical guidance was provided on stone and urine problems.

A free **Health Check Up** Camp was organized at SCM on 11th April for the employees, workers and their families with the support of Alchemist, R G Urology Hospital & Sanjeevani. Free testing was provided for blood, ECG, ENT, eye, skin, ultrasound & sugar. General medical advise and medicines were provided to over 150 participants.

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Visitor's Corner

The Japanese TQM Guru **Prof. Yoshikazu Tsuda** accompanied by a 17 member TVS Team, visited Sandhar Automotives, Bommasandra as a part of the TVS Supplier Evaluation Program for Quality Management Systems - its implementation, strength and maturity.

Prof. Tsuda spent a considerable amount of time on the shop floor to assess the processes and systems at SAB. He emphasized the need to attain Zero defect level, build in mistake prevention, detection of defects at source and using bench marking practices.

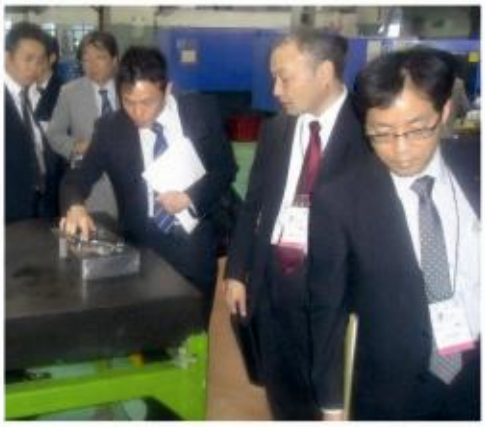
It was a great learning opportunity for the SAB Team to understand the "Exactness" and "Deep thinking / Analysis" from the Professor, himself.

Prof. Yoshikazu Tsuda with TVS & SAB Team

Prof. Tsuda at lock assembly line in SAB

Mr. Kazuhiro Wada of Honda Siel Power Products with Mr. Y S Chauhan, Mr. Sudhir Rana, & Mr. Rajiv Tripathi during evaluation of our plastic injection moulding facility at Manesar.

Honda Power is a customer of Sandhar Tooling and our team is trying to extend the relationship to supplies of plastic components to them.



JETRO (Japan External Trade Organization) the visiting delegation from Japan visited SCB & SCM on 11th Feb. 2011, to see the manufacturing facilities at Sandhar.

Toyota Gosei Team visited SCM on 23rd Mar. 2011 for vendor selection & evaluation.

SCM has received vendor approval & will work on plastic components for them.

Mr. Rick Bond & Ms. Shirley from Lear Corporation with Mr. Jayant Davar and Mr. Arvind Joshi during their visit to Sandhar Corporate Office on 13th April 2011.

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Employees Corner

Sandhar Automotives, HSCI Division conducts Monthly Meetings to share performance and company updates with the employees and workers. These monthly meetings are also taken as an opportunity to congratulate employees for their birthdays and anniversaries by giving them token gifts.

Mr. Masanori Nakatake from Honda Lock Manufacturing Co., Japan attended the meeting held in Feb. and distributed gifts to the employees.

Monthly Attendance Award being given at STPL to Mr. Jitender Kumar by Mr. Kuldeep Sharma for Jan. 2011.

A special lunch for Mr. Dileep Singh and Mr. Mangoli Sethi with family along with **Sandhar Automach, Manesar,** Unit Head Mr. Gyanendra Singh on completion of perfect attendance for 6 Months – no absenteeism and no late attendance for the period July to December 2010.

A special lunch was organized for Mr. Sushil Yadav and Mr. Phool Chand of **ADC** with family, along with Mr. Gurvinder Singh and Mr. Rajesh Goud on completing 6 months attendance without absence and late coming for the period October 2010 to March 2011.

Congrats! Well done, keep it up.

Mr. Ram Avtar Yadav working as Security Guard in **Sandhar Automotives, HSCI Division** on contractual basis through M/s. Siyaram Enterprises has been given the Best Attendance Award for 2010 by the unit. From Jan. to Dec. 2010, a period of one year he has no leave, no absenteeism, no late coming and no gate passes.

We welcome :

Mr. K. Selva Sunder joined SAB as Senior GM – Operations in Jan. 2011.

An M.S (QM) from BITS, Pilani and B.E (ECE) from National Engineering College, Tamil Nadu. A certified auditor in ISO 9001:2000 & ISO 14001:2004 and a Green Belt in Six Sigma.

He has a rich working experience of 22 years and his last assignment was as General Manager in RRB Energy Ltd., Chennai.

Mr. Navin Kumar Sharma joined SAD as AGM – Paint Shop in Apr. 2011.

An M.Sc (Chemistry) from M. D. University, Rohtak, with diplomas in Personal Management & Business Administration from Faridabad Productivity Council and a Diploma in Management from IGNOU.

He has 30 years of experience in Paint Shop & his last assignment was as Senior Manager in Motherson Sumi Systems Ltd, Manesar.

Mr. Sunil Kumar Pipil joined SAG as AGM – Production in Apr. 2011.

A Diploma in Mech. Engineering from Pusa Polytechnic.

He has a working experience of 19 years in operations, process improvement and quality system implementation.

His last assignment was as Senior Manager in Motherson Automotive Technologies & Engineering, Manesar.

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Health & Safety Training conducted for workers in Sandhar Automach, Attibele.

Training activities taken up at Indo Tooling

Morning Drill

ISO Training

Fire Drill

We congratulate :

Komal Bajaj of Corporate Finance has tied a nuptial knot on 23rd January 2011. We wish Komal & Manish Handa a very happy married life.

Seema, daughter of Mr. Rameshwar Das Sharma of Sandhar Components, Behrampur has tied a knot with Montu on 6th March 2011. We wish them both a very happy married life.

Sandhar Carnival 2010

Edited by: Vinita Shaw

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